

The Ladder and METS (Gender Mainstreaming Manual)

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Aims and objectives

The Ladder provides an all-round picture of all the steps that, according to the Gender Mainstreaming Support Committee, should be included in systematic, continuous work for gender mainstreaming

METS is to be used for planning development work. Gender mainstreaming should initially involve some type of delimited development work in which responsibility, tasks and roles are clearly allocated. It is important therefore to have an action plan for the hands-on work. Such a plan can be drawn up using the Checklist for Planning and Organising Development Work (METS). This plan will then determine the level of objectives and plans in the operation itself.

EXPECTED RESULTS

Working with the METS model can provide:

- an overview of what the organisation has to do to organise its gender mainstreaming work
- a shared view of the current situation in the organisation, and an awareness of how the work can proceed
- a basis for planning the management and organisation of gender mainstreaming work.

Contents/activities/services

The steps of the ladder are (recommended methods in brackets).

Step 1: Fundamental understanding of gender and problems of gender equality (Gender Equality: The Basics)

Step 2: Examination of the conditions for change (Study the Operation, The Gender-Equal Operation, Study the Operational Processes)

Step 3: Planning and organisation (Checklist for Planning and Organising Development Work – METS)

Step 4: Examination of activities

Step 5: Survey and analysis

Step 6: Formulating objectives and measures

Methods for 4-6: JämKART – Gender Equality Survey Analysis and Conclusions, JämKAS Bas, The 4R Method, JämKAS Plus, Process Mapping)

Step 7: Implementing the measures (no method provided)

Step 8: Evaluating the outcome (JämUR – A method for evaluating outcomes) METS

Metadata

ONGOING: No

TYPE: Checklist, Handbook / Manual

COVERAGE: NAT

TOOL CATEGORY: [Gender equality training](#), [Gender evaluation](#), [Gender analysis](#)

TARGET GROUP: Members of the government, Members of the parliament, Policy makers / civil servants