



## GENDER EQUALITY CAPACITY ASSESSMENT TOOL

A tool for assessing the effectiveness of promoting gender equality and the empowerment of women in CARE Indonesia emergency/development projects.

March 2017

### 1. Gender Equality Capacity Assessment Tool

#### a. General Information

Name	
Sex	
Position	
Period Work Started	
Line manager / Supervisor name	

b. Have you had any orientation related to gender issues provided by your **current** organization?  
No

c. Have you had any orientation related to gender issues provided by your **previous** organization?  
No

d. Have you completed any gender training /short course provided by your **previous** organization (in last 3 years)?

- No

e. If you answered yes to any of the questions above, please provide details of the course / training you have attended

Topic	Date	Type of training	Provided by	Result of the training ; are you satisfied with your understanding?
				Yes/No
				Yes/No
				Yes/No
				Yes/No
				Yes/No

Do you have experience in gender in emergency?

Yes , gender diversity in emergency (minimum standard in WASH and responses)

f. Have you accepted any support on gender issue provided within your organization for your work (mentoring, coaching, regular discussion etc.)

No

g. How central **to your work** is the incorporation of a gender in emergency perspective?

Not at all	
To a limited extent	
To a significant extent	
The whole focus in on gender	

h. How central **to your daily life** is the incorporation of a gender perspective?

Not at all	
To a limited extent	
To a significant extent	
The whole focus in on gender	

Not applicable	
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- i. How committed do you think your organization is towards applying a gender perspective into projects and programming, especially in emergency?

Not at all	
To a limited extent	
To a significant extent	
The whole focus is on gender	
Not applicable	

- j. Are you clear on the difference between:?

	Yes	No
Sex		
Gender		
Gender mainstreaming		
Women's participation		

- k. Are you familiar with:

	Yes	No
International convention on Gender Equity and woman's right		
Gender role		
Gender inequality		

- l. What is your level of understanding of various components of gender inequality?

Component of gender Inequality	I don't know	I know	I have a good understanding	I have a good understanding and working on this
Stereotyping				
"Double burden"				

Discrimination				
Marginalization				
Violence against women				

m. Do you know of any gender policies or strategies in place of your organization?

No

n. How do you assess your current organizations' level of effectiveness in applying gender policies?

Not very effective	
Quite effective	
Very effective	
Very effective, and we use these policies in our daily work	
Not applicable	State why:

o. Has your organization any gender focal points (ie. Dedicated staff member for gender issues)?

Not sure, as never been announced

p. Who do you think should be the gender focal point? At what level and characteristic should do you think gender focal point should be?

Gender working group might be more suitable for current situation in CII due to gender is not integrated in office structure and gender position available based on project and or hired as consultant.

q. Please indicate your level understanding and awareness of gender equality:

Topic	I don't know	I know	I am confident to use but may need some assistance	I am confident to use within my work
The difference between gender and sex				
The forms of gender inequality				
The impact of gender inequality				

on both women and men				
Mainstreaming gender into project work				
Conducting a gender analysis				
Gender M&E				
Gender planning				
Gender budgeting				
Inclusion of gender in policies, strategies, vision, mission, goals etc.				

- r. What kind of topic on gender equality training that would you like participate in to improve your capacity and work?

Topic	Select : "Yes" or "No"
Difference between gender and sex	
The forms of gender inequality	
The impact of gender inequality on both women and men	
Mainstreaming gender into project work	
Conducting a gender analysis	
Gender M&E	
Gender planning	
Gender budgeting	
Inclusion gender to policies, strategies, vision, mission, goal etc	
Gender in operation	
Gender in Emergency	
Gender in DRR and Climate Change	
Gender in Economic empowerment	
Other, please specify	

- s. What modality would you prefer to receive capacity building on gender equality?

Ways of learning	Selection areas by ticking (v)
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Face to face training	
Face to face workshop	
Online course	
Coaching	
On the job/learning by doing	
Assignments	
Other, please specify	

Please give any further inputs that might be useful to help develop a methodology in conducting gender training -----

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