

Considerations to ensure the incorporation of the Gender Approach in Programmatic Proposals.

Aimed at: Organizations interested in submitting proposals for the Call for the Ally Fund

Note:

Including the gender approach in project proposals is essential to promote equality, inclusion and equity. Use these recommendations as a guide, to ensure that the gender approach is incorporated in a transversal and explicit way in your proposal.

This guide offers some **practical tips** for integrating this approach effectively, accompanied by specific indicators that can help assess the impact of the project.

I. Design and Proposal Preparation Phase:

1. Identification of Differentiated Needs

Integrate elements in the justification of your proposal regarding the diagnosis of the situation of women, men and non-binary people within the context of your project. Take into account their **roles, access to resources, decision-making power**, and any **potential barriers** they face.

2. Participatory and Inclusive Design

Tip: Make sure that both women and men, and people of various genders, have a role **active in decision-making** within the project.

3. Gender Mainstreaming in the Goals

Tip: Include **specific objectives** that promote gender equality within the project's goals, ensuring that actions focus on closing gender gaps.

Examples of indicators:

- Percentage of targets that include gender equality as an **explicit goal**.
- Number of activities specifically designed to address gender inequalities within the project.

II. Project Implementation Phase:

4. Accessibility to Resources

Tip: Make sure that resources (economic, educational, technological, among others) are accessible equitably to all genders, and that working conditions are inclusive, ensuring that implementation spaces are safe, free of discrimination and that they guarantee equitable representativeness.

Example of Indicator:

- Integrate specific evaluation regarding the level of accessibility of resources for people of different genders (through satisfaction surveys, interviews).

5. Prevention and Management of Gender Violence

Tip: If your project operates in a context where gender-based violence exists, it is important to carry out a risk analysis prior to implementation, and establish mechanisms to prevent and manage it effectively, including confidential and secure reporting channels.

Example of Indicator:

- Percentage of people (women, men, and gender-diverse) who report feeling safe in the project spaces.

III. Evaluation Phase:

6. Evaluation and Monitoring with a Gender Perspective

Tip: Implement a monitoring and evaluation system that integrates gender indicators, measuring the effectiveness of the project's actions in reducing inequalities.

Examples of Indicators:

- Percentage of women and men who report an increase in access to benefits or resources due to the project.
- Change in gender representation in project-related decision-making spaces over time (before and after the intervention).

7. Sustainability of Gender Outcomes

Tip: Develop strategies to ensure that achievements related to gender equality continue after the end of the project.

Example of Indicators:

- Number of partnerships or mechanisms created to promote gender equality in the long term.
- Percentage of sustainable projects that continue to apply a gender approach after their completion.

Glossary of Key Terms

**This glossary is a basic guide to simplified definitions of key terms included in this recommendation document.*

1. **Gender Perspective:** An approach that recognizes power differentials and inequalities between genders, and seeks to incorporate these considerations into the planning, implementation, and evaluation of policies, projects, and programs.
2. **Gender:** Set of characteristics, roles and behaviors that a society attributes to people based on their sex assigned at birth. Gender is a social construct that varies across cultures and can change over time.
3. **Gender Roles:** Expectations and social norms that dictate how people should behave based on their gender. These roles refer to activities, behaviors, and responsibilities assigned to men, women, and people of other genders.
4. **Gender Stereotypes:** Preconceived and generalized ideas about people's characteristics and behaviors based on their gender. These stereotypes are simplifications that do not reflect the diversity of experiences of all people.
5. **Gender Equality:** The principle that all people, regardless of gender, should have equal rights, opportunities and access to resources, without discrimination or unequal treatment.
6. **Gender-Based Violence:** Any form of violence directed against a person because of their gender, which can manifest itself in physical, sexual, psychological, or economic abuse.
7. **Intersectionality:** An approach that analyzes how different aspects of identity (such as gender, social class, race, sexual orientation, nationality, disability conditions, etc.) combine and affect people's experiences of oppression or privilege. It recognizes that inequalities do not only exist in one area.
8. **Sexual Rights:** The rights of people to decide freely and responsibly about their sexual health and interpersonal affective relationships, including comprehensive sexuality education, consent, family planning, without being subject to discrimination.
9. **Reproductive Rights:** Rights that enable people to make informed decisions about their reproductive health, including rights related to maternity, contraception, and protection from sexual and reproductive violence.
10. **Sexual Autonomy:** The right of people to make free, informed and responsible decisions about their bodies and sexuality, without coercion or violence.