Gender Impact Assessment (GIA)

Lunch & Learn
24 April 2015
Historical Background

• international strategy of gender mainstreaming introduced by the Beijing Platform for Action at the 4th Women’s World Conference (1995)
• requests governments and other actors to mainstream a gender perspective into all policies and programmes, so that, before decisions are taken, an analysis is made of the effects on women and men respectively
• GIA is a tool for realising this
• 1997 a number of European governments adopted GIA
What is it?

• **Impact assessment is the process of identifying the future consequences of a current or proposed action** ([www.iaia.org](http://www.iaia.org))

• **It helps to estimate the different effects (positive and negative) of any policy being implemented, in terms of gender equality. It consequently takes into account the different needs, characteristics, priorities, behaviours of the users at whom the policies are ultimately aimed at** (European Commission, 2003)
The purpose of GIA

• reduce unintended negative consequences for either gender
• promote equality (opportunity and outcomes)
• eliminate existing inequalities
• include views of different groups of w/m when formulating policies and programmes
When to conduct GIA

• **ex-ante** (before the event): early stages of decision-making processes
• **ex-post** (after the fact)
GIA: The Process

1. Define issues and goals
2. Assess the current situation (data collection and analysis)
3. Assess and describe the potential impacts on w/m, directly and indirectly
4. Identify potential changes
1. Define issues and goals

- What is the policy/proposed action trying to achieve?
- Who is it intended to benefit? (directly and indirectly)
- Do the goals and outcomes align with promotion of gender equality?
2. Assess the current situation

• use existing sex-disaggregated data, possible
• Is there enough data available to assess impact?
• gather sex-disaggregated data related to the proposed action
• identify the different experiences, situations and roles of men and women which might impact on how they get involved in/are affected by this proposed action
• consult experts, and different groups of women, men and other groups who might be affected
• other relevant info, i.e. legislation
3. **Assess and describe the potential impacts**

- What are the potential impacts on w/m and gender relations?
- Who would be directly targeted or indirectly affected?
- Which m/w in particular groups?
- Participation, resources and rights
- What is the difference between anticipated and actual gender impact? (ex post)
4. Identify potential changes

• What should be done instead and/or what action could be taken to reduce impact?
• Assess the possibilities and alternatives
Monitor and Evaluate

• decide which indicators to measure change
• measure changes to gender roles and relations
• based on sex-disaggregated data of target groups
• helps assess whether policy has resulted in different impacts
• whether policy has imposed certain changes on w/m daily lives
GIA versus Gender Analysis (GA)?

• GA is a process of collecting and analysing sex-disaggregated data in order to understand gender differences
• GA examines the different conditions of m/w in terms of access to resources, activities and decision-making
Use of GIA: Policy Development

Netherlands

- to assess impact on w/m when a policy is designed at national level
- designed to fit all policy areas
- used in M of E, Justice, Agriculture, Nature and Fishery and Domestic Affairs
- used mostly by academic researchers with civil servant assistance
- identified 2 gender inequality areas: division of labour and organisation of relationships
- analyses 2 criteria: equal rights; equal treatment and autonomy of women
Use of GIA: Identify gender issues

England

- Dept. of Health piloted GIA
- identified gender issues: 50% W and ¼ M affected by depression; emotional support for pregnant women to decrease level of PPD
- as a basis for training policy staff
- as guide/reminder when developing policy
- as guide to develop women’s mental health strategy
Use of GIA: Project Appraisal

Uruguay
• construction of dry dock
• motivation was to fulfil donor requirement
• help bring attention to women and lower income groups
• emerging questions:
  – will this help to create employment for women and marginalised groups?
  – how are women currently involved in the physical area and in ship building and repair?
  – have they been involved in the decision-making process?
  – what sectors/fields are women working in?
  – what is the gender wage gap?
• due to a lack of reliable data, a contingency plan was needed
Benefits of GIA

• identifies where more data is needed in order to have quality information on which to base policy decisions
• provides information on effects of any given policy or proposed action
• helps to raise the level and quality of participation of women/men at all levels of society
Limitations and Challenges

• needs up to date and relevant statistics
• some knowledge of gender issues is required to use this tool (expertise)
• human and financial resources
• needs to be planned
• predicting the potential impacts
**Exercise: Planning a GIA**

- focus is on preparatory work that goes into planning for an impact assessment
- group work: identify actions you will undertake
  - What questions?
  - How would you go about asking and getting answers to questions?
  - Who will you involve and who will do what?
- proposal 1: to develop a new farm diversification training and support scheme
- proposal 2: to address the underrepresentation of women on boards of public bodies
- proposal 3: to revise school curriculum to include healthy lifestyle issues
- proposal 4: to develop a strategy to promote cultural diversity at UBC
- Proposal 5: to develop an entrepreneurship training programme for informal sector workers
Resources

1. Gender Impact Assessment: Framework for Gender Mainstreaming

2. WEED-Gender Impact Assessment Toolkit
   http://urbact.eu/sites/default/files/import/Projects/WEED/outputs_media/WEED_Gender_Imp
   act_Assessment_Toolkit_01.pdf

3. Guide for Gender Impact Assessment
   https://socialdialogue.gov.mt/en/NCPE/Documents/Projects_and_Specific_Initiatives/Gender
   Mainstreaming-in_Practise/gmip_step_by_step.pdf

   http://www.ofmdfmni.gov.uk/handbook1.pdf

5. Gender Impact Assessment-Implementing the Netherlands Model (2005)
   http://www.officeforwomen.sa.gov.au/__data/assets/pdf_file/0013/5134/Gender-Analysis-
   NETHERLANDS.pdf

6. Key Citations (2011)
   http://www.iaia.org/publicdocuments/Activity_Resources/Key_Citations/Key%20Citations_G
   ender%2011%20Mar.pdf
Questions
Thank You