

Integrating gender into projects

Mobilising relevant stakeholders to transform social relations and **bring about lasting change**



BRL Ingénierie places **social justice, gender equality and inclusion** at the heart of its projects. How? By systematically combining international expertise and local roots with a mastery of consultation approaches.



We are involved in every

1. Diagnosis

Identify gender and inclusion (G&I) inequalities

- Collect disaggregated data (gender, age, disability)
- Consult with various stakeholders, ensuring the effective participation of women and minorities
- Conduct an intersectional analysis of actors and needs

2. Design

Integrate the specific needs of different beneficiaries into strategic planning

- Define gender- and diversity-sensitive indicators and objectives.
- Provide for inclusive budgeting (GRB+)
- Develop a gender action plan (GAP)
- Define an inclusive governance framework

Selected references



Supporting women's empowerment in small-scale fisheries in Guinea

Identify childcare needs to **remove barriers to women's economic participation** in small-scale fisheries in Guinea and strengthen their empowerment within the framework of the Kounki project.

Client: Ministry of Fisheries of Guinea Conakry

Donor: The World Bank & Agence Française de Développement (AFD)



Community management and conservation at Lake Télé in the Republic of Congo

Design a community management plan for Lake Télé **that reconciles biodiversity protection and inclusive development** by strengthening women's participation in governance and income-generating activities for sustainable conservation.

Client and donor: Wildlife Conservation Society

Understanding gender with a multi-scale **systemic** approach

stage of your project

working closely with local communities and respecting cultural and social contexts



3. Implementation

Ensure equitable participation and inclusive governance

- Incorporate gender and inclusion clauses into contracts and partnerships
- Train teams in diversity and inclusion



Sustainable irrigation and gender inclusion in Morocco's oasis territories

Strengthen **women's** entrepreneurial skills and **leadership** in the sustainable management of Morocco's **oasis territories** through a **gender action plan**.

*Client: Directorate of Irrigation and Agricultural Land Management
Ministry of Agriculture, Marine Fisheries, Rural Development, Water and Forests
Donor: Agence Française de Développement (AFD)*

4. Monitoring & evaluation

Measure differentiated effects according to gender and social situation

- Monitor disaggregated and intersectional indicators
- Involve beneficiaries in participatory monitoring



Inclusive and equitable monitoring and evaluation in Cameroon

Ensuring a **more equitable** resettlement process through a monitoring system that incorporates **gender-sensitive indicators** as part of the Kikot hydroelectric project in Cameroon.

Client and donor: KHPC Kikot-Mbebe Hydro Power Company (SA)

5. Capitalisation

Sustain and disseminate lessons learned on gender and inclusion

- Document and share good practices
- Integrate gender and inclusion into institutional policies and frameworks



Gender and sustainable development analysis for AFD

Drawing lessons from the AADD (sustainable development advice and analysis) mechanism to **promote the achievement of gender-related ambitions** in AFD-financed **projects**.

Client and donor: Agence Française de Développement (AFD)

Gender issues are analysed at different levels: **micro, meso and macro**. This approach makes it possible to take into account the **multiple factors** that influence inequalities, beyond the projects themselves, and to ensure **the effectiveness of the proposed solutions**.



We work closely with a **variety of donors and partners**, adapting our tools to **different** contexts thanks to **the expertise of our in-house teams** and the support of our **networks of local consultants around the world**.

Our interventions are based on a **combination of tailored tools** designed to ensure **equity, participation** and **social accountability** in all our projects, in accordance with **the standards of major international donors** (AFD, WB, AfDB, IUCN, etc.).



Gender-sensitive analysis and diagnostics

Objective: to build a detailed and up-to-date knowledge base on inequalities and differentiated needs (disaggregated indicators, focus groups) in order to identify the right levers for action.



Gender action plan

Objective: to establish gender-sensitive indicators and targets to monitor progress and guide strategic decisions.



Gender-responsive budgeting

Objective: to ensure that the resources mobilised respond equitably to the needs and priorities of women and men, and to institutionalise gender mainstreaming in strategic, operational and financial frameworks.



Capacity building and participatory governance

Objective: strengthen the skills, coordination and commitment of stakeholders for inclusive and sustainable implementation (training, participatory workshops, consultations).



Social safety nets and inclusive direct support mechanisms

Objective: support the economic autonomy of the most vulnerable populations, particularly women, through mechanisms that guarantee access to basic needs.



Monitoring and evaluation

Objective: to monitor results by gender in order to objectively assess inequalities, track progress against set objectives (empowerment, emancipation, reduction of violence, etc.), ensure accountability and continuous learning, and reorient policies and actions if necessary.



Women have a leading role to play in adapting to climate change. They are directly dependent on natural resources and are among the first to be affected by food crises, water shortages and disasters. Their expertise, whether in biodiversity conservation or sustainable agricultural practices, and their leadership are therefore crucial in identifying and implementing resilient solutions. And this is true **at all levels: from the family unit to the international scale.**



Would you like to submit your issues to us?

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