UNESCO Gender Lens: 
Project Design and Review

“Mainstreaming gender” implies that staff should make a systematic effort to look at, and attend to, the specific experiences and aspirations of both women and men throughout UNESCO’s programme cycle, from planning to evaluation. At each phase within the cycle, regardless of the budget source (regular or extra-budgetary funds) appropriate measures should be adopted.

For project design and review, the following issues should be considered.

1. Were a GENDER NEEDs and GENDER CONTEXT ANALYSIS’ undertaken as an integral part of the need and context assessments?
   - Does the needs assessment/baseline research include interviews of both women and men and represent a cross-section of society (young/old, rural/urban, by ethic group, etc.)? Will both men and women do the interviews & collect the data?
   - Does the project context analysis include a review of the legal, social and economic status of women?

2. Does the project document establish attainable and clear GENDER-related OBJECTIVES, RESULTS and PERFORMANCE INDICATORS, in line with international development targets;
   - Do these objectives take into consideration GEAP II?
   - Will the content of activities and methods used be appropriate and meet the needs of both men and women, regardless of their ethnic, religious and economic background?
   - Are the project objectives non-discriminatory and aimed at correcting gender imbalances?
   - Do the performance indicators adequately take into account the results of the gender-analysis?

3. Align RESOURCES (human and financial) with objectives;

4. Ensure and request EQUAL REPRESENTATION AND PARTICIPATION of women and men in UNESCO-sponsored activities and programmes, making full use of women’s and men’s visions, competencies and potential. UNESCO’s policy is to aim at gender parity (50% women and 50% men) in any event being organized.
   - Will women and men fully participate? (i.e. Are there strategies to access & engage both? Is the time and venue of activities appropriate?)
   - Will there be male and female trainers and trainees? Do they have knowledge and expertise on gender equality?
   - Will the project include ideas, knowledge and other inputs from women and men?

5. Will the attainment of gender-related objectives be measured through GENDER IMPACT STUDIES AND EVALUATIONS?
   - Does the evaluation (and monitoring) checklist include clear gender mainstreaming requirements and sex disaggregation of information?
   - Does the evaluation team include someone with expertise in gender-responsive evaluations methods?
Additional pointers for consideration:

1. Has there been training in how to use the gender-inclusive guidelines for all project management staff?

2. Do the contracts, Annexes, and TORs reflect the gender commitments agreed upon?

3. Are all project documents free of sexist language and images?