

May 2020

Pre-Assessment Template

Gender Sensitivity Toolbox

Objective:

Provide the basis for intervention on gender-sensitivity and help formulate **actions** needed. This step requires extensive research which needs to be regularly revisited, updated, improved and built up over time. The focus is on building a body of knowledge related to gender-awareness, to help address gender bias (conscious & unconscious) in providing business support (coaching/mentoring/training).

How to Use:

Analyse situation of women and men in the field: Collect information and data about the existing situation for women and men in the areas concerned by the planned intervention, e.g. by looking for sex-disaggregated statistics. Complement quantitative information with qualitative insights - for example from studies or consultations, and combine various sources (statistical office, academic works, policy reports) to gain a deeper understanding. Identify existing gender inequalities - take into consideration the views of entrepreneurs about what any coaching/mentoring/training support should bring (training needs analysis). To be used as a complementary with the Gender Analysis tool, which is a method to help populate the pre-assessment template. This is about the opportunities to participate on equal terms in all aspects of entrepreneurship, including supports. This is to be used as an example of what may be included in the template (data collection phase), but content should be individualised and adapted to local circumstances, which may vary (different legal and regulatory environments, differences in access to resources etc).

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To be used as a complementary tool with the Gender Analysis Tool

Norms & Values

- ⚠ Consider different realities on the basis of their sex or because of roles attributed (gender roles).
- ⚠ Consider the norms and values which regulate the process of access and control of resources
- ⚠ Consider differences between men and women taking into account the structure of the organisation of private life.

Localised Inequalities

- ⚠ Consider localised inequalities between women and men in access to resources (work, money, power, health, well-being, security, knowledge-education, mobility, time, etc)
- ⚠ Consider localised inequalities in the exercise of fundamental rights of men and women (civil, social and political rights)
- ⚠ Consider how gender inequalities may be either reinforced or challenged by specific cultural, ethnic, religious, age-related and other diversity criteria (e.g. traveller community in Ireland, Sami community in the Nordics, silver generation, mainstream religion vs other etc).

Needs Analysis

- ⚠ What are the expectations/needs of local entrepreneurs? Are these different for women and men?
- ⚠ Are the needs being assessed against their different interest, roles and positions?
- ⚠ How can the contribution to the needs of women and men be strengthened?
- ⚠ Thorough analysis of the training needs, both prior and throughout men's and women's engagement into business.
- ⚠ Training needs of women with regard to entrepreneurial awareness and sensitization should be assessed specifically and may require design of additional design, content & implementation elements specifically focusing on support to women entrepreneurs.

Performing a good analysis can be a complex process, which is often irreconcilable with some practicalities of business support provision and tendencies toward a 'tick-the-box' exercise. An important balance has to be struck between making the analysis simple enough to be used by a wide range of stakeholders and oversimplifying complex social and economic issues.