



STANDARDS *and* TRADE
DEVELOPMENT FACILITY

STDF Gender Action Plan

2023-2025



Food and Agriculture
Organization of the
United Nations



World Organisation
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WORLD TRADE
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STDF GENDER ACTION PLAN 2023-2025



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ACRONYMS

GVC	Global Value Chain
MEL	Monitoring Evaluation and Learning
PPG	Project Preparation Grant
PG	Project Grant
SPS	Sanitary and Phytosanitary
STDF	Standards and Trade Development Facility

STDF GENDER ACTION PLAN

WHAT? – OBJECTIVES

Advance and **support women's capacity** to meet trade-related sanitary and phytosanitary requirements

Promote **greater attention to gender mainstreaming** in SPS capacity building development work

HOW? – KEY Pillars

1

Foster a culture of **awareness and knowledge sharing across** the STDF partnership on gender and SPS measures in the context of trade

2

Strengthen **gender mainstreaming in Projects** (PGs) and Project Preparation Grants (PPGs)

3

Provide adequate **support and build capacity** to support gender mainstreaming across STDF's work

WHO? – AUDIENCE

STDF Secretariat
STDF Global Partnership
STDF Project implementing organizations
Other regional and national partners



WHY GENDER MAINSTREAMING MATTERS FOR SPS CAPACITY?

Understanding and addressing the gender needs, challenges and opportunities to meet specific sanitary and phytosanitary (SPS) requirements is key to ensure that women and men can benefit from safe trade facilitation.

Women in developing countries are heavily involved in agricultural production and trade. For instance, women account for up to 50% of farmers in Africa ([Gokah, et al., 2022](#)) and 70% of informal cross-border traders ([UNDP and AfCFTA Secretariat, 2020](#)). Agriculture is also the main source of employment for Africa's rural youth, characterized mainly by subsistence activities ([ILO, 2020](#)).

Although there is limited research available on the gender dimensions of SPS compliance, evidence suggests that women experience greater disadvantages than men in accessing the skills and productive resources needed to comply with SPS measures. For instance, research from Africa and Southeast Asia shows that female traders pay higher taxes than their male counterparts, are delayed longer than men by quarantine issues at border crossings, spend more on transportation just to get through the border crossing, and face high levels of procedural obstacles and harassment at borders ([Stensland et al, 2019](#)).

Compliance can be particularly difficult for women, given their relative scarcity of resources, the smaller size of their businesses and their precarious position in value chains, a situation that has only worsened in the aftermath of the Covid 19 pandemic. The prohibitive costs associated with compliance and the lack of opportunities for women to improve their skills calls for a better understanding of gender issues when designing interventions to improve compliance.

In some cases, regulatory compliance has also led to changes in the structure of global value chains (GVCs), which often exclude companies run by women or predominantly employing women ([Henson, 2018](#)). Gender norms, power structures and legal rights (e.g. land ownership) further restrict women's ability to implement food safety, animal and plant health measures needed to facilitate safe trade.

Understanding that gender plays a crucial role in driving SPS improvements in developing countries, the STDF recognizes women's rights as universal human rights. The STDF's global partnership drives catalytic SPS improvements in developing countries which contribute to safe and inclusive trade and development outcomes in support of the UN 2030 Agenda, including SDG 5 on gender equality.

Through the global platform, knowledge work and funding to develop, implement and learn from innovative pilot projects, the STDF has supported the economic empowerment of women. Mainstreaming gender is important to improve the results and impacts of STDF's work, in line with the STDF Strategy 2020-2024 "[Safe and Inclusive Trade Horizons for Developing Countries](#)". It also provides an opportunity to raise awareness and advocate for gender mainstreaming in SPS support led by STDF members.

A woman with a warm smile is the central figure, wearing a brown knitted hooded sweater over a black shirt and a pink visor. She holds a bunch of green leaves in her hands. The background is a soft-focus landscape of green hills and distant blue mountains under a bright sky.

COMPONENTS OF THE GENDER ACTION PLAN

Gender mainstreaming means paying attention to the special needs, opportunities and challenges faced by women and men, girls and boys.

The STDF approaches gender as a cross-cutting theme and aims to mainstream and/or integrate gender analysis and perspectives across STDF's global programme and workstreams including:

- Global platform
- Knowledge work
- Projects and Project Preparation Grants

The Gender Action Plan builds on the recommendations of the STDF Gender Assessment (see Box 1), the lessons learnt and achievements of previous work to empower women through STDF-funded projects, as well as insights from available research on gender considerations in SPS capacity building and other gender mainstreaming tools (see Annex 1).

BOX 1: FROM A GENDER ASSESSMENT TO A GENDER ACTION PLAN: ENGAGING WITH STDF MEMBERS

This Gender Action Plan (GAP) has been developed in follow-up to an [External Assessment of Gender Mainstreaming](#) in STDF's work, published in 2022. Based on the findings and recommendations of this assessment, STDF Working Group members agreed to develop an Action Plan that would provide a more systematic and coherent approach to mainstream gender in STDF's work.

Work to develop the Gender Action Plan began in January 2023. It included online consultations with over 15 STDF members, and representatives of organizations implementing and benefiting from STDF projects around the world, as well as the STDF Secretariat. In June 2023, a draft version of the Work Plan was shared during a Working Group meeting and members were asked to share comments about it. Other work to mainstream gender in trade was considered.

Purpose

The Gender Action Plan outlines how the STDF global partnership will promote a more inclusive approach to improve the results and impact of STDF's work in facilitating safe trade. The Gender Action Plan has two objectives:

1. Advance and support women's capacity to meet trade-related sanitary and phytosanitary requirements.
2. Promote greater attention to gender mainstreaming in SPS capacity development work led by members of STDF's global partnership and other organizations.

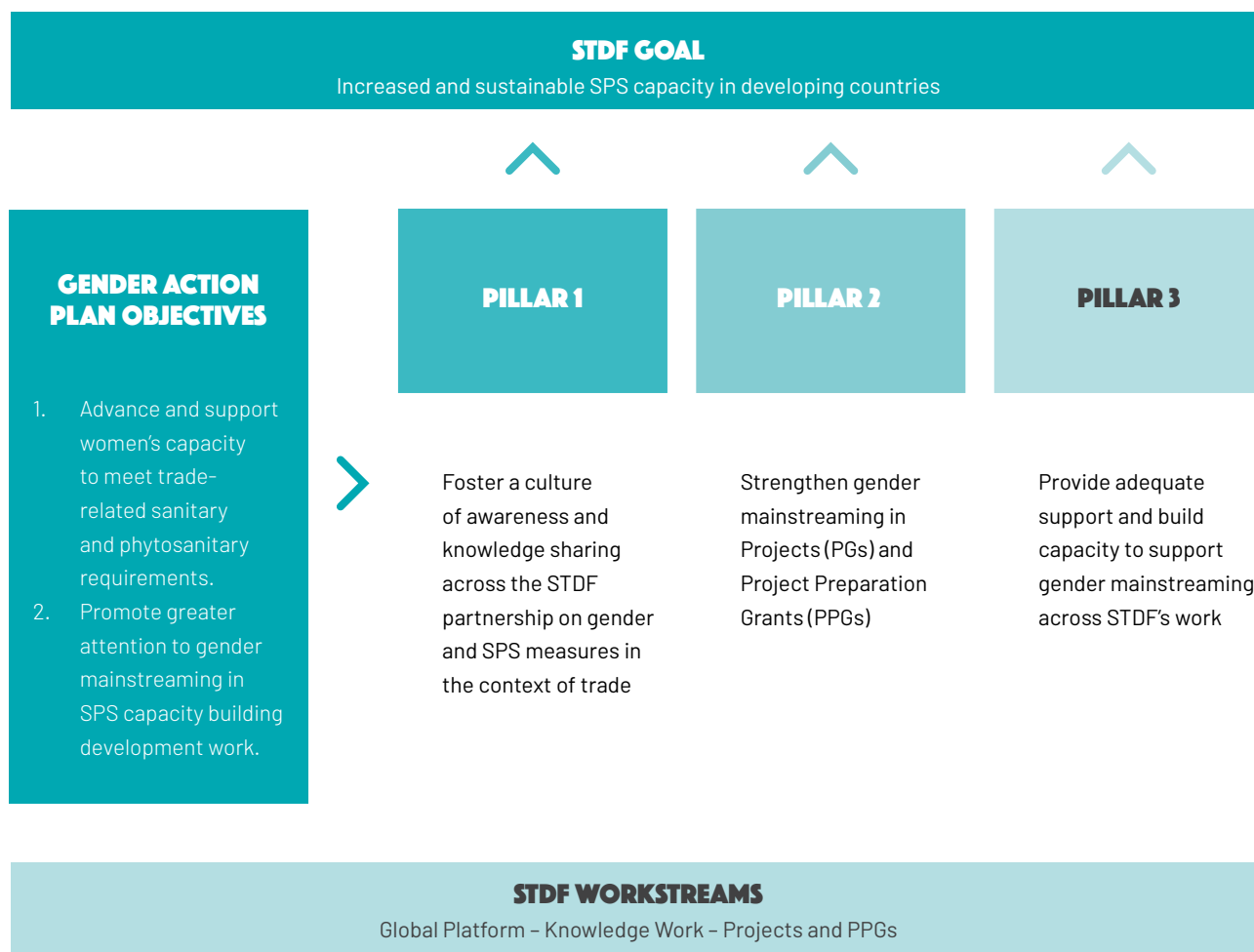
Timeframe

This Gender Action Plan has been developed to accompany the STDF Strategy for 2020-2024, for an initial duration of two years. It will be reviewed and adapted in mid-2025 to take into account any changes in the next STDF Strategy, and to reflect any recommendations emerging from the findings and recommendations of the STDF external programme evaluation (expected by May 2024). This review will provide an opportunity to assess the delivery and results of the Plan, and provide a solid base for strengthened implementation beyond 2025.

Key Pillars

The Gender Action Plan is structured into three key pillars, with complementary actions under each pillar, supporting improved results that contribute to the achievement of STDF's goal (see Figure 1).

Figure 1: Mainstreaming gender to improve STDF's results and impacts



PILLAR 1. Foster a culture of awareness and knowledge sharing across the STDF partnership on gender and SPS measures in the context of trade.

The gender assessment found that the level of awareness of the gendered impacts of SPS measures is low among members of the STDF's global partnership as well as other organizations involved in the planning, delivery and/or financing of SPS capacity development at a national, regional and global level. This limits the integration of gender mainstreaming into SPS capacity development. The assessment also identified opportunities for the STDF to make greater use of its convening power to learn from members and promote dialogue on gender mainstreaming.

Work under this pillar will leverage expertise across the STDF's global platform to encourage a culture of increased awareness and understanding on why gender matters for SPS capacity development, and how mainstreaming gender contributes to improved SPS outcomes.

Actions under this pillar will require the efforts of the STDF Secretariat, as well as members of the STDF's global partnership.

Expected outputs

- Gender is considered and addressed as a cross-cutting issue in events, activities and in STDF knowledge work (including Practitioner Group discussions and other outputs).
- New and/or updated stories and content documenting experiences, results and lessons learnt from gender mainstreaming in STDF projects to facilitate safe trade (including links to relevant resources developed by STDF partners and others).
- Awareness on the gendered impact of SPS measures.

Actions

- Strengthen and/or develop partnerships (with STDF members and other stakeholders including women-led organizations and networks) to support gender mainstreaming for safe trade facilitation.
- Facilitate the exchange of information, experiences and lessons learnt on gender issues related to SPS capacity development among members of STDF's global partnership and other relevant organizations.
- Draw attention to gender mainstreaming to enhance SPS capacity building during STDF and STDF member-led events.
- Increase visibility on gender in STDF knowledge products to build awareness and understanding on why gender mainstreaming matters for safe trade facilitation.

PILLAR 2. Strengthen gender mainstreaming in Projects and Project Preparation Grants (PPGs).

The gender assessment identified opportunities to improve the results and impacts of STDF projects by more consciously and systematically mainstreaming gender in project development, implementation, monitoring, evaluation and learning. It found that while some projects have included targeted interventions to empower women in selected value chains, more should be done – from project development through implementation and monitoring – to integrate and address gender for stronger results. It recognized that gender mainstreaming within projects will depend on increased awareness and understanding about why gender matters for safe trade facilitation, and access to practical and user-friendly guidance on how to mainstream gender across the project cycle.

Actions under this pillar will support efforts to integrate a gender perspective across projects and PPGs, based on the “twin-track approach” to gender equality, combining mainstreaming and targeted interventions. This will ensure that SPS capacity development projects without specific gender objectives include a gender lens, as far as possible. It will also encourage safe trade projects with specific gender objectives and targets to empower women, for instance by engaging more women and women-owned businesses as agents of change and beneficiaries.

The STDF Secretariat will carry out a gender screening at the project design/review stage, and where relevant, advocate for a budget to be included for a gender analysis at the project inception phase. A gender marker (Box 2) will be applied to STDF projects at the screening stage, and may be revised during implementation to support reporting and accountability efforts.

Organizations developing and implementing STDF projects and the STDF Secretariat are encouraged to use a list of guiding questions to better understand and analyse gender needs, opportunities and challenges across the project cycle, encouraging a common and integrated approach to gender mainstreaming (see Annex 3).

Actions under this pillar will be led by the STDF Secretariat in cooperation with project implementing organizations.

BOX 2: STDF GENDER MARKERS

Score	Description
SCORE 1 – Projects with limited potential for gender mainstreaming	<ul style="list-style-type: none"> Projects with limited scope for considerations on gender equality/women's empowerment in the proposed activities/ outputs/outcomes (following the initial screening as per the STDF guidelines) Projects with limited risk to create adverse gender impacts
SCORE 2 – Projects with moderate gender mainstreaming interventions	<ul style="list-style-type: none"> Projects with moderate scope for considerations on gender equality/women's empowerment in the proposed activities/ outputs/outcomes (following the initial screening as per the STDF guidelines and a gender analysis) At least one gender-targeted output or activity (beyond ensuring participation of men and women)
SCORE 3 – Projects with major gender mainstreaming interventions	<ul style="list-style-type: none"> Projects where gender dimensions are of major importance with gender equality and/or women's empowerment addressed across the project, with more explicit gender results expected at the outcome level (following the initial screening as per the STDF guidelines and a gender analysis) Several gender-targeted activities (beyond ensuring participation of men and women) or outputs with explicit objectives on advancing gender equality/women's empowerment in the framework of safe trade facilitation

Expected outputs

- Gender analysis conducted during design and/or inception of STDF projects.
- STDF projects include objectives and results focused on gender equality and/or women's empowerment.

Actions

- Carry out a preliminary screening of potential gender issues during the design and/or assessment of new project applications.
- Assign a gender marker to projects proposals and review during implementation as appropriate.
- Advocate for project implementing organizations to conduct a gender analysis (budgeted) to better account for the differences between women and men.
- Provide guidance and support to project implementing organizations to follow-up on the findings of the gender analysis and integrate a gender perspective throughout the project cycle (e.g. through gender-specific interventions during the implementation phase, by setting sex/gender-disaggregated¹ indicators and targets, etc.).
- Encourage implementing organizations to allocate dedicated resources (human and financial) to mainstream gender into the projects' activities during implementation.
- Review and improve attention to gender issues in monitoring, evaluation and learning (MEL), including in the collection, analysis and presentation of sex/gender-disaggregated data to monitor project results and promote learning.

¹ Indicators should ideally be disaggregated by gender. In cases where this may not be possible, indicators may be disaggregated by sex.

PILLAR 3. Provide adequate support and build capacity to promote gender mainstreaming across STDF's work.

The gender assessment revealed gaps in the knowledge and skills needed to improve gender mainstreaming in STDF's work, which is explained by the lack of a common understanding of what gender equality means for SPS measures. It highlighted limited competencies on gender mainstreaming in the STDF Secretariat and implementing partners, which effectively hinder efforts to support gender mainstreaming across STDF workstreams, including within knowledge work and projects.

This pillar focuses on building knowledge and skills on gender mainstreaming, and setting up the necessary systems and processes, to support the delivery of actions under pillars 1 and 2 above. This will depend on access to training for the STDF Secretariat and implementing organizations, as well as provision of financial resources to support gender mainstreaming across STDF workstreams.

Actions under this area will be led by the STDF Secretariat, in cooperation with project implementing organizations.

Expected Outputs

- Systems, processes, operating documents and other resources – targeted at the STDF Secretariat, project implementing organizations and consultants – promote and enable gender mainstreaming across all STDF workstreams.
- Awareness, knowledge and skills on gender equality and gender mainstreaming.

Actions

- Reflect STDF's gender inclusive efforts in STDF operational documents (including application forms, programme logframe, MEL/ results framework, etc.).
- Organize discussions between the STDF Secretariat and implementing organizations to identify lessons learned about implementation of the Gender Action Plan and report annually to the Working Group and in the STDF annual report.
- Nominate a gender focal point in the STDF Secretariat team.
- Allocate budget for gender mainstreaming in the STDF work plan and identify relevant sources of training for the STDF team and project implementing organizations.
- Promote the use of a gender-sensitive approach in all communications work and activities.
- Take steps to reflect gender issues in the agenda of STDF events, and encourage gender balance on the composition of panels and in the selection of developing country experts.

Implementing the Gender Action Plan depends on work by STDF Secretariat, backed up by the commitment and support of the STDF Working Group and the organizations implementing STDF projects.

The STDF Secretariat will lead on implementation and monitoring linked to STDF workplans. The Secretariat will report on actions taken and progress towards the achievement of outputs (based on the indicators in Annex 2) under the three pillars to the STDF Working Group, which will provide oversight, guidance and support, where appropriate.

Specifically,

- Working Group members will be expected to share their knowledge and experiences on gender mainstreaming as part of activities carried out under Pillar 1.
- The Secretariat will engage with implementing organizations to promote uptake and use of the Gender Action Plan at the level of projects and PPGs under Pillar 2.
- The Secretariat and Working Group will ensure that the necessary systems and capacity are in place to mainstream gender across STDF workstreams, as seen under Pillar 3.



ANNEXES

Annex 1: Selected resources on gender mainstreaming

USEFUL RESOURCES:

Data 2X	Measuring Women's Economic Empowerment A Compendium of Selected Tools
EIGE	Gender Impact Assessment: Gender Mainstreaming Toolkit
FAO	Developing gender-sensitive value chains
FAO/CFS	Voluntary Guidelines on gender equality and women's and girls' empowerment in the context of food security and nutrition
JPAL	A practical guide to measuring women's and girls' empowerment in impact evaluations
OXFAM	Integrating Gender in Research Planning
SIDA	Gender Analysis Tool
UN Women	Evaluation Handbook: How to manage gender-responsive evaluation
UN Women	Gender Equality Capacity Assessment Tool
UN Women	Handbook on Gender Mainstreaming for Gender Equality Results
UN Women	Methods for gender data collection and estimation
UNCTAD	Making trade policies gender responsive: Data Requirements, Methodological developments and challenges
UNECE	Gender Responsive Standards
UNEG	Integrating Human Rights and Gender Equality in Evaluation
UNIDO	Guide to Gender Analysis and Gender Mainstreaming the Project Cycle

Annex 2: Gender Plan of action: Key Pillars, Actions, Timelines and Actors

KEY PILLAR	OUTPUTS	INDICATORS
Foster a culture of awareness and knowledge sharing across the STDF partnership on gender and SPS measures in the context of trade	Gender is considered and addressed as a cross-cutting issue in events, activities and in STDF knowledge work (including Practitioner Group discussions and other outputs).	# of activities with a view to exchanging experiences, good practices, and lessons learned on gender issues and SPS.
	Awareness on the gendered impact of SPS measures.	# knowledge products that address gender equality related issues.
	New and/or updated content on gender mainstreaming success stories and guidance material (including links to relevant resources developed by STDF partners and others) available on the STDF website.	# of content, case studies and stories available on the STDF website.
Strengthen gender mainstreaming in Projects (PGs) and Project Preparation Grants (PPGs)	Gender analysis conducted during design and/or inception of STDF projects.	# of PG that included a gender analysis.
	STDF projects include objectives and results focused on gender equality and/or women's empowerment.	# of PG that included objectives and results focused on gender needs.
Provide adequate support and build capacity to promote gender mainstreaming across STDF's work	Guidance material and other resources – targeted at the STDF Secretariat, project implementing organizations and consultants – to improve gender mainstreaming across the project cycle.	# new and updated material and resources related to gender mainstreaming.
	Awareness, knowledge and skills on gender equality.	# persons trained (STDF Secretariat staff, project implementing organizations). Change in capacity of STDF Secretariat to promote gender inclusive projects (e.g. improved ability to screen against gender criteria, support gender mainstreaming).

Annex 3: Guidelines on gender mainstreaming in STDF's projects

Rationale

Why guidelines for gender mainstreaming in STDF's projects and PPGs?

These guidelines provide practical support to mainstream gender in STDF project cycles for improved results and sustainability. The purpose is to provide a common and integrated approach to strengthen gender mainstreaming at all levels, in accordance with STDF's mandate.

They are intended to help the STDF implement the actions and meet the objectives of its Gender Action Plan, which is structured around three main pillars:

1. Foster a culture of awareness and knowledge sharing across the STDF partnership on gender and SPS measures in the context of trade
2. Strengthen gender mainstreaming in Projects (PGs) and Project Preparation Grants (PPGs)
3. Provide adequate support and build capacity to support gender mainstreaming across STDF's work

“Gender mainstreaming is not an end in itself, but an instrument towards the ultimate goal of achieving equality between women and men”

Council of Europe, 2016

What do the guidelines consist of?

This document contains a list of guiding questions to be used during different phases of project cycles to ensure gender mainstreaming in STDF-funded projects. The questions should inform the project proposal, workplan and other planning, monitoring and evaluation related documents.

These guidelines can be used in combination with other tools and frameworks, such as those from STDF's global partnership.

Who are the guidelines for?

The guidelines are designed to support the STDF Secretariat, project applicants, implementing organizations and consultants.

CHECKLIST FOR GENDER MAINSTREAMING IN STDF's PROJECTS AND PROJECT PREPARATION GRANTS

DESIGN AND PLANNING	
QUESTIONS	
1.	Does the project explicitly address gender issues when describing the specific issue/problem it intends to address? (i.e. how it affects men and women differently in terms of their rights, needs, roles, opportunities, etc.)?
1.1.	If "yes" , does the project refer to existing evidence (qualitative and/or quantitative data) to describe these gender issues? (i.e. problem is not only mentioned but researched ²)
1.2.	If "no" , is gender neutrality assumed?
2.	Have assumptions and/or misconceptions about gender that may affect project results been examined? (e.g. preconceived ideas about the attributes, roles, or characteristics of both women and men)
3.	Are target groups identified accordingly?
4.	Are women or men disproportionately represented in the sector(s) or value chain(s) relevant to the project?
5.	Are there gender-specific challenges facing women in the sector(s)/ value chain(s) relevant to the project?
5.1.	If "yes" , what specific issues were identified? How will the project enhance access to, and/or reduce the cost of, key compliance resources for women?
6.	Is sex/gender-disaggregated ³ data available for the sector(s) or value chain(s) relevant to the project?
6.1.	If "no" , are there any secondary sources of information (quantitative and/or qualitative) on the relative gaps between women and men?
7.	Do men and women have equal access to education, resources and/or technologies required for compliance?
8.	Are there any explicit or implicit discrimination against men or women in the law, culture and or social norms (e.g., inheritance laws) in the country and/or sector that might play a role in limiting the project expected results?
9.	Are there relevant national or regional policies or mandates on gender equality in the project beneficiary countries?
10.	Are there opportunities for the project to support women to be involved in relevant private sector and government level consultations on relevant gender equality issues? If so, how?
11.	Are there any groups, organizations or institutions ⁴ active on gender equality in the sector(s)/value chain(s) relevant to the project?
11.1.	If "yes" , have they been consulted to identify entry points for gender mainstreaming (i.e., gender issues in the country and/or sector)?
12.	Are there any risks that the project will reinforce existing gender norms and inequalities, and create barriers to inclusion? What are the risks (if any) for women and how will they be mitigated?
13.	Have there been previous similar experiences or opportunities for gender mainstreaming in the sector? With what success?
14.	Do the project's recruitment arrangements follow equal opportunity principles (i.e., gender-balanced project personnel)?
15.	Do implementers, partners and counterparts have gender expertise/knowledge or a gender equality mandate?
15.1.	If "no" , what alternatives are considered to ensure a gender perspective can be sustained throughout implementation?
16.	Is there any potential synergy between gender mainstreaming and other cross-cutting issues within the project?
17.	Is it relevant to conduct a gender analysis ⁵ to clarify the precise gender dimension of the project and to plan any intervention in a gender inclusive manner?
18.	Has the gender analysis identified different challenges, needs and priorities that might affect men and women differently?
18.1.	If "yes" , has the project incorporated objectives and activities to meet the different needs, priorities and opportunities of men and women?
18.2.	If "yes" , was there a specific budget allocated for mainstreaming gender in the project?
18.3.	If "yes" , have indicators been formulated/disaggregated by sex to track and monitor sex/gender-equality results?

² Reasonable level of detail is expected.

³ Indicators should ideally be disaggregated by gender. In cases where this may not be possible, indicators may be disaggregated by sex.

⁴ E.g. gender research centres, relevant government bureau or departments, equality advocacy groups, cooperatives, non-governmental organizations, women studies institutes.

⁵ A gender analysis is a critical first step and refers to the variety of methods for exploring the different needs, capacities, constraints, interests, opportunities and rights of men and women in a given situation or context, helping place their experiences at the forefront of program design, implementation, monitoring and evaluation.

“ Gender equality issues can be retrofitted at later stages, but this is always more difficult and less effective than including them from initial stages. ”

UN Women, 2022

IMPLEMENTATION & MONITORING	
QUESTIONS	
19.	Is there any evidence of new or emerging gender-related challenges (e.g. institutional resistance, lack of stakeholder engagement, lack of data, lack of conceptual clarity and technical capacity, inappropriate uses of techniques and tools of gender mainstreaming, etc.)?
19.1.	If “yes”, what measures can be taken to overcome this?
20.	Do activities involve participation of both women and men? How?
20.1.	If “no”, can arrangements be made to ensure time/locations are compatible with the targets group’s schedules and possible travel limitations, and/or other cultural constraints?
21.	Do progress reports submitted through LogAlto include substantive results on gender indicators and gender related activities?
22.	Is data disaggregated by sex/gender ?
22.1.	If “yes”, is data collected on a regular basis and used to make adjustments to the project as needed?
23.	Is there qualitative data that illustrates success stories regarding gender equality?
24.	Are data collection methods (e.g., surveys, focus groups, interviews), designed to avoid perpetuating gender stereotypes?
25.	Does training or communication content, (e.g., presentations, reading materials) use language or visual elements that avoid gender stereotypes?
26.	How will the project ensure sustainable outcomes (for instance by working with local partners, women’s organizations and cooperatives including through collective action among small producers, traders and processors)?

“ Many project proposals include statements about women or gender, but lack specific activities to operationalize these statements. ”

CIF, 2011

EVALUATION & LEARNING	
QUESTIONS	
27.	Were there any negative (unintended) effects of the project or project activities on women/ gender? Were there any lessons learned that could help improve future/ similar projects?
28.	Does the final report and end-of-project assessment reflect whether the project’s activities addressed the needs and priorities of men and women as identified at the design stage?
28.1.	Does the final report and end-of-project assessment reflect in detail the impacts of the project on men and women beneficiaries?
28.2.	Have lessons learnt and best practices linked to gender equality been analysed and documented?
29.	Has this project in any way (directly and indirectly) resulted in women’s empowerment?
29.1.	If “yes”, are the gender-related outcomes likely to be sustainable?
30.	Has capacity for gender mainstreaming been built among the implementing team and other partners involved in the project?

“ Mainstreaming does not mean giving attention to gender equality ‘now and then’ or incorporating gender equality into only one ‘token’ area ”

UN Women, 2022

Annex 4: Glossary of Key Terms⁶

What is gender?

Gender refers to the roles, behaviours, activities, and attributes that a given society at a given time considers appropriate for men and women. In addition to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, gender also refers to the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes.

Gender interacts with but is different from sex, which refers to the different biological and physiological characteristics of females, males and intersex people, such as chromosomes, hormones and reproductive organs.

What is gender equality?

This refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female.

Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men.

Gender equality is not a women's issue but should concern and fully engage men as well as women.

What are gender roles?

Gender roles refer to social and behavioural norms that, within a specific culture, are widely considered to be socially appropriate for individuals of a specific sex.

What are gender norms?

Gender norms are ideas about how men and women should be and act. These "rules" are internalized and learned early in life, setting up a life-cycle of gender socialization and stereotyping. Put another way, gender norms are the standards and expectations to which gender identity generally conforms, within a range that defines a particular society, culture and community at that point in time.

WHAT IS GENDER MAINSTREAMING?	WHAT IS NOT GENDER MAINSTREAMING?
<ul style="list-style-type: none"> Gender mainstreaming means integrating a gender equality perspective at all stages and levels of policies, programmes and projects. Women and men have different needs and living conditions and circumstances, including unequal access to and control over power, resources, human rights and institutions, including the justice system. The situations of women and men also differ according to country, region, age, ethnic or social origin, or other factors. The aim of gender mainstreaming is to take into account these differences when designing, implementing and evaluating policies, programmes and projects, so that they benefit both women and men and do not increase inequality but enhance gender equality. Gender mainstreaming aims to solve –sometimes hidden– gender inequalities. It is therefore a tool for achieving gender equality. 	<ul style="list-style-type: none"> "Adding women and stirring": ensuring the equal participation of women and men in decision making or in different activities is a necessary first step and an objective on its own. However, the presence of women does not mean that a gender mainstreaming exercise was undertaken and it does not automatically lead to qualitative change towards gender equality in a specific policy, programme or activity. Including an introductory paragraph in a document stating that a gender equality perspective will be integrated or simply mentioning "women and men" without also taking into account their different situations is not sufficient. The aim is to include a gender equality perspective throughout the policy measures, documents or programmes. "Women" and "men" are not homogeneous groups with single aims and needs: it is necessary to take into account women and men's multiple identities in terms of age, ethnicity, sexual orientation, gender identity, social status or (dis)ability – to name a few characteristics.

Source: Council of Europe

⁶ If not otherwise indicated, the definitions provided below are from the [UN Women Training Centre's Glossary](#).

What are gender needs?

The roles of men and women in existing societies and institutions are generally different. Thus, their needs vary accordingly. Two types of needs are usually identified practical needs and strategic needs. Practical needs arise from the actual conditions which women and men experience because of the gender roles assigned to them in society. Strategic needs are the needs required to overcome the subordinate position of women to men in society, and relate to the empowerment of women. They vary according to the particular social, economic, and political context in which they are formulated.⁷

What is gender analysis?

Gender analysis is a critical examination of how differences in gender roles, activities, needs, opportunities and rights/entitlements affect men, women, girls and boys in certain situation or contexts.

Gender analysis examines the relationships between females and males and their access to and control of resources and the constraints they face relative to each other.

A gender analysis should be integrated into all sector assessments or situational analyses to ensure that gender-based injustices and inequalities are not exacerbated by interventions, and that where possible, greater equality and justice in gender relations are promoted.

What is gender perspective?

The term 'gender perspective' is a way of seeing or analyzing which looks at the impact of gender on people's opportunities, social roles and interactions. This way of seeing is what enables one to carry out gender analysis and subsequently to mainstream a gender perspective into any proposed program, policy or organization.

What is gender blindness?

This term refers to the failure to recognize that the roles and responsibilities of men/boys and women/girls are assigned to them in specific social, cultural, economic, and political contexts and backgrounds. Projects, programs, policies and attitudes which are gender blind do not take into account these different roles and diverse needs. They maintain the *status quo* and will not help transform the unequal structure of gender relations.

What are gender stereotypes?

Gender stereotypes are simplistic generalizations about the gender attributes, differences and roles of women and men. Stereotypical characteristics about men are that they are competitive, acquisitive, autonomous, independent, confrontational, concerned about private goods.

Parallel stereotypes of women hold that they are cooperative, nurturing, caring, connecting, group-oriented, concerned about public goods.

Stereotypes are often used to justify gender discrimination more broadly and can be reflected and reinforced by traditional and modern theories, laws and institutional practices.

What are gender equality indicators?

Gender Equality Indicators are measures of performance in relation to the achievement of gender equality results. To develop indicators, sex- and age-disaggregated data and other quantitative and qualitative information must be collected and analysed.

⁷ <https://inee.org/eie-glossary/gender-needs>

What is gender-disaggregated data?

Gender-disaggregated data includes (but is not limited to) sex-disaggregated data. It consists of numerical or non-numerical information collected through multiple sources and based on multiple variables. Gender-disaggregated data allow the measurement of intersecting and context-based factors that mark differences or produce inequalities between women and men on various social and economic dimensions. They should be broken down, to the extent possible, to “do no harm”, for example: by sex, age, gender, ethnicity, migration status, disability and geographical location. Where possible, they may further be broken down by religious background, socio-economic situation, access to services and decision-making power, etc. Gender-disaggregated data and sex-disaggregated data are not synonyms.⁸

What is gender responsive?⁹

Intentionally employing gender considerations to affect the design, implementation and results of programmes and policies. Gender-responsive programmes and policies reflect girls’ and women’s realities and needs, in components such as site selection, project staff, content, monitoring, etc.

⁸ https://www.unodc.org/documents/Gender/21-05005_GEEW_handbook_model_indicators_ebook.pdf

⁹ Source: Gender Equality Glossary of terms and concepts*. UNICEF

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