WHY? Integrating Gender Equality is crucial

A priority for both organizations

UNESCO considers Gender Equality (GE) as a human rights principle, a precondition for sustainable, people-centered development, and a goal in and of itself. GE is one of UNESCO’s two Global Priorities.

Promoting equality between women and men is a core value of the European Union (EU) and enshrined in its legal and political framework. The EU is, and remains at the forefront of the protection and fulfillment of girls’ and women’s rights worldwide and vigorously promotes them in its external relations.

More funding for projects

Both UNESCO and the EU have made it clear that GE and the empowerment of women and girls is crucial for sustainable development. The SDGs reflect a two-track strategy that has long been advocated for GE: a stand-alone goal on GE, women’s empowerment and women’s rights (SDG 5); and integration of a GE perspective across the goals. In light of this, the EU has established GE as an aid priority and are embedding gender principles in all their programmes. To ensure EU funding, integrating gender in all proposals is thus crucial, during the whole project cycle, including its monitoring and evaluation.

WHAT? Understanding Gender Equality at UNESCO and the EU

Gender Equality definition

GE refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. It 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 at UNESCO - Key documents

With a view to making a real impact in all of UNESCO’s activities, the organization has established 4 cross-cutting focus areas:

- Preventing gender-based violence through research and action
- Promoting positive images in order to promote GE
- Capacity development and training for women’s leadership
- Developing research and training capacities on GE through a network of research and documentation centers and through increased attention to data gaps.

Gender Equality in the EU

1. The EU’s Strategic Engagement for Gender Equality 2016-2019

In its Strategic Engagement for GE, the EU has established “promoting GE and women’s rights across the world” as one of its 5 key priority areas. GE is promoted through the integration of a GE perspective into every aspect of EU intervention (preparation, design, implementation, monitoring and evaluation of policies, legal measures, and spending programmes).

2. EU Gender Action Plan 2016-2020

In addition to its Strategic Engagement, the EU has released a new framework for GE in its external relations. This framework established 4 focus areas that can be directly related to UNESCO’s focus areas:

- Ensuring girls’ and women’s physical and psychological integrity
- Promoting the economic and social rights / empowerment of girls and women
- Strengthening girls’ and women’s voice and participation
- Shifting the Commission services’ and the European External Action Service’ institutional culture to more effectively deliver on EU commitments.

Same dual approach

UNESCO and the EU use the same dual approach1 towards GE, that combines gender mainstreaming and gender-specific measures/programming.

1http://unesdoc.unesco.org/images/0022/002272/227222e.pdf - p15
**Gender Equality Help Card**

**HOW? Integrate Gender Equality in your proposal**

Hereby you can find a multitude of resources to help you integrate GE into your project. It is important to remember to reference UNESCO’s and the EU’s main frameworks for GE.

- **UNESCO**
  - UNESCO Priority Gender Equality Action Plan II
  - Priority Gender Equality Handout
  - Gender Equality Marker (GEM) Guidelines
  - Priority Gender Equality Publishing Guidelines
  - Key Concepts and Terms
  - Guide for gender sensitive indicators
  - Guidelines on Gender Neutral Language

- **EU**
  - Strategic engagement for Gender Equality 2016-2019
  - Gender equality in the EU
  - Council Conclusion on the gender Action Plan 2016-2020

- **UN and other international agreements**
  - Beijing Declaration and Platform for Action (PFA) - 1995
  - Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) - 1979
  - Convention on preventing and combating violence against women and domestic violence (Istanbul Convention) - 2014
  - Sustainable Development Goals- 2030 Agenda for Sustainable Development
  - UN Security Council Resolution 1325 - Landmark resolution on Women, Peace and Security
  - UN Security Council Resolution 1820 – Amendment specific to sexual violence during armed conflicts

**PUTTING POLICY INTO PRACTICE**

What should you remember when drafting your project proposal?

- Ensure gender balance and gender-related expertise when recruiting for project staff
- Use and refer to sex-disaggregated data
- Ensure equal representation and participation of women and men in the project, from planning to implementation
- Show that “the different needs, interests, priorities and contributions of women and men have been taken into account” during the planning stage
- Refer to “women and men”, “young women and men”, “girls and boys” or “of all genders” in a gender-inclusive manner “depending on the context you are working in.”
- Develop gender-specific indicators for monitoring and evaluating and consider GE considerations at all stages of the project cycle.

**GENDER ANALYSIS**

During program and project design, gender analysis is the process of assessing the impact that a development activity may have on women and men, and on gender relations (the economic and social relationships between males and females which are constructed and reinforced by social institutions). Gender analysis considers women’s roles in production, reproduction, and the management of community and other activities. Changes in one aspect of women’s lives may produce beneficial or detrimental effects in others.

Gender analysis helps to (1) identify gender-based differences in access to resources to predict how different members of households, groups, and societies will participate in and be affected by planned development interventions; (2) enhance the sustainability, effectiveness and efficiency of activities.