



How to

integrate the **gender perspective** into all activities funded by the **Spanish Plan for Recovery, Transformation and Resilience**

**Guides to incorporate the gender perspective
in the actions financed within the framework of the
Plan for the Recovery, Transformation and Resilience**

SUSTAINABLE DEVELOPMENT GOALS

As a public body, the Institute of Women is aligned with the Sustainable Development Goals (SDGs) established by the United Nations in the 2030 Agenda, whose objective is to achieve true sustainable development worldwide and combat climate change, inequality and poverty.

SUSTAINABLE DEVELOPMENT GOALS



**Guides to incorporate the gender perspective
in the actions financed within the framework of the
Plan for the Recovery, Transformation and Resilience**



Legal notice: the contents of this publication may be reused, citing the source and date of latest update, if applicable.

Writing and layout:

Gema de Cabo Serrano

Elvira González Gago

Direction and coordination

Deputy Directorate General for female entrepreneurship, gender equality in company and collective bargaining

Edited: Institute of Women

C/ Condesa de Venadito, 34

28027 Madrid

E-mail: inmujer@inmujeres.es

Catalogue of publications of the General State Administration:

<https://cpage.mpr.gob.es>

Julio 2021

NIPO: 050-21-026-1

**Guides to incorporate the gender perspective
in the actions financed within the framework of the
Plan for the Recovery, Transformation and Resilience**

Content

PRESENTATION	5
THE GUIDES	6
THE RECOVERY, TRANSFORMATION AND RESILIENCE PLAN	10
Guide for Public Administrations	14
Context	15
1st stage. The public administration prepares and launches calls for projects that include the gender perspective	16
CALL FOR PROJECTS	16
3rd stage. Public administrations select projects: inclusion of the gender perspective in the selection of projects	22
SELECTION OF PROJECTS	22
5th step. The public administrations monitor and evaluate individual projects	23
MONITORING AND EVALUATION OF PROJECTS	23
GUIDE FOR PRIVATE COMPANIES, ORGANISATIONS AND PARTNERSHIPS	25
CONTEXT	26
2ND STAGE. PRIVATE ENTITIES / PARTNERSHIPS DESIGN AND PRESENT PROJECTS THAT INCLUDE THE GENDER PERSPECTIVE	27
Diagnosis	27
The project	31
Goals	31
Measures and activities	32
Monitoring and evaluation system	33
Communication	34
4TH STEP. THE SELECTED PRIVATE ENTITIES / PARTNERSHIPS IMPLEMENT AND MONITOR AND EVALUATE THEIR PROJECTS WITH A GENDER PERSPECTIVE.	40
Implementation of the project	40
Monitoring and evaluation of the project	41
GLOSSARY OF TERMS	42
USEFUL RESOURCES	45

**Guides to incorporate the gender perspective
in the actions financed within the framework of the
Plan for the Recovery, Transformation and Resilience**

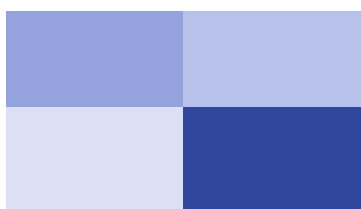
Figures

Figure 1. Stages in the development of projects funded with the PRTR and actors..... 8

Figure 2. Leverage policies and components of the PRTR 11

Figure 3. Integration of equal treatment and opportunities between women and men in the PRTR,
and contribution of the components of the PRTR to gender equality 13

**Guides to incorporate the gender perspective
in the actions financed within the framework of the
Plan for the Recovery, Transformation and Resilience**



Presentation

**Guides to incorporate the gender perspective
in the actions financed within the framework of the
Plan for the Recovery, Transformation and Resilience**

The Guides

Aim and approach

The [Recovery, Transformation and Resilience Plan \(PRTR\)](#) will channel 140,000 million euros of European Union funds to Spain until 2026, to support in the short term the recovery after the health crisis, to promote structural transformation in the medium term, and lead in the longer term to a more sustainable and resilient development from the economic, financial, social, territorial and environmental point of view.

The PRTR, inspired by the Agenda for Change, the 2030 Agenda and the United Nations Sustainable Development Goals, is based on four pillars that will backbone the transformation of the economy as a whole towards a greener, more digital, more cohesive and inclusive and more egalitarian: energy transition, digital transformation, social and territorial cohesion and gender equality, the latter being a transversal pillar.

These funds provide public administrations with a spending budget that gives them great capacity for economic and social transformation. A capacity to modify behaviours of the wide spectrum of actors with whom they interact so as to execute that budget in a more coherent, fair and effective way.

In this context, we present two [Guides](#), **one addressed to public administrations at the three geographical level (national, regional and local) and another one addressed to private entities / partnerships** whose **aim is to facilitate the necessary mainstreaming of the gender perspective in all actions that can be funded within the framework of the PRTR.**

The Guides will also contribute to:

- Reduce the gaps between women and men, seizing the opportunity for social transformation provided by PRTR funds.
- Respond to the uneven impact of Covid-19 and the measures adopted to combat it, which have affected women to a greater extent.
- Increase the effectiveness and economic and social impact of PRTR projects.

It is estimated that out of all investments associated with the PRTR just over a quarter will generate a direct impact on the reduction of gender gaps, although the rest of actions also have the potential to do so, either indirectly or through the transformation of the productive sectors on which they act.

For this, it is necessary that all activities incorporate the gender perspective from the very moment they are designed, and that they include the objective of reducing existing gender inequalities. However, in practice, there are great difficulties in incorporating this gender perspective in generic projects, that is, in those not specifically and exclusively aimed at reducing gender gaps, such as a priori projects related to the energy transition, digital transformation or territorial cohesion.

Therefore, these [Guides](#) are aimed at all eligible investments of the PRTR, but especially at those that **are not exclusively and specifically aimed at reducing gender gaps**, which are the majority.

Guides to incorporate the gender perspective in the actions financed within the framework of the Plan for the Recovery, Transformation and Resilience

In addition, given that inequalities between women and men are systemic, that is, they are embedded in and are part of the systems in which they operate, in these **Guides** a "systems approach"¹ is used to contextualize investments. One of the clearest examples is the long-term care system, as it is currently conceived in Western societies, which operates on the basis of inequality between women and men, reason why most of its cost falls on women caregivers: eliminating gender inequalities from the care system implies completely transforming it.

Other not so direct examples, but equally strong, are observed in other systems, such as energy, mobility or agri-food and fishing, where the participation of women in decision-making, in the ownership of the means of production, in short, in power relations, is limited. This reduces the possibilities of systemic transformations that result in progress towards real equality of treatment and opportunities between women and men.

This systems transformation approach is not alien to the PRTR, as part of its name indicates. Its planned activities are oriented to the different economic, social and environmental systems, for example, the energy systems, the education system, the long-term care system, the health system, the agri-food and fishing system, the tax system, the pension system, the research and innovation system, the transportation system, the employment system or the youth guarantee system.

Furthermore, the fact that the fourth pillar of the PRTR is dedicated to **gender equality** calls for the adoption of a systemic approach in the analysis of existing inequalities between men and women and in the design of policies and measures to eliminate them.

A single process in five stages with two actors

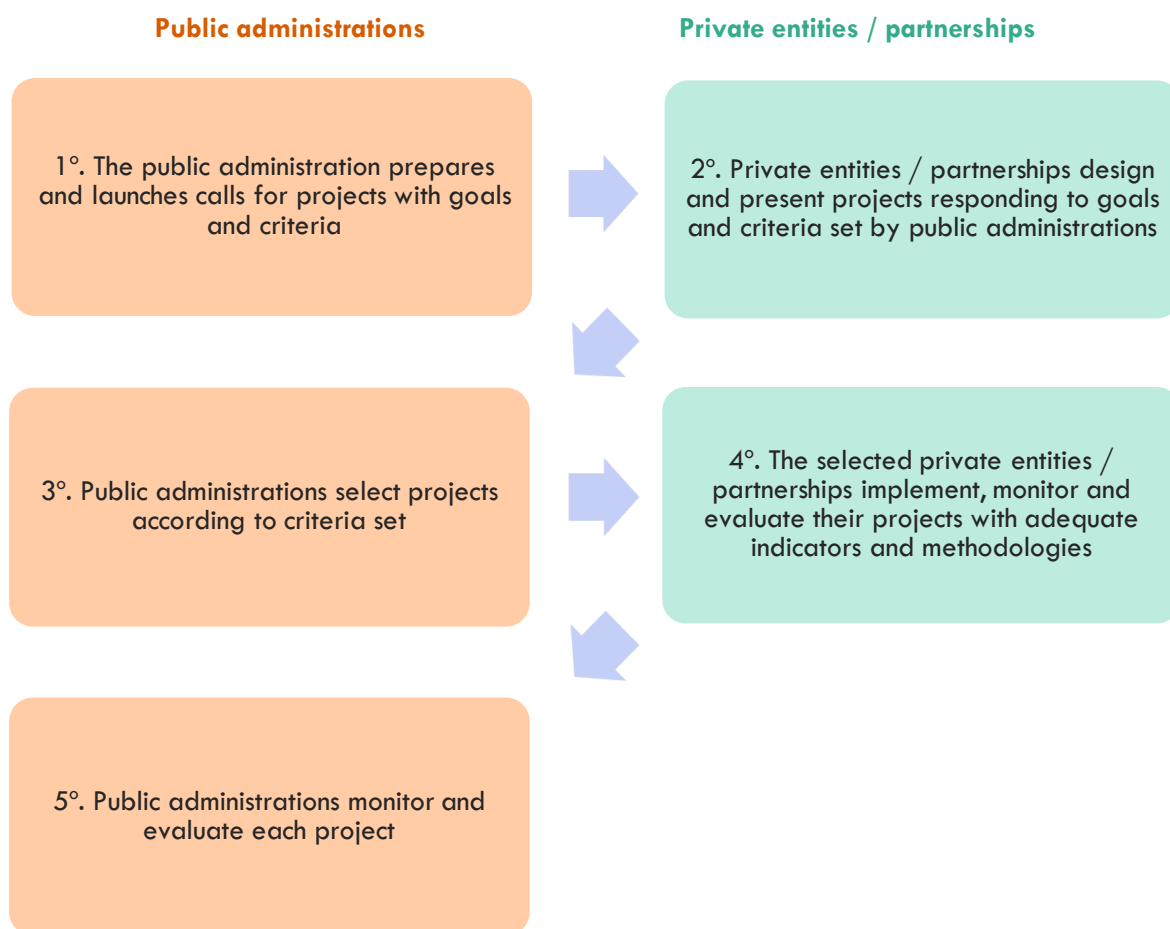
The fourth pillar of the PRTR, the **gender equality**, must be addressed by incorporating the gender perspective, both in all administrative procedures involved in its design and implementation, as well as in the reforms and investments that will be carried out in each of the components.

The development of the projects that will be funded with the PRTR can be seen as a **single process involving two actors or parties**, the **public administrations** (of the three territorial levels, Central, regional (Autonomous Communities) and Local), which launch the projects, and the **private for-profit and non-profit entities and / or public-private partnerships**, who present proposals and implement the projects. Each part plays different roles throughout the process, thus creating two workspaces and, therefore, two different guides (Figure 1).

¹ A system is a set of interconnected elements organized in a coherent way for a specific purpose (Meadows, 2008). Actors, their roles and power relations, the means of production, regulation, technology and social norms are aligned and reinforced: this is why systemic change is so difficult to achieve.

**Guides to incorporate the gender perspective
in the actions financed within the framework of the
Plan for the Recovery, Transformation and Resilience**

Figure 1. Stages in the development of projects funded with the PRTR and actors



Source: Prepared by authors.

Hence, on the one hand, we have a [Guide for the public administrations](#), who are the ones who promote projects within the framework of the PRTR. They do so through different public management instruments, among which direct investments, subsidies, contracts, public procurement of innovation, public aid through financial instruments or public-private collaborations called Strategic Projects for Economic Recovery and Transformation (PERTEs). This guide includes, from the point of view of incorporating a gender perspective in projects, the stages 1st call for projects, 3rd selection of projects and 5th monitoring and evaluation of projects.

On the other hand, we have the [Guide for companies, organisations and partnerships](#), who are the ones who develop the selected projects. This Guide includes, regarding the incorporation of the gender perspective in the projects, the 2nd stage of design and presentation of projects, and the 4th stage of implementation and monitoring and evaluation.

Whatever the public management instrument used to promote projects funded with the PRTR, the **public administrations shall** establish, with reference to the Agenda for Change, the 2030 Agenda and the SDGs, objectives and criteria related to the **equality between women and men** on which these projects shall be based, including thus the reduction of gender gaps and the progress towards equality between women and men as part of the purpose of the public calls for projects or grants. The rest of actors involved, specifically the private entities, will act during the rest of the process, taking as a reference the established objectives and criteria, improving them according to their own interests and objectives.

Guides to incorporate the gender perspective in the actions financed within the framework of the Plan for the Recovery, Transformation and Resilience

Therefore, to facilitate the incorporation of the gender perspective in the tasks to be carried out by each of the parties involved in the different stages, two guides are presented, the [Guide for Public Administrations](#) and the [Guide for private entities / partnerships](#). While they are independent documents, they are closely linked through the process described.

Contents

First, the objectives of the Guidelines are presented and those of the [Recovery, Transformation and Resilience Plan](#) with the four pillars on which the leverage policies and their components are based and incardinated, through which the fourth pillar of **gender equality** will be developed.

The [Guide for Public Administrations](#) contains guidelines for incorporating the gender perspective in the public management instruments that public administrations will use to promote projects within the framework of the PRTR. The guidelines are organized around three stages of the development of the projects that can be financed with the PRTR (of the five previously exposed): the call for projects (1st stage), the selection of the best alternatives (3rd stage) and the monitoring and evaluation of the projects and the PRTR in general (5th stage).

The [Guide for private entities / partnerships](#) contains recommendations to incorporate the gender perspective in the life cycle of projects funded with PRTR, which will be carried out by the organizations whose projects are selected. The recommendations are organized, in a complementary manner, around the other two stages of the development of the projects that can be funded with the PRTR: the design of the project (2nd stage) and the implementation and monitoring and evaluation of the project (4th stage).

In each of the stages of both Guides, support elements are offered to incorporate the gender perspective: **relevant questions** on the contents of the analysis from a gender perspective and / or operational **recommendations** on what to do to incorporate it. All this is accompanied by **examples**.

Then a [Glossary of terms](#), which includes the definitions of gender, gender perspective and gender mainstreaming and intersectionality, to have a basic reference of these concepts.

The [Helpful Resources](#) offer direct access to resources related to the context of this guide: the PRTR, general and thematic gender guides, reference gender institutions and related regulations. In addition, it includes references to thematic studies with a gender perspective.

The Recovery, Transformation and Resilience Plan

Pillars, policies and components

The [Recovery, Transformation and Resilience Plan](#), approved by the Ministers Council on April 27, 2021, is the response of the Spanish Government to the strong economic and social impact of Covid-19, within the framework of the joint EU solution through funds called *Next Generation EU*.

Spain will receive 140,000 million euros in grants and loans in the 2021-2026 period, which will add to the rest of instruments provided for in the Multiannual Financial Framework, to promote investments and reforms in priority areas set at European level: supporting the ecological transition and the digital transformation; driving sustainable and inclusive growth through increased productivity and potential growth; promote R&D and an efficient internal market with strong SMEs; strengthening social and territorial cohesion; increasing health, economic, social and institutional resilience; and develop policies for future generations, children and youth, in particular through education and professional training.

The PRTR, inspired by the Agenda for Change, the 2030 Agenda and the United Nations Sustainable Development Goals, is based on **four pillars** that will backbone the transformation of the economy towards a greener, more digital, more cohesive, inclusive and more egalitarian Spain: energy transition, digital transformation, social and territorial cohesion and **gender equality**. These four transversal pillars will be developed through **ten leverage policies and thirty components** that will articulate the specific projects of the PRTR (Figure 2). **Indeed, following the transversal gender equality pillar, all projects funded with PRTR funds must include the reduction of gender inequalities in the purpose of the contract.**

The PRTR includes a **governance model** with a series of participation and coordination mechanisms (RDL 36/2020, de 30 de diciembre, 2020), such as the Commission for Recovery, Transformation and Resilience, chaired by the President of the Government; the Sectorial Conference of the Recovery Plan, with the Autonomous Communities and Cities, to which representatives of the Local Entities may also be summoned through the Spanish Federation of Municipalities and Provinces (FEMP); a specific table for social dialogue; and a series of consultative fora to guarantee collaboration between the government and the rest of the actors involved in the execution of the Plan.

In addition, it includes a **monitoring system** that provides information for the purposes of decision-making and impact of the Plan, through an integrated information system, interoperable with the information systems necessary for monitoring the Plan.

**Guides to incorporate the gender perspective
in the actions financed within the framework of the
Plan for the Recovery, Transformation and Resilience**

Figure 2. Leverage policies and components of the PRTR

I. Urban and rural agenda, fight against rural depopulation and agricultural development of
1. Shock plan for sustainable, safe and connected mobility in urban and metropolitan environments 2. Housing rehabilitation and urban regeneration plan 3. Environmental and digital transformation of the agri-food and fishing system
II. Resilient infrastructures and ecosystems
4. Conservation and restoration of ecosystems and their biodiversity 5. Preservation of the littoral space and water resources 6. Sustainable, safe and connected mobility
III. A just and inclusive energy transition
7. Deployment and integration of renewable energies 8. Electrical infrastructures, promotion of smart grids and deployment of flexibility and storage 9. Roadmap for renewable hydrogen and its sectoral integration 10. Just Transition Strategy
IV. An Administration for the 21st century
11. Modernization of Public Administrations
V. Modernization and digitization of the industrial and SME ecosystem, recovery of tourism and promotion of entrepreneurship
12. Industrial Policy Spain 2030 13. Support to SMEs 14. Plan for modernization and competitiveness of the tourism sector 15. Digital Connectivity, Cybersecurity promotion and 5G Deployment
VI. Pact for science and innovation. Strengthening the capabilities of the National Health System
16. National Strategy for Artificial Intelligence 17. Institutional reform and strengthening of the national science, technology and innovation system 18. Renewal and enhancement of the capacities of the National Health System
VII. Education and knowledge, lifelong learning and capacity building
19. National Plan for Digital Skills 20. Strategic plan to promote Vocational Training 21. Modernization and digitization of the education system, including early education from 0 to 3 years
VIII. The new care economy and employment policies
22. Shock plan for the care economy and reinforcement of inclusion policies 23. New public policies for a dynamic, resilient and inclusive labour market
IX. Promotion of the culture and sports industries
24. Revaluation of the cultural industry 25. Spain audio-visual hub of Europe (Spain AVS Hub) 26. Plan to promote the sports sector
X. Modernization of the tax system for inclusive and sustainable growth
27. Measures and actions to prevent and combat tax fraud 28. Adaptation of the tax system to the reality of the 21st century 29. Improving the effectiveness of public spending 30. Long-term sustainability of the public pension system within the framework of the Toledo Pact

Source: Recovery, Transformation and Resilience Plan.

**Guides to incorporate the gender perspective
in the actions financed within the framework of the
Plan for the Recovery, Transformation and Resilience**

The goal of gender equality

The fact that the fourth PRTR pillar focuses on [gender equality](#) is key for this objective to be included as [part of the purpose of every](#) action that is going to be put in place. Equal treatment and opportunities between women and men in the PRTR is done through:

- 1) Mechanisms that incorporate equal treatment and opportunities in all administrative procedures carried out within the framework of the PRTR;
- 2) The integration of the gender approach and of the inclusion of vulnerable groups in the reforms and investments carried out in each of the components.

In addition, the Plan includes an estimate of the [contribution of each of the components to gender equality](#), and distinguishes between those that generate a [direct impact](#) on reducing the gender gap (27% of total PRTR investments), those which, through the transformation of productive sectors, are expected to [that reduce gender gap](#) (54%) and those that generate an [indirect impact](#) on reducing it (19%). All this is summarized below (Figure 3).

The thirty components of the PRTR have different impacts on women and men, but it is necessary to identify these impacts a priori so that they contribute with solvency and as planned towards the transversal objective of the [gender equality](#) of the plan.

In addition, some of the economic activities related to leverage policies such as *I. Urban and rural agenda, fight against rural depopulation and agricultural development* or *II. Resilient infrastructures and ecosystems*, which are expected to have a direct impact on reducing the gender gap, are currently highly masculinized in terms of employment and there is a risk that, if gender equality is not adequately included across projects, the aggregate impact in terms of equality is not as expected.

In fact, [the gender impact assessment of the European Recovery Instrument](#) (ERI), endowed with 750,000 million euros and which finances the 140,000 million euros of the Spanish PRTR, highlights that the ERI is highly regressive in terms of equality between women and men, in particular, because it barely makes explicit references to gender equality or the challenges women face. Also, the European Recovery and Resilience Fund, endowed with 560,000 million euros (included in the 750,000 of the ERI), has priorities that do not take into account gender equality, which can also translate into a decline in equality between women and men (Klatzer y Azzurra, 2021).

These [Guides](#) aim to guarantee and increase, where appropriate, the positive impact on reducing inequalities between women and men and to alleviate the regressivity of the ERI.

**Guides to incorporate the gender perspective
in the actions financed within the framework of the
Plan for the Recovery, Transformation and Resilience**

Figure 3. Integration of equal treatment and opportunities between women and men in the PRTR, and contribution of the components of the PRTR to gender equality

Integration of gender equality and equal opportunities in the PRTR

Cross-cutting procedures to promote equal treatment and opportunities between women and men	<ul style="list-style-type: none"> • Data disaggregated by sex (as well as by other minority groups or at risk of exclusion), in the information collection and analysis systems • Gender mainstreaming and equal opportunities in public procurement funded by the Plan • Inclusion of requirements and criteria that improve the gender impact in the calls for grants in open competition and in its orders of regulatory bases. In addition, balanced presence of men and women in evaluation commissions • All fora and advisory bodies who intervene in the implementation and monitoring of this Plan will seek the participation of organizations or experts on equality between women and men in sectoral areas • Coordination and implementation of specific actions that address equal rights and opportunities for women and vulnerable groups in the rural areas and areas at risk of depopulation • In the components that include grants or benefits specifically intended for the most disadvantaged and vulnerable groups, the intersectional gender perspective to include especially vulnerable groups of women: women victims of gender violence, women with disabilities, long-term unemployed, single-mother families, older women in one-person households, migrant women, including temporary workers, refugees and those belonging to minorities, etc.
---	--

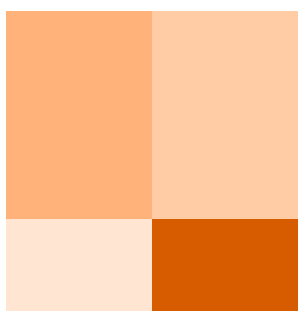
Specific measures with great impact on the fight against inequality	<ul style="list-style-type: none"> ✓ The creation of places of the First Cycle of Early Childhood Education ✓ Improvement of social services and benefits, including the deployment of the Minimum Living Income ✓ National Digital Skills Plan ✓ Shock plan for the care economy ✓ Fight against energy poverty ✓ Promotion of social housing rent ✓ Mobility and public transport ✓ Improved accessibility from a holistic perspective
---	--

Contribution of the PRTR components to gender equality

Cross-cutting measures with an impact on equality between women and men distributed across the components of the PRTR	<ul style="list-style-type: none"> ○ Measures with direct impact on reducing the gender gap: the Housing Rehabilitation and Urban Regeneration Plan, the National Plan for Digital Skills, the Shock Plan for the care economy and reinforcement of inclusion policies, the policies for a dynamic labour market and the professional training and modernization of the educational system; they represent 27% of the Plan's investments ○ Measures aimed at transforming the productive sectors, which manage to reduce the gender gap with this transformation. Among which: Spain 2030 industrial policy measures, the modernization of public administrations, sustainable mobility plans, the modernization and competitiveness plan for the tourism sector or the sustainability of the public pension system; they add up to 54% of the Plan's investments ○ Measures that contribute to indirectly to reduce the gender gap, such as measures to prevent and fight tax fraud, improving the efficiency of public spending or digital connectivity plans; they represent 19% of the Plan's investments
---	---

Source: Recovery, Transformation and Resilience Plan.

**Guides to incorporate the gender perspective
in the actions financed within the framework of the
Plan for the Recovery, Transformation and Resilience**



Guide for Public Administrations

**Guides to incorporate the gender perspective
in the actions financed within the framework of the
Plan for the Recovery, Transformation and Resilience**

Context

The PRTR highlights, as one of the transversal procedures for promoting gender equality and opportunities, the inclusion of this goal in the calls for projects and grants as well as the inclusion of requirements and criteria that improve their gender impact, in accordance with Organic Law 3/2007 for the effective equality of women and men. Law 9/2017, of November 8, on Public Procurement (LCSP), establishes as well the need to include in all public procurement social and environmental criteria, which include gender equality. In addition, according to Article 145, the award of contracts and grants must be made according to the **best value for money**, not necessarily the lowest price. This value shall be assessed on the grounds of economic and qualitative criteria that shall be formulated objectively while ensuring fair competition and non discrimination, in accordance with the regulations. These criteria may consider environmental and social concerns, linked to the purpose of the contract, among which gender equality.

In addition, article 202 of the Public Sector Contract Law states that the special conditions of a social, ethical, environmental or other nature related to the execution of the contract must be linked to the object of the contract, they must not be directly or indirectly discriminatory and must be compatible with European Union law and indicated in the tender notice and in the specifications.

Moreover, although neither the General Subsidies Law (Law 38/2003 , of 17 November) and its regulatory development (Royal Decree 887/2006, of 21 July) mention the gender equality perspective, the Law for the effective equality of women and men (Organic Law 3/2007, of 22 March) does establish that the grants' strategic plans must identify the areas in which, due to the existence of a situation of unequal opportunities among women and men, the regulatory bases of the grants may include the assessment of actions to actually achieve equality by the applicant entities.

As highlighted above, the PRTR foresees varied instruments for the design and implementation of strategies and projects for the transformations that it aims to undertake. Indeed, the PRTR will be implemented through contracts, grants, agreements, management assignments, financial instruments or PERTEs. From the point of view of public procurement, each modality must comply with the specificities of its own legal regime, but all must attend to the fourth pillar **of gender equality and must therefore include the purpose of attaining it within the call for projects**. This Guide adopts a generic approach, using the term “call for projects” to refer to all these instruments.²

The objective of this [Guide for Public Administrations](#) is to support the integration of the gender perspective in all stages of the process presented above, by which they, as responsible for public spending, take the initiative to call for projects that adequately consider the needs and implications of the projects for women and men (1st stage), they select the best alternatives (3rd stage) and accompany and support the projects and extract lessons for the improvement of policies (5th stage).

² For further detail about how to include the gender perspective in public Procurement, the following guides can be consulted:

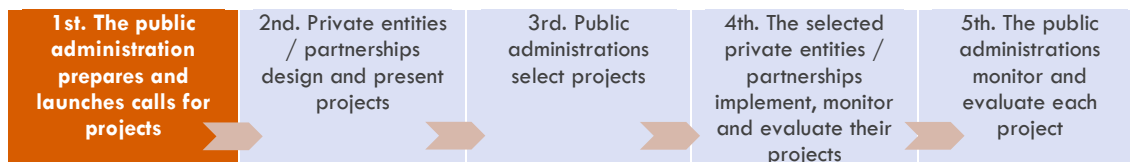
[Guide to include the gender perspective in public procurement \(EMAKUNDE, 2019\) \(Guía para la incorporación de la perspectiva de género en los contratos públicos, las subvenciones públicas, los convenios y los conciertos sociales \(EMAKUNDE, 2019\)\)](#)

[Practical guide for the elaboration of gender impact reports of regulations according to Law 30/2003 \(Guía de aplicación práctica, para la elaboración de informes de impacto de género de las disposiciones normativas que elabore el Gobierno, de acuerdo con la Ley 30/2003 \(Instituto de la Mujer, 2007\)\)](#)

[Inclusion of social gender equality clauses in public procurement, grants and public agreements \(Incorporación de cláusulas de igualdad en contratos, subvenciones y convenios públicos \(Junta de Andalucía, 2013\)\)](#)

1st stage. The public administration prepares and launches calls for projects that include the gender perspective

Stages in the development of projects funded within the PRTR and participating actors



The phase of preparation and design of the calls is possibly the most important one within the whole process and where the greatest possibilities are opened to make the opportunities for transformation of the funds a reality that takes into account the needs of and impacts on women and men.

And it is **particularly relevant in the case of projects not specifically and exclusively aimed at reducing gender inequalities**, precisely because inequalities between women and men may not be so evident in projects related, for example, to the Energy Transition and climate, the audio-visual Hub, or the National Strategy for Artificial Intelligence.

To guide gender mainstreaming in calls for projects, two elements are presented next: **relevant questions** about what the calls should contain to integrate the gender perspective, and **operational recommendations** on what needs to be done to incorporate it.

In any case, **in order to adequately integrate the gender perspective into the calls for projects, they must also include as part of their objective³ the reduction of inequalities between women and men.**

Call for projects

Relevant Questions

- When identifying the problem to be addressed with the call, is the different situation of women and men and the different impact of the project that is the object of the call taken into account? Does the call include a diagnosis with data disaggregated by sex and with gender sensitive indicators?

For example, in a call launched by the Gijón City Council for the integral management of energy services, public lighting, municipal buildings and facilities, the deployment and operation of the open and interoperable internet of things and innovation network of municipal services for their green and digital development, it is explicitly mentioned: “The services that are the object of the contract, according to the labour and economic sectors involved, are examples of inequality between women and men in the following aspects: 1. Number of female decision makers in companies in the sector. 2. Underrepresentation in technical jobs (electricity, maintenance ...) 3.

³ In the event that the call is managed through a public contract, it is important that the object of the contract responds precisely to the needs that the entity or public bidding body intends to satisfy, and that it explicitly includes the reduction of inequalities between women and men.

**Guides to incorporate the gender perspective
in the actions financed within the framework of the
Plan for the Recovery, Transformation and Resilience**

Underrepresentation in labour technology sector. 4. Underrepresentation in related vocational training. 5. Underrepresentation in STEM. 6. Remuneration of these careers higher than those in female dominated sectors”.

- Are existing gender inequalities in the system in which the call is framed, and that should be considered in the responses to the call, explicit? Is a transforming objective promoted related to the prevailing gender relations in the system in which the call for the project is framed? For example, are the different participation of women in decision-making or are cultural norms and stereotypes of the system in which the call is framed taken into account?

For example: in the energy system, distribution of employment (and roles) between women and men, particularly in decision-making; in rural areas, distribution of ownership of resources between women and men and rural entrepreneurship initiatives developed by women and men; in the transport system, employment of women and men and different use of public and private transport systems.

- Does the call contribute to reducing gender gaps? To what extent? Does it include indicators to monitor and assess the evolution of gender gaps? Does it require monitoring and impact indicators disaggregated by sex?

These questions are especially relevant when it comes to calls not exclusively and specifically aimed at promoting gender equality.

General recommendations

- ✓ Carry out a **public consultation prior** to the preparation of the call for projects (in any of its modalities, contracts, subsidies, financial instruments ...) to the main actors of the system in which it is framed, to social agents (business and trade union organizations), professional associations, civil society organizations, including organisations or experts in gender equality.

The objective of this consultation is to collect the necessary information, with data disaggregated by sex and with relevant gender sensitive indicators, to identify inequalities between women and men in the system (different participation of women in decision-making, cultural norms, stereotypes, etc.) and the keys to reduce or eliminate them through the call. The final aim is that the specifications or the bases of the call can be better prepared by the technical staff, who do not always have specific knowledge of the system or its gender inequalities.

- ✓ Engage, while preparing the call, the support of **technical specialized staff in equality matters** so that they can give their specialised advice as regards the inclusion of the gender perspective and in particular of clauses for equality. This support can be sought in the equality units in each ministry, regional or local department; in the regional institutes or bodies for women / equality and in the Institute of Women; persons or entities are experts in equality between women and men can also be engaged.

- ✓ Explain in the justification and in the objectives of the call, in view of the fourth transversal pillar of the PRTR devoted to gender equality, the will of the contracting body to take advantage of the opportunity of the call to eliminate gender inequalities in the system in which it is framed, especially in the case of calls not specifically directed to promote the gender equality. **In this way, the purpose of the calls for the actions that can be financed**

**Guides to incorporate the gender perspective
in the actions financed within the framework of the
Plan for the Recovery, Transformation and Resilience**

within the framework of the PRTR must also include explicitly the reduction of gender gaps.

The aforementioned article 145 of the LCSP links the evaluation criteria of the value for money to the guarantee of effective competition and non-discrimination and, very relevant in this context, to the purpose of the contract⁴, that is, to the contractual provision, in any of its aspects and at any stage of its life cycle, in the specific production or commercialization process. In this context, it is recommended to consider specifically, but not exclusively, inequalities in the labour market, if applicable, in particular the promotion of decent employment and the reduction of social inequalities, the reduction of the digital divide, promotion of mobility and structuring the territory, social, health and care services, etc.

- ✓ Draft the public procurement clauses considering the purpose, that, as has been said, based on the transversal pillar of the PRTR, must include gender equality, and characteristics of the call and competition, **establishing a specific score and / or weighting** for each criterion. In order to ease their implementation, prioritize clauses written in terms of objective and neutral criteria, and where appropriate, prioritize positive action to improve the situation of people of the less represented sex in the system at stake, evaluable through indicators. Also establish verification systems for each criterion.
- ✓ Explore the possibilities of using *big data*, *citizen science*, open data or public administrative records to carry out gender impact evaluations in projects where the availability of data is difficult or expensive.

For example: different mobility patterns of women and men using data from Google Mobility; weekly survey of women and men on social, health, economic and psychological issues derived from the pandemic prepared by the ELLIS Alicante Foundation⁵; data from the European Union's Copernicus Climate Change Service to analyse the impacts of climate change and design mitigation strategies⁶.

Recommendations on participation requirements

- ✓ Include exclusion clauses in the call so as to ensure compliance with the equality regulations in the workplace, the same as regulation in occupational health and safety is required, and specifically request an Equality Plan for companies obliged to it in accordance with Organic Law 3/2007, of March 22, for the effective equality of women and men; request also remuneration audits for obligated companies in accordance with the provisions of RD 901/2020, of October 13, which regulates equality plans and their registration and

⁴ An award criterion is considered to be linked to the object of the contract when it refers to or integrates the services to be performed under the contract, in any of its aspects and at any stage of its life cycle, including the factors that intervene in the following processes: a) in the specific process of production, delivery or marketing of, where appropriate, works, supplies or services, with special reference to environmentally and socially sustainable and fair forms of production, provision or marketing; b) or in the specific process of another stage of its life cycle, even when these factors are not part of its material substance. Hence the importance of explicitly including the reduction of inequalities between women and men in the object of the contract.

⁵ Disponible en <https://covid19impactsurvey.org/>

⁶ Disponible en <https://climate.copernicus.eu>

**Guides to incorporate the gender perspective
in the actions financed within the framework of the
Plan for the Recovery, Transformation and Resilience**

modifies Royal Decree 713/2010, of May 28, on registration and deposit of collective bargaining agreements and agreements.

- ✓ The exclusion clauses must take into account that all companies or entities, regardless of their size, are obliged to have implemented measures aimed to address any type of labour discrimination between women and men; to implement measures to prevent sexual and gender-based harassment; and to set up and maintain a remuneration record with data disaggregated by sex, as required by the related regulation.
- ✓ Include clauses that, in accordance with the purpose of promoting gender equality and respecting competition, reward:
 - Excellence in gender equality matters, such as the preparation and registration of Equality Plans by companies not obliged to do so or the availability of national or regional equality badges.⁷
 - Companies or organizations with a **representation of women or men** in the workforce that will execute the project that is higher than the average representation in the sector; a balanced presence of women and men in responsibility, management or decision-making positions of at least 40% of the underrepresented sex; the hiring of women in vulnerable situations (women with disabilities, recipients of regional minimum income or of the Living Minimum Income, victims of gender-based violence).⁸
 - Companies or organisations that undertake to adopt **actions to improve equality between women and men that exceed legal requirements**. These measures can relate to reconciliation of work, family and personal life (improvement of parental or family leaves, flexibility of the working day, teleworking, always with a focus on equality and co-responsibility); to the delivery of training courses on gender equality to the team that will execute the project; existence of a person responsible for gender equality in the company or organisation; availability of sexual harassment protocol; gender violence protocol; use of inclusive and non-sexist language; commitment to present a gender impact report at the end of the project with data disaggregated by sex, when relevant.
 - Companies or organizations that have the national “equality in the company” badge or other autonomic equality badges.

For example, give X points to companies or entities that improve the conditions of co-responsible conciliation, or of gender violence, not to those limited to positive action measures in accordance with the provisions of Law 3/2007, of March 22, etc.

- ✓ Add in the call **clauses for control and verification of compliance** with criteria related to gender equality, in the same way that mechanisms are included to control non-compliance with other clauses of the call.

For example: presence of women in responsibility, management or decision-making positions: Social Security report about the registration of persons assigned to the project with the social

⁷ In the event that the call is processed through a public contract, special attention must be paid to compliance with the conditions established in the LCSP, both for award criteria and for special execution conditions.

⁸ See former footnote.

**Guides to incorporate the gender perspective
in the actions financed within the framework of the
Plan for the Recovery, Transformation and Resilience**

security and statement on the percentage of women. Copy of the protocol of gender violence. Use of inclusive and non-sexist language, endorsed by trained staff on gender equality.

Recommendations on quality requirements of the project and of the team

- ✓ Include in the terms of reference mechanisms that guarantee that the goal of gender equality is addressed in the project, as requested by the fourth transversal pillar of the PRTR: 1) Require the presentation of an **analysis of its expected impact on women and men** that includes a diagnosis of the situation of gender equality of the system in which the project is framed and an assessment of the transformation potential of its gender relations; 2) Request the inclusion of a **monitoring and evaluation system** that includes sex-disaggregated and gender sensitive indicators, which allows the progress made on gender equality to be verified and lessons be learned.
- ✓ Complementary to the previous recommendation, design an **assessment system** that, guaranteeing competition and non-discrimination, assigns a higher score to projects with the greatest transformative potential in terms of gender equality, in accordance with the gender equality purpose, based on criteria related to the explanation and coherence between the objectives, the proposed activities, the expected results and the resources for their implementation, as well as on criteria related to the overall coherence of the gender approach.
- ✓ Include technical solvency clauses related to training, professional trajectory or experience in gender equality of (part of) the company's or organisation's staff in cases where the object of the contract requires specific skills related to the gender equality.

For example, a call for grants to non-profit entities for the execution of projects on gender equality and work-life balance includes: "Non-profit entities that meet the following requirements may have the status of beneficiaries. (...) Have staff with professional experience of at least two years in matters of equality between women and men and / or a minimum of 120 hours of training on equality between women and men, provided by public bodies or Universities".

Another example, in a call for a service to Draft the Sustainable Urban Mobility Plan of Galdakao, including the gender perspective, "the contractual provision will be designed with a gender perspective: Inclusion of an assessment of the gender inequalities that affect women in the diagnosis of the project, in its objectives and in the planned actions. Inclusion throughout the project and in a transversal way of the different situations, needs, interests, aspirations and specific problems of women and men, and especially, the situation of women who suffer multiple discrimination. Present a report on the gender impact of the service hired, on the beneficiaries of the actions or on the staff who will carry it out. For this, aggregate data and indicators must be presented that allow evaluating the effectiveness of the equality measures applied."⁹

⁹ Available at

https://contrataciondelestado.es/wps/portal/!ut/p/b1/hY7LDolwFAW_xQ8w97aFWpbIVSAQkApKN4aFMSQIG-P3CwSX4NmdZCYZMNAwloSDwuJwAzO0n-ZZvrtxaPv5G363gtzzwoii0MxHmvpVxaP50gloJsBmnlUndcF1rBDjKPTTtitioKF98VwshXSJR6Yyg5AHjNkWi9M_HjUn85-vHAFcwu5mKrsBe5gLsdDQTcNosofYKYDo4y9hhmLvl1JAU2aVQICByuEATuvAyfShOfCxHefgCavJvhA!!/

**Guides to incorporate the gender perspective
in the actions financed within the framework of the
Plan for the Recovery, Transformation and Resilience**

For example, in the aforementioned call by the City of Gijón ¹⁰, "The systematic inclusion of sex disaggregated and gender sensitive indicators in studies, statistics, surveys and data collection is mandatory and must be carried out in accordance with the provisions of Instruction 10/2020 on the systematic inclusion of the variable sex in studies, statistics, surveys and data collection carried out in the Gijón / Xixón city Council. In the choice of teachers and experts proposed to teach courses, conferences or any other activities, the role of women will be made visible and, in any case, an adequate proportion of representation of persons of both sexes will be respected." This tender also includes the following clause: "The successful bidder, during the execution of the contract, must carry out at least one action per year to raise awareness and training in gender equality and conciliation matters, by at least the staff assigned to the execution of the contract, with a minimum of 10 hours duration. In this regard, at the beginning of the contract, the successful bidder must present the planning and content of the actions to be carried out".

¹⁰ Available at https://contrataciondelestado.es/wps/wcm/connect/3a73c189-5032-4cdc-97c8-961dea2bd1f5/DOC2020121812494120201216_PPT.pdf?MOD=AJPERES

3rd stage. Public administrations select projects: inclusion of the gender perspective in the selection of projects

Stages in the development of projects funded within the PRTR and participating actors



The companies and / or organisations design their proposals based on the indications of the calls, prepared with the aim of inspiring projects that address existing gender inequalities in the system in which they are framed. It should be reiterated that this is **particularly relevant in cases where the purpose of the call is not specifically the promotion of gender equality.**

During this phase, the public administrations that have called for projects make the selection, with criteria of the best value for money, of the best project (s). In order to respond to the request included in the PRTR of reducing the gender gaps, at least part of these criteria should be related to the capacity of the project to promote gender equality within the system in which it is framed.

Selection of projects

To consider

The selection of projects must strictly follow the criteria established in the call.

Remember that, respecting the applicable regulation and guaranteeing non-discrimination, the clauses of the terms of reference can condition and / or score¹¹ the participation in the call of companies or organisations with specific characteristics (existence of an Equality Plan, not being obliged; record of wages; presence of women in decision-making bodies, equality measures, etc.). The clauses also guide the quality of the proposed activities presented (quality and coherence of the project, expected gender impact, evaluation system that allows verifying the progress made in terms of equality...).

Recommendations

- ✓ Guarantee, in line with article 51 of Organic Law 3/2007 for the effective equality of women and men, a **balanced presence of women and men** with adequate training, knowledge and experience in the composition of the examining bodies and in the assessment commissions of the projects. Balanced presence of women and men is understood when both sexes are represented by at least 40%. Promote in any case the participation of women, especially in those sectors or systems in which they are underrepresented.

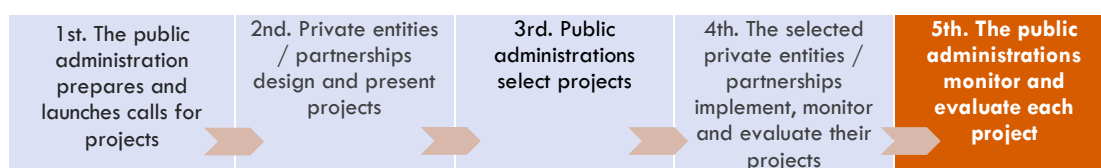
¹¹ In the event that the call is processed through a public contract, it should be remembered the necessary link with the object of the contract and, therefore, the importance that, in order to meet the objective of reducing the gender gaps contemplated in the PRTR, the call explicitly includes it in the object.

Guides to incorporate the gender perspective in the actions financed within the framework of the Plan for the Recovery, Transformation and Resilience

- ✓ Verify **compliance** with the clauses related to equality between women and men as set in the call, such as, for example, the number of women responsible for the project.
- ✓ Pay particular attention to the **assessment** of the clauses that include subjective criteria, if they have been incorporated in the call, related to the quality and coherence of the proposals presented and to the gender impact analyses. Include, if necessary, experienced technical support, given the difficulty of assessing the quality of such subjective clauses.

5th step. The public administrations monitor and evaluate individual projects

Stages in the development of projects funded within the PRTR and participating actors



The evaluation of public policies is one of the areas proposed in the PRTR to reinforce and modernize the main areas that shape the structure and economic evolution of the country.

Public administrations must monitor the projects they promote or in which they participate in the various modalities indicated at the beginning of this Guide. They must ensure that the social transformation sought is taking place, that the objectives pursued are being adequately met or, in the event that this does not occur, analyse the reasons and promote corrective measures to achieve them. The PRTR itself incorporates, as mentioned above, an ex-ante evaluation of the gender impact of the major lines of projects included.

Monitoring and evaluation of projects

To consider

Monitoring and evaluation of a project are part of a single process that starts at the beginning of the project, through the systematic collection of the information necessary to regularly assess the (lack of) progress in gender equality and to learn lessons.

Relevant questions

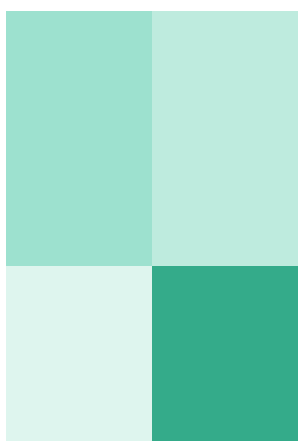
- Is progress being made in reducing inequalities between women and men as planned? What is the evolution of the indicators foreseen in the call? What are the success factors and what can be improved?
- Were (all) inequalities between women and men adequately identified in the system in which the project is framed? Have some appeared that were not identified or are some of those identified not relevant?
- Are all institutions, companies, entities that could add value to the objective of reducing gender inequalities participating in the project? Is there any missing or left over?

**Guides to incorporate the gender perspective
in the actions financed within the framework of the
Plan for the Recovery, Transformation and Resilience**

- Can additional activities not foreseen in the proposal be undertaken or can some planned ones change to improve the gender impact? What evaluation can be made of the project's contribution to closing gender gaps?

Recommendations

- ✓ Promote, for all projects financed with the PRTR, the evaluation of the differentiated impact on women and men of the policies/measures implemented, and not only that of the adequacy of the executed expenditure, with the aim of drawing useful lessons for gender equality in public policies.
- ✓ Engage **knowledgeable and experienced persons** in evaluating the gender impact in the sector concerned, in particular in projects not specifically aimed at reducing inequalities between women and men, but cross-cutting projects. Along these lines, promote the training of staff in gender impact assessment.
- ✓ Identify in each project, very particularly in those not specifically aimed at reducing gender gaps, **good practices and lessons** regarding their gender impact, analyse them in fora of companies and/or organisations of the sector, to contribute to their dissemination and implementation in other projects or sectors.



Guide for private companies, organisations and partnerships

Guides to incorporate the gender perspective in the actions financed within the framework of the Plan for the Recovery, Transformation and Resilience

Context

The PRTR states the [integration of the gender perspective](#) and inclusion of vulnerable groups in the reforms and investments foreseen in each of the 30 components. It also includes an estimate of the contribution of each component to the [equality between women and men](#), depending on whether they have direct or indirect gender impacts or through the transformation of the productive sectors in which they intervene.

This issue, together with the incorporation of the gender and equal opportunities dimension throughout all administrative procedures developed in the framework of the PRTR, to which the previous [Guide for public administrations](#) refers, completes the two large spaces of work and the two types of actors involved in the PRTR. Indeed, the PRTR places the emphasis on both the public administrations and the private sector to ensure that the fourth pillar [of gender equality](#) is addressed and developed in all its actions.

That is why, as a complement to the previous guide, the [Guide for private companies, organisations and partnerships](#) is presented next. It aims at companies and organizations that will carry out the projects and seeks to guide their steps in mainstreaming gender throughout the life cycle of their projects¹². These steps must be coherent and respond to the criteria and clauses on the objective of [equality between women and men](#) that the public administrations establish in their calls. Indeed, the design and presentation of projects must take into account the different needs and impacts on women and men of their actions (2nd stage). Additionally, their implementation, monitoring and evaluation should measure, make visible and account for their progress in terms of gender equality (4th stage).

¹² For more detailed guidance about the inclusion of the gender perspective throughout a projects' lifecycle, refer to the next guides:

[Gender mainstreaming guidelines for project planning \(The Commonwealth\)](#)

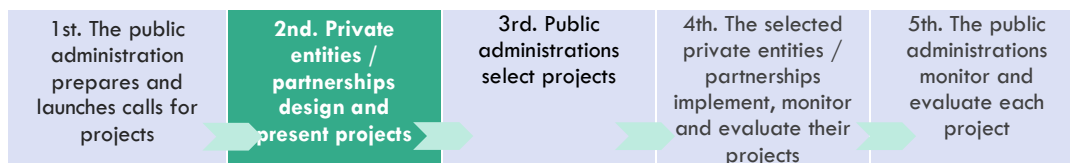
[Guide to integrate the gender approach into the planning of social policies \(Guía para incorporar el enfoque de género en la planificación de políticas sociales \(Junta de Andalucía, 2016\)\)](#)

[Guide to integrate the gender approach in employment and training projects \(Guía para la incorporación del enfoque de género en los proyectos de empleo y formación \(EMAKUNDE, 2007\)\)](#)

[Guide on gender mainstreaming energy and climate change projects \(UNIDO Gender, 2014\)](#)

2nd stage. Private entities / partnerships design and present projects that include the gender perspective

Stages in the development of projects funded within the PRTR and participating actors



To help incorporate the gender perspective in each step of the project, three guiding elements are offered: **relevant questions** about what every element of the project needs to contain to integrate the gender perspective; operational **recommendations** about what to do to incorporate it; and some **examples**.

Diagnosis

Relevant questions

- Has the system in which the project is framed been adequately described?
- What needs, functions, uses and expectations do women and men have in the system? Are there gender gaps? Which ones?
- Is the information available and used in the diagnosis adequate and sufficient for a thorough analysis of the initial situation of women and men in this system and the identification of differences / similarities and inequalities? Is the data collected, analysed and presented disaggregated by sex?
- Can activities not initially included be added or can some planned ones be changed to improve the gender impact? What assessment can be made of the project's contribution to closing gender gaps?

Recommendations

- ✓ Make an initial diagnosis of the real situation of women and men **with a broad perspective**, considering all elements and interactions of the system in which the project is framed and not only its immediate context. For example, some of the systems contained in the PRTR are: the energy system, the educational system, the agri-food and fishing system, the dependency system, the science and innovation system.
- ✓ To do this, first, **identify the system in which the project is framed** and how its main elements operate: 1) the ultimate objectives of the system; 2) the available resources (physical, technological, institutional, territorial, economic...); 3) the actors involved, their relationships and their roles (institutions, companies, non-profit organizations, individuals and groups, vulnerable groups, power groups...); 4) the means to produce, offer, access to and consume the goods and / or services at stake; 5) the political and normative framework (regulation, exercise of rights, exercise of power and decision-making...); 6) the sources of knowledge (academic-scientific, technical, experience of participating agents, traditions and local

**Guides to incorporate the gender perspective
in the actions financed within the framework of the
Plan for the Recovery, Transformation and Resilience**

knowledge, citizenship, etc.); and 7) the social norms that govern and influence behaviours, attitudes , etc.

- ✓ Then identify the **role of women and men in the system** (division of labour, needs, roles, responsibilities, opportunities), with respect to: 1) the distribution, use and control of resources (space , time, information, technologies, services, training, employment, economic and political power, money ...); 2) the existence of barriers to participation (limited opportunities due to low levels of education, poverty, poor health, unpaid work responsibilities ...; violence against women; cultural issues...); 3) the exercise of rights by both women and men (for example, the right to housing); 4) the influence of social norms and values on the behaviours, attitudes and expectations of women and men; 5) the interactions with other variables that may exacerbate inequalities in the system (age, education, situation in the labour market, household size, belonging to a minority, disability...), i.e. intersectional gender analysis.
- ✓ Gather enough and adequate information to carry out these analyses. To do this: 1) diversify the sources of information (official sources, organizations and groups involved, academia and experts ...) and the collection and analysis techniques (official surveys, specific surveys, consultations and other qualitative techniques); 2) include the variable sex in all indicators and dimensions of the analysis whenever it is possible; and 3) add other variables related to the situation of women and men and characterising socioeconomic grounds of inequalities in the system in which the project is framed.
- ✓ Explore the possibilities of using **big data, open data** and **administrative registers from the public administrations** to carry out diagnoses with gender perspective in projects where the availability of data is difficult or expensive.

**Guides to incorporate the gender perspective
in the actions financed within the framework of the
Plan for the Recovery, Transformation and Resilience**

Examples of diagnoses with a gender perspective

Energy transition pillar

In the framework of the urban mobility system, in general, "the decisions people make about the means of transport they use or purchase can go beyond purely economic self-interest and logic. They can be grounded on a wide range of factors such as sex, education level, occupation, age and family size" (Sovacool, BK et al., 2018).

Men make fewer trips, but of longer distance, they invest more time, use the private vehicle more and their trips are due to work and leisure reasons. Women go for shorter distances, although they perform a greater number of journeys, go mostly on foot or use public transport and their displacements are due to the care of others, attending doctors, shopping, etc. (RACC and Zurich, 2020).

This means that, when it comes to transport, men adopt a more energy-intensive lifestyle than women. Thus, the indicator of single-person households with at least one car is 70% for men compared to 25% for women. In addition, women use more public and shared means of transport (11% of women and 9% of men), with larger differences compared to men in the modalities of bus (70% and 64%), commuter train (53 % and 47%) and metro (81% and 77%).

On the other hand, men, in addition to preferring the use of their own vehicle, also resort more than women to hourly rental vehicles (11% of men and 9% of women) (Red2Red, 2020). However, the Covid-19 pandemic has brought about a new context of daily mobility, characterized by a reduction in collective public transport and an increase in journeys on foot and with private vehicles. Specifically, in the case of mobility for care or accompaniment reasons (more common in women), the use of public transport has been reduced together with an increase in private vehicles (Andaira and Ecologistas en Acción, 2021).

Digital transformation pillar

A study on gender equality and digitization in the European Union (EIGE, 2018) describes a digital journey based on sex. This journey begins with less confidence in their digital skills on the part of young women, which is closely related to less aspiration and less interest on their part in occupying jobs in the digital sector, and therefore with less inclination to choose related careers.

73% of 15-16 year old boys are comfortable using digital devices with which they are less familiar, compared to 63% of girls of the same age. Despite the fact that more than 9 out of 10 young people between 16 and 24 years old have sufficient skills to use digital technologies in their daily lives, the lower confidence of women in their own abilities means that they barely reach 20% of the total of people with ICT or engineering degrees in the EU and occupy 2 out of 10 jobs in these fields.

In Spain, the percentage of women enrolled in STEM sectors ranges from 12% in Computer Science to 59% in Biomedical Engineering (Ministry of Education, 2019) and only 15.6% of ICT professionals are women (Mateos, S. and Gómez, C., 2019). As a consequence, the low presence of women in the sector increases the gender pay gap (although it is lower in the ICT sector than in other sectors), which in Spain is around 22% (Romero, S. and Varela, J., 2018).

**Guides to incorporate the gender perspective
in the actions financed within the framework of the
Plan for the Recovery, Transformation and Resilience**

Male overrepresentation in the sector reinforces gender stereotypes. The absence of women in scientific and technological development accentuates the gender bias in technology. As a consequence, there is a significant economic loss due to lack of professionals in the sector. However, this process is not inevitable, as evidenced by the fact that the digital gender gap is smaller in countries with large gender gaps in other areas, such as in Arab countries and in very poor countries, because STEM careers are perceived as a way out of precariousness, also for women (Nicola Düll, 2021).

Pillar of social and territorial cohesion: economy of care

Before the Covid-19 crisis, the care model for children and dependents, including people with disabilities, the sick and the elderly, was already facing the so-called “care crisis” (EIGE, 2020), which refers to the inability of the care system to guarantee the well-being of large population groups. The so-called Dependency Law of 2006 recognized the right to be cared, but its implementation has been incomplete and has failed to sufficiently involve men or the public authorities in care.

Indeed, the care system still falls fundamentally on women: they are the caregivers, those who stop working and having their own income, and those who, when they are professionally engaged in housework for families other than their own, are subject to labour and social protection conditions not compatible with decent employment.

According to social security data, 87% of (unpaid) family leaves in 2020 were taken up by women and 89% of non-professional caregivers were women. According to data from the LFS produced by INE, 98% of people who had previously a job and left it for reasons of caring children, dependents and elderly in 2020 were women; 93% of people who worked part-time for care reasons in 2020 were women; and that of inactive women for these reasons was 88%. Altogether, unpaid care work performed by women amounts to about 130 million hours a year and that performed by men to 5.9 million hours. This is equivalent, assigning them the minimum hourly wage, to 10.3% and 4.7% respectively of Spain's GDP (ILO, 2018).

On the other hand, paid care work also falls mostly on women. According to LFS, in 2020 470,700 women and 67,100 men worked in “Household activities as employers”, that is, in domestic and care tasks. A part of these people work in the underground economy, since only about 380,000 people are registered with the special system of domestic employees of the social security. Although this system is part of the General Regime since 2012, the social protection it involves is limited, since it does not include unemployment benefit.

However, the economic sector of care is a sector in expansion and transformation in which participate the public sector, companies, families and working people. The Covid-19 pandemic has contributed to making care tasks more visible and valued and has highlighted the need not to change, but to transform the existing care system and the related policies.

The project

Relevant questions

- What is the transformation potential of the project to improve equality between women and men and reduce the gender gaps in the system in which it is framed? For example, the education system, the energy system, the care system ...

Recommendations

- ✓ Make a diagnosis that analyses the situation, presence and participation of women and men in all areas addressed by the project so as to assess the contribution of the project to gender equality. The need for this assessment is part of the 4th pillar of **gender equality** established in the PRTR, in that all projects of the Recovery Plan will contribute to its fulfilment (Figure 3).
- ✓ In addition, "*the projects of a general nature and plans of special economic, social, cultural and artistic relevance that are subject to approval by the Council of Ministers should incorporate a report on the gender impact*", as established in the Art. 19 of the [Law 3/2007 of 22 March for effective equality between women and men](#). This is included in detail in the [Practical Guide for the preparation of gender impact reports of the regulatory provisions prepared by the Government, in accordance with Law 30/2003](#).

Goals

Relevant questions

- Is the project's commitment to the goal of gender equality visible? How?
- Are qualitative and quantitative objectives and targets set considering the specific needs of women and men identified in the framework of the project? How?
- Does the project aim to reduce the gender gaps identified? How?

Recommendations

- ✓ Include equality between women and men in the general objectives of the project, to encourage commitment of all organizations and stakeholders involved.
- ✓ Establish specific quantitative and qualitative objectives and, when appropriate, specific targets that are directly linked to the reduction of gender gaps identified in the diagnosis (bear in mind that the PRTR indicates that all its 30 components have the potential of reducing gender gaps).
- ✓ Propose specific objectives/targets for the participation of women and men in certain situations, areas or positions in which they are underrepresented.
- ✓ Formulate specific objectives/targets for groups of people with special vulnerabilities, in situations or risk of social exclusion if appropriate in the context of the project.

Measures and activities

Relevant questions

- Does the project include measures that address the specific needs of identified women and men? Are specific measures and activities included that contribute to reducing the identified inequalities between women and men?

Recommendations

- ✓ Design and plan measures that take into account the specific and different needs of women and men within the framework of the project, so as to correct imbalances between both sexes. It is important to include specific measures aimed at facilitating the participation of persons of the underrepresented sex and always ensure a minimum participation of women, so as to make visible the available talent, to reverse roles, etc.

Organization, teams, governance and other resources

Relevant questions

- Are the organizations involved in the project explicitly committed to equality between women and men (protocols, decalogues, plans, badges, etc.)? Is this visible within the framework of the project?
- Are work teams made up of women and men under equal conditions at different levels of responsibility and tasks? Do women and men participate equally in the governance bodies and in the fora and consultative bodies of the project? Is a minimum participation of women ensured in any case?
- Do the teams have advice and support from persons sufficiently trained in equality between women and men and in gender impact analysis?
- Are sufficient financial and material resources available to address equality objectives and activities?

Recommendations

- ✓ Make visible the commitment of the organizations involved in the project to equality between women and men in the communication activities.

For example, accompany the identifying logos of the organizations involved in the project with the logos of the badges obtained for their commitment to gender equality.

- ✓ Get specialized technical assistance and advice on equality, both internal and external, to support the gender mainstreaming in all phases of the project life cycle.

For example, through allocating specific resources in the project budget for this purpose

Guides to incorporate the gender perspective in the actions financed within the framework of the Plan for the Recovery, Transformation and Resilience

- ✓ Incorporate criteria that seek balanced participation and equal opportunities of women and men in the governance and decision-making bodies, in working teams, in management, implementation and monitoring systems of the project and in fora and advisory bodies.

For example, aim for at least 40% of the underrepresented sex to be, whenever possible, in project teams, structures, and processes.

- ✓ Explicitly allocate sufficient resources in the project budget to carry out the actions that ensure the incorporation of gender equality in the project.

For example, to hire a gender expert, to provide quality gender training to team staff.

Monitoring and evaluation system

To consider

The purpose of **monitoring and evaluating** a project is to verify its results and impacts associated with the project's objectives, redirect actions, draw lessons and identify good practices, and make its achievements visible. Therefore, it is a **transversal process** of any project, which expands from beginning to end, and which must be carried out continuously throughout its entire life cycle.

The **evaluation** in general and the **inclusion of a gender perspective** in particular require specialized knowledge and experience so as to do it with technical solvency and thus be able to draw lessons to improve the effectiveness of projects in the future.

Relevant questions

- Does the monitoring and evaluation system make it possible to measure progress or setbacks on gender equality in the project? Does it provide lessons on what has worked well and should be replicated and what should be changed? Does it confirm or refute the transformation hypotheses initially formulated and the ex ante evaluation? How?
- Do these indicators adequately measure the gender issues of each outcome? Do they measure the impacts on the women and men of the activities carried out? And the reduction of gender gaps?

Recommendations

- ✓ Get internal or external advice from knowledgeable and experienced persons in matters of equality between women and men, to support these phases of the project.

- ✓ Make use of specific tools for the monitoring and evaluation with a gender perspective.

For example, gender impact reports or specific chapters, data disaggregated by sex, indicators of gaps between women and men.

- ✓ Include indicators to monitor the integration of the gender perspective in the processes related to the execution of the project (diagnosis, planning of objectives and measures, provision of resources/budget, implementation of activities and monitoring and evaluation processes) (process indicators).

**Guides to incorporate the gender perspective
in the actions financed within the framework of the
Plan for the Recovery, Transformation and Resilience**

For example, percentage of women and men in the governance and decision-making bodies, in technical teams, in management, execution and monitoring systems, fora and advisory bodies of the project.

- ✓ Include indicators to monitor the implementation of project activities related to equality (output indicators or short-term results).

For example, percentage of women and men participating in digital training activities in companies, in activities to promote entrepreneurship in ICT sectors ...

- ✓ Include indicators to monitor the outcomes associated with the specific objectives related to equality (long-term outcome indicators).

For example, rate of creation of business initiatives in digital sectors by sex, job placement rate in the renewable energy sector by sex ...

- ✓ Include indicators to monitor the impact on reducing gender gaps in the system in which the project is framed (impact indicators).

For example, increase in the percentage of women in STEM careers in 2030, increase in the percentage of professional women in the renewable energy sector in 2030 ...

- ✓ Gather enough and adequate information to build the indicators and perform sound analyses: 1) use a combined methodology of qualitative and quantitative techniques to collect the information; 2) include sex-disaggregated indicators in all possible monitoring and evaluation processes and dimensions; 3) add personal and socioeconomic variables that are behind inequalities between women and men in the framework of the project (age, household size and composition...).

For instance, if people and organizations are to be consulted to collect information, ensure an equal participation of women and men throughout the consultation (surveys, interviews, discussion groups...), the participation of expert organizations or organizations committed to equality in the context of the project ...

Communication

Relevant questions

- Is it foreseen that communication activities of the project have an inclusive and non - sexist images and language?

Recommendations

- ✓ Ensure the use of an inclusive and non-sexist language and images in all project materials (documentaries and audio-visuals), on the project website, in messages related to the project sent through social networks and in all communication events.

For more information you can consult the [Guide for the non-sexist use of language](#)

**Guides to incorporate the gender perspective
in the actions financed within the framework of the
Plan for the Recovery, Transformation and Resilience**

Examples of general projects with a gender perspective

Project "The Mid Nordic Film Export (MNFE)" to promote the growth of Swedish and Norwegian film companies

The aim of the MNFE project, launched in 2019, has been to provide guidance, networking and training to filmmakers from Sweden and Norway, and to find new ways to distribute films produced in Trøndelag (Norway) and Jämtland and Västernorrland (Sweden).

50 companies and people from the film world have taken part in the project, including producers of long and short films, documentaries and animated films. The outcome has been that 7 individual enterprises became growth businesses and 11 people received training that allowed them to create their own film companies. In addition, 36 films reached the national market and 20 were distributed internationally thanks to the project's activities.

The gender perspective has been incorporated into the decision and planning processes of the project. Taking into account the needs of women and men, a permanent network was established on both sides of the border to support women in their artistic and commercial activities. This has improved the conditions and opportunities for women filmmakers.

The project has been funded by the European Regional Development Fund through the Operational Program "Interreg VA Sweden Norway" for the programming period 2014-2020. The investment is part of the priority "Competitiveness of SMEs".

Project "Metal 3D Innovations (Me3DI)" to promote 3D printing in the metal industry of South Karelia (Finland)

The Me3D project, developed in 2020, aims at promoting the use of 3D printing for industrial production of metal parts. To this end, it has created a regional knowledge group in South Karelia (Finland), made by women and men engineers, designers, system and industrial material suppliers, research centres and people users of metal parts. This has facilitated their access to 3D printing knowledge, resources and services.

Me3DI has established partnerships with other projects funded by the EU, it has collaborated with universities across Europe in the development of training materials, R&D and scientific publications, and it has compiled a database of people and organizations expert in printing 3D in Finland. Among other activities, meetings and workshops have been held to encourage women to pursue careers in the field of 3D printing. In addition, a 3D printing youth club has been in charge of showing the knowledge derived from the project to some 300 boys and girls.

The project has been funded by the European Regional Development Fund of the EU through the Operational Program "Sustainable growth and employment" for the 2014-2020 programming period. The investment is part of the "Research and innovation" priority.

**Guides to incorporate the gender perspective
in the actions financed within the framework of the
Plan for the Recovery, Transformation and Resilience**

"Klimatsmart Innovation" project to modernize and strengthen the competitiveness of SMEs in forestry activities

This project, carried out during 2019, aimed to ensure a sustainable future for Värmland's forest industries, which are key to the Swedish economy.

A platform was created to connect companies, researchers, students and international partners, along with the public sector and civil society, to promote sustainable business practices, products and services. Some 50 companies joined the project. The platform helped them develop innovative products and processes, improve their business models, discover new technologies and reuse waste. They could also apply for funding, find business partners, and get help with trade fairs and internationalization.

Among the actions carried out, cooperation with students and ways of attracting more women to this male-dominated sector are promoted. Students are supported to train and find jobs in forest industries to ensure a long-term supply of skilled workers.

The project has been funded by the European Regional Development Fund through the Operational Program "North-Central Sweden" for the 2014-2020 programming period. The investment falls within the priorities "Competitiveness of SMEs" and "Low-carbon economy".

Project "Funding and supporting business creation and development projects by excluded people" to ease access to microcredits for isolated populations in the Centre Val de Loire region

The Adie Association implemented this project in 2019, with the aim of helping 100 people (excluded from the labour market) to create their own company. These persons had no qualifications or financial capital but benefited from personalized assistance and funding. Thus, the project has contributed to creating social ties for excluded people and to improving their living conditions.

The creation of new companies has helped to integrate foreign communities and young people from disadvantaged neighbourhoods especially affected by unemployment.

In the case of women, entrepreneurship has also contributed to including them in the local economic environment, as well as increasing their self-confidence. Indeed, 44% of entrepreneurs funded through the project were women, while only one third of people who start companies in France are women.

The project has been funded by the European Regional Development Fund within the framework of the "Operational Program Centre-Val de Loire 2014-2020" for the programming period 2014-2020. The investment is part of the priority "Employment, growth and investment".

**Guides to incorporate the gender perspective
in the actions financed within the framework of the
Plan for the Recovery, Transformation and Resilience**

Examples of projects aimed at reducing / closing gender gaps

“Gendered Landscape” project for the incorporation of the gender perspective in urban planning in seven European cities

Seven European cities are exchanging good practices with the aim of ensuring that their policies, services and local development are equal from a gender point of view, through the *Gendered Landscape* project. The project is integrated into the framework of URBACT, the European Territorial Cooperation program that aims at promoting integrated and sustainable urban development in cities across Europe.

Umea (Sweden), Frankfurt (Germany), Trikala (Greece), Barcelona (Spain), La Rochelle (France), Panevezys (Latvia) and Celje (Slovenia) are raising awareness among persons responsible for planning and decision making about how gendered power structures are embedded in cities. The final aim is that they use this knowledge to make their policies and services gender egalitarian.

In Umeå, for example, the practice consisted of a guided bus tour to examine the urban environment from a gender perspective and to identify places for improvement. One of these places was the tunnel that connected the city centre with the Haga neighbourhood. The architects redesigned the tunnel, resulting in a safer space. The new tunnel is more spacious and brighter, and there are no dark corners for criminals to hide in. Moreover, it has an additional entrance, all of which add to the sense of security.

Using Umeå's good practice as an example of gender-equal urban planning, the other partner cities have started to review existing local plans, data and resources. In the next two years, until 2022, all participating cities will co-design integrated action plans with local agents to face their own challenges in terms of gender equality.

Initiatives to promote the role of women in companies in the energy sector in Spain

A report issued in 2018 by the Observatory on the role of women in companies in the energy sector (AEMENER, 2018) highlights that women are underrepresented in the energy sector (28.5% of the staff in companies of the sector), with differences by professional category (from 36.7% in technical and administrative positions, 29.5% in middle management and 22.5% in senior management, to 19.6% in operator positions, in addition to 28% of women on the boards of directors of the Ibex-35 companies). This is due to cultural and social norms on the low presence of women in STEM careers; the perception of the energy sector as a male dominated environment; the difficulty to reconcile work and family life in jobs that involve often unpredictable time schedules and availability to travel; some unequal hiring practices due to prejudices about women's capabilities ...

This issue is being addressed by Spanish energy companies, with the ultimate goal of promoting the role of women in the energy sector, through various types of measures: 1) measures to reduce the wage gap; 2) co-responsibility and conciliation measures to reconcile personal life and entrepreneurial objectives; 3) measures to ensure the presence of women in all positions of the organization; 4) measures to promote the professional career of women; 5) measures to recognize and promote the work of companies committed to equality; 6) measures to incorporate equality into the company's strategy, promote an inclusive culture and encourage work in internal and external networks; 7) measures to provide plans, programs, training that promote equality.

**Guides to incorporate the gender perspective
in the actions financed within the framework of the
Plan for the Recovery, Transformation and Resilience**

“IT for She” program to guide girls and young women towards the technology sector in Poland

In Poland a large number of very active and self-organized grassroots women's communities are working to promote women in IT, providing education and inspiration, and motivating women to run their own projects and establish new businesses in the sector.

In the last 11 years, large national campaigns, “Girls as Engineers” and “Girls Go Science”, organized by the Perspektywy Educational Foundation and the Conference of Rectors of the Polish Technical Universities, have been very successful: more than 70,000 girls have participated in the campaigns; and the participation of girls and young women in STEM education in Poland increased during this period from 29% to 37%.

One of the programs developed by the Perspektywy Foundation is “IT for She”, launched in 2017. This program aims to realise the potential of women in the IT field through systematic and collaborative long-term activity. During the program, women can develop skills in programming, in new technologies, project management, career planning, and leadership. The focus is on relationships with high-level experts from leading IT companies.

Its main activities include: 1) “Women in Tech Camp”, an annual computer camp for girls, the Tech Camp, one of the largest in Europe, in which 120 young girls from all over Poland have participated; 2) a mentoring program run by representatives of leading technology companies in Poland, in which 130 girls and 150 skilled people and workers committed to this challenge participated; and 3) voluntary campaigns that encourage girls to learn to code, especially those who live in small towns and rural areas.

Project “Gira Mujeres” for empowerment of rural women

The *Gira Mujeres* project aims at building the entrepreneurial capacity of women through workshops on personal and professional empowerment. It was launched in 2016 by Coca-Cola in collaboration with other entities: AlmaNatura is in charge of the rural part of this project; the Spanish Red Cross is in charge of the employability program for groups of women in vulnerable situations; Dona Activa Forum and Fundación Mujeres work in municipalities in different territories of Spain, thus covering the entire geography of the country; ImpactHUB is in charge of *GIRA Weekend*, holding different training events for entrepreneur women in different cities.

The general objectives are: 1) to support empowerment, personal and professional support of rural women; 2) promote self-employment among rural women to take control of their lives; and 3) value the rural environment as a territory with opportunities for entrepreneurship.

In four years of operation, since its inception in 2016, AlmaNatura has led the project to around 200 rural municipalities yearly, holding more than 670 workshops in towns and rural environments. Every year the workshops “Find your route”, reference in the project, have been held, with specific actions developed adapted to the profiles of participants: unemployed women and businesswomen. The initiatives and ideas of more than 9,100 women have been promoted.

**Guides to incorporate the gender perspective
in the actions financed within the framework of the
Plan for the Recovery, Transformation and Resilience**

Project “Teleworking and co-responsible conciliation in times of Covid-19. Good practice guide for universities”

The Network of Gender Equality Units for University Excellence (RUIGEU) has prepared a Guide for Universities to support co-responsible conciliation in times of Covid-19 in the university field. In it, the risks associated with telework are identified: isolation, digital hyper connection, return to caring for women, intensified during the pandemic following the closure of schools and care centres.

The Guide considers the university system and the different impact that teleworking can have on women and men. It maps all co-responsible agents in the system: individuals, the family, the social environment and public administrations; and proposes actions for each of them. As an example, the Guide proposes the agent “social environment” to reinforce the care services, since teleworking without care is not conciliation; for university institutions, it proposes, for example, to adapt the regulations to prioritize attention to the needs of co-responsible conciliation, taking into account family and socioeconomic diversity; Public administrations, specifically university quality assessment agencies, are asked to establish weighting criteria that neutralize the negative effects of assuming care responsibilities on the academic career. Indeed, according to a study of the Unit Women and Science of the Ministry of Science and Innovation, during the pandemic, the gender gap in care was reflected in the scientific results of women: 33% of them, compared to 25% of men, believe that their scientific productivity was affected by their domestic and care responsibilities (Unidad de Mujeres y Ciencia, 2020).

“Innovatia 8.3” project to incorporate the gender perspective in knowledge transfer processes and in business creation

Innovatia 8.3 is a project that was born in 2011 thanks to the collaboration between the University of Santiago de Compostela and the Institute of Women.

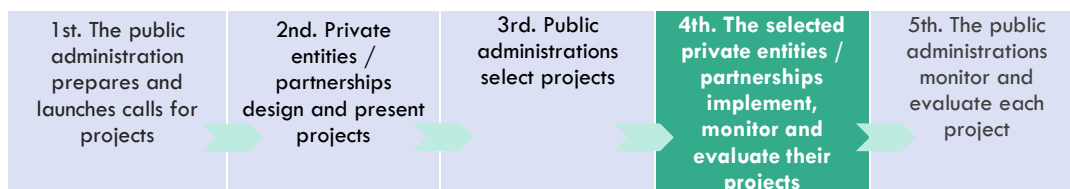
The **objective** is to foster the entrepreneurial spirit of women in the scientific-technological field, thereby creating an intervention model that integrates the gender perspective in knowledge transfer processes and in the process of creating technology-based companies (spin-offs). It seeks to implement the methodology and the tools developed since 2011 in all universities of the country and to support increased engagement of university women in entrepreneurship.

Specifically, the *Amadrinamiento* Mentoring Program is part of the proposed intervention aimed to develop and define a gender entrepreneurship ecosystem based on technology and knowledge, in universities and research centres.

Among the materials developed, a handbook is worth noting with procedures aimed at supporting staff for entrepreneurship at the Research Results Transfer Offices (OTRI) of Universities and Research Centres. This handbook integrates the gender perspective into all processes to be developed, from the design of the service to its quality assessment. In addition, the technical staff of these offices is trained in gender equality, thereby generating a working methodology for mainstreaming gender into procedures aimed at supporting the creation of spin-offs. This methodology is being transferred to other universities and Research Centres of Spain.

4th step. The selected private entities / partnerships implement and monitor and evaluate their projects with a gender perspective.

Stages in the development of projects funded within the PRTR and participating actors



Once established, at the design stage, the necessary actions to integrate the gender perspective throughout the project, in the **implementation** and **monitoring and evaluation** phases these actions are to be implemented while ensuring that equality between women and men is actually mainstreamed. Thus, the relevant questions to integrate the gender perspective in the project were asked in the formulation phase. This is why only operational **recommendations** are offered in this section.

Implementation of the project

- Undertake all necessary actions to ensure that a gender perspective is integrated properly into the development of the project: recruitment, training, specific research, use of tools, review procedures, prepare materials ...

Working teams

- ✓ Get knowledgeable people with gender expertise in the project team

For example, hire an external gender expert team (person or technical assistance); provide specialized training to project team members; provide guidelines, manuals and good practices as reference materials...

- ✓ Seek a balanced and egalitarian participation of women and men in the work teams linked to the execution of the project, at all organizational levels, spaces for decision-making and management of actions.

For example, in job vacancies: describe the requirements of the job adjusted to real needs, write the vacancy with inclusive language and images, use a blind CV format when selecting candidates, spread the vacancy through inclusive communication channels, negotiate working conditions and wage with equality criteria...

- ✓ Ensure the participation of gender knowledgeable organizations or experts in the specific system in which the project is framed in the fora and consultative bodies that intervene in the implementation and monitoring of the project.

For instance, associations of women scientists, rural women, professionals from the care sector, of women in the fisheries sector, energy, technology, ecology...

- ✓ Hire provider companies committed to equal treatment and opportunities.

Guides to incorporate the gender perspective in the actions financed within the framework of the Plan for the Recovery, Transformation and Resilience

For example, companies that, without being obliged to, have prepared and registered their Equality Plan; companies that have equality measures in place and / or with certification; companies with demonstrable experience in gender equality...

Activities

- ✓ Guarantee that women and men have equal access to the resources / services offered in the activities carried out in the project.

For example, ease online access to grants or to other resources through a support service, digital training, etc., so that it is not an obstacle that creates gender differences in access.

- ✓ Make sure that both women and men can participate on equal terms throughout the implementation of the planned activities.

For example, having conciliation support services available to enable the participation of women in project activities; adapt schedules to the mobility needs of women in rural areas...

Monitoring and evaluation of the project

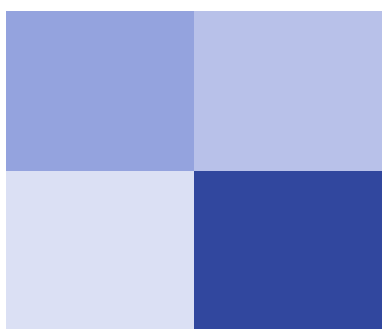
- Undertake the necessary actions to ensure that the gender perspective is made explicit in the monitoring and evaluation system of the project: recruitment, training, use of tools, measuring indicators, reporting...

Teams

- ✓ Make sure that there is specialized knowledge in evaluation and gender equality in the project's monitoring and evaluation team (person / external technical assistance and / or internal staff).
- ✓ Seek a balanced and equal participation of women and men in the project's monitoring and evaluation team, at all levels and decision-making and operational spaces (target of at least 40% of the sex that is underrepresented).

Activities

- ✓ Report periodically on the integration of the gender perspective in the implementation of the project (use of process indicators).
- ✓ Ensure that women and men can participate equally in the processes in place to carry out the monitoring and evaluation of the project (in participation in surveys, interviews or other information gathering techniques).
- ✓ Collect sex-disaggregated data to measure outcomes and impacts on gender equality.
- ✓ Prepare gender impact reports (ex ante, intermediate and ex post) or specific chapters in the diagnosis, implementation and evaluation reports.
- ✓ Monitor balanced access to and participation in the activities of the project of women and men and add corrective measures if needed (short - term output indicators).
- ✓ Measure the changes generated by the activities carried out in the position of women and men in the system in which the project is framed (long-term outcome indicators).
- ✓ Establish a scenario or baseline, considering the starting situation of women and men identified in the diagnosis, in order to have a reference to measure the impact of the project on reducing gender gaps in the system in which it is framed (impact indicators).



Glossary of terms

**Guides to incorporate the gender perspective
in the actions financed within the framework of the
Plan for the Recovery, Transformation and Resilience**

What is gender?

Gender refers to roles, behaviours, activities and attributes that a society at a given time, considers appropriate for women and men. It can change between countries and over time. Gender determines how women and men are treated and valued in society, what access they have to resources, representation and power, and how they exercise it.

Reference

Gender refers to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context/ time-specific and changeable. Gender determines what is expected, allowed and valued in a woman or a man in a given context. In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities. Gender is part of the broader socio-cultural context. Other important criteria for socio-cultural analysis include class, race, poverty level, ethnic group and age.

[UN Women, OSAGI Gender Mainstreaming – Concepts and definitions](#)

What is the gender perspective?

The **gender perspective** is the set of tools and methodologies to take into account the different conditions, positions, needs and interests of women and men in any action and field, with the ultimate objective of achieving gender equality.

Therefore, **the integration of a gender perspective in legislation, policies or programs** is the process of assessing the implications for men and women of any action that is planned, in all areas and at all levels.

When the gender perspective or the **principle of equality between women and men** is really applied, in all areas and at all levels, to the entire cycle of an action (design, implementation, monitoring and evaluation), be it public or private, it is called **gender mainstreaming**.

Reference

“Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in all areas and at all levels. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.”

[Economic and Social Council of United Nation \(ECOSOC\), 1997](#)

**Guides to incorporate the gender perspective
in the actions financed within the framework of the
Plan for the Recovery, Transformation and Resilience**

What is intersectionality?

Intersectionality is an analytical tool to study, understand and respond to the ways in which gender intersects with other identities and the different types of discrimination and disadvantages that occur as a consequence of this convergence or overlap of identities.

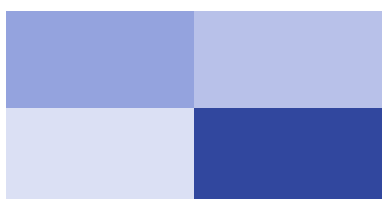
Intersectoral analysis helps to understand and identify the impact of such convergence in situations of opportunities and access to rights, and to determine the impact of policies, programs, services and laws in these situations.

Reference

“The Committee on the Elimination of Discrimination against Women has identified intersectionality as a basic concept for understanding the scope of the general obligations of State parties contained in article 2 of the Convention on the Elimination of All Forms of Discrimination against Women. The concept of intersectionality captures the consequences of two or more combined systems of discrimination and addresses the manner in which they contribute to create layers of inequality.”

[Report of the United Nations High Commissioner for Human Rights, 2017](#)

**Guides to incorporate the gender perspective
in the actions financed within the framework of the
Plan for the Recovery, Transformation and Resilience**



Useful Resources

**Guides to incorporate the gender perspective
in the actions financed within the framework of the
Plan for the Recovery, Transformation and Resilience**

The Recovery, Transformation and Resilience Plan (PRTR)

[Recovery, Transformation and Resilience Plan](#)

[Royal Decree-Law 36/2020, of December 30, approving urgent measures for the modernization of the Public Administration and for the execution of the Recovery, Transformation and Resilience Plan DL 36/2020](#)

Interesting Guides

[Gender Issue Guide: Urban Planning and Design \(UN-Habitat, 2012\)](#)

[Gender mainstreaming guidelines for project planning \(The Commonwealth\)](#)

[Gender Mainstreaming in District Heating Projects in the Commonwealth of Independent States: A Toolkit \(European Bank for Reconstruction and Development, 2016\)](#)

[Guide to incorporate the gender approach in the planning of social policies \(Junta de Andalucía, 2016\)](#)

[Guide for the incorporation of the gender approach in employment and training projects \(EMAKUNDE , 2007\)](#)

[Guide for the incorporation of the gender perspective in public contracts, public subsidies, agreements and social concerts \(EMAKUNDE, 2019\)](#)

[Guidelines for the non-sexist use of language \(Institute of Women\)](#)

[Guidance Note. Gender Mainstreaming in Development Programming \(UN Women, 2014\)](#)

[Guide on gender mainstreaming energy and climate change projects \(UNIDO Gender, 2014\)](#)

[Handbook for Gender in Research \(European Commission, 2012\)](#)

[Incorporation of equality clauses in contracts, grants and public agreements \(Regional Government of Andalusia, 2013\)](#)

[Practical application guide for the preparation of gender impact reports of the regulatory provisions prepared by the Government, in accordance with Law 30/2003 \(Institute of Women, 2007\)](#)

[Practical Guide for gender in research \(Ministry for Science and Innovation, 2012\)](#)

[Informative note on the evaluation of the integration of gender analysis in Research \(Ministry for Science and Innovation, 2020\)](#)

[Let's deepen in Terms of Gender. Terminology and use guide of non - sexist language female and male journalists and communicators \(UN Women, 2018\)](#)

[Recommendation to combat and prevent sexism \(Council of Europe, 2019\)](#)

Responsible institutions in gender equality issues

[Institute of Women, Ministry of Equality](#)

[DG Justice and Consumers, European Commission](#)

**Guides to incorporate the gender perspective
in the actions financed within the framework of the
Plan for the Recovery, Transformation and Resilience**

[European Institute for Gender Equality - Gender Mainstreaming](#)

[Council of Europe - Gender equality and gender mainstreaming](#)

[UN Women - Concepts and definitions](#)

Related regulations

[Organic Law 3/2007, of March 22, for the effective equality of women and men](#)

[Law 9/2017, of November 8, on Public Sector Contracts, by which the Directives of the European Parliament and of the Council 2014/23 / EU and 2014/24 / EU, of February 26, are transposed into the Spanish legal system 2014](#)

[Royal Decree-Law 6/2019, of March 1, on urgent measures to guarantee equal treatment and opportunities between women and men in employment and occupation](#)

[Royal Decree 901/2020, of October 13, which regulates equality plans and their registration and modifies Royal Decree 713/2010, of May 28, on registration and deposit of collective bargaining agreements and agreements](#)

[Royal Decree 902/2020, of October 13, on equal pay between women and men](#)

Information sources with data related with gender equality

[Institute of Women, Ministry for Equality- Statistics](#)

[European Institute for Gender Equality \(EIGE\) - Gender Statistics Database](#)

[EUROSTAT - Equality \(age and gender\)](#)

[National Statistics Institute \(INE\) - INEbase:](#)

- [Labour Force Survey \(Encuesta de Población Activa, EPA\)](#)
- [Living Conditions Survey \(Encuesta de Condiciones de Vida\)](#)
- [Survey on the use of ICT and e-commerce in enterprises \(Encuesta de uso de TIC y Comercio Electrónico en las empresas\)](#)
- [Survey on the Equipment and use of ICT in households \(Encuesta sobre Equipamiento y Uso de Tecnologías de Información y Comunicación en los hogares\)](#)
- [Survey on households' spending \(Encuesta de presupuestos familiares\)](#)
- [Population census \(Padrón de Población\)](#)
- [Statistics on waste collection and treatment \(Estadística sobre recogida y tratamiento de residuos\)](#)

[Ministry for Science and Innovation – Figures on Women researchers \(2021\) and Women and Innovation \(2020\)](#)

[Ministry for Education and Vocational Training:](#)

- [Statistics on non-university Education](#)
- [Statistics on university Education](#)

**Guides to incorporate the gender perspective
in the actions financed within the framework of the
Plan for the Recovery, Transformation and Resilience**

Ministry for Health – Key indicators of the National System for Health Statistics

National Observatory on Technology and Society (ONTSI) - Indicators on the digital Economy and Society

Social Security– Statistics-workers registered with social security, contribution bases, benefits

Spanish national Public Employment Service (SEPE)-Statistics

Reports on issues related to the Recuperation Plan and gender equality

AEMENER. (March 6, 2018). Observatory on the role of women in companies in the energy sector 2018. Retrieved from <http://aemener.es/pdf/AEMENER%20Informe%20Observatorio%202018.pdf>

Andaira and Ecologists in Action. (March 2021). Changes in the uses of public transport caused by the pandemic. Retrieved from <https://www.ecologistasenaccion.org/wp-content/uploads/2021/04/informe-cambios-usos-transporte-publico-pandemia-marzo-2021.pdf>

EIGE. (2016). Gender and Energy. Retrieved from <https://eige.europa.eu/publications/gender-and-energy>

EIGE. (2018). Gender equality and digitization in the European Union. *Information sheet*.

EIGE. (2020). Insufficient care infrastructure pushes women to fill the gaps. *Gender Equality Index 2020: Digitalization and the future of work*. Retrieved from <https://eige.europa.eu/publications/gender-equality-index-2020-report/insufficient-care-infrastructure-pushes-women-fill-gaps>

Vehicle Research Institute, SA (2019). The electric and hybrid car in Spain. Retrieved from https://www.economiadehoy.es/adjuntos/70137/Los_coches_por_tipo_de_motor_FIN AL.pdf

Klatzer and Azzurra. (2021). Gender Impact Assessment of the European Commission Proposals for the EU Recovery Plan. Retrieved from <https://alexandrageese.eu/wp-content/uploads/2020/07/Gender-Impact-Assessment->

Meadows. (2008). *Thinking in Systems*. Chelsea Green.

Ministry for Science and Innovation (2020). *Results of the questionnaire on the impact of confinement on researchers*. Available at <https://www.ciencia.gob.es/site-web/Noticias/2020/Octubre/La-Unidad-Mujeres-y-Ciencia-presenta-los-resultados-de-su-encuesta-sobre-el-impacto-del-confinamiento-en-el-personal-investigador.html>

Ministry for Science and Innovation (2021). *Report on the situation of young female researchers in Spain*. Available at <https://www.ciencia.gob.es/site-web/Secc-Servicios/Igualdad.html>

Ministry of Education. (2019). Education statistics. University teachings. Retrieved from <http://www.educacionyfp.gob.es/servicios-al-ciudadano/estadisticas.html>

Nicola Düll. (Mars 12, 2021). Les femmes dans les métiers de l'informatique et du numérique: l'Inde fait mieux que l'Europe. (MC travail, Ed.) Retrieved from

**Guides to incorporate the gender perspective
in the actions financed within the framework of the
Plan for the Recovery, Transformation and Resilience**

<https://www.metiseurope.eu/2021/03/12/les-femmes-dans-les-metiers-de-linformatique-et-du-numerique-linde-fait-mieux-que-leurope/>

RACC and Zurich. (October 2020). Mobility from a gender perspective. Retrieved from <https://revista.dgt.es/es/noticias/nacional/2020/10OCTUBRE/1016-Movilidad-Genero.shtml>

Red2Red. (June 2020). Gender and climate change. A situation diagnosis. Retrieved from https://www.inmujeres.gob.es/disenov/novedades/Informe_GeneroyCambioClimatico2020.pdf

Rosalie Lédée. (2019). Women and renewable energies - participation in renewable energy communities (REC). Retrieved from <https://energy-cities.eu/wp-content/uploads/2019/07/Master-thesis-synthesis-Rosalie-L%C3%A9d%C3%A9e.pdf>

Sovacool, BK et al. (June 30, 2018). The demographics of decarbonizing transport: The influence of gender, education, occupation, age, and household size on electric mobility preferences in the Nordic region. Retrieved from <https://reader.elsevier.com/reader/sd/pii/S095937801830030X?Token=082D2E9C04526BF680DE061C609532321B88E2AA57A32B69EA1BECF48C3989F745EF05D7E0EA072FE=westReationC045262origin&originC0EA072FEg=20290originE51607E0EA072FEg>

UN-Habitat. (2012). Gender Issue Guide: Urban Planning and Design. Retrieved from <https://unhabitat.org/sites/default/files/download-manager-files/Gender%20Responsive%20Urban%20Planning%20and%20Design.pdf>

UNITED Gender. (sf). Gender mainstreaming the project cycle.