

## Gender in the subsector analysis

In the agreement for the implementation of the new private sector support (PSLRG), it is foreseen that some steps of gender mainstreaming will be consequently undertaken. The statement is that:

*A compulsory and budgeted **gender assessment** will be undertaken during the understand step of the sub-project development process. This assessment will analyse the gender division of labour, focusing particularly on identifying roles in productive activities which are directly linked with the sub project opportunity identified as well as the constituency based politics sphere. A further identification on how resources are controlled and relevant in each role will help to identify activities which are improving practical gender needs and if relevant, enhancing their strategic gender needs. Outcome of these studies will be reflected into the investment proposal and be assessed as one of the criteria for the SAC to decide.*

This gender assessment should not be an additional consultancy work done separately, but should be integral part of the sector assessment. It is not about having separate gender information but information which is gender sensitive.

The following questions should help the analysts to collect relevant information and then to think about possible consequences for the design of the project activities.

- What is our understanding of the whole value chain? Do we know about the gender relevance at all nodes of the chain?
  - What markets do women or the middle men cater for? Is it export oriented production, only for the internal market or for own consumption?
  
- In the agricultural production, who (men, women and children) is doing what?
  - Are there specific patterns or jobs more traditionally reserved to one of those categories?
  - How the income generating activities influence the patterns of time use at household and community level?
  - Do we know about the changes in the workload of women?
  - Who is deciding “who should do that work”?
  - Does the participation in producers groups enhances the political power of the women as pressure groups or are there pressure groups of women who do not participate in such activities?
  - How do women calculate the added value the involvement brings to them?
  - What kind of work do men expect to be paid for women? What kind of work do women expect to be paid for men? Are there any conservative assumptions and stereotypes legitimizing certain decisions on payment?
  - Who owns the land? Do women have their own plots? What do they grow? What is the importance of it in regard to the household?
  
- Do we know who (Company, Project implementer, politicians, poor rural target groups...) is benefiting from the economic profit?
  - What costs of production do people expect to be met? (Is it different for women and men?)
  - What are the gender specific differences in terms of access to economic rent/benefit or exclusion from it?

- Do we know enough about how women were recruited and who are the women who are not participating?
  - What are the constraints/challenges or the opportunities for recruiting women?
  - How do they take decisions, what do they know about market prices...?
  - What is the share of women of the profit generated through the whole value chains in relation to their labour force invested?
- How do women and men participate to local activities?
- What roles are they fulfilling?
  - Who is involved in decision making?
  - How men and women get information?
  - Are women informed about activities and technical knowledge provided? How?
  - What are the constraints/barriers or challenges faced by men and women in accessing information?

**What are consequences of that information for the project and the design of future activities?**

- Will the designed activities have a positive or negative influence on men or/and women? (work load, assets, economic benefits, social position)
- Are they “normal”? Do we accept them because it is tradition or religion or difficult to change them?
- Or shall the project challenge some of them?
- How?
- How is the project going to measure if those activities have the desired impact?