

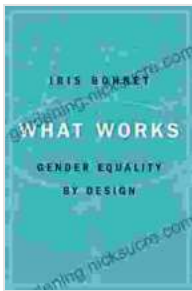
# What Works: Gender Equality by Design



Gender equality is a fundamental human right and a necessary foundation for a peaceful, prosperous and sustainable world. It is essential for the well-being of individuals, families, communities and nations. Despite progress in recent decades, gender inequality persists in all spheres of life. Women and girls continue to face discrimination and violence, and they are underrepresented in leadership and decision-making. This inequality is not only unjust, it also holds back economic growth and development.

There is a growing body of evidence on what works to achieve gender equality. This article draws on this evidence to identify key strategies and

approaches that can be used to design and implement gender-equal policies and programmes. These strategies include:



### **What Works: Gender Equality by Design** by Iris Bohnet

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Text-to-Speech : Enabled  
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Print length : 397 pages



- Gender mainstreaming
- Gender analysis
- Gender budgeting
- Empowerment
- Leadership
- Participation

### **Gender Mainstreaming**

Gender mainstreaming is a strategy for making gender equality a central part of all policies and programmes. It involves systematically considering the implications of policies and programmes for women and men, and taking steps to address any gender inequalities. Gender mainstreaming is an essential tool for ensuring that gender equality is not an afterthought, but is instead integrated into all aspects of decision-making.

## **Gender Analysis**

Gender analysis is a tool for understanding the different roles, responsibilities, needs and interests of women and men. It can be used to identify gender inequalities and to develop strategies to address them.

Gender analysis is essential for designing and implementing gender-equal policies and programmes.

## **Gender Budgeting**

Gender budgeting is a process for ensuring that government budgets are used to promote gender equality. It involves tracking and analyzing government spending to identify any gender biases, and then taking steps to address them. Gender budgeting is an important tool for ensuring that gender equality is not just a matter of words, but is also reflected in the way that resources are allocated.

## **Empowerment**

Empowerment is the process of giving women and girls the power to make decisions about their own lives. It involves providing them with the knowledge, skills and resources they need to participate fully in society. Empowerment is essential for achieving gender equality, as it enables women and girls to challenge discrimination and violence, and to claim their rights.

## **Leadership**

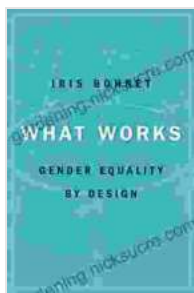
Leadership is essential for achieving gender equality. Women and girls need to be represented in leadership positions at all levels of society, from the local to the global. This is important not only for symbolic reasons, but also because women leaders can make a real difference in promoting

gender equality. They can challenge gender stereotypes, promote women's rights, and create policies that benefit women and girls.

## Participation

Participation is essential for achieving gender equality. Women and girls need to be involved in all aspects of decision-making that affect their lives. This includes participating in political processes, economic决策 and social movements. Participation is important not only for ensuring that women's voices are heard, but also for ensuring that their needs and interests are taken into account.

Achieving gender equality is a complex challenge, but it is essential for creating a more just, peaceful and prosperous world. The strategies and approaches outlined in this article provide a roadmap for achieving gender equality by design. By mainstreaming gender into all policies and programmes, conducting gender analysis, budgeting for gender equality, empowering women and girls, promoting women's leadership, and ensuring women's participation, we can create a world where all people have the opportunity to reach their full potential.



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