



## 6. Checklist: How does your organization deal with gender equality promotion?

This checklist can be used as a simple tool to assess quickly where your organization stands in promoting gender equality in action against child labour and trafficking. It is designed to help identify areas that need attention. If most of your answers fall in the 'always' column, it means you are doing well and are on the right track. If more than half of your answers are 'sometimes' or 'never', it means more attention and more work is needed to make your organization and your programme more gender-responsive.

Do you and your organization do the following?	Always	Sometimes	Never
<b>ANALYSIS</b>			
1. Ensure that background data are disaggregated by age, sex, class or caste, and ethnic origin or nationality.			
2. Include individuals or agencies with gender expertise and key women NGOs in policymaking, programme action plans, research and advocacy initiatives.			
3. Ensure that the views of boys and girls potentially affected by the programme are sought before, during and after the research.			
4. Identify the training needs on gender and child labour issues of colleagues.			
5. Ensure that reporting identifies the sex, practical and strategic gender needs of target groups, gender gaps and gender-related project successes or constraints.			
<b>REPRESENTATION &amp; PARTICIPATION</b>			
6. Ensure that both men and women are represented in staff meetings and training activities (at least 1/3 of one sex).			
7. Target invisible child labourers (many of whom are girls) by using a family- or area-specific approach.			
8. Give boys and girls the opportunity to voice their views, identify their situation and prioritize their own needs.			
9. Involve both fathers and mothers in all programmes and projects against child labour exploitation and trafficking.			
10. Use gender- and culture-sensitive approaches to reach under-represented groups, e.g., use women interviewers for girls, have gender-specific meetings, or involve facilitators who come from and are familiar with the culture of the target group.			
11. Actively encourage, recruit and mobilize local leaders, especially children and youth, and women and men to participate in programmes and become change agents in their communities.			
12. Ensure media awareness of the gender dimensions of problems and successful strategies.			



Do you and your organization do the following?	Always	Sometimes	Never
<b>GENDER PERSPECTIVE INTEGRATION</b>			
13. Allocate human and financial resources to include gender expertise.			
14. Identify specific constraints faced by either women or men, boys and girls, to be addressed by the programmes of your organization.			
15. Design a gender-specific intervention when a certain group is in a particularly disadvantageous position, e.g. targeting women/girls only or men/boys only.			
16. Assist, when necessary, project key actors in mainstreaming gender concerns into new and ongoing projects.			
17. Develop indicators for measuring progress made towards promotion of gender equality between boys, girls, their parents and other key actors.			
18. Develop gender-specific outputs to ensure the nature and extent of the programme's benefits for girls and boys and women and men.			