

GENDER INTEGRATION CRITERIA



This **Gender Integration Criteria** sets up a continuum of three types of investments according to their level of gender integration. The tool describes the conditions that categorize an investment along this continuum at the design stage. The categorization of an investment is not based on how likely it is to achieve gender outcomes, but rather how strong the evidence is of the investment’s intention to address gender gaps. This tool can be used at any point in time to assess an investment’s level of gender integration, though it is best used at the design phase and in conjunction with the Gender Integration Guide and the Gender Integration Marker.

Gender Unintentional	Gender Intentional	Gender Transformative
<p>Investment does not recognize impact of gender on the problem, nor does it integrate a gender lens in the proposed approach, nor target gender gaps.</p> <ul style="list-style-type: none"> The problem statement, scope of work and approach do not acknowledge any difference in how people are impacted by the problem because of their gender. No outputs or primary outcomes explicitly target gender gaps in access to or agency over resources. No risks that may arise from targeting gender gaps or gender inequality have been identified. Implementation team has no gender expertise. 	<p>Investment is designed to reduce gender gaps in access to resources.¹</p> <ul style="list-style-type: none"> The problem statement, scope of work and approach describe differences in how people are impacted by the problem because of their gender. At least one primary outcome has the explicit intention of reducing gender gaps in access to resources. Outputs will be designed to contribute to the reduction of gender gaps in access to resources. Activities address how people experience the problem differently because of their gender. The risks (unintended consequences) that may arise from targeting gender gaps or gender inequality have been identified and appropriate mitigation strategies have been developed. Monitoring and evaluation data will be sex disaggregated and sufficient resources are dedicated to the M&E of gender gaps. Implementation team has sufficient gender expertise. 	<p>Investment is designed to transform gender power relations and/or reduce gender gaps in agency² over resources.</p> <p>The investment fulfils all criteria of a gender intentional investment, and in addition:</p> <ul style="list-style-type: none"> At least one primary outcome explicitly focuses on transforming gender power relations and/or reducing gaps in agency over resources, for example by strengthening women and girls’ empowerment. Outputs contribute to the transformation of gender power relations and/or to the reduction of gender gaps in agency over resources.

1. Resources are the tangible and intangible capital and sources of power that people have, own or use to carry out their social and professional roles. These include, but are not limited to, natural, physical, financial, social, infrastructure and personal resources, as well as skills and information. For a fuller discussion of resources, see the foundation’s [Conceptual Model of Women and Girls’ Empowerment](#), pages 7-9.

2. Agency is the capacity to take purposeful action and pursue goals, free from the threat of violence or retribution. For a fuller discussion of agency, see the link above, pages 5-7.