

GENDER INTEGRATION GUIDE



Step One: Problem

What problem does this investment target?

Look for:

- primary and secondary data supporting the problem statement.
- an analysis of the root causes and social context of the problem.



Step Two: Population

Who is affected by this problem?

Look for:

- an analysis of who is most affected by this problem.
 - Which population(s) – specifically, which women, men, girls and boys?
- how the problem differentially affects people based on their social and demographic characteristics



Step Three: Context

What is the gendered context in which the problem exists?

Look for:

- whether a gender analysis was conducted:
 - context analysis identifying the different barriers, challenges and opportunities that women, men, girls and boys face with regard to the problem



Step Four: Gaps

What are the relevant gender gaps affecting this problem?

Look for:

- a clear articulation of gender gaps and gender-related barriers.
- data supporting the identification of gender gaps.
- explanation of how these gaps were prioritized in determining the proposed solution(s).



Step Five: Solution

How does the proposed solution integrate a gender lens?

Look for:

- whether the proposed solution addresses prioritized gender gaps/barriers.
- Potential risks/unintended consequences.
- a plan to measure changes in gender gaps and barriers.
- opportunities for gender transformative work.
- gender expertise on implementation team.