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# Gender Equality Marker

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User's Guide to the GEM



## THE UN-HABITAT GENDER EQUALITY MARKER (GEM)

The overall goal of the GEM is to strengthen programmatic synergies while ensuring that project outcomes reach all intended beneficiaries, particularly persons in vulnerable situations. As a result, an effective integration of cross-cutting issues will also increasingly enable the replication and up-scaling of projects.

While mainstreaming of the gender equality and the empowerment of women is a responsibility for all staff-members, project managers retain primary responsibility for ensuring mainstreaming throughout the UN-Habitat project cycle. The Gender Equality Unit (GEU) stands ready to provide training and advisory services upon request.

The **GEM is a mainstreaming tool** that serves two main purposes:

- **Quality assurance.** The GEM assures the quality of projects at the level of the Project Advisory Group (PAG), and thus increase accountability and transparency through its monitoring function.
- **Capacity-building.** The GEM builds the capacity of UN-Habitat to integrate cross-cutting issues in the project cycle by providing guidance and sharing knowledge, including through staff self-assessment.

At the project planning and design stage, a self-assessment rating should be recorded in the Projects Accrual and Accountability System (PAAS) by the project manager prior to submitting the Project Document to the PAG for review and approval. A UN-Habitat project for consideration of the PAG must receive a final rating of '1' or more by the GEU in order to be approved. This final rating will be recorded in PAAS. Projects rated '0' (i.e. blind/negative rating by the respective cross-cutting teams) will be disallowed to move to the UMOJA stage to access funding.

### FAMALIARISING YOURSELF WITH THE GEM

1. **At what stage should I familiarise myself with the GEM?** Read through GEM before beginning a project proposal to familiarise yourself with the requirements.
2. **Where can I find the GEM?** The GEM is available on the Intranet under Cross-cutting Issues and PAG pages, on PAAS and on the Gender UN-Habitat webpage.

## 1 GENDER AWARE

Gender Strategy contains **gender analysis** relevant to context of the project

- ✓ **Gender analysis** is a socio-economic analysis that exposes the manner in which **gender relations** affect an issue of development. The **analysis** focuses on differences in the conditions, needs, participation rates, access to resources and development, control of assets, decision-making powers, etc. between women and men and their assigned gender roles.
- ✓ **Gender relations** are the social relationships between women and men. These are simultaneously relations of co-operation, connection and mutual support; and conflict, separation, competition, difference and inequality. The **relations** create and reproduce systemic differences in men's women's position in society, define the ways in which responsibilities and claims are allocated, and the relative value of each gender.
- ✓ To discuss **gender relations** is to discuss hierarchies of power, not only between the genders but, within them as well, this is an intersectional approach. Although, in general, men have higher status than women, some men are also subordinate other men, and some categories of women subordinate other women.

Specifies gender of stakeholders, experts and/or target group

- ✓ Implementing projects in a gender-sensitive manner requires either **gender expertise** among project staff, or commitment to gender equality and willingness to be guided by others. Indeed, gender skills are required of all project staff and these skills should be clearly defined in TORs of experts.
- ✓ Ensure the document explicitly addresses both men and women and avoids the tendency of retreating behind gender-neutral terms such as **people and beneficiaries**.

Plans to collect **sex-disaggregated data** in project document and/or log frame

- ✓ **Disaggregated data** reveals disparities between the different population groups and can also reveal discrimination faced by particular groups.
- ✓ **Sex-disaggregated data** is data that presents information separately for men and women, boys and girls. This type data reflect roles, real situations, general conditions of women and men, girls and boys in every aspect of society.

## 2a GENDER SENSITIVE

*Include criteria from 1*

Gender Strategy is linked to the log frame with specific activities, outputs, indicators and budget provisions to promote **gender equality and/or women's empowerment**

- ✓ **Gender equality** refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same rather that women's and men's rights, responsibilities and opportunities do not depend on whether they are born male or female.
- ✓ **Gender equality indicators** measure performance and require the collection and analysis of sex disaggregated data. These measure: differences in participation, benefits, outcomes, and impacts for women, men, boys and girls; changes in gender relations (positive or negative); and how these changes impact achievement of development objectives<sup>1</sup>.
- ✓ Although numbers and figures in a **budget** appear gender-neutral, empirical findings show that expenditure patterns, as well as, the way revenue is raised have a different impact on women and girls as compared to men and boys, often to the detriment of the former. This is due to the socially determined labour/roles that women and men play in society<sup>2</sup>.

Risk assessment discusses effects of **gender-sensitive** activities specific to context of the project

- ✓ It is essential to address/analyse the likely impact of **gender equality** in any project. This analysis should include resistance to change from various quarters and possible backlash or outright rejection. Staff should develop strategies to minimise these risks.

Monitoring and Evaluation strategy includes a **gender perspective**

- ✓ A **gender perspective** is a method of analysis which looks at the impact of gender on people's opportunities, social roles and interactions.

<sup>1</sup> ADB (2013) Toolkit on Gender Equality Results and Indicators

<sup>2</sup> GTZ (2006) Manual for Training on Gender Responsive Budgeting

## 2b GENDER TRANSFORMATIVE

*Include criteria from 1 and 2a*

Project activities, indicators, expected achievements, outputs and budget are central to promoting gender **equality and/or women's empowerment** in achieving positive development outcomes

- ✓ The core of empowerment is to ensure that women play a pivotal role in the management of their own affairs<sup>3</sup>. **Empowered women** must not only have equal rights, capabilities, access to resources and opportunities, but also the agency to use these so as to make strategic choices and decisions.
- ✓ **Intersectionality** is an approach that seeks to understand, and respond to, the structural and dynamic consequences of the interaction of identities. Essentially, **it is a tool for linking sources of discrimination** to policies, programmes, services, laws, and social and economic environments.

### CONTACTS FOR FURTHER INFORMATION

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### LINKS AND FURTHER READING

1. Gender Issue Guides for UN-Habitat's 7 Focus Areas <http://unhabitat.org/urban-themes/gender/>
2. Convention of the Elimination of All Forms of Discrimination against Women  
<http://www.un.org/womenwatch/daw/cedaw/>
3. United Nations Entity for Gender Equality and the Empowerment of Women (**UN Women**) home page  
<http://www.unwomen.org>

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<sup>3</sup> Ndulo (2015) Women, Power, and Development