



Farm Radio International

Gender equality self-assessment : Areas for Assessment

Axis 1: What is the level of involvement of women in positions of power / decision-making at your radio station?

Positions of power / decision-making at your station might include: Station manager, head of production, another member of the management team, Board of Directors, etc.

Indicators

Score 1	Score 2	Score 3	Score 4
No measures are in place to increase the presence of women in positions of power / decision-making at your station.	No measures are in place to increase the presence of women in positions of power / decision-making at your station OR the measures are ineffective.	Some measures are in place to increase the presence of women in positions of power / decision-making at your station OR the measures are ineffective.	Effective measures are in place to increase the presence of women in positions of power / decision-making at your station.
Women are not supported to access and participate in training to advance their skills and careers.	Women are sometimes supported to access and participate in training to advance their skills and careers.	Women are often supported to access and participate in training to advance their skills and careers.	Women are systematically supported to access and participate in training to advance their skills and careers.
Women in positions of power feel there are many barriers to their ability to affect change and make decisions at your station.	Women in positions of power feel there are many barriers to their ability to affect change and make decisions at your station.	Women in positions of power feel there are some barriers to their ability to affect change and make decisions at your station.	Women in positions of power feel there are minimal barriers to their ability to affect change and make decisions at your station.
Only men are represented in positions of power / decision-making at your station.	Women account for less than 20% of positions of power / decision-making at your station.	Women account for 20 - 30% of positions of power / decision-making at your station.	Women account for more than 50% of positions of power / decision-making at your station.
Overall score for Axis 1:			

Axis 2: What is the level of involvement of women in decision-making processes or program planning?

Indicators

Score 1	Score 2	Score 3	Score 4
Women are rarely consulted in decision-making or program planning at your station, OR not at all.	Women are sometimes consulted but not involved in decision-making and program planning at your station.	Women are often involved in decision-making and program planning at your station.	Women are systematically involved in decision-making and program planning at your station AND/OR Women are leading decision-making.
Women's opinions and input are not invited at your station and if given, they are not respected as equal to men's.	Women's opinions and input are sometimes invited and sometimes respected as equal to men's.	Women's opinions and input are often invited and often respected as equal to men's.	Women's opinions and input are systematically invited AND respected as equal to men's.
There are no systems or guidelines in place to tell station staff how and why to consult, involve, and have women lead decision-making and program planning.	There are some systems or guidelines in place to tell station staff how, and why to consult, involve, and have women lead decision-making or program planning AND the systems / guidelines are not effective (staff don't know about them or follow them).	There are some effective systems or guidelines in place to tell station staff how, and why to consult, involve, and have women lead decision-making or program planning (Some staff know about them and some follow them).	There are very effective systems or guidelines in place to tell station staff how, and why to consult, involve, and have women lead decision-making or program planning (All staff know about them and all follow them).
Overall score for Axis 2:			

Axis 3: Do the programs at your radio station take gender equality issues into account?

Indicators

Score 1	Score 2	Score 3	Score 4
Radio programs rarely take gender equality and inclusion into account, OR not at all.	Radio programs sometimes take gender equality and inclusion into account.	Radio programs often take equality and inclusion into account.	Radio programs systematically take equality and inclusion into account.
Gender equality concepts discussed on air rarely challenge gender norms and/or stereotypes.	Gender equality concepts discussed on air sometimes challenge gender norms and/or stereotypes.	Gender equality concepts discussed on air often challenge gender norms and/or stereotypes.	Gender equality concepts discussed on air always challenge gender norms and/or stereotypes.
There are no systems or guidelines in place to tell station staff when, how, and why to incorporate gender equality concepts into programming.	There are some systems or guidelines in place to tell station staff when, how, and why to incorporate gender equality concepts into programming OR the systems / guidelines are not effective.	There are some effective systems or guidelines in place to tell station staff when, how, and why to incorporate gender equality concepts into programming.	There are many systems or guidelines in place to tell station staff when, how, and why to incorporate gender equality concepts into programming.
Overall score for Axis 3:			

Axis 4: Do managers, technicians, presenters, administrative staff at the station have knowledge and/or training on gender equality?

Indicators

Score 1	Score 2	Score 3	Score 4
No staff members have received training on gender equality and inclusion.	Less than 50% of staff members have received training on gender equality and inclusion.	50 - 75% of staff members have received training on gender equality and inclusion.	More than 75% of staff members have received training on gender equality and inclusion.
Staff do not know how to or are unable to apply knowledge from training in their work.	Staff face some challenges applying knowledge from training.	Some staff are able to apply some knowledge from their training.	Staff are able to successfully take action / make changes based on knowledge gained in their training.
The logistics of the training do not consider how women can fully participate.	The logistics of the training sometimes consider how women can fully participate.	The logistics of the training often consider how women can fully participate.	The logistics of the training systematically consider how women can fully participate.
Women are not consulted involved in the planning (logistics and content) of gender equality trainings.	Women are consulted in the planning of gender equality trainings.	Women are consulted and involved in the planning of gender equality trainings.	Women lead gender equality trainings.
Overall score for Axis 4:			

Axis 5: Do women and men working at your radio station have a safe and inclusive work environment that benefits everybody based on their distinct needs?

Indicators

Score 1	Score 2	Score 3	Score 4
Women rarely feel safe in the workplace.	Women sometimes feel safe in the workplace.	Women often feel safe in the workplace.	Women always feel safe in the workplace.
There are no systems or policies in place to prevent violence and harassment against women at work.	There are some systems or policies in place to prevent violence and harassment against women at work OR the systems / policies are not effective.	There are some effective systems or guidelines in place to prevent violence and harassment against women at work OR the systems / policies are not effective.	There are many systems or guidelines in place to prevent violence and harassment against women at work OR the systems / policies are not effective.
Equipment or facilities do not accommodate for the needs of women (e.g. Separate toilets, bins for menstrual hygiene items)	Some equipment or facilities accommodate for the needs of women (e.g. Separate toilets, bins for menstrual hygiene items)	Lots of the equipment or facilities accommodate for the needs of women (e.g. Separate toilets,bins for menstrual hygiene items)	All of the equipment or facilities accommodate for the needs of women (e.g. Separate toilets,bins for menstrual hygiene items)
Overall score for Axis 5:			

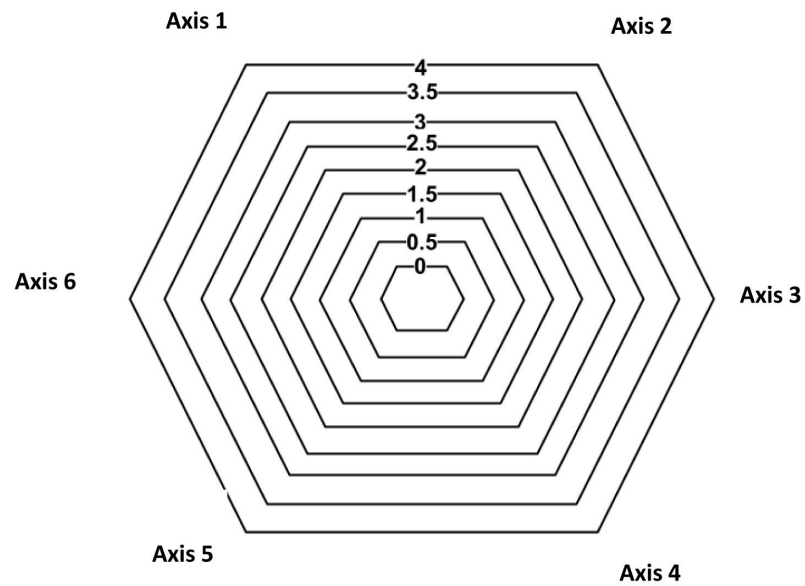
Axis 6: Do the strategies and working principles of station management take gender equality into account?

Indicators

Score 1	Score 2	Score 3	Score 4
The radio station does not have a set of policies and procedures that take gender equality into account.	The radio station staff and management are in discussions about creating a set of policies and procedures that take gender equality into account.	The radio station has a set of policies and procedures that take gender equality into account. The policies and procedures incorporate the specific needs and priorities of women at the station.	The radio station has a set of policies and procedures that aim to actively deconstruct inequalities between women and men. They are based on the specific needs and priorities of women at the station.
The policies and procedures are not put into action or there are no gender equality-related policies or procedures.	The policies and procedures are sometimes put into action.	The policies and procedures are often put into action. There are guidelines and systems to support this.	The policies and procedures are systematically put into action. There are guidelines and systems to support this.
Staff are not aware of the policies and procedures.	Staff are somewhat aware of the policies and procedures.	Staff are quite aware of the policies and procedures. They may have received training on them before or while working at the station.	Staff are very much aware of the policies and procedures, and agreed to them as part of their work at the station. There are systems and guidelines in place to make sure staff receive training on them before or while working at the station.
There are no tools and processes to measure success of policies and procedures.	Tools and processes to measure success of policies and procedures exist but are not used .	Tools and processes are sometimes used to measure success of policies and procedures.	Tools and process are systematically used to measure success of policies and procedures. They help staff to learn and improve.
Overall score for Axis 6:			

Template to map your score

Print this template out and place the dots according to the score you've given each axis. This will give you a visual representation of your station's score, and the areas most in need of improvement.



Date of evaluation:

Facilitator:

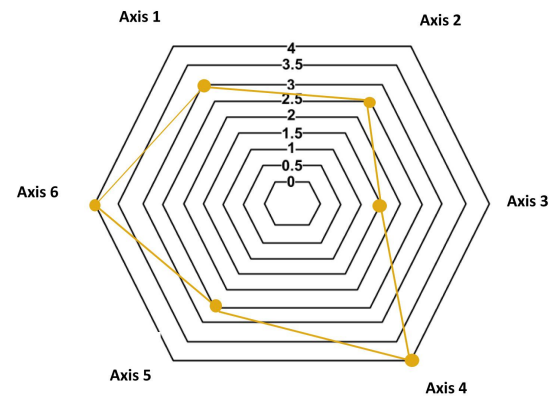
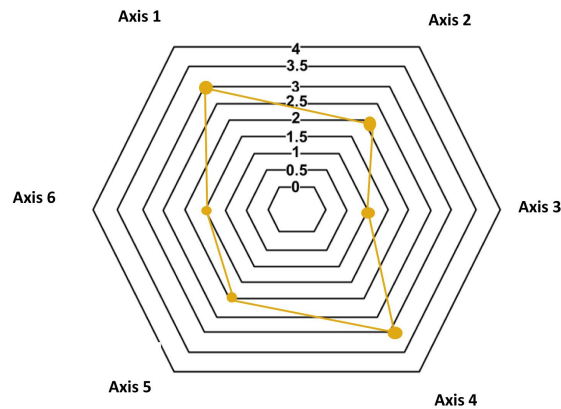
Date for follow up / check-in:

Actions identified: Short term

Actions identified: Long term

Mapping your score

Record the final score for each axis in the table and then draw a dot at the corresponding axis and score line. Once staff agree on a final score for all six questions, you should have one dot on each axis of the spider web, or six dots in total. The placement of the dots on the spider web will look different for each radio station. Here are some examples of what your spider web might look like once staff have answered all six questions and the final scores are marked down:



Now you will connect the dots to one another with straight lines so that you have a shape drawn inside of your spider web. The shape in your spider web will be unique depending on the score that staff gave in response to each question. This spider web gives you a visual picture of your strengths and weaknesses and how one axis relates to another.

When you have completed the self-assessment, let us know. You can share your score and action plan (Template to map score) with us at radio@farmradio.org or by sending it to your networking officer.