

TOOL 3.2

Rapid Gender and Community Engagement Company Self-Assessment

- » **GOAL:** Understand the extent to which company-community engagement activities currently assess and address gender dynamics
- » **TARGET UNITS:** Community Engagement

Before making use of the formal assessment tools that follow later in the tool suite, consider using this questionnaire to take stock of the current situation. It can give you a quick understanding of your company's current state when it comes to integrating gender dynamics and women's and men's needs and concerns into your engagement projects.¹⁴ The number of "Yes" answers, relative to "No," will give you an initial overview for the extent to which your community engagement activities are gender-sensitized.

Analyzing your answers to the questions will help identify gaps in gender-sensitizing your project and community programs. It also will help determine which of the tools and actions that follow will be most useful for your company as you work to fully integrating gender into community engagement strategies.

Keep in mind that there may be distinct cultural or demographic characteristics that come with their own challenges and risks. It is important to not make assumptions about a culture or community and to ask questions to better understand it. Even if your company (or its partners or subcontractors) have experience in the country, different regions and communities often have their own subcultures, religions, histories, languages, and unique vulnerabilities and opportunities.

Just as engaging women is an important component of ensuring all voices in a community are heard, youth are another demographic group that are often left out the decision-making process, despite having distinct needs and interests. This can not only lead to a weaker social license, but can also cause a company to miss the opportunity to ensure community engagement and community programming is as effective and sustainable as possible. Especially in countries with young populations, it is simply smart business to engage youth effectively.

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¹⁴ This list was adapted in part from Deanna Kemp and Julia Keenan, [Why Gender Matters: A Resource Guide for Integrating Gender Considerations into Communities Work at Rio Tinto](#), Melbourne: Rio Tinto, 2010, 32.

TABLE 3A | Rapid Gender and Community Engagement Company Self-Assessment

GENERAL QUESTIONS

Do baseline community assessments:

CHECK
IF YES

Use gender-disaggregated data?
Extensively consult with women and men in the community to conduct the assessments? (See TOOL 3.7 for guidance on how to effectively engage both women and men)
Assess differences in women’s/men’s and boys’/girls’ roles and responsibilities in aspects of daily life at home, in school, and in the workforce?
Assess gender differences in land and property ownership, and access to and control of resources, including access to finance and bank accounts?
Assess ways in which the project will impact women and men differently at all stages of the project, including construction and closure?
Assess ways in which the project impacts women’s health, safety, and security?
Assess ways in which men’s and women’s roles and responsibilities affect their access to employment or other project benefits?
Assess ways in which men’s and women’s roles and responsibilities affect their ability to participate in community consultations?
Take into account youth’s unique needs, interests, and vulnerabilities?
Represent a cross-section of women from different socioeconomic levels, castes, religions, ethnic groups, ages, literacy statuses, marital statuses (single, widowed, divorced, or secondary or tertiary wives in a polygamous community), and disabilities?
Intend to understand marriage structures in the community, such as if polygamy is common? If so, are all spouses (not just the primary spouse) included in consultations, compensation, and benefit sharing?
Intend to understand lineage structures of the community, such as if the community is matrilineal?
Verify the demographic makeup of the community and the workforce to check for nontraditional trends? (e.g., in post-conflict societies, there may be more women than men who work, or more women than men in general, if a large population of men had been killed in conflict.)
Take into account nontraditional community entities, clubs, or social organizations?

COMMUNITY DEVELOPMENT INITIATIVES

Do community programs:

CHECK
IF YES

- Employ a participatory process that engages both men and women in their design?
- Include a participatory monitoring mechanism that incorporates both men and women?
- Include assessment of whether activities will impact men and women differently?
- Include measures to ensure that women and men benefit equally from activities and/or include specific activities to benefit women?
- Ensure easy access to and participation of the most vulnerable groups/individuals?

Community consultations:

CHECK
IF YES

- Are all social and ethnic groups from all project-affected communities represented in community consultations? Does this include women from different socioeconomic levels, castes, religions, ethnic groups, ages, literacy statuses, marital statuses (single, widowed, divorced, or secondary or tertiary wives in a polygamous community), and disabilities?
- Are men and women equally represented in community consultations?
- If women are not equally represented in community consultations, does the company make accommodations to facilitate their attendance (such as changing the time or location of consultations according to women’s needs, or providing transportation or childcare)?
- Do women participate equitably (i.e., not merely being present, but able to speak, ask questions, and fully participate)?
- If women do not fully participate in mixed-gender community consultations, do you hold separate consultations with women?
- Does the company take into account women’s needs, concerns, and preferences in the planning and operations of the project and of community development initiatives?
- Do women themselves participate in the design and selection processes?
- Does the company have a clear understanding of the challenges facing women in affected communities?

Do community consultations ensure youth attendance and participation, including by holding separate youth consultations (or separate male and female youth consultations) if necessary?

Note: In some cases, it may be necessary to explicitly define an age limit for these consultations, as perceptions of what “youth” means can vary. Keep in mind that community leaders or other non-youth may still attend these consultations, and it is up to the facilitator to decide whether this will inhibit candid discussion and whether enforcing the age limit is feasible or appropriate.

Compensation and benefit sharing:

CHECK
IF YES

Are compensation and benefits shared with heads of household/property owners, or are mechanisms in place to ensure men and women have equitable access to financial resources (for instance, giving resources to both or establishing joint signatories on accounts)?

Are consultation mechanisms in place to ensure that financial benefits reach the whole family, and/or to determine the most equitable means of allocating benefits?

Grievance mechanisms and gender-based violence:

(See **TOOL 3.10** for detailed guidance on designing gender-sensitive grievance mechanisms.)

CHECK
IF YES

Are any provisions for gender-inclusive company policies and practices extended to subcontractors?

Were women consulted in the development of grievance mechanisms to ensure access?

Are grievance mechanisms available in safe and private ways to ensure safe, anonymous, and secure access and encourage use of the mechanisms by anyone with a grievance?

Do women make use grievance mechanisms that are already in place?

If they do make use of the mechanisms, how satisfied are women with the outcome of grievance submissions?

SECTOR-SPECIFIC QUESTIONS

Water:

CHECK
IF **YES**

Are questions related to gender included in all user surveys and baseline assessments, including questions to collect gender-disaggregated data about usage, access, pricing, and payment and tariff structures?

Are women trained as local repair technicians?

Does the company work with communities to increase participation of women on local water-management committees and structures?

Power:

CHECK
IF **YES**

Are questions related to gender included in all user surveys and baseline assessments, including questions to collect gender-disaggregated data about usage, access, pricing, and payment and tariff structures?

Transport:

CHECK
IF **YES**

Are questions related to gender included in all transport user surveys and baseline assessments, including questions to collect gender-disaggregated data about trips, frequency, and modes of transport?

Does the company use a gender lens for reviewing transport infrastructure (accessibility of buses, trams; security; stop lighting; location of elevators; etc.), as well as pricing models?

Do transport companies have a GBVH/sexual harassment code of conduct and require trainings for drivers and fare collectors on identifying and addressing GBVH?

Are there policy solutions such as allowing multiple rides on a ticket, allowing buses to stop between designated stops, or even women-only rail cars in areas with high rates of harassment or GBVH on public transit?

Cities:

CHECK
IF YES

When designing public spaces and services, are access and visibility of public spaces in order to improve overall public safety considered, and particularly how women are impacted?

Is a GBVH assessment integrated into all proposed urban development activities?

Are both women and men consulted on all emergency preparedness planning and infrastructure, as well as included on all local emergency preparedness committees and structures?

Are both boys and girls are educated about disaster risk prevention and response, and instructed in essential skills like swimming?
