Schweizerische Eidgenossenschaft
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Federal Department of Foreign Affairs FDFA
Swiss Agency for Development and Cooperation SDC

Gender ToT 2021 – Day 2

Interactive Session on Gender Analysis

Photo: Meier (2018)

Prepared and presented by Dr Marianne Meier (University of Berne)

Photo: Meier (2018)

Proposed Agenda

1. Gender Analysis in SDC
2. Video: GBA+ (City of Edmonton)
3. Challenges and Analytical Framework
4. Practical Application (Steps 1-3)
5. Recap and conclusion

Gender Analysis in SDC

What is it?

Gender analysis is a **systematic analytical tool** used to identify, understand, and explain the different **roles, needs, obstacles and opportunities** of men and women and the **relations** between them.

It serves to identify **inequalities, vulnerabilities, exclusion and discrimination** based on gender roles and attributes.

Gender Analysis:
Basic questions to ask?

- Who has power?
- Who owns/controls resources?
- Who takes the decisions?
- Who sets the agenda?
- Who gains, and who loses?
- Which men, and which women?

Gender Analysis in SDC

Key questions to be asked:

1. What are gender **inequalities and obstacles** in your context?
2. What needs to change, what is the **objective**?
3. How can this objective be **addressed** in your intervention?
4. How can this objective be **monitored and reported**?

WHEN?

Before the start of a project, program or cooperation strategy

BY WHOM?

Gender-sensitive and competent internal staff and/or external experts

Gender equality =

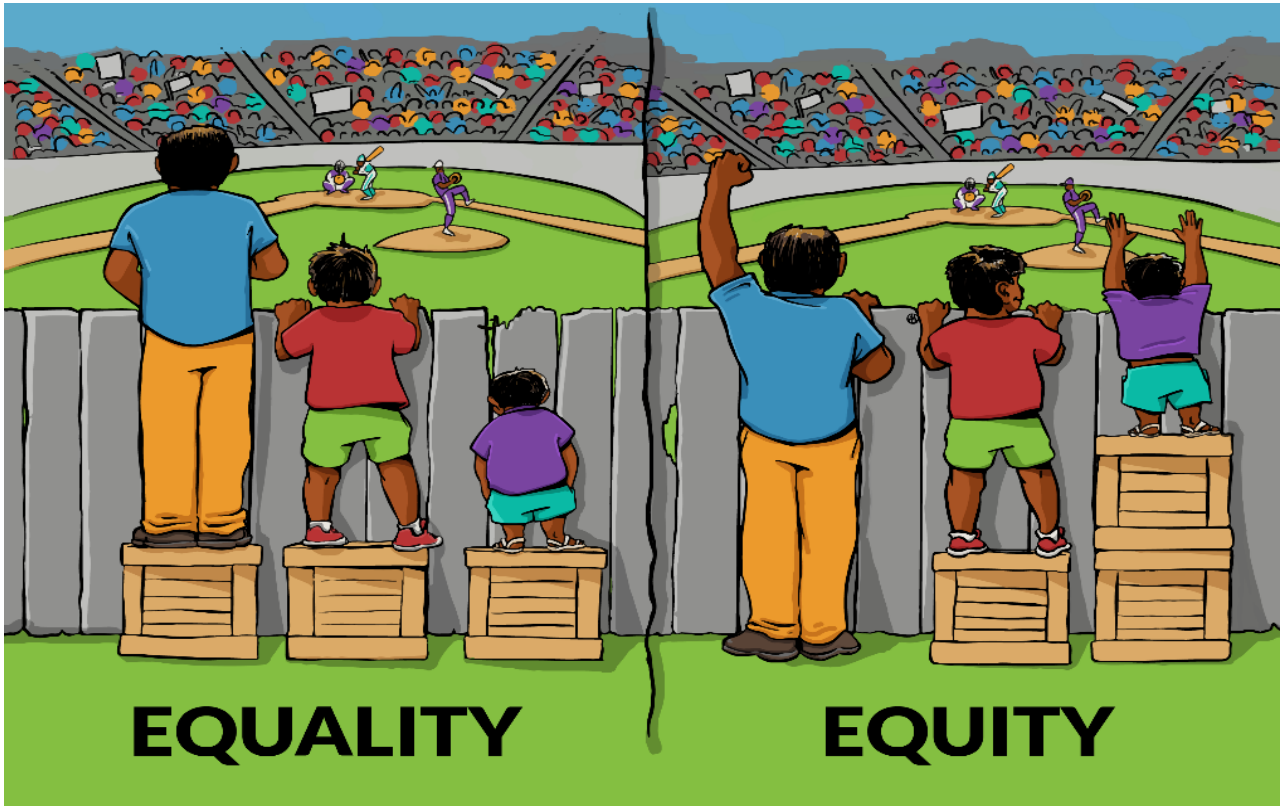
A key for poverty alleviation and sustainable development:

Gender equality is the equal enjoyment by women and men of socially valued goods, opportunities, resources and rewards.

Important: The aim is not that women and men become the same, but that their opportunities and life chances become and remain equal.

OECD-DAC definition (2003)

Gender Analysis: Inequalities and obstacles



Source: Interaction Institute for Social Change | Artist: Angus Maguire

Gender Analysis: Inequalities and obstacles

Gender equality:

Equal chances or opportunities

- access and control (social, economic and political).
- resources, including protection under the law (health services, education, voting rights, etc.).

Gender equity:

Reference to fairness and consideration of men's and women's different needs to achieve gender equality.

=> Both gender equality and gender equity are needed!

1 NO POVERTY
2 ZERO HUNGER
3 GOOD HEALTH AND WELL-BEING
4 QUALITY EDUCATION
5 GENDER EQUALITY
6 CLEAN WATER AND SANITATION
7 AFFORDABLE AND CLEAN ENERGY
8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
10 REDUCED INEQUALITIES
11 SUSTAINABLE CITIES AND COMMUNITIES
THE GLOBAL GOALS
For Sustainable Development
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION
14 LIFE BELOW WATER
15 LIFE ON LAND
16 PEACE AND JUSTICE STRONG INSTITUTIONS
17 PARTNERSHIPS FOR THE GOALS

SDG 5:
Achieve gender equality and empower all women and girls

Targets and indicators:

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**.

Indicator 5.5.1: *Proportion of seats held by women in national parliaments and local governments.*

Indicator 5.5.2: *Proportion of women in managerial positions.*

=> Both gender equality and gender equity are needed!

SDG 5:
Achieve gender equality and empower all women and girls

SDG 5 targets do not touch upon two topics regarding “gender”:

1. **LGBTIQ+ issues are missing**, despite the existence of structural discrimination and violence against persons who identify with these categories.

2. **Little mention of men and boys** in these targets. The word “gender” seems to be synonymous with women, even though engaging men and boys is critical to achieve several targets of SDG 5.

Source: Park & Mendos (2019)

Photo: Meier (2018)

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Video: City of Edmonton / Canada (4:11 min.)
https://www.youtube.com/watch?v=p6w-d1mmjFU

Gender-Based Analysis + : What is it and Why?

Questions A:

General impressions

1. Are there any surprises or “aha moments” for you in this video?
2. What is the main personal take-away for you from this video?

Questions B:

Work reality

1. Are aspects of this video **“transferable”** to your work reality? If yes or no, in what sense?
2. In your work reality, can you think of situations/projects in which the **lack** of different perspectives/lenses caused problems and challenges?
3. In your work reality, are there **procedures** in place to assure the consideration of different perspectives/lenses? If yes, what kind?

Photo: Meier (2018)

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Potential challenges doing gender analysis:

- A gender analysis often addresses **sensitive topics**
  (religion / resistance to change / fear of losing control, influence, power).
- Doing a gender analysis can be **time and budget** consuming.
- To get valid **primary data**, specific scientific knowledge is needed.
- **Secondary data** on gender is not always reliable and needs verification.
- **Methodological challenges** regarding data collection and analysis…

Methodological challenges regarding data collection and analysis...

Source: Davies/Dart (2005)

Gender Analytical Framework: *Gender lens*

Gender Analytical Framework: *Gender lens*

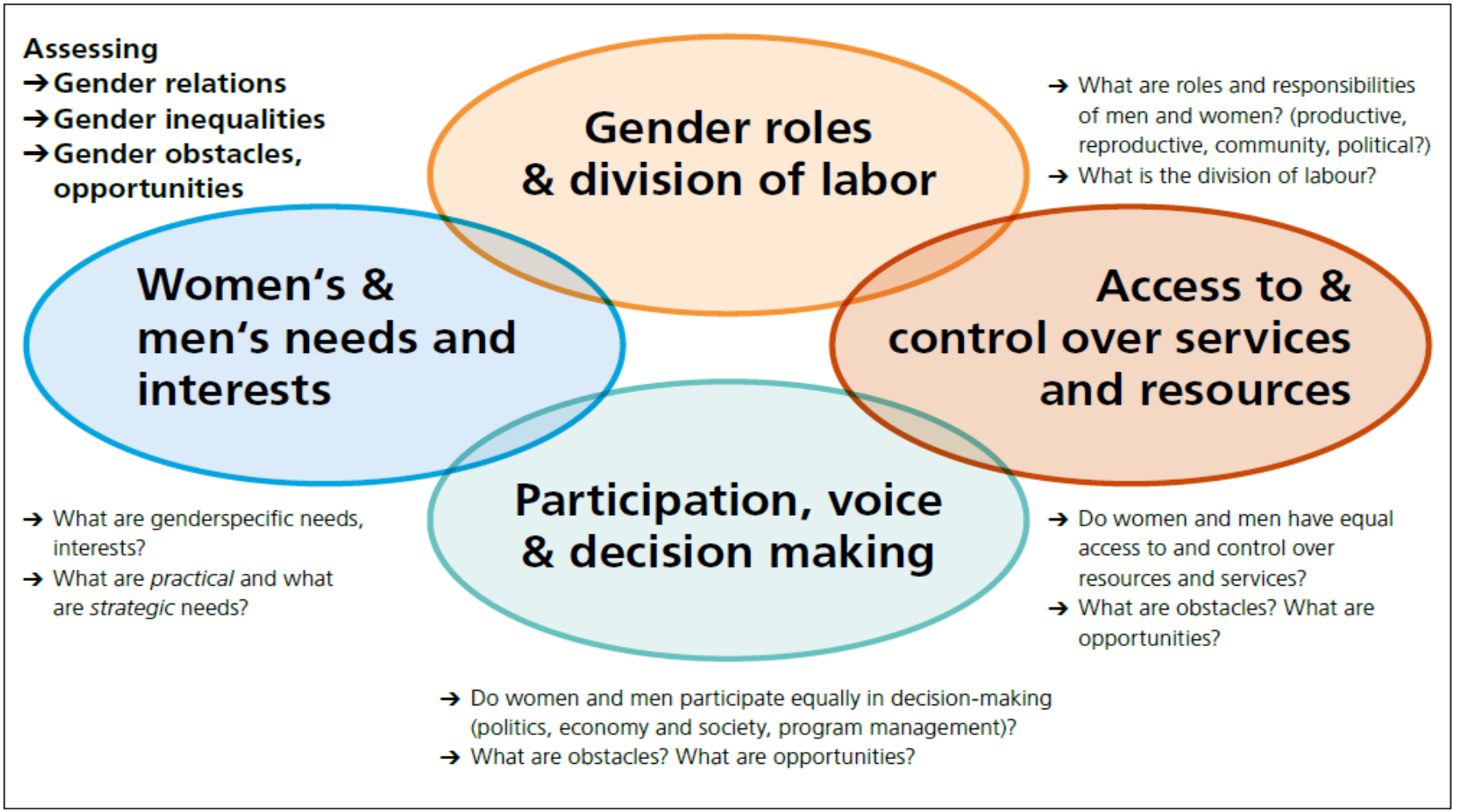

Photo: Meier (2018)

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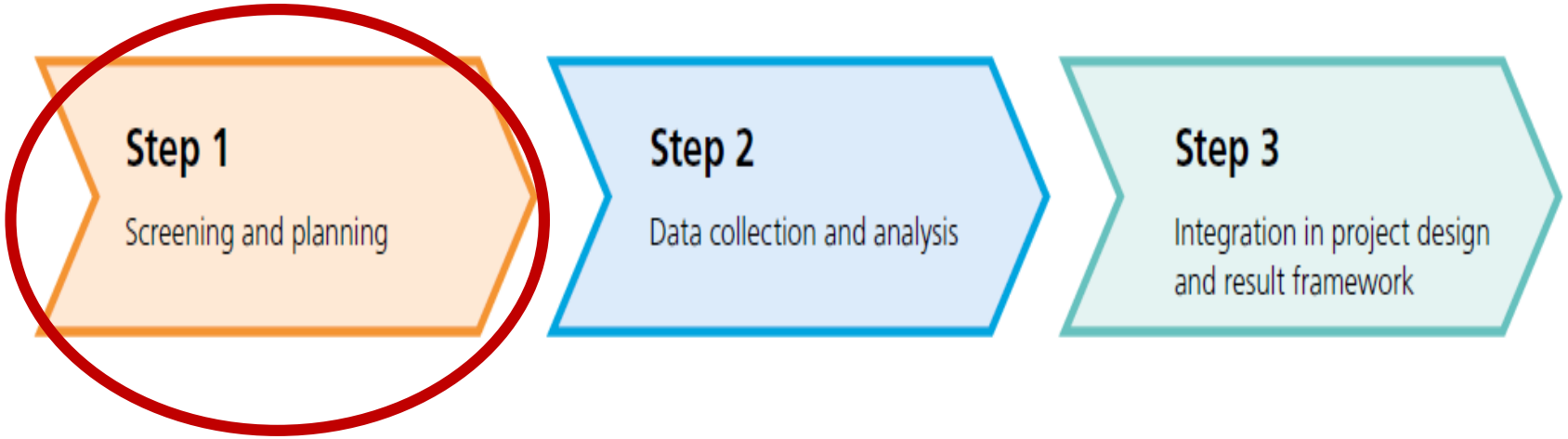
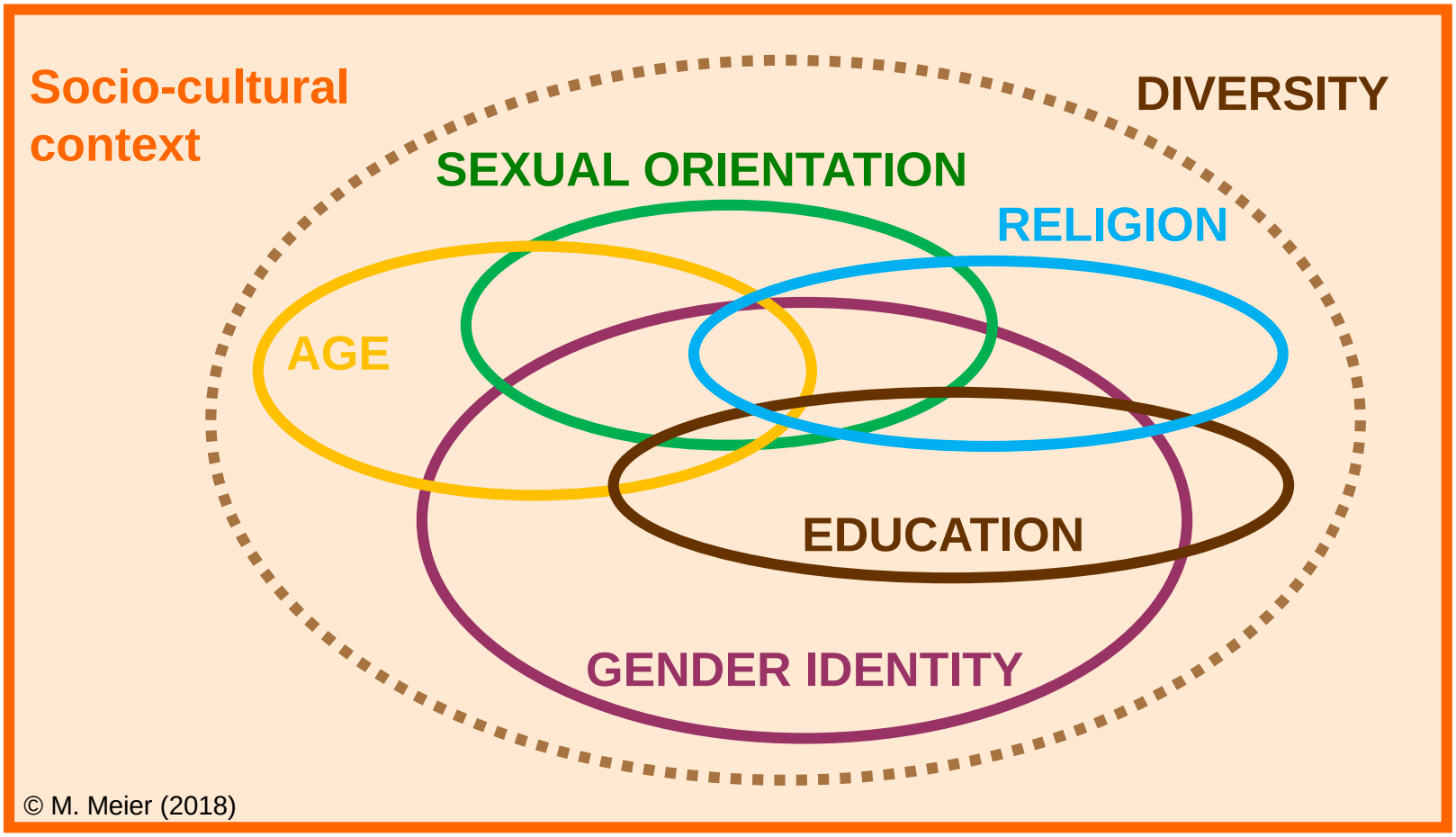
Practical Application



- **What do I need to know** to ensure that the planned intervention benefits both women and men and promotes gender equality?
- Who are the **target groups**? Which women and men (old, young, class, etc.), other **social groups, categories**? (Intersectionality)
- **Purpose**: Is the gender analysis for a project or a cooperation strategy?
- Has it a **regional** or a **thematic focus**?

Diversity and intersectionality

‘Being human’ is complex



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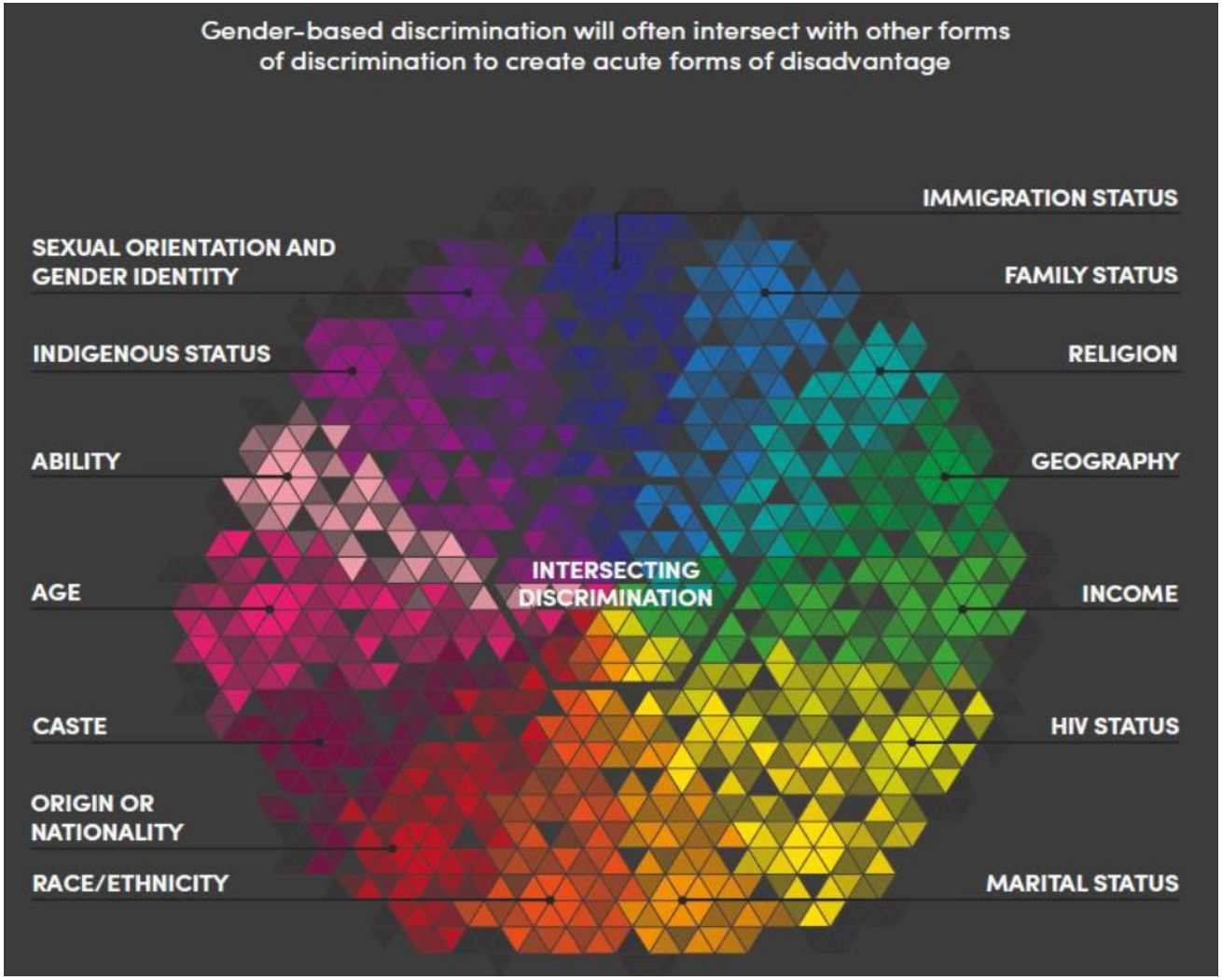


Source:
UN Women (2018)

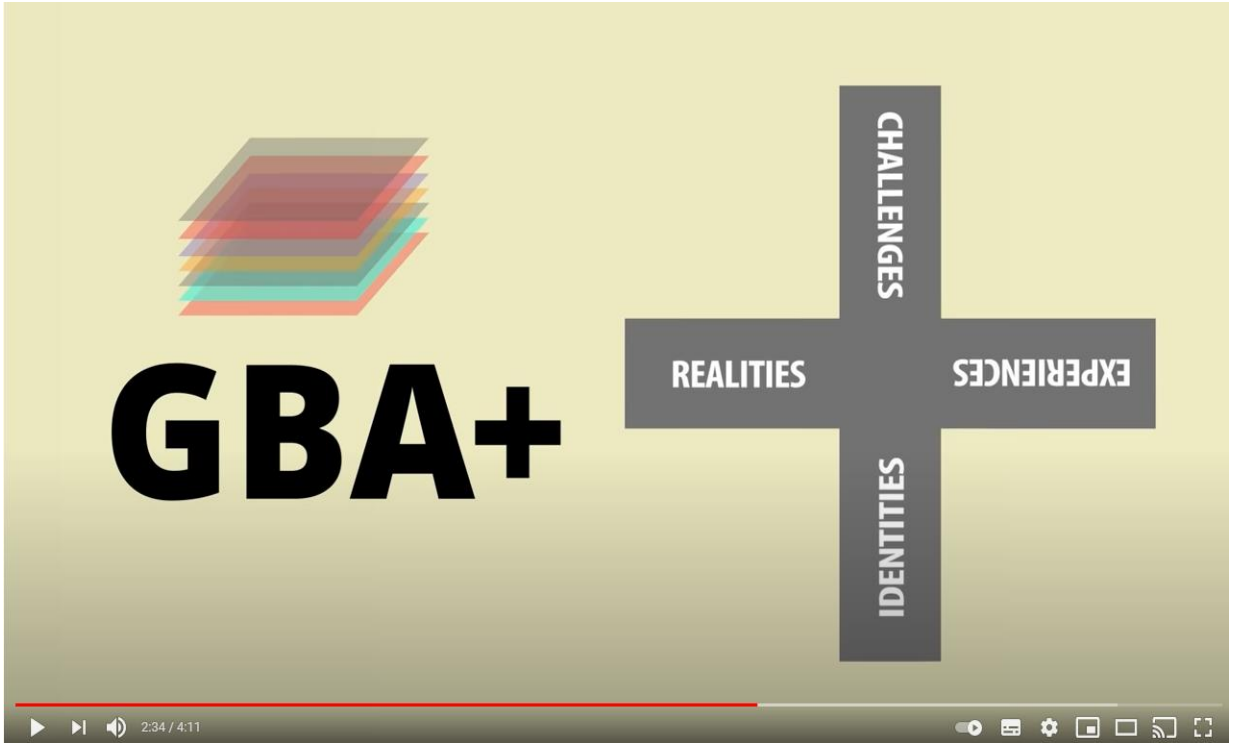
Diversity and intersectionality

Intersectional approach

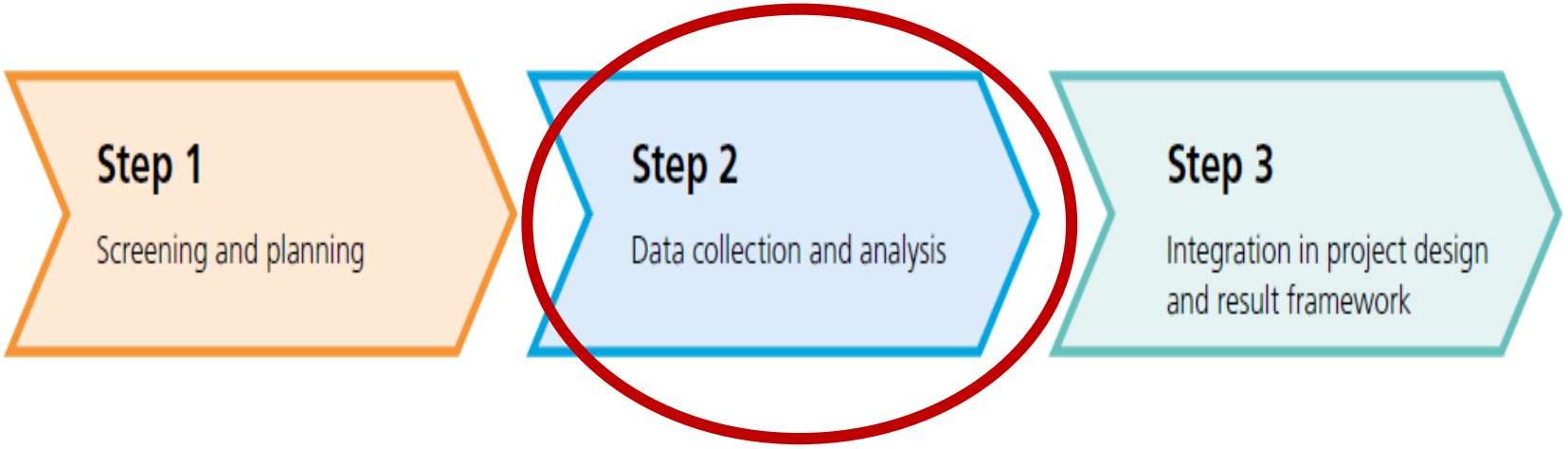
- various forms of social stratification do not exist separately, but they are **interwoven**.
- discrimination and/or favouritism may be **subtle, multi-layered, institutionalized, and systemic**.
- possible solutions must consider the social, political, economic, and legal environment that may contribute to discrimination and/or favouritism (**power structure** in family/community/society?).

Intersectional approach

Gender-Based Analysis +

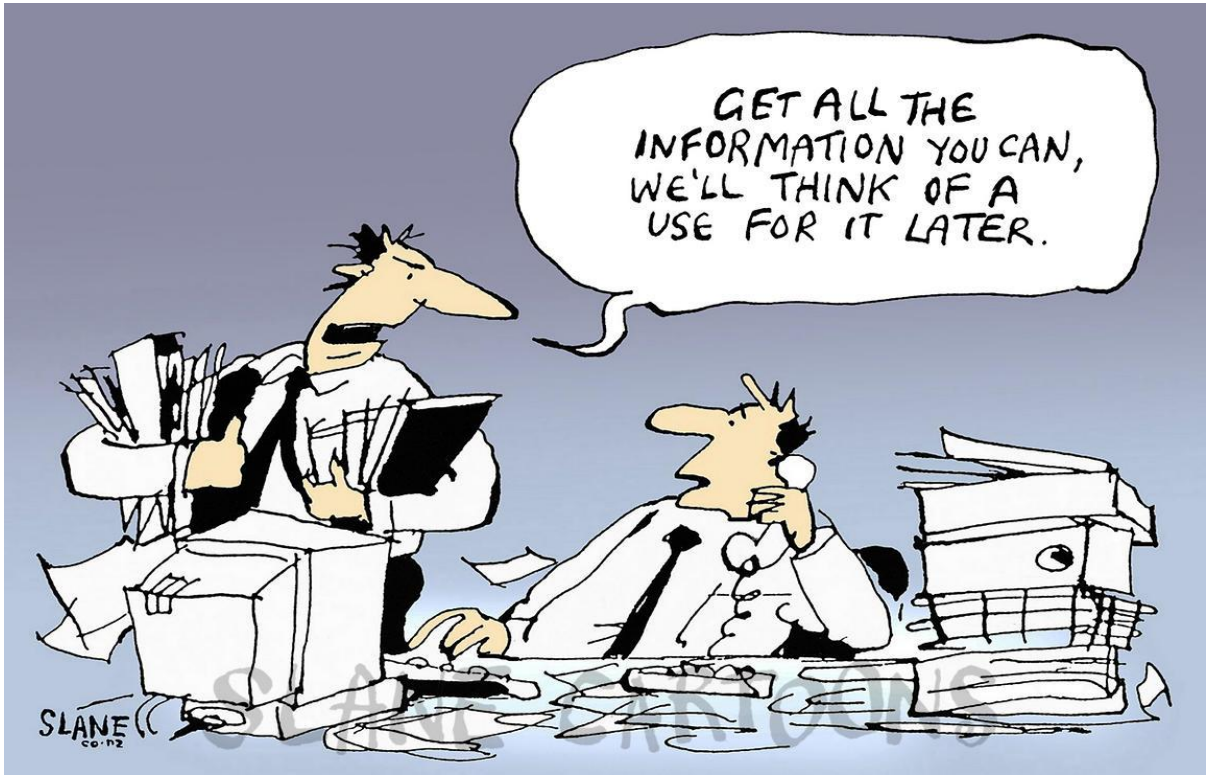


Practical Application



- Do I need to **collect data** (primary data) or can I **rely on existing information** and statistics (secondary data)?
- Do I need **support** from an external, local expert?
- Can I **integrate gender questions in other assessments** conducted by the program, or do I need to conduct a **separate gender analysis**?
- What data and information are needed to **align with the SDC monitoring & reporting** system (Gender Reference Indicators, ARIs, etc.)?

Data collection and analysis



Importance of Sex-Disaggregated Data

- Disaggregating information by sex means that we **count males and females separately** when gathering information on development activities and benefits.
- Sex-disaggregated data helps assess whether an initiative is **successful** at targeting and benefiting women, men, girls, and boys as planned.
- Sex-disaggregated data is a **minimum standard** for planning, implementing, monitoring, and evaluating all types of development initiatives.
- If sex-disaggregated data is not consistently collected and analyzed, the reasons need to be **articulated and justified**.

Important: Information may be disaggregated according to **other key variables**, depending on the type of initiative, target group, and context (socio-economic status, age, ethnicity, religion, or location (rural or urban).

Source: Australian Aid (2013, p. 6)

What makes an analysis / evaluation gender-responsive?

Two essential elements:

What elements does a gender-responsive analysis/ evaluation examine (content/results)?

Assessment of gender and power relationships, including structural and other causes.

How is a gender-responsive analysis/evaluation being conducted (process/methods)?

Process that is inclusive, participatory and respectful of all stakeholders.

Source: UN Women (2015)

=> Indicators: Gender ARI and TRI

Example

GEN_TRI_4	Average **time** that women spend on unpaid domestic and care work (indicator similar to SDG 5.4.1)

Gender Analytical Framework: Data collection tools

Ex. Rapid Care Analysis

	Girl	Boy	Teenage girl	Teenage boy	Middle-aged woman	Middle-aged man	Elderly woman	Elderly man
Fetching water								
Cooking								
Collecting firewood								
Cleaning house/ compound								
Washing clothes								
Ironing clothes								
Washing utensils								
Care for children								
Care for dependent adults (elderly, sick)								
Food production for family								

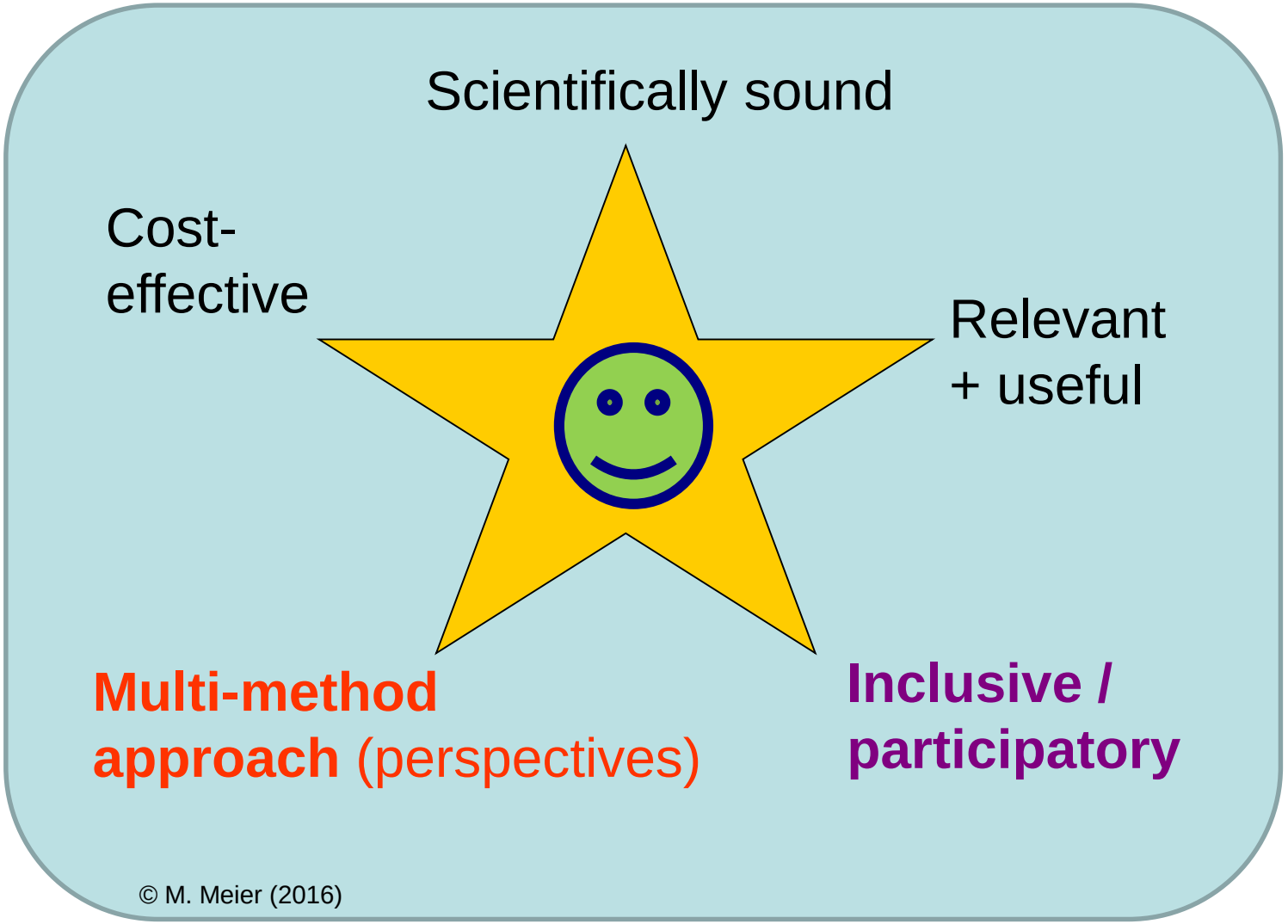
Source: Oxfam (2013, p. 25)

Gender Analytical Framework: Data collection tools

Ex. Community Mapping

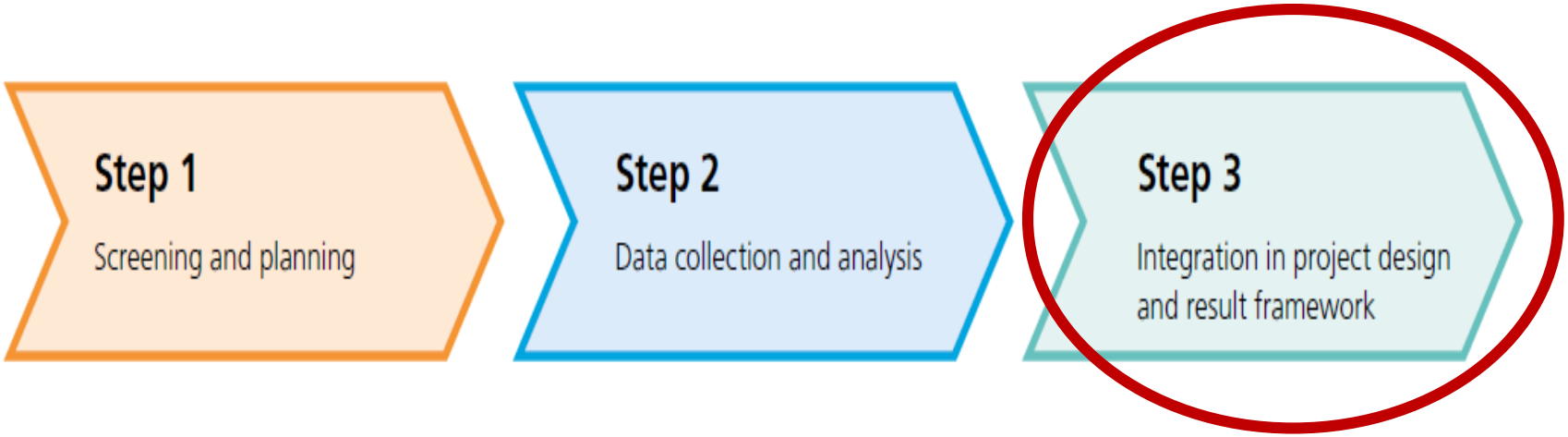
Photo: Meier (2009)

5-star Principles of „good“ Gender Analysis



© M. Meier (2016)

Practical Application



- What are **gender issues and inequalities identified** in the analysis?
- What are the **changes and objectives** I want to achieve through the project? What is my ***Theory of Change***?
- How do I integrate these objectives in the **project design** and **result framework** (output, outcome, impact level)?
- What are key elements of **reporting**? To whom in what way? => Day 4

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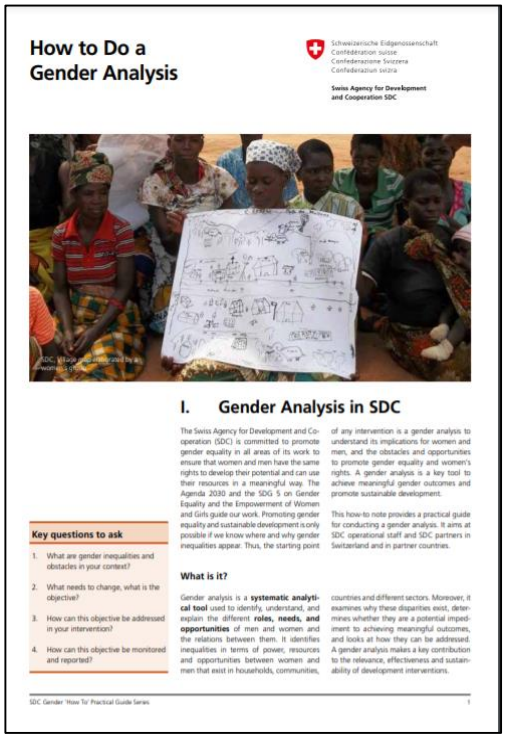
Questions C: Recap Gender Analysis

1. ***What is it?***
   What would you answer to a friend in simple words, if he or she asks the question:
   "What is a gender analysis all about?"

2. ***When do we do it?***
   Why is it important to choose the right moment for a gender analysis?

3. ***Who does the analysis and why?***
   Can you think of advantages and/or disadvantages of internal staff conducting the analysis?
   Can you think of advantages and/or disadvantages of external experts conducting the analysis?



How to Do a Gender Analysis

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I. Gender Analysis in SDC

Key questions to ask

1. What are gender inequalities and obstacles in your context?
2. What needs to change, what is the objective?
3. How can this objective be addressed in your intervention?
4. How can this objective be monitored and reported?

What is it?

SDC Gender 'How To' Practical Guide Series

Important for Gender Analysis

- Include gender analysis in **terms of reference and budget**.
- Ensure responsible staff (researchers/analysts) have **necessary skills** (hybrid model).
- Inclusion of detailed **time-use data.**
- Analyse the gender dimension at **all stages of project cycle management (PCM)** to reduce gendered barriers and constraints at all levels (micro, meso and macro).

Thank you! Merci beaucoup!

Photo: Meier (2017)

Contact: marianne.meier@izfg.unibe.ch