

KWDI Issue Paper

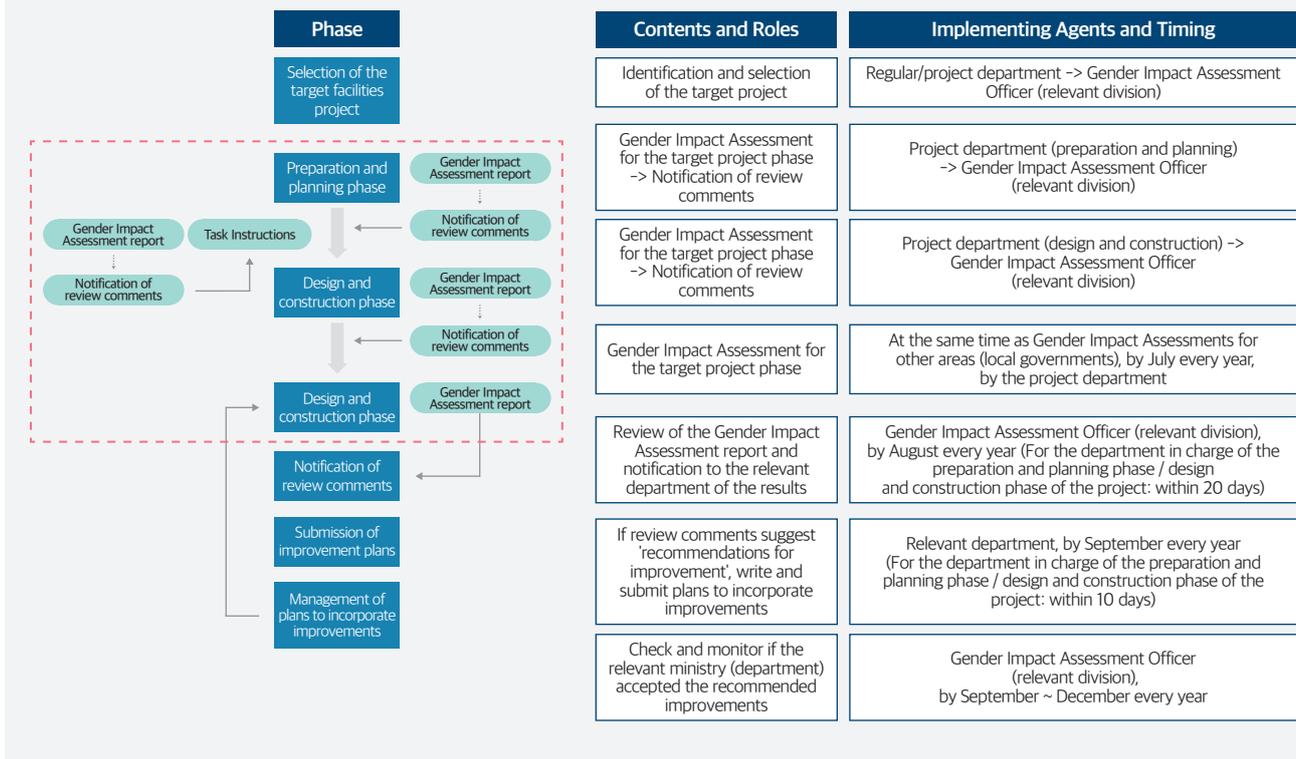
Research Title: A Study on Gender Impact Assessment Operation Plan Reflecting Policy Characteristics: Focusing on Living SOC
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Gender Impact Assessment Reflecting the Characteristics of Public Facilities

Abstract

- ◆ This study examined the current status of Gender Impact Assessment for public facilities and the challenges in Gender Impact Assessment for facilities projects. Thereby, the study proposed policy measures to implement Gender Impact Assessment that reflect the characteristics of public facility development process.
 - Step-by-step Gender Impact Assessment indicators and implementation systems for creating gender-equal facilities and spaces: This study recommended that Gender Impact Assessment be conducted once during the preparation and planning phase, once during the facility design and construction phase, and at least once during the management and operation phase. Specific review points for each phase were also provided.
 - Step-by-step implementation procedures and support systems for Gender Impact Assessment tailored to the public facility development process: This study recommended the operation of specialist consulting groups on Gender Impact Assessment for the facilities sector, systematic education for relevant personnel (private experts, gender experts, and government officials in charge), implementation reviews and monitoring, and so on.

<Figure 1> Step-by-step Implementation of Gender Impact Assessment for Facilities Projects



Background and Issues

- Space contains diverse social relationships. To eliminate inequalities in urban space, it is essential to ensure that everyone has the right to equally enjoy space so that space can reflect sociocultural gender relations.
- Gender Impact Assessment has been used as a standard for selecting major target projects on facility installation and improvement to resolve the impact of facilities and spaces on gender relations.
 - ▶ The decision-making process for facility installation is long-term and phased. Yet, Gender Impact Assessments are predominantly performed during the maintenance and operation phases. Also, relevant proposals for improving gender equality are often fragmented and thus have limited effectiveness.
 - ▶ The effectiveness of Gender Impact Assessments for public facilities is compromised by the use of Gender Impact Assessment templates (indicators) tailored to human resources projects which do not adequately reflect the specific policy characteristics of public facilities.

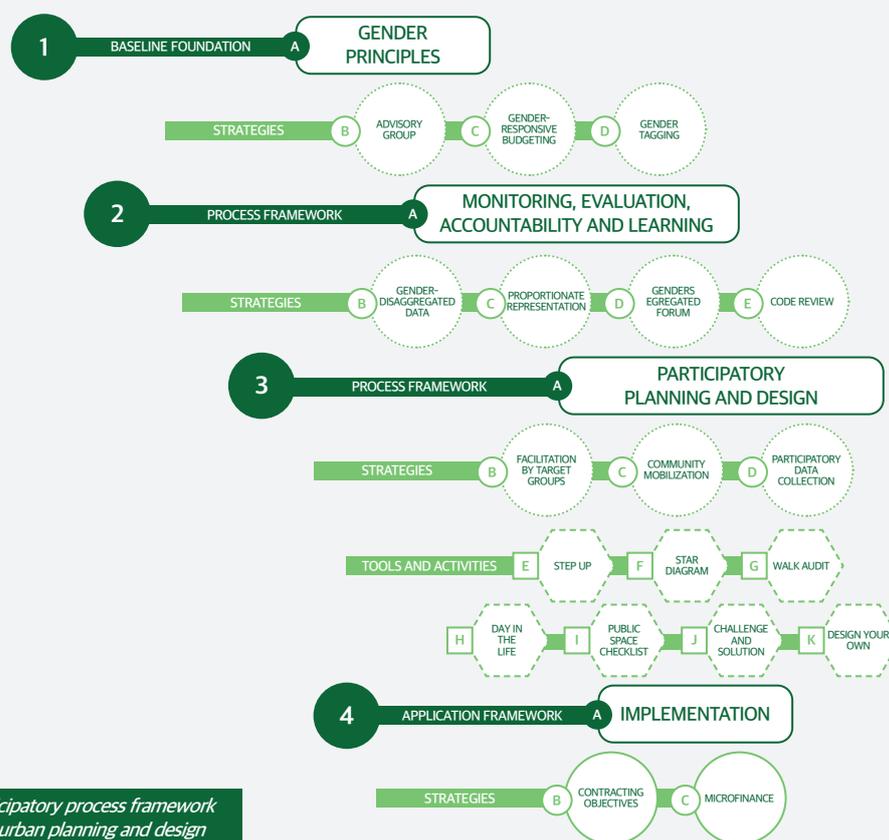
- The United Nations Human Settlements Programme (UN-Habitat) presents a step-by-step gender mainstreaming strategy through the "Gender Issue Guide: Urban Planning and Design". This guideline outlines interventions at every phase of urban planning and design projects, from the preparation phase through to the monitoring and evaluation phase.

<Table 1> Gender Mainstreaming Strategies in Urban Planning and Design by Phase

Phase	Gender Mainstreaming Strategy
Preparatory Phase	<ul style="list-style-type: none"> • Step 1: Define the links between gender equality and diversity and the issue or sector being worked on. • Step 2: Understand why the promotion of gender equality is important for securing human rights and social justice for both women and men, as well as for the achievement of urban development objectives. • Step 3: Identify opportunities for introducing gender perspectives into the tasks being undertaken. These opportunities or entry points can be found in the following areas: research and analysis, policy development, use of statistics, training events, workshops/conferences, and the planning and implementing of projects and programs. • Step 4: Identify an approach or methodology for successfully incorporating gender perspectives into the projects.
Implementation Phase	<ul style="list-style-type: none"> • Once a situational analysis or initial scoping to decide the major goals and entry point of the project or program has been completed, the next step is to bring together the key stakeholders needed to reach the long-term goal. • All stakeholders will need to have gender trainings and attend awareness-raising workshops on the intersecting issues of the program, such as gender-sensitive urban planning, gender-based violence, or gender dimensions in access to housing rights. • Together, key stakeholders from the community, government officials, urban planners, and gender experts can strategically plan for short-, medium-, and long-term impacts and the interventions required each year to meet the program goals. • It is important to build holistic partnerships to hold diverse local authorities and actors accountable for making cities more gender sensitive, safe, and inclusive for women and girls. • Innovative and empowering partnerships with the relevant actors are also key. • Any gender-mainstreaming initiative must not only include women from the local to the national level, but also offer interventions that empower women and girls with new skills, training, leadership roles, and ongoing guidance and support. • Strategies and interventions should include women in decision-making processes, from the local target communities to NGOs and state actors.
Monitoring and Evaluation (M&E)	<ul style="list-style-type: none"> • During the preparatory phase and development of a program methodology, an M&E framework must also be developed. • The M&E framework will complement the program design by providing a log frame that measures the major goals of the program. • The M&E framework must include gender-sensitive indicators that address the heart of the problem and measure progress on reaching the goals of the program. • After the scoping study, it will be important to select a strong research institution or M&E consultant to measure the impact of the program. This institution should have a strong understanding of the program as well as experience in gender, development, and the key subject matter. • It is best if the research institution or M&E consultant can be engaged throughout the duration of the project. Gender mainstreaming can change the realities of women and girls and achieve results when implemented through a holistic framework based on proven international best practices.

The World Bank's "Handbook for Gender-inclusive Urban Planning and Design" outlines step-by-step strategies for participatory and gender-sensitive urban planning and design. The step-by-step guidelines provide specific implementation strategies tailored to each phase.

<Figure 2> Participatory Process Framework for Urban Planning and Design

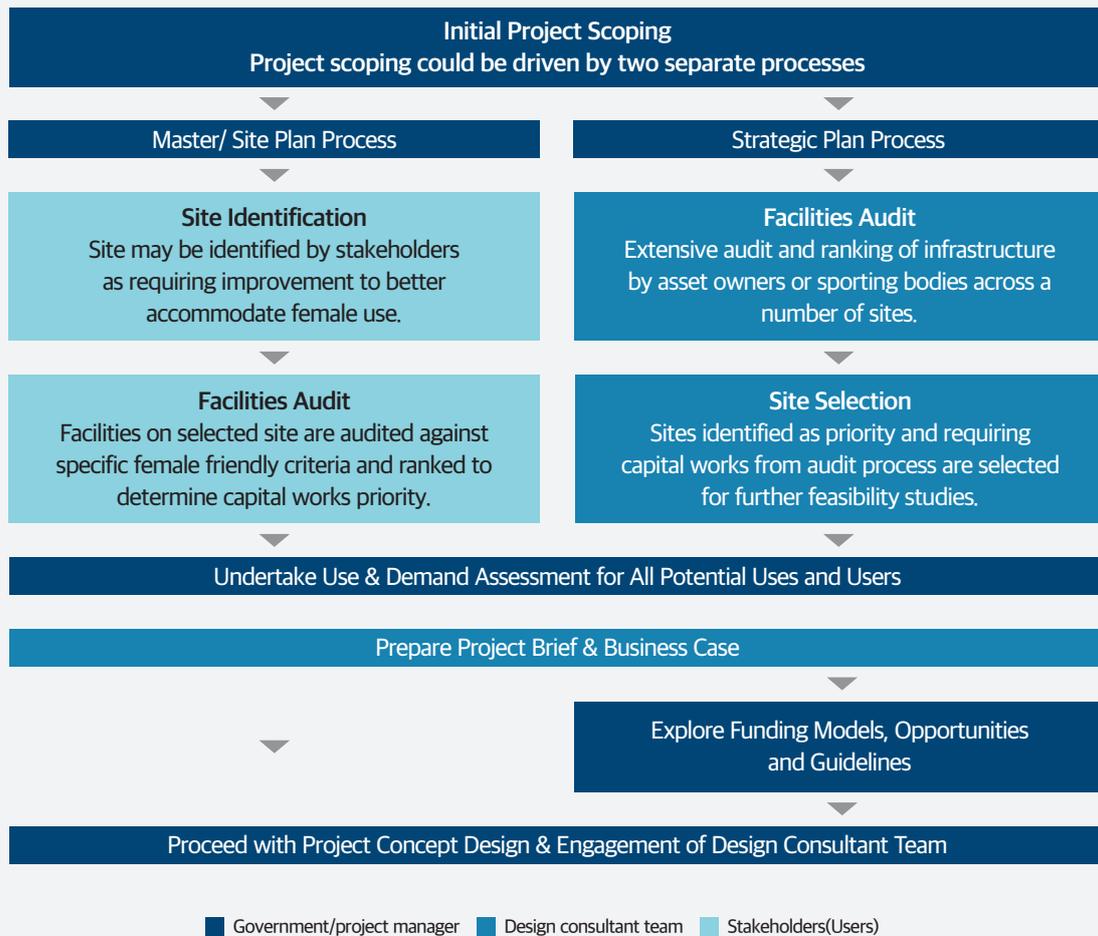


<Table 2> Step-by-step Gender Mainstreaming Strategies for Urban Planning and Design

Step	Framework	Strategy
Step 1	Baseline foundation	Creating a baseline foundation by establishing gender principles
Step 2	Process	Establishing a process framework that embraces monitoring, evaluation, accountability, and learning
Step 3	Participation	Designing a participation framework that creates buy-in, gathers data, and engages beneficiaries in design
Step 4	Application	Creating an application framework for implementation

● The Victorian Government in Australia developed the "Female Friendly Sport Infrastructure Guidelines". These guidelines outline principles for designing women-friendly infrastructure along with considerations for designing women-friendly sport infrastructure. They also offer detailed guides on project scoping, consultation processes, and other aspects relevant to the infrastructure planning and design phases.

<Figure 3> Project Scoping for Female-friendly Infrastructure Planning and Design in Victoria



● The research analyzed Gender Impact Assessment reports for public sports facilities, public libraries, and family centers from 2013 to 2021 to identify problems with current Gender Impact Assessments for public facilities.

- ▶ Public structures typically progress through planning, design, construction, and maintenance phases within an average span of three years. However, Gender Impact Assessments for public structures are conducted irrespective of those distinct phases.

- ▶ The current Gender Impact Assessment indicators, which include the analysis of beneficiaries and budget by gender, are not suitable for evaluating public facility development projects. This is because even if user ratios for similar facilities are presented, it is difficult to find contents that can reflect gaps in beneficiary ratios for facilities development.
 - ▶ It proved challenging to find examples where gender needs analyses considered local residents' work and care responsibilities which can significantly influence their actual accessibility to public facilities.
 - ▶ Gender equality improvement measures, which are proposed from Gender Impact Assessment results, generally involve selecting relevant issues contained in the guidelines for creating public facilities and spaces according to the “Gender Impact Assessment Guidelines” and then suggesting policy improvements.
- **An analysis of task instructions confirmed that they contain design aspects as well as some degree of gender-specific characteristics and needs that consider gender relations. It is encouraging that these elements from Task Instructions are likely to be substantially incorporated into actual tasks.**
 - **The study identified problems with Gender Impact Assessments for public facility projects through in-depth interviews with about 30 stakeholders, including public officials responsible for public facilities projects, Gender Impact Assessment consultants, architects, experts, and so on.**
 - ▶ While awareness of rights to access has grown, it often focuses solely on physical environment improvements. Nevertheless, there is a perceptible shift in the social climate concerning work and care. Despite the perceived importance of participation by experts and local residents, practical challenges have been reported.
 - ▶ There is a lack of stakeholder awareness concerning the Gender Impact Assessment system for facilities projects. The Gender Impact Assessment system is perceived to be gender-neutral and tends to be operated merely as a formality.
 - ▶ Challenges have been observed in incorporating improvements on the indicators and timing of Gender Impact Assessments. Many public officials report difficulties in understanding the current Gender Impact Assessment indicators, which could complicate the incorporation of improvements when Gender Impact Assessments are conducted during or after the design phase.
 - ▶ It was confirmed that most improvements primarily target enhancing physical accessibility, often neglecting the incorporation of a gender perspective. Enhancing the expertise of facilities project managers and Gender Impact Assessment consultants is crucial. Additionally, consistent management is essential even after project completion.

Policy Recommendations

🕒 (Step-by-step Gender Impact Assessment indicators for the development of gender-equal facilities and spaces) To advance Gender Impact Assessments that reflect the characteristics of public facility development processes, it is necessary to apply step-by-step Gender Impact Assessment indicators.

- ▶ For the preparation and planning phase, the following considerations are required: Ensure accessibility for various modes of transportation and walking; develop strategies to ensure representation of gender, age, and disabilities in preliminary surveys and decision-making processes; incorporate gender considerations and the participation of gender experts in committees and other policy-making bodies; and monitor the dissemination of information and guidance about the projects to the public.

<Table 3> Preparation and Planning Phase - Review Points

Category	Review Contents	Yes	No
Accessibility	• Is accessibility through various transportation ensured? (e.g. public transit such as buses and subways, cars, bicycles, pedestrian access, etc.)	<input type="checkbox"/>	<input type="checkbox"/>
	• If access via public transportation is difficult, are there plans for ensuring access through public shuttle services, etc.?	<input type="checkbox"/>	<input type="checkbox"/>
	• Is pedestrian accessibility considered along the main path from nearby public transportation stops to the facility? (This includes ensuring that sidewalks are usable for people with disabilities, considering the effective width and gradient of walkways.)	<input type="checkbox"/>	<input type="checkbox"/>
Participation (Decision-making)	• Is there sufficient promotion and guidance to the public regarding the conceptualization of the facility project and future operational plans?	<input type="checkbox"/>	<input type="checkbox"/>
	• In the preliminary survey stage of the facility project planning, are demographic characteristics including gender, age, and disability status considered?	<input type="checkbox"/>	<input type="checkbox"/>
	• Is there a mechanism established to incorporate the demands of relevant groups during the facility project planning process? (e.g., public hearings, workshops, Focused Group Interviews/FGI, community needs surveys, etc.)	<input type="checkbox"/>	<input type="checkbox"/>
	• In various procedures for gathering public opinions such as public hearings, workshops, community needs surveys, etc. does the composition of participants consider the representation of gender, age, disabilities, caregiving status, etc.?	<input type="checkbox"/>	<input type="checkbox"/>
	• Is the gender ratio considered in the composition of committees and other policy-making bodies related to the construction project?	<input type="checkbox"/>	<input type="checkbox"/>
	• Are gender experts included in the committees and other policy-making bodies related to the construction project?	<input type="checkbox"/>	<input type="checkbox"/>

- ▶ During the design and construction phase, the following reviews are required: Check the convenience and safety of individual facilities from a gender perspective; and ensure monitoring and participation of gender experts in the decision-making procedures throughout the design process.

<Table 4> Design and Construction Phase - Review Points

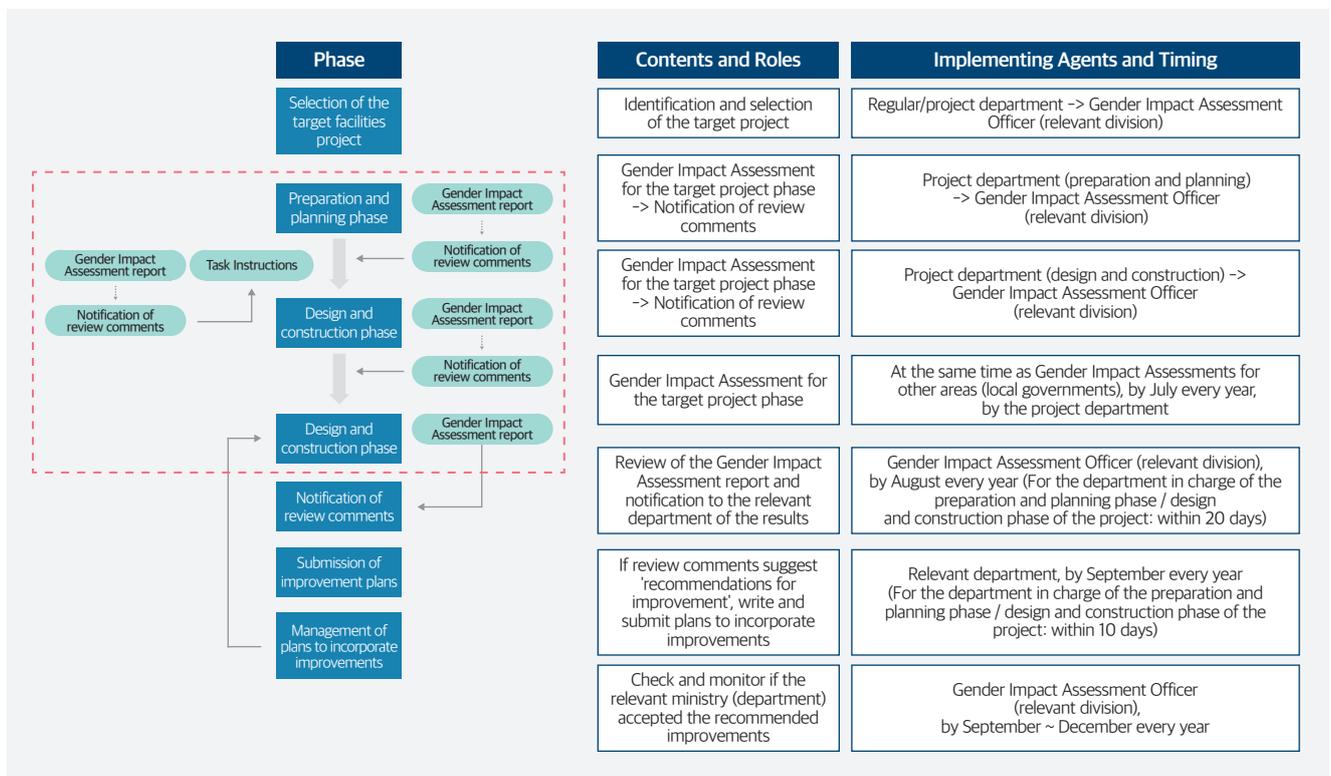
Category	Indicators	Review Contents	Yes	No
Design	Individual Facility	Guidance Facility	<input type="checkbox"/>	<input type="checkbox"/>
		<ul style="list-style-type: none"> Is a comprehensive guidance map installed at a visible location near the main entrance, and does it include information on care and convenience facilities? 	<input type="checkbox"/>	<input type="checkbox"/>
		Sanitary Facility	<input type="checkbox"/>	<input type="checkbox"/>
		<ul style="list-style-type: none"> Are toilets designed in accordance with the gender distribution of users? 	<input type="checkbox"/>	<input type="checkbox"/>
		<ul style="list-style-type: none"> Are the entrances to male and female toilets positioned to enhance privacy and obstruct direct views from corridors and external areas? 	<input type="checkbox"/>	<input type="checkbox"/>
		<ul style="list-style-type: none"> Are sanitary facilities tailored to accommodate guardians of infants and young children, the elderly, individuals with disabilities, etc.? (e.g. installation of changing tables and toddler seats inside toilets, dedicated toilets for infants and young children, family restrooms or multipurpose restrooms, etc.) 	<input type="checkbox"/>	<input type="checkbox"/>
		<ul style="list-style-type: none"> Is adequate lighting maintained in the toilets for both genders, and are security and alarm systems integrated into the design? 	<input type="checkbox"/>	<input type="checkbox"/>
		Care Facility	<input type="checkbox"/>	<input type="checkbox"/>
		<ul style="list-style-type: none"> Are facilities that are frequently used by the guardians of infants and young children strategically located on the lower floors? 	<input type="checkbox"/>	<input type="checkbox"/>
		<ul style="list-style-type: none"> In facilities such as shared parenting spaces and collective care areas that accommodate infants and young children, is there a plan to provide storage for strollers? 	<input type="checkbox"/>	<input type="checkbox"/>
		<ul style="list-style-type: none"> Are nursing facilities available for both users and employees? 	<input type="checkbox"/>	<input type="checkbox"/>
		<ul style="list-style-type: none"> Are convenience facilities for pregnant women or children, restrooms for infants and young children, nursing rooms, children's play areas, etc. designed with safety features? (e.g., secure walls, pillars, entrance doors, furnitures, spaces visible to guardians, etc. to ensure the safety of infants and young children) 	<input type="checkbox"/>	<input type="checkbox"/>
		Rest Facility	<input type="checkbox"/>	<input type="checkbox"/>
		<ul style="list-style-type: none"> Is there a rest area for facility users? 	<input type="checkbox"/>	<input type="checkbox"/>
		<ul style="list-style-type: none"> Are there gender-segregated rest facilities for employees? 	<input type="checkbox"/>	<input type="checkbox"/>
		Parking Facility	<input type="checkbox"/>	<input type="checkbox"/>
		<ul style="list-style-type: none"> Are parking spaces allocated considering the needs of the guardians of infants and young children, pregnant women, etc.? (e.g. accessible parking spaces, women-priority parking, parking spaces for pregnant women, etc.) 	<input type="checkbox"/>	<input type="checkbox"/>
		<ul style="list-style-type: none"> Is there a safe pedestrian pathway from the parking lot to the entrance? (e.g. installation of pedestrian-safe pathways, etc.) 	<input type="checkbox"/>	<input type="checkbox"/>
	<ul style="list-style-type: none"> Are safety installations (CCTV, emergency bells, lighting) in place in the parking area, and is there sufficient lighting? 	<input type="checkbox"/>	<input type="checkbox"/>	
	Landscaping and External Facility	<input type="checkbox"/>	<input type="checkbox"/>	
	<ul style="list-style-type: none"> Is the external environment designed to accommodate mobility-impaired individuals, such as children, the elderly, individuals with disabilities, pregnant women, guardians of infants and young children, etc.? (e.g. ensuring the effective width of pathways for strollers and wheelchairs, using materials that minimize discomfort, etc.) 	<input type="checkbox"/>	<input type="checkbox"/>	
	<ul style="list-style-type: none"> Is there a safe pedestrian environment for mobility-impaired individuals (e.g. children, the elderly, individuals with disabilities, pregnant women, guardians for infants and young children, etc.)? 	<input type="checkbox"/>	<input type="checkbox"/>	
	<ul style="list-style-type: none"> Are landscapes and facilities designed to eliminate blind spots and ensure openness of view? 	<input type="checkbox"/>	<input type="checkbox"/>	
<ul style="list-style-type: none"> Are safety features (CCTV, emergency bells, emergency phones, etc.) placed in external spaces, and is lighting installed to ensure nighttime safety? 	<input type="checkbox"/>	<input type="checkbox"/>		
Participation (Decision-making)	<ul style="list-style-type: none"> Were the opinions of gender experts included in the advisory and evaluation processes for the preliminary and intermediate design phases? 	<input type="checkbox"/>	<input type="checkbox"/>	
	<ul style="list-style-type: none"> Was the gender ratio considered in the composition of the selection committees? 	<input type="checkbox"/>	<input type="checkbox"/>	
Others	<ul style="list-style-type: none"> If there are local government guidelines on gender-sensitive public facilities, have these been taken into consideration? (e.g. women-friendly city public facility guidelines, gender-sensitive structures manuals, etc.) 	<input type="checkbox"/>	<input type="checkbox"/>	
	<ul style="list-style-type: none"> Is there a movement flow plan for individuals vulnerable in disasters? 	<input type="checkbox"/>	<input type="checkbox"/>	
Construction	<ul style="list-style-type: none"> Is the safety management plan inclusive of not only physical threats, discrimination, and harassment but also sexual harassment? 	<input type="checkbox"/>	<input type="checkbox"/>	
	<ul style="list-style-type: none"> Are there measures in place to prevent sexual harassment and sexual violence among workers? (e.g. prevention training and informational postings on sexual harassment and sexual violence, designation of responsible staff, etc.) 	<input type="checkbox"/>	<input type="checkbox"/>	
	<ul style="list-style-type: none"> Is the working environment safety for laborers ensured with a consideration of gender? (e.g. provision of personal protective equipment tailored for women) 	<input type="checkbox"/>	<input type="checkbox"/>	

- During the management and operation phase, it is essential to conduct assessments regarding constraints in facility and program utilization, inconveniences in program and information access, and adherence to incorporating the public's opinions, along with consistent monitoring.

<Table 5> Management and Operation Phase - Review Points

Category	Review Contents	Yes	No
Accessibility	• Is there a transportation option available, such as shuttle buses, to ensure easy access to the facility for users including the disabled, elderly, etc.?	<input type="checkbox"/>	<input type="checkbox"/>
	• For the promotion of facility usage and programs, is there any restriction on the participation of a specific gender, or is there a disadvantage for a specific gender in accessing information?	<input type="checkbox"/>	<input type="checkbox"/>
	• Is there a program accessible for individuals with disabilities (visual, auditory)? Or is there a system in place to facilitate their participation in programs?	<input type="checkbox"/>	<input type="checkbox"/>
	• Is there a system (e.g. care program) that allows caregivers (for infants, the elderly, or the disabled) to participate in programs?	<input type="checkbox"/>	<input type="checkbox"/>
	• Building Safety Management: Is there a safety management plan in place for women, children, and the elderly in preparation for disasters? Is security management, including crime response, being administered within the building?	<input type="checkbox"/>	<input type="checkbox"/>
Employees	• Are there protection guidelines for emotional laborers (such as sports instructors and information desk staff) who interact with city/provincial residents?	<input type="checkbox"/>	<input type="checkbox"/>
	• Is gender equality education (training on gender sensitivity) being provided to facility management workforce and employees?	<input type="checkbox"/>	<input type="checkbox"/>
Citizens' participation (Monitoring)	• Is there a system for collecting citizens' complaints regarding the use of the facility?	<input type="checkbox"/>	<input type="checkbox"/>
	• Is the citizen monitoring being conducted for the facility? And are the results being incorporated in the facility management?	<input type="checkbox"/>	<input type="checkbox"/>
	• In setting operational plans such as program operating hours and staffing plans, are the needs of users considered (by gender and age)?	<input type="checkbox"/>	<input type="checkbox"/>

Step-by-step implementation of Gender Impact Assessment for facilities projects



● Step-by-step procedure for Gender Impact Assessment reflecting the public facility development process

- ▶ **Assessment Timing Adjustment:** It is proposed to conduct the assessment once during the preparation and planning phase, once during the design and construction phase, and at least once during the management and operation phase. In Article 4 of the Enforcement Decree for the Gender Impact Analysis and Assessment Act (when to Conduct Gender Impact Assessment), a legal framework should be established for 'before the design phase of the public facility construction' to ensure effectiveness.

<Table 6> Proposed Revision to Article 4 of the Gender Impact Analysis and Assessment Act

Category	Review Contents	Example
<p>Article 4 (Time to Conduct Gender Impact Assessment) The head of a central administrative agency or the head of a local government shall conduct Gender Impact Assessment on relevant policies at the times indicated for each of the following provisions. However, Gender Impact Assessments may also be conducted during the implementation of a policy when necessary for mid-term evaluations, improvements, etc. <Amended on September 19, 2017, and August 14, 2018></p> <p>1. Enactment or amendment of Acts, Presidential Decrees, Ordinance of the Prime Minister, and Ordinance of the Ministry according to Article 2(1)-1: Prior to the examination of the bill by the Korea Ministry of Government Legislation . .</p> <p>4. Expenditure budget sub-project or detailed project according to Article 2(1)-4: Prior to the submission of the draft expenditure budget to the local council according to Article 127(1) of the 「Local Autonomy Act」. [Title amended on August 14, 2018]</p>	<p>(Same as on the left.)</p> <p>[Newly inserted] 5. During the preparatory/ planning phase and design phase prior to the construction of public facilities</p>	<p>Adjustment of time to conduct Gender Impact Assessment for facility projects</p>

● Implementation of Gender Impact Assessment on Task Instructions

- ▶ In the planning and preparation phase of a large-scale public facility construction, the reviewed contents are communicated through Task Instructions. Gender Impact Assessment utilizing Task Instructions allows the addressing of improvements at various phases and levels, making the Task Instructions highly practical due to the ease of project management for incorporating improvement measures.

Gender Impact Assessment Report [For Facility Project Task Instructions]

Project Title

I. Project Overview

1. Project Purpose
2. Main Project Contents
3. Budget Status

II. Users

Facility Users	Yes	No
① Are users the general public? - If no, specify the target users: _____		
② Is it anticipated that the facility would be used by individuals with disabilities, the elderly, children, pregnant women, and guardians of infants and young children?		
③ Is the facility expected to be frequently used by family groups?		

III. Task Instruction Content

Category	Inclusion in the Facility	Incorporation in the Task Instructions	Task Instruction Details that Consider Gender-specific Characteristics and Needs	
	Check <input checked="" type="checkbox"/> all that is applicable.		Page Number	Contents
Task Scope & Design Direction	-	<input type="checkbox"/>		
Sanitary Facility	<input type="checkbox"/>	<input type="checkbox"/>		
Care Facility	<input type="checkbox"/>	<input type="checkbox"/>		
Rest Facility	<input type="checkbox"/>	<input type="checkbox"/>		
Parking Facility	<input type="checkbox"/>	<input type="checkbox"/>		
Landscaping and External Facility	<input type="checkbox"/>	<input type="checkbox"/>		
Miscellaneous	<input type="checkbox"/>	<input type="checkbox"/>		

Establishment of a support system for Gender Impact Assessment of public facilities to formulate effective gender equality improvement measures

- ▶ Operation of a specialist consulting team on Gender Impact Assessment for the facility sector: Nurture and foster a pool of consulting teams that possess expertise in relevant projects.
- ▶ Systematic education: Reduce the number of Gender Impact Assessment tasks for local governments; provide high-quality consulting; establish a collaborative structure formed through communication between private sector experts and gender specialists; conduct gender awareness training on facilities and constructions for public officials in charge of facilities projects; administer in-depth training on construction and remodeling for gender experts; and organize workshops for consultants to discuss issues in the facility sector.
- ▶ Implementation review and monitoring: An implementation review and monitoring phase is necessary for the public to continuously ensure that design aspects are properly reflected in the actual construction.

References

The World Bank (2020). The Handbook for Gender-inclusive Urban Planning and Design.

UN-Habitat (2012). Gender Issue Guide - Urban Planning and Design. United Nations Human Settlements Programme.

Victoria State Government of Australia, Female Friendly Sport Infrastructure Guidelines (<https://sport.vic.gov.au/publications-and-resources/female-friendly-sport-infrastructure-guidelines>) (Retrieved on October 12, 2022))

Responsible Ministry : Ministry of Gender Equality and Family(Gender Impact Assessment Division)

Related Departments : Department of Women's Affairs and Facilities for each local government