Gender Programming Checklist

Livelihoods Issues

Analyze gender differences	♦ Gather information from women, girls, boys and men about: • different skills sets, needs, vulnerabilities and responsibilities of affected women and men and adolescent girls and boys including women-headed and child-headed households; • gender division of labour, responsibilities and coping strategies within the household; • inequalities in access to and control of resources; and • obstacles women, girls, boys and men may face in accessing or devoting time to income-generating activities (e.g. childcare or other household responsibilities). ♦ Ensure planning documents and situation reports reflect the gender analysis.
Design services to meet needs of all	♦ Ensure the livelihoods programmes that are developed do not discriminate against women or men. For example, construction projects traditionally targeted only to men should be reviewed to ensure access to both women and men. ♦ Ensure women, girls, boys and men benefit equally from livelihoods alternatives (e.g. receive equal compensation for equal labour).
Ensure **A**ccess for all	♦ Ensure women and adolescent girls have equal access to livelihoods programmes and livelihoods support services as do men and adolescent boys. ♦ Routinely monitor women's, girls', boys' and men's access to livelihoods programmes through spot checks, discussions with communities, etc. ♦ Promptly address obstacles to equal access.
Ensure equal **P**articipation	♦ Ensure women and men are participating in consultative meetings/discussions in equal numbers and with regular frequency. ♦ Ensure provisions for childcare or family care are in place to allow women and girls access to programmes, trainings and meetings.
Train all equally	♦ Target the specific needs of adolescent girls and boys through vocational training and non-formal education programmes and provide them with practical skills that they can use, including non-traditional skills. ♦ Ensure that employment opportunities are equally open and accessible to both women and men.

and

Address gender-based violence	♦ Monitor programmes for possible negative effects of changes in power relations (e.g. rise in domestic violence as a reaction to women's empowerment). ♦ Monitor workplaces and address instances of discrimination and/or GBV.
Collect, analyze and report programme monitoring data	♦ Routinely collect, analyze and report on sex- and age-disaggregated data on programme coverage and impact. ♦ Monitor livelihoods programme for improvements in self-reliance as well as beneficiary satisfaction for both women and men. ♦ Develop and implement plans to address any gaps or inequalities.
Target actions based on analysis	♦ Tailor livelihoods programmes to the unique needs of the various segments of the affected community (e.g. female heads of households, adolescent girls and boys, displaced women and men, elderly persons, survivors of GBV, etc.).

Collectively coordinate actions	♦ Ensure that actors in livelihoods liaise with actors in other areas to coordinate on gender issues, including participating in regular meetings of the gender network. ♦ Ensure that the livelihoods area of work has developed a gender action plan and routinely measures project-specific indicators based on the checklist provided in the *Inter-Agency Standing Committee Gender Handbook*. ♦ Work with other sectors/clusters to ensure gender-sensitive humanitarian programming.