Gender & Programme Design Checklist

Use this checklist to make sure that gender has been integrated throughout the programme design.

1. Rationale

- Is the programme design informed by a participatory context analysis?
- Have the results of a gender analysis been incorporated into the programme design?
- Have all relevant gender issues, including impact in the lives of women, men, girls and boys and anticipated outcomes, been systematically identified and documented?
- Have lessons from related programmes or synergies with other programmes been addressed?

2. Impact

- Do the objectives reflect priority concerns, and respond to the practical needs and strategic interests, of women, men, girls and/or boys?
- Are the ways in which the programme will equitably benefit women, men, girls and boys clearly stated?
- Have women and men equally contributed to determining the programme objectives?
- Do the objectives reflect the information obtained from the gender analysis? How?

3. Strategy (Theory of Change)

- What steps are required to reduce gender inequalities?
- How will the programme engage with power structures at different levels to influence change?
- What is the evidence that the strategy will contribute to achieving the objectives?

4. Partnership

- Do the potential programme partners have knowledge, skills and experience in gender equality and gender-transformative programming? If not, are measures in place to strengthen their gender capacities?
- Does the programme need to include gender-related capacity-building for partners?

5. Participation

- What measures are in place to ensure the active participation of women, men, girls and boys in all stages of the programme?
- For gender-targeted programmes, are there any risks of harm to the targeted beneficiaries or to the population groups not directly participating in the programme?
- Are there awareness-raising opportunities around gender equality?
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### 6. Outputs & Activities

- Will women and men (and girls and boys, as applicable) equitably benefit from the programme outputs?
- Do planned activities equitably involve women and men (and girls and boys), as applicable to the objectives?
- Have activity targets been set to guarantee a sufficient proportion of women and men participants?

### 7. Monitoring & Evaluation

- Do the monitoring and evaluation tools enable collection of sex and age-disaggregated quantitative data and qualitative information?
- Do the indicators measure the gender aspects of each objective and the gender equality impacts of the programme?

### 8. Assumptions & Risks

- Is the assumption that gender equality is fundamental to bringing about transformative and sustained changes in the lives of women, men, girls and boys clearly stated?
- Are the risks posed by existing, discriminatory gender roles and unequal power relations to the achievement of the programme objectives identified and addressed?

### 9. Budget

- Have financial inputs been assessed to ensure that women and men benefit equitably from the programme and that gender capacities of staff and partners are factored in?