

GENDER MAINSTREAMING IN PRACTICE

CHECKLIST FOR GENDER MAINSTREAMING OF GOVERNMENT ACTION



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Department:

Action, Service, Policy, Project, Programme or Procedure Title:

Date:

Completed by:

Contact Details:

1. What are the main objectives?

2. Who are the target beneficiaries or impacted groups?

DIRECT BENEFICIARIES

INDIRECT BENEFICIARIES



3. Are there any real or potential differences between women and men, girls and boys in the target group/s or population (with regards to rights, resources, participation, values and norms related to gender)?

Yes

No

IF YES, IDENTIFY:

RIGHTS

This includes direct or indirect sex-discrimination, human rights including freedom from sexual violence and degradation and access to justice in legal, political or socio-economic environment.

Women

Men

RESOURCES

This includes the distribution of resources such as time, space, information, money, political and economic power, education and training, job, professional career, means of transport and leisure.

Women

Men

PARTICIPATION

This includes sex-composition of the target/population group/s, representation of women and men in decision-making positions.

Women

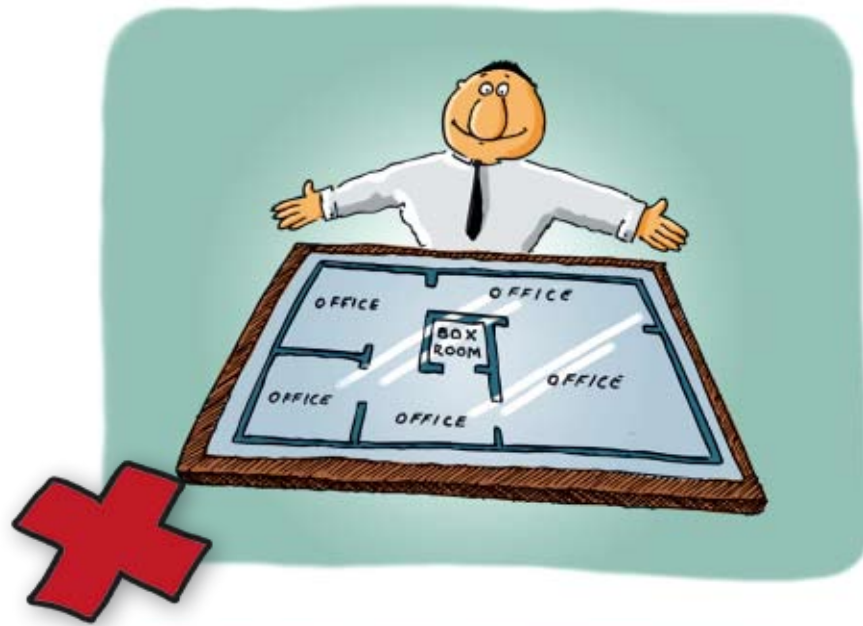
Men

VALUES & NORMS

This includes division of labour by gender, attitudes and behaviours of women and men, inequalities in the value attached to women and men or to masculine and feminine characteristics.

Women

Men



PRE-IMPLEMENTATION QUESTIONS

4. Do the objectives target the gender differences mentioned in question 3? Yes No
5. Have both women and men been consulted in the setting of objectives, as mentioned in question 1? Yes No

DIRECT / INDIRECT BENEFICIARIES – PARTICIPATION

6. Do men and women have equal access to participate in education and training?
- | DIRECT | | INDIRECT | |
|------------------------------|-----------------------------|------------------------------|-----------------------------|
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
7. Do men and women have equal access to participate in the decision making process?
- | DIRECT | | INDIRECT | |
|------------------------------|-----------------------------|------------------------------|-----------------------------|
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
8. Has sex-disaggregated data been taken into account at drafting stage?
- | DIRECT | | INDIRECT | |
|------------------------------|-----------------------------|------------------------------|-----------------------------|
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
9. Is the sex-segregation of the beneficiaries taken into account?
- | DIRECT | | INDIRECT | |
|------------------------------|-----------------------------|------------------------------|-----------------------------|
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | <input type="checkbox"/> Yes | <input type="checkbox"/> No |



10. Have the circumstances and needs of persons with family responsibilities been taken into account?

DIRECT		INDIRECT	
<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No

11. Have Non-Governmental Organisations (NGO's) and other stakeholders working in the field of gender equality been consulted?

DIRECT		INDIRECT	
<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No

NORMS AND VALUES

12. How will cultural and social gender norms and stereotypes impact the implementation and respective beneficiaries?

13. Are disadvantages linked to gender prevented or compensated for?



14. Are particular groups of women or men restricted or put at a disadvantage based on their age, race, religion, sexual orientation, disability, family responsibilities etc.?

DIRECT		INDIRECT	
<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No

15. Are there interventions to gender specific vulnerabilities or sensitivities of women and men (such as violence against women, sexual harassment, men's use of family friendly measures etc.)?

DIRECT		INDIRECT	
<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No

RESOURCES

16. Were gender equality and family responsibility concerns taken into account at the earlier stages of budget formulation?

DIRECT		INDIRECT	
<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No

17. Were gender equality and family responsibility concerns taken into account when planning the use of the following (tick where applicable):

	DIRECT		INDIRECT	
Time	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Space	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Information	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Transport	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Technology	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Money	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No



18. Has sex disaggregated data or information been taken into consideration during the implementation or evaluation?

DIRECT		INDIRECT	
<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No

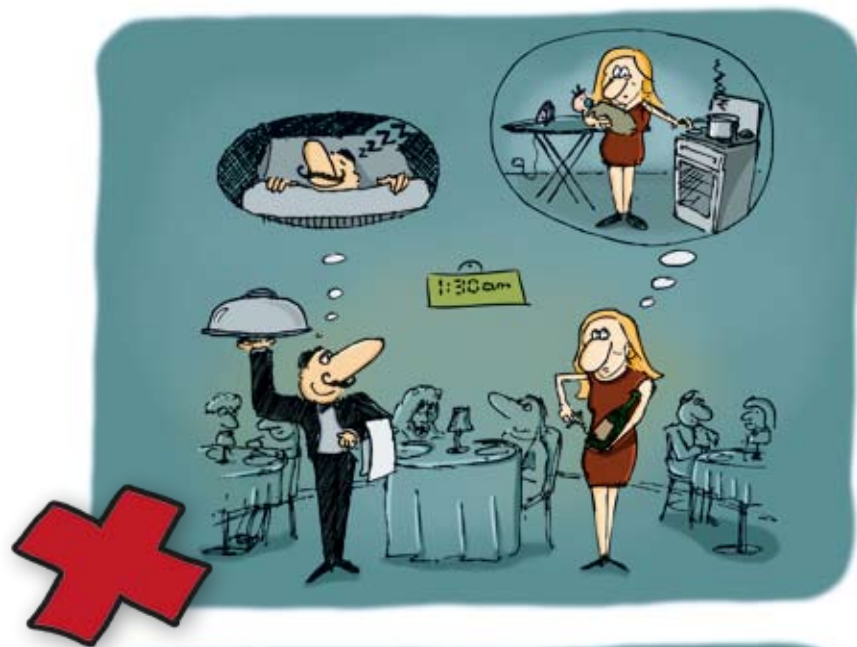
19. If no sex-disaggregated data is available, what steps have been taken so that it starts being collected?

20. Is data analysed and recorded for future reference?

DIRECT		INDIRECT	
<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No

21. What gender gaps have you identified and what further consultation should be held, if any?

DIRECT		INDIRECT	
<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No



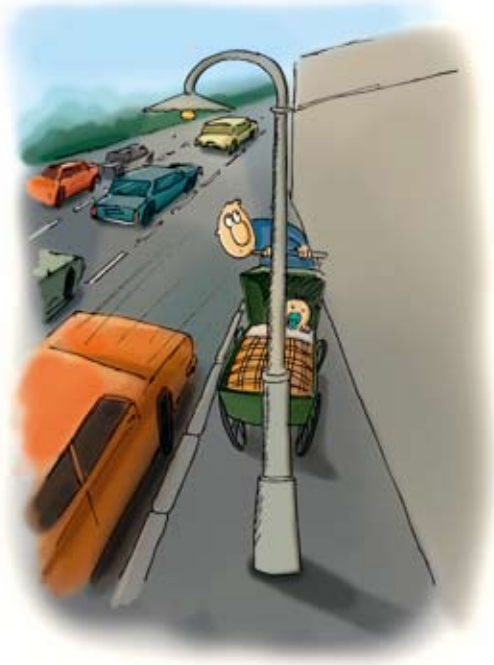
22. Did the outcomes of the measure put women or men, girls or boys at a disadvantage?

23. Is there a mechanism in place that public individuals and stakeholders can make use of to give feedback?

DIRECT		INDIRECT	
<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No

24. Does any section need redrafting to better ensure gender equality?

DIRECT		INDIRECT	
<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No



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ISBN Number: 978-99909-89-47-2

Email: equality@gov.mt

Tel: 00356 2590 3850

Address: National Commission for the Promotion of Equality (NCPE), Gattard House, National Road, Blata l-Bajda HMR 9010, Malta.

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