

# HOW TO ENSURE GENDER EQUALITY: discuss, consult the checklists, select/add 10 tips and write them here.

## NOTE: Share examples of self-assessment tools for organisations or projects developed by you/FSTP implementers (if you have them)

ALEKSANDRA GLIGOROVIC JUN 20, 2023 03:08PM UTC

### GROUP 1 - How to ensure gender equality in communication activities

Communication strategy should be transparent and open to a wide range of target groups.

Using gender neutral images when communicating with the public.

Using evidence based data when promoting the topic.

Putting men in reverse gender roles as a way of raising awareness about the issue of traditional stereotyping.

Avoid using traditional roles when talking about women (stereotyping).

Ensure fair visibility (including printed and digital materials).

Promote active women roles such as f women-led businesses and women entrepreneurs, instead of presenting women in a passive roles (receiving aids or being victimize).

Minding gender balance when publishing posts on social media

Never use discriminatory language

Using gender sensitive pronouns

### GROUP 2 - How to ensure gender equality in service delivery

Service providers are gender sensitive

check on advocacy activities by SCO

Feedback survey from beneficiaries

ensure that types of services are designed/suitable for all

check the visual of SCOs - whether they R truly committed to GE

assess CSO record in data quality terms

Ensure that services are delivered in gender equal way

Add as a selection criteria the gender balance of the service provider

## **GROUP 3 - How to ensure gender equality in project**

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**Include gender equality perspective in project external evaluations (mid-term and final)**

**Respect gender equality in project communication and visibility actions**

**Gender analysis to understand the context and particular needs, carried out before designing the project**

Adding a selection criteria in secondary procurements for companies that respect or contribute to gender equality

**The content of products/outputs to reflect equal gender representation**

**Ensuring gender equality in activities: participants, speakers, experts etc.**

**Provide training and development to enhance gender awareness and skills of team members.**

**Collecting gender-desegregated monitoring data**

## **Assigning a diverse team**

**Setting gender sensitive goals and objectives in designing the projects**

## **GROUP 4 - How to ensure gender equality in organisation**

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Develop and implement policies that promote gender equality and non-discrimination in all aspects of the NGOs operations, (recruitment, promotion and decision-making processes).

Provide equal opportunities for career advancement, training and professional development for all employees.

Ensure Pay Equity and address any gender pay gaps: review and analyze salary structures to ensure pay equity between genders.

Create policies and practices that support work-life balance for all employees (by having flexible working arrangements, parental leave and childcare support that promote equal opportunities for men and women)

Appoint a focal point within the organization for Gender equality (it can be an individual or entity responsible for promoting and integrating gender considerations and mainstreaming gender equality within the organization).

Conduct gender analysis and monitoring for organizational policies and find areas of improvement. Regularly promote gender equality within the organization.

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