

Methodological note: This Tool has been designed following the structure of a European Parliament (EP) Proposal for a directive or a Decision in specific thematic areas, namely: the Directive on adequate minimum wages in the EU, Directive on Energy Efficiency, and Proposal for a Decision on an Environment Programme. The questions can also be used in other thematic areas, provided they are of a similar structure.

Gender-sensitive questions tailored to specific sections of the Directive

SECTION ONE				
1. Explanatory memorandum Including subsections: Context of the proposal, Reasons for and objectives of the proposal/ Consistency with existing policy provisions in the policy area/ Consistency with other Union policies				
	Yes	No	Not applicable	Explain
1.1. Is this section gender-sensitive? For example, does it make reference to EU gender equality goals and/or commitments?				
1.2. Are gender equality issues mentioned in the section on policy consistency?				
Open question for this section: Why, in your view, is it important to mention gender-sensitive policy frameworks in this specific policy area? Please explain.				
2. Legal basis, subsidiarity, proportionality and choice of the instrument				
	Yes	No	Not applicable	Explain
2.1. Is there any reference to the specific situation of women and men in the policy area (for ex. women and men workers and minimum wage protection, women and men as consumers of energy, women and men as knowledge producers in a circular economy and the environment, women and men as entrepreneurs and traders)?				
2.2. Would this be an important element to add? Why yes/not?				
Open question: How to ensure that market competition in the specific niche concerned by the Directive is based on high social standards (including gender equality and social inclusion)?				

3. Results of ex-post evaluation, stakeholder consultations and impact assessment				
3.1. Stakeholder consultations	Yes	No	Not applicable	Explain
3.1.1. Are gender equality-relevant stakeholders mentioned? This includes women members of relevant stakeholder groups, such as trade unions. Do we learn to what extent they were able to participate in the consultation process? Do we learn to what extent women's needs, priorities and interests were taken on board during the consultation process? Is there evidence suggesting that their views/needs/priorities will be included during implementation?				
3.2. Collection and use of expertise	Yes	No	Not applicable	Explain
3.2.1. Did any of the studies mentioned in the document include gender analysis and/or mention of gender-equality related issues that could be used in the Proposal?				
3.2.2. Were studies by women experts also included?				
Open question: why is it important to include studies by women experts as well?				
3.3. Impact assessment	Yes	No	Not applicable	Explain
3.3.1. Was the impact assessment conducted in a gender-sensitive fashion? For example, did it pay attention to gender equality, diversity (intersectionality) and women's rights issues in the methodology or in the policy options put forward?				
3.3.2. Did the impact assessment consider the different impact on women and men within groups of low-wage earners? (intersectional question)				
3.3.3. Did the impact assessment consider the different impact on SMEs led by women and those led by men?				
3.3.4. Did the impact assessment consider the different impact on women and men of the investments associated to the policy area?				
3.3.5. Has the impact assessment considered the different impact of investments on economic (e.g. absence of barriers to economic opportunities, access and quality of employment, care work), political and social participation (decision-making) of women and men?				
3.3.6. Has the impact assessment included a budget analysis? If yes, did the budget analysis identify gender gaps and shortcomings that may prevent the achievement of gender equality objectives?				
3.4. Fundamental Rights				
Open question: in what way is this section sensitive to gender equality?				

4. Budgetary implications (please also answer these questions if your document contains a section titled “Legislative financial statements”)				
	Yes	No	Not applicable	Explain
4.1. To what extent will resources be allocated to gender equality-related activities (for example: disaggregated data collection, gender-sensitive capacity building, gender-balanced staffing, earmarking budget for gender equality -sensitive goals).				
4.2. To what extent have the financial implications of the proposal been assessed in a gender-sensitive way (for example: possible increases in cost, accessibility, affordability for women and men, effectiveness of service delivery and investments?)				
4.3. If you have answered “yes” to question 3.3.5 above (budget analysis), has the budget analysis triggered changes in budget allocations (or revenue collection) to achieve the desired gender-related outcomes?				
4.4. Have the different dimensions of budget analysis (i.e. analysis of budget expenditure and revenue, impact/implications of macroeconomic policies and effectiveness of service delivery and investments) considered gender equality and gender gaps?				
4.5. Is there a system in place to track expenditures on gender equality?				
5. Other elements: Implementation plans and monitoring, evaluation and reporting arrangements				
	Yes	No	Not applicable	Explain
5.1. Do these arrangements include measures to ensure integration of gender equality issues throughout the full cycle of implementation, reporting and evaluation?				
5.2. Are monitoring output and outcome indicators sensitive to gender equality?				
5.3. Are the monitoring arrangements based on common output and outcome indicators? If yes, do the monitoring indicators consider gender equality indicators and milestones?				
5.4. Do the monitoring and evaluation arrangements include a proposal for budget monitoring? If yes, does the budget monitoring proposal include gender indicators and a proposal to measure progress towards gender equality outcomes?				

SECTION TWO

Proposal for a directive of the european parliament and of the council on
(here the policy area should be filled in) ⁽¹⁾

	Yes	No	Not applicable	Explain
1. Is language gender-sensitive ? Does it reflect the rich diversity of women and men on the ground? Please provide a few examples (2 -3).				
Open question: What are the implications of gender-blind language?				
2. Are there any linkages between the policy area and the specific situation/status of women and men in their diversity (in particular those from socially disadvantaged groups)?				
3. Is there evidence that a gender equality analysis has been done? What do we learn from it? For example, do we learn about the distinctive needs and priorities of women and men, the underlying factors for gender inequalities in the policy area and their consequences on women's and men's rights, wellbeing and livelihoods?				
4. Is data sex-disaggregated? Does it illustrate gender gaps and prevalence of gender inequality patterns in the policy area? If data is not sex-disaggregated, does the document include a proposal to disaggregate?				
5. Is data intersectionally disaggregated? (for example disaggregated by any other relevant characteristic such as age, ethnicity, disability, socioeconomic status, education level, employment per sector, wage differences based on sex/racial discrimination).				
6. Is there reference to the structural causes of gender inequality affecting the policy area (i.e. gender norms and stereotypes, unconscious bias, discriminatory practices).				

(1) The gender equality questions of section 2 are relevant and can be applied to the whole document.

European Institute for Gender Equality

The European Institute for Gender Equality (EIGE) is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans by providing them with specific expertise and comparable and reliable data on gender equality in Europe.

The questions in this checklist have been built by Patricia Munoz Cabrera (independent consultant). EIGE's gender mainstreaming team coordinated the work and provided quality assurance (Barbara Limanowska, Helena Morais Maceira and Constanze Hödl).

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