MERIT

Mongolia:
Enhancing Resource
Management through
Institutional Transformation

What is a Gender Audit?

IGG November 2017

Barbara Shaw

PURPOSE

- Identify staff perceptions regarding gender in the day-to-day administration and operations of XXX
- Develop written gender action plan
- Deepen staff training in gender analysis
- Look at gender in all phases of the organization:

❑ HR

❑ Job performance criteria

❑ Recruitment and promotion

- Improved organizational effectiveness

MERIT

OUTPUTS

- Reflection of status of gender equity within the organization
- Baseline for collective discussion and analysis
- Participatory process that builds organizational ownership for the agency's gender equity initiative

PROCESS

1. Survey of all staff

2. Focus groups

3. Presentation of results/ recommendations:
   - Management team
   - Staff

RESULTS

- Creation of gender action plan for XXX that will lead to specific results for gender within the organization.

- Will be integrated into annual planning cycle.