



PWWSD Gender Integration Approach for Project Cycle Management

Overview

The Palestinian Working Women Society for Development (PWWSD) Gender Integration Approach is a comprehensive framework designed to ensure systematic gender analysis and responsive programming throughout all stages of the project cycle. This approach builds upon international best practices while remaining sensitive to the Palestinian context and PWWSD's mission of empowering women and promoting gender equality.

Core Principles

1. Intersectional Gender Analysis

- Recognize that Palestinian women and men experience multiple, intersecting forms of marginalization (gender, occupation, geographical isolation, economic status, disability, age).
- Address how the ongoing political situation affects gender roles and relations differently.
- Consider urban vs. rural dynamics and their impact on gender equality.

2. Context-Sensitive Programming

- Acknowledge the unique challenges of operating under occupation.
- Respect cultural values while challenging harmful gender norms.
- Build upon existing community strengths and women's leadership.

3. Transformative Vision

- Move beyond addressing immediate needs to challenging root causes of gender inequality.
- Focus on sustainable change in gender relations, structures, and individual agency.
- Ensure programming contributes to Palestinian women's broader liberation and empowerment.

PWWSD Gender Assessment Framework

Stage 1: Project Conceptualization and Design

Gender Lens Integration Checklist:

- **Problem Analysis:** How does the identified problem affect Palestinian women, men, girls, and boys differently?
- **Root Cause Analysis:** What gender-related factors contribute to this problem?
- **Opportunity Mapping:** How can this project advance gender equality while addressing the primary issue?
- **Stakeholder Mapping:** Who are the key gender equality champions and potential resisters in the community?

PWWSD Gender Analysis Requirements:

Essential Components:

1. Economic Dimensions

- Women's participation in formal and informal economies.
- Access to and control over productive resources.
- Unpaid care work distribution.
- Impact of checkpoints and mobility restrictions on women's economic participation.

2. Social and Cultural Dynamics

- Decision-making patterns within households and communities.
- Social norms around women's public participation.
- Support systems and networks available to women.
- Intergenerational differences in gender attitudes.

3. Political and Legal Context

- Women's participation in local governance and decision-making.
- Access to legal services and justice mechanisms.
- Impact of occupation policies on women's rights.

4. Protection and Safety

- Gender-based violence prevalence and response mechanisms.
- Safety concerns in public and private spaces.
- Psychosocial support needs.

Stage 2: Project Implementation

PWWSD Activity Design Framework:

Level 1: Gender-Sensitive Programming (Minimum Standard)

- All activities designed to be safely accessible to participants of all genders.
- Services adapted to meet different gender needs identified in analysis.
- Implementation schedules consider women's time constraints and mobility.
- Staff trained on gender-sensitive service delivery.

Level 2: Gender-Responsive Programming (Target Standard)

- Specific activities designed to address gender inequalities identified in analysis.
- Activities include at least one component addressing:
 - ✓ **Individual Agency:** Building women's confidence, skills, leadership capacity.
 - ✓ **Relations:** Improving gender relations within families and communities.
 - ✓ **Structures:** Engaging with local institutions to become more gender-responsive.

Level 3: Gender-Transformative Programming (Excellence Standard)

- Comprehensive approach addressing all three domains (agency, relations, structures).
- Explicit goals to challenge and change harmful gender norms.
- Male engagement strategies to support positive masculine identities.
- Integration with broader women's rights advocacy.

Implementation Monitoring:

- **Monthly Reflection Sessions:** Team discussions using guided questions to assess gender integration.
- **Quarterly Community Feedback:** Structured conversations with participants about gendered impacts.
- **Bi-annual Gender Audit:** Comprehensive review of gender integration across all activities.

Stage 3: Monitoring, Evaluation, and Learning

PWWSD Gender-Responsive M&E System:

A. Data Collection Standards:

- All quantitative data disaggregated by sex and age (minimum: 0-18, 19-35, 36-55, 55+).
- Qualitative data collection includes separate sessions with women and men.
- Protection and safety risks monitored quarterly.
- Unintended consequences documented quarterly.

B. Key Indicators Framework:

1. Outcome Indicators:

- Changes in women's decision-making power.
- Shifts in household labor distribution.
- Women's participation in public spaces and activities.
- Changes in attitudes toward gender roles.

2. Impact Indicators:

- Women's economic empowerment.
- Reduced gender-based violence.
- Increased women's leadership in community structures.
- Intergenerational changes in gender attitudes.

3. Process Indicators:

- Quality of women's participation in project activities.

- Accessibility of services for different groups of women.
- Gender sensitivity of staff interactions.

C. Learning and Adaptation Protocol:

- **Quarterly Learning Reviews:** What's working? What needs adjustment?
- **Annual Gender Integration Assessment:** Comprehensive evaluation using adapted CARE methodology
- **End-of-Project Gender Impact Study:** Documentation of transformative changes achieved

PWWSD Gender Marker Scoring System

Scoring Criteria:

- **Score 0 - Gender Unaware:** Programming ignores gender roles and relations.
- **Score 1 - Gender Neutral:** Works with existing gender norms without considering impacts.
- **Score 2 - Gender Sensitive:** Adapts programming to work around gender inequalities.
- **Score 3 - Gender Responsive:** Challenges gender norms and actively promotes equality.
- **Score 4 - Gender Transformative:** Systematically transforms gender relations and structures.

Assessment Areas:

1. **Gender Analysis Quality** (25% weight).
2. **Activity Design and Implementation** (25% weight).
3. **Meaningful Participation Mechanisms** (25% weight).
4. **Gender-Responsive M&E Systems** (25% weight).

PWWSD Minimum Standards:

- **Humanitarian/Emergency Projects:** Minimum Score 2.
- **Development Projects:** Minimum Score 3.
- **Women's Empowerment Projects:** Target Score 4.

Implementation Tools and Resources

Tool 1: PWWSD Proposal Review Checklist

- Gender analysis adequacy assessment.
- Activity design evaluation matrix.
- Budget review for gender-specific allocations.
- Risk analysis including gender-related risks.

Tool 2: Quarterly Gender Integration Scorecard

- Team self-assessment tool.
- Community feedback integration method.
- Action planning template for improvements.

Tool 3: Annual Gender Audit Framework

- Comprehensive evaluation methodology.
- Learning documentation system.
- Recommendation development process.

Capacity Building Requirements

Staff Development:

- **All Staff:** Basic gender awareness and sensitivity training.
- **Program Staff:** Advanced gender analysis and programming skills.
- **Senior Management:** Gender transformative leadership training.

Organizational Development:

- Gender-responsive policies and procedures.
- Women's leadership development programs.
- Male ally engagement strategies.
- Community gender champion networks.

Budget Considerations

Minimum Budget Allocation:

- **5-10%** of project budget for gender-specific activities
- **2-3%** for gender analysis and M&E systems
- **1-2%** for capacity building and training
- **1%** for learning and documentation

Adaptation and Contextualization Guidelines

Context-Specific Considerations:

- **Gaza Strip:** Limited mobility, higher unemployment, different social dynamics.
- **West Bank:** Checkpoint impacts, settler violence, access restrictions.
- **East Jerusalem:** Unique legal status, heightened security concerns.

Cultural Sensitivity Protocols:

- Community entry and relationship building strategies.
- Religious and cultural accommodation approaches.
- Intergenerational dialogue facilitation methods.
- Male engagement without compromising women's spaces.

Quality Assurance and Accountability

Internal Review Mechanisms:

- Peer review of gender analyses.
- Cross-project learning exchanges.
- Annual gender integration awards and recognition.

External Accountability:

- Community feedback mechanisms.
- Partner organization assessments.
- Donor reporting requirements.
- Civil society network peer review.

Conclusion

This PWWSD Gender Integration Approach represents a commitment to systematic, high-quality gender programming that respects Palestinian context while advancing transformative change. It provides clear standards, practical tools, and accountability mechanisms to ensure that all PWWSD projects contribute meaningfully to gender equality and women's empowerment.

The approach will be reviewed and updated annually based on learning from implementation, changes in context, and evolving best practices in gender programming.