Gender & Implementation
Quick Guide

From Plans to Actions
Implementation is the process of putting into practice a series of planned actions to achieve agreed objectives.

Inclusive Implementation
Gender-transformative implementation ensures diverse women and men (girls and boys) have access to, and meaningfully participate in, programme decision-making and activities.

Close the Gender Gap
Gender-transformative implementation translates commitments into actions. How programmes are implemented can help close, or widen, gender gaps in food security and nutrition.

How to create a Gender Competent Team

- **Ensure** a gender balanced team. Both women and men should perform the different functions: managerial, administrative, technical etc.
- **Ensure** all programme staff are committed to gender equality and gender-transformative programming. All staff need to understand the importance of, and be committed to, gender equality. Raise awareness and provide opportunities to learn.
- **Ensure** all staff know how to integrate gender in all stages of programming: ensuring that the process is inclusive and participatory for diverse women, men, girls and boys and that the programme delivers gender equality outcomes.
- **Provide** learning and capacity building opportunities.

How to do Inclusive Implementation

- **Ensure** women and men are equitably involved in all activities
- **Address** obstacles for women or men to accessing or participating in the programme
- **Involve** women and men staff equitably and meaningfully in all steps of implementation, including strategic meetings.
- **Identify** and address the interests, knowledge, skills and priorities of the diverse women and men (and girls and boys, as applicable)
- **Ensure** the safety, dignity and integrity of the women and men, and girls and boys, accessing or participating in the programme.

Key measures to ensure Gender Equality is central to implementation

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<th>Embed systems and structures into the programme strategy</th>
<th>Make gender a standing agenda item in programme planning and review meetings</th>
<th>Ensure participatory gender analysis in context and progress assessments and evaluations</th>
<th>Formulate gender-sensitive indicators and a gender-responsive monitoring plan</th>
<th>Arrange regular meetings with all stakeholders, including women’s rights organisations</th>
<th>Include gender in reporting on implementation progress and programme outcomes</th>
<th>Strengthen gender-related knowledge and skills of staff and partners</th>
<th>Ensure gender-sensitive complaints and feedback mechanisms</th>
<th>Access gender specialists (e.g. Regional Gender Adviser) at key stages of programme implementation</th>
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