

**TOOL FOR GENDER EQUALITY AND EQUITY ASSESSMENT FRAMEWORK FOR OCI FOUNDATION MEMBERS, PARTNERS AND ASSOCIATES**

CATEGORY		YES	NO	N/A	NOTES
Decision-making	1. Does the organisation's mission and/or vision statement feature gender equality and/or the empowerment of women and girls? (Confirm via website or request to see documentation).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	2. Does the organisation 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 organisation have a corporate gender equality policy, i.e., an agreed-upon and approved framework document with clear language on its commitment to promoting gender equality and women's empowerment?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	4. Does the organisation 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 organisation 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 organisation 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 organisation 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 organisation's hierarchy (e.g. executive senior management, board management)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	8. Does the organisation 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. Do the organisation'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 organisation regularly conduct sex- and gender-based assessments or landscape analyses prior to developing projects?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	11. Do the organisation's projects typically include gender responsive outcomes specifically related to gender equality?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	12. Does the organisation aim to: a) mainstream gender equality into 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 organisation produce publications, case studies, and communication material focused on gender equality? If so, are women, men, boys, girls, and those in vulnerable or marginalised populations portrayed without stereotypes? (Is consent obtained from those being photographed? How are women and girls portrayed? Are alternative gender power relations promoted (i.e. positive masculinities, non-traditional female roles)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	14. Does the organisation 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 organisation have partnerships or informal working relationships with women's rights organisations, 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 economic, political, or social constraints that prevent the organisation from pursuing gender equality objectives? What are they?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	<b>17.</b> Does the organisation'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 organisation expressed interest 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"/>	