



The Rotary Foundation Canada

GENDER ASSESSMENT GUIDELINES

WHO IS INVOLVED?

Assessments are group workshops with the local community.

All Assessments should be done with both male and female community members. Primarily but not limited to women and men that do not hold leadership powers within the community.

Members of the focus group can be related to the project so long as there are not people who are involved in running the project.

HOW TO INVITE PEOPLE?

Inviting locals is individualized to each area. You can post flyers, make announcements at town meetings, pass out invitations at schools, businesses or churches.

Be sure to inform the community that this is a way to be heard.

*We want to hear
your voice*

FACILITATORS

It is important that you have a team leader of each sex (1 man, 1 woman). These two people will facilitate each group.

Your female facilitator will work with the woman's group, and your male facilitator with the man's group. **If you have translators they must also be of the same sex.** We facilitate by sex to allow the group members to speak freely. In many cases woman will not speak freely when there are men present.

Speaking openly needs to be encouraged by the facilitators. allow each person the opportunity to safely share their opinions.

FACILITATOR ATTITUDE

When the Facilitators are speaking with the locals they must keep in consideration that some of these questions may be slightly difficult for women to answer. In many communities the women are quite uncomfortable voicing their true opinions. It is important for them to understand that this is simply a process to allow them to speak.

*we value their comments
even if they are negative
towards the project ideas.*

This is encouraged!

HOW OFTEN DOES A PROJECT COMPLETE AN ASSESSMENT?

Initial Assessment: Implementing a gender assessment at the beginning of a program allows us to analyze exactly what the community members need without making assumptions. The assessment helps us to avoid possible conflict between genders, and ensures that the projects benefits will be used and become sustainable.

Annual Assessment: To assess progress in gender-sensitive activities all projects that involve community participation on a long term basis should follow up with annual needs assessment. Exceptions to the annual assessment will be determined by TRFC.

CONFIDENTIALITY

Assessments are not submitted to the community. A report can be given. TRFC respects that some cultures do not communicate comfortably between sexes.