

Embedding gender equality in selection criteria and adopting a gender-sensitive perspective during the provision of capacity development support to local, small and grassroots organisations.

OECD GENDER MARKER

Definition and minimum recommended criteria for the DAC gender equality policy marker

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OECD-DAC GENDER EQUALITY POLICY MARKER

NOT TARGETED (SCORE 0)

The programme has been screened against the marker but has not been found to target gender equality.

Example: A basic education project designed to benefit boys and girls but with no specific objectives or activities that aim specifically to address gender-specific barriers to education.

SIGNIFICANT (SCORE 1)

Gender equality is an important and deliberate objective, but not the principal reason for undertaking the programme.

Example: A basic education and literacy project designed to benefit boys and girls but with a specific objective and activities that address the gender-specific barriers to girls' education, for example through the provision of financial incentives to encourage disadvantaged families to allow girls to attend school.

PRINCIPAL (SCORE 2)

Gender equality is the main objective of programme.

Example: A project that focuses specifically on girls' access to and performance in education with the main objective of empowering women and girls and reducing inequalities between boys and girls.

Suggestion:

Require that all Guidelines for Proposals include:

- **The application/proposal contains a gender analysis**
- **At least one explicit gender equality objective backed by at least one gender-specific indicator** (or a firm commitment to do this if the results framework has not been elaborated at the time of marking the project).
- **Data and indicators are disaggregated by sex** where applicable.
- Commitment to **monitor and report on gender equality results** achieved.

[These are highly encouraged by the EU]

Create a checklist for checking applications

- Did the applicant conduct a gender analysis to inform the project? Yes/No
- Does the project have an objective towards gender equality? Yes/No
- Does it have an indicator to measure progress towards the objective for gender equality? Yes/No
- Are all indicators, baselines and targets about people disaggregated by sex? Yes/No

Other ideas:

Include in the application and scoring criteria (more points for applicants with):

- Policies against gender-based discrimination (e.g., in hiring, promotion, firing, treatment) and sexual harassment
- Policies on care (carers leave, flexible hours)
- Work with WCSOs (consult, engage)
- Gender balanced board
- Gender balanced management
- Gender balanced staff
- Example: USAID requires all implementers to have 30% male/female as a minimum criteria, and a gender balance at a management level

Our Experience: The Kosovo Women's Fund

Capacity Development

- Our grantees are already furthering gender equality / women's rights through their projects
- So we build capacities to further gender equality through **advocacy**
- From this experience, perhaps we can just say to base your capacity building on analysis:
- First, assess what they have:
 - Gender in their programs
 - Anti-sexual harassment plan
 - Anti-discrimination plan
 - Plans to further gender equality
 - Etc.
- Then, make a Capacity Development Plan and include budget and indicators for that to monitor change