CYBER4Dev

A GENDER MAINSTREAMING TOOLKIT
GENDER EQUALITY AND CYBERSECURITY
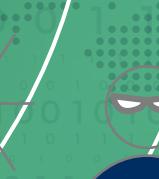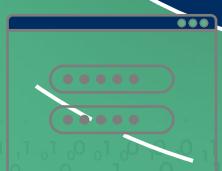
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Acronyms

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EC	European Commission
CEDAW	Committee on the Elimination of Discrimination against Women
CSIRT	Computer Security Incident Response Team
Cyber4Dev	Cyber Resilience for Development
EIGE	European Institute for Gender Equality
EU	European Union
FRA	European Union Agency for Fundamental Rights
GBA	Gender-based violence
GE	Gender equality
SDGs	Sustainable Development Goals
UN	United Nations
VAWG	Violence Against Women and Girls

Introduction

The European Union (EU) project, Cyber Resilience for Development (Cyber4Dev) promotes cyber-resilience and cybersecurity through supporting public and private enterprises in the Global South. By sharing skills and acquired knowledge through the project, Cyber4Dev is committed to helping participating countries create robust cyber systems to protect essential infrastructure, foster economic and social development, and safeguard national security systems. The project's aim is to facilitate greater access for all to an open, free, secure and resilient cyberspace.[1] Cyber4Dev also promotes a rights-based and "inclusive multi-stakeholder" approach that includes applying gender sensitive lens to project initiatives.

The Cyber4Dev Gender Mainstreaming Toolkit is designed to support project team managers and members to better integrate gender equality dimensions into project activities. The Toolkit aims to equip users with updated information related to gender equality issues and the ways the latter manifest in cyberspace. It does so by first including a section on the international legal landscape by discussing selected **EU and UN norms and agreements** that strive to govern gender equality and the ever-evolving digital space. This is then followed by a section on why **gender equality counts in cyber resilience**, delineating gender issues in the cybersphere from women's participation in the digital workforce. A skill-building focused section, **Toolkits**, is organized by each of the three Cyber4Dev's Service Areas. The checklists suggest questions to be considered in key project activities. A glossary of gender equality concepts and terminologies used to describe incidents against women can be found at the end of the document.

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1   Cyber4Dev. We are Cyber4Dev. https://cyber4dev.eu/
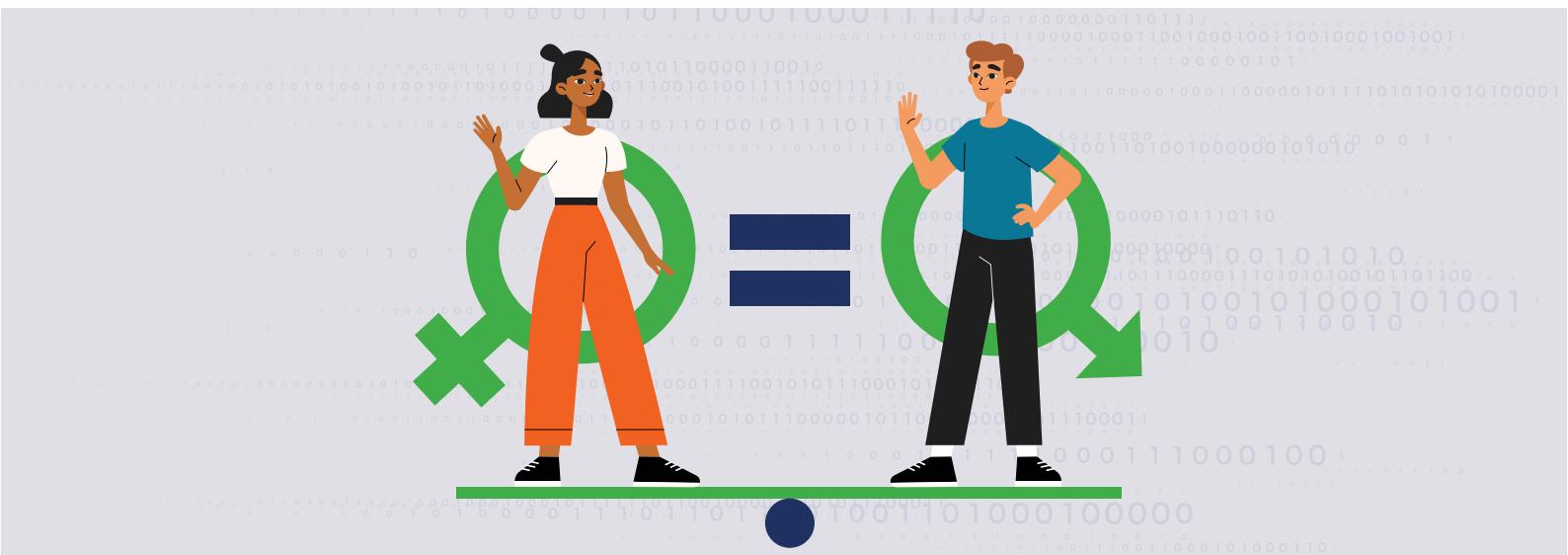
EU Policy on GE and Cybersecurity

The EU is yet to have an overarching policy and strategy on gender equality and cyber resilience, especially with respect to cyber gender-based violence. Each EU Member State regulates violence against individuals in its own terms and interpretation, often based on gender or sexual orientation.[2] The lack of a common understanding of violence against women and girls and a coherent approach has no doubt exacerbated the problem. Given the unrelenting rise of online threats experienced by women and girls, there has been a growing realization that more concerted efforts are needed throughout the EU.

Recently, important strides were made towards criminalizing violence against women and girls in the EU. In 2021, the Court of Justice of the European Union (CJEU) approved the EU to accede to the Council of Europe Convention on preventing and combating violence against women and domestic violence ('Istanbul Convention').[3] Neither the EU nor Member States have yet ratified the Convention. Meanwhile, on March 8, 2022, the European Commission (EC) put forth its proposal for a directive of the European Parliament and of the Council to combat violence against women and domestic violence.

The proposal, also referred to as the EU proposal or draft Directive, has been the result of years of lobbying and advocacy by a range of proponents calling for the EU to explicitly tackle violence against women and domestic violence. The proposal aims to criminalise across the EU rape based on the absence of consent; Female Genital Mutilation (FGM); cyber stalking; non-consensual sharing of intimate images; cyber harassment, and cyber incitement to hatred or violence.[4] The proposal

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2   EU Monitor. How the EU is tackling gender-based violence. April 20, 2022. https://www.eumonitor.eu/9353000/1/j9vvik7m1c3gyxp/vlmlkfsdb5tu?ctx=vhshnf7snxu9&start_tab1=35

3   European Commission. 2022 Report on Gender Equality in the EU. Luxembourg: Publications Office of the European Union. 2022. P.6

4   European Commission. International Women's Day 2022: Commission proposes EU-wide rules to combat violence against women and domestic violence. Press Release. Strasbourg. 8 March 2022. https://ec.europa.eu/commission/presscorner/detail/en/ip_22_1533

supports the Digital Services Act (DSA) as it clarifies illegal online content related to cyber violence and paves the way for rapid judicial proceedings to have relevant online content taken off promptly. The EU proposal has been hailed as innovative because it "covers offences committed in the digital world that are not explicitly included in the Istanbul Convention."[5] While the Convention awaits ratification by Member States, the draft Directive proposes an ambitious agenda that, once adopted, will bind all States to be party to its provisions. To be adopted, the directive must obtain the vote of both the European Parliament and the Council, which can demand a series of amendments.[6]

During this process, the EU has a variety of legal tools already available to tackle cyber violence:

> "This possibility includes soft law and legislation applying to online media and platforms as well as crimes. Examples of relevant regulations include the General Data Protection Regulation (GDPR), the e-Commerce Directive, the Audio-Visual Media Services Directive and the Code of Conduct on Countering Illegal Hate Speech Online (non-binding). Further directives addressing crimes and the transnational cross-border nature of (cyber) violence against women are the Victims' Rights Directive, the Anti-Trafficking Directive, and the Directive on Combatting Sexual Abuse of Children."[7]

United Nations and International Norms on Gender Equality and Cybersecurity

There is a collection of relevant instruments, agendas, and frameworks on gender equality and ICTs, available to policy makers and advisers in cybersecurity. These include the Beijing Declaration and Platform for Action; the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW Convention); the 2030 Agenda; UN Human Rights Council (HRC) Resolution 38/5; outcome documents of the World Summit on the Information Society; International Telecommunication Union (ITU) Resolution 70; and the Feminist Principles of the Internet.[8]

This document will only highlight the agreements that received majority support by member states, many of which are possibly Cyber4Dev's partner countries. These include the Beijing Declaration and Platform for Action; CEDAW; the 2030 Agenda; and the Human Rights Council Resolution 38/5.

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5   De Vido, S. A first insight into the EU proposal for a Directive on countering violence against women and domestic violence. EJIL:Talk! April 7, 2022. https://www.ejiltalk.org/a-first-insight-into-the-eu-proposal-for-a-directive-on-countering-violence-against-women-and-domestic-violence/

6   Ibid.

7   EPRS, *Combating gender-based violence: Cyberviolence*, European added value assessment, 2021, p.9. https://www.europarl.europa.eu/RegData/etudes/STUD/2021/662621/EPRS_STU(2021)662621_EN.pdf

8   Brown, D. & A. Pytlak. Why Gender Matters in International Cyber Security. Women's International League for Peace and Freedom and the Association for Progressive Communications: Geneva. 2020, P. 4

Beijing Declaration and Platform for Action

The Beijing Declaration and Platform for Action was unanimously adopted by all 189 participating states during the Fourth World Conference on Women in 1995[9]. This agreement was a major breakthrough for thousands of civil society members who had tirelessly lobbied to advance women and girls' empowerment for years. The victory was not only theirs, but also that of millions of women and girls around the globe who were discriminated against for no other reason than being born as females. The Declaration is still a source of inspiration for many and has served as the reference framework to assess women's situation globally and examine states' action vis-à-vis their pledge to the Platform for Action. The latter features 12 areas of concern, including violence against women and women and the media.

The Beijing Platform's Section J explicitly states: "During the past decade, advances in information technology have facilitated a global communications network that transcends national boundaries and has an impact on public policy, private attitudes and behaviour, especially of children and young adults. Everywhere the potential exists for the media to make a far greater contribution to the advancement of women."[10] In addition, it denounces the projection of negative, violent, and degrading images of women in media communications, including electronic media and expresses concern of the harm they cause women and how they limit their participation in society while reinforcing their traditional role. It also supports women to be involved in decision-making regarding the development of the new technologies in order to participate fully in their growth and impact, and includes a strategic objective to this end (Strategic objective J.1.).

CEDAW Convention

Also known as a "bill of rights for women', it took 30 years of work before CEDAW was adopted by the UN General Assembly. Over the years, more countries have signed on to the treaty, bringing the total number of state parties to 189, as of October 2021.[11] The treaty recognizes first and foremost that "extensive discrimination against women continues to exist" and emphasizes that such discrimination "violates the principles of equality of rights and respect for human dignity".[12] CEDAW is implemented by state parties, monitored by the CEDAW Committee. State parties must submit a report every four years and the Committee can also publish general recommendations, which are often seen as authoritative interpretations articles of the Convention. The general recommendations issues during the last few years have factored in ICTs.[13]

The CEDAW Committee's General Recommendation No. 35[14] on "gender-based violence against women" includes in its updated understanding of gender-based violence against women the "redefinition through technology-mediated environments, such as contemporary forms of violence occurring in the internet and digital space."

9   Think Tank European Parliament. Beijing Platform for Action – 25 Years on. Briefing. 24 Feb 2020. https://www.europarl.europa.eu/thinktank/en/document/EPRS_BRI(2020)646163

10   Strategic Objective J.1. https://www.un.org/womenwatch/daw/beijing/platform/media.htm

11   International Justice Resource Center. Committee on the Elimination of Discrimination against Women. https://ijrcenter.org/un-treaty-bodies/committee-on-the-elimination-of-discrimination-against-women/

12   CEDAW. OHCHR https://www.ohchr.org/en/instruments-mechanisms/instruments/convention-elimination-all-forms-discrimination-against-women

13   Brown, D. & A. Pytlak. Op. cit. P. 23

14   Committee on the Elimination of Discrimination against Women. General recommendation No. 35 on gender-based violence against women, updating general recommendation No.19. 14 July 2017. https://tbinternet.ohchr.org/Treaties/CEDAW/Shared%20Documents/1_Global/CEDAW_C_GC_35_8267_E.pdf

The CEDAW Committee's General recommendation No. 36[15] "on the right of girls and women to education" recognizes the underrepresentation of women "in the use of Information Communication Technology (ICT) skills" and further calls on schools to address the barriers that impede access to information and employment opportunities in relevant industries.

The 2030 Agenda

The 2030 Agenda is an updated version of the Millennium Development Goals. It obtained the continued commitment and political support of countries working towards a sustainable socio-economic development. It includes 17 Sustainable Development Goals (SDGs), which were adopted by the UN General Assembly in resolution A/RES/70/1 'Transforming our world: the 2030 Agenda for Sustainable Development'.

The goal related to gender equality, SDG5[16] "Achieve gender equality and empower all women and girls" also includes a set of specific targets and corresponding indicators. Relevant targets are as follows:

5.1: End all forms of discrimination against all women and girls everywhere

5.2: Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.

5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

5.b: Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women.

Human Rights Council Resolution 38/5

"Accelerating efforts to eliminate violence against women and girls: preventing and responding to violence against women and girls in digital contexts."[17]

The UN Human Rights Council adopted the above resolution in 2018 by consensus with over 50 co-sponsors from every region, officially recognizing that online gender-based violence is a human rights violation that necessitates urgent action. The resolution also states that as there are many who experience violence based on gender and multiple and intersecting forms of discrimination, a coordinated approach by all relevant stakeholders is required. It suggests that human rights frameworks inform responses to online GBV to ensure that women's human rights are not further limited and provides examples such as curtailing their use of encryption or censoring their own expression.[18]

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15   Committee on the Elimination of Discrimination against Women. General recommendation No. 36 (2017) on the right of girls and women to education. 16 November 2017. https://tbinternet.ohchr.org/Treaties/CEDAW/Shared%20Documents/1_Global/CEDAW_C_GC_36_8422_E.pdf

16   SDG 5. https://sdgs.un.org/goals/goal5

17   Human Rights Council Resolution 38/5, https://www.ohchr.org/en/hr-bodies/hrc/regular-sessions/session38/res-dec-stat

18   Brown, D. & A. Pytlak. Op. cit. P. 24

Why Gender Equality Counts in Cyber Resilience

Gender equality in cyber resilience is often taken to solely refer to women's representation in the digital workforce. While that is a correct assumption, it only depicts part of the story. The remaining part pertains to women and girls' human rights with respect to access to and control of Information and Communications Technology (ICT) and any violence facilitated via ICTs or cyber against them. Given that ICT policies are unique to each country in terms of how they are formulated and implemented, they can have an uneven impact on access and use by women and girls as well as other marginalized groups. In some countries, ICT policies may have evolved at different levels and in partnership with private entities, and as a result, it is not uncommon to find policies that may be integrated and/or intersect with other public policies, such as policies on education, sexual and reproductive health, equal work, privacy of data, safety and security, identity and social and political expression, employment and entrepreneurship, and infrastructure and governance.[19]

Women's participation in digital workforce

According to a 2016 EU study on "Women in the Digital Age", despite 57% of EU tertiary graduates being women, only 24.9% of them graduate in ICT-related fields, and only 25% of these graduates find employment in the ICT sector in comparison to 53% of men ICT graduates.[20] Another study by Accenture also highlights the gender disparities between female and male undergraduates who pursue coding, which is considered basic eSkills in today's digital world. Only 68% of female undergraduates versus 83% of male undergraduates enrol in coding or computing courses.[21] The research attributes "the persistence of strong unconscious biases about what is appropriate and what capacities each gender has, as well as about the technologies themselves" to the widening gender gap in the ICT sector.[22] These biases also come from women themselves. Women and men have similar basic digital skill levels; however, women tend to undermine their own capabilities and skills more than men. Women employed in the sector do not seem to stay in the field for too long either, especially if they are in the age ranges of 30 to 44 years and have family responsibilities. Additional push factors for women in the digital sphere include women's own impression that they are not accorded the same level of freedom as their male counterparts to apply their own ideas as well as experiencing higher rates of gender-based discrimination. This "drop-out phenomenon" of women in digital jobs is estimated to cost Europe 16.1 billion Euros in annual productivity.[23]

At ICT leadership level, gender inequality is estimated to be almost twice of that inequality in the general labour force.[24] Women's weak participation in leadership implies the sector is missing out

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19   World Wide Web Foundation. Gender and ICT Policy Playbook. Washington, DC: Press Webfoundation. ND. https://webfoundation.org/docs/2022/09/WF_Policy-Playbook_Screen_AW.pdf

20   European Commission, Directorate-General for Communications Networks, Content and Technology. Women in the digital age: Executive Summary, Publications Office, 2018. https://op.europa.eu/en/publication-detail/-/publication/84bd6dea-2351-11e8-ac73-01aa75ed71a1

21   Ibid.

22   Ibid.

23   Ibid.

24   Ibid.

on both the benefits that stem from having more diverse leadership and that women's specific needs, priorities, and experience are under-represented within ICT governance in general.[25] The ICT sector has taken the initiative to increase its female board membership by 102% since 2011, but it still has the highest percentage of all-male boards at 17.2% compared with other economic sectors.[26]

Currently, women's representation in cyber security is between 20-25%, which means that their perspectives and experience remain under-represented in the development of cyber security measures and policies.[27] This is serious as some groups and institutions representing more vulnerable groups of women may be more vulnerable to institutional level cyberattacks, including hacking information and data breaches.

Women's Access to and Control over ICTs

Barriers to digital space

According to ITU data, there is a 12% gap in internet access between men and women in Africa and the Arab States.[28] While the reasons for the digital disparity vary from context to context, one key gender-related fact that is likely to be relevant to countries in which Cyber4Dev works, is that women and girls have less access to internet due to high connectivity costs and gender roles that limit their time available to spend on internet-based activities. The World Wide Web Foundation found that affordability of connectivity data constitutes one of the most significant

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25   Ibid.

26   Ibid.

27   Cyber Security Ventures. Women represent 20 percent of the global cybersecurity workforce in 2018. Women in Cyber Security: Resources for Women in Cyber Security. Q1, 11 Feb 2018

28   Curry, D. ITU: 2.9 Billion Lack Broadband Internet Access. RT Insights. 25 January 2022. https://www.rtinsights.com/global-internet-access-itu/#:~:text=62%20percent%20of%20men%20use,five%20percent%20difference%20in%202021.

factors of exclusion for both women and men in four low - and middle-income countries[29]. Women's limited purchasing power in these countries means the cost of mobile and computer devices, and data plans is simply unaffordable. Other barriers to women's access to ICTs include wage gaps (women earn 77% less than men globally); women being more concerned about privacy and security out of fear of being targeted or manipulated due to what they post in social media; lower literacy rates among adult women (83%) compared with adult men (90%) (2019), and facing pressure from family and friends not to use the internet.[30] The aggregated impact of these limitations on women is that they become less inclined to use the internet.

In instances where internet access is limited due to government shut down or prohibitive costs to have it connected to the home, cultural, social and financial barriers prevent women from entering public spaces such as hotels, internet cafes, and universities, especially alone, to access internet. A photo in Ethiopia portrays the gender gap in internet connectivity very clearly: "it was of people leaning against a university wall checking their mobile phones for an internet connection during a shutdown – all men."[31] This is one example of many others, as it would not be surprising to find similar experiences in countries where women and men's roles are determined by gender constructs, thereby robbing women and girls of opportunities to use and learn about online resources.

Impact of limited access to ICT on women

To get a better sense of how unequal internet access affects women disproportionately, it could be useful to examine instances where internet access is blocked deliberately, such as in the cases where state actors shut down the internet in their jurisdictions for a range of reasons. Research shows women are affected differently than men in terms of their personal safety, professional and economic impact, emotional well-being, education, and connectivity. Women often use mobile phones to increase their sense of security in private and public spaces. When mobile technology access is curtailed, women at suddenly exposed to all sorts of threats, including physical violence and sexual harassment. Loss of connectivity also creates anxiety and emotional distress not only for women, but also for their families in the country and in the diaspora who are unable to contact them. In terms of professional and economic impact, women might also lose out on potential income from e-commerce or employed work, as they have increasingly come to rely on internet and mobile based platforms to sell and buy products, perform their work, as well as send and receive money.

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29   World Wide Web Foundation. Op. cit.

30   A4A1. The costs of exclusion: economic consequences of the digital gender gap. Alliance for Affordable Internet. 2021. P.7, 8.

31   Interview with Berhan Taye, Senior Policy Analyst, Access Now, 10 February 2020. In Brown, D. & Pytlak A. op. cit. P. 12

Cyber Violence Against Women and Girls

Owing to the combination of the growing accessibility of the internet and social media, the availability of mobile technology, and the recent Covid-19 pandemic-induced shift to online work, women and girls face a higher risk than before to cyber violence. Statistics on cyber VAWG indicate that one in three women will have experienced a form of violence in her lifetime,[32] and that despite the relatively new and growing phenomenon of internet connectivity, it is estimated that one in ten women have already experienced a form of cyber violence since the age of 15.[33] The implication of the latter is worrisome for adolescent girls for years to come, unless swift action is taken soon.

Despite these alarming figures, cyber VAWG continues to rise at exponential rates, vastly due to the lack of recognition by all levels of government, public, and private spheres of the differential impact of cyber violence on individuals based on gender and many other factors, such as age, diversity, intersectionality, sexual orientation and expression, socio-economic status, to mention a few. There is a tendency to believe that cyber violence has no differential impact on women, men, and other groups (LGBTIQ, racial minority groups, different religious communities), and consequently, the issue does not deserve targeted studies, policies, strategies, and investment. Furthermore, the erroneous perception that cyber violence is a separate phenomenon detached from women's lived realities and not a continuation of off-line, physical, and even of intimate partner violence continues to expose more women and girls to long-lasting harm.

32   World Health Organization, Department of Reproductive Health and Research, London School of Hygiene and Tropical Medicine, South African Medical Research Council. *Global and regional estimates of violence against women: prevalence and health effects of intimate partner violence and non-partner sexual violence.* 2013. P.2. *https://www.who.int/publications/i/item/9789241564625*

33   European Union Agency for Fundamental Rights. Violence against women: an EU-wide survey – Main Results. Luxembourg: Publications Office of the European Union. 2014. P. 104. https://fra.europa.eu/en/publication/2014/violence-against-women-eu-wide-survey-main-results-report

In addition to the unquantifiable psychosocial, physical, mental and emotional injuries sustained by survivors of cyber VAWG, the EU tracked the economic costs of cyber VAWG. According to a 2021 European Parliament Research Service (EPRS) study, overall costs of cyber harassment and cyber stalking against women were valued at between EUR 49 and EUR 89.3 billion for 2019.[34] Costs were calculated in each Member state and included healthcare costs, legal costs, labour market costs and costs to quality of life, aggregated at EU-level.[35]

In conclusion, gender diversity in technology is an essential consideration. Technology mimicks the values, experience and knowledge base of its developers, who, in the digital sector, are predominantly men. To ensure that ICT policies and new technologies reflect the needs, priorities and experiences of both women and men and not inadvertently biased or exclusive in nature or reinforce stereotypes or inequalities, technology development teams need to ensure gender-equitable representation.

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34   EPRS, *Combating gender-based violence: Cyberviolence,* European added value assessment, 2021. P. 19 https://www.europarl.europa.eu/RegData/etudes/STUD/2021/662621/EPRS_STU(2021)662621_EN.pdf

35   Ibid. P. 18

Mainstreaming gender equality into Cyber4Dev activities

As part of the EU's strategy to strengthen international cyber policy, Cyber4Dev offers a wide array of capacity building services to countries in Africa, Asia, Latin America and the Caribbean. Through three pillars, Cyber4Dev delivers advisory services (Service Area A), executive seminars and workshops (Service Area B), and training courses (Service Area C) designed to strengthen and improve countries' cyber resilience. These service areas often spill over one or more pillar at any given time as they are inter-dependent. A table mapping out Cyber4Dev service areas by pillar and identifying potential GE entry points is included in Annex 1.

Cyber4Dev's specific objective is to increase the cyber resilience of third countries while promoting an inclusive multi-stakeholder and rights-based approach and ensuring compliance with the rule of law and good governance principles through the following pillars:

- **Pillar One:** Support for the development and implementation of Cyber Security Strategies and Policies
- **Pillar Two:** Strengthening organizational and technical capabilities of national and sectoral CSIRTs
- **Pillar Three:** Developing networks and opportunities for co-operation.

Service Area A: Advisory Services

Advisory services include providing bespoke guidance, reviewing documentation, building expertise, coaching change, and developing strategy. Cyber4Dev supports policy makers in government and cyber professionals to build national cyber capacity and covers the following topics: national strategy planning and development, national strategy implementation support, organizational and national cyber maturity, regulatory and policy reviews, multi-stakeholder outreach and cooperation, critical information infrastructure protection (CIIP), national and sectoral CSIRT development, and international outreach and collaboration.

The nature of Cyber4Dev's work entails supporting partners to put into place national cyber resilience strategies either for the first time or to review existing documents. Given that the ultimate responsibility rests with partner countries to integrate gender equality dimensions into national cyber resilience plans, negotiation skills are critical factors that can either lead to successful adoption and integration of gender equality or not. Toolkit 2.0 offers strategies to circumvent potential resistance tactics.

Gender Equality Considerations in Advisory Services

This service area can serve as a key entry-point for initiating a dialogue with third countries on the need to integrate gender equality considerations during the development of their first national cyber security strategy or review of an existing one. Through the use of two streams of approaches, Cyber4Dev can better support its partners in mainstreaming gender equality. The first stream involves addressing gender equality issues in cyber security while the second one concerns supporting and promoting women's participation in ICT.

Toolkit 1.1 – Gender Mainstreaming in National Cybersecurity Strategies

Stream 1: Gender Equality Considerations in National Cybersecurity Strategies

The checklist offers a list of key questions to help you apply a gender perspective when you embark on providing advisory support to partners in third countries.

Focus Area	Questions to consider
UN Norms, Other Treaties on GE and cybersecurity	o Is the partner country signatory to relevant UN norms (Beijing Platform for Action; CEDAW; SDG5; HRR 38/5; others)? o If yes, what do its progress reports on any/all of the treaties reveal about actions it has so far taken on cyber security and gender equality, if any?
GE awareness level	o Is your country partner aware of the importance of gender equality issues in cybersecurity? o If yes, what kinds of investments and progress has it made in this area?
GE national mechanisms	o Does the country have a national policy and/or strategy on gender equality? o Does the national gender policy/strategy address ICT and specifically cybersecurity?
GE national machinery	o What kinds of formal structure does the country have with respect to women's advancement and empowerment?
Coordination on GE and cybersecurity	o How does this structure (Ministry for women etc.) coordinate with other government and private entities on cyber security issues affecting women?

Types of cyber gender issues	o Prior the initial strategy outline development or review of an existing one of a partner country, have you identified all relevant gender equality issues in cybersecurity?
	
	o Example[36] gender issues in cybersecurity:
	
	   o "Female teachers, especially those with children, are struggling with conducting lessons from home."
	
	   o "This journalist has been continuously harassed by online trolls. There is no law penalizing distribution of sexually-compromising photos in our countries."

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[36] Adapted from: World Wide Web Foundation. Gender and ICT Policy Playbook. Washington, DC: WWWF. ND. https://webfoundation.org/docs/2022/09/WF_Policy-Playbook_Screen_AW.pdf

Focus Area	Questions to consider
Cyber VAWG	o Does the country have explicit laws and policies on online gender-based violence?
	o Does the country have laws and policies in place to address equality, non-discrimination, and freedom from violence online?
Freedom of expression	o Does the country have laws in place to protect women's freedom of online expression?
Right to information	o Do women know their right to information?
Right to data protection	o Does the country have laws and policies that protect the right to privacy and guarantee data protection for women?
Meaningful and affordable access to internet	o What is the cost of internet?
	o Can women afford it?
	o Do women in the country find devices affordable?
	o Do women have meaningful connectivity? (daily use of internet, access to a smartphone, unlimited broadband and mobile connection, and at least 4G mobile connectivity)
	o Does the country have a national broadband plan to remove barriers to access for women? (accessible community networks; safe public Wi-Fi)
	o What other plans and investment has the country made to increase women's access to internet? If it hasn't done so, what can you recommend?
Law and policy implementation	o For each of the above, how is the country implementing the policies?
	o Which actors are responsible to implement them?
Monitoring and Evaluation	o Are there systems in place to collect data disaggregated by gender as part of the national cybersecurity strategy?
	o Does the country identify and collect data on areas where its own cybersecurity strategies have gender impact?

Toolkit 1.2 – Gender Mainstreaming in National Cybersecurity Strategies

Stream 2: Women's Participation in National Cybersecurity Labour Force

The checklist provides a list of questions to help you support your partners better in promoting women in cybersecurity.

Focus Area	Questions to consider
UN Norms, Other Treaties on GE and cybersecurity	o Is the partner country signatory to relevant UN norms (Beijing Platform for Action; CEDAW; SDG5; HRR 38/5; others)? o If yes, what do its progress reports on any/all of the treaties reveal about actions it has so far taken to promote women's participation in ICT, and perhaps even in cybersecurity?
GE awareness level	o Is your country partner aware of the importance of increasing women's participation rates in cybersecurity? o If yes, what kinds of investments and progress have been made in this area?
GE national mechanisms	o Does the country have a national policy and/or strategy on gender equality? o Does the national gender policy/strategy address women's advancement in ICT, specifically cybersecurity?

Women's digital literacy	o Is there reliable information in the partner country about women's skill levels related to ICT:
	
	   o *Advanced skills*: programming, data analysis, processing, development
	
	   o *Generic skills*: handling communication and transactions online, creating digital content
	
	   o *Basic Functional skills*: operating mobile and computer devices, connecting to the internet, setting up accounts and profiles, and accessing information.
	
	o What measures are in place at all levels (macro, meso, micro) to remove barriers to digital education and training for women?

Digital literacy in schools	o Are there policies at macro level (e.g. ministries of education) to ensure up-to-date digital literacy in included in curricula for all age groups? o Does the country have explicit policy on ensuring equal access for girls and boys to basic digital skill development, such as STEM and coding, in schools? o What measures has the country taken to counteract stereotypes about women and girls' participation in ICT?

Focus Area	Questions to consider
Women's participation and retention	o Are there strategies and practices at macro and meso levels to increase women's participation and retention in digital jobs? (e.g. training, workshops) o Does the country collect data on the role and position of women in ICT?
Tracking women's participation	o Is data collected and analyzed on the gender of participants at ICT events? (quantitative) o Are there efforts to collect and analyze data on the type and quality of women's participation at ICT events/workshops? (qualitative) o Does your partner country require support in developing qualitative and quantitative performance indicators to measure the impact of its gender-sensitive cyber resilience strategy? o Who in your partner country will be responsible for tracking the performance indicators?

Toolkit 2.0 – Negotiating for Gender Equality in Cyber Resilience with Partners

Change often brings out resistance in people, as they do not wish to adopt new or unfamiliar ways.[37] How people express resistance varies according to power dynamics, cultural context, religious values, political views, to name a few. Introducing the concept of gender mainstreaming in any program is often met with resistance because of individuals' biases of their own culture.

In the case of gender mainstreaming, it is possible that partner countries might view gender equality as irrelevant and perhaps even in stark opposition to their values and customs. A host of reasons can lurk behind resistance:

- fear of the unknown

- lack of understanding that the digital world has a gendered impact

- not understanding the correlation between gender inequality and poverty

- fear that a gender mainstreaming process will lead to a loss of jobs for men

- fear of and misperception of feminism

- a lack of understanding that gender mainstreaming is as much about men as it is about women

- a fear that gender mainstreaming will spill into the home and undermine the existing male/female power structures.

Fear and not valuing something often drive people to find innovative ways to resist new changes. Such resistance can both be unconscious or conscious. According to Sarah Longwe,[38] there are common tactics used to resist change in the family, workplace, organizations and society as a whole. Consequently, you are likely to face some or all of them in your gender mainstreaming work. You might find some people using several tactics at once, while others use one at any given time. The table below will help you to identify the different resistance tactics and develop effective counterstrategies.

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37   Peebles, D. Draft Gender Mainstreaming Manual. Unpublished. ND.

38   Longwe, Sarah. Women's Equality and Empowerment Framework. New York: UNICEF. 1993.

Resistance Tactics and Counterstrategies in Gender Mainstreaming in Cybersecurity[39]

Resistance Tactic	Description	Potential Solution
Denial	People will claim that: o There is no problem in their cybersecurity strategy o Their strategies already provide equality of opportunity to both sexes, and that it is up to the individual to take advantage of the opportunities given to them o Nothing can be done to change the situation due to economic or cultural reasons o That you do not fully "understand" the situation.	o Present solid statistical proof of actual gender gaps and of discrimination in cybersecurity strategy. o You may find it necessary to commission research or do your own research to obtain this information. o Provide examples that demonstrate how equal opportunity does not always lead to equity.
Inversion	People blame the victim and state that: o Since equality of opportunity already exists, it is the individual's own fault they have not taken advantage of it. o Some women and men do not want these kinds of opportunities, or that they do not want to change or take risks.	o Present statistical proof that discrimination is taking place. Concentrate on clear examples of the contravention of equal opportunity principles and highlight the consequences to women who are negatively affected by unequal access to internet or are survivors of cyber violence.
	Dilution is a form of selective denial: o People admit that there are some problems at some levels, but deny that these problems are the result of any form of structural inequities (gender-blind cybersecurity strategies) or discrimination.	You will need to demonstrate that: o The initial problem is a result of structural inequities (gender-blind cybersecurity strategies) o The lack of participation of women and women's lack of control over the use of equitable cybersecure spaces and the distribution of benefits covered by the cybersecurity strategy.

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39   Adapted from: Longwe op. cit. & from Peebles op. cit.

Resistance Tactic	Description	Potential Solution
Selection	Selection of program priorities does not include: o The specific digital needs of women o Any kind of support for activities that will change discriminatory or past exclusionary practices.	o Identify structural inequalities at the beginning of the cybersecurity strategy review/ development o Use this analysis as a tool to insist that these issues be considered seriously at all stages. o Advocate for the establishment of a participatory system of program management.
Subversion	Treatment of structural inequities in such a way that little or no progress will be made in this area. Common tactics include: o Appointing a person to be responsible for this area who is incompetent, has a disagreeable personality, or who is not interested in it o Establishing procedures that will require constant deferral of decisions to someone up or down the hierarchy o Referring simple administrative decisions to a high level management committee that meets infrequently o Losing the file, etc. Subversion is a common response of officials who have been asked to implement policies that are not in accordance with their personal values.	o Monitor your partner's organization for signs of lack of interest in implementing agreed gender action plans among the people responsible for these issues. o If necessary and feasible, look for alternative agencies or departments to implement the particular strategy component concerned. o You could also lobby to have organization-wide gender awareness and analysis training implemented in an attempt to change people's attitudes.

Resistance Tactic	Description	Potential Solution
Shelving	Higher up managers publicly support/praise gender equality measures, but find other means to slow down or hinder the process, o E.g., you may be told that the "time in not yet ripe" for this sort of initiative o The net result will be postponement of any positive action.	Advocate on the grounds that: o The changes needed (structural inequities) are an essential element required of the EU system in keeping with its Human Rights-Based approaches as well as UN norms o These changes are essential for your organization to meet its commitment to the achievement of the SDGs o If feasible, take your shelved project to another implementing agency or to another level or section within the organization.
Lip Service	Lip service occurs when: o People say that they support gender equality integration, but then their verbal enthusiasm is not matched by any action. o People will use all of the right terminology and rhetoric in their policy and programme documents, memos and speeches, but will not ensure that their budget allocations and actions provide any effective and legitimate support.	o Find allies in partner country / organization to set up internal monitoring systems that establish clear goals, and targets/ results and that address gender equality seriously. o Include reports on lack of progress made on these targets in relevant report formats and to your regular reporting body. o Ask managers to work with you to meet these targets and to hold staff accountable for them.
Compart-mentalization	Responsibility for gender integration is given to: o A separate sector or person within the organization, that generally does not belong to any of the departments or ministries that have responsibility for its implementation o This leads to gender integration becoming a separate issue effectively sidelining its implementation.	o Remind your partners of the pervasive and crucial nature of gender equality and the urgency to pay attention to it at all levels of cybersecurity strategy planning and implementation. o Lobby to have the responsibility for gender issues made more general, particularly at the implementation level.

Resistance Tactic	Description	Potential Solution
	Tokenism involves: o Asking a token representative of the partner group to participate in all discussions to address the issues concerned and to acknowledge their point of view. o Generally limiting token spokespeople to one per committee o Giving them very little time to present their input. Using the token spokesperson to help adjust document language so that is appropriate and sounds as if it is supportive of these issues, but not putting any substantive resource support in place to effect change.	o If you are in a meeting with someone who appears to have been put in a token position, make a point of joining forces with them on issues in which you are in agreement. o Try and build alliances with other people attending the meeting so that the token spokesperson is not isolated and is taken more seriously. o If you are the token, use the same strategy. o If you have any control over who comes to the meetings or serves as a committee member, try and ensure that one or more of your potential allies is invited to participate.
Investigation	When an organization is obliged to show some action for policy reasons or because attention has been drawn to some visible instances of gender discrimination but does not really want to take it or spend the funds needed to address the issue effectively, they may: o State that they do not know enough about the problem and that an investigation is needed. o Suspend all action to redress the problem pending the results of the investigation. o This is a more sophisticated and expensive way of shelving the issues.	o Support the need for further research, but argue against it being a pre-condition for action. o Present summary of all aspects of the problem known to date and of what has caused it, and argue that is possible for your organization to take preliminary action based on information already available. o You can also suggest that the organization use a pilot project to investigate the problem and take action. o Cite an example of other program interventions where more research was needed, but where action of various types was taken before the research was finalized.

Resistance Tactic	Description	Potential Solution
Purporting to "Represent" or Speak for a Group	The person you meet with says: "Yes, yes, I understand your point. However, just yesterday, I met with Ms. X, President of the local women's association, who absolutely will not go along with such a project."	o Consulting with other key stakeholders ahead of time to find out their opinions, and if possible, invite them to the meetings with you. o Ask Ms. X to speak the person concerned directly to clarify her perspective and any possible miscommunications.
Repetition of a Rigid Point of View	The person addressed simply continues to reiterate the status quo as unchangeable as in, "We are a very traditional society here."	o Cite examples of other traditions in the area that have changed recently due to gender-sensitive cybersecurity interventions. o Ask local cultural and religious leaders who you know to be allies to attend the meetings with you and provide their input and interpretation of how the situation can change in a way and at a rate that the community will accept. o Try to find out what the underlying fears behind the changes that will take place are and discuss with the people concerned how they will directly benefit from these changes.
Stonewalling	The person simply refuses to address the subject or to allow it to be addressed by others. This is sometimes accompanied by body language such as arms crossed across the chest, lack of eye contact, drumming of fingers, feet and other distracting behaviors. Not responding to questions, telephone calls or letters is another stone-walling strategy.	o Ask someone who this person really respects or is in higher authority and is supportive of gender mainstreaming to talk to them. o Make sure you have allies attending in group meetings so that there is a critical mass of like-minded people at the meeting who can turn the tide of this negative behaviour.

Source: Adapted from: Longwe, S. Women's Equality and Empowerment Framework. New York: UNICEF. 1993. & from Peebles, D. Draft Gender Mainstreaming Manual. Unpublished. ND.

Gender Equality Considerations in Capacity Building Services

Both Service Area B & C focus on capacity building of partners, specifically targeting government and cyber security officials responsible for developing, implementing, and monitoring cyber strategies, as well as communicating and carrying out a multitude of other roles related to establishing resilient and safe cyber spaces.

As such, given the close and interrelated nature of both service areas, the toolkit below is designed to support you in mainstreaming gender into Cyber4Dev's capacity development interventions.

Service Area B: Executive Seminars and Workshops

At Cyber4Dev, seminars and workshops are designed to be flexible enough to allow greater exchange of ideas on a given subject, with the intent to find practical solutions and opportunities. Exercises that promote working together on solving a challenge are also carried out in person, to the extent possible. Target audience for these activities include individuals at higher governance levels and technical experts.

Service Area C: Training Courses

Cyber4Dev's training courses take a more formal and prescriptive approach.

Toolkit 3.0 – Integrating Gender Equality into Capacity Building Initiatives

In general, there are two main ways to integrate gender equality into technical courses such as those offered by Cyber4Dev. One is to ensure that the language used is gender-inclusive, in that it should aim to include all gender groups. The second approach is to identify opportunities where gender equality and women's participation can be promoted.

Approach	Questions to consider
Gender Inclusivity in technical training	o Do examples or case studies in the training curricula present gender stereotypic characters? E.g. Case studies predominantly present men cyber experts, thereby perpetuating the perception that women do not belong in ICT
Gender sensitive language	o Are generic masculine terms used throughout the course, with the intention that generic terms are gender inclusive? Generic masculine terms such as "men" or "children" fail to represent women and girls. Masculine terms make women invisible or mask the differences between women and men in a particular context.[40] Gender-blind language erases women's presence, further entrenching gender inequality within the field. It is also important to keep in mind non-binary pronouns and ensure they are included in the courses, as appropriate. UNESCO's examples of gender-sensitive language[41]

Gender-blind	Gender-sensitive language
Man, Mankind	People, humanity, humankind, the human race, we, ourselves, men and women, the public, society, the self
Manpower	Staff, labour, workforce, employees, personnel, workers, human resources, human power, human energy
Man-hour	Person hour, workhour
Brotherhood	Human fellowships; human kinship, solidarity
Founding Fathers	Founders

Approach	Questions to consider
Women in non-traditional roles	o Do courses portray women in technical and leadership roles in cybersecurity?
Promoting gender equality issues and results	o Are there opportunities within a course (examples, case studies, scenarios, etc.) to integrate ICT gender issues (ranging from access, cyber violence against women, women's participation in ICT)?

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40 Tezare, K. Gender Equality in Communications. Ontario and Uganda Training. Kampala. June 21, 2013.

41 UNESCO. Gender-sensitive Indicators for Media – Framework of Indicators to Gauge Gender Sensitivity in Media Operations and Content. Paris: UNESCO. 2012.

Glossary

Cyber and Gender Related Terminologies

Cyber harassment	Harassment by means of email, text, or online messages or the internet.[42]
Cyber stalking	Stalking by means of email, text or online messages or the internet. Stalking involves repeated incidents, which may or may not individually be innocuous acts, but combined undermine the victim's sense of safety and cause distress, fear or alarm.[43]
Cyber violence against women and girls	Gender-based violence perpetrated through electronic communication and the internet.[44]
Doxing	Online researching and publishing of private information on the internet to publicly expose and shame the person targeted.
Grooming	Also known as child abuse by a pedophile. Deliberate acts by an adult to approach a minor (sometimes by cultivating a sentimental connection) with a view to establishing a relationship and emotional dominance enabling the adult to commit sexual abuse, engage in virtual contact, elicit child pornography, or sell the minor to others (child trafficking).[45]
Non-consensual Pornography	Also known as cyber exploitation or 'revenge porn', non-consensual pornography involves the online distribution of sexually graphic photographs or videos without the consent of the individual in the images. The perpetrator is often an ex-partner who obtains images and videos in the course of a prior relationship, and aims to publicly shame and humiliate the victim, in retaliation for ending a relationship. However, the perpetrators are not always partners or ex-partners and the motive is not always revenge. Images may be obtained by hacking into the victim's computer, social media accounts or phone, and can aim to inflict real damage on the target's 'real-world' life (such as getting them fired from their job).[46]
Zoombombing	Breaking, without consent, into a videoconference with obscene, pornographic, sexist, racist, homophobic, and other content which usually puts an end to the videoconference. The term was initially coined to refer to incidents occurring during the Covid-19 pandemic on the Zoom platform, but is now used also for intrusions in other videoconferencing platforms.[47]

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42   EIGE. Glossary & Thesaurus. https://eige.europa.eu/thesaurus/terms

43   Ibid.

44   Ibid.

45   Morales K.N.V Cyber-security for women during the Covid-19 pandemic: Experiences, risks, and self-care strategies in the new normal digital era. - [s.l.] : OAS.

46   EIGE. Cyber violence against women and girls. Op. cit. p.2

47   Morales. Op. cit.

Gender Equality Related Terminologies

Direct discrimination	A difference in treatment is made directly and explicitly on distinctions based exclusively on sex and characteristics of men or of women, which cannot be justified objectively.[48]
Disaggregation by sex	Data or statistics are collected and presented by sex to show the respective results for women and men separately. The term gender disaggregation is also used interchangeably with this term.[49]
Discrimination against women	Any treatment made on the distinction, exclusion or restriction based on sex with the effect or intention of impeding or abolishing the recognition, enjoyment or exercise by women, regardless of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field. Discrimination can be a result of law (de jure) or of practice (de facto). The CEDAW Convention acknowledges and addresses the two forms of discrimination, wherever they appear in laws, policies, procedures or practice.[50]
Gender analysis	Examines how an experience (a policy, situation, or context) is different for individuals based on their gender identity. It also looks at relationships between genders, as well as the implications for power, access and limitations.[51]
Gender	A person's status in society as a man, woman, or as gender-diverse. A person's gender may be influenced by several factors, including biological features, cultural and behavioural norms, and self-identity.[52]
Gender balance	Often used in the context of human resources and equal participation of women and men in all areas of work, projects and programmes. Gender equality calls for women and men to participate proportionally to their shares in the population. It is however common that women participate less than what was expected based on the sex distirubtion of the population (underrepresentation of women) while men participate more than expected (overrepresentation of men).[53]
Gender bias	Prejudiced actions or thoughts based on gender-based perceptions that women are not equal to men.[54]

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48   EIGE. Concepts and definitions. https://eige.europa.eu/gender-mainstreaming/concepts-and-definitions
49   UNDP. Gender Mainstreaming
50   EIGE. Concepts and definitions. Op. cit.
51   https://eige.europa.eu/thesaurus/terms/1143 and Brown, D. & op.cit.
52   Government of Canada. Justice Department. https://www.justice.gc.ca/socjs-esjp/en/dash-tab/definitions
53   EIGE. Concepts and definitions. Op. cit.
54   EIGE. Concepts and definitions. Op. cit.

Gender blindness	Failure to recognize the recognize that the roles and responsibilities of men/boys and women/girls are assigned to them in specific social, cultural, economic, and political contexts and backgrounds. Projects, programs, policies and attitudes which are gender blind do not factor in the different roles and diverse needs of gender groups. They maintain the status quo and will not help transform the unequal structure of gender relations.[55]
Gender equality	Equal rights, responsibilities and opportunities of women and men and girls and boys (EIGE). It means treating women and men in the same way.
Gender equality machinery	Also known as Institutional mechanisms for gender equality. Refers to bodies mandated to promote gender equality and support mainstreaming of gender equality into general policies in all areas, usually consisting of the central government body complemented with an inter-ministerial coordinating gender mainstreaming structure and contact persons or focal points responsible for gender mainstreaming in ministries.[56]
Gender equity	Provision of fairness and justice in the distribution of benefits and responsibilities between women and men. (EIGE) Gender equity leads to gender equality.
Gender gap	Refers to the disparity in any area between women and men in relation to their levels of participation, access, rights, remuneration or benefits.[57]
Gender expression	The way in which people publicly present their gender through aspects such as dress, hair, make-up, body language, and voice.[58]
Gender identity	A person's internal and deeply felt sense of being a man or woman, both or neither,[59] which may or may not correspond to the sex assigned at birth, including the personal sense of the body (which may involve, if freely chosen, modification of bodily appearances or function by medical, surgical or other means) and other expressions of gender, including dress, speech and mannerisms.[60]
Gender indicators	Performance tools to monitor differences based on gender, gender-related changes over-time and progress towards gender equality goals.[61]

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55   EIGE. Concepts and definitions. Op. cit.

56   EIGE. Glossary & Thesaurus. https://eige.europa.eu/thesaurus/terms

57   EIGE. Concepts and definitions. Op. cit.

58   https://www.justice.gc.ca/socjs-esjp/en/dash-tab/definitions

59   ibid

60   EIGE. Glossary & Thesaurus. https://eige.europa.eu/thesaurus/terms

61   EIGE. Glossary & Thesaurus. https://eige.europa.eu/thesaurus/terms

Gender issue(s)	Any issue or concern determined by gender-based and/or sex-based differences between women and men.
Gender neutral	Having no differential positive or negative impact for gender relations or equality between women and men.
	It also refers to not being associated with either women or men and may refer to various aspects such as concepts or style of language. What is perceived to be gender neutral, however, including in areas of statistics or dissemination of data collected in reference to a population, is often gender blind (a failure to recognize gender specificities).[62]
Gender mainstreaming	"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."[63]
Gender norms	Standards and expectations to which women and men generally conform, within a range that defines a particular society, culture and community at that point in time.[64]
Gender parity	Refers to numerical concept related to gender equality.
	Relative equality in terms of numbers and proportions of women and men, girls and boys, and is often calculated as the ratio of female-to-male values for a given indicator.[65]
Gender roles	Gender roles and relations are functions and responsibilities expected to be fulfilled in any society and usually determined by underlying gender and social norms. This includes reproductive (caregiving and household), community and productive (breadwinning) roles.[66]
Gender sensitive	Policies and approaches that factor in the differences and similarities of women and men, while striving to remove inequalities and promote an equal distribution of resources, addressing and taking into account the gender dimensions.[67]

62   EIGE. Concepts and definitions. Op. cit.

63   UN ECOSOC Conclusion 1997/2, Definition of the concept of gender mainstreaming. https://www.un.org/womenwatch/osagi/pdf/ECOSOCAC1997.2.PDF

64   EIGE. Glossary & Thesaurus. https://eige.europa.eu/thesaurus/terms

65   EIGE. Glossary & Thesaurus. https://eige.europa.eu/thesaurus/terms

66   https://www.unwomen.org/sites/default/files/2022-01/Intersectionality-resource-guide-and-toolkit-en.pdf

67   EIGE. Concepts and definitions. Op. cit.

Gender transformative	Approaches that seek to tackle the root causes of gender inequality and challenge unequal power relations. It moves away from a focus on a deficit model that focuses entirely on individual 'empowerment' and towards transforming the structures that reinforce gender inequality.[68]
Gender-based violence	Violence directed against a person because of that person's gender, gender identity or gender expression, or which affects persons of a particular gender disproportionately.
	Used interchangeably with violence against women (VAW) because it's widely recognized that most gender-based violence is perpetrated on women and girls, by men. The use of 'gender-based' is key in that it brings to attention the fact that many forms of violence against women are rooted in power inequalities between women and men.[69]
Indirect discrimination	Discrimination occurring where an apparently neutral provision, criterion or practice would put persons of one sex at a particular disadvantage compared with persons of the other sex, unless that provision, criterion or practice is objectively justified by a legitimate aim, and the means for achieving that aim are appropriate and necessary.[70]
Non-Binary	Person whose gender identity does not align with a binary understanding of gender such as man or woman. A non-binary person may identify as neither a man nor a woman, both, or anywhere along the gender spectrum.[71] (Examples: agender, pangender, genderqueer, genderfluid, or gender-non-conforming)[72]
Sex	Biological and physiological characteristics that define humans as female or male.[73]
Sex-disaggregated data	See "Disaggregation by Sex"

68   UNPRPD & UNWomen. Intersectionality resource guide and toolkit. 2021.

69   EIGE. Glossary & Thesaurus. https://eige.europa.eu/thesaurus/terms

70   Ibid.

71   Government of Canada Department of Justice. State of the Criminal Justice System Dashboard. https://www.justice.gc.ca/socjs-esjp/en/dash-tab/definitions

72   Statistics Canada. Classification of cisgender, transgender and non-binary https://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&TVD=1326715&CVD=1326716&CPV=3&CST=01102021&CLV=2&MLV=2

73   EIGE. Glossary… op. cit.

Annex 1. Cyber4Dev Service Areas by Pillar – Potential GE Entry Points

Service Areas	Potential key entry points for gender equality		
	Pillar One	Pillar Two	Pillar Three
Service Area A: Advisory services			
National strategy – planning and development	●		
National strategy – Implementation support	●		
Cyber Maturity – Roles and Responsibilities			
Cyber Maturity – Cross-government & Multi-stakeholder Communication	●		
Cyber Maturity – Awareness raising campaigns	●		
Cyber Maturity – Change management			
Cyber Maturity – Monitoring and Measuring Progress	●		
Cyber Maturity – Crisis management			
Regulatory & Policy Reviews	●		
Multi-stakeholder Outreach and Cooperation	●		
Critical Information Infrastructure Protection (CIIP)			
National and Sectoral CSIRT Development			
International Outreach & Collaboration – for Cyber4Dev Beneficiary	●		
International Outreach & Collaboration – Liaisons with ENISA, FIRST, GFCE, AU, OAS, APCERT, etc.			
Service Area B – Executive Seminars (ES) & Workshops (WS)			
National Strategy development and review (ES)		●	

Service Areas	Potential key entry points for gender equality		
	Pillar One	Pillar Two	Pillar Three
Cyber Capacity Assessment (WS)		●	
CIIP Definition and Planning (ES)			
Decision-maker exercises (ES)			
(n)CSIRT Relationship with Public Media (WS)			
Digital transformation and cyber security (WS)			
Cyber security hygiene		●	
Trainer skills (WS)			
(n)CSIRT: How to communicate prevention (WS)		●	
Communication Strategy (WS)		●	

Other listed but without details:

SIM3 Assessment (WS); MISP (WS); Open Source Tooling (WS); International Cyber security engagement (WS)

Service Area C – Training Courses

21 courses are listed in the Cyber4Dev Portfolio, but without information on their percentage coverage of each pillar.

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