

Phase 4: On-site assessment

Step 4.2: Things to consider during on-site consultations

What needs to be considered for gender-sensitive consultations?

Selection of interview participants

Sex or gender inequality is experienced primarily by women and people from the LGBTIQ community¹, and can undermine these people's enjoyment of economic, social and cultural rights. The systems and assumptions which cause sex or gender inequality are often invisible because they are deeply embedded in social relations, both public and private. Acknowledging this systemic and entrenched discrimination is an essential step in gender- and LGBTIQ-sensitive consultations. Economic, social and cultural rights are particularly significant for women and LGBTIQ people because as groups, they are disproportionately affected by poverty, and social and cultural marginalisation. They are often the hardest hit by economic transition, financial crises and rising unemployment. This is partly because women provide disproportionately unpaid family or community benefits, such as caring for children, the elderly and the sick, and they often work in insecure, part-time jobs, where they tend to be the first to lose their jobs.²

Interview process

Women and men can be affected differently by the tourism industry. While conducting your consultations, you should try to meet separately with women or people from the LGBTIQ community and men where appropriate. When choosing your assessment team, be sure to include both female and male assessors and team members who know the particular rights and experiences of women and LGBTIQ people (if possible).³

Important topics for the interviews could be:

- Women and LGBTIQ people disproportionately adversely affected by the tourism industry
- Women and LGBTIQ being discriminated in the workplace, e.g., not hired for certain (management) positions
- Disproportionately affected by resettlement due to unrecognised land rights / titles for women in many traditional societies
- Increased (domestic) workload because of environmental impacts/absent men working in tourism,
- Lack of consultation and participation of female-headed households
- Sexual harassment and exploitation⁴

¹ LGBTIQ is an initialism that stands for lesbian, gay, bisexual, transgender, intersexual and queer. The initialism emphasises a diversity of sexuality and gender identity-based cultures.

² Working Group on Women's ESCR (2002): *Montréal Principles on Women's Economic, Social and Cultural Rights*, <https://www.humanrights-in-tourism.net/sites/default/files/media/file/2021/rc165montreal-principles-womens-economic-social-and-cultural-right-1729.pdf>, p. 1-3.

³ International Centre for Human Rights and Democratic Development (2011): *Human Rights Impact Assessment Guide. Step 15: Capturing women's perspective*, <http://hria.equalit.ie/en/phases/index.html#/phase/d/etape/15/>.

⁴ Danish Institute for Human Rights (2020): *Human Rights Impact Assessment. Guidance and Toolbox*, <https://www.humanrights-in-tourism.net/sites/default/files/media/file/2022/rc220danish-institute-hria-toolbox-and-guidance-2020-2009.pdf>, p. 139-145