

GENDER INTEGRATION MARKER



This Gender Integration Marker assesses the level of gender integration within the design of an investment—gender unintentional, gender intentional or gender transformative—according to the gender integration criteria below.

This tool is a key enabler to realize the foundation’s vision of becoming a gender intentional organization by strategically applying a gender lens across its programmatic investments, strategies, and key operational functions in order to catalyze impact in the field.

Gender Unintentional Investment does not sufficiently integrate a gender lens in the proposed approach, nor target gender gaps/barriers.	Gender Intentional Investment is designed to reduce gender gaps/barriers in access to resources or increase the evidence base around gender gaps/barriers.	Gender Transformative Investment is designed to reduce gender gaps/barriers in agency or control over resources.
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HOW TO USE THE GENDER INTEGRATION MARKER

Step 1: Input your general information.

Step 2: Answer questions 1-5 and explain your responses.

Step 3: Count the number of ‘YES’ answers. If the count is 3 or more, the investment is likely gender intentional or transformative. Continue to Step 4. If it is fewer than 3, the investment is gender unintentional. Skip to Step 6.

Step 4: Answer question 6 and explain your response.

Step 5: If you answered ‘YES’ to question 6, the investment is gender transformative. If you answered ‘NO’ to question 6, the investment is gender intentional.

Step 6: Mark the correct category based on this assessment.

HOW TO USE THE GENDER INTEGRATION MARKER

Step 1: Input your general information.

INVEST ID:	Is this a Supplement:	YES	NO
PO completing assessment:			

GENDER INTEGRATION ASSESSMENT

Step 2: Answer questions 1-5 and explain your responses.

1. Is a reduction of gender barriers and/or gaps in access to resources explicitly stated in an outcome of the investment? <i>An investment may have a focus on improving outcomes for women but, unless it explicitly aims to reduce gender-related gaps or barriers, it would receive a “No” to this question.</i>	YES NO
Please explain your response:	

<p>2. Will the investment collect and monitor sex-disaggregated data or gender equality indicators in order to understand changes in gender barriers and/or gaps? <i>Answer "Yes" to this question if the investment includes indicators to track progress towards a primary outcome that aims to reduce gender inequalities.</i></p>	<p>YES</p> <p>NO</p>
<p>Please explain your response:</p>	
<p>3. Has the design of the investment been, or will the implementation of the investment be, informed by a gender analysis? <i>Answer "Yes" to this question if the investment includes a critical and systematic examination of how gender differences in constraints and opportunities individuals face because of their identity are taken into account in the investment design, and how individuals may be impacted by proposed work differently because of their identities. A gender analysis is a discrete assessment of gender issues relevant to the investment conducted specifically as a component of the investment or which leverages existing analysis.</i></p>	<p>YES</p> <p>NO</p>
<p>Please explain your response:</p>	
<p>4. Will the implementation team include someone with expertise in gender equality programming that is dedicated to ensuring effective gender integration? <i>Answer "Yes" to this question if the investment includes team members, consultant(s), or collaborating partners with the gender equality expertise to implement the investment and the budget includes allocations to support that expertise.</i></p>	<p>YES</p> <p>NO</p>
<p>Please explain your response:</p>	
<p>5. Have potential gender-related negative consequences that may arise from this investment been identified and have appropriate mitigation strategies been developed? <i>For example, increasing labor without increasing returns, loss of control of an asset as it becomes more valuable, gender-related backlash or violence, etc.</i></p>	<p>YES</p> <p>NO</p>
<p>Please explain your response:</p>	

STEP 3: Count the number of 'YES' answers. If the count is 3 or more, the investment is likely gender intentional or transformative. Continue to Step 4. If it is fewer than 3, the investment is gender unintentional. Skip to Step 6.

STEP 4: Answer question 6 and explain your response.

6. Is a reduction of gender barriers and/or gaps in agency explicitly stated in a primary outcome of the investment and is there at least one indicator to measure this? <i>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.</i>	YES
	NO
Please explain your response:	

STEP 5: If you answered 'YES' to question 6, the investment is gender transformative. If you answered 'NO' to question 6, the investment is gender intentional.

FINAL ASSESSMENT:

STEP 6: Mark the correct category based on this assessment.

Gender Unintentional	Gender Intentional	Gender Transformative

For guidance about how to integrate a gender lens, and to help answer the questions in this Gender Integration Marker, please see the [Gender Integration Guide](#) and the [Gender Integration Marker Job Aid](#).