

GENDER IMPACT ASSESSMENT:

Implementing the Netherlands Model

January 2005
South Australia

Office for Women and The University of Adelaide



Department for
Families and
Communities





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The Office for Women has been successful in gaining an Australian Research Council (ARC) Linkage Grant to work in partnership with the University of Adelaide, three South Australian Government Agencies, the University of Western Australia, the Office for Women's Policy Western Australia, and three Western Australian Government Agencies.

Objectives of the Gender Analysis project include:

- working with agencies to help staff to integrate consideration of gender factors into each stage of policy development;
- to test existing models of Gender Analysis to make it easier for staff to apply gender analysis in their day-to-day work, and
- to use the information gained from staff working with existing models to develop a model (or models) of gender analysis appropriate to the Australian context. Relevant tools to support these models will also be created.

Why Bother?

Most people understand that men and women do not occupy equal positions in society and continuing differences in the responsibilities assumed by women and men in home, family and community life translate into vastly different life experiences. Gender is a critical issue in understanding the social and economic context in which policies, programs and legislation are constructed.

Increasing gender equity relies on careful consideration of the differences in women's and men's lives and recognition that different approaches may be required to produce equitable outcomes. There are many different realities for women in South Australia. These realities are derived not only from gender, but also from age, race, class, national and ethnic origin, sexual orientation, disability, language and religion.

It is increasingly important to build and strengthen partnerships among women and between women and men, and among universities, community groups, non-government organisations, the private sector and all levels of government as shifting resources demand more effective and informed policy options.

There is plenty of international evidence to show that applying effective models of gender analysis results in better policy and programs and stronger cross sector partnerships.

This 'Toolkit'

Gender Impact Assessment: Implementing the Netherlands Model is the first step in this process. It aims to assist policymakers to promote gender equality, enable better decision making at the outset and to save time and money.

This toolkit has been developed to help you address the differing needs of diverse women and men and to provide you with a resource that will assist you to develop gender sensitive policy.

Good luck

Gender Analysis Project Team



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Government has a responsibility to develop inclusive policy and to deliver effective services. There is explicit commitment to equal opportunity for women. Programs, policies and projects that do not consider gender, and the specific cultural and class-based experiences of gender, run the risk of failing to deliver on this commitment, and of producing ineffective policy. Using the tools offered in this booklet will lead to better and more equitable policy outcomes.

Gender Impact Assessment (GIA) is a systematic method for ensuring that gender considerations form part of the policy-planning exercise. Its purpose is broader than equal opportunity, which has as a goal increasing women's participation in places where they are under-represented. In contrast, the intent behind GIA is to draw attention to the ways in which all policies should be designed with gender in mind. It should be acknowledged that there will be particular issues that will impact upon and be experienced by women of different cultural and socio-economic backgrounds in different ways. The framework to identify, analyse and respond to these issues should reflect and respect this fact. GIA has the following goals:

- to enable agencies to analyse systematically whether the outcomes of policies or services are equitable

For example, the State Government is trying to improve school retention rates. In order to determine why young people leave school without completing their high school education, gender disaggregated data of both a qualitative and quantitative nature must be collected. If the data is not gender disaggregated, significant issues that affect school retention may be missed. For example, the effect of teenage pregnancy on educational outcomes is significant for young women but generally minimal for young men. Similarly the needs of young men and the determination of appropriate policies that assist them to stay at school may also be missed. In looking at the results of this policy a component of gender analysis must occur if the outcomes for young men and young women are to be equitable. For example, if gender disaggregated data were not used when analysing the outcomes of strategies there would be no guidance provided by this research about whether certain strategies were effective across both genders, and gaps based on gender would not be obvious, resulting in a less effective policy.

- to ensure better targeting of policies and programs

For example, the Generational Health Review discusses the feminisation of work, which relates to increased employment of women compared to men, and at relatively higher wages than in the past. It is expected that there will be increased numbers of women working as primary breadwinners and this may have important consequences for families¹.

- to broaden the focus of economic analysis to inspire different questions to be asked and issues to be raised

For example, the assumption that there is sharing within a household may obscure how or whether intra-family income distribution occurs. This will have implications for planning around family-targeted benefits, including unemployment benefits.

- to improve the accuracy of costings and projections in relation to uptake of programs or benefits

For example, the ability of women to take advantage of employment, training, education, health and other initiatives designed to assist them depends to a considerable extent on their assumed responsibility for the care of children, the elderly or disabled family members. These features of women's lives will vary according to age, cultural background and socio-economic status. Programs that address women's practical needs due to these responsibilities would doubtless improve many

women's lives. It should also be a matter for reflection, however, whether or not policies ought to aim to redistribute caring responsibilities between women and men, instead of simply making it easier for women to care.

- to ensure maximum participation by women in leadership positions, increasing benefits to society from women's skills

For example, one of the targets of the South Australian Strategic Plan is to increase the number of female members of Parliament to 50% within 10 yearsⁱⁱ. To address this goal it is necessary to consider the causes of women's under-representation.

To understand the context for developing gender-sensitive policy, programs and projects, it is important to pay attention to existing inequities in the positions of women and men. Although women have more opportunities and choices than they had in the past, statistics show that there are still significant differences in their roles and responsibilities. In addition, it is important to note that Aboriginal men also do not have equality with non-Aboriginal people, including non-Aboriginal women.

For example:

- women still earn less than men;
- women are still primarily responsible for unpaid domestic responsibilities;
- research into women's health needs still lags far behind men's; and
- domestic violence is an issue for many women.

The social and economic differences between men and women reflect aspects of gender relations, and mean that government policies and programs do not always affect women and men in the same way. It is important to note that women are not a homogenous group. It should also be acknowledged that Aboriginal women are not one homogenous group. It is essential to recognise the complexity of identity, and the diversity of all Aboriginal and Torres Strait Islander peoples that include land/country, colonial histories, rural/remote/urban, life experiences, cultural knowledge, kinship and languages. The tools developed in this booklet will assist you in assessing the ways in which gender is relevant to specific policies, programs and projects. They also provide pointers to the factors that need to be considered to deliver on the government's commitment to equity. As will become clear in the following section.



Gender Impact Assessment builds on the State Government's commitment to fairness and equality for all South Australians, enshrined in the Equal Opportunity Act of 1984 (as amended). It helps guarantee that State legislation fulfils federal commitments to non-discrimination (*Commonwealth Sex Discrimination Act 1984*) and equal opportunity (*Equal Opportunity for Women in the Workplace Act 1999*).

In addition, Australia is a signatory to a number of international agreements relating to equality for women. These include the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the 1995 Beijing Platform for Action.



GUIDING PRINCIPLES

- Gender Impact Assessment (GIA) is an instrument designed to analyse the potential effects of new and existing government policies on gender relations in South Australian society. It offers a gender relations approach to gender analysis.
- The focus of GIA is on relationships and interactions between women and men. It aims to redress structurally unequal power relations between women and men. Symptoms of those unequal relations are the unequal participation of women in positions of authority, sexual violence and the low value of women's unpaid work.
- GIA identifies three structures as central to gender power relations: 1) the gendered organisation of work, 2) the gendered organisation of personal relations 3) the gendered organisation of citizenship.
- Work is a gendered structure because:
 - women as a group hold lower positions than men;
 - women continue to be segregated into relatively few industry and occupational groupings;
 - women are paid less for the same work, often because their work is undervalued and
 - women do a great deal of useful work, including work in the home, without any pay at all.
- Policy design acknowledges the importance of the gendered organisation of work by attending to the many ways in which gender is relevant to work in society.
- The gendered organisation of personal relations refers to the norms and institutions around sexuality, procreation and motherhood, with a particular focus on the power dynamics in relationships. As with the gendered organisation of work, the emphasis is on the lack of esteem bestowed on activities associated with women and the ways in which this facilitates exploitation.
- Policy design acknowledges the importance of this structure by attending to the many ways in which gender is relevant to a whole range of inter-personal and intra-familial rules and norms. It recognises that these rules and norms are neither private nor inevitable, but result from conventions and practices that can harm women and some men.
 - assumptions about 'natural' male rationality and authority
 - assumptions about 'natural' female emotional sensitivity
 - assumptions about the value of heterosexuality
 - assumptions that procreation and motherhood are less valuable than so-called 'productive' labour
- The two structures—the gendered organisation of work and the gendered organisation of personal relations—are often closely connected. For example, women's economic dependence can give many men unequal influence in the family.
- The organisation of citizenship is gendered in several ways. First, there is a common presumption that citizenship is tied to productivity with many of women's activities deemed to be unproductive. Second, citizens are considered to be independent and autonomous, denying both the vulnerability of those who are dependent, including many women, children and the elderly, and general human interdependence.
- GIA is designed to ensure that policy makers pay attention to the relevance of gender in the organisation of work, the organisation of personal relations, and the organisation of citizenship.

-
- GIA offers four criteria for assessing whether a policy reduces or increases the structurally unequal power relations between women and men. These are:
 - equality,
 - autonomy,
 - care/connection, and
 - diversity

Equality here means more than formal equality or equal treatment. Equality means accounting for the relevant differences between women and men to reduce the differences in the balance of power between them.

Policies producing **autonomy** for women would increase the possibilities for them to shape their own lives according to their own standards.

The criterion of **care/connection** recognises that people are interdependent and that currently women undertake the majority of society's caring responsibilities. The goal here is to achieve a better balance between men and women, and between the public and private spheres in the distribution of caring responsibilities.

Policies also need to recognise the **diversity** among women and men, and to aim to produce a society in which differences are not hierarchical. This means recognising the ways in which gender, class, ability and race/ethnicity intersect.

The following sorts of questions will be discussed when applying GIA.

- Is there a presumption that paid labour is more important than unpaid labour?
- Are caring responsibilities recognised?
- Is there an assumption that women will be dependent on men?
- Is there agreement on the understanding of what constitutes autonomy?

In this way, Gender Impact Assessment can open up discussion on a range of crucial issues, often unidentified in policy/program/project development.



DEFINITIONS OF CONCEPTS

Gender and sex – Gender is a socially constructed definition of women and men. It is the social design of a biological sex, determined by the conception of tasks, functions and roles attributed to women and men in society and in public and private life. It is a culture-specific definition of femininity and masculinity and therefore varies in time and space (Council of Europe 1998). Gender is not a synonym for sex or for women. It shifts the focus from the individual to the interpersonal and institutional arenas. It is not a simple property of an individual, but rather a principle of social organisation.

Gender relations – These are the social relations between women and men. They are concerned with the distribution of power between the sexes. They define the way in which responsibilities and social expectations are allocated, and the way in which each is given a value. Gender relations vary according to time and place, and between different groups of people. That is, they vary according to other social relations such as class, race, ethnicity, disability, age and culture. A gender relations approach to policy means attending to the ways in which interactions between diverse women and men, and the circumstances under which they interact, are relevant to the existing or proposed policy. In this view gender is a process rather than a characteristic of a person. We do not *have* gender; we *do* gender.

Gender equality – means an equal visibility, empowerment and participation of both sexes in all spheres of public and private life (Council of Europe 1998). This understanding of equality moves us past a simple equal treatment approach, which establishes men and their conditions as the norm. It is important to acknowledge that Aboriginal women's concerns regarding equity are most often not driven by the desire for equality with men, but by community based issues and fundamental human rights.

Gender equity – is the outcome of being fair to women and men. This necessitates addressing and redressing factors that contribute to women's subordination.

Gender and cultural analysis – broadens the 'gender based' framework to include and reflect the multi-dimensional experiences of Indigenous women, and of women from culturally and linguistically diverse backgrounds. All discussions about equality, equity or disadvantage must be inclusive of discussions about diversity and human rights (Harris, 1990 & Ma Rhee, 2000)

Gender-neutral analysis – assumes that policies/programs/projects affect all people in the same way, or that a policy/program/project has a neutral impact on people. Gender-neutral analysis does not result in equitable outcomes for women and men. If you adopt a gender-neutral approach, you will unintentionally perpetuate existing inequities in the lives of men and women.

Gendered organisation of work – This refers to the ways in which women in our society have primary responsibility for tasks performed in the domestic realm, in particular the care and nurturance of children and those who are dependent. By contrast, it is assumed that men are generally free to commit themselves full-time to labour outside the home. This unequal division of caring responsibilities often means that women are located in particular sectors of the labour market, working part-time for example. The caring and nurturing roles that women hold are also reflected in the industry and occupational segregation of the workforce.

Gendered organisation of personal relations – This refers to inter-personal and intra-familial relations. It captures the ways in which heterosexual norms presume a dominant male and a subservient female, and create non-heterosexual relationships as deviant. It includes all the complex decision-making around pregnancy and care of children, and the ways in which these activities are devalued socially.

Diversity – The concept of diversity draws attention to the ways in which people cut across the categories of gender, race, disability, age, sexual orientation and class. Attending to diversity means drawing attention to intersections between/among these categories where these intersections are relevant to the policy under consideration. Because gender is understood in GIA as a process, it is important to examine the impact of gendered assumptions on the creation of hierarchical relations beyond those between ‘men’ and ‘women’ (see gender relations definition above).



IMPLEMENTATION

The goal of any impact assessment is to analyse the potential effects of new policy plans or programs before implementation. GIA is also helpful when analysing the effects of current policies, programs and projects. Impact assessment studies initially arose in the field of environmental problems.

There are five steps involved in designing impact assessment studies. These include:

- (1) A thorough description of the actual situation before implementation of a new policy plan.
- (2) Assessment of the probable development of this situation in the absence of any new policy. (Called the *zero alternative*).
- (3) Analysis of the content of the policy plan, its measures, time schedules, goals, and fields.

This analysis of the current situation, the probable development of the situation and the policy plan itself then make it possible to:

- (4) Describe potential effects, and
- (5) Balance the positive and negative effects against each other.

This section contains guidelines for assessing the impact of policy on gender relations. The goal, as outlined in the Guiding Principles, is to redress structurally unequal power relations between women and men, and thereby to create a more equitable society.

Examples illustrate the importance of identifying the ways in which the operation of norms and rules sustain unequal power relations between women and men.

BEFORE YOU BEGIN



Below are some practical suggestions on how you can enrich your understanding of gender issues and create working relationships that support the integration of gender equality issues into your work.

- Familiarise yourself with issues that affect women's lives, such as access to training, education and jobs, family care, violence, environmental issues, health care, social services and the justice system. Using these reflections put together a picture of how women's life experiences differ from those of men.
 - Office for Women - www.officeforwomen.sa.gov.au
 - Working Women's Centre - www.wwc.org.au
 - Women's Health Statewide - www.whs.sa.gov.au
 - Relationships Australia - www.relationships.com.au
 - Department for Aboriginal Affairs and Reconciliation - www.daare.sa.gov.au
 - Aboriginal Family Support Services - www.afss.com.au
 - Council on the Ageing - www.cota.org.au
 - Child Support Agency - www.csa.gov.au
 - Department of Employment and Workplace Relations - www.dewr.gov.au
 - Domestic Violence Helpline - www.ucwesleyadelaide.org.au/domesticviolence
 - Draw upon the experience of colleagues where this can be useful.
- See how the work of your agency and portfolio fits into the Government's overall plan to create fairness and equality for all South Australians.
- Take advantage of the expertise available in the Office for Women on gender equality issues. Get together to identify opportunities to build women's equality into your portfolio's policies/programs/projects.
 - Contact the Office for Women via email at officeforwomen@saugov.sa.gov.au or telephone 8303 0961
- Identify organisations whose interests and activities relate to your work. Promote opportunities for information sharing and collaboration.
 - Shine Sexual Health Service - www.shinesa.org.au
 - Gay and Lesbian Counselling Service - www.glcssa.org.au

STEP 1: DESCRIPTION OF CURRENT GENDER RELATIONS

This is an important and challenging task. It may well be necessary to call upon the expertise of those with knowledge in this field, be they inside or outside the public service. The following questions are a guide to the information needed.

- In the particular policy field under consideration, are there differences between men and women in the gendered organisation of work? Do women cluster in particular jobs? Do they receive unequal pay? Is there a presumption that people are free of caring responsibilities? Have differences between men and women been considered in different cultural groups such as Aboriginal and CALD communities?
- Are there relevant differences in the organisation of personal relations? Are women predominantly responsible for family care? Does the policy assume a heterosexual norm?
- Is there an unequal distribution of resources between women and men?
- Do you have the data to be able to answer these questions?
- What gender rules are present? For example, are women's roles and activities accorded less value?
- How would you assess the current situation in terms of equality, autonomy, care/connection and diversity? (See Guiding Principles, p.8)

EXAMPLE

The Generational Health review discusses that nurses are subject to severe professional restraint and denied career opportunities. Many nurses choose to work in management, academia or leave the field altogether. Job satisfaction and remuneration increase as doctors' skills increase but this does not happen for nurses and allied health workers in the public health systemⁱⁱⁱ. The undervaluation of work performed predominantly by women is an important part of the gendered organisation of work.

If one were concerned with increasing flexibility in employment relations for employers and employees, it would be important to recognise several factors in the current situation. For example:

- far more women than men currently work part-time;
- part-time and casual work is poorly paid and poorly protected;
- women often work part-time in order to meet domestic obligations.

Applying the process could involve the following questions:

- To what extent does this situation undermine women's equality and autonomy?
- To what extent is diversity a relevant consideration?
- To what extent would the creation of better conditions for part-time workers improve the situation?
- To what extent would this kind of intervention simply ensure that women would continue to hold social responsibility for caring activities?
- What other kinds of interventions are available?

STEP 2: DESCRIPTION OF PROBABLE DEVELOPMENT WITHOUT NEW POLICY



This step is relevant only in the process of developing a new policy, program or project. Anticipating probable developments without a new policy is a challenging task in the field of gender relations.

A lack of longitudinal data may mean that, for the purpose of the GIA, this step will not always be possible but in many cases it is possible to extrapolate current trends.

The goal here is to anticipate possible negative effects if there is no new policy.

- Will identified patterns of inequitable resource distribution and other inequities between men and women continue if there is no new policy?
- Will government duplicate service provision across different departments with consequential negative resource implications and fragmentation of services?
- Are the government's commitments to building communities and expanding opportunity undermined if there is no new policy?

EXAMPLE

Women's Safety Strategy

The development of a Women's Safety Strategy is still in progress. The process of consultation began from a premise based on empirical evidence that women required a safety strategy that was developed based on their specific areas of concern. For example statistics regarding the crimes of rape and sexual assault indicate that the victims of these crimes are predominately women and the perpetrators are predominately men. The consultation process has referenced a great deal of empirical data available on women's safety and has provided an opportunity to determine the gaps. For example one of the gaps that has been identified in the consultation is the provision of counselling and support for perpetrators who are willing to try and break a cycle of violence, in conjunction with support services available to women who are victims. While it is a Women's Safety Strategy a gender relations approach necessarily directs attention to the behaviours and activities of men. Recognising that it is men who need to change is only the first step in applying this approach, however. There are many kinds of perpetrator programs and some are more successful than others (Kelly 2000). It is also important to ensure that resources directed to perpetrator programs do not reduce the availability of refuges and other women-specific programs.



STEP 3: DESCRIPTION AND ANALYSIS OF THE NEW OR EXISTING POLICY

The new (or existing) policy has to be analysed in detail.

- Identify the proposed goals of the policy.
- Identify the assumptions about causal relations (what is considered to be the cause and the consequence).
- Identify normative values concerning gender roles in both public and private domains.
- Identify assumptions about desirable behaviours for women and men.
- Identify whether sufficient consultation has taken place, particularly with Aboriginal and CALD people

EXAMPLE

There is currently government concern regarding the ageing of the population and the impacts this will have on the health care system and pension schemes.

Incentives to get people to increase private savings for retirement need to consider that women are less able than men to save for old age, because women:

- earn less than men,
- take time out of the paid workforce to care for children,
- may return to work part-time after a period of child rearing, and
- spend more time on their own, and longer on a low, fixed income because of their greater longevity.

It is important to see to what extent policy plans assume an idealised male worker as the norm. If this occurs, policy will reinforce women's inequality, and will fail to achieve its objectives.

STEP 4: DESCRIPTION OF EFFECTS OF NEW OR EXISTING POLICY ON GENDER RELATIONS



If you are examining the effects of an *existing* policy, program or project:

- Identify which facets of the policy, program or project impact on or are affected by the gendered structures identified earlier: the gendered organisation of work, the gendered organisation of personal relations, the gendered organisation of citizenship.
- Consider the effects on identified sub-groups of women and men, particularly Aboriginal women and the community.

If you are attempting to assess the anticipated effects of a *proposed* policy, program or project:

- Work on the assumption that the policy, program or project will be implemented without significant alteration.
- Pay little attention to detailed factors at this stage of analysis since you are working in the realm of conjecture.
- Focus on the character of the policy instrument, whether it is forceful (as in legal requirements) or weak (as in symbolic).
- Pay attention to the specific groups targeted by the policy measure/s.
- It may be useful to examine the results of similar policies in the past or in a different context, making sure that you consider contextual differences.
- Identify which facets of the policy, program or project impact on or are affected by the gendered structures identified earlier: the gendered organisation of work, the gendered organisation of personal relations, the gendered organisation of citizenship.
- Consider the effects on identified sub-groups of women and men, particularly Aboriginal women and the community and ensure that appropriate consultation takes place.

EXAMPLE

In the case of superannuation, it is possible to anticipate to what extent recommended changes will result in increased equality and autonomy for women.

Schemes directed toward the elderly providing for their own support, result in disadvantage for elderly women. This is because self-support schemes are conventionally tied to paid labour and women receive less pay and/or cluster in lower paid jobs. Cultural difference can also influence the length of time women spend in the paid workforce.

To the extent that superannuation privileges those in continuous employment women will be the losers. This is because women are more likely to break employment to have children or to care for ageing relatives.

This example illustrates the interconnected effects of the gendered organisation of work, the gendered organisation of personal relationships, and the gendered organisation of citizenship.



STEP 5: *EVALUATING THE POSITIVE AND NEGATIVE EFFECTS OF NEW OR EXISTING POLICY ON GENDER RELATIONS*

In this final step, the established criteria – equality, autonomy, care/connection, and diversity – are used to assess and value effects, actual or anticipated.

- **Equality** here means more than formal equality or equal treatment. Equality means paying heed to the changes in social arrangements required to achieve an equal visibility, empowerment and participation of both sexes in all spheres of public and private life. For example, consider how power structures are culturally defined, i.e. cultural, family and community structures require greater respect and understanding when applying a gender analysis to policy planning and development.
- Policies/programs/projects producing **autonomy** for women would increase the possibilities for them to shape their own lives according to their own standards.
- Policies/programs/projects attending to **care/connection** would ensure that adequate time and resources are available for those who have caring responsibilities. They would also encourage men to undertake these roles. Care and the time to care are vital to wellbeing.
- Policies/programs/projects also need to recognise the **diversity** among women and men and aim to produce a society in which differences are not hierarchical. This is particularly relevant to women of different cultural and socio economic backgrounds, including Aboriginal women, whose specific backgrounds will affect how issues are experienced.
- Policies/programs/projects that ignore the gendered organisation of work, the gendered organisation of personal relations, and the gendered organisation of citizenship are likely to reinforce women's inequality.

EXAMPLE

The Generational Health Review, in responding to future demographic and clinical practice changes, indicates that cardiovascular disease is a major health and economic burden for Australia, most commonly due to coronary artery disease and hypertension. The risk of developing the disease is associated with factors such as smoking, high blood cholesterol, high blood pressure, physical activity, obesity and diabetes. Heart, stroke and vascular disease are the leading causes of death among Australians, accounting for 53,989 deaths (26,559 males; 27,439 females) or 42% of all deaths in 1996. Although death rates from heart, stroke and vascular disease are a much smaller proportion of all deaths among men (39%) than among women (45%), men are more likely to die prematurely from heart, stroke and vascular disease. Health studies tend to underplay the prevalence of heart disease among women and to see it as a 'man's problem'. Lack of attention to women's health needs is indicative of the gendered organisation of citizenship. Future demand for cardiology services needs to be assessed against a balance between continuing decline in cardiovascular disease in the young and relatively rapid growth in the number of people in age groups most likely to experience this disease^{iv}.

This example from the Generational Health Review provides gender disaggregated data at the outset, but then women disappear from the subsequent analysis. Utilising gender disaggregated data when looking at future demand will greatly assist in determining which groups are most in need and will allow for services to be tailored more effectively.

OVERVIEW: *NEED FOR REDESIGN?*



If the assessment carried out in Step 5 indicates significant negative impacts on women's equality, it is necessary to consider how these effects can be counter-balanced or how the policy can be reworked to remove those effects.

- Is it possible to provide remedial measures to counteract some of the identified negative effects?
- How could the policy be modified to reduce or eliminate identified negative effects?

A GIA is an intervention aimed at improving policy by ensuring that programs and measures take into account possible unintended and negative effects on gender relations. Incorporating a GIA into policy planning will draw attention to inconsistencies or contradictions between general policy and the declared goal of increasing women's opportunities. In the case of a proposed policy/program/project, a GIA can forewarn decision-makers of possible deleterious effects, creating the opportunity for policy redesign. The outcome is a more open and fairer process and better policy.



LIST OF RESOURCES

This Guide has drawn upon the following documents. They are recommended to those seeking additional information.

Council of Europe (1998) *Gender Mainstreaming: Conceptual framework, methodology and presentation of good practices*. Final Report of Activities of the Group of Specialists on Mainstreaming. (EG-S-MS). Strasbourg.

Harris A, "Race and Essentialism in feminist legal theory" in *Stanford Law Review*, (Feb 1990, v42, n3, pp. 581-616)

Kelly, Liz (2000) 'The challenge to change men: lessons from perpetrator programmes', paper presented at Comparative Legal Approaches Towards Sexual Violence Against Women, Istanbul, 11 December.
<http://usconsulate-istanbul.org.tr/reppub/vawo/lkelly.html>

Ma Rhea, Zane (2000) *Whitewashing Diversity: the management of diversity from a 'white superiority' perspective*, paper presented at The Diversity Conference 2000, National Conference on Reconciliation, Multiculturalism, Immigration and Human Rights. National Centre for Gender and Cultural Diversity, Swinburne University of Technology

March, Candida, Smyth, Ines and Mukhopadhyay, Maitrayee (1999) *A Guide to Gender-Analysis Frameworks*. Oxford: Oxfam.

Plantenga, Janneke (2000) *Gender Impact Assessment and the Employment Strategy: The Case of the Netherlands*. External Report commissioned by and presented to the European Commission.

www2.umist.ac.uk/management/ewerc/egge/egge_publications/GIA_NL

Verloo, M. and Roggeband, C. (1996) 'Gender Impact Assessment: The Development of a New Instrument in the Netherlands', *Impact Assessment*, 14(1): 2-21.

Verloo, M. (2000) 'Making Women Count in the Netherlands' in F. Beveridge, S. Nott and K. Stephen (eds) *Making Women Count: Integrating gender into law and policy-making*. Dartmouth: Ashgate.

Verloo, M. (2002) *The Development of Gender Mainstreaming as a Political Concept for Europe*. Conference on Gender Learning, Leipzig, 6-8 September.

Woodward, Alison and Meier, Petra (1998) 'Gender impact assessment: a new approach to changing policies and contents of citizenship?' in V. Ferreira, T. Tavares and S. Portugal (eds) *Shifting Bonds, Shifting Bounds: Women, Mobility and Citizenship in Europe*. Oeiras: Celta Editora.

Should you wish to pursue these issues further, the following references are a useful place to start:

http://www.dbscape.be/cgi-bin/amit/cgint.exe?1&ulang=EN&frames=1&tmpl=top&GLB_BASE=digm

<http://www.cisa.asn.au/cgi-bin/wf.pl>

COMMENT FORM



Your comments are invited both on this Guide and on your experiences in implementing Gender Impact Assessment.

Your comments will be used to inform any changes considered to this Guide and our planning for the future.

Please forward any comments to:

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This form can also be downloaded from the Office for Women website, www.officeforwomen.sa.gov.au

1. How do you feel about this guide? Is it

Too simple to be helpful to your work?

Too complex or time consuming to be helpful to your work?

About right?

If you marked either "too simple" or "too complex," what changes would you like to see to make it relevant to your work?

2. Has using this guide helped you to think more constructively about gender issues in policy/program/project development?

Yes

No

Not really

3. Do you generally find the content of the guide to be useful and easy to follow? What aspects, if any, are confusing or difficult to follow?

4. Please provide your contact details

5. Please tell us about the relevance of the various sections of the guide in helping you to integrate gender considerations into your work.

Section	very helpful	helpful	not helpful	Suggestions for Improvement
Gender Impact Assessment: The Context				
Guiding Legislation and Policy Initiatives				
Guiding Principles				
Definitions of Concepts				
Implementation				
Before you begin				
Step 1: Description of current gender relations				
Step 2: Description of probable development without new policy				
Step 3: Description and analysis of new or existing policy plan				
Step 4: Description of effects of new or existing policy on gender relations				
Step 5: Evaluating the positive and negative effects of new or existing policy on gender relations				
Overview: Need for redesign?				
List of Resources				

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- i Government of South Australia, *Better Choices, Better Health - Final Report of the South Australian Generational Health Review* (Government of SA, South Australia, 2003) p. 125
 - ii Government of South Australia, *Creating Opportunity - South Australian Strategic Plan Vol 1*, (Government of SA, South Australia, 2004) p. 47
 - iii Government of South Australia, *Better Choices, Better Health - Final Report of the South Australian Generational Health Review*, p. 128
 - iv Government of South Australia, *Better Choices, Better Health - Final Report of the South Australian Generational Health Review*, p. 85

