

# Checklist of G500 for gender-transformative approaches (GTA)

This checklist must be used to supplement the documents for producing gender analysis, in particular the Sectoral Department's [Working aid on producing gender analyses](#), which is referred to as "Working aid" in the rest of the text.

This contains information for processing different project types, e.g. for SPs, GPs and bilateral projects and key questions that can also be used to develop GTAs.

**Gender analysis** is the key element for incorporating GTAs in the offer process. However, it is not just intended for the appraisal process but it should be regularly reviewed, added to and adapted as a **"living document"** and discussed within the team (e.g. during OP planning, progress reports).

Not all the measures identified and proposed in a gender analysis will be included in the offer or in the indicators. What is important is that the GIZ employees themselves become **"change agents"** and corresponding competencies are continuously being developed in the project team and in the department.

PROJECT PLANNING	
<b>What questions do we need to ask ourselves to produce a gender analysis (more relevant analyses, specific activities, etc.)?</b>	
-	Formulate special <a href="#">requirements for gender analysis</a> and also make appropriate additions to the <a href="#">standard ToRs for gender analyses</a> .
-	Will qualitative changes also be described? (For example, see aspects of the UN <a href="#">"Gender and Social Norms Index"</a> .)
-	Are basic data and assumptions analysed for differences between genders?
<b>What questions do we need to ask ourselves for GT project design (incl. appraisal process/appraisal design)?</b>	
-	Are we familiar with the relevant frameworks on gender for the sector, e.g. <a href="#">voluntary guidelines</a> ?
-	Is the application of GTA for reaching the planned project goals necessary, plausible and/or helpful?
-	Do our narrative, the brief assessment and the commission discussion align with the BMZ GTA?
-	Have we with the ToRs and the selection of the appraisal team taken account of GTAs, gender expertise and a balanced composition?
<b>What questions do we need to ask ourselves for a GT offer preparation and the definition of GT indicators?</b>	
-	Does our offer address all four aspects of <a href="#">Quadrants of Change</a> ; see p. 7 of the ATVET4W brochure: Awareness, access to resources, cultural backgrounds/norms and legal aspects? Measuring our indicators: <ul style="list-style-type: none"> <li>- A change in the perception of gender problems? (Quadrant I)</li> <li>- An improvement in the availability of resources in my target group? (Quadrant II)</li> <li>- An improvement in the political and legal representation of my target group? (Quadrant III)</li> <li>- A systematic improvement or only short-term successes? (Quadrant IV)</li> </ul>
-	Do our indicators also allow qualitative changes to be mapped? (See UN <a href="#">"Gender and Social Norms-Index"</a> )
-	Have we made provision for gender-sensitive baselines in the planning process or is it intended to collect and build on these? (e.g. <a href="#">WEAI</a> )
-	Are GTAs taken into account in several results dimensions and fields of action?
-	Does the programme meet gender-transformative or (only) gender-sensitive criteria? ( <a href="#">Reach, Benefit, Empower</a> )
-	Have we made provision for gender-transformative objectives, possible external expertise and gender-differentiated data collection and analyses in the project budget?
<b>Which technical matters are relevant for our work in the field of „Rural Development and Agriculture“? (Examples, not exhaustive)</b>	
-	Land rights – What is the position about both legal and culturally acceptable access to land, water, fisheries and other resources?
-	Do we understand the "power relations" in the value chains under review? Are we speaking to and working with the "right people"? Is it possible to obtain participation in further processing, where better wages can generally be achieved?
-	Results chains/logic often include GTA: "nutrition-sensitive" measures generally automatically also require GTA for implementation, but include everyone and do not only focus on women alone.

## PROJECT IMPLEMENTATION

These questions are helpful for **new projects that are going to be implemented** as well as for **existing projects, which to date did not make provision for GT approaches**, and serve to encourage ongoing reflection as well as adaptive and overarching mainstreaming in the project.

- What questions do we need to ask ourselves for GT and participative **operational planning**? (in particular for country packages/bilateral approaches, also see II.2, II.5, III.1-III.3 of the [working aid](#))
- Do we, our partners and, if applicable, other important stakeholders understand gender-transformative change in the same way? Do we understand the implications?
- Do we have our eye on the “do-no-harm” approach and the consequences and further development of the GTA after completion of the project phase?
- How can we bring about a social transformation together that is more than just “quick wins”?
- Are all partners aware of the resources that GTA requires (budget/time)?
- Have points of resistance been identified and analysed and is there agreement on how to approach them?
- Do we regularly reflect on and analyse the situation and change in power relationships between the genders in order to achieve the agreed GT targets in our project?
- Has the situation changed compared to the initial position and do we need reassess conclusions from the gender analysis? Is there scope to incorporate further identified measures?
- Can we extend the area embedded further and include GTA in more fields of activity?
- Do we need to develop greater expertise (capacity development among partners and/or in the team), e.g. GTA in guidance/onboarding for new employees?
- Are we aiming to change awareness among partners and target groups? (Example: Quadrant I of [Quadrants of Change](#))
- Have we scrutinised our role in this process as regards gender sensitivity? (Acting as a role model/ “do we walk the talk?”) For this, also see section II.6 of the working aid.
- In our (oral and written) **communication and public relations work** do we consistently use gender-sensitive (images) language? Do we reach everyone equally with our materials and can our gender vision, objectives, activities and results be clearly communicated?
- When advising the commissioning parties, have we included GTA where possible/proactively? (For this, also see sections II.4 and III.4 of the [working aid](#) for SP and GP.)
- Have we identified GT measures and results as such in the progress reports and mentioned them explicitly?

## MONITORING AND EVALUATION

The considerations listed here can be used **both for project planning** and also in **existing projects** for adapting and steering the monitoring and evaluation approaches

- Are our outcomes and outputs on gender clearly quantifiable and can they be described/measured qualitatively?
- Do we consistently collect gender-disaggregated data?
- Have we checked our programme for “points of resistance” and shown these so that they can be measured?
- Do the studies commissioned describe a social transformation or only short-term successes?
- What do our results mean for implementation in the project?
- How can we present results for others and make them visible? Can the results set a learning process in train?
- Why have we achieved the effect (or not)? Exchange with others, success factors, etc.

Other internal GIZ documents:

🔗 [Example: ToRs for appraisers to carry out gender analyses \(de/en/es/fr\)](#)

Examples for GT indicators, e.g. in 🔗 [CARE Measuring gender-transformative change](#)