**Gender Mainstreaming in Public Services**

Services should ensure that any new, reviewed or revised plans, polices, practices and decisions are considered for [impacts on communities](https://www.highland.gov.uk/staffsite/info/19/policies/20/policies/11) at an early stage. In particular there is a legal requirement to consider the Public Sector Equality Duty, and from April 2018 there will be a duty to consider to socio-economic impact at strategic level (the Fairer Scotland Duty). The Council has also made commitments to consider rural and poverty impacts

Gender analysis is a way of looking at the world which takes account of the differences in men's and women's lives and how this affects them, for example health, employment, opportunities and so on. It recognises that taking a "gender neutral" approach, that is assuming the same for everyone, can cause disadvantage to both men and women. A good example is Sweden’s road clearing policy which you can watch here.

[Video](https://www.youtube.com/watch?v=udSjBbGwJEg&feature=emb_logo)