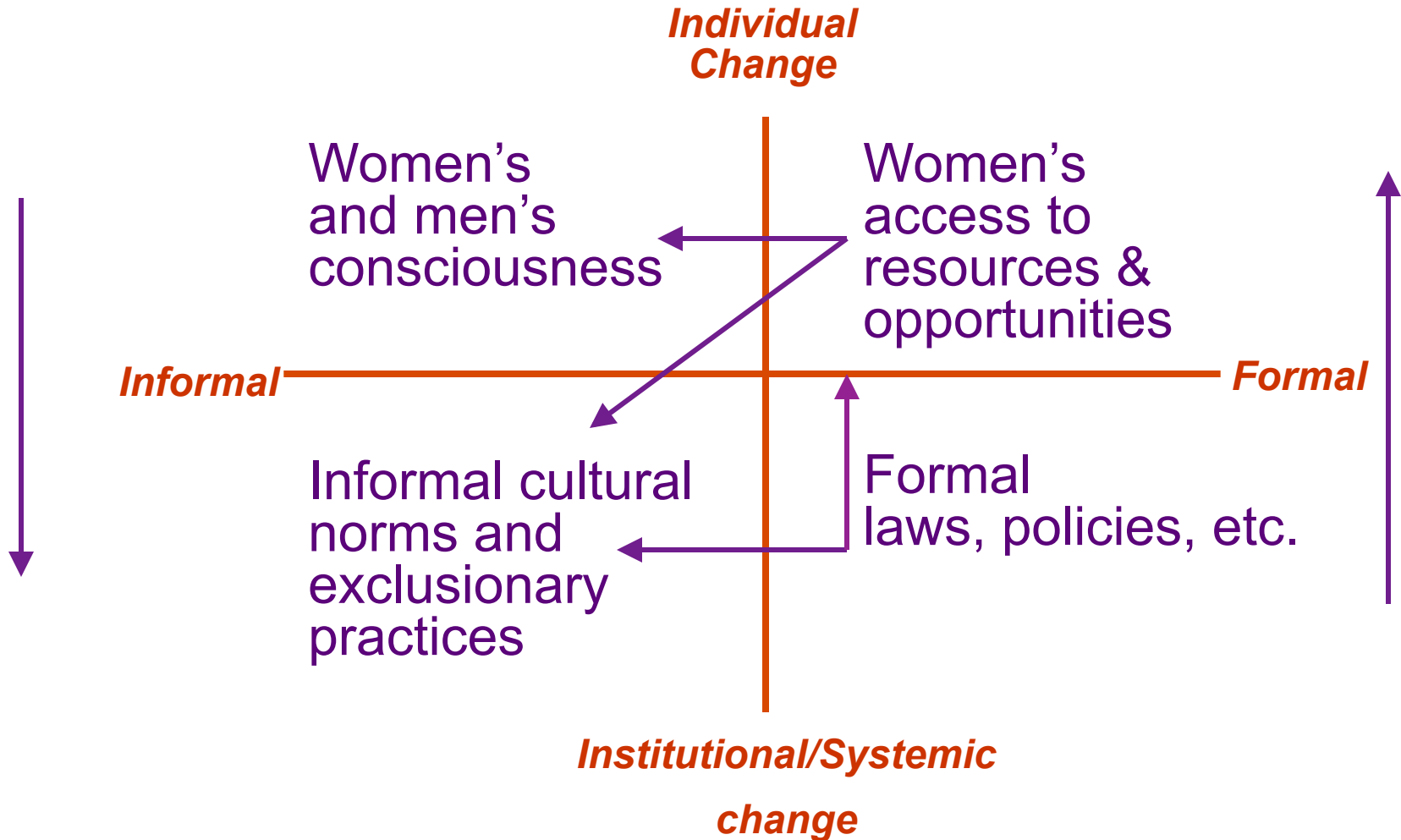
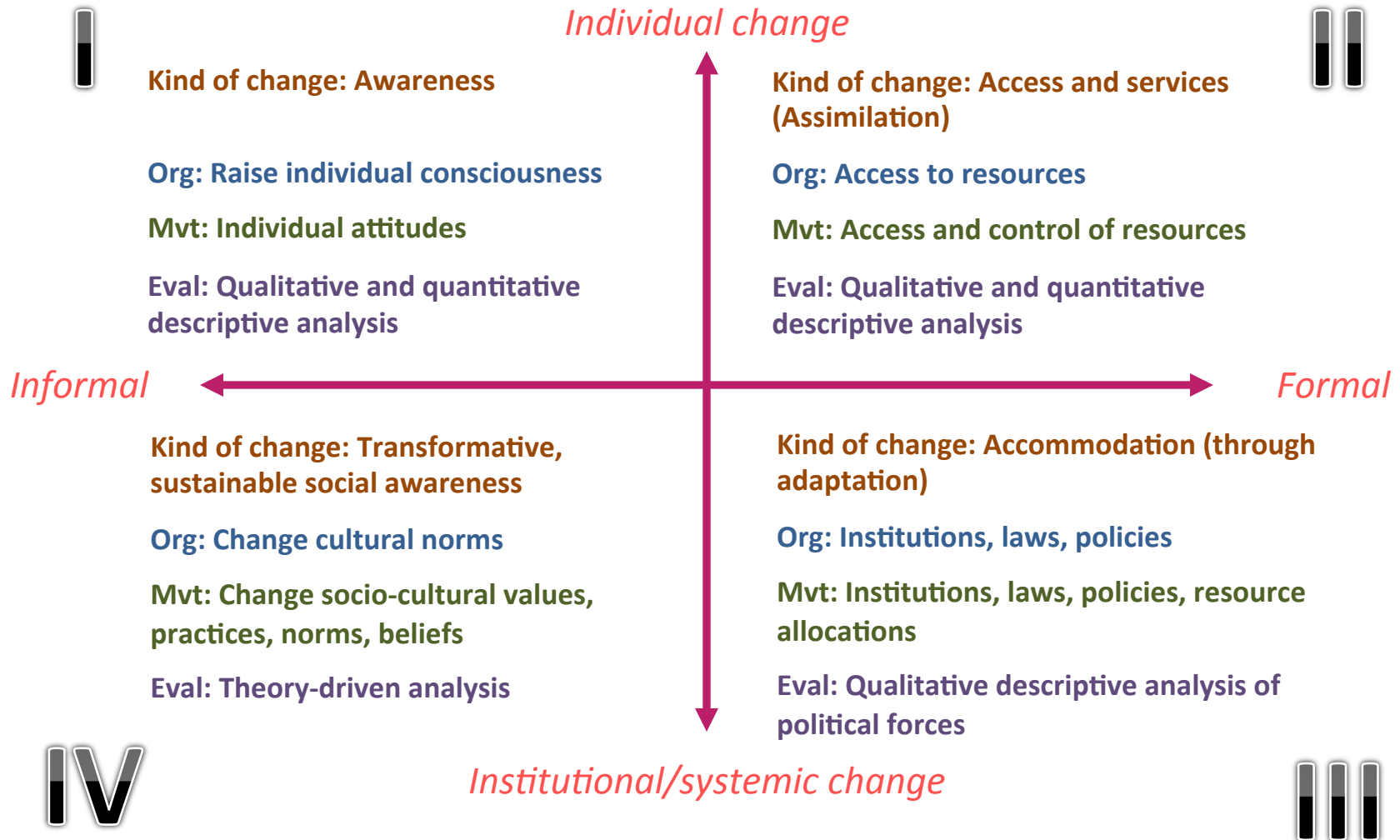


Gender at Work Framework

What Are We Trying To Change?



Evaluation and the “Change Matrix”



IV

Five Organizational Attributes of a Rights-Based Approach

Intersectional Analysis

- The group has an analysis of power dynamics in women and girls' lives. Understanding the political, economic, cultural, societal, and ideological context enables organizations to identify better strategies for human rights.

Cross-Issue Awareness

- While the group may focus on a single issue, its strategies demonstrate an awareness of connections across issues, sectors, and movements. (Having women in government is not only about women not running for office, but also reflects issues of economic opportunity, education, social norms, etc.)

Capacity Building

- The group is working to achieve a lived experience of human rights. It is building the capacities of individuals to advocate on their own behalf (not simply receive services) and to become advocates for their communities.

Situational Analysis

- The group pragmatically assesses the threats and opportunities it faces. It identifies and builds networks with partners and works to achieve shared goals. It can map the stakeholders in its work and incorporate this assessment into program design.

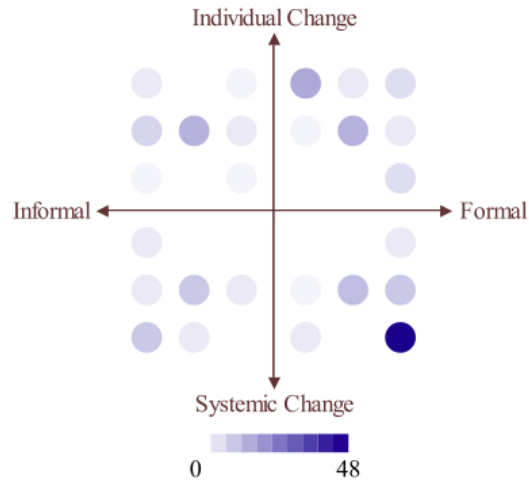
Learning Organization

- The group understands its strengths and weaknesses, engaging in organizational development, conducting evaluations of its programs and incorporating learnings into clear plans and strategies.

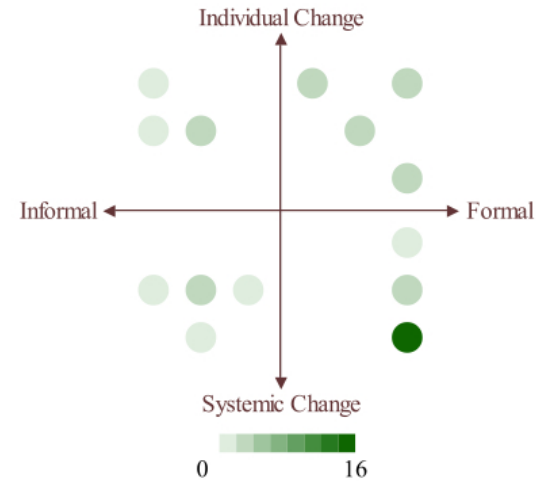
Global Fund's Self-Evaluation:

Our TOC is that action in all four quadrants is necessary to achieve transformative change. So, are we really funding in all four quadrants?

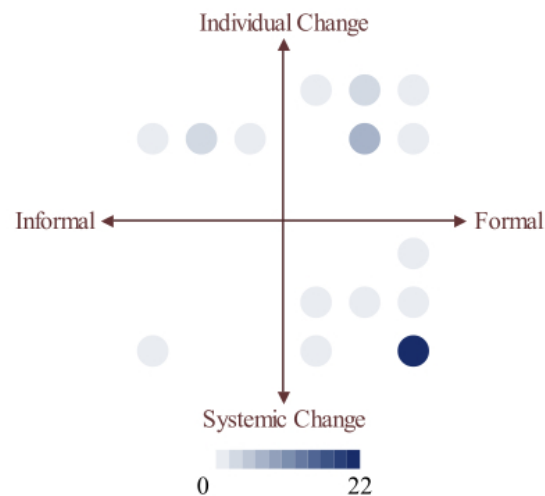
All Grants



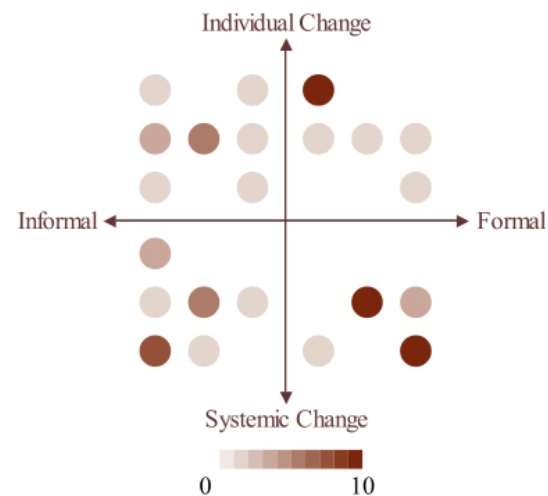
Political Participation



Economic Justice



Gender-Based Violence



Global Fund
for Women