Gender Sensitivity Checklist

Gender Sensitivity Toolbox

Objective:

In gender-sensitive business supports, gender is consistently taken into account throughout the business support cycle. Women's participation in entrepreneurship and their uptake of business supports (coaching, mentoring, training) must be encouraged. Business Supports must address women's needs, as well as men's and their realities. Research on the gender question, to enhance understanding of gender issues in entrepreneurial business supports, should be promoted. The purpose is to aid the implementation of gender-awareness pre-assessment outputs and their integration into all phases of business support development, design and implementation. It will help ensure that gender-sensitivity is habitually included as a part of the process.

How to Use:

The checklist tool is to be used in the conjunction with the orientation wheel. Ensure that the all the perspectives are included, taking into account the context for each stakeholder – the business support providing organisation, the practitioner executing the coaching/mentoring/training, as well as the entrepreneurs. The checklist below is an example and should be adapted to the individual business support and localisation scenario. Information needed to address each phase should be drawn from the pre-assessment template which will help populate the orientation wheel and then create the checklist.

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SITUATIONAL BASELINE PHASE

☑ Have you considered the socio-cultural influencing factors in order to determine gender-sensitive actions needed?

☑ Have you identified sex-disaggregated baselines and indicators as well as gender-specific targets essential for tracking progress and impact of the gender results over time?

☑ Have you identified the gender-sensitive factors of influence that define action needed?

APPROACH DEVELOPMENT PHASE

☑ Does the methodology/process for the business support development include the gender dimension/gender-sensitive approach?

☑ Does your programme/project/coaching concept encourage target stakeholders, especially women and girls, to participate in the development planning process?

☑ Does the background/context analysis of the project examine the different situations of women and men and the impacts the project will have on different groups?

CONTENT DEVELOPMENT PHASE

☑ Does your programme/project/coaching concept utilise gender-neutral language and stimulate participation of all gender?

☑ Does the results framework include gender responsive indicators, targets and a baseline to monitor gender equality results?

☑ Does the roll-out of the planned programme/project/coaching concept take into account factors defined under localised inequalities, and norms & values, e.g. private life factors, access to resources and others?

To be used as a complementary tool with the Orientation Wheel

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IMPLEMENTATION PHASE

☑ Does your programme/project/coaching concept timing/place reflect the private life factors in order to determine equally opportunity for participation?

☑ Does the programme/project/coaching concept ensure that both women and men can provide inputs, access and participate in project activities equally?

☑ Is gender-sensitive language being used? Have the business practitioners delivering the coaching/mentoring/training been trained for gender-sensitivity?

☑ Is the programme/project/coaching concept being publicly promoted in a gender-sensitive way (same with outcomes)?

☑ Are appropriate feedback methods being included, that take into account the perspective of men and women (gender-segregated data)?

This is a step-by-step development process, which require long-term commitment and active engagement of practitioners. Peer learning among practitioners – both nationally and transnationally, should be encouraged wherever and whenever possible. Balanced and inclusive approach to avoid gender segregation and to prevent discrimination of some social groups should be always reflected on. Awareness raising, advocacy and information sharing are critical success factors (see tool for continuous improvement).

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