



Gender mainstreaming: a checklist for policymakers

Adapted from the UNAIDS 2017 ALIV[H]E framework:
https://www.unaids.org/en/resources/documents/2017/ALIVHE_Framework

- ☐ **1. Human rights:** Do our policies and programmes affirm and uphold human rights, particularly of women and girls?
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- ☐ **2. Sexual and reproductive health and rights:** Do our policies and programme activities increase the access of women, in all their diversity, to their SRHR?
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- ☐ **3. Gender equity and equality:** Does the way we work support women and girls to voice their priorities, uphold and address these priorities?



4. Respect for diversity: Do we consciously centre women of diverse experiences and backgrounds and support their agency and centred leadership in our work?

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What systems and processes do we use internally to promote diversity and gender equality within our organisation?

5. Safety: Could our policies and programmes increase or exacerbate potential violence against women and girls in the community and elsewhere, or expose them to new sites of violence or vulnerability?

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If so, how can we work to stop this happening?



6. Supporting women's movements and participation:

Do we support women-led organisations and networks, including at grassroots/community level?



Are we making funding available for women's advocacy, peer support, networking and digital inclusion?

Do we consciously ensure meaningful involvement of women in all their diversities at all stages of policy-making, planning, implementation, monitoring and evaluation, project management and governance decision-making?

Do we ensure women and girls in all their diversity are adequately supported and resourced so that we are not relying on their voluntarism and unpaid work?



7. Evidence-informed:

How does our work ensure that lived experiences of women and girls in all their diversity become part of the evidence base?



Which aspects of the lives of women and girls is the evidence base failing to capture?

How does the evidence base support the policies and programmes we develop?

Do our policies and programmes enhance or deepen the understanding of the intersections between gender inequality, violence and HIV? Do we collect disaggregated data on the impact of our policies? Do we support community data collection (respecting confidentiality) on other factors that can exacerbate vulnerability (e.g. gender identity, HIV status, disability, sexuality, poverty, selling sex)?