

## TOOL 4: Gender equality assessment framework for potential partners

CATEGORY		YES	NO	N/A	NOTES
Decision-making	1. Does gender equality and/or empowerment of women and girls feature in the organization's mission and/or the vision statement? (Confirm via website or request to see documentation).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	2. Does the organization specifically report on gender equality or women's empowerment in official documents (e.g. annual reports, donor reports, etc.)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	3. Does the organization have a corporate gender equality policy (i.e. an institutionally agreed/approved framing document with clear language on their commitment to promoting gender equality and women's empowerment)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	4. Does the organization take active measures to ensure the protection of women against physical/psychological violence, intimidation, and sexual harassment in the workplace? (Does it have a Prevention of Workplace Harassment Policy and/or Prevention of Sexual Abuse and Exploitation Policy with personnel training?)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	5. Does the organization take active measures to ensure the protection of women against physical/psychological violence, intimidation, and sexual harassment in the workplace? (Does it have a Prevention of Workplace Harassment Policy and/or Prevention of Sexual Abuse and Exploitation Policy with personnel training?)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	6. Does the organization take active measures to ensure the protection of children and adolescents against physical/psychological violence, intimidation, and sexual harassment in research and programming activities? (Does the organization have a Child Safeguarding Policy?)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

CATEGORY		YES	NO	N/A	NOTES
<b>Leadership, capacity, and resources to promote gender equality</b>	7. Is there a balance (ideally, 50/50) of women and men in leadership positions, especially in the upper echelons of the organization's hierarchy (e.g. executive senior management, board management)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	8. Does the organization have a qualified gender specialist, gender champion, gender focal point and/or another staff member whose main responsibility it is to mainstream gender equality into policy and/or programs?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	9. Does the organization's budget, financial and annual reports feature budget lines explicitly associated with gender equality activities or results?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Programming for gender equality</b>	10. Does the organization regularly conduct sex- and gender-based gender assessments/landscape analyses prior to the development of projects?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	11. Do the organization's programs/projects typically include gender responsive outcomes specifically related to gender equality?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	12. Does the organization aim to: a) mainstream gender equality into its all of its programming, or b) have specific programs/projects focused on gender equality?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Learning and knowledge management</b>	13. Does the organization produce publications, case studies, communication material focused on gender equality? If so, are women, men, boys, girls, and those in vulnerable or marginalized populations portrayed without stereotypes? (Is consent obtained by those being photographed? How are women and girls portrayed? Are alternative gender power relations promoted (i.e. positive masculinities, non-traditional female roles etc.)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	14. Does the organization offer gender equality training to its staff or other opportunities to strengthen their knowledge of gender issues (e.g. attending women's conferences and networking events, etc.)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

CATEGORY		YES	NO	N/A	NOTES
<b>External relations</b>	<b>15.</b> Does the organization have partnerships or informal working relationships with women's rights organizations, gender equality experts and advocates, or members of the national women's machinery?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Optional questions</b>	<b>16.</b> Are there any economic, political, or social constraints that prevent the organization from pursuing gender equality objectives? What are they?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	<b>17.</b> Does the organization's human resource policy contain any guidelines with explicit reference to gender equality (e.g. pay equity, parental leave, equitable recruitment practices, etc.)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	<b>18.</b> Have the staff in the organization expressed interested in learning, investigating, and addressing gender equality issues? If so, at what level (institutional, programs, donor requirements, etc.)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	