## Check-list for gender equality

This is a self-evaluation tool that can be used to assess the situation for gender equality in your organisation. It can be used as a point of departure for an internal discussion about how to develop the gender equality work in your organisation and project. The number of Yes can be counted at the end and calculated according to the following table:

0-5 = **High risk** of gender equality not being addressed adequately in the organisation

6-9 = **Medium risk** of gender equality not being addressed adequately in the organisation

10-13 = **Low risk** of gender equality not being addressed adequately in the organisation

**Date: Your organisation:**

**Your position in the organisation:**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Yes** | **No** | **Don’t know** |
| Is at least 40 percent of the leading positions in the organisation held by women? |  |  |  |
| Is the average salary of men versus women in comparable positions equal? |  |  |  |
| Is there an equal distribution of opportunities for training and career development between men and women? |  |  |  |
| Are women and men equally participating in the planning, design and implementation of projects? |  |  |  |
| Does the organisation have aims, objectives or indicators that relate to increased gender equality in your society/among your target group? |  |  |  |
| Has the staff been trained in gender equality? |  |  |  |
| Is the representation of men and women more equal in your organisation compared to other organisations in your sector? |  |  |  |
| Does the project have a positive impact on gender equality in your organisation? |  |  |  |
| Does the organisation have a gender equality policy? |  |  |  |
| Does the organisation have a gender equality action plan? |  |  |  |
| Are the above documents applied in the work? |  |  |  |
| Does the organisation disaggregate project data by sex where appropriate? (I.e. how many men and women are reached by project activities?) |  |  |  |
| Does each member know the answers to this check-list’s questions? |  |  |  |
| **Total number of Yes and No** |  |  |  |