Activities with a Gender Perspective
Our goal is that all the work that Diakonia supports should contribute to increased gender equality. This means that all the projects we support must have:

- **Gender analysis** as part of the basis of the project
- **Objectives with** a gender perspective
- **Activities** with a gender perspective
- **Indicators** that measure whether the project contributes to increased gender equality
- **Monitoring and Evaluation** with a gender perspective

This Tool deals with Activities.
When you write or assess a proposal, ask these questions about the activities:

- Will women and men be able to participate equally in the activities? If not, how can activities be changed to ensure this?
- Are the planned activities appropriate to women and men’s roles and responsibilities? If not, how can activities be changed to ensure this?
- Do they take into account women and men’s capacities and ability to participate fully? If not, how can activities be changed to ensure this?
- Are there any specific activities planned to address existing gender related inequalities or gender based violence etc? If, how can activities be changed to ensure this?
- Do both women and men have the time to participate in the activities?
- Does the activity schedule for community members take workload (inside and outside the home) into consideration?
• Will there be any **unintended negative impact** on women or men because of the project? (For example: Will women’s workload increase because of project activities?) If so, how will this be mitigated?

• Can staff **access all members** of the community?

• Are **female staff** needed to consult with women?

• Are **male staff** needed to consult with men?

• Do the activities involve local **women’s rights organisations**? If not, how can we build such relationships?

• Because of gender inequality, women and men have different access to power and resources, different kinds of information, different access to justice, etc. This means that **it is often necessary to design activities specifically directed at women** so that they can strengthen skills, build confidence, articulate their demands, develop their agenda, etc.

• For the same reason, it is often necessary to design **activities specifically directed at men so that they can raise their awareness of the importance of gender equality**.