

# GENDER EQUALITY GUIDELINES UNESCO PARTICIPATION PROGRAMME

## INTRODUCTION

In 2015, the [General Conference](#) (37 GC Resolution 72, paragraphs 5 and 7) decided that the projects submitted by Member States under the Participation Programme must relate to the priorities of the Organization, including “interdisciplinary projects and activities to benefit two global priorities, i.e. Africa and **Gender Equality**”

## PURPOSE

These Guidelines are intended to help those engaged in the design, implementation and monitoring of projects financed by the Participation Programme, in particular National Commissions for UNESCO.

## HOW

In line with [UNESCO’s Priority Gender Equality Action Plan for 2014-2021](#), all UNESCO Participation Programme proposals and projects should:

(i) Observe gender balance for the panels and participants of conferences, seminars, workshops or any other events organized within the framework of the Participation Programme funded initiatives.

(ii) Address gender equality considerations, through either:

→ **Gender Mainstreaming:** full integration of gender-equality considerations into all initiatives including policy advice, advocacy, research, normative and standard setting work, capacity development, monitoring and evaluation/assessment and any other technical assistance work; or

→ **Gender-specific initiatives:** addressing significant inequalities that affect one gender specifically, for example, literacy initiatives for adult women, secondary or STEM education for girls, re-integration of male child soldiers, building networks of women scientists, on-line violence against girls/women.

## GENDER MAINSTREAMING’S STEPS

STEP  
01

### USE SEX-DISAGGREGATED DATA.

If sex-disaggregated data is not readily available, the projects should consider the reasons for this absence and suggest ways in which it could be remedied.

STEP  
02

### ANALYSE SEX-DISAGGREGATED DATA.

This will imply considering not only the fact of the existence of differences between the lived experiences of men and women in a particular area, but also the causes and impacts of these differences.

STEP  
03

### USE GENDER-INCLUSIVE LANGUAGE

Download the Guidelines [here](#)

STEP  
04

### USE GENDER-BALANCED IMAGES

The use of images – photographs, illustrations, book cover – should be gender-balanced and avoid reliance on or promotion of gender stereotypes. Photographs that illustrate the active roles played by women/girls should be encouraged.

## ATTENTION

Out of seven projects per biennium, **at least one** should focus on gender equality among its first four priorities.



## ANNEXES

[Roles and responsibilities for the implementation of the Gender Equality Guidelines for Participation Programme](#)  
[Basic Principles of Gender Mainstreaming](#)  
[Guidelines for Gender-Inclusive Language](#)  
[Key Definitions and Terms](#)  
[References](#)