## Gender equality spectrum

Gender negative/harmful

Gender blind/neutral

Gender sensitive

Gender responsive

Gender transformative

Reinforces gender inequalities

Ignores gender inequalities

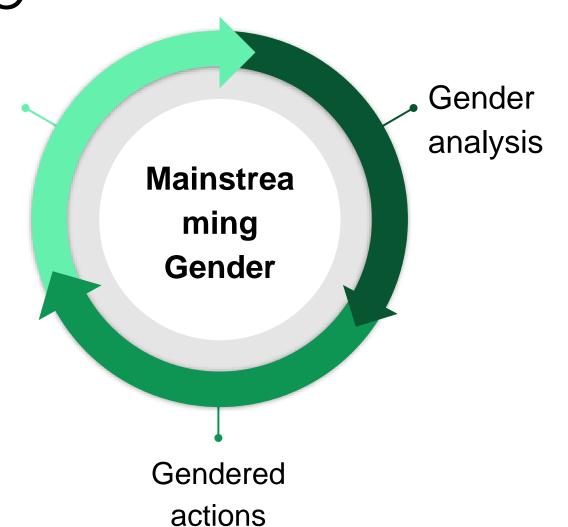
Considers gender inequalities - does not challenge norms

Targets gender inequalities intentionally to achieve certain outcomes

Changes unequal gender relations, norms and addresses root causes

Gender in the project cycle

Gender-sensitive M&E



## Gender-responsivity-

## Project Development Inception **Implementation** M&E (incl. reviews) What is the country/sector Is gender-sensitivity Is project design led by Are project gender context? Who is mainstreamed into sex- disaggregated objectives, project activities? likely to be affected data and gender? indicators and Is there sufficient by/involved in the project? Do project activities targets **gender** resources for gender-How are climate **impacts** address gender sensitive? responsivity? differentiated? differences and Is the M&E process Is there a gender Is concept aligned with promote gender equality specialist in PMU? gender sensitive? international and national How/where are men and women's government priorities, policies and women benefitting empowerment? from/engaging with, and strategies on gender? What is the **potential** project activities? Are consultations inclusive **impact** of proposed with equal participation and activities on women and decision-making opportunity?

men?

A gender nonsensitive approach, at best, doesn't help women, and, at worst, actively disadvantages them.

## Consider the following: A project proposes an activity to provide agricultural extentorural farmers to reduce climate vulnerability.

Women's (unpaid) domestic and care responsibilities may preclude them from attending Women tend to have longer work days, and may not have time/energy to spare for educational activities, no matter how beneficial

Women generally have lower mobility due to a lack of access to transport or security barriers to travelling alone

Women can be excluded from some cultural and decision-making spaces

Women are less likely to speak national languages, and global education and literacy gaps limits the accessibility of written materials

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Detail: Conduct evening training sessions at community meeting places, in the national language with land-owning farmers who cultivate 5+ hectares, in ploughing techniques to improve yields

Because of discriminatory property and inheritance practices, women are less likely to own the land they farm, even when head of the household

Since unpaid duties occupy so much time, women often report paid work (like farming) as secondary occupational activities (so they may not identify as 'farmers')

Women dominate the ranks of small-scale farmers, cultivating smaller plots of land

Due to sexdifferences, women may lack the physical upper body strength to access this technology Although decreasing 'men's' work, this may increase women's burden of agricultura tasks – transplanting, weeding, harvesting and processing

Consider the following: A project proposes an activity to provide agricultural extension services to rural farmers to reduce climate vulnerability.

Provides empowerment that is accessible and subverts cultural barriers

Does not create additional demands on women's time, if timed to coincide with when women are generally home-based. Does not require mobility or access to formal institutions, nor does it self-select a target audience ('farmers')

More accessible language format

Empowers with resources and information – not a top-down paternalistic approach

Detail: Produce educational radio programmes in local languages to provide information on new climate-resilient crops with reduced cook times that have recently been developed Include information on microfinance institutions (MFIs) that are providing support for purchasing.

Crop types that reduce women's burdens whilst promoting climate resilience

Helps support women in accessing secure finance, a common barrier globally

Women may lack access to formal agricultural education or information provided by distributors

