

# TOOL

# GENDER MATRIX

## WHY

Gender equality is about the right of every human to participate and have a say in things that affects them.

In all societies there are different expectations and functions associated with being a boy/ girl and man/woman that influence their opportunities for participation and influence.

When you plan and carry out your project it is important that you consider the situation of both genders and work to create equal opportunities for all.

The gender matrix is a useful tool to:

- Start a conversation about gender
- Shed light on the relations between women and men/ girls and boys in your organization, local environment and in wider society
- Understand the existing roles, responsibilities, and rights of the two genders respectively
- Create a project that considers the cross-cutting requirement on gender
- Find out whether you need further information to understand the context and the different roles and expectations assigned to men and women/boys and girls

## WHEN

Use the gender matrix when you:

- Consider whom to involve in the planning and preparation of your project. Make sure that the perspectives of both genders are included
- Prepare for your project – for instance during a preparatory study. Remember to look into gender issues, when you do your context- and target group analysis and when you plan your activities.

The gender matrix is also a good tool to look into the organizational context and find out how both genders are involved in the organization.

## HOW

Fill out a matrix for each gender (boys/men and girls/women) - see the flip side of this paper.

Go through the boxes one by one – this works best in small groups to allow for conversation.

If you find out that you lack some of the information then discuss who to involve helping you understand more.

When you have finished your matrix consider how you need to plan and carry out your project in order to make sure that the needs and interest of both men and women are taken into consideration and that their right to participate and gain influence is fulfilled.

Be aware that gender relations are linked to other social identities, so that roles, responsibilities and rights will differ according to those as well.



### GENDER MATRIX FOR BOYS AND MEN

	Rights and duties	Work / economy	Social position	Participation in decisionmaking
Your organization				
Local context				
Society				



### GENDER MATRIX FOR GIRLS AND WOMEN

	Rights and duties	Work / economy	Social position	Participation in decisionmaking
Your organization				
Local context				
Society				

