

IKI Gender Strategy

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1. Introduction

The International Climate Initiative (IKI) is the most important instrument of the Federal Ministry for the Environment, Nature Conservation and Nuclear Safety (BMU) for financing measures in the fields of climate action, adaptation to climate change and biodiversity conservation. The IKI operates within the architecture of the United Nations Framework Convention on Climate Change (UNFCCC) and the Convention on Biological Diversity (CBD). As a funding instrument for projects in developing and emerging countries and economies in transition, the IKI also advances the implementation of the 17 Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda for Sustainable Development. Like the UNFCCC and CBD gender action plans, the 2030 Agenda calls on signatories – Germany among them – to work for the elimination of gender-based discrimination, thus promoting gender justice and the empowerment of women and girls. The IKI Gender Strategy takes this goal further to embrace justice for women, men, non-binary, inter and trans¹ people.

Environment, biodiversity and climate policies are not gender-neutral. There is a close correlation between gender relations, the adverse effects of climate change and causes of climate change and biodiversity loss. Gender norms, roles and relations have a significant impact on access to and agency over resources, information, knowledge and decisions. This results in unequal contributions to the causes of climate change and biodiversity loss and to counteractive measures, as well as in different degrees of vulnerability and resilience to their negative effects. Factoring in gender relations enables us to tackle climate change, biodiversity loss and their impacts more effectively.

The goal of IKI projects is to drive forward the socio-ecological transformation towards a climate-neutral society that is better adapted to the impacts of climate change and that recognises, supports and protects biodiversity as a vital foundation of life. Within this framework, future IKI projects will focus more intensively on achieving a gender-just society in which every person can do their part to support climate action and biodiversity conservation. This transformation can only be accomplished if IKI projects recognise and include the whole of global society in all its diversity. Equal opportunities and equal participation for all social groups enhance the precision, ambition, quality, efficiency and sustainability of policy measures, thus making them more effective. This is what the IKI Gender Strategy seeks to achieve. The strategy builds on the BMU goal of anchoring the guiding principle of gender justice in the ministry's work and funding programmes. To implement this in the IKI framework, the IKI Gender Strategy specifies **five fields of action**:

1. Governance, scope and accountability
2. Criteria for implementing organisations and adaptation of processes
3. Gender competence (internal and external)
4. Knowledge management and communication
5. Resources and budget.

¹ For the purposes of this IKI Gender Strategy, the term “trans” describes people who do not or not fully identify with the biological sex they were assigned with at birth.

2. Political and international context

a. Legal framework and international commitments

With its Gender Strategy, the IKI is taking its place among current international and national processes and agreements on gender justice as the basis for an inclusive, socially just development that is economically and environmentally sustainable. Taking its cue from the *UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)*, the *Beijing Platform for Action*, and corresponding obligations of the German government, the IKI promotes gender justice and empowerment across all its activities.

As a BMU funding instrument, the IKI operates in accordance with the *Basic Law*, Article 3 (2) of which lays down the equal rights of men and women and requires the state to promote the implementation of this principle. The *Joint Rules of Procedure of the Federal Ministries (GGO)* build on this with the requirement that federal ministries promote equality between men and women by taking gender mainstreaming as their guiding principle in all policy measures. This goal is expanded in the *Federal Act on Gender Equality (BGleiG)*, which explicitly sets out the goal of eliminating gender-based discrimination in the federal administration. The German government's current Gender Equality Strategy refers to the development of a BMU Gender Strategy and the BMU's role in implementing the UNFCCC Gender Action Plan.

Gender equality and equality policy essentially aim to eliminate unfair structural, societal and social discrimination against women and girls. In a number of equality measures, the scope has since been broadened to embrace women, men, non-binary, inter and trans people. In contrast to gender equality, gender mainstreaming is the approach of ensuring that structural, societal and social factors in relation to all genders are considered, as a matter of principle, from the very beginning of any work. The long-term objective of gender mainstreaming is gender justice.

As a component of German climate finance and hence part of Germany's support for developing countries' implementation of the Paris Agreement, the UNFCCC and the CBD, the BMU's IKI helps to advance the gender action plans of these international treaties. In the UNFCCC context, this specifically relates to the Cancún Agreements, Doha Amendment and the [Lima Work Programme on Gender](#) and [its Gender Action Plan](#) (introduced 2014, enhanced 2019). The priority areas serve as a guide for the fields of action of the IKI Gender Strategy. The strategy also draws on the Paris Agreement, which calls on its Parties to promote gender equality and empowerment of women in all activities to combat climate change. Under its CBD commitments, the IKI must comply with the 2015-2020 Gender Plan of Action and the gender-responsive approach of the follow-up programme currently being prepared as part of the post-2020 global biodiversity framework.

In addition, the IKI contributes to the implementation of the 2030 Agenda and its Sustainable Development Goals (SDGs), which not only specifically refer to equality of women and girls in SDG 5, but also consistently enshrine gender equality as a guiding principle and objective. In SDG 13 "Taking urgent action to combat climate change and its impacts", the international community commits e.g. to promoting mechanisms for raising capacity for effective climate change-related planning and management in least developed countries and small island states, including focussing on women, youth and local and marginalised communities.

In the current EU Gender Equality Strategy 2020-2025 (A Union of Equality) and the Gender Action Plan 2021-2025 (Towards a Gender Equal World) for gender equality in EU external action, GAP III, the European Commission sets out an ambitious transformative and intersectional approach, which aims to tackle structural causes of discrimination and inequalities, and to fully exploit potential for emissions reduction, climate change adaptation

and other measures. The EU is determined to address the gender dimension of environmental degradation and climate change. In the Presidency Conclusions, the German government affirmed its full commitment to the measures set out in EU GAP III and thus to measures such as promoting girls' and women's participation and leadership in order to ensure gender-responsive strategies to climate change mitigation and adaptation. The GAP III is another important guideline and frame of reference for the IKI.

b. Other actors relevant to the IKI

The IKI Gender Strategy and implementation plan (IKI Gender Action Plan, GAP) are based on national and international best practice. Relevant international examples include the current strategies and plans of the Green Climate Fund (GCF), Adaptation Fund, NDC Partnership and the European Commission Gender Action Plan 2021-2025, which specifically refers to the Green Deal of the European Union. At national level, direction is provided by the German government's Gender Equality Strategy (Federal Ministry for Family Affairs, Senior Citizens, Women and Youth BMFSFJ) and the Development Policy Action Plan on Gender Equality 2016-2020 and its update, developed by the Federal Ministry for Economic Cooperation and Development (BMZ).

In addition to their specific gender strategies and action plans, all the above organisations offer extensive analyses and formats for the exchange of ideas and capacity building in the fields of gender, climate action and climate finance. These are supplemented by civil society initiatives.

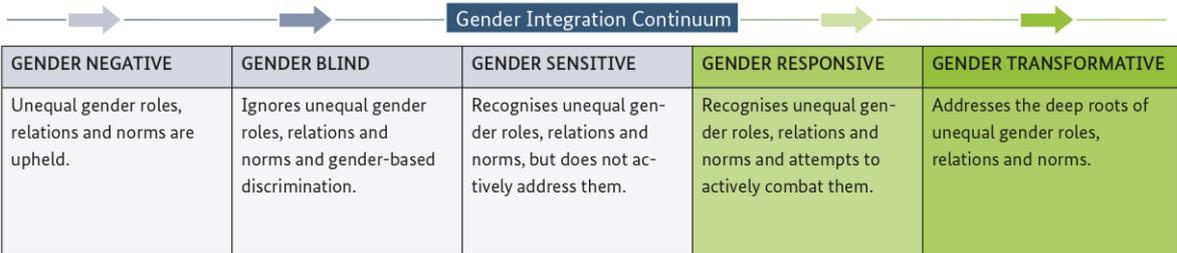
3. Objective

Climate action and biodiversity conservation projects are more successful, more sustainable and more equitable if concrete measures for gender justice are embedded in the goals and the implementation of these projects.

The BMU Gender Strategy sets out an overarching framework for integrating gender aspects into environment policy. The IKI Gender Strategy builds on this for its international, project-based cooperation in the fields of climate action and biodiversity conservation and complies with the international standards laid down in the global agreements relevant for the IKI. The strategy's goal for the future is to promote gender-transformative approaches and to require gender-responsive project planning as a minimum standard from IKI implementing organisations. To this end, IKI projects will be equipped with concrete measures for the elimination of gender-based discrimination and inequalities, enabling them to better contribute to climate action and biodiversity conservation through deliberate consideration of gender relations. This IKI Gender Strategy will serve as a framework for the BMU, ZUG and their subcontractors, and for the IKI implementing organisations.

In future, consideration and targeted promotion of gender justice will be systematically anchored in all IKI processes and structures, with due regard for the criteria of the BMU Gender Strategy and its tools. This will increase the effectiveness of the IKI, further improve implementation of international climate, biodiversity and sustainability goals and advance the objective of transforming society. A comprehensive do no harm approach will prevent gender-based discrimination from becoming further entrenched or exacerbated. Gender norms, roles and relations will also be considered and measures taken to eliminate rather than perpetuate gender-based discrimination and inequalities. This is referred to as a **gender-responsive** approach. Ideally, the IKI also works to dismantle structurally embedded gender-based role expectations and attributes which are underlying causes of discrimination. This is known as the **gender-transformative approach** (see figure Gender Integration

Continuum). The aim is to help secure and maximise the capabilities of those involved to lead the kind of lives they value, not only in specific IKI projects but also across society as a whole. This is intended to augment the effectiveness of IKI climate and biodiversity measures and promote a comprehensive socially and ecologically transformative approach.



Gender Integration Continuum (source: authors' own presentation, based on UN INSTRAW/UN Women, Glossary of Gender-related terms and concepts).

The IKI Gender Strategy complies with the criteria of the BMU Gender Strategy and takes the above-mentioned strategies and plans of other actors as a guideline in its understanding of gender, intersectionality and the goal of contributing to gender justice and social transformation through support for gender mainstreaming. The IKI embraces the ambitious objective of the GCF and the Adaptation Fund to implement comprehensive gender mainstreaming across all its structures, processes and decisions and throughout the entire project cycle. In addition, the three-pronged approach² pursued by the BMZ and the ambitious *Gender Action Plan* by the European Commission are actively supported within the capabilities of the IKI.

The process to achieve this is based on a range of elements and includes an action plan in addition to this IKI Gender Strategy. The IKI GAP sets out the political priorities and goals of the IKI for the coming years. It is expected to be completed and published by the end of 2021. In 2025, the progress and implementation status of the IKI Gender Strategy will be assessed through regular monitoring, and a subsequent review will determine whether any areas of the strategy and the GAP need updating. In the meantime, the measures under the five strategic fields of action described below will continue to be implemented, monitored and communicated.

4. Gender in the IKI — starting points

a. Programme level

Funding instruments like the IKI can contribute significantly to the gender-responsive or gender-transformative design of climate and biodiversity projects. Since 2017, the IKI has had approaches in place for gender-sensitive monitoring, for example through the “Action People” standard indicator, which collects gender-disaggregated data on the impact of adaptation and biodiversity conservation measures. Until 2020, many IKI implementing organisations addressed the topic of gender independently. Since 2020, the consideration of gender aspects has been a criterion for funding under IKI. All projects are reviewed for unintended adverse impacts on women or marginalised groups. If a risk of adverse impacts is identified, the project implementing

² Consisting of (i) gender mainstreaming, (ii) targeted elimination of gendered discrimination and disadvantage and systematically strengthening the rights of women, non-binary, and trans people, and (iii) gender equality in high-level bilateral and multilateral development policy dialogue, in sector policy dialogue and policy advice. Sources: <https://www.bmz.de/resource/blob/23504/280a085f7c5b644d781e690643d038c4/strategiepapier341-02-2014-data.pdf>

organisation is obligated to implement appropriate [safeguards](#). The goal of this IKI Gender Strategy is to integrate existing approaches into the IKI in a more effective and structured way in order to cultivate comprehensive gender mainstreaming.

Gender mainstreaming is important for project funding on all scales. Joint large-scale IKI projects are an important tool for anchoring gender mainstreaming in international climate and biodiversity projects and developing best practices in planning, implementation and evaluation. In IKI thematic selection procedures for global and regional projects and in bilateral country-specific calls, stringent consideration of gender justice aspects can enhance the effectiveness of projects. For large-scale projects in particular, it is crucial to avoid project measures having unintended adverse effects on gender relations.

In international climate and biodiversity financing there is a lack of funding for small projects and implementing organisations, and gaps in directly addressing the local level and local actors. For instance, rural women's organisations, cooperatives or women-led small and medium-sized businesses are affected by both rural-level and gender-based marginalisation. The IKI options for financing small-scale projects (IKI Small Grants and IKI Medium Grants) can be a valuable instrument in efforts to close these gaps.

b. IKI areas of support

There is great potential within all four IKI areas of support to actively help eliminate existing gender-based discrimination and disadvantages within the framework of IKI projects. At the same time, the rights of the stakeholders concerned can be reinforced through a structured analysis of gender roles in the project context, with the aim of identifying gender relevance and measures that can increase the effectiveness and sustainability of the projects.

In the area of **mitigating greenhouse gas emissions**, there are gender-based differences regarding access to and use of a multitude of social activities that lead to greenhouse gas emissions (including in the areas of resource utilisation, consumption patterns, production, energy, mobility, urban development and food). Differentiated roles and distribution of work in the household and public sphere create different needs, options for action and impacts specific to each gender.^{3,4} In the energy sector, women and men have different energy requirements and consumption patterns because in most countries they are typically ascribed different roles in society. Men are often responsible for securing household income, while women are responsible for housework and care-giving duties and, in some cases, for securing an additional income. When women spend more time in the home and are responsible for tasks such as cooking and heating, they are disproportionately affected by the negative impacts of energy poverty and the unsustainable use of energy.⁵ At the same time, women in developing countries often make up around half of the agricultural work force and, as smallholder farmers, in addition to encountering gender-based discrimination, often face poverty and a lack of food security, in some cases exacerbated by climate change and land degradation.⁶ For this reason, gender-based differences, their origin, impacts and influence must be closely examined in the planning and implementation of projects and addressed in context.

³German Environment Agency (UBA) (2020): Interdependente Genderaspekte der Klimapolitik, Gendergerechtigkeit als Beitrag zu einer erfolgreichen Klimapolitik: Wirkungsanalyse, Interdependenzen mit anderen sozialen Kategorien, methodische Aspekte und Gestaltungsoptionen – Abschlussbericht.

⁴ ecbi (2020). Pocket guide to gender equality under the UNFCCC: https://ecbi.org/sites/default/files/2020%20Guide%20to%20Gender%20Equality%20under%20the%20UNFCCC_0.pdf

⁵ UNDP (2016). Gender and Sustainable Energy – Issue Brief: <https://www.undp.org/publications/gender-and-sustainable-energy>

⁶ <https://www.oxfam.org/en/empowering-women-farmers-end-hunger-and-poverty>

In the **context of adaptation**, gender is recognised as a significant factor influencing the vulnerability and adaptive capacity of individuals and groups.⁷ Discriminatory gender attributes and relations are reflected in asymmetric power structures and the unequal distribution of resources, such as inadequate access to natural and financial resources. This leads to climate change unequally affecting the different genders. The vulnerability of women, non-binary, inter and trans people to the impacts of climate change increases when they experience gender-based discrimination and is exacerbated when they are exposed to marginalisation on multiple fronts, for instance, as members of indigenous or ethnic minorities. Combatting this discrimination and these disadvantages requires an integrated approach that fosters empowerment and specifically removes gender-related barriers. This entails, for example, adapting new technology, information and other services to the resources and needs of women and improving access to them. In the adaptation context, above all, the abilities and central role of women as agents of change must be recognised and made more visible, and their access to decision-making processes must be improved.⁸

In the area of **conserving and restoring natural carbon sinks** there are some stark gender-based differences in terms of access, use and ownership of agricultural land, forests and wooded areas.^{9,10} A gender-transformative approach is indispensable for eliminating these disparities. In the agriculture and forestry sectors, responsibilities for tasks such as grazing and horticulture, various steps in cultivation and processing and the collection of firewood are often organised based on gender. These divisions can lead to discrimination and unequal opportunities for economic independence but can also provide many starting points for transformative approaches. It is therefore important to involve all genders in land-use planning at all levels and make targeted appeals through the competent agricultural or forestry advisory bodies. However, due to high levels of rural exodus, some countries also see significantly higher involvement of women in agriculture (subsistence farmers). Gender-specific knowledge on genetic diversity (of field crops and trees) can be used to conserve biodiversity (on arable land and forest landscapes) and help restore ecosystems.¹¹

Many of these points also apply to **conserving biological diversity**, as biodiversity conservation often takes place at the interface between agriculture, fisheries, forest management and protected areas. Differentiated knowledge regarding the use and protection of biological resources plays an especially important role in this context as it can be a decisive starting point for monitoring and safeguarding the health of ecosystems. Here, too, it is important to involve the entire local community, particularly in decisions on resource utilisation, in a gender-differentiated and inclusive approach. At the same time, the loss and degradation of biodiversity do not affect all members of the groups concerned equally. Women and other marginalised groups are often disproportionately affected, thus reinforcing disadvantages and inequalities. The establishment and monitoring of protected areas present a particular challenge in biodiversity conservation. The key to effective and low-risk projects are innovative, community-based approaches that are gender-sensitive.

⁷ GIZ (2021). Toward Gender Responsive Ecosystem Based Adaptation - Why it's needed and how to get there: <https://www.adaptationcommunity.net/publications/toward-gender-responsive-ecosystem-based-adaptation-why-its-needed-and-how-to-get-there/>

⁸ Carbon Brief (2020): "Tackling gender inequality is 'crucial' for climate adaptation". Available at: <https://www.carbonbrief.org/tackling-gender-inequality-is-crucial-for-climate-adaptation>

⁹ Global Gender and Climate Alliance (2016). Gender and Climate Change: A Closer Look at Existing Evidence: <https://wedo.org/gender-and-climate-change-a-closer-look-at-existing-evidence-ggca/>

¹⁰ FAO (2010). FAO Gender and Land Rights Database. Food and Agriculture Organization: www.fao.org/gender-landrights-database/en/

¹¹ CIFOR (n.d.). Gender and Climate Change: Evidence and Experience – Briefs: CIFOR.org/gender-climate

5. Strategic fields of action

The goal of IKI to adopt a gender-transformative, or at least gender-responsive approach, is to be achieved through concrete measures in five fields of action. These aim to enhance the sustainability of climate and biodiversity projects and minimise the risks of adverse effects, thus contributing to a comprehensive principle of do no harm:

a) Governance, scope and accountability

To successfully implement the Gender Strategy, it is essential to integrate it into existing structures and strategies, secure commitment at management level, and establish a clear division of tasks and follow-up. For the IKI, this means:

- The IKI Gender Strategy provides a clear framework for all BMU and ZUG employees working with the IKI. All IKI implementing organisations are obligated to comply with the criteria of the IKI Gender Strategy when using project funding approved or applied for after publication of the Gender Strategy. Further details and transitional provisions will be clarified in the preparation of the IKI Gender Action Plan and subsequently in the relevant funding information on the IKI website and contract documents.
- The IKI Gender Strategy is implemented through a Gender Action Plan (IKI GAP) with clear targets, time frames, responsibilities and an integrated monitoring and reporting system.
- Staff in leadership positions are role models. They promote and support the active implementation of the IKI Gender Strategy and the IKI GAP, and regularly keep up to date with the latest progress in implementation.
- The IKI Gender Strategy builds on the BMU Gender Strategy and other relevant strategies (particularly the IKI Strategy). It is continuously coordinated and adapted in line with the BMU Gender Strategy and its tools for implementation.
- Progress made in implementing the IKI Gender Strategy and the IKI GAP is published annually.

b) Criteria for implementing organisations and adaptation of processes

Using an integrated gender mainstreaming approach, the goal of gender justice is incorporated into the following IKI processes:

- In the IKI selection procedures, activities promoting gender justice are included in the funding criteria as well as in the proposal assessment criteria. Implementing organisations are obligated to verifiably demonstrate their gender competence. Care will be taken to ensure that additional efforts for implementing organisations are proportionate.
- Gender aspects are anchored in all stages of IKI project cycles:
 - Project outlines must make clear what impacts, if any, project activities will have on gender justice and how and to what extent the project will help eliminate gender-based discrimination and disadvantages.
 - When submitting project outlines, implementing organisations are requested to submit a context-specific and substantiated gender analysis. The criteria for the gender analysis are currently being developed and will be communicated to the implementing organisation, at the latest, with the letter of request to hand in a full proposal.
 - Gender mainstreaming is integrated into project planning and implementation. Progress on gender mainstreaming at project level will be checked using an appropriate monitoring and assessment system integrated into the IKI monitoring system and based on gender-disaggregated data.

- Due account is taken of gender parity as an important factor in the consideration of diversity aspects in IKI-related internal processes too, such as the selection of experts, expert committees, participants in various bodies and personnel for particular functions (e.g. responsible persons for countries and thematic focal points) and the composition of panels and events.

c) Gender competence (internal and external)

Ensuring that all actors have the relevant competence and structures is an important foundation for implementing the IKI Gender Strategy. This involves the following:

- Making resources available for competence development for employees of ZUG and, if necessary, of implementing organisations with clear links to IKI projects, (depending on function for gender generally, gender-specific tools and sector-specific gender competence).
- The creation of IKI internal structures to support competence development and implement gender mainstreaming (e.g. dedicated focal points for gender in ZUG, in IKI projects, in the IKI coordination divisions IK I 6 and N I 4, and in the ministry's gender division Z I 7 for overarching BMU aspects).
- Many IKI implementing organisations have already formulated their own strategies on gender aspects and pooled comprehensive knowledge in this area.
 - A targeted baseline analysis will collate existing approaches, strategies and action plans. The IKI GAP and its implementing tools build on established best practices of the implementing organisations and other climate funds.
 - The IKI supports implementing organisations without a gender strategy with gender competence training.
- Raising awareness among political partners in the framework of talks and bilateral cooperation with countries.

d) Knowledge management and communication

Communication and knowledge management on the topic of gender in the IKI are important factors for implementing the integrated gender mainstreaming approach. This involves:

- Presentation of the IKI Gender Strategy to the IKI steering committee, possibly also in BMU formats.
- Presentation of the IKI Gender Strategy to professionals in the field at national and international level e.g. at relevant events such as the UNFCCC COP, the CBD COP or NDC Partnership meetings.
- The integration of gender into IKI public relations through regular updates on implementation, presentation of best practices, posts online and on social media (website, Twitter, newsletter etc.) and events on the topic.
- The integration of gender into IKI knowledge management in the BMU and ZUG (e.g. evaluating experiences and collection and processing of figures, data, facts and successful approaches), including project reporting and for the funding programme overall.
- Promotion of exchange and learning between projects (e.g. by setting up a community of practice on gender in the IKI).
- Cooperation with other climate and biodiversity actors from civil society and other donor institutions through cross-organisational exchange and learning initiatives on gender (e.g. NDC Partnership, UNDP)

e) Resources and budget

The IKI Gender Strategy can only be successfully implemented if sufficient resources are provided. This means:

- Providing resources for capacity building and sufficient personnel in ZUG
- Providing resources for the planning and implementation of gender-responsive and gender-transformative measures in the projects (joint projects, interface projects, but also financing through the IKI's Medium and Small Grants)
- Developing an approach for the planning and monitoring of gender resources deployed in IKI projects

6. Glossary

Gender

Gender is both a structural and analytical category as well as a category for transformation management. It comprises social, cultural, political and biological components. The term gender describes the characteristics and opportunities ascribed to or associated with the various genders, including women, men, non-binary, inter and trans people, as well as the relationships between them.

These characteristics, opportunities and relationships between genders and gender roles are social constructs and are acquired through socialisation processes. They are specific to context and time and can be changed. Gender norms influence the conditions governing the needs of and impacts on individuals. In its wider meaning, the term covers not only an individual's expressed gender but also their sexual identity and orientation/lifestyle. Gender must always be considered in terms of intersectionality, i.e. how it interacts with other structural categories such as class, ethnicity, religion, physical ability and age.

Gender justice

Gender justice is the overarching goal of gender mainstreaming and extends beyond the fundamental right to gender equality enshrined in the Basic Law. Gender justice means equal rights, opportunities, access, decision-making power, responsibilities and potential, as well as equal treatment of the interests, needs and priorities of all genders in all their diversity. Gender justice can only be achieved if decision-making takes due account of the interests of all genders and the impacts on them.

Gender mainstreaming

Gender mainstreaming is a globally applied strategy of systematically considering the diverse needs and conditions of the different genders, as well as the impacts of any actions on them, with the aim of achieving gender justice.

Gender mainstreaming is a process of (re)organisation, improvement, development and evaluation of political and non-political activities and processes at all levels, thus ensuring that the experiences and needs of all genders are integral elements in the design, implementation and evaluation of all policies and programmes. The aim is to reduce discrimination and inequalities, secure equal benefit for all genders and harness potential. Gender mainstreaming is a supplementary strategy and not intended as a substitute for policies, programmes, projects, legal provisions, institutional mechanisms or interventions which are specifically aimed at gender equality.

Gender-responsive

Gender-responsive refers to the consideration of gender norms, roles and relations in order to actively tackle the associated gender-based disadvantages, inequalities and discrimination, as well as potentials. Gender-responsive approaches identify and highlight existing gender-related needs, priorities, power dynamics, problems and potential and integrate the findings into the design, implementation and evaluation of strategies and measures. The goal is to ensure that these strategies and measures have no unintended negative impacts, and that people participate in and benefit from these measures irrespective of their gender.

Gender-transformative

Gender-transformative goes beyond the impacts of gender-based inequalities to transform the gender roles, imbalances in power relations and structures, social norms and rules which lead to inequality, discrimination and exclusion. The goal of gender justice can only be achieved by analysing the root causes which reinforce and proliferate gender-based inequalities and discrimination, and by changing them accordingly.

Gender analysis

Gender analysis is a critical study of the question of how differences in roles, activities, needs, opportunities and rights/entitlements affect the genders in particular policy areas, situations and contexts. This includes collecting and evaluating quantitative gender-disaggregated data (often only binary data is available) and qualitative information. These help to understand the differences and gaps between genders, identify gender-related impacts and risks, determine measures to avoid negative impacts on genders and recognise and tap the potential for overcoming gender-based inequalities. A gender analysis is thus a prerequisite for programmes and projects under development policy that seek to promote social change and foster social transformation.

Equality

Equality or equality policy essentially aims to eliminate existing structural, societal and social inequalities in the treatment of different genders. For many years, this concentrated on eradicating discrimination against women. Today, the focus has been extended to include equality policy measures for women, men, non-binary, inter and trans people.

Empowerment

Empowerment comprises strategies and measures which raise the level of independence and self-determination in the lives of people or communities and which aim to enable them to represent their own interests by (re)gaining personal agency, responsibility and autonomy. The term is often used to mean targeted, proactive support to help enhance or strengthen relevant categories. The following aspects may apply to the empowerment of women: i) increasing self-confidence; ii) strengthening the right to decide; iii) reinforcing their right to access opportunities and resources; iv) enhancing their right to make their own life choices, both within and beyond the private sphere; v) increasing their capacity to influence social transformation towards a more equitable socio-economic order.

Intersectionality

The term intersectionality was introduced by US lawyer Kimberlé Crenshaw. It describes a “cross-roads” or intersection model representing multiple forms of discrimination. The individual standing in the middle of the intersection can simultaneously be confronted with many types of discrimination from different directions. For example, a person’s ethnicity, class and gender may lead to them experiencing overlapping discriminatory practices. Alongside these are countless other areas of injustice. The intersectionality concept is unique in that it does not simply produce a list of individual forms of oppression, but also calls for an analysis of how they interact and overlap.