Gender Self-Assessment Questionnaire

Questionnaire adapted from Harvey (2010)

About You

1. Are you male or female?
   [ ] male  [ ] female

2. Where is your base of work located?
   [ ] at central office  [ ] at a field office  [ ] field

3. What is your position in your organization?
   [ ] senior management team  [ ] program staff  [ ] administrative staff  [ ] technical staff  [ ] field staff  [ ] other, please specify:

Please answer the following questions by checking the appropriate box. If you’re unsure, check ‘do not know’.

Organizational Structure

1. I am aware of my organization’s policies, as well as the tools and methods in place for gender sensitive work
   [ ] strongly agree  [ ] agree  [ ] no opinion  [ ] disagree  [ ] strongly disagree  [ ] do not know/not applicable

2. My organization’s gender unit or gender point person has a role and mandate that I feel is adequate to my organization’s needs (in terms of support, advice, setting priorities, etc.)
   [ ] to the fullest extent  [ ] to a great extent  [ ] to a moderate extent  [ ] to a limited extent  [ ] not at all  [ ] do not know/not applicable

3. My organizational unit/department has a share of responsibility in the implementation of gender equality initiatives
   [ ] to the fullest extent  [ ] to a great extent  [ ] to a moderate extent  [ ] to a limited extent  [ ] not at all  [ ] do not know/not applicable
Program Mainstreaming

1. Gender mainstreaming is mandated in the design of programs/projects I work on.
   [ ] to the fullest extent
   [ ] to a great extent
   [ ] to a moderate extent
   [ ] to a limited extent
   [ ] not at all
   [ ] do not know/not applicable

2. My organizational unit/department allocates sufficient importance, time and resources for gender issues to be addressed as outlined in program objectives
   [ ] strongly agree
   [ ] agree
   [ ] no opinion
   [ ] disagree
   [ ] strongly disagree
   [ ] do not know/not applicable

3. I observe that staff at all organizational levels considers gender to be important
   [ ] strongly agree
   [ ] agree
   [ ] no opinion
   [ ] disagree
   [ ] strongly disagree
   [ ] do not know/not applicable

4. A needs assessment, including gender considerations, has been conducted in a participatory way for the programs/projects I work on
   [ ] strongly agree
   [ ] agree
   [ ] no opinion
   [ ] disagree
   [ ] strongly disagree
   [ ] do not know/not applicable

5. The projects/programs I work with take men and women's different needs into account in a participatory way
   [ ] to the fullest extent
   [ ] to a great extent
   [ ] to a moderate extent
   [ ] to a limited extent
   [ ] not at all
   [ ] do not know /not applicable

6. The projects/programs I work with include gender-specific objectives or considerations
   [ ] strongly agree
   [ ] agree
   [ ] no opinion
   [ ] disagree
   [ ] strongly disagree
   [ ] do not know/not applicable

7. If tools pertaining to gender are used in the programs/projects that I work with (i.e. best practices, etc.), they are applied in the field

8. In the field activities pertaining to the programs/projects I work with, female field staff are instructed to particularly target female beneficiaries
Monitoring and Evaluation

1. My organization’s programs/projects collect gender disaggregated data in the following areas:
   - Income
   - Access to resources (fertilizer, planting material, etc.)
   - Access to training
   - Participation in decision-making
   - Control over resources
   - Beneficiary perception of project

[ ] Yes  [ ] No  [ ] Do not know/Not applicable

2. Is gender-disaggregated data used to conduct gender analyses and refine program strategies?

   [ ] to the fullest extent
   [ ] to a great extent
   [ ] to a moderate extent
   [ ] to a limited extent
   [ ] not at all
   [ ] do not know/not applicable

3. Is the gender impact of projects/programs evaluated for both men and women, with consideration of their different roles and responsibilities?

   [ ] to the fullest extent
   [ ] to a great extent
   [ ] to a moderate extent
   [ ] to a limited extent
   [ ] not at all
   [ ] do not know/not applicable

Communication and Research

1. Lessons learned from field activities are used to improve program strategies, including for gender

   [ ] to the fullest extent
   [ ] to a great extent
   [ ] to a moderate extent
   [ ] to a limited extent
   [ ] not at all

2. I am in contact with the gender focal point/gender department

   [ ] frequently
   [ ] regularly
   [ ] occasionally
   [ ] seldom
   [ ] never
3. In my work, I am in contact with staff or departments within my program/organization to improve gender learning opportunities by sharing experiences

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4. In my work, I collaborate with other organizations to share learnings on gender and other topics for capacity development, including women’s rights organizations

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**Human Resources**

1. Gender parity in staff has been achieved in my organizational area

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2. Gender considerations, including gender balance or gender expertise/experience, are included in the recruitment policy in my organizational area

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3. Myself or other staff in my organizational area have received training on gender topics, such as sensitization or gender-sensitive extension

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4. Myself and/or other staff in my organizational area, have knowledge and skills that allow us to work effectively on gender issues

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5. Myself and/or other staff in my organizational area have knowledge and skills that allow us to address topics of particular interest to women in extension work, such as food crop production

[ ] to the fullest extent
[ ] to a great extent
[ ] to a moderate extent
[ ] to a limited extent
[ ] not at all
[ ] do not know/not applicable

6. In my organizational area, one or several staff has particular expertise on gender issues

[ ] to the fullest extent
[ ] to a great extent
[ ] to a moderate extent
[ ] to a limited extent
[ ] not at all
[ ] do not know/not applicable

Please note any other comments on gender in your organization: