

# Introduction to Gender Analysis

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why care about gender?

Everyone benefits from more equitable gender relations...

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# Benefits for future generations

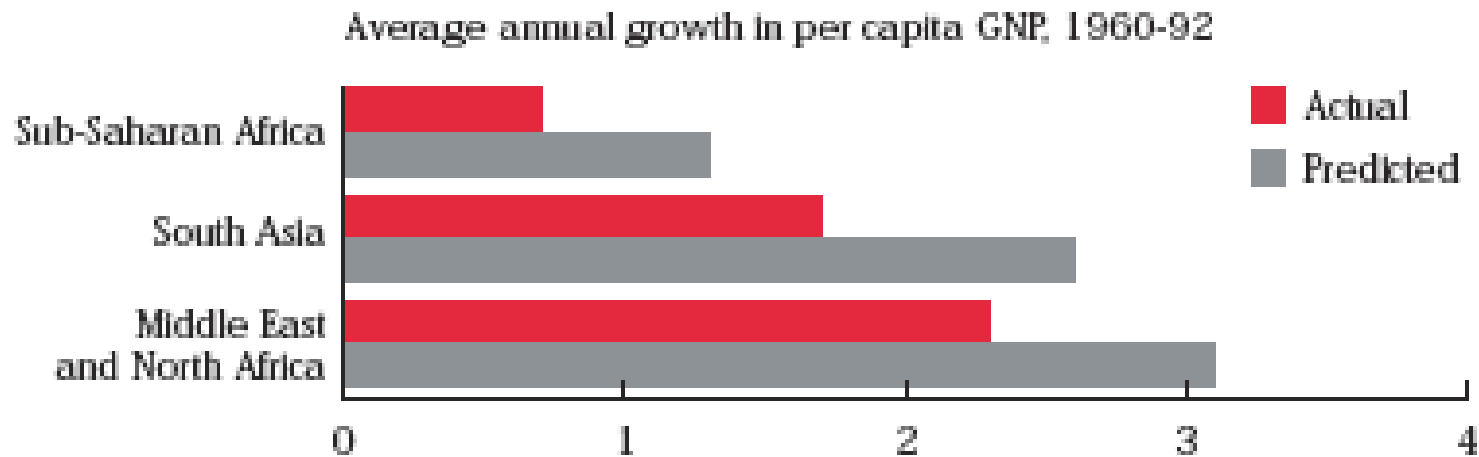
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- ◆ **Women invest their incomes in their children, men in themselves**
    - ◆ Ex: In Brazil, income in the hands of mothers has four times the positive impact on children's nutrition (height-for-age) as income in the hands of fathers.
  - ◆ **Better educated mothers invest more heavily in their children's learning**
    - ◆ Ex: In India, children of literate mothers spend two more hours a day studying than children of illiterate mothers.
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# Benefits of Women's Education: Economic Growth

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**Faster Progress in Closing Gender Gaps in Schooling Would Accelerate Economic Growth**



Source: World Bank, 2001.

# What is Gender Analysis?

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- ❑ Different methods used to understand the relationships between men and women, their access to resources, their activities, and the constraints they face relative to each other.
  - ❑ Provides information that recognizes that gender, and its relationship with race, ethnicity, culture, class, age, disability, and/or other status
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# Gender Analysis in Development

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- ❑ Integral part of policy analysis
  - ❑ Creates better understanding of the different impacts that legislation, cultural practices, policies and programs have on local communities
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# Women and Development(WID)

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- ❑ Framework that started in 1970s
  - ❑ Focuses primarily on women
  - ❑ Governments and nongovernmental organizations addressed the inequity between men and women by developing laws, policies, and programs to benefit women only.
  - ❑ The theory behind the concept is that historical disadvantages to women required that unique benefits be given to women to address those disadvantages.
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# Gender and Development (GAD)

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- ❑ Paradigm shift from WID to GAD
  - ❑ Rather than addressing the disadvantages that women face, the gender and development approach analyzed the social relationship between men and women.
  - ❑ Includes men into the formula
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# Basic components of gender analysis:

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- Social construction
  - Sex desegregation
  - Division of labor
  - Distribution of resources
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# Social construction

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- ❑ Sex: biological differences between men and women.
  - ❑ Gender: A person's self representation as male or female, or how that person is responded to by social institutions on the basis of the individual's gender presentation .... Shaped by environment and experience
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# Gender determines..

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- ❑ Roles, status, norms and values
  - ❑ Responsibilities, needs, expectations
  - ❑ Division of labour, power and responsibilities
  - ❑ Distribution of resources and rewards
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# ***Sex disaggregation***

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- In gender analysis, data should be separated out by sex so that it is in a form that enables the impacts on women to be identified separately from impacts on men.
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# Division of labour

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- The type of work that women and men do and how that work is valued is largely determined by how society organises gender roles.
  - The division of labour between women and men varies with and between cultures, and changes over time.
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# Distribution of resources

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- It is important to differentiate between *access* (such as being able to farm on someone else's land) and *control* (owning that land, being able to decide how that land is used).
  - Having women control the means of production or the decision making process is key to bringing about change.
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# TRADITIONAL APPROACH

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- Gender neutral programs and policies
  - Male-dominated institutions not challenged
  - Efforts to “add women”  
limited
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# Gender neutrality ignores gender differences –

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- ❑ Division of labour and responsibilities
  - ❑ Intra-household distribution of resources, especially basic needs
  - ❑ Access to productive resources and assets
  - ❑ Participation in decision making and differences in empowerment
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Today we are moving beyond a traditional approach

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PART ONE: GENDER ANALYSIS BASICS

PART TWO: FIVE TOOLS

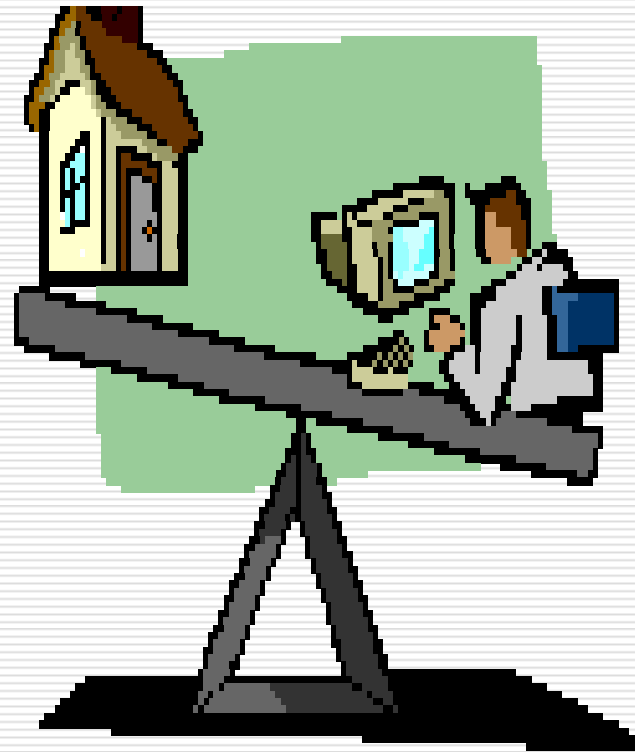
PART THREE: APPLICATION

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# 1. Activity Profile (Main Question to Ask)

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- Who does what?
- Where do men and women work?
- When do men and women work and for how long?



# Three categories of activities

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- Production of goods and services
  - Reproductive and human resource maintenance activities
  - Community organization and activities
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# Sample Activities Matrix

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	men	women	boys	girls
<b><u>Productive Activity</u></b>				
<b>Livestock</b>				
<i>Processing Milk</i>				
<i>Hay collection</i>				
<i>Cultivating</i>				
<i>Harvesting</i>				

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# Activities continued...

	men	women	boys	girls
<b><u>Reproductive Activity</u></b>				
<b><i>Fetching water and fuel</i></b>				
<b><i>Marketing</i></b>				
<b><i>Grinding flour</i></b>				
<b><i>Preparing food</i></b>				

# Activities continued...

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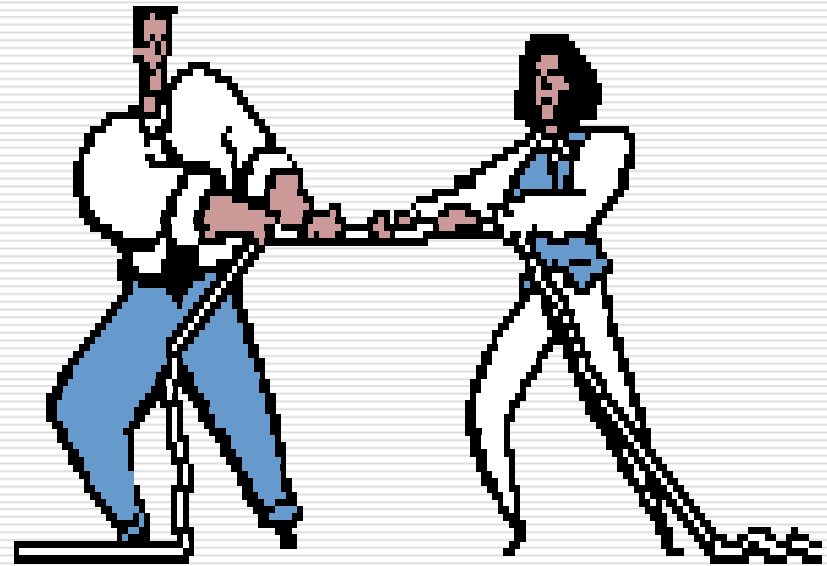
	men	women	boys	girls
<b><u>Community Work</u></b>				
<i>Weddings</i>				
<i>Funerals</i>				
<i>Communal childcare</i>				

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## 2. Gender Based Access and Control Profile

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Who has  
what?



# Access and Control Profile

	Access Men	Access Women	Control Men	Control Women
<b>Resources</b>  <b>**land</b> <b>**money</b> <b>**training</b>				

# Access and Control continued

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	Access Men	Access Women	Control Men	Control Women
<b>Benefits</b>  <b>**income</b> <b>**living std</b> <b>**power</b> <b>**time</b>				

# 3. Constraints and Opportunities

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- ❑ Who needs what?
- ❑ Who can do what?



# Constraint and Opportunity Matrix

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	<b>Constraints</b>	<b>Opportunities</b>
<b>Institutional Arrangement</b>		
<b>Norms and Values</b>		
<b>Economic/demographic conditions</b>		

# Constraints and Opportunities Matrix

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	<b>Constraints</b>	<b>Opportunities</b>
<b>Legislation</b>		
<b>Education and Training</b>		
<b>Political Environment</b>		

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