Gender Tag FAQ
CI Safeguard System

What is it?

- A key monitoring and accountability tool that is used to help us plan, monitor, and hold ourselves accountable to our commitment of gender-inclusive conservation.
- The tag identifies to what extent a project has been designed, or is being implemented, to provide equitable benefits to women/girls and men/boys or advance gender in some other way.

What does it allow us to do?

- Measure our ambition at project design and track execution throughout the lifetime of the project.
- Encourage project teams to be more specific and ambitious in how gender is addressed.
- Track, at a portfolio level, CI's contribution to gender equality in conservation.

How is it applied?

- Through the CI Safeguard System (full institutional roll out in FY23), all projects will design a Gender Mainstreaming Plan which will be assessed to determine the gender tag.
- Annual portfolio reporting on the gender tag will be done at the country, regional, and global level.

How does a project get a good gender marker score?

- Proactively consider gender from the beginning of project conception and design. CI's Gender & Social Equity Guidelines are a good starting place.
- Ensure that the project benefits from a gender analysis and gender experts during design. The CI Gender Mainstreaming Plan template (full + limited) provides a useful outline for the analysis and action plan.
- Apply a meaningful participatory process for engaging a diversity of voices, from a variety of women and men.
- Identify cultural, social, religious, and other constraints on women's potential participation and strategies to overcome them.
- Engage/consult/partner with women's/gender-focused organizations.
- Ensure that the project's Results Framework includes special measures/outputs and measurable indicators to address relevant gender inequality issues.
- Build in sufficient funding to implement the gender activities, including a full time or part-time gender lead if needed.

| Gender Targeted

EMPOWER | The advancement of gender equality and/or the empowerment of women is *the project's explicit objective.* It creates deep and enduring change toward gender equality, including more equitable gender norms. Most of the project budget is dedicated to gender activities.

Example strategies:
- Activities and capacity building efforts that focus specifically on gender equality & women's empowerment

Indicators:
- Monitoring that tracks gender norm change such as changed attitudes, stereotypes, and roles & responsibilities |
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| Significant Gender Contribution

EMPOWER | The project strengthens women's ability to make choices and influence decision-making. The project promotes gender equality in a significant and consistent way, addressing equitable distribution of benefits, resources, and rights to address root causes of inequality. There may be a specific outcome or output focused on gender, but gender equality is not the main project focus. Gender analysis is more comprehensive and specific to the project. Clear/adequate budget with identified gender expertise.

Example strategies:
- Support women's decision-making power and influence
- Address key areas of disempowerment (e.g., education/knowledge, social norms, support of males, access to resources, GBV, labor burdens)

Indicators:
- Change in women's decision-making power and confidence
- Monitoring may track gender norm change or empowerment |
| Moderate Gender Contribution

BENEFIT | Project integrates gender efforts throughout, including efforts to increase women's well-being (e.g., food security, income, knowledge/skills). Focus is on women as beneficiaries and falls short of addressing root causes of inequality. Includes a limited gender analysis (desk review) and limited budget with some gender expertise. Does not seek to influence or measure change in gender norms or women's empowerment.

Example strategies:
- Address gendered needs, priorities, and challenges to ensure that women benefit equitably from project activities

Indicators:
- Sex-disaggregated data for project-related benefits with achievable targets
- Does not monitor gender norm change or empowerment |

Limited Gender Contribution **REACH**	Project acknowledges gender disparities, includes women, and ensures their participation in program activities. Gender equality is not critical in project design (no specific outcome/output related to gender) and there is no attempt to address root inequalities. Limited/untargeted gender analysis (general desk review) with no budget allocated or dedicated staff. Example strategies: • Invite women as participants • Reduce barriers to participation (e.g., provide childcare, transportation, separate meetings, etc.) • Implement a quota system for women's participation in events or on decision-making bodies Indicators: • Number % of women/men participating in a project or activity
No Gender Contribution	The project pays no attention to gender, fails to acknowledge differences. Project may do harm. • Stakeholders/communities considered homogeneous (no recognition of gender differences • No mention of women's and men's specific interests or engagement in project
Not Applicable	Project does not have any direct contact with people and does not directly affect or determine the selection or use of resources, goods or services accessed by people.