



## **TASKSHEET #3: How to integrate gender equality and intersectional perspectives in your work**

**Duration of this exercise: 1 hour**

### **Instructions:**

- Work in groups, and work on the document that was selected for your group.
- Choose a Rapporteur to present results in Plenary.
- Go through the document/website/tool/video to get familiar with its contents (10 minutes)
- As a group, select some of the sections of the document/website/tool/video and answer 4 of the 13 questions below, or more if you have time. Discuss your explanations with your group and agree on what you will report (30 minutes).
- Choose Rapporteur who will share results in plenary (20 minutes)

Gender-sensitive questions	YES	NO	EXPLAIN
1. Are there any linkages between the theme addressed and the specific situation of women and men from different groups (age, ethnicity, LGBTI, disability, migrant background, etc.)? Who is missing? Why would they need to be included?			
2. Have the distinctive needs of women and men in all their diversity been considered or is there a gap? What would be the possible consequences (intended or unintended) of this gap?			
3. Are images/language/symbols used in the document sensitive to gender equality and intersectional issues? For ex. how are women and men portrayed: as agents of change (engaged in some kind of (self)empowering activity) or as passive subjects or only as victims?			
4. Is there any discussion of specific barriers endured by different groups of women and men, including for ex. gender norms and stereotypes, (un)conscious bias, structural barriers (cultural, socioeconomic), others?			
5. If relevant to your document/tool: are there (policy) goals/objectives gender-sensitive? Are they intersectionally sensitive? (do they include a concern with minorities and or so-called vulnerable groups of women and men across the life course?)			

<p>6. Are gender-relevant policy/legal frameworks/standards mentioned (nat./intern. CoE)? Can you mention them? In your experience, why is it important to mention them?</p>			
<p>7. Are gender-relevant actors mentioned (relevant authorities, decision-makers, line Ministries, industry reps., NGOs, women's organisations)?</p>			
<p>8. Have gender-equality benefits/issues been identified?</p>			
<p>9. Does the document tackle gender inequalities (such as segregation, discrimination, sexist practices, gender/racial/ethnic/class bias affecting women and men from diverse groups)?</p>			
<p>10. Does the document tackle gender inequalities in connection with human rights frameworks/conventions?</p>			

<p>11. Does the document address (directly or indirectly) changes in attitude and/or behaviour that will be beneficial to women and/or men, including minorities and vulnerable groups?</p>			
<p>12. Is there reference to best practices that address sexism, sexist behaviour, gender stereotyping and/or sexist hate speech? Why would reference to this matter?</p>			
<p>13. HERE you can create your own question for your respective committee and explain why you think it is important to ask them this question.</p>			

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