



Gender diagnostics tool

HOW TO USE THIS TOOL?

This gender diagnostics tool will help you understand where you are in the journey towards being gender transformative.

To use the diagnostic tool:

- (1) This tool should be completed by members of an organization who have a broad understanding of various departments and activities. We recommend you consult your colleagues if you are unsure of activities in a specific department, this will enable you to get a more accurate diagnostic.
- (2) There are 29 questions across 5 high level categories to assess various levels of gender focus. For each question answer "YES" or "NO" based on your understanding. If you are unsure of the answer for any question or do not know the answer, select "NO".
- (3) Once you are done count the total number of 'YES' answers, both for the entire set and for individual sections.
- (4) Refer to the scoring rubric at the end of this tool to develop a deeper understanding of your current overall gender lens status and also for specific sections.

While the tool guides a gender diagnostic assessment, it is key to note that the path to gender transformation is likely to be unique and long for most organizations. Thus, a pertinent first step is to always understand current status and then take steps to move to the next level.

INTERNAL ORGANIZATION ASSESSMENT

I. Staff gender diversity

1. Are >50% of your full time employees female?

☐ YES ☐ NO
2. Are >50% of your executive leaders female?

☐ YES ☐ NO
3. Are > 50% of your senior leaders female?

☐ YES ☐ NO
4. Do you have a recruiting strategy to target women?

☐ YES ☐ NO
5. Do you require a gender diverse pool of candidates for open positions?

☐ YES ☐ NO

II. Parental and family support

6. Do you offer maternity leave?

☐ YES ☐ NO
- 6.a. If yes, do you offer maternity leave beyond what is required by law?

☐ YES ☐ NO
7. Do you offer paternity leave?

☐ YES ☐ NO



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8. Do you have a company policy that caters for flexible work arrangements / hours for caregivers?

☐

YES

☐

NO

9. Do you offer comprehensive health insurance that caters to female employees prenatal and postnatal healthcare?

☐

YES

☐

NO

10. Do you have a company policy on parental leave that caters to adoption?

☐

YES

☐

NO

III. Staff protection policies

11. Do you have an anti-sexual harassment policy?

☐

YES

☐

NO

12. Do you have a pay equity policy?

☐

YES

☐

NO

13. Do you have policies and structures to monitor, create awareness and / or address gender biases and microaggressions at work (e.g., only female employees attending to office guests, male employees speaking over female employees, etc.)?

☐

YES

☐

NO

EXTERNAL RELATIONS AND BUSINESS ASSESSMENT

IV. Gender focused training and data collection and analysis

14. Do you collect sex-disaggregated data for your business?

☐

YES

☐

NO

14.a. If yes, do your regular performance reports include sex-disaggregated data and gender analysis?

☐

YES

☐

NO

15. Do you use sex-disaggregated data to inform business decision?

☐

YES

☐

NO

16. Do you collect data to measure the impact of your activities on women smallholders (e.g., increase in income, increase in yields, increase in decision making power, etc.)?

☐

YES

☐

NO

17. Do you provide internal training on needs of women clients and customers?

☐

YES

☐

NO

18. Do you provide internal training on how to incorporate a gender lens across various business activities?

☐

YES

☐

NO



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V. Partners, client servicing, product and service offering

- | | | |
|--|------------------------------|-----------------------------|
| 19. Do you measure client or customer retention by gender? | <input type="checkbox"/> YES | <input type="checkbox"/> NO |
| 20. Do you have partnerships that specifically target outreach to women smallholders? | <input type="checkbox"/> YES | <input type="checkbox"/> NO |
| 21. Do you have targets for reaching women clients and customers? | <input type="checkbox"/> YES | <input type="checkbox"/> NO |
| 22. Do you provide products, services, channels that specifically target women smallholders? | <input type="checkbox"/> YES | <input type="checkbox"/> NO |
| 23. While developing new products and services, do you consult men and women smallholders separately to understand differences in needs, behavior, and preferences? | <input type="checkbox"/> YES | <input type="checkbox"/> NO |
| 24. Do your products or services lead to increased access to resources for women smallholders (e.g., increased access to digital markets, increased access to productive assets like land and water, access to digital and financial services infrastructure)? | <input type="checkbox"/> YES | <input type="checkbox"/> NO |
| 25. Do your products or services lead to increased knowledge and skills for women smallholders(e.g. digital literacy)? | <input type="checkbox"/> YES | <input type="checkbox"/> NO |
| 26. Do your products or services support women smallholders' bodily integrity (e.g., reduce gender based violence)? | <input type="checkbox"/> YES | <input type="checkbox"/> NO |
| 27. Do your products or services support increased mobility and time availability for women smallholders(e;g; reduce the time required by women to travel to access services)? | <input type="checkbox"/> YES | <input type="checkbox"/> NO |
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SCORING RUBRIC

After you have answered all questions, count the number of “YES” answers across each section and refer to the scoring table below for results. For sections where you have scored low, are the areas to focus on as you move towards your journey towards being gender transformative

Sectional score bands (total number of 'YES' answers for each section)	Number of sections with this score	Gender lens result
Section I: ≥ 4 Section II: ≥ 4 Section III: $= 3$ Section IV: ≥ 4 Section V: ≥ 7 Total score: 20 - 29	All sections score equal to above these thresholds AND Total score is above the threshold	Gender transformative As a gender transformative organization you have already taken several initiatives to put gender at the heart of your internal and external operations. At this stage it is likely that your organization understands and truly imbibes the need to be gender transformative and as such is reflected in your internal and external operations. However, your organization might still need support with mainstreaming gender in all aspects and functions of your business and also on how to codify learnings and share it with the broader ecosystem
Section I: 2 - 3 Section II: 2 - 3 Section III: 1 - 2 Section IV: 2 - 3 Section V: 2 - 6 Total score: 10 - 19	All other combinations of section scores AND Total score is within the threshold	Gender intentional As a gender intentional organization you have already begun your journey on gender transformation. As this current stage your organization has taken some of the necessary steps to understand and address the difference in constraints men and women face in the agriculture value chains. It is likely at this stage, members of your organization imbibe the need or relevance of including women and their needs, behaviours and preferences into business and strategic decisions but are not entirely aware of how to operationalize the same.
Section I: ≤ 1 Section II: ≤ 1 Section III: $= 0$ Section IV: ≤ 1 Section V: ≤ 1 Total score: 0 - 9	Any two sections score less than or equal to these thresholds AND Total score is less than threshold	Gender unintentional As a gender unintentional organization you are just beginning your journey on gender transformation. As this current stage your organization does not fully take all necessary steps to understand and address the difference in constraints men and women face in the agriculture value chains. It is likely at this stage, members of your organization do not imbibe the need or relevance of including women and their needs, behaviours and preferences into business and strategic decisions.