

Gender Equality

“Men and women must have equal rights and opportunities in all areas of society and the economy if sustainable development is to be achieved.

A gender impact assessment should be undertaken for all [projects] under the [Programme]. A gender impact assessment involves looking for gender relevance at every step of policy and activities, with the aim of avoiding reproducing discrimination on the grounds of gender and to promote equality between women and men.

While some [projects] can appear gender neutral in their content, in practice they may have a very differential impact on women and men, and thereby result in reinforcing existing inequalities. It is therefore important not to make general assumptions when designing [projects], e.g. that women will automatically benefit from the planned activities under a [project], or that the planned activities will benefit men and women equally. [...]

EXAMPLE

[Projects] that aim to prevent or reduce life-style related diseases might appear to be gender neutral. A gender impact assessment will however reveal that men and women have a different set of vulnerabilities when it comes to certain life-style related diseases. As an example, greater biological susceptibility increases women’s vulnerability to HIV transmission compared to men. Gender norms can also result in differences when it comes to access to health information and services. [...]

Addressing the following questions can help identify some of the specific needs of women and men targeted by each [project]:

Representation and participation: Is there a different share of women and men in the [project] target group? What are their characteristics?

Access to resources: How are resources divided between men and women in your target group (time, information, money and economic power, education and training, work and career, IT and communication, social services, mobility)?

Rights, norms and values: Are there assumptions about what men and women do in the area you are targeting? How do these influence gender roles and the gendered division of labour?

After identifying these specific needs, the following methodology should then be addressed in order to ensure that gender equality is taken into consideration in all the phases of development of the [project]:

- How does the [project] take into account the identified gender-specific needs and address gender-specific conditions?

- How is the [project] in line with national policies and priorities related to gender equality¹?
- How does the [project] provide sex-disaggregated baseline data and indicators²?
- Does the [project] include explicit budget allocations and resources towards activities targeting women/men or gender equality issues?
- How does the [project] promote equal participation within its management?"

¹ For the national policies and priorities related to gender equality, check the website of the General Secretariat for Gender Equality at <http://www.isotita.gr/en/>.

² "Sex-disaggregated data refers to "Data that are collected and presented separately on men and women." Source: UIS Glossary: <http://glossary.uis.unesco.org/glossary/en/term/2183/en>. Last retrieved: 22/7/2014

