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TOOL FOR ANALYSING INTEGRATION INTO LOCAL GOVERNMENT PLANS, OF GENDER, SGBV, DISABILITY, TB and HIV and AIDS IN PROGRAM PLANNING AND IMPLEMENTATION: ALIGNING SDGs and MGDSIII

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List of abbreviations

- SDGs Sustainable Development Goals
- MGDS III Malawi Growth and Development Strategy
- GBV Gender Based Violence
- PwD Persons with Disability
- SGBV Sexual Gender Based Violence
- DDP District Development Plans
- VAP Village Action Plans
- SEP Social Economic Profiles
- GEI Gender Equality Index
- VAWG Violence Against Women and Girls



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1 Introduction/ Background

Malawi is Party to the Sustainable Development Goals (SDGs) which set various goals, targets and indicators to ensure progress in various development spheres and realise poverty reduction by 2030. The principle ‘leave no one behind’ is crucial throughout the whole implementation of SDGs. It means SDGs have to include all groups of society and have to ensure the participation of all people. Under the SDGs, the country committed to ensure gender equality realization in various spheres of development including ensuring safe environment free from violence and abuse against women, men, children and persons with disabilities. The Malawi Growth and Development Strategy (MGDS) III also targets gender equality and empowerment as one of the cross-cutting key issues in development and poverty reduction mechanisms for men, women and persons with disabilities. The MGDS also priorities health and nutrition for all.

Persons with disabilities are among the most vulnerable and socially excluded groups in any crisis-affected community. They may have difficulty accessing humanitarian assistance programs due to a variety of societal, environmental and communication barriers, increasing their protection risks, including to gender-based violence (GBV). For women and girls with disabilities, the intersection of gender inequality and disability makes them especially vulnerable to GBV. Furthermore, being infected or affected with HIV and AIDS and TB exposes women and children further to stigma and discrimination from participating in societal activities. Social norms often designate women and girls to be caregivers of people with disabilities, which can reinforce their isolation and further limit their access to social, economic and material support, increasing their vulnerability to violence and exploitation.

The difficult circumstances facing so many PwD mean that a concerted effort must be made to ensure they are included in the current efforts in ending violence against women and girls. Spotlight initiative therefore provides an opportunity to scale up and strengthen the implementation of activities in eliminating SGBV and HP as well as to promote sexual and reproductive health and rights by leaving no one behind.



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The analysis tool has been developed in order to assist in integration of SGBV, disability, TB and HIV and AIDS into public sector development plans to align them with related goals, targets and indicators under the SDGs and MGDS. The goals include SDG 5 on gender equality and prohibition of gender discrimination and SGBV; SDG 1 and 2 on reducing poverty and improving nutrition for all.

Violence against women and girls stifles development because when facing abuse, the survivors have little or ability to participate in development activities. As such gender issues need to be integrated holistically including SGBV, HP, SRHR, HIV, TB and all related issues. The plans should explicitly contribute to promoting approaches of preventing and ending of violence against women and girls. To achieve poverty reduction and sustainable economic development an understanding of women's and men's and everyone's role in society and the relationship between them is critical to institutionalise the principle of *leaving no one behind*.

The Tool provides guidance to those that are engaged in assessment work to inform the design and development of plan to ensure that gender, SGBV, disability, TB and HIV and AIDS issues are comprehensively addressed.

Firstly, it is crucial that when designing the development plans, a proper assessment of the existing context or situation which analyses the variance between the targets, goals and the actual status on the ground, is properly done. The situation analysis would also benefit from a brief review of previous projects from a gender and Human Rights Based Approach, a critical appraisal of gaps and lessons learned, and a snapshot review of any related secondary literature. This involves a mapping exercise bringing together what you know about the issues to be analysed, what interventions/ projects have already happened, and what other interventions are planned. In this respect, existing government legislation, policies, documents, projects, research, literature and NGO activities need to be reviewed from a gender perspective with regards to men, women, children, persons with disabilities, persons and households affected or infected by HIV and AIDs and TB.

It is important to present the situation in order to expose the extent of the existing gaps and challenges and justification for addressing them. A description of 'What works' and 'what does not work' in a particular context for men, women and persons with disabilities determines the areas requiring to be addressed and amount of effort required. The gender and disability analysis tool outlines a set of issues to consider in order to best respond to the fight against inequalities and gender based violence.

Secondly, the tool provides a set of questions to be considered when drawing the plans in an inclusive manner for men, women, children and persons with disabilities including marginalized groups and people affected or infected by HIV and AIDS and TB. The principle of leaving no-one behind recognizes that provision of development opportunities in an inclusive manner guarantees fulfilled development for all



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without discrimination. It also makes it easier to measure the real growth of a country's economy as it is easy to recognize interventions that work well for one group of people and not the other and provide opportunities to redesign some plans to best fit the targeted beneficiaries. In fulfilling the principle of leaving no-one behind the inclusive plans also address challenges such as GBV and other abuses that are likely to derail the less privileged to participate in development activities.

The plans must be consistent in the outputs, outcomes in targeting men, women and persons with disabilities in clear gender, sex and age disaggregated style.

Finally, the tool provides guiding questions for monitoring and evaluation of implementation of the plans in order to assess the achieved outputs for men, women and persons with disabilities and those living with HIV and TB. Part A of the tool contains guiding questions for analysing and rating gender SGBV and disability while second part provides questions for analysing integration of HIV and TB.

Integrating or mainstreaming GBV issues against women girls and persons with disabilities or living with HIV and AIDS and TB ensures the needs, voices and rights of women and men, girls and boys, persons with disabilities are reflected in all policies, programmes and activities.

2. Rationale/why the Tool?

Female population in Malawi makes 50.69 according to World Bank collection of development indicators 2019. Despite being a leading group in the Malawi population, often, district and national programmes hardly target women or girls. This practice deprives women from accessing resources for development and hence development generally stifles at district and national level. It is important to ensure that resources are accessible to all populations alike, assess challenges and opportunities among all in order to realise meaningful development. Sexual gender-based violence is one of the ills that perpetuate gender inequalities. Assessing challenges and opportunities for all persons assist to recognize and address any existing bottlenecks to development.

Statistics on disability (population and Housing report 2018 statistics showed that people with disabilities constitute 10 % of Malawi's population. When working on gender assessments, it is important to ensure that all individuals are being included within the assessment in order to have an accurate view of gender issues within the country. This is especially true of women with disabilities who often face double discrimination based on their gender and disability.

Furthermore, the country's decentralized responses in addressing HIV and AIDS and TB issues are critical to the achievement of the SDGs in relation to health and nutrition for all and reduction of poverty.



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3. Specific Objectives of the gender, SGBV, HIV and AIDS and TB analysis tool

The analysis toolkit is aimed at ensuring that gender, SGBV, disability, HIV and AIDS and TB are effectively integrated into national policies, national, district and local development plans as well as programmes; for the public sector to achieve gender and disability-related SDGs and MGDS III goals and targets including reducing SGBV occurrences in rural and urban settings. The tool is aimed at ensuring the following:

- That the Village Action Plans (VAPs), Social Economic Profiles (SEPs) and District Development Plans (DDPs) among other national plans should be reviewed in sync with emerging issues such as gender mainstreaming principles, Leave no-one behind principle, Disability inclusion, the SDGs 2030, Africa Union Agenda 2063 and related UN principles and obligations.
- Gender analysis is included in the context/problem analysis of the plans, policy and programme documents by inclusion of SGBV, HP, HIV and AIDS, TB and related issues.
- Data is properly disaggregated by sex, age and disability
- Actions or inputs ensure equitable participation and inclusion of women, including in the distribution of benefits and revenues
- An assessment identifies potential benefits, opportunities and risks for gender equality and women's empowerment in general
- An assessment identifies potential benefits, opportunities and risks for gender equality and women's empowerment in the face of HIV and AIDS and TB vulnerabilities.
- The results framework identifies and tracks gender, HIV and AIDS, TB and disability outcomes.
- There are available resources and competencies to deliver on the goals and outcomes and the allocated resources are used for gender and disability related interventions: gender & disability budgeting and expenditure tracking.
- The monitoring and evaluation in a way that assesses the impact of the programme interventions for all, i.e. men, women, persons with disabilities, persons living with HIV and AIDS and TB and all.

Part A The tool guides gender and disability analysis at three levels: the problem/contextual analysis level; the level of program/policy planning; and program monitoring & evaluation.



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4. Gender and Disability Analysis at Problem/Contextual Analysis

When engaging the development planners the following action points should lead you through the context/problem analysis:

- Assess gender equality status /Gender Inequality Index – the country’s performance in Gender Equality Index (GEI).
- Assess the level of understandings of the importance gender equality and social inclusion among stakeholders
- Identify any risks and vulnerabilities and negative, unintended consequences to the proposed intervention, and mitigate against them, including violence against women
- Establish baseline data parameters to ensure sex-disaggregated data and gender and disability sensitive targets and indicators are included
- Analyse who has control over resources, means of production, access to services and decision-making and identify barriers to persons with disability and women’s access to those resources.
- Understand gender relations and divisions of labour in the social/cultural, political and economic sphere and at a family, community and national level.
- Identify opportunities for women’s and persons with disabilities’ economic and political empowerment and address barriers to women’s participation in decision making at domestic and national level
- Identify opportunities and interventions to reduce violence against women including women and girls with disabilities.
- Identify what works and existing gaps and challenges



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5. Guiding questions for development of the plans: gender and disability

Here is a detailed guiding tool for analysis of policy documents and development plans aligning with gender and disability related SDGs and MGDS III goals and targets

Area of analysis	Question	Yes/No	Explanation / Proposed remedial action to address the gap	Aligned SDG / MGDS goal
<p>1. Methodology and Design</p>	<p>Does the Activity/Policy objective and/or analysis specifically refer to women men and persons with disabilities needs and challenges?</p>			<p>SDG 5.1: End all forms of discrimination... and SDG5.6: Sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels</p>
<p>2. Inclusive consultations</p>	<p>Have women, girls and persons with disabilities been consulted properly in the analysis and/or the intervention? What obstacles are there to women and person with disabilities' participation and are they addressed, e.g. GBV, time, transport, financial?</p>			<p>SDG 5.5 -Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life SDG Indicator 4.5.1 Gender Parity indices (female/male, rural/urban, bottom/top wealth and others such as</p>



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				disability status, indigenous peoples and conflict -affected , as data become available) for all
3. Equitable approaches	Are the basic needs of women and men, persons with disabilities, boys and girls being addressed equitably, e.g. education, health, economic, protection from abuse and others?			SDG 5.1: End all forms of discrimination... MGDS expected outcome: Improved welfare and health status for persons with disability and the elderly
4. Equal opportunities	Does the Activity or Policy recognise the strengths, skills and activities of women, men and persons with disabilities?			SDG 5.1: End all forms of discrimination... MGDS Goal 6.3: Gender, social welfare, and youth development goal: to build an equitable society where opportunity is defined by sex, age, disability and other vulnerabilities
5. Capacity gaps	Is further gender and disability or sectoral expertise required?			SDG 5.6 Sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels
6. Logical gender consistency	Are references to gender equality and disability consistent			5.6 Sound policies and enforceable legislation for the



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	<p>in each point of the logical chain (the outcomes, outputs; the activities; inputs)? i.e. is it clear that any gender and GBV issues identified in the programme background are reflected in the results to be achieved, and the corresponding activities and inputs? Identify the gaps and indicate what needs to be filled in the explanation column</p>			<p>promotion of gender equality and the empowerment of all women and girls at all levels</p>
<p>7. Sexual reproductive health and rights</p>	<p>Have the reproductive roles and needs of women and men and persons with disabilities been considered?</p>			
<p>8. Nutrition</p>	<p>Have the specific nutrition needs of children adolescent boys and girls and pregnant , lactating mothers and all considered?</p>			<p>SDG 5.6: Ensure universal access to sexual and reproductive health and reproductive rights</p>
<p>9. Water and sanitation</p>	<p>Have women and persons with disabilities' needs and challenges been highlighted on water and sanitation</p>			<p>SDG indicator 6.1.1 Proportion of population (households) using safely managed</p>



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				water by sex, age and disability [same as MGDS]
10. Access to real property and land	<p>Do women and persons with disabilities have equitable access to productive resources, i.e. water, land, markets, transport, credit and financial services, markets, services?</p> <p>Has economic violence specifically been addressed [eg deprivation of inheritance property, land, domestic property, provision or maintenance of family?]</p>			<p>SDG 1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance</p>
11. Political Representation and Women's Empowerment	<p>Are there opportunities for women's empowerment; supporting adolescent girls and women's organisations, capacity building, leadership, participation in decision-making including for persons with disabilities?</p>			<p>SDG Target 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life</p>



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	Has SGBV in workplace been specifically addressed?			
	Does institutional strengthening and capacity development consider gender equality and disability inclusion in governance, policies, management and staff and in operational plans?			Same as above
12. Reference to Global, regional or national policy frameworks on gender	Does the document explicitly refer to and demonstrate knowledge of the relevant policy context by reference to: - Global, regional or national policy commitments to the advancement of women and persons with disabilities.			SDG 5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation
13. Ending Violence Against Women and Girls EVAWG	Do the plans/ policy address sexual gender based violence issues including sexual exploitation and abuse and harmful practices against women, girls, boys and children and			SDG 5.2 Eliminate all forms of violence... SDG indicator 11.7.2 Proportion of persons victim of physical or sexual harassment, by sex, age, disability status and place of occurrence, in the



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	person with disabilities?			previous 12 months [Related SI Indicator 4.2.a]
	Do the plans address other gender related abuse matters including for persons with disabilities i.e. – domestic violence, physical violence economic violence, emotional violence etc			Same as above
14. Data disaggregation	Have all the plans explicitly addressed development issues in a disaggregated fashion for men, women, persons with disabilities concerns of both men and women and also disaggregated according to age?			SDG 17.18 -By 2020, enhance capacity-building support to developing countries, including for least developed countries and small island developing States, to increase significantly the availability of high-quality, timely and reliable data disaggregated by income, gender, age, race, ethnicity, migratory status, disability, geographic location and other characteristics relevant in national contexts
	Is all data disaggregated by			Same as above



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	sex, or where this is not possible are assumptions made and explained?			
15. Gender Budgeting	Is the budget sufficient to achieve the goals in a manner that advances gender equality and supporting ending violence against women and girls? For example, has provision been made for any specific consultations, research, publicity/ awareness campaigns that may be necessary to ensure that gender equality aspects of the desired results are attained?			MGDS expected Outcome: Equitable access to social services

6. Gender and disability analysis of outputs and outcomes: Planning

In order to quickly rate the outputs and outcomes the following rating can be used.

Rating helps to assign a possible rating to the outputs and outcomes given in the table, using the scale given below. Rating 0-3 [0% to 100%]

Gender rating 3 100%	<p>Gender equality is a principal objective of the output.</p> <p>The achievement of gender equality is an explicit objective of the output and the main reason that this output was planned.</p>
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<p>Disability rating 3 100%</p>	<p>Disability is a principal objective of the output. The achievement of disability inclusion is an explicit objective of the output and the main reason that this output was planned.</p>
<p>Gender rating 2 50%</p>	<p>Gender equality is a significant objective of the output. For an output to be rated 2, gender equality must not be the main objective of the expected output, but the output is expected to promote gender equality in a significant way. Gender equality is an important secondary objective, and is expected to be promoted by more than one of the activities associated with the output.</p>
<p>Disability rating 2 50%</p>	<p>Disability inclusion is a significant objective of the output. For an output to be rated 2, disability inclusion must not be the main objective of the expected output, but the output is expected to promote disability inclusion in a significant way.</p>
<p>Gender Rating 1 25%</p>	<p>Outputs that will contribute in some way to gender equality, but not significantly. For an output to be rated 1, gender equality will not be one of the main reasons for having this output or critical in its design. Nevertheless, some aspect of the output—perhaps one of the activities—is expected to promote gender equality. In contrast to a rating of 2, however, the output is not expected to contribute to gender equality in a significant way.</p>
<p>Disability rating 1 25%</p>	<p>Outputs that will contribute in some way to disability inclusion, but not significantly. For an output to be rated 1, disability inclusion will not be one of the main reasons for having this output or critical in its design.</p>



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	Nevertheless, some aspect of the output—perhaps one of the activities—is expected to promote disability inclusion. In contrast to a rating of 2, however, the output is not expected to contribute to disability inclusion in a significant way.
Gender Rating 0 0%	Outputs that are not expected to contribute noticeably to gender equality All outputs that are not expected to contribute to gender equality in a noticeable way should be rated 0. Activities that constitute the output are not targeted to promoting gender equality.
Disability rating 0 0%	Outputs that are not expected to contribute noticeably to disability inclusion All outputs that are not expected to contribute to disability inclusion in a noticeable way should be rated 0. Activities that constitute the output are not targeted to disability inclusion.

Where the outputs rating is largely 0 and 1, they need to be revised in order to have balanced outputs for realisation of gender equality and women empowerment including youths and persons with disabilities.

7. Analysis of HIV and AIDS and TB using related MGDS and SDG targets

Part B of the tool provides guidelines for integrating HIV and AIDS and TB following the SDGs and MGDS targets.

MGDS Goal 5: To improve health and quality of the population for sustainable socio-economic development and target. MGDS goal 5 also targets Improved welfare and health status for persons with disability and the elderly. This is aligned to SDG Target 3.3 By 2030, ‘end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable disease.’

Question: Have you considered these issues	Yes/No	Explanation/ Proposed remedial action to address the gap	Rate progress as Meets requirement, does not meet requirement, Approaching
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Awareness of HIV and AIDS and TB at local council level?			
Reducing HIV prevalence among staff and local council actors			
Reducing TB prevalence among staff and local council actors?			
Operational referral mechanisms for treatment or pilot projects for infected persons at council level in place?			
Does the district council have a comprehensive treatment regime available to infected persons and spouses?			
Has the policy of non-discrimination on the basis of HIV status adopted?			
Is staff living with HIV employed at all levels of the council, including senior posts?			
Are Council systems modified to address specific internal aspects of HIV and AIDS and TB?			



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Are Council systems enabled to respond to internal direct and indirect aspects of HIV and AIDS and TB?			
Has HIV and AIDS and TB focal point and team established?			
Has cross-section of council staff and other key actors trained in mainstreaming?			
Is there staff capacity for mainstreaming HIV and AIDS and TB throughout the council?			
Have specific mainstreaming actions costed and budgeted for?			
Does the council have embedded capacity for financial planning and forecasting for HIV and AIDS and TB?			
Have measures been put in place to address particular aspects of HIV and AIDS and TB (aimed at reducing vulnerability or enhancing coping capabilities)?			



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Has the district council provided effective support in place, strengthening household/ community safety nets and coping capabilities to deal with HIV and AIDS and TB?			
Articulation of effects of HIV and AIDS and TB on sector and sector activities?			
HIV policies and activities used to change sectoral practices, service provision or products for clients?			

9. Rate your council on HIV and AIDS and TB intergration

In addition, rate your council programmes using the checklist that represents a comprehensive list of HIV and AIDS interventions to identify those that may be within the scope and mandate of the district council – Indicate progress level of the district council on these interventions in the plans and implementation: [source: Adapted from HIV and AIDS Mainstreaming Tools: A set of tools for developing mainstreamed responses to the HIV and AIDS epidemic, HEARD, July 2005, Tool # 4.]modified.

	Progress level 0	Progress level 25%	Progress level 50%	Progress level 75%	Progress level 100%	Remarks
Organizational HIV and AIDS and TB audit						
Workplace HIV and AIDS policy which includes associated illnesses such as TB						
Co-ordinator and workplace HIV and AIDS and TB structure						



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HIV and AIDS and TB leadership and management commitment						
HIV and AIDS legal compliance						
Behavioural surveillance, the KAP survey, biological HIV and TB surveillance						
HIV and AIDS and TB risk and impact assessment						
Managing the human resource implications of the HIV and AIDS epidemic and TB						
HIV and AIDS and TB social investment						
Prevention through behaviour change communication						
Peer education, condom promotion and distribution, STI management						
Safe working environment						



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Voluntary counselling and testing (VCT)						
Prevention of mother to child transmission (of HIV) (PMTCT)						
Wellness programmes						
Nutritional advice and support						
lifestyle education						
Treatment of minor ailments						
treatment of STIs						
Reproductive health services for women						
prevention of opportunistic infections						
Treatment of opportunistic infections						
highly active antiretroviral therapy (HAART)						



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	Psychosocial support – family support						
	Referral networks and partnerships						

8. Conclusion

From the foregoing, the tool provides guidance through the whole process of planning and implementing the development plans at village, district or national level. The three steps cover the VAPs and SEPs formulation focusing on identifying the gaps and challenges and reasons for the current status, identifying strengths and weaknesses. The second level guides the actual planning, i.e. formulation of DDPs, to ensure that the needs of men, women and persons with disabilities including persons living with HIV and AIDS and TB are explicitly addressed in the development plans. Last level guides evaluation of the outputs and outcomes for men, women and persons with disabilities.

Annex 1: Explanatory note for gender and disability rating/ see an Example of rating

Question:

Rate the following outputs

Rating	Output	Rationale
	Climate change mitigation and adaptation policies and programmes are developed	



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	A handbook for political parties is developed.	
	A resource guide on gender and climate change is developed.	
	Learning centre for persons with disability is established	
	A gender-based violence resource centre is established.	
	Business management training is provided to local women and persons with disabilities's producer groups.	
	Legislative quotas put in place to increase women and persons with disabilities 's representation in parliament.	
	Post-crisis community security and cohesion is restored.	
	Aid coordination mechanisms are set up in such a way that women and men co-design and benefit equally from recovery programming.	
	New systems and procedures are established to enhance efficiency and transparency in public service.	
	Training programme on use of new electoral management technology designed and implemented for staff of electoral management authority	
	Awareness on SGBV against women and persons with disabilities	

Answer:



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Suggested ratings

Gender and disability Rating	Output	Rationale
Outputs that could be rated 3	A resource guide on gender and climate change is developed.	Analyses the differential impacts of climate change on women and girls, and ensures that climate change policies are gender-responsive.
	Disability learning centre is established	Supports the rights of persons with disabilities
	A gender-based violence resource centre is established.	Provides support to survivors of gender-based violence; increased awareness, advocacy for reduction of gender-based violence
	Business management training is provided to local women and persons with disabilities’s producer groups.	Promotes women and persons with disabilities’ entrepreneurship
	Awareness on SGBV against women and persons with disabilities	Promotes protection from SGBV against women and persons with disabilities
	Legislative quotas put in place to increase women and persons with disabilities ’s representation in parliament.	Enhances women and persons with disabilities’ political participation
Outputs that could be rated 2	Climate change mitigation and adaptation policies and programmes are developed	Developing climate change mitigation and adaptation policies is the principal objective of this output. Ensuring that these policies and programmes reflect women’s concerns and interests is a secondary objective of the output. Activities that constitute this output will reflect gender-responsive policy and technical advisory services based on gender analysis. Furthermore, women’s local knowledge on climate change mitigation and adaptation will be collected and used



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	<p>A handbook for political parties is developed.</p>	<p>The handbook is not intended for women only, or to address only their concerns, but the entire knowledge product will reflect gender analysis and sex-disaggregated data. The handbook will also provide many relevant examples on how to make political parties more accessible and accountable to women</p>
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	<p>Post-crisis community security and cohesion is restored.</p>	<p>Restoring security and cohesion for the whole community is the principal objective of the project. A secondary objective of the project is to ensure that women benefit from the project, survivors of gender-based violence are reintegrated into their families and communities, etc.]</p>
	<p>Aid coordination mechanisms are set up in such a way that women and men co-design and benefit equally from recovery programming.</p>	<p>The main objective of the project is to establish aid coordination mechanisms. Consultative processes to engage women in the deliberations will be facilitated and their needs will be directly included in these mechanisms.</p>
<p>Outputs that could be rated 1</p>	<p>New systems and procedures are established to enhance efficiency and transparency in public service.</p>	<p>The main objective of most of the activities that constitute this output is to promote government accountability and transparency in public service. One or two of the activities will focus on promoting gender equality, for example, by organizing a training to share information with women organizations.]</p> <p>[If promoting gender equality is a secondary objective of the output (for instance, ensuring that these new systems and procedures target both women and men equally, such as by establishing some mechanism to strengthen the interface between women’s organizations and the government, or by promoting the active participation of women in ensuring transparency), the output could be rated 2.</p>

<p>Output that could be rated 0</p>	<p>Training programme on use of new electoral management technology designed and implemented for staff of electoral management authority</p>	<p>The planned activities that make up this output do not take the different needs and interests of women and men into account. They do not engage women in the design and implementation of the programme or include gender dimensions in the programme. Activities are planned in a way that assumes that the training “for people” will meet the needs of everyone.]</p>
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