

### DER Gender and Diversity Sensitivity Checklist

Programme Cycle	Essential	Best Practice
<p>Assessment &amp; Analysis (Data collection, analysis, reporting)</p>	<p><b>Gen:</b> Representation of women /women’s group from affected communities in collected data.  <b>Gen:</b> Data is disaggregated by sex, age, family composition, and other relevant factors which make women more at risk  <b>Gen/Div:</b> Assessment report has clear indication of how the crisis has affected women, men and higher risk groups differently (employment, workloads, mobility, family-care, social networks, resources, fears, pressures, decision-making, etc).  <b>Div:</b> Data clearly identify/distinguish higher risk groups* and their special needs. (*See Notes on page 4)  <b>Div:</b> Specific/specialized needs and priorities for the differently able people [or PWDs: Persons with Disabilities] are identified.</p>	<p><b>Gen:</b> Data is collected from women by women, given adequate time and space.  <b>Gen/Div:</b> Proportional and conscious representation of women and men with gender and diversity sensitivity in the assessment team including someone experienced on issues related to gender and people at higher risk.  <b>Gen/Div:</b> Baseline data is established to measure impacts and changes.</p>
<p>Planning</p>	<p><b>Gen/Div:</b> Both positive and negative changes in roles and work of women and men, and higher risk groups, as a consequence of the crisis are addressed in the planning.  <b>Gen/Div:</b> Incorporate as much as possible knowledge of local community and people at higher risk into the planning process.  <b>Gen/Div:</b> Prioritise targeting through community participation</p>	<p><b>Gen:</b> Participation of women and relevant others in planning options for access and control of resources, responsibility and roles are promoted and strategies for fairness are developed .  <b>Gen/Div:</b> Representatives of higher risk groups of both men and women are consulted and involved in formulating baseline measures.  <b>Gen:</b> Resources are dedicated to addressing inequalities for girls and women.  <b>Gen/Div:</b> Ensure Gender and Diversity budgeting that creates equitable benefit to women, men and people at higher risk.  <b>Gen/Div:</b> Knowledge, beliefs and perception of local women and men about gender inequality, and vulnerability of diverse population (their causes, consequences, and remedies) are recognized and considered in formulating baseline measures.</p>

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<p>Implementation</p>	<p><b>Gen/Div:</b> Objectives for physical and social programmes ** are set together. (**See Notes on page 4)</p> <p><b>Gen:</b> Accurate information about programmes is accessible to men and women.</p> <p><b>Gen:</b> Equal and/or increased representation of women and men in decision making are encouraged.</p> <p><b>Gen/Div:</b> Management of, participation in and access to opportunities by both women and men in the community (participants and beneficiaries) is proportionally represented according to population profile (i.e. sex, age, ethnicity, class, and other higher risk groups).</p> <p><b>Gen:</b> Respond in ways that empower women .</p> <p><b>Gen:</b> Create meaningful opportunities for women’s participation and leadership at all levels.</p> <p><b>Gen:</b> Programmes are clearly based on results and findings of consultations with affected women and men.</p>	<p><b>Gen:</b> Increasingly and visibly women are involved in managing emergency relief activities.</p> <p><b>Gen:</b> Programme includes advocacy activities, which promote women’s and higher risk groups’ rights and equality.</p> <p><b>Gen:</b> Strategies for improving equality between girls and boys, women and men and other groups at risk are in place.</p> <p><b>Gen:</b> Concrete measures are implemented to reduce women’s workloads, enabling their participation in management and decision-making.</p> <p><b>Gen/Div:</b> Rebuild in ways that address root causes of vulnerability, including gender and societal inequalities .</p> <p><b>Div:</b> Population at higher risk due to their diversity is involved at implementation level.</p> <p><b>Div:</b> Special needs of the differently able people and people at higher risk are considered and reflected in implementation of programmes.</p>
<p>Monitoring and Evaluation</p>	<p><b>Gen:</b> Proportional participation of and benefits to girls and boys, women and men are measured. Women’s participation should be increased to the level of 50-80% to ensure greater benefits to women and their households.</p> <p><b>Gen:</b> Gender balanced monitoring team is formed.</p> <p><b>Gen/Div:</b> Community participation is ensured in the process of monitoring and evaluation.</p> <p><b>Div:</b> Proportional participation of and benefits to higher risk groups, where and when possible .</p>	<p><b>Gen:</b> Changes in women’s ability to influence decisions and control of resources are monitored .</p> <p><b>Gen:</b> Staff and partners are held accountable for setting and achieving objectives relating to gender equality.</p> <p><b>Gen:</b> Effect of programme on reducing/ changing stereotypes of girls and boys, women and men is monitored.</p> <p><b>Gen:</b> Improvement in conditions and status of girls and women is monitored.</p> <p><b>Div:</b> Workloads, control of and access to goods and services of diverse population, are monitored for comparison with baseline data.</p> <p><b>Div:</b> Budget distribution, use and net benefits to different segments of the community is monitored and reported .</p> <p><b>Div:</b> Special needs of excluded populations based on their beliefs, religion, profession, disability or indigenous identity are recognized and monitored as success criterion of programme.</p>

<p>'Absolute minimum'</p>	<ul style="list-style-type: none"> <li>• Programme promotes equitable participation of women and men, and people at higher risk in decision-making and benefit, in a demonstrative way where equal participation of women and men, and higher risk group is visualised.</li> <li>• Women and higher risk groups             <ul style="list-style-type: none"> <li>(i) have more equal access to and control over economic and natural resources, and basic social services; and</li> <li>(ii) are empowered with greater control over their rights and crisis situations.</li> </ul> </li> <li>• Increased reduction in gender and diversity related violence in crisis situations.</li> <li>• Increase in women's control over their reproductive decisions.</li> <li>• Gender and diversity stereotypes and discriminatory attitudes towards women and girls /higher risk groups are challenged.</li> <li>• Governance and justice is duly addressed in times of crisis and disasters to be equitable for all, including women, men and higher risk groups.</li> <li>• Service systems are strengthened to be more gender and diversity equitable during crisis and disasters situation.</li> <li>• Women's groups are established, strengthened or collaborated with.</li> <li>• Initiatives are taken which contribute that women, particularly from diversified groups are empowered to act as agents of change through increased self-confidence, leadership skills, and capacity to organise.</li> <li>• In project management tools, provision of gender disaggregated data collection should be inbuilt so that analysis can be done to ascertain how many women/men have been addressed under any intervention.</li> <li>• Transparency is ensured in all aspects of emergency programs including resources allocation, decision -making and trouble shooting.</li> <li>• Gender specific needs are assessed and addressed in any emergency programs.</li> </ul>
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Notes:

\*Higher risk groups include ethnic and religious minorities, people in lowest social and economic status, pregnant and lactating women, people infected and affected by HIV/AIDS, young children, adolescent children, orphans, elderly, the differently able people, sex workers etc who are exposed to a higher risk in disasters and emergencies.

\*\* A physical programme addresses physical service delivery, while a social programme addresses policy, practice, ideas or behaviours of participants and beneficiaries.