

# Mainstreaming Gender into Project Cycle Management

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# Stages of Project Cycle Management

- Project Assessment
- Project Analysis
- Project Design
- Project Implementation
- Project Monitoring and Evaluation

‘It is impossible to realise our goals while discriminating against half the human race’ - Koffi Annan 2006

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What's your place in restoring justice?

# Project Assessment

- Undertake gender assessments and planning – seek the views of women, men, boys & girls
- Sex disaggregate baseline data (for analysis and clearer community picture)
- Use gender sensitive PLA tools e.g. activity charts
- Use gender specific tools e.g. Control, Access and decision making charts

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# Project Assessment - questions

- Who are the target groups?
- Are they disaggregated by sex? (MWBG)
- Consulted men and women separately?
- Gender sensitive tools used in the assessment?
- Baseline information sex disaggregated?

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# Project Analysis

- Analyse the information gained for the gender implications
- What are the gender gaps?
- Are there any discriminatory practices explain the gender gaps?
- What are the practical and strategic needs of women and men?
- Risk assessment, management and stakeholder analysis - gendered

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# Project Analysis Questions

- Are the needs of women different to men?
- Have any differences in the needs and priorities been identified?
- If so, how are they being addressed by the project?
- Does the project identify any legal, cultural or religious constraints on women and girls participation in the project?
- If so, how will these be addressed?
- How will the project effect women and girls/men and boys?
- Is there any negative impacts (increased workload for women?)
- How will MWBG participate in the project?
- What are the different roles?
- Who makes the decisions?
- Who has access and control of resources?
- Were MWBG included in the planning and agreeing the project?

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# Project Design

Using the information gathered in assessment and analysis:

- Set gender sensitive objectives – Goal, Purpose, Outputs
- Identify gender sensitive indicators, MOV's, plus gendered assumptions
- Gender sensitive logframe

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# Project Design Questions

- Is the project gender inclusive?
- Does it effectively and equitably target WGMB?
- Does the project have a specific target for encouraging the participation of W&G?
- Goals, Purposes, Indicators, MOV's gender sensitive?
- Assumptions gender specific?
- Gendered budget

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# Project Implementation

- Run programmes in gender sensitive manner
- Attitudes of staff and volunteers? Male and Female?
- Does the organisation have the capacity to deliver benefits to WMBG?
- Do staff and volunteers need training in gender sensitisation?
- Are the planned activities empowering women and men?
- Does the project overcome the difficulties that often prevent W&G participation?
- Are the planned activities addressing the longer term strategic needs?
- Are the monitoring indicators gender sensitive?

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# Project Monitoring and Evaluation

- What are the measures used? Are the gender sensitive?
- Inequalities reduced?
- Difference made – intended or unintended MWBG
- What is the impact of the project engendering process?
- Is the project evaluation team gender sensitive?

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# M&E Questions

- How has the project benefited and impacted MWGB?
- Have there been any negative effects for any group?
- Sex disaggregated information?
- What might we wish to change in the future?
- What can we learn?

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# Questions

- What is being done now in the PCM cycle?
- Where are the gaps?
- What can be reasonably done now?
- What can be changed in the future?
- Where can a gendered perspective be incorporated into M&E now?

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