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GENDER-SENSITIVE PLANNING AND BUDGETING

TARGET GROUP

- Youth Workers and NGO staff working on gender equality, climate action, and community development projects.
- Decision makers and policymakers

TIME: 2 HOURS

WORKSHOP OBJECTIVE

- To understand the principles of gender-sensitive planning and budgeting.
- To explore how gender-responsive budgeting can contribute to more equitable and effective project outcomes.
- To empower participants with practical tools to integrate gender considerations into project planning and financial decision-making.

MATERIALS NEEDED

- Flip charts and markers
- Sticky notes
- Game materials: printed budget cards, tokens, colored markers (see annex)
- Timer or stopwatch
- Laptop/projector for multimedia content (optional)

RESOURCES

[R1 – A Guide to Gender Responsive Budgeting \(OXFAM\)](#)
[R2 – Gender Responsive Climate Budgeting in Indonesia](#)
[R3 - Manual for Training on Gender Responsive Budgeting](#)





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STEP BY STEP INSTRUCTIONS FOR FACILITATOR/TRAINER

A. INTRODUCTION, AIM (10 MINS)

- Objective: Set the tone for the workshop and introduce participants to gender-sensitive planning and budgeting.
- The facilitator explains the key concepts: What is gender-sensitive planning and why does it matter in budgeting? Trainer & Facilitator can benefit from **R1 – A Guide to Gender Responsive Budgeting Document**.
- Briefly discuss how traditional budgeting processes may overlook gender disparities and how gender-sensitive budgeting ensures resources are allocated equitably. **(Use Annex I – Tips for Trainer)**

B. INFO SESSION (20 MINS)

Basics of Gender-Sensitive Planning and Budgeting

- **Presentation:** Provide an overview of gender-sensitive budgeting principles **(Use R1)**. This should include:
 - How to identify gendered needs in a community or project.
 - How budgets can address gender disparities.
 - Examples of how gender-responsive budgeting has positively impacted different sectors (healthcare, education, environmental initiatives).
- **Discussion Prompt:** Ask participants to think about and share specific gender-related challenges in their own projects. What needs are being overlooked in planning and budgeting?





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C. APPLIED GROUP ACTIVITY: THE GENDER-SENSITIVE BUDGET GAME (60 MINS)

Game Overview:

Participants will simulate the budget planning process for a fictional community project, focusing on integrating gender-responsive budgeting. They will be given a set of tasks and a budget they need to allocate, but with hidden gender-based challenges revealed through the game.

Game Setup:

1. **Divide into Small Groups:** (minimum 2 – maximum 4 groups, 3-5 people per group.)
2. **Scenario:** Each group represents the planning team for a development project in a community where gender disparities are affecting outcomes (e.g., girls are dropping out of school, women having less access to healthcare, LGBTQ+ youth are facing discrimination in services).
3. **Budget Cards:** Each group is given a set of **budget cards** (education improvement, healthcare access, employment & skills development, environmental projects) with pre-defined costs.
4. **Hidden Gender Challenges:** Throughout the game, each group will draw **gender challenge cards** (e.g., unequal access to healthcare, women's unpaid labor, or a policy that excludes LGBTQ+ youth). These challenge cards will force the groups to reconsider their budget allocation and make trade-offs to ensure gender equity is addressed.
5. **Tokens:** Each group starts with a fixed number of tokens representing their available budget. For each decision they make (such as investing in healthcare or education), they must place tokens to allocate resources.

How to Play:

1. Groups start by allocating their initial budget based on the fictional community needs described in the **scenario cards**
2. After the first round of allocation, each group draws a **gender challenge card**, which reveals a hidden gender disparity or issue.
3. Groups must then **adjust their budget** to address these gender-specific challenges. They have to reduce or reallocate their resources from one area to another.
4. The facilitator will act as a "timekeeper," giving groups 5 minutes per round to discuss and reallocate their budgets.





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C. APPLIED GROUP ACTIVITY: THE GENDER-SENSITIVE BUDGET GAME (60 MINS)

Game Debrief (15 minutes):

- After the game, each group presents their final budget and explains how they addressed the gender challenges. They must justify their decisions:
 - What did they prioritize and why?
 - How did the gender challenges force them to change their initial plans?
 - How did they ensure the budget was gender-responsive?
- The facilitator leads a debrief discussion on how the game reflects real-world challenges of planning with gender equity in mind. Key insights on balancing resources, addressing gender needs, and making trade-offs will be highlighted.

Trainer & Facilitator will use the **Annex II – Gender Sensitive Budget Game**

D. SUMMARIZING AND ACTION STEPS (10 MINS)

- **Recap Key Learnings:** Summarize the main points about gender-sensitive budgeting and how gender challenges can emerge unexpectedly in planning processes.
- **Next Steps:** Encourage participants to reflect on how they can integrate gender-sensitive budgeting into their own projects. Provide additional resources or reading materials for further exploration.
- **Q&A:** Allow time for participants to ask questions or share final thoughts.

Annexes

Annex I - Example Questions for Starting

Annex II – Gender Sensitive Budget Game

