

Gender Impact Assessment

Step 2: Checking gender relevance

Once the law, policy or programme has been contextualised, it is necessary to determine its gender relevance. This involves analysing whether or not it is likely to impact gender equality. To do this, the following elements must be taken into account:



1. Target group

The ultimate target group is people, considering both individuals and legal entities.

2. Impact on the target group

The proposed initiative affects women and men regarding their access to and/or control of resources. Consequently, it has an impact on the social situation or position of women and men, by either improving or harming it.

- **Direct impact**

When regulating or affecting people's access to resources (grants, jobs, composition of committees, etc.). As a result, it has a direct and immediate effect on the status and position of women and men.

Example: The launch of an initiative that aims to promote the employment of certain groups of people (the young, people over a certain age, etc.)

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- **Indirect impact**

When regulating or planning measures affect the means of provision of certain resources or services (procedure to qualify companies, regulation of environmental quality management of certain activities and facilities, incentives for certain projects, etc.), behind which there are people (managers, workers, users, etc.) as ultimate beneficiaries. Even though the policy is not directly targeted at them, they can be affected by it.

Example: A rule, policy or programme that seeks technological development within companies. Although the target group are enterprises, these companies are formed by women and men, both as owners and as workers, with different positions and usually in unequal situations, due to horizontal and vertical gender segregation. Therefore, the initiative concerned can help to strengthen, maintain or reduce these inequalities.