

RECOMMENDATIONS FOR GENDER-BASED POLICY-MAKING

A TYPOLOGY OF GENDER-BASED NEEDS

EXECUTIVE SUMMARY

People are different. Citizens have different needs, demands and concerns related to their sex and gender. In spring 2023, the UNTWIST project set out to assess how these different gender-based needs are located in regard to different existing policies and practices in [enter country] as well as five other European countries. During the first year, we focused on identifying the gender-based demands voiced by experts and citizens as well as provide a map of existing political ‘supply’, assessing which of those needs are taken up by which political actors and in what areas.

In order to produce evidence-based recommendations, in the first phase under the lead of the university of Bern, the UNTWIST project analyzed 406 articles on gender-based needs and policies from across six country contexts (Spain, Switzerland, Hungary, Germany, Denmark and the UK). Through this process, we produced an **evidence-based typology of gender-based needs** which can help policymakers and civil society to locate and position needs. The typology presents a tool to assess if gender-based needs are sufficiently represented in their own policies and advocacy.

The main findings of the typology are:

- Gender-based needs appear particularly in **six policy areas: Health, Family, Education, Economy, Human/Civil Rights and Transnational/ Security Policies.**
- Gender-based needs in the same policy area can be addressed through **four different perspectives (gender norms, material inequality, intersectionality, feminism).**
- When intersecting the policy areas with the four different gender perspectives, we arrive at 24 ideal types of gender-based needs.
- **Identifying the needs is crucial to a gender-responsive evaluation and the development a full set of gender-sensitive policy responses.**

Through its ‘grid’ framework (see page 2), the typology can act as a toolbox and blueprint to evaluate existing policy agendas and programs by identifying areas of expertise as well as remaining gaps, which help policymakers and advocates to design and respond to a fuller set of gender-based responses.

FOUR PERSPECTIVES FOR GENDER-BASED POLICYMAKING

There are four different perspectives on gender-based needs, which can be represented across policy areas. Due to their ability to unlock and make visible different types of needs within each policy area, these four perspectives are a crucial contribution for policymakers to use to evaluate existing policy issues and solutions and for civil to check against its advocacy strategy. The four perspectives are:

1. Gender norms: Examining a policy area from a *gender norms* perspective means paying attention to how societal values and beliefs about gender are built into institutions and practices. Within this perspective we differentiate between two sub-themes: gender regimes, which are the institutionalized systems that shape and perpetuate gender expressions and inequalities, and gender roles, which are about how these differences are portrayed and reinforced by individuals and groups in society. Evaluating a policy’s gender responsiveness through this category involves, for example, asking questions about why people behave differently based on gender and how society values these behaviors. By looking at this, we can uncover how certain (often naturalised) systems and practices in institutions create exclusion, leading to unequal treatment and opportunities, that in turn increase material inequalities.

2. Material inequalities: Examining a policy area through the perspective of material inequality involves focusing on observable differences (such as income, rights, access, and status) that can often, though not always, be measured in gendered terms.

3. Intersectionality: Looking at a policy area through the perspective of intersectionality foregrounds the interlinkages between gender and other categories of discrimination (race/ethnicity, class, age, religion, disability, nationality, etc.). Applying such a focus entails, for example, to assess differences between people of the same gender and understand how institutional and normative as well as policy practices create different types of barriers and needs for different people.

4. Feminism: Looking at a policy area through the lens of feminism foregrounds the role of and value attached to feminism in the policy area. Applying this focus means to assess how antifeminism and feminism are present in institutions, as well as political and bureaucratic spaces and how this presence helps to voice or silence particular gender-based needs.

UNTWIST MEASUREMENT TOOLBOX FOR GENDER-BASED NEEDS

	GENDER NORMS	MATERIAL INEQUALITY	INTERSECTIONALITY	FEMINISM
ECONOMY/LABOR MARKET	GNEC (6/6) ✓	MIEC (6/6) ✓	INEC (6/6) ✓	FEC (5/6) ✓
EDUCATION	GNEC (6/6) ✓	MIED (6/6) ✓	INED (5/6) ✓	FED (6/6) ✓
FAMILY	GNF (6/6) ✓	MIF (6/6) ✓	INF (6/6) ✓	FF (2/6)
HEALTH	GNH (5/6) ✓	MIH (6/6) ✓	INH (5/6) ✓	FH (3/6) ✓
HUMAN/CIVIL RIGHTS	GNHR (6/6) ✓	MIHR (6/6) ✓	INHR (6/6) ✓	FHR (6/6) ✓
TRANSNATIONAL POLITICS/SECURITY	GNTS (6/6) ✓	MITS (5/6) ✓	INTS (6/6) ✓	FTS (4/6) ✓

Legend:

(X/6) = number of countries (out of six) in which the type of need occurs
✓

(X/ = occurrence of need in Switzerland

INTRODUCING THE GRID FRAMEWORK FOR [COUNTRY]

The graph above illustrates the typology using a grid framework that applies the four lenses to the six policy areas. Each box in the grid represents a different set of gender-based needs. These needs may vary within each box in terms of specific policy solutions, yet they are unified by being accessible through the particular perspective and being situated in a particular policy sector.

The grid serves as a toolkit for policymakers and practitioners to categorize and evaluate their policies. This classification helps policymakers to identify which gender-based needs they are focusing their energy on and whether any types of needs (represented as boxes in the grid) are currently overlooked in their strategies. At the national level, our analysis also identifies which boxes are particularly relevant within each country's context (through the checkmarks). This provides policymakers with additional guidance on which areas to prioritize in the future. For example, stakeholders can find that [their family policy suggestions focus predominantly on material inequalities, despite intersectionality being an important needs box in Switzerland – *adjust by country*]. In this way, the toolkit helps to highlight any potential gaps that may need to be addressed through additional resources or partnerships with other political actors who specialize in different perspectives or specific boxes that have been overlooked thus far.

POLICY RECOMMENDATIONS

We recommend for **policymakers and civil servants** to:

- Use the grid as a toolbox to **evaluate existing policy strategies and identify potential gaps** within each of the relevant policy areas
- **Increase resources** to better represent those gender-based needs categories which are currently underrepresented
- **Identify partners** (e.g. from civil society, academia) which can provide input and add expertise on these neglected areas of gender-based needs
- **Reformulate political programs** and suggested policies within each policy area to be more inclusive, aware and representative of gender-based needs that have previously been neglected

We recommend for **civil society representatives** to:

- Use the grid as a toolbox to **evaluate** current efforts in advocacy and programming and identify potential gaps in own programming (e.g., to what extent do we include gender norms in our Human/Civil Rights?)
- Assess existing policies using the grid and use the grid to **advocate for increasing resources and partnerships** in the areas that have so far been neglected (e.g., suggest to policymakers to include expertise on intersectionality in security policies)