

Guide to Integrating Gender in your Proposal

Objective: To assess the potential impact (both intended and unintended) and opportunities of policies, programs and initiatives on diverse groups of people, taking into account gender and other identity factors.¹

The continuum of gender integration approaches and outcomes

IDRC believes that projects should either be gender aware, gender sensitive, gender responsive or gender transformative.

Gender: the differentiated and intersectional experiences of women, men, boys, and girls.

	Gender Aware	Gender sensitive	Gender responsive	Gender transformative
Definitions	Gender (the differentiated and intersectional experiences of women, men, boys, and girls) is considered in the research project's rationale, but is not an operative concept in the design and methodology for implementation.	Gender is considered in the research project's rationale and is addressed in the project design and methodology, but does not (yet) extend to analysis and action to address gender inequalities.	Gender is considered in the research project's rationale, design, and methodology and is rigorously analyzed to inform implementation, communication, and influence strategies.	Examines, analyzes, and builds an evidence base to inform long-term practical changes in structural power relations and norms, roles and inequalities that define the differentiated experiences of men and women. Gender transformative research should lead to sustained change through action
Key question to ask	Does the rationale for the research include evidence on the differentiated roles, experiences, impacts on men, women, girls and boys?	+Does the research design include analysis of the differentiated roles, experiences, impacts on men, women, girls and boys?	+ Does the research use analysis to implement actions to address, build on, respond to the results of the analysis	+Does the research go beyond the analysis of differentiated roles, experiences, perceptions gaps and explore the underlying structural causes, norms, power relations that cause these differences? PLUS: Does the research implement actions to address these underlying structural causes, norms, power relations that cause the differences?

Key features to include when integrating gender

- Focus on multiple elements such as beliefs and perceptions, practices and participation, access to resources, institutions, laws and policies, and the power dynamics that influence these.
- Use an intersectional approach, going beyond men and women to other identities including race, ethnicity, class etc.
- Consider multiple levels such as individual, relational (household, community, markets), and structural (norms, policies, institutions etc.)
- Use of multiple, mixed methods.

¹ Government of Canada, 2018. "Gender-based Analysis Plus."

Gender integration in the research process

Stage of the Project Cycle	Key Questions to Consider
<p><i>Problem identification and background</i></p>	<ul style="list-style-type: none"> • What evidence exists on how the problem affects men, women, boys and girls within the region? <ul style="list-style-type: none"> ○ How does it intersect with other identities – race, ethnicity, class, income levels, rural, urban? • What gaps currently exist between different groups of people with respect to the problem? <ul style="list-style-type: none"> ○ What are the underlying causes of these gaps? • What power dynamics exist between men and women and other groups related to this problem? <ul style="list-style-type: none"> ○ How is it manifested in social and gender norms, resources, laws, policies, institutions, and governance structures? • How have these groups been involved in identifying the problem? • What likely impact will addressing the problem have on different groups of interest?
<p><i>Research purpose and anticipated results</i></p>	<ul style="list-style-type: none"> • Does the goal of your work incorporate addressing gender inequalities and their underlying causes? • What priority actions are most likely to impact positively on different groups such as women, men, ethnic minorities, people with disabilities? <ul style="list-style-type: none"> ○ How are these groups involved in identifying the priorities? • In what ways are the project's objectives able to be framed in relation to addressing gender and inclusion? • Is there a logical theory of change on how achieving objectives will lead to gender equality? <p>Note: Adding "especially women and marginalized groups" after each of your objectives is not adequate.</p>
<p><i>Project design and methodology</i></p>	<ul style="list-style-type: none"> • Are different groups involved in the research process? • Are you using multiple methods to ensure inclusion? • Have you considered implications of participation by different groups? <ul style="list-style-type: none"> ○ E.g. participation of women and implications on their workload.

	<ul style="list-style-type: none"> • Are your research tools gender sensitive? <ul style="list-style-type: none"> ○ For example, is data disaggregated by sex? • Are marginalized groups getting a voice in the research process? • Is there a comprehensive gender analysis planned with key gender research questions? • Does your work add to the available evidence on gender and the topic of interest? <p>Note: Addressing gender does not equal low quality research. Research rigor and quality is critical.</p>
<p><i>Workplan and project team capacities</i></p>	<ul style="list-style-type: none"> • Is there sufficient time and resources allocated to gender activities and research? • Do you have a plan and the necessary team capacity to disaggregate and analyze data by sex and other relevant indicators? • Is the right expertise included? <ul style="list-style-type: none"> ○ Do you have partners that have the right skills and experience to address identified gender and inclusion issues? ○ Do you have local partners in your team that understand contextual gender issues? • Is the whole team aligned in addressing gender in their respective activities? • Do you have a good balance between male and female researchers, other identities? <p>Note: The woman in the team does not always qualify as the gender expert. Invest in real gender expertise and partnerships that bring in the necessary skills.</p>
<p><i>Monitoring, evaluation and learning</i></p>	<ul style="list-style-type: none"> • Are you collecting information from men and women and making sure that both perspectives are represented and identified? • Do you have a clear strategy for gender integration that has been collaboratively developed and understood by everyone? • What level of the gender continuum is in your strategy? • Are the roles and responsibilities for different team members for the implementation well understood? • Is there a tracking system for its implementation? <p>Note: Understanding and implementing the strategy should be the responsibility of the whole team.</p>