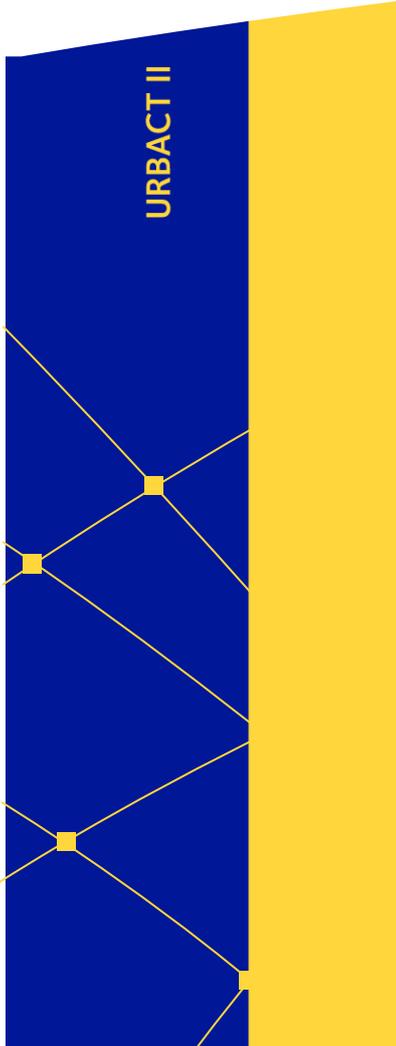




WEED- Gender Impact Assessment Toolkit



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Gender Impact Assessment

Gender Impact Assessment (GIA) of employment and enterprise policies has not been undertaken to any great extent in Europe, particularly at local level and even in those countries where gender equality has been established for many years. Nevertheless GIA is increasingly seen as a useful tool to determine the intensity of the gender equality deficit in areas such as active labour market policies, training and lifelong learning, entrepreneurship and the knowledge economy as well as assess the level of commitment to policy change and evaluate the impact (positive, negative or neutral) of current and future programmes. GIAs, for example, can reveal major differences in expenditure on female dominated versus male dominated parts of policy programmes and can reveal the existence of traditional social norms and values in enterprise programmes that would prevent any real change in what are already highly segregated areas of economic activity.

The following provides a few pointers to the techniques and advantages of GIA. They have been drawn from a variety of GIA toolkits developed over the last ten years and aim to provide the reader with an understanding of the central elements of GIA and the resources where more detailed guidelines can be found.

What is Gender Impact Assessment?

GIA helps to estimate the different effects of any policy or activity implemented in terms of gender equality.

The purposes of GIA are to help the introduction of a gender perspective into the planning process. It should be carried out at an early stage of policy making process and at the end of a policy cycle.

The techniques

Stage 1: Describe the current situation.

- Gather any available gender disaggregated statistics, facts and information being addressed by the proposed action/objective.
- Identify what is known about the different experiences, situations and roles of men and women using qualitative and quantitative measurement. E.g. low waged group – is there a gender dimension
- Identify norms and values which influence gender segregation and division of labour
- Consult with women and men who are likely to be affected by the policy priorities being pursued.

Stage 2: Analyse future trends and probable developments without policy intervention

- Assess the trends in male and female positions independently of the effects of any proposed policy in order to understand the future context for policy and to identify which tools are more likely to achieve desired performance.

Stage 3: Assess the implications of these for existing and future employment or enterprise policy

- Use the assessment of Stage 1&2 to determine which priorities to consider to actively promote gender equality and positive impact on men and women.

- Recognise that some policies may have no specific commitment to gender equality but may have a very positive or negative effect.

Stage 4: Determine the priority to be attached to adopting policies that actively promote gender equality

- Consider what needs to be done to promote equality of opportunity for women and men. Are there specific policies needed or specific groups that need a focus?

Stage 5: Identify what can be done within the scope of different agencies to progress action in the area i.e. assess alternatives and decide on action plan

- The situation being addressed is often complex and changing. Shortfalls in knowledge of gender issues are reported as high amongst both the politicians and officials who will have an important role in planning policies.

Stage 6: Evaluate and redesign

- Decide which indicators will be used to measure change
- Decide how much change in each indicator is desired
- Carry out a renewed gender analysis at mid and end points of policy implementation as well as before. Keep policy dynamic.

The Economic Benefits

- GIA reveals the differences and realities of women and men's lives. If this does not happen then unintended consequences of policies and services can arise – leading to unintended discrimination.

- GIA identifies where more data is needed in order to have quality information on which to base policy decisions and therefore target services more effectively.
- GIA provides information on the effects of any given policy. This means problems can be averted at the outset, removing the need for costly measures later on.
- GIA assists in raising the level and quality of participation of women at all levels of society. This can bring benefits to all including increased tax revenue, reduced demand for welfare and improved status for women, better responses to local needs.

Developing Resources

Gender Impact Assessment is not easy. Resources need to be developed. Expertise is often lacking although it can be addressed e.g. Swedish government pioneered the use of flying experts who are temporarily seconded to various ministries and departments in order to help develop methods and routines that ensure a gender perspective in policy processes. Key elements are:

- Seminars and training of leaders, officials, committees of inquiry
- Implementation of newsletters and networks
- The development of gender methods and methodology
- Analytical tools for gender analysis
- Gender approaches in evaluation systems

Some toolkits that might help

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1 Evaluating Socio Economic Development, SOURCEBOOK 2: Methods and techniques. Gender Impact Assessment

This provides some detailed guidelines on impact assessment and gender impact assessment

http://ec.europa.eu/regional_policy/sources/docgener/evaluation/evalsed/sourcebooks/method_techniques/conducting_impact_assessments/gender/index_en.htm

2 M Crawley and L O.Meara Gender Impact Assessment Handbook

This provides user friendly guidance supported by relevant examples which explain and simplify the process of assessing the impact of policies on men and women in Northern Ireland

www.ofmdfmi.gov.uk/handbook1.pdf

3 J Rubery and C Fagan (2000) Gender Impact Assessment and European Employment S Policy (EGGE – EC's Expert group on Gender and Employment

This provides an analysis of GIA, a 7 staged approach and evaluation of the use of GIA in member states

http://docs.google.com/viewer?a=v&q=cache:KtEIN0vwHw0J:research.mbs.ac.uk/european-employment/Portals/0/docs/gendersocial/GIA_Report.pdf+GIA_Report.pdf+Rubery&hl=en&gl=uk&pid=bl&srcid=ADGEEShQDJCQS3StDr-7Zqbb3fgBRhsIDQDZnWRyplO2YPEVuXg2bnw5LqBYFyU-Fst2ktMi0rwCUMkLt7kwOqTkMugUN1Es2zEIVdbKWWXKn41kcml8uaCbqgVvJy5njksl8yq8rb3a&sig=AHIEtbSzUr5xoilAOd9LLzhfkW4HX42x3w

4 European Commission, Directorate-General for Employment, Social Affairs and Equal Opportunities (2007) *Gender mainstreaming of employment policies : A comparative review of thirty European countries.*

This contains some guidance on what gender mainstreaming of employment policy actually involves including gender mainstreaming into pay and career, reconciliation of home and work , active labour market policies and policies to address flexicurity

Available at [http://docs.google.com/viewer?a=v&q=cache:3-](http://docs.google.com/viewer?a=v&q=cache:3-JzoEPe0QQJ:ec.europa.eu/social/BlobServlet%3FdocId%3D2059%26langId%3Den+Gender+mainstreamin)

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5 Overseas Development Institute: *Gender Impact Assessment: Framework for Gender Mainstreaming.*

This provides a useful summary of the UK Women and Equality Unit 's Gender Impact Assessment toolkit

http://www.odi.org.uk/rapid/tools/toolkits/EBP/Gender_impact.html

URBACT II

URBACT is a European exchange and learning programme promoting sustainable urban development.

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