

# GENDER INTEGRATION MARKER



This **Gender Integration Marker** is a tool designed to be used at the end of the investment development phase. Section I of the tool can be used to assess what type of investment it is, according to the established gender integration criteria. Section II can support POs in identifying additional opportunities for gender integration.

## GENDER INTEGRATION MARKER

Opportunity/Contract ID:	Is this a supplement? YES <input type="checkbox"/> NO <input type="checkbox"/>
PO completing assessment:	

### Part I: Gender Integration Assessment

Please answer each question and provide evidence that justifies your response.

Criteria	
Does the problem statement, scope of work or approach acknowledge any difference in how people are impacted by the problem because of their gender?	YES <input type="checkbox"/> NO <input type="checkbox"/>
Explain:	
Does at least one primary outcome have the explicit intention of reducing gender gaps in access to resources?	YES <input type="checkbox"/> NO <input type="checkbox"/>
Explain:	
Will any outputs be designed to contribute to the reduction of gender gaps in access to resources?	YES <input type="checkbox"/> NO <input type="checkbox"/>
Explain:	

Criteria	
Are activities designed to address how people experience the problem differently because of their gender?	YES <input type="checkbox"/> NO <input type="checkbox"/>
Explain:	
Have the risks (unintended consequences) that may arise from targeting gender gaps or gender inequality been identified and have appropriate mitigation strategies been developed?	YES <input type="checkbox"/> NO <input type="checkbox"/>
Explain:	
Does the M&E plan include sex disaggregated data and does it allocate sufficient resources to the M&E of gender gaps?	YES <input type="checkbox"/> NO <input type="checkbox"/>
Explain:	
Does the implementation team have sufficient gender expertise?	YES <input type="checkbox"/> NO <input type="checkbox"/>
Explain:	

If you answered 'NO' to more than two question, then the project is likely gender unintentional and you can skip to Section II. If you answered 'YES' to most questions, then the project is at least gender intentional and you can move on to the next set of questions:

Criteria	
Does the investment include at least one primary outcome that explicitly focuses on transforming gender power relations and/or reducing gaps in agency over resources?	YES <input type="checkbox"/> NO <input type="checkbox"/>
Explain:	
Will any outputs contribute to the transformation of gender power relations and/or to the reduction of gender gaps in agency over resources?	YES <input type="checkbox"/> NO <input type="checkbox"/>
Explain:	

If you answered 'NO' to both questions, then the project is likely gender unintentional. If you answered 'YES' to both questions, then the grant is very likely gender transformative.

This investment is gender:	unintentional <input type="checkbox"/> intentional <input type="checkbox"/> transformative <input type="checkbox"/>
Explain:	

## Part II: Opportunities for Increased Gender Integration

Gender integration can always be strengthened regardless of the category assigned to the investment. The probing questions below are meant to help you identify opportunities for increased gender integration for your investment, and to guide a conversation with your partner(s) about how to more accurately reflect this integration in the proposal documents. If the investment was rated as gender transformative you can skip to #3. For a more robust set of probing questions to help strengthen the initial design of investments, please consult the Gender Integration Guide.

**1. Identifying Gender Gaps and Barriers:** Does the proposal show a clear understanding of how gender affects the problem the investment aims to address? Were specific gender gaps and barriers identified? Was a gender analysis conducted as part of design? If so, what did it reveal? If not, could it be done at the start of the project?

**2. Addressing Gender Gaps and Barriers:** Can the general approach, scope of work and results framework be changed to address how people experience the problem differently because of their gender? Can primary outcomes, outputs and activities be changed or added to address relevant gender gaps and barriers? Which ones?

**3. Opportunities for More Gender Transformative Work:** Are there additional opportunities to tackle imbalances in gender power relations or to increase agency over resources? Are there additional stakeholders and/or decision makers that could support the investment's focus on transforming gender power relations?

**4. Risks (Unintended Consequences):** Are there additional risks (unintended consequences) that may result from challenging gender inequality? If so, how can these be mitigated?

**5. Additional Support and Resources:** Does the partner need support to strengthen gender integration? For example, to conduct gender analysis, to ensure all data are sex-disaggregated and gender outcomes are well monitored, to mitigate potential risks, or to secure sufficient gender expertise, preferably among staff attached to this investment? If so, what support? Are there additional local partners that can support this work?

Will you make amendments to the investment to increase gender integration?

YES

NO

If so, please agree on next steps and time frame for the amendments, and include them here:

For more information on the foundation's gender integration approach, please contact your PST's gender equality core team gender lead (if applicable) or the Gender Equality team. To access all available tools and case studies in gender integration, including the other tools in the Gender Integration Suite, the Gender Equality Lexicon and the Gender Mainstreaming Primer, please visit the Gender Equality Toolbox website (coming soon).