**Human rights principles to guide a Gender Audit**

You will adapt the Gender Audit process to suit your NHRI’s context and priorities, but the following six overall principles and three ethical guidelines, may help you plan and carry out your Gender Audit.

These principles are loosely aligned to a human rights approach and, combined with the ethical guidelines, aim to ensure your Gender Audit not only focuses on *achieving* gender equality, but that it also *practices* gender equality.

At the first meeting of your Gender Audit team, you will:

* discuss and form a set of principles appropriate for your NHRI to guide your audit.
* consider the ethical considerations outlined below.

| The principle | How will you apply this principle to the audit? |
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**Principles to guide your Gender Audit**

**Overarching ethical principles for gathering, using and storing personal data**

**Checklist to ensure that data collection, analysis and storage is ethical**

|  |  |
| --- | --- |
| Do no harm | |
| Checkmark with solid fill | Ensure participants, particularly those who experience gender-based human rights violations, can be heard and are protected from harm during and after the data process. |
| Checkmark with solid fill | Apply ethical considerations such as:   * Equality of access * Freedom to participate * Duty of care, ensuring no-one is hurt by taking part in the Gender Audit * Respect and integrity * Disclosure, privacy and confidentiality |
| Checkmark with solid fill | Recognise the sovereignty of the data including:   * How it is generated * Who it is about * Who has permission to use it * Laws about where it is stored and accessed |
| Checkmark with solid fill | Be aware of unintentional bias, including gender bias. Be transparent about intentional biases and why you are adopting them by asking:   * Whose voices may be silenced or ignored? * What considerations impact on the data? * What are the lenses through which data is analysed? |
| Checkmark with solid fill | Understand the contexts from which the data is gathered, assess any risks and match data gathering activities to context, participants/stakeholders and resource constraints. |
| Ensure reliability | |
| Checkmark with solid fill | Disaggregate data against cross-cutting factors (e.g. disability, sex, age, ethnicity etc). |
| Checkmark with solid fill | Validate findings with the participants/people about whom data is being collected. |
| Checkmark with solid fill | Make sure your recommendations are based on reliable information. |
| Checkmark with solid fill | Link conclusions to the context within which the data was gathered. |
| Checkmark with solid fill | Acknowledge any limitations in the data gathered. |
| Checkmark with solid fill | Ensure data (both primary and secondary) is referenced appropriately. |
| Ensure impartiality, integrity and transparency | |
| Checkmark with solid fill | Be transparent with participants about how the data will be used. |
| Checkmark with solid fill | Be genuine and respectful of those providing the data. |
| Checkmark with solid fill | Review data through all alternative viewpoints and data sources (commonly referred to as triangulation of data). |
| Checkmark with solid fill | Consider the biases that may be inherent in the NHRI’s context, personnel and processes. |

**Related information**

[Facilitating an NHRI Gender Audit: Toolkit for National Human Rights Institutions in the Asia Pacific Region](https://apf-prod.s3.amazonaws.com/media/resource_file/30683_APF__Gender_Audit_Toolkit_Digital_AW.pdf?AWSAccessKeyId=AKIA57J6V557ISASX34R&Signature=z66jNORBaQ2ujH1ou%2Bhugs2MEiA%3D&Expires=1638147602)

Sections 1.2 and 1.3