

GUIDE FOR APPLICANTS: GENDER MAINSTREAMING¹

Gender mainstreaming as a tool towards gender equality is a crosscutting issue throughout the EJA Kosovo program. It involves considering women's, girls', boys' and men's needs and situations in the design, implementation, monitoring and evaluation of the programs/projects. Gender mainstreaming means looking at how every service, project, process, policy, activity and decision impacts on each section of the community, male and female.

This short guide provides a non-exclusive list of questions for interested applicants to think about and consider when designing, implementing, monitoring and evaluating their projects.

GENDER ANALYSIS is the first step that should be conducted in order to examine the relationship and any inequalities between women and men, boys and girls and their relative condition and position in society. This should include: roles and responsibilities, identities, needs, priorities and interests; division of labor, access to, and control over, money, power and resources. A gender analysis should apply the theoretical framework of intersectionality to highlight the multiple ways in which the target group is disadvantaged by gender identity, ethnicity, culture, age, race, class, disabilities, sexual orientation, religion etc.

Sex – disaggregated data should be collected throughout the program/project implementation in order to inform and guide the organization to respond to noticed disparities during implementation.

¹ The information presented in this guide is based on Sida's HelpDesk gender analysis of KCSF and KCSF's internal Gender Mainstreaming Policy.

Gender Analysis – Key words to remember

- Sex-disaggregated data
- Participation and representation
- Access to, control and benefits of resources
- Strategic and practical needs of women and girls and men and boys
- Norms, values, traditions, visible and invisible discrimination, stereotypes
- Triple Roles (at home, work and in the community)
- Human Rights
- Intersectionality (ethnicity, age, disability, race, sexual orientation, culture, education, social class etc.)

Some questions to consider throughout program/project design and implementation:

- Prior to starting the design of the project/intervention do you take into consideration the characteristics of your target group?
- How would women and men be impacted by your intervention?
- Do women and men have equal access to the law in reality?
- Do you consider the different lived realities of women and men?
- Do you consider gender roles and societal norms and how they affect women and men and how those can be reflected in the project?
- Depending on the gender analysis conducted, do you believe that the proposed program/project is relevant to the target group?
- Do the proposed project activities contribute in enforcing gender

For more resources on gender mainstreaming refer to Sida's [Gender Toolbox](#).

stereotypes or do they challenge them?

- When designing project activities did you consider obstacles and difficulties that women and/or men might face in order to attend?
- Have activities/meetings/conferences been planned for times and places when women can participate? Have women as well as men been asked when and where are convenient times to meet?
- What time/date have you arranged your conference/activity? Is it at a suitable time for people with family responsibilities?
- Did you consider the gender perspective when preparing the project budget?