

GENDER INTEGRATION MARKER JOB AID



This job aid is designed to support the use of the **Gender Integration Marker** by providing further context for each of the seven questions.

1. Is advancing gender equality and/or women’s empowerment the primary objective of this investment?

The foundation is on a dual track approach in which one track is focused on gender integration, i.e. considering how pursuing gender outcomes will accelerate sector outcomes; and a second track is focused primarily on advancing gender outcomes. This question is designed to help identify any investments that fall into the second track, which is also a specific official development assistance (ODA) trend tracked globally by OECD.

2. Is there a primary outcome that intends to contribute to the reduction of gender barriers and/or gender gaps in access to resources? If yes, which gender gap(s) or barrier(s)?

This question is specifically looking for gender considerations at the primary outcome level. While some investments may have activities and outputs that consider gender issues, articulating a primary outcome that contributes to the reduction of gender barriers and/or gaps in access to resources, or aims to identify gender barriers and/or gaps, ensures accountability of gender intentional activities and can be measured within a logical results framework. It is also important to name the specific gaps and/or barriers investments are targeting in order to track them across teams and the foundation at large. Note also that this question focuses on access to resources. Question 7 in the marker asks about outcomes that focus on *agency* over resources.

Box 1. Definitions of Resources, Access, Control, and Agency

Resources	Access	Control	Agency
<p>Resources are the tangible and intangible capital and sources of power that people have, own, or use to perform their social and professional roles.</p> <p>These include, but are not limited to, natural, physical, financial, social, infrastructure, and personal resources, as well as skills and information.</p>	<p>Access is the opportunity to use a resource.</p>	<p>Control allows a person to make decisions about who uses the resource, how it is used, and how it is disposed.</p>	<p>Agency is the capacity to take purposeful action and pursue goals, free from the threat of violence or retribution.</p>



3. Will the investment measure its contribution to a reduction in gender barriers and/or gender gaps? (e.g., through the collection and monitoring of sex-disaggregated data, etc.)

The intent to address gender gaps and barriers is not enough – we also need to measure this change. Measuring a reduction in gender barriers or gaps requires collecting appropriate sex-disaggregated data and/or other gender data that allows you to assess if gender barriers or gaps are reduced. Gender data can include other information gathered through surveys, focus groups, policy analyses, etc. that allow you to understand if people experience fewer barriers to accessing resources or if inequalities are being reduced.

4. Has the design of the investment, or will the implementation of the investment, be informed by a gender analysis?

A gender analysis is defined as: *a critical and systematic examination of differences in the constraints and opportunities available to an individual or group of individuals based on their sex, gender, and/or other markers of identity*, and allows us to identify gender gaps and barriers, as well as sources and consequences of inequality. Unintended consequences can happen when you don't ask key questions related to gender roles, responsibilities, power and decision-making power (for a list of helpful questions, see the **Gender Integration Guide**). In some cases, investments will be designed based on existing information from a context-specific gender analysis; in other cases, the investment may include a gender analysis as an early output to then shape the rest of the investment implementation.

5. Will the implementation team include someone with significant expertise in gender equality programming that is dedicated to ensuring effective gender integration?

This question aims to ensure that the investment is staffed appropriately so that there is someone with gender equality programming experience to guide any gender intentional or transformative activities. A gender expert is also important for identifying any potential gender-related unintended negative consequences that may arise from the investment.

6. Have potential gender-related negative consequences that may arise from this investment been identified and have appropriate mitigation strategies been developed? (e.g., increasing labor without increasing returns, loss of control of an asset as it becomes more valuable, gender-related backlash or violence, etc.)

If investments are not designed appropriately, they can unintentionally cause harm and exacerbate gender inequality. This is true for investments that aim to address gender barriers and gaps, as well as for investments that do not aim to address any gender considerations. Careful consideration should be given at the design of the investment to ensure that strategies are in place to mitigate any potential unintended negative consequences related to gender.

7. Is there a primary outcome that contributes to the reduction of gender barriers and/or gender gaps in agency over resources and is there at least one indicator to measure this? (e.g., control over the use of resources)

A gender transformative investment is one that aims to transform power dynamics and remove barriers to ensure people's agency over resources is not determined by their gender. This moves beyond ensuring that people can access a resource regardless of their gender, to whether they can also exercise agency over these resources. This question seeks to understand if any of the primary outcomes of the investment are designed to do this. If so, it is also important that there are indicators in the results framework to ensure accountability toward these outcomes and that data will be collected to appropriately measure this change.