



# Worksheet: Integrating Gender

## Objectives

- I. Understand interactions of environment, conflict and gender by identifying the needs and priorities of men, women, and other gender minority groups
- II. Collect gender-disaggregated data to monitor gender dynamics of conflict and environmental peacebuilding initiatives
- III. Integrate women and gender minority groups in evaluation to achieve a more gender-balanced workforce and promote inclusivity in environmental peacebuilding efforts



## Gender in Your Context Analysis

Ensuring gender considerations in your context analysis can highlight potential challenges and opportunities for environmental peacebuilding work. As you conduct your context analysis, think through the following:

- **Identify the different gender groups involved and what gender means in your context.** Consider how best to incorporate gender minorities that may not fit within the man/woman binary.
- **How do these different groups perceive or interact with the conflict and the environment?** Does the conflict unequally or differently impact certain gender groups? Do these groups interact differently with the environment? Do changes to the environment affect them differently?
- **Consider the different risks and challenges faced by gender groups,** focusing particularly on those of women, girls, and gender minorities. How do these challenges shape differential needs and priorities of gender groups? How do men, women, and gender minorities experience the conflict differently? How does the conflict affect gender roles?

- **Do different gender roles create opportunities for peace?** What different roles do men, women, and gender minorities play in facilitating a peaceful resolution? How might the ways in which women and gender minorities interact with the environment be leveraged as a tool for building peace?
- **Consider the different perceptions of gender in your context.** What stakeholder groups are likely to hold those perceptions? How might these different perceptions affect your intervention's implementation?
- **What are the gender dynamics of your intervention team and partnerships?** If there is a gender imbalance, what strategies can you employ to promote more gender diversity or representation?

## Gender in Design

Incorporating gender considerations into the design of your environmental peacebuilding intervention will help you to be more responsive and relevant, conflict sensitive, inclusive, effective, and sustainable. As you design your intervention, think through the following:

- **Have you considered different inputs and activities that might be needed to reach or engage various gender groups?**
- **Will you target participation or engagement with certain gender groups and in certain ways?**
- **Consider how the inclusion of women and gender minorities helped build peace, create opportunities, and/or improve environmental outcomes.** Inclusion may help create more effective peacekeeping operations and build a



more durable peace. How can your intervention design leverage the ways in which women, girls, and gender minorities interact with the environment as a tool for peacebuilding?

- Have you considered how some gender groups might be marginalized or excluded?**
- What situations or contexts might compromise the safety of women, girls, and gender minorities involved in your intervention?**  
Do you have protocols or processes in place to address these situations?

### Gender in the Monitoring, Evaluation, and Learning Plans

- How might you disaggregate or otherwise include gender in your various indicators?**  
How can this reveal correlations or other linkages between environment, peace, and gender?
- Given your intervention context, what monitoring tools might best capture the relevant and important gender dynamics?** This includes the ability to capture disaggregated information.
- How can you identify differences in monitoring, evaluation, and learning in how different gender groups were affected by your intervention?** How might these insights help you better understand different gender groups' needs, goals, and relationships in the context?
- What methods or tools are better suited to meet the needs of different gender groups?**  
Consider strategies for ensuring these groups are comfortable, building trust, etc.



- Do your monitoring, evaluation, and learning processes capture the full picture of gender in your context?** Have you considered how you can reach marginalized and excluded groups?
- Have you provided people with the opportunity to self-identify their gender?** This can increase inclusion and empower stakeholders. It could also put them at risk, if their responses were made public in some countries.
- How might gender groups interact different with your monitoring information, evaluation results, and learning?** What different needs do they have, and how might they analyze and use information differently?

□ **How can you ensure that different gender groups, particularly women, have access to and are involved in monitoring, evaluation, and learning processes?** Consider learning strategies that will speak to the capacities of women to act and create a safe space for women to ask questions and provide input.

□ **How could the dissemination of monitoring, evaluation, and learning information inadvertently create risks for certain gender groups?** How can you balance transparency and information sensitivity?

□ **How can you capture, share, and ensure the use of gender-specific findings?**

Substantively, gender-related questions may take a number of different approaches:

□ **How were different gender groups affected differently by the project? How may women be differentially impacted by this project?**

Women are often heavily engaged in the use and management of natural resources. They also may take on non-traditional economic or familial roles in times of conflict. There may also be differential impacts on men; M&E should seek to explore these gender-specific impacts (e.g., impacts on young men such as entry into illicit occupations and increased violence).

□ **Did the project create opportunities for women and girls?** Projects can target female-dominated economic sectors and support access to credit, education, and salaried employment.

□ **Did the inclusion of women help build peace and/or improve environmental outcomes?**

