

# Designing Healthcare and Social Care Services with a Gender Perspective

## Guiding Questions

- Is it possible to integrate a gender equality perspective in health or social care services?
- Does the health or social care service concern women and men, girls, and boys?
- Who will use and benefit from the health or social care service? Will women and men equally benefit?
- Does the healthcare / social care service concern women and men that may experience multiple forms of inequality (because of the intersections of socioeconomic status, disability, ethnicity, age and gender, for example)? Will women and men, boys and girls accessing this service have different needs to be taken account of?
- Can this healthcare / social care service have consequences that make it essential to do a gender analysis? (Gender analysis considers the different experiences of women and men depending on their different characteristics, such as age, income, poverty level, urban/rural location, disability, race, or ethnicity. This intersectional analysis of the characteristics that affect women's and men's daily lives is essential to understand inequality.)
- How does the new or upgraded healthcare / social care service consider women's and men's different health needs throughout the life cycle?
- Are the presented statistics related to the healthcare / social care service sex-disaggregated? (This question is important when evaluating the background information).
- Is there a connection between this healthcare / social care service and the gender equality objectives that the national or local government has set up?
- Are there any criteria for evaluation from a gender equality perspective and is there a plan for follow-up?
- Can women and men have equal access to the employment of this specific healthcare service? If not, what are the critical barriers?
- What are the measures put in place to ensure good working conditions, health and safety, conditions for young workers, women and men workers, level of wages being paid, treatment of workers, addressing sexual harassment, ensuring work-life balance etc.?