

GAD CHECKLIST FOR HOUSING AND SETTLEMENT PROJECTS

GENDER ISSUES AND GENDER EQUALITY RESULTS

Many gender issues related to infrastructure projects also apply to housing projects. Women are rarely, if ever, considered as a major stakeholder and are therefore not consulted or invited to join users' organizations. They also do not have access to employment in the construction and other stages of the project, except to take on clerical and other desk-bound jobs. While gender-role stereotyping continues in housing construction sites, a rise in the number of women in the management structure of the housing industry has been noted. More women are also emerging as leaders in community associations and homeowners' associations.

A number of issues, however, persist. As the PPGD has noted, these cannot be fully addressed unless gender considerations are taken into account. Among the gender-related issues are:

- limited access to housing, which stems from widespread ignorance that women and men can equally apply for housing;
- complicated housing procedure that requires considerable documentation and costs in terms of cash and time, which many women have little;
- matching affordability levels with the women's desired housing design or site development plan, which has usually resulted in facilities or infrastructure such as deep wells that are not strategically located or too few, requiring women to travel and stand in queues, thereby increasing their water-carrying time;
- design of housing units that seldom addresses the activities of women in terms of space utilization.
- lack of consideration for the need for certain facilities – such as well-lighted streets and community space equally accessible to women and men – in town or settlement planning, originating from little awareness and appreciation of women's concerns and gender issues; and
- despite recent gains, low acceptance of women in the housing industry, leading to gender-role stereotyping even at the professional level.

Housing and settlement projects need to address the above-mentioned issues, in recognition of women's right to shelter and development. Projects so designed may help achieve *gender equality results* such as:

- ✎ easier access to affordable yet decent housing, especially for female-headed households living in poverty, female informal sector workers who need to be close to markets, and women in low-paying jobs who need to live close to their workplace;
- ✎ more efficient use of women's time when facilities are well located and housing space properly designed, giving them time for rest or productive activities;
- ✎ enhanced capacity of women for housing, shelter, or settlement planning and development;
- ✎ increased employment of women at all levels (actual construction, technical and management) of infrastructure projects or services;
- ✎ increased awareness and recognition of gender concerns in housing and settlement development; and
- ✎ improved capacity of infrastructure agencies to plan, design, implement, and monitor housing and settlement programs and projects that address gender issues and the concerns of different groups of woman users

GENDER ANALYSIS QUESTIONS

Gender analysis is required at two points of the project preparation stage: as part of project identification, and after the project has been designed. Box 3 (page 8), Part 1, of this manual suggests key questions for gender analysis as part of the analysis of the development problem, while box 14 offers a summary of the core gender analysis questions for assessing the gender impact of the proposed housing and settlement project, as designed. Other questions that may be asked are:

Gender division of labor and gender needs

- Will the needs of women and men be considered when designing the houses and the settlement?
- Do the project's low-cost housing units have provisions that will reduce women's time spent on reproductive activities or enhance women's productive activities? For example,
 - design of house that provides women with adequate space and facilities as well as lighting for home-based income-generating activities;
 - strategic location of electrical outlets for the possible use of electrical appliances later; and
 - layout of the house that allows women to keep an eye on young children while doing other tasks.
- Is the housing project close enough to the women's workplaces or to the market (for those engaged in market vending)?
- Has the project considered how the location of the housing project will affect current activities of women and men?
- Has the project considered how participation of women and men in the project will affect their other responsibilities?

Access to and control of housing and settlement services and benefits

- Will there be opportunities in the project for women to be employed and trained in the construction of houses and other facilities?
- Will women be trained by the project in operating and maintaining facilities in the settlement?
- Will the houses be located such that women will have better access to water and sanitation facilities, transport, and security?
- Will the project provide equal opportunities for women and men to own a house?
 - Will it inform women that they themselves may apply for a housing unit?
 - Will female-headed households be given equal access to housing units as male-headed households?
- Will women be involved in the decision making on the location and design of common facilities? The design of core houses? The amortization plan, including the terms and schedule of payments?
- Will the project be using technologies appropriate to women's and men's needs and capabilities, as well as to local materials, traditions, and the environment?
- Will the project adversely affect women's access to jobs, resources, and markets? Does the project design include measures to mitigate the negative gender effects of the project?

Constraints to participation

- Is the proposed project – specifically, the design of houses and common facilities – socially or culturally acceptable and accessible to women? Can women use these?
- Has the project designed measures to address constraints to equal participation and benefits by women and men?
- Will participation by women in project activities affect the attitudes of women and men toward women?
- Will the project offer facilities or services that will support women’s participation in different stages of the project?

GUIDE FOR ACCOMPLISHING THE CHECKLIST

Box 14 lists the ten elements or requirements for a gender-responsive housing and settlement project. Each requirement is generally accompanied by a set of guide questions. The scoring system is the same as that in boxes 5 and 6, while the interpretation of the total score is the same as that in box 7. The guide for accomplishing the checklist and the interpretation of the total GAD rating are reproduced below for easy reference.

Guide for accomplishing Box 14

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: under col. 2a if nothing has been done; under col. 2b if an element, item, or question has been partly answered; and under 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*, a “partly yes” to Question 1.1 (or Q1.1) means meeting with male officials and only a woman or a few women who also happen to be officials in the proponent or partner agency or organization; or with male and female officials and some male beneficiaries. In contrast, full compliance involves meeting with female and male officials and consulting other stakeholders, including women and men that may be affected positively or negatively by the proposed project. A “partly yes” to Q1.2 means inputs or suggestions may have been sought from woman and man beneficiaries but are not considered at all in designing project activities and facilities. A “partly yes” to Q1.3 means only certain groups of women and men are viewed as stakeholders and agents of change.
 - b. For *Element 2.0*, “partly yes” means some information has been classified by sex but may not help identify key gender issues that a planned project must address. In contrast, a full “yes” implies that qualitative and quantitative data are cited in the analysis of the development issue or project.
 - c. For *Element 3.0*, a “partly yes” means a superficial or partial analysis has been done by focusing on only one or two of the concerns (gender roles, needs, perspectives, or access to and control of resources).
 - d. For *Element 4.0*, “partly yes” means women are identified in the project objectives but only in connection with traditional roles or economic activities (Q4.1); or the project has token gender equality outputs or outcomes (Q4.2). A full “yes” to Q4.1 signifies that women’s nontraditional roles are also recognized, while a full “yes” to Q4.2 denotes that gender equality outcomes and outputs are consistently pursued in the logical framework analysis.

- e. For *Element 5.0*, “partly yes” means having gender equality strategies or activities but no stated gender issues to match the activities, while a full “yes” means there is an identified gender issue and there are activities seeking to address these issues.
 - f. For *Element 6.0*, a “partly yes” response to any of the items and questions is associated with a 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.
 - g. For *Element 7.0*, “partly yes” means the project monitoring plan includes indicators that are sex-disaggregated but no qualitative indicator of empowerment or status change.
 - h. For *Element 8.0*, “partly yes” means the project requires the collection of some sex-disaggregated data or information but not all the information that will track the gender-differentiated effects of the project. A full “yes” means all sex-disaggregated data and qualitative information will be collected to help monitor GAD outcomes and outputs.
 - i. For *Element 9.0*, “partly yes” means there is a budget for GAD-related activities but this is insufficient to ensure that the project will address relevant gender issues (Q9.1), or build GAD capacities among project staff or the project agency, or tap external GAD expertise (Q9.2).
 - j. For *Element 10.0*, a “partly yes” response to Q10.1 means there is a mention of the agency’s GAD plan but no direct connection is made to incorporate the project’s GAD efforts into the plan; to Q10.2 means there is a mention of other GAD initiatives in the project coverage but no indication of how the project will build on these initiatives; and to Q10.3 means the project has a sustainability plan for its GAD efforts but makes no mention of how these may be institutionalized within the implementing agency or its partners.
3. After ascertaining whether a GAD requirement has been done or not, enter the appropriate score for an element or item under column 3.
- a. To ascertain the score for a GAD element, a three-point rating scale is provided: “0” when the proponent has not accomplished any of the activities or questions listed under an element or requirement; a score that is less than the stated maximum when compliance is only partial; and “2” (for the element or requirement), or the maximum score for an item or question, when the proponent has done all the required activities.
 - b. The scores for “partly yes” differ by element. For instance, the score for “partly yes” for Elements 2.0, 3.0, 5.0, 7.0, and 8.0 is “1.” For elements that have two or more items or questions (such as Element 1.0), the rating for a “partial yes” is the sum of the scores of the items or questions that fall short of the maximum “2.”
 - c. For Elements 4.0 and 9.0, which has two items each, the maximum score **for each item** is pegged at “1.0” and for “partly yes” is “0.5.” Hence, if a project scores a full “1.0” in one question but “0” in the other, or if a project scores “partly yes” (or “0.5”) in each of the two items, the total rating will be “partly yes” with a score of “1.0.” If a project scores “partly yes” for one item but “no” for the other, then the total rating for the element will be “0.5.”
 - d. For Elements 1.0, 6.0 and 10.0, which have three items each, the maximum score **for each item** is pegged at “0.67” and for “partly yes” is “0.33.” The rating for the element will be “partly yes” if the total score of the three items is positive but less than “2.0,” the maximum for the element.

4. For an element (col. 1) that has more than one item or question, add the scores of the items or questions and enter the sum in the thickly bordered cell for the element.
5. Add the scores in the thickly bordered cells under column 3 to come up with the GAD score for the project identification and design stages.
6. Under the last column, indicate the key gender issues identified (for proponents) or comments on the proponent's compliance with the requirement (for evaluators).

Box 14. GAD checklist for designing and evaluating housing and settlement projects

Element and item/question (col. 1)	Response (col. 2)			Score for the item/ element (col. 3)	Result or comment (col. 4)
	No (2a)	Partly yes (2b)	Yes (2c)		
Project identification and planning					
1.0 <i>Participation of women and men in project identification</i> (max score: 2; for each item or question, 0.67)					
1.1 Has the project consulted and involved women, women's groups, or NGOs in the problem or issue that the intervention must solve and in the development of the solution? (possible scores: 0, 0.33, 0.67)					
1.2 Have women's and men's inputs been considered in the design of the project? (possible scores: 0, 0.33, 0.67)					
1.3 Are both women and men seen as stakeholders, partners, or agents of change? (possible scores: 0, 0.33, 0.67)					
2.0 <i>Collection of sex-disaggregated data and gender-related information prior to project design</i> (possible scores: 0, 1.0, 2.0) Has the project tapped sex-disaggregated data and gender-related information from secondary and primary sources at the project identification stage? OR, does the project document include sex-disaggregated and gender information in the analysis of the development issue or problem?					
3.0 <i>Conduct of gender analysis and identification of gender issues</i> (see box 3) (possible scores: 0, 1.0, 2.0) Has a gender analysis been done to identify gender issues prior to project design? OR, does the discussion of development issues in the project document include gender gaps that the project must address?					
Project design					
4.0 <i>Gender equality goals, outcomes, and outputs</i> (max score: 2; for each item or question, 1)					
4.1 Do project objectives explicitly refer to women and men as partners or beneficiaries of the project? (possible scores: 0, 0.5, 1.0)					
4.2 Does the project have gender equality outputs or outcomes? (See text for examples.) (possible scores: 0, 0.5, 1.0)					

Element and item/question (col. 1)	Response (col. 2)			Score for the item/ element (col. 3)	Result or comment (col. 4)
	No (2a)	Partly yes (2b)	Yes (2c)		
5.0 Matching of strategies with gender issues (possible scores: 0, 1.0, 2.0) Do the strategies match the identified gender issues and gender equality goals? That is, will the activities or interventions reduce gender gaps and inequalities?					
6.0 Gender analysis of the designed project (max score: 2)					
6.1 Gender division of labor (max score: 0.67; for each item or question, 0.33)					
6.1.1 Will the design of houses/settlements consider the needs of both women and men? (possible scores: 0, 0.17, 0.33)					
6.1.2 Will the project's low-cost housing unit be so designed as to reduce women's reproductive time or enhance their productive time? (possible scores: 0, 0.17, 0.33)					
6.2 Access to and control of resources (max score: 0.67; for each item or question, 0.22)					
6.2.1 Will the project provide equal opportunities for women and men to own a house? (possible scores: 0, 0.11, 0.22)					
6.2.2 Will women be trained or employed in the construction of houses or in the operation and maintenance of facilities in the settlement? (possible scores: 0, 0.11, 0.22)					
6.2.3 Does the project design include measures to mitigate the adverse effects on women's access to resources? (possible scores: 0, 0.11, 0.22)					
6.3 Constraints (max score: 0.67; for each item or question, 0.22)					
6.3.1 Is the proposed project (housing design and common facilities) socially or culturally acceptable and accessible to women? Can women use the facility? (possible scores: 0, 0.11, 0.22)					
6.3.2 Will the project offer facilities and services that will support both women's and men's participation in different stages of the project? (possible scores: 0, 0.11, 0.22)					
6.3.3 Has the project designed measures to address constraints to equal participation and benefits by women and men? (possible scores: 0, 0.11, 0.22)					
7.0 Monitoring targets and indicators (possible scores: 0, 1.0, 2.0) Does the project include gender equality targets and indicators for welfare, access, consciousness raising, participation, and control? Examples of gender differences that may be monitored:					
<ul style="list-style-type: none"> - Ownership of the housing units - Satisfaction rate with the housing or settlement design and layout - Membership and leadership in homeowners' or similar community-based organizations - Participation in training and similar project activities, by type of training - Employment generated or loss of livelihood as a result of the project 					

Element and item/question (col. 1)	Response (col. 2)			Score for the item/ element (col. 3)	Result or comment (col. 4)
	No (2a)	Partly yes (2b)	Yes (2c)		
8.0 <i>Sex-disaggregated database</i> (possible scores: 0, 1.0, 2.0) Does the proposed project monitoring framework or plan include the collection of sex-disaggregated data?					
9.0 <i>Resources</i> (max score: 2; for each item or question,1)					
9.1 Is the budget allotted by the project sufficient for gender equality promotion or integration? (possible scores: 0, 0.5, 1.0)					
9.2 Does the project have the expertise to integrate GAD or to promote gender equality and women's empowerment? OR, is the project committed to investing project staff in building capacity for integrating GAD or promoting gender equality? (possible scores: 0, 0.5, 1.0)					
10.0 <i>Relationship with the agency's GAD efforts</i> (max score: 2; for each item or question, 0.67)					
10.1 Will the project build on or strengthen the agency/ PCW/ government's commitment to the advancement of women? (possible scores: 0, 0.33, 0.67)					
10.2 Does the project have an exit plan that will ensure the sustainability of GAD efforts and benefits? (possible scores: 0, 0.33, 0.67)					
10.3 Will the project build on the initiatives or actions of other organizations in the area? (possible scores: 0, 0.33, 0.67)					
TOTAL GAD SCORE – PROJECT IDENTIFICATION AND DESIGN STAGES (Add the score for each of the 10 elements, or the figures in thickly bordered cells.)					

Interpretation of the GAD score	
0-3.9	GAD is invisible in the project (proposal is returned).
4.0-7.9	Proposed project has promising GAD prospects (proposal earns a "conditional pass," pending identification of gender issues and strategies and activities to address these, and inclusion of the collection of sex-disaggregated data in the monitoring and evaluation plan).
8.0-14.9	Proposed project is gender-sensitive (proposal passes the GAD test).
15.0-20.0	Proposed project is gender-responsive (proponent is commended).