



# care

## IMPROVING GIRLS ACCESS THROUGH TRANSFORMING EDUCATION (IGATE)

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### GENDER ASSESSMENT TOOL (GAT)

The Gender Assessment Tool (GAT) comprises of general questions that are meant to identify gaps in gender awareness knowledge, capacities and experiences that will inform the planning of capacity building training on gender issues for the IGATE Project.

#### Expected outcomes:

1. Tailor-make gender trainings and guidelines that will raise awareness, knowledge, skill and behaviour in relation gender;
2. Development of participatory gender analysis tools that will help implementers to apply a gender lens at all levels when implementing IGATE approaches through participatory activities and exercises.

#### Please note:

All information disclosed herewith as part of the assessment process is confidential and will be used for internal use only.

We are kindly requesting you to provide your most honest responses to the questions in order to help us to identify your capacity gaps and to address them appropriately in preparation for your role in this project.

#### PART ONE: PERSONAL DETAILS *(please tick as appropriate)*

1. SEX:

- ☐ MALE  
☐ FEMALE

2. AGE RANGE:

- ☐ BELOW 20 YEARS  
☐ 20 – 40 YEARS  
☐ ABOVE 40 YEARS

3. MARITAL STATUS:

- ☐ SINGLE  
☐

- ☐ MARRIED  
☐ DIVORCED  
☐ WIDOWED

4. EDUCATION LEVEL:

- ☐ SECONDARY  
☐ COLLEGE/UNIVERSITY  
☐ OTHER (PLEASE SPECIFY) .....

5. HOW LONG HAVE YOU BEEN INVOLVED IN COMMUNITY WORK?

- ☐ LESS THAN 1 YEAR  
☐ BETWEEN 1 – 5 YEARS  
☐ MORE THAN 5 YEARS

**PART TWO: EXPERIENCE WITH GENDER**

6. WHAT IS YOUR UNDERSTANDING OF GENDER?

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7. HAVE YOU EVER WORKED ON A PROJECT/PROGRAMME WHICH INCLUDED GENDER ISSUES? (*please tick as appropriate*)

- ☐ YES  
☐ NO

8. IF YOUR ANSWER TO QUESTION 7 ABOVE IS YES, WHAT WAS YOUR ROLE IN THIS PROJECT?

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9. DO YOU FEEL THAT BOYS AND GIRLS HAVE EQUAL ACCESS TO EDUCATION IN ZIMBABWE? (*please tick as appropriate*)

- ☐ YES  
☐ NO

PLEASE GIVE REASONS FOR YOUR ANSWER:

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10. IN YOUR VIEW, WHAT ARE THE TRADITIONAL AND RELIGIOUS PRACTICES/BELIEFS WHICH AFFECT BOYS AND GIRLS' ACCESS TO EDUCATION IN YOUR COMMUNITY?

BOYS	GIRLS
1.	1.
2.	2.
3.	3.

### PART THREE: TRAINING NEEDS ANALYSIS

11. HAVE YOU PREVIOUSLY RECEIVED ANY TRAINING IN GENDER AWARENESS AND ANALYSIS? *(please tick as appropriate)*

☐ YES  
☐ NO

12. IF YOUR ANSWER TO Q13 ABOVE IS YES, PLEASE TICK **YES (Y)** or **NO (N)** WHERE APPLICABLE.

BASIC GENDER CONCEPTS					
Definition of Gender	Y	N	Sex & gender division of labour	Y	N
Sex & Gender roles	Y	N	Classification of gender roles	Y	N
Age set analysis	Y	N	Gender stereotyping	Y	N
Equality & equity	Y	N	Collection of gender-disaggregated data	Y	N
Gender mainstreaming	Y	N			
GENDER BASED VIOLENCE					
Definition of GBV	Y	N	Forms of GBV	Y	N
Knowledge about the Domestic Violence Act	Y	N	Myths about GBV	Y	N
Management of GBV cases (Referral pathway to address GBV)	Y	N			
MALE INVOLVEMENT AS SUPPORTERS OF GENDER EQUALITY					

Importance of male involvement	Y	N	Strategies of engaging men and boys as allies	Y	N
Challenges of engaging men	Y	N			

13. WHAT OTHER INFORMATION ON GENDER WOULD HELP YOU TO ACHIEVE THE IGATE PROJECT OBJECTIVES?

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14. DO YOU HAVE ANY EXPERIENCE WITH TRAINING AND FACILITATION?

☐ YES

☐ NO

15. DO YOU HAVE EXPERIENCE WITH THE USE OF PARTICIPATORY GENDER ANALYSIS TOOLS?

☐ YES (please tick YES (Y) or NO (N) where applicable.

☐ NO

PARTICIPATORY GENDER TOOLS	YES	NO
Sex/Gender division of labour (24 hr clock)		
Gender Bender game		
Access & control analysis		
Task analysis		
River of life /Stepping stone		
Drawings & pictures		

OTHER TOOLS:

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**THANK YOU FOR YOUR TIME!**