



The United Nations Peacebuilding Fund (PBF) recognizes that the systematic inclusion and participation of women and the consideration of gender as central in peacebuilding is essential to the just reconstruction of political, legal, economic and social structures, and to the advancement of gender equality. This is not only a matter of women's and girl's rights, but of effective peacebuilding. The PBF recognizes that rebuilding after conflict is the opportunity to "build back better" by addressing gender inequality in a transformative way towards gender equality and reaffirming women's civil, political, economic, social and cultural rights.



What relevant institutions, processes and structures for peace and security are perpetuating unequal gender norms which can result in insecurity /risk conflict relapse?

How are men, women, boys and girls and their gender roles affected by the conflict?

What roles are men, women, boys and girls playing in the conflict

	<p>If special measures have been taken to ensure women's participation in a certain activity (i.e. special outreach, provisions for transport, sponsorship, child care provisions etc) up to 30% of the budget can be allocated to gender equality but not if women would have participated otherwise as well.</p> <p>Considering UN Women's budget allocation as the only GEWE allocation of the project is not sufficient, all project partners need to make clear allocations to gender equality and women's empowerment.</p> <p>See below for further guidelines</p>
--	--

Activities and Financial Allocation:

The below rating table is meant to help applicants decide on how much of a budget can be allocated towards GEWE at the activity level, please note the determining of the overall GM for a project will be based on the GM table.

The main questions to consider are:

Will the activity only focus on representation? Or/and

Will content be mainstreamed, as in based on a gender sensitive analysis and considers the dynamics of gendered roles, power relations and how they affect peacebuilding?

Or is the main purpose of the activity to contribute to gender equality and women's empowerment?

Based on this the financial allocation can be determined.

Staffing Costs

Staffing costs can be included in GEWE allocation. The ToR of the staff member can be used to guide financial allocation of staffing costs to GEWE. The following must then be determined:

Based on the TOR, will the project personnel or the consultant be involved in any gender-related work?

What % of time would you say that the personnel/consultant will work on gender-related issues?

Is a consultant recruited to perform a study on for example gender and land reform, conduct a gender analysis, or will the ToR of the consultant staff only expect them to mainstream their deliverable if the sole purpose of their activity is not gender equality?

			A workshop whose sole purpose is to highlight "gender
Principal Objective	Activities in which the gender component is explicit and the primary objective and can be identified as being fundamental in its design; where the achievement of gender equality and women's empowerment objective is the main reason the action was planned.	80-100%	

- 9 The Gender Marker is mandatory for all projects funded by PBF.
- 9 The Gender Marker score is proposed by **applicant agencies**(self-scoring) when submitting a proposal to PBF.
- 9 PBF project templates (IRF: template 2.1 / PRF: template 3.2) include a box on the cover page for the Gender Marker and allocation to GEWE. Proposals that do not include a Gender Marker will be returned.
- 9 The **PBF Secretariat** country is responsible to help applicant agencies integrate a strong focus on gender equality and women's empowerment in their projects.
- 9 The **PBF Secretariat** should review the Gender Marker of all projects before they are submitted to the Joint Steering Committee and PBSO.
- 9 **PBSO** programme officers provide, when needed, technical support for integrating gender equality and women's empowerment within projects during their development and help assess the Gender Marker.
- 9 **Joint Steering Committees** when approving projects, will review the Gender Marker and where necessary recommend changes to strengthen the integration of gender equality and women's empowerment in the projects.
- 9 **PBSO** when approving projects, will review the Gender Marker and where necessary recommend changes to strengthen the integration of gender equality and women's empowerment in the projects.

Gender Refers to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes.

Gender Equality Refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centered development.³

Gender Mainstreaming The process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that women and men benefit equally and inequality is not perpetrated. The

