

## Concepts and Practice for Gender Analysis

### What is gender analysis?

Gender analysis is the definition of the role and condition of women and men in a given context. There is a variety of frameworks that can facilitate such analysis, each one with its own strengths and weaknesses. In general, gender analysis frameworks use the following questions:

- What roles and activities do women and men perform in productive (work), reproductive (giving birth and caring for children) and community (participating in local decision-making processes) spheres?
- What access to and control over resources do women and men have at work, at home and in the community?
- What economic, social and legal constraints prevent women and men from improving their living conditions?
- In terms of identity (race, ethnicity, culture, class, status, age, disability, etc) what characteristics of women and men further disadvantages them?

### When should I do it?

Gender analysis should take place across the programme and project cycle, and you are expected to put a particular emphasis on defining vulnerable communities in the area you are working and use reviews to ask yourself whether the most vulnerable communities are being targeted. It is impossible to plan your programme or projects which will correct gender inequalities and change power relations if these have not been substantially identified.

### Why should I do it?

Practicing gender analysis provides opportunities to:

- Consistently review, plan, and monitor country/regional programmes with a gender lens.
- Add value through addressing unequal power relations.
- Engage with partners and support them in addressing gender issues.
- Understand the differential impact that programme's objective and projects will have on women and men.

Remember, all development and emergency issues contain gender dimensions and there are important gender issues in all regional contexts. Gender analysis should be done before taking any decisions both in development projects and in emergency situations.

### What is causing gender inequalities?

**Women & Men (W&M) have different socially constructed gender roles that need to be accomplished with different, often unequal, access to, and control over resources.**

## **GENDER ISSUE**

### **1. Women & Men having different socially constructed gender roles:**

<b>Roles</b>	<b>Women</b>	<b>Men</b>
<b>Reproductive</b> Tasks associated with child rearing and domestic chores	Child bearing and child rearing  Organisation of the household on a continuous daily basis	No continuous responsibility but may have occasional customary domestic tasks
<b>Productive</b> Work done by both W&M for pay in cash or kind	Majority in lowest paid jobs and often gender stereotyped occupations in particular sectors in the formal economy (this is linked to their reproductive work).  Majority of low income women in informal economy, work is often invisible because operates at household and neighbourhoods levels, particularly in urban areas.  In rural areas, are majority in subsistence economy and combine agricultural work for own consumption and for sale  Work often not in official statistics  Where 'secondary' income earners, make a critical contribution to income in poorer household. In female head of household may be sole income earners	Majority of the labour force in the formal economy, in higher paid jobs; access to wider range of occupations (also stereotyped); are the majority in senior management.  Higher proportion of men are 'middlemen' in the informal sector  In rural areas, are the majority in cash cropping. More access to and control over land  Work of poorer men in informal sector may also not be in statistics  Perceived as 'primary' income earner (even when unemployed)
<b>Community Managing</b> Voluntary and unpaid activities at community level	Tend to be involved in unpaid community <u>provision and maintenance</u> of collective goods and services (e.g. Water, roads) often as an extension of reproductive role.	Tend to be involved in unpaid community provision of collective goods and service
<b>Constituency-based Politics</b> Participation in decision-making at all political levels on behalf of interest-based constituencies	Are under-represented in most political bodies.  Are low proportion of leaders except in autonomous women's organisations.  Responsibility and number tend to increase at local levels.	Are in the majority in most political bodies.  Tend to dominate leadership.

*Source: adapted from Moser, C. Extracted from the DPU Gender and Policy and Planning Programme*

## 2. roles that need to be accomplished with different -many times unequal- access and control over resources

The following three levels of analysis show how often we make generalized statements which wrongly inform our strategies, programmes, projects and policies.

### To recognise gender differences we need to challenge stereotypical assumptions commonly presented in our planned interventions

Assumptions at three different level of analysis		Empirical Challenge
<b>The structure of the household</b>	Predominant stereotype: nuclear	Project our work to many different types of household  E.g.: extended families and women-headed households.
<b>The organisation of tasks in the household</b>	The man is the breadwinner  The woman is a housewife	W&M are involved in different roles depending on the household structure and on the gender division of labour in the context: <ul style="list-style-type: none"> <li>• Reproductive</li> <li>• Productive</li> <li>• Community Managing</li> <li>• Constituency-based politics</li> </ul>
<b>The access to and control over resources and decision-making in the household</b>	All household members have equal access to and control over resources  Household operates on basis of consensus  The household is treated as a harmonious unit	Often unequal access to and control over resources by different household members  Household operates on the basis of co-operative conflict  Need for desegregation of the household

Source: adapted from Moser, C. Extracted from DPU Gender and Policy and Planning Programme

*Access:* Access to resources implies that women are able to use and benefit from specific resources (including material, financial, human, social and political ones).

*Control:* Control over resources implies that women can obtain access to a resource and can also make decisions about the use of that resource. For example, control over land means that women can access land (use it), can own land (can be the legal title-holders), and can make decisions about whether to sell or rent the land.

United Nations Environment Programme, Gender-related terminology. Available online at [http://www.unep.org/gender\\_env/Glossary/index.asp](http://www.unep.org/gender_env/Glossary/index.asp)

### 3. Because W&M have different roles and access and control over resources, they have different needs. This is the rationale for having a gender policy and gender aware planning through the recognition of:

- **Disaggregated categories** such as “household”, “community”, or “vulnerable groups”
- Analysis of the **gender division of labour**
- Identification of **household structures**, as presented in the above chart.

**We need to name W's & M's, girls' and boys' (G&B) different gender needs.**

**There are two types of Gender Needs:**

- **Practical Gender Needs (PGN):** need of W&M, G&B which come out of existing

gender roles.



**PGN are met through actions which assist W&M, G&B to perform existing gender roles more easily (e.g. Employment)**

- **Strategic Gender Needs (SGN):** needs of W&M, G&B which may change existing gender roles



**SGN met through actions which challenge or change existing gender roles (e.g. Equal access to employment)**

## **DEFINITIONS**

### **GENDER ROLES**

Gender analysis recognises that in most societies low-income women and men are involved in reproductive, productive, community managing and constituency-based politics activities. The nature and extent of their involvement in each activity reflects the gender division of labour and power relations in a particular place at a particular time. The gender division of labour is a dynamic relation which must be reflected in gender diagnosis.

**Reproductive role:** Child bearing and daily tasks associated with child rearing and domestic tasks, primarily done by women. Men usually have occasional customary domestic tasks (e.g. house building and maintenance). It includes not only biological reproduction but also elements of the reproduction of the labour force and social reproduction. It varies according to gender, class, ethnicity and stage in the life cycle.

**Productive role:** work done by both women and men for pay in cash or kind. It includes both market production with an exchange value, and subsistence/home production with actual use value, but also potential exchange value. Reflects social relations.

**Community Managing role:** Voluntary unpaid activities undertaken mostly by women, but also by men, at the community level to ensure the provision and maintenance of scarce resources of collective consumption, such as water, health care and education. It is as an extension of women and men's reproductive role, undertaken where goods and services needed in reproductive role are not, or are badly provided for. Reflects social relations. This role tends to increase in situation of scarcity.

**Constituency-based politics role:** Political activities undertaken at community, local, national and/or sometimes international levels on behalf of interest-based constituencies, within the framework of traditional/customary structures, party politics and/or lobbying/campaign groups. Reflects social relations.

### **GENDER NEEDS**

Women and men have different gender needs, by virtue of their socially constructed roles. It is useful to distinguish between two types of gender needs:

**Practical Gender Needs (PGN)** are the needs identified by women and men which arise out of the customary gender division of labour. PGN are a response to immediate perceived necessity, identified within a specific context. They are often concerned with inadequacies in living conditions such as water provision, health care, or employment. PGN are context-specific.

**Strategic Gender Needs (SGN)** reflect a challenge to the customary gender relations and imply change in relationships of power and control between women and men. SGN which women identify arise from women's recognition and challenge to their subordinate position in relation to men in their society. For example, equal access to employment, equal pay, and equal legal rights. SGN which men identify arise from men's recognition and challenge to their exclusion from domains which customary male impose and which contribute to the perpetuation of women's subordination, for example, sharing child care. SGNs are context-

specific.

*Although projects using both approaches are needed and can be empowering, targeting strategic gender needs allow for the transformation of power relations and open new opportunities to affect changes in communities (as opposed to strictly satisfying basic needs).*

Programmes will also need to look at challenging current power relations; this is using mechanisms to generate bigger changes in the state of women in the country/region you are working on.