

GAD CHECKLISTS FOR FUNDING FACILITIES

The *Harmonized Gender and Development Guidelines* (or, simply, Harmonized GAD Guidelines) have been formulated to indicate the core requirements of development projects, including those supported by Official Development Assistance (ODA) funds. However, ODA donors, bilateral or multilateral, separately or jointly, may introduce additional requirements to fit their priorities and policies. In this connection, the present gender and development (GAD) checklists have been prepared to harmonize with the GAD Guidelines, but to apply particularly to funding facilities (or, simply, Facilities) or similar mechanisms set up to respond to the needs of development partners, such as government agencies.

OBJECTIVES

The Harmonized GAD Guidelines seek to promote the twin goals of gender equality and women's empowerment. Specifically, these aim to:

- provide the National Economic and Development Authority (NEDA), ODA donors, Philippine government agencies, and development practitioners with a common set of analytical concepts and tools for integrating gender concerns into development programs and projects; and
- help achieve gender equality in and empower women through projects and programs.

CONTEXT OF THE GUIDELINES

Republic Act (RA) 7192 provides the primary legal mandate for involving women in development. Rule 1 (Section 2) of its Implementing Rules and Regulations (IRR) provides, "The State recognizes the role of women in nation building and shall ensure the fundamental equality before the law of women and men. The State shall provide women [with] rights and opportunities equal to [those] of men." To attain this objective, "a substantial portion of official development assistance funds received from foreign governments and multi-lateral agencies and organizations shall be set aside and utilized by the agencies concerned to support programs and activities for women." The Magna Carta of Women (RA 9710) reaffirms this strategy (see sidebar).

An additional mandate comes from the *Philippine Plan for Gender-Responsive Development (PPGD)*, which envisions a society that promotes gender equality and women's empowerment and upholds human rights, among others. It also commits the Philippine government to addressing issues of poverty, violence against women and other abuses of women's human rights, and the continuing invisibility of women in public affairs.

"Pursuant to Republic Act No. 7192, otherwise known as the Women in Development and Nation Building Act, which allocates five percent (5%) to thirty percent (30%) of overseas development assistance to GAD, government agencies receiving official development assistance should ensure the allocation and proper utilization of such funds to gender-responsive programs that complement the government GAD funds and annually report accomplishments thereof to the National Economic and Development Authority (NEDA) and the Philippine Commission on Women (PCW)." (Chapter VI, Sec. 36 of RA 9710, page 25)

Development assistance from individual donors in the Philippines is governed by the PPGD and donor policies and strategies. The latter are shaped by national priorities of donor countries or policies of governing boards of multilateral aid agencies, as well as by international agreements. These agreements include the *Beijing Platform for Action*, the final document of the United Nations Fourth Conference on Women in 1995; the Millennium Development Goals (MDGs); and the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). All these provide a framework within which a range of issues may be addressed based on a core understanding of nondiscrimination and equality. The twin goals of gender equality and women's empowerment that are articulated in the OECD Development Assistance Committee (DAC) gender guidelines are echoed in most of the GAD policy statements and guidelines of major bilateral and multilateral ODA partners of the Philippines.

Development assistance may be channeled in different ways, the most common of which has been through projects. Other approaches include Facilities, trust funds, and joint programs that cover a particular sector, theme, or geographical area. More recently, too, there have been Facilities or programs that focus on new development delivery modes like public-private partnerships, civil society partnerships, or funding mechanisms for research or organizational development across multiple sectors.

CONTENTS

The Facilities GAD Checklists apply to both sector-specific and multiple-sector funding mechanisms. These consist of two parts. The first refers to the Facilities Design GAD Checklist, which may be used in planning and designing Facilities and similar funding mechanisms. It is also useful for appraising or evaluating the design of these aid modalities. For designing projects that will be submitted to the Facility or trust Fund, the sector-specific GAD checklists in the Harmonized GAD Guidelines shall apply.

The second checklist combines the two project implementation, management, and monitoring and evaluation (PIMME) checklists of the Harmonized GAD Guidelines. The Facilities Implementation, Management, and Monitoring and Evaluation Checklist should be used when monitoring the management, implementation, outputs, and results of Facilities.

PRINCIPLES

The Facilities GAD Checklists subscribe to the idea that development involves the expansion of freedoms and strengthening of capabilities. In this connection, it recognizes that:

- ☞ equality between women and men is a key women's human right;
- ☞ participation in development is crucial to the empowerment of women and men;
- ☞ gender equality means promoting the equal participation of women as agents of economic, social, and political change; and
- ☞ achieving equality between women and men may involve the introduction of specific measures designed to eliminate prevailing gender inequalities and inequities.

DESIGN ELEMENTS

The Facilities Design GAD Checklist identifies eight core elements of a gender-responsive Facility, trust fund, or joint program. These elements are a more condensed version of the 10 elements that appear in the Harmonized GAD Guidelines. They are as follows:

1. Participation of women and men in identifying the development problem or problems that will be addressed by the Facility and the projects/ activities supported under it
2. Identification of gender issues that are relevant to the proposed Facility through a gender analysis of sex-disaggregated and/or gender-related information
3. Inclusion in goals, objectives, outcomes, and outputs of the Facility of GAD statements that promote gender sensitivity or gender responsiveness among funded projects, which will enable them to address relevant gender inequalities _in conditions of women and men and their access to resources, and constraints to women's involvement in decision making
4. Facility's support for projects and activities that respond to key gender concerns
5. Ability of the Facility to address the identified gender issues, concerns, or goals, and to avoid causing more gender issues
6. Inclusion of the reduction of gender gaps or improvement of women's participation among the monitoring indicators and targets at the Facility. and project levels, and collection of sex- disaggregated data as a requirement of the proposed Facility or program monitoring _and evaluation (M&E) system
7. Allocation of resources and budgets to make the Facility, trust fund, or program staff, processes, and projects gender-sensitive or responsive
8. Planned coordination with or support for the gender mainstreaming plans of partner agency or agencies

GENDER ANALYSIS

Issues related to gender equality or equity and the participation of women in the planned Facility may be classified into two. One group is linked to the sector or sectors (health, infrastructure, education), themes (HIV-AIDS, migration, child labor), or the types of projects that will be supported by the Facility. The gender analysis guide for sector-specific Facilities and projects may be found in the relevant sector- or theme-specific checklists in the Harmonized GAD Guidelines. For a Facility that covers different sectors, gender issues cannot be determined at the Facility planning and design stage; gender analysis questions will therefore be more general.

The other group of issues pertains to the way the Facility is set up or will be managed. This relates to:

- * unwillingness and lack of commitment of Facility decision-makers to pursue efforts to achieve gender equality and women's empowerment results;

- lack of competence among the Facility management officers and staff to promote gender equality and women's empowerment in the projects supported by the Facility; and
- absence of gender equality and women's empowerment considerations in the analysis and criteria for the selection of projects to be supported.

Gender analysis should be conducted at two points: as part of the analysis of the development problem (core element no. 2) and the design of projects that the Facility will support (core element no. 4); and as part of an assessment of the likely impacts of the Facility as designed (core element no. 5). The guide questions related to the identification and design of the Facilities are provided below:

Gender Analysis Questions for Facilities: Analysis of the Development Problem

- Is there a gender dimension to the development problem that the Facility seeks to address?
- Does the analysis of the development problem recognize that the projects the Facility will fund will have to address issues related to GAD processes (such as gender mainstreaming and GAD planning and budgeting) and gender equality or equity?
- Does the analysis of the development problem recognize gender-based opportunities and constraints to women's access to or participation in the Facility and/or its projects?

Meanwhile, the following questions may be asked when analyzing the likely gender effects or impacts of the designed Facility.

Gender Analysis Questions for Facilities: Appraising the Designed Facility

Addressing Facility-level gender issues:

- Will the Facility, as designed, build capacities among its staff and partners to respond to relevant gender issues?
- Has the design identified principles, rules, or mechanisms which will ensure that projects supported by the Facility will have policies, structures, or services that will respond to the needs and situations of women and of men?

Analysis of risks and possible impacts:

- Has the Facility design identified gendered risks and mitigating strategies? OR, does the Facility design specify that project-funding proposals must identify gendered risks and include mitigating strategies?
- Will the designed Facility promote the participation of women in its processes and projects?

GENDER EQUALITY STRATEGIES AND RESULTS

Although gender issues for multi-sector Facilities may not be identified at the Facility design stage, the Facility design should include strategies for addressing Facility-level GAD or gender equality/ equity issues and for promoting GAD goals among the projects it will support (see box below for sample strategies).

All Facilities should aim to promote gender sensitivity or responsiveness among their funded projects. This means encouraging projects to involve women in their activities and decision-making processes, collect and use sex-disaggregated and gender-related monitoring data for programming and management purposes, respond to gender issues identified at the design stage and those arising from implementation, and allocate resources for developing GAD capacities among their staff and managers. For sector-specific Facilities, the GAD results of projects should contribute to the attainment of the GAD goals of the Facility.

Sample Strategies for Promoting GAD Goals in Facilities

1. Provision for a part-time (short-term) gender consultant for the Facility and a counterpart GAD focal person among the staff of the Facility
2. Development of analytical and decision-making tools and filters that can guide the design and prioritization of projects that will be supported by the Facility, including:
 - a. guide to accounting for gender-related benefits in cost-benefit calculations and prioritization of projects that yield high social returns (reduced gender disparities, improved women's health);¹
 - b. incorporation of relevant sex-disaggregated or gender information into the management information system of the Facility; and
 - c. social safeguard protocols to include protection from harm of vulnerable groups, including women
3. Inclusion of the conduct of gender analysis among the requirements for projects, and the promotion of the use of sector-specific checklists from the Harmonized GAD Guidelines among partners
4. Inclusion of participation/consultation with users' groups, including women, among the guiding principles of the Facility

¹ World Bank and Oxford University Press, *Engendering Development through Gender Equality in Rights, Resources, and Voice*. A World Bank Policy Research Report (Oxford: Oxford University Press, 2001), pp. 263-264.

DESIGN CHECKLIST

Box FI enumerates the elements of a gender-responsive Facility. Some elements are accompanied by guide questions. The instructions for accomplishing the checklist are as follows:

Guide for Accomplishing Box FI

1. Put a check in the appropriate column (2a to 2c) under "Response" to signify the degree to which a project proponent has complied with the GAD element: col. 2a if nothing has been done; col. 2b if an element, item, or question has been partly answered; and col. 2c if an element, item, or question has been fully complied with.
2. A partial and a full yes may be distinguished as follows.
 - a. For *Element 1.0*, "partly yes" means meeting with male officials and only one or a few women who also happen to be officials of the proponent or partner agency or organization. In contrast, full compliance involves meeting with female and male officials and consulting with other stakeholders, inducting women's groups that may be affected by the proposed Facility.
 - b. For *Element 2.0*, "partly yes" means the analysis of the development problem implies but does not explicitly state the need for projects to address gender issues (relative to Q2.1); or alludes to but does not explicitly mention constraints to women's access to or participation in development (Q2.2). In contrast, a full "yes" implies that the analysis explicitly recognizes that there are gender issues the Facility and/or its projects will have to address.
 - c. For *Element 3.0*, "partly yes" means women's participation is implied but not explicitly mentioned in the objective (Q3.1); or the project has ambiguous GAD outputs or outcomes instead of a clear statement about promoting gender sensitivity or responsiveness in its activities (Q3.2).
 - d. For *Element 4.0*, "partly yes" means having gender equality strategies or activities but no stated gender issues or goals to match the activities. A full "yes" denotes that there are identified gender issues or goals as well as activities seeking to address these.
 - e. For *Element 5.0*, a "partly yes" response to any of the items and questions is associated with superficial or partial effort to address a specific issue or question. In contrast, a full "yes" involves a coherent, if not a comprehensive, response to the question.
 - f. For *Element 6.0*, "partly yes" means the Facility monitoring plan mentions tracking the gender sensitivity or responsiveness of its projects but without indicators and targets (Q6.1); and the Facility requires sex-disaggregated data but not all that is needed to track the gender effects of the Facility and its projects (Q6.2). A full "yes" means having indicators and targets for the gender sensitivity and responsiveness of projects (Q6.1), and requiring the collection of sex-disaggregated numerical and qualitative data on relevant indicators for the GAD outcomes/ outputs of the Facility and its projects.

- g. For *Element 7.0*, “partly yes” means there is a budget for a few gender mainstreaming activities, such as maintaining a sex-disaggregated database or organizing a GAD focal point (Q 7.1); or one or two training activities that may not be sufficient to build GAD capacities among Facility staff or the partner agency; or one or two inputs from external GAD experts (Q 7.2).
 - h. For *Element 8.0*, a “partly yes” response to Q8.1 means there will be support for the GAD efforts of some partners. A “partly yes” response to Q8.2 signifies that the Facility does not require all its projects to have a plan on how to institutionalize their GAD efforts within the partner agency or organization. A full “yes” response to Q8.1 and Q8.2 indicates that the “yes” response is applicable to all the projects the Facility will fund.
3. After ascertaining whether a GAD requirement has been fulfilled or not, enter the appropriate score for an element or item under col. 3. Each item or question has a designated set of possible scores for a “no”, “partly yes”, and “yes”,
 4. For an element (col.1) that has more than one item or question, add the scores for the items or questions to get their respective subtotals, and then add the subtotals and enter the sum in the thickly bordered cell for the element.
 5. Add the scores in the thickly bordered cells under col.3 to come up with the GAD score for the Facility design.
 6. Under the last column, indicate the key gender issues identified (for Facility designers) or comments on the proponent's compliance with the requirement (for evaluators).

The scoring system and the interpretation of the scores are the same as those in box 7 (original and expanded) of the *Harmonized GAD Guidelines*. The total score remains to be 20.0, but instead of all the elements receiving a maximum of 2.0 points, two were given a maximum of 4.0 points each.

Box Fl. Generic GAD Checklist for Designing and Evaluating Facilities

Element and item or guide question (col. 1)	Response (col. 2)			Score for the element/ item (col. 3)	Result or comment (col. 4)
	No (2a)	Partly yes (2b)	Yes (2c)		
Problem identification					
1.0. Participation of women and men in problem identification (possible scores: 0,1.0, 2.0) Has the Facility design process included consultation with partners, including women's groups, on the problems or issues that the Facility is to solve and on the development of the solution?					
2.0 Identification of gender issues that are relevant to the Facility design (max. score: 2.0; for each item or question;1.0)					
2.1 Does the analysis of the development problem that the Facility seeks to address recognize that the projects it will fund will have to address GAD processes and gender equality or equity issues? (possible scores: 0, 0.5,1.0)					
2.2 Does the analysis of the development problem recognize gender-based opportunities or constraints to women's access to or participation in the Facility and/or the projects it will support? (possible scores: 0, 0.5, 1.0)					
Facility design					
3.0 Gender equality goals, Outcomes, and outputs (max. score: 2.0; for each item or question, 1.0)					
3.1 Do Facility objectives refer to the participation of women and men? (possible scores: 0,0.5,1.0)					
3.2 Do the Facility outcomes and outputs include statements related to promoting gender sensitivity or responsiveness among its projects? (possible scores: 0, 0.5, 1.0)					
4.0 Matching of strategies with gender issues or GAD goals (possible scores: 0,1.0, 2.0) Does the Facility design include a strategy for addressing Facility-level gender issues or for promoting gender sensitivity or responsiveness among its projects?					
5.0 Gender analysis of the designed Facility (max. score: 4.0; for each item, 2.0)					
5.1 Addressing identified Facility-level gender issues (max. score: 2.0; for each question, 1.0)					
5.1.1. Will the Facility, as designed, build capacities among technical staff and partners to respond to relevant gender issues? (possible scores: 0, 0.5,1.0)					
5.1.2. Has the Facility design identified principles or mechanisms that the Facility will use to identify, analyze, and support projects that will respond to a relevant gender issue? (possible scores: 0, 0.5,1.0)					
5.2 Analysis of risks and possible impacts of the Facility and/or its projects (max. score: 2.0; for each question, 1.0)					

Element and item or guide question (col. 1)	Response (col. 2)			Score for the element/ item (col. 3)	Result or comment (col. 4)
	No (2a)	Partly yes (2b)	Yes (2c)		
5.2.1. Has the Facility design identified gendered risks and mitigating strategies? OR, does the Facility design specify that project-funding proposals must identify gendered risks and include mitigating strategies? (possible scores: 0, 0.5, 1.0)					
5.2.2. Will the Facility, as designed, promote the participation of women in its processes or the projects it will support? (possible scores: 0, 0.5, 1.0)					
6.0 Monitoring indicators and targets (max. score: 4.0; for each item or question 12.0)					
6.1 Does the Facility monitoring and evaluation design include indicators and targets for gender sensitivity/ responsiveness of its projects? (possible scores: 0, 1.0, 2.0)					
6.2 Does the Facility monitoring and evaluation design specify the collection of sex-disaggregated numerical and qualitative data on Facility- and project-level gender equality or equity outcomes and outputs? (possible scores: 0, 1.0, 2.0)					
7.0 Resources (max. score: 2.0; for each item or question, 1.0)					
7.1 Has the Facility allotted sufficient budget to promote, integrate, or mainstream GAD in the Facility and the projects it will support? (possible scores: 0, 0.5, 1.0)					
7.2 Is there a budget for tapping GAD expertise to help the Facility develop tools and build GAD capacities among its staff and partners? (possible scores: 0, 0.5, 1.0)					
8.0 Relationship with the partner organization's or agency's GAD efforts (max. score: 2.0; for each item or question, 1.0)					
8.1 Will the Facility build on or strengthen the partners' commitment to the advancement of women? (possible scores: 0, 0.5, 1.0)					
8.2 Does the Facility have an exit plan that will ensure the sustainability of GAD efforts and benefits? (possible scores: 0, 0.5, 1.0)					
TOTAL GAD SCORE FOR THE FACILITY DESIGN (Add the scores for each of the eight elements.)					

Interpretation of the GAD score	
0-3.9	GAD is invisible in the project (Facility needs GAD technical assistance).
4.0-7.9	Facility as implemented has promising GAD prospects (Facility earns a "conditional pass," pending implementation of a GAD strategy that specifies the key gender issues it needs to address, as well as activities for addressing these, and inclusion of the collection of sex-disaggregated data in the monitoring and evaluation framework and system).
8.0-14.9	Facility is gender-sensitive (Facility passes the GAD test).
15.0-20.0	Facility is gender-responsive (Facility is commended).

IMPLEMENTATION, MANAGEMENT, AND MONITORING AND EVALUATION CHECKLIST

At the implementation stage of a Facility, the executing agency or the Facility or project management office (PMO) holds the key to the achievement of GAD or gender equality results, since it interprets and implements the gender equality strategies and plans identified in the Facility design. However, Facilities have a finite life. The sustainability of changes that they introduce or foster generally depends on how well the change agenda has been incorporated into the mainstream concerns of the partner organization or government agency, office, or unit, and on the capacities developed within the partner to manage the change. This also holds for GAD efforts of Facilities. The focus at this stage should therefore be on both the management of the Facility and the projects it supports and the participation of the implementing partner organization or government agency.

In connection with the management of the Facility, GAD concerns revolve around the following:

- ☛ Support of Facility leadership that confers high priority to gender equality goals and facilitates the commitment and release of Facility resources for GAD and gender equality or equity activities
- ☛ Commitment and technical competence of the Facility management and staff to undertake or implement the Facility's gender equality strategy
- ☛ Willingness of the Facility to tap external GAD expertise in developing internal GAD capacity
- ☛ Enforcement of procedures and processes that ensure funded projects will deal adequately with gender issues and promote women's participation in Facility activities and benefits

The development of commitment and capacity should not be limited to Facility management and staff, many of whom are contractual or non-regular personnel of the implementing partner organization or agency. To ensure the gender equality initiatives and results will continue even after the end of the Facility and its projects, the following issues of agency participation need to be addressed:

- ☛ Involvement of partners in the implementation of gender equality activities
- ☛ Support for the capacity development of partners and their staff for undertaking GAD initiatives
- ☛ Institutionalization of GAD strategies of the Facility and its projects by incorporating them into the partner organization's or agency's GAD efforts or action plans

Apart from checking on the management of the Facility, periodic GAD monitoring covers progress made against plans and deliverables. Meanwhile, evaluation generally takes place at the end of the Facility or a project, although a midterm evaluation is generally conducted where Facilities or its projects run for three years or more.

Monitoring and evaluation aim to ascertain the success of an intervention in achieving its objectives and targets, assess practices and processes, and cull important lessons from the experiences and problems encountered. In the case of Facilities or similar mechanisms, monitoring takes place at the level of the Facility and the projects it supports. At the Facility level, monitoring focuses on how the Facility

operates as an enabling mechanism for promoting gender equality/ equity or similar GAD goals among its projects, how it selects the projects, and what it requires of projects in connection with GAD, gender equality/ equity, or women's empowerment. When monitoring a Facility, questions are also asked about the projects it supports, particularly how the projects contribute to the achievement of GAD goals and targets of the Facility.

The evaluation of the Facility should include an assessment of its accomplishments and those of its projects, or a sample of its funded projects, relative to the GAD or gender equality goals and targets the Facility or each of the projects has set up for itself, the anticipated and unanticipated results (at output and outcome levels), and the processes through which the results were achieved. The monitoring and evaluation *activity* is often participative and consultative, involving not only the partner organization or agency and Facility management office, but also key women and men affected or benefited by the Facility and its projects.

Monitoring and evaluation exercises generally yield lessons for future activities that a Facility, its partners or donors can undertake to ensure sustainability not only of initiatives but also of gender equality and women's empowerment results. The rating system suggested in the Harmonized GAD Guidelines also helps identify Facilities or projects from which "useful practices" may be highlighted and shared, as they demonstrate how the ideals of substantive equality between women and men and the empowerment of women can be achieved.

Box F2 contains the core elements of a gender-responsive Facility implementation and management, and monitoring and evaluation. The guides to accomplishing box F2 and interpreting the total GAD score are provided below. The score for the element and item or question should be entered in the relevant column in the checklists.

Assessment Guide for Box F2

1. Put a check in the appropriate column (2a to 2c) under "Response" to signify the degree to which a Facility has complied with the GAD element: col. 2a if nothing has been done; col. 2b if an element, item, or question has been partly done or answered; and col. 2c if an element, item, or question has been fully complied with.
2. Projects funded by a Facility may vary in size. Where projects are mentioned, "partly yes" means a positive response is applicable to up to 74 percent of Facility funding; where the positive response applies to at least 75 percent of Facility funding, it should be treated as a full "yes." In addition, the "partly yes" response is relevant in the following:
 - a. For *Element 1.0*, there are Facility managers or decision makers who are not supportive of GAD (Q1.1), or there is some, but limited, GAD expertise to ensure that all Facility contracts or projects contain or address relevant GAD concerns (Q1.2).
 - b. For *Element 2.0*, only a few members of the Facility staff have the competence to integrate GAD into the Facility and its projects (Q2.1); Facility policy does not require all projects to have GAD competence among their staff members (Q2.2); or the internal or external evaluation teams have generic GAD knowledge and skills which may or may not be useful to the Facility (Q2.3) or its projects (Q2.4).

- c. For *Element 3.0*, there are some, but not all, partners involved in the GAD activities of the Facility (Q3.1); or some partners, but not all, have invested in promoting GAD goals or addressing gender issues in the project supported by the Facility (Q3.2).
 - d. For *Element 4.0*, there is some, mostly token, mention of GAD concerns or initiatives, often in a separate GAD section of Facility documents, but not incorporated into the rest of the documents (Q4.1); there is a mention of GAD initiatives but no coherent strategy for integrating GAD into the Facility (Q4.2); there is a budget for one or two (token) GAD activities (Q4.3); or there is support for a token project or two that address gender issues (Q4.4).
 - e. For *Element 5.0*, the Facility has one or two token gender equality or GAD outcome or output indicators that may or may not pertain to the gender sensitivity or responsiveness of its funded projects (Q5.1), or it covers only its GAD projects in its GAD monitoring (Q5.2). The two instances suggest that GAD has not been integrated into the Facility monitoring system.
 - f. For *Element 6.0*, there is a token study of GAD, or some, not all, projects are collecting and reporting data on the participation and/or impact of the project on women and men (Q6.1); the Facility does not classify participation data by sex in all its activities, or not all projects are required to include sex-disaggregated data in their reports (Q6.2); there is limited mention of GAD information in the GAD section of Facility reports (Q6.3); or the Facility fails to consistently sex-disaggregate project information in its summaries (Q6.4).
 - g. For *Element 7.0*, only a few of the projects are contributing to the GAD result (Q7.1 to Q7.3); or some or a little capacity to implement gender-sensitive projects has been developed in the implementing partners (Q7.4).
 - h. For *Element 8.0*, there is little awareness within the Facility of the gender-related effects of the way the Facility and its projects are being implemented; thus, very little action has been taken to address negative gender effects.
3. For *Element 9.0*, the Facility consults or involves only one gender group (women or men), with one or two women/men, during project monitoring, and the token woman or two who may not have any gender awareness are involved in project assessment (Q9.1 and Q9.2).
 4. The response (and score) for an element will be determined as follows:
 - a. "No" to all items or questions under each element means a "no" (with the associated "0" score) to the element.
 - b. "Yes" to all items or questions under an element means a full "yes," with a maximum score of "2.0" (or, in the case of Element 7.0, "4.0").
 - c. A "no" or "partly yes" response to at least one item or question under an element means "partly yes" to the element. The score for the element is the sum of the scores for the items or questions under it, which will be a value lower than the maximum of "2.0" (or, in the case of Element 7.0, "4.0").
 5. To get the total GAD rating for the implementation, management, and monitoring and evaluation stage, add all the scores for the elements (the values in the thickly bordered cells). The maximum score for this stage is "20.0."

Box F2. GAD Checklist for Facility Implementation, Management, and M&E

Element and guide question (col.1)	Response (col. 2)			Score for the element/ question (col. 3)	Comments
	No (2a)	Partly yes (2b)	Yes (2c)		
1.0 Supportive Facility management (max. score: 2.0; for each item or question, 1.0)					
1.1. Is the Facility leadership (steering/ advisory committee or management) supportive of GAD or gender equality goals? For instance, have they mobilized adequate resources to support strategies that address gender issues or constraints to women's and men's participation during Facility operation? (possible scores: 0, 0.5, 1.0)					
1.2. Has adequate gender expertise been made available to the Facility during the period covered by the monitoring activity? For example, are gender issues being adequately addressed in Facility management contract and scope of services? (possible scores: 0, 0.5,1.0)					
2.0 Technically competent staff or consultants (max. score: 2.0 for each item or question, 0.5)					
2.1. Is the Facility staff technically prepared to promote gender equality or integrate GAD into their respective positions/locations among the projects being supported by the Facility? OR, is there an individual or group responsible for promoting gender equality in the Facility? OR, has the Facility tapped local gender experts to assist its staff/ partners in integrating gender equality into their activities or Facility operations? (possible scores: 0, 0.25, 0.50)					
2.2. Does the Facility require its projects to have GAD-competent members among its staff or consultants? (possible scores: 0, 0.25, 0.50)					
2.3. Does the Facility require its monitoring and evaluation team (personnel or consultants) to have technical competence in GAD? (possible scores: 0, 0.25, 0.50)					
2.4. Do the projects supported by the Facility have monitoring and evaluation staff or consultants who have technical competence in GAD? (possible scores: 0, 0.25, 0.50)					
3.0 Committed partner government agency, private sector partners, or other partner organizations (max. score: 2.0; for each item or question, 1.0)					
3.1. Are the Facility partners involved in setting GAD directions for the Facility? OR, are they participating in GAD training sponsored by the Facility? (possible scores: 0, 0.5, 1.0)					

Element and guide question (col.1)	Response (col. 2)			Score for the element/ question (col. 3)	Comments
	No (2a)	Partly yes (2b)	Yes (2c)		
3.2. Have the partners invested their own resources in promoting GAD goals in the projects supported by the Facility? (possible scores: 0, 0.5,1.0)					
4.0. GAD implementation processes and procedures (max. score: 2.0; for each item or question, 0.5)					
4.1. Do the Facility implementation documents incorporate a discussion of GAD concerns? Are project proposals required to have explicit GAD objectives and to have undergone gender analysis? (possible scores: 0, 0.25, 0.50)					
4.2. Does the Facility have an operational GAD strategy? Alternately, has the Facility effectively integrated gender equality/ equity/GAD and women's empowerment into the proposed projects and the projects or activities it currently supports? (possible scores: 0, 0.25, 0.50)					
4.3. Has the Facility spent on activities that will build capacities for doing GAD tasks (gender analysis, monitoring, etc.)? (possible scores: 0, 0.25, 0.50)					
4.4. Has the Facility supported projects that specifically address gender equality/ equity and/or women's empowerment issues? (possible scores: 0, 0.25, 0.50)					
5.0. Gender differences in outputs, results, and outcomes measured by the Facility monitoring system (max. score: 2.0; for each item or question, 1.0)					
5.1. Does the Facility monitor the gender sensitivity or responsiveness of its funded projects? (possible scores: 0, 0.5,1.0)					
5.2. Does the Facility monitor the activities, inputs, outputs, and results of its projects using GAD or gender equality indicators? (possible scores: 0, 0.5, 1.0)					
6.0. Inclusion of sex-disaggregated and gender-related information in the Facility database (max. score: 2.0; for each item or question, 0.5)					
6.1 Does the Facility support studies to assess gender issues and inputs? Or, does it require projects to collect sex-disaggregated data on its impact on women and men? (possible scores: 0, 0.25, 0.50)					
6.2. Does the Facility collect sex-disaggregated data on the participation of women and men in Facility activities and in decision making? Does the Facility require its projects to include sex-disaggregated data in their reports? (possible scores: 0, 0.25, 0.50)					

Element and guide question (col.1)	Response (col. 2)			Score for the element/ question (col. 3)	Comments
	No (2a)	Partly yes (2b)	Yes (2c)		
6.3. Do Facility and project reports cover gender equality or GAD concerns, initiatives, and results (that is, information on gender issues and how these are addressed)? (possible scores: 0, 0.25, 0.50)					
6.4. Does the Facility summarize the sex-disaggregated data presented by its projects in Facility reports? (possible scores: 0, 0.25, 0.50)					
7.0. Achievement of gender equality and women's empowerment targets (max. score: 4.0; for each item or question, 1.0)					
7.1. Can the Facility project portfolio be considered as gender-sensitive? OR, are the Facility and its projects aware or conscious of gender-based differences in the way the projects will affect their clients or beneficiaries? (possible scores: 0, 0.5,1.0)					
7.2. Can the Facility project portfolio be considered as gender-responsive? OR, have the Facility and/or its projects produced results that address the gender issues identified during the design stage? (possible scores: 0, 0.5, 1.0)					
Provide examples of GAD results during the period monitored:					
7.3. Does the Facility and/or its projects work to increase women's participation in decision making (membership in boards, leadership in committees and organizations, etc.)? (possible scores: 0, 0.5, 1.0)					
Provide numerical figures for the Facility; for projects:					
7.4. Has the Facility helped in developing the capacity of the implementing agency for carrying out gender- sensitive projects? (possible scores: 0, 0.5, 1.0)					
8.0. Gender issues arising from or during Facility or project implementation addressed by the Facility (possible scores: 0, 1.0, 2.0) Has the Facility responded to gender issues that were identified during project implementation or monitoring and evaluation? OR, have the projects funded by the Facility addressed gender issues arising from their implementation?					

Element and guide question (col.1)	Response (col. 2)			Score for the element/ question (col. 3)	Comments
	No (2a)	Partly yes (2b)	Yes (2c)		
9.0. Participatory monitoring and evaluation processes (max. score: 2.0; for each item or question, 1.0)					
9.1. Does the Facility involve/ consult woman and man implementers during the monitoring and evaluation of its projects? (possible scores: 0, 0.5, 1.0)					
9.2. Have women and men been involved or consulted in the assessment of the gender impact of the Facility and its projects? (possible scores: 0, 0.5, 1.0)					
TOTAL GAD SCORE FOR THE FACILITY IMPLEMENTATION, MANAGEMENT, AND MONITORING AND EVALUATION STAGE					

Gender-responsive Facilities are those that substantively address gender issues identified through a gender analysis of sex-disaggregated data and gender-related information, or that successfully promote gender responsiveness among their funded projects.

Gender-sensitive Facilities are those that recognize and acknowledge differences in roles, needs, and perspectives of women and men, possible asymmetries in their relationship, and the possibility that actions or interventions will have different effects on and results for women and men based on their gender, but do not actively seek to address these issues.

Interpretation of the GAD score

- 0-3.9 GAD is invisible in the project (Facility needs GAD technical assistance).
- 4.0-7.9 Facility as implemented has **promising GAD prospects** (Facility earns a "conditional pass," pending implementation of a GAD strategy that specifies the key gender issues it needs to address, as well as activities for addressing these, and inclusion of the collection of sex-disaggregated data in the monitoring and evaluation framework and system).
- 8.0-14.9 Facility is **gender-sensitive** (Facility passes the GAD test).
- 15.0-20.0 Facility is **gender-responsive** (Facility is commended).