Key gender questions at programme activities level

1)   Set of questions to be asked during the design and planning stage of a development intervention.[1]

1. What are the goals of the intervention? Are they shared by both women and men? Equally by all women and men? If not, what are the grounds for supporting the intervention?

2. Whose needs or potentials are being addressed through the proposed intervention? Who identified and prioritised them and who was consulted in designing implementation strategies?

3. Who is being targeted by the proposed interventions? Is the targeted group defined in generic, abstract terms, in gender specific or gender inclusive terms? As household units or as individuals? How is the target group being conceptualised: as producers, consumers, experts, agents, victims, clients, participants, and beneficiaries?

4. What assumptions are being made by the intervention about the gender division of resources and responsibilities? What evidence is there that these assumptions are well informed?

5. What resources are being made available through this intervention? Who is likely to have access to these resources, who is likely to manage them, and who is likely to control them? If extra responsibilities are entailed, are extra resources being made available to match them?

6. What benefits or gains flow from this intervention? Who is likely to have access to them, who is likely to manage them, and who is likely to control them? Who is likely to lose from this intervention (which men and which women)?

7. Does this intervention address women's strategic gender interests? Does it have the potential to do so and how can such potential be realised? What kind of resistances is it likely to meet and how can they be dealt with?

2)   Set of questions about the (ancipated) effects of an intervention, to be asked before (design), and revisited during (monitoring) and after (evaluation) the implementation of programme activities.

What are the effects of the programme activities in terms of:

1. Changes in the gender division of labour and workload reduction for women

2. Increased access to and control over resources for women as compared to men (including increased mobility)

3. Increased access to and control over benefits of own or project/programme activities (including increased mobility)

4. Increased influence in decision-making at household, community and society levels for women (as compared to men)

5. Increased organisational capacity for women and representation of women's interests in women only and mixed organisations

6. Increased self-esteem by women and positive changes in the images of women in society

7. Decreased violence against women (including safe mobility)

8. Increased self-determination of women over their body, reproduction and sexuality

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[1] Naila Kabeer (1994). *Reversed Realities, Gender Hierarchies in Development Thought*, pp. 302-303.