



GENDER AND DEVELOPMENT CHECKLIST¹

The following checklist highlights key issues to consider when designing gender-sensitive projects and programmes in mine-affected areas and communities.

Analysis of gender differences

- All data is systematically collected and analysed in a sex and age disaggregated manner
- Information is gathered from women, girls, boys and men about:
 - different skill sets, needs, vulnerabilities and responsibilities
 - gender division of labour in both the formal and informal sector, responsibilities and coping strategies within the household
 - inequalities in access to and control of resources (e.g. land)
 - casualty rates
 - obstacles women, girls, boys and men could face in accessing or devoting time to income generation activities (e.g. childcare or other household responsibilities)
- The gender analysis is reflected in planning documents and situation reports
- Women and men are trained and hired to conduct assessments and surveys

Access

- Women and adolescent girls have equal access to livelihood programmes and livelihood support services as do men and adolescent boys
- Women's, girls', boys' and men's access is routinely monitored through spot checks, discussions with communities, etc
- Women and men have equal access to demining employment opportunities
- Strategies are in place to help promote equitable and effective participation of women and men in decision-making roles and address obstacles to equal access. (This does not necessarily mean 50% women and 50% men.) This includes landmine survivors and their caregivers
- Consideration has been given to who has access to and control of productive resources (e.g. land, forests, waterways, markets, technology, capital/credit and education/training)

Objectives

- The objectives of the project explicitly refer to men, women, girls and boys
- The objectives of the project explicitly reflect and address the needs and priorities of both women, men, girls and boys

Activities

- Planned activities involve both men and women, and do not discriminate against women or men. For example, construction projects traditionally targeting only men should be reviewed to ensure access to both women and men
- Recruitment is based on qualifications, not perceptions. Employment opportunities welcome both women and men. Gender sensitive human resource policies are developed

¹ GICHD (2008) Linking Mine Action to Development, Guidelines for Policy and Programme Development, page 116-119. Available at: http://www.gichd.org/fileadmin/pdf/ma_development/Guidelines/Guidelines-LMAD-NGOs-19Nov2008.pdf

- Women, girls, boys and men benefit equally from development and mine action activities
- Additional activities are planned to ensure that a gender perspective is made explicit, e.g. training in gender issues, additional research, etc.

Implementation

- Implementing partners, e.g. mine/ERW operators, have received gender mainstreaming training, and/or hired a gender focal point so that a gender perspective can be sustained throughout implementation
- Implementing partners, e.g. mine/ERW operators, are bound to respect a Code of Conduct
- Gender sensitive consultation is incorporated into the activity
- Women and men participate in consultative meetings/discussions in equal numbers and with regular frequency, e.g. when deciding on community priorities for mine/ERW clearance and how cleared land will be used once it is handed over
- Child care or family care provisions are in place to allow women and girls access to programmes, trainings and meetings
- Train and hire both female and male MRE trainers
- Ensure MRE is available and appropriately targeted to women, men, girls and boys
- Ensure community meetings are held at times and locations that are appropriate for and accessible to both women and men. Ensure women's effective participation through separate consultations when needed
- Ensure sex-segregated accommodations for women and men in medical facilities and training/education opportunities
- Ensure gender equity in the allocation of reintegration activities for mine/ERW survivors
- Both women and men participate in implementation
- Provide separate facilities needed for women and men to carry out the work.
- There are strategies to help overcome identified barriers to full participation of women and men.
- Vocational training and non-formal education programmes target the specific needs of adolescent girls and boys and provide them with practical skills that they can use, including non-traditional skills
- Employment opportunities – for instance such as with mine/ERW operators are equally open and accessible to both women and men, and advertised through both formal and informal channels of communication
- Programmes are monitored for possible negative effects of changes in power relations (e.g. rise in domestic violence as a reaction to women's empowerment, community's reaction against hiring female deminers)
- Workplaces are monitored and instances of discrimination or gender based violence are addressed
- Livelihoods programmes are tailored to the unique needs of the various segments of the affected community (female heads of households, girls and boys, displaced women and men, youth, elderly persons, mine/ERW survivors, female or male caregivers, etc)

Monitoring and Evaluation

- Targets are set to guarantee a sufficient level of gender balance in activities (e.g. quotas for male and female participation)
- Gender sensitive indicators are in place for monitoring and evaluation. Such gender sensitive indicators should measure the positive and negative consequences of the activity for women and men. Indicators may be quantitative or qualitative

- Gender roles and relations within society have been considered as a potential risk (i.e. stereotypes or structural barriers that may prevent full participation of one or the other sex)
- The potential negative impact of the intervention has been considered (e.g. potential increased burden on women or social isolation of men)
- Sex and age disaggregated data on programme coverage and impact are collected, analysed and routinely reported on
- Livelihood programmes are monitored for improvements in self-reliance as well as beneficiary satisfaction for both women and men
- Plans are developed and implemented to address any gaps or inequalities

Budget

- Financial inputs have been gender-proofed to ensure that both men, women, girls and boys will benefit from the planned intervention
- The budget includes an allocation for specific activities promoting gender equality, e.g. the need to provide gender sensitivity training or to engage short-term gender experts