

### Why gender analysis?

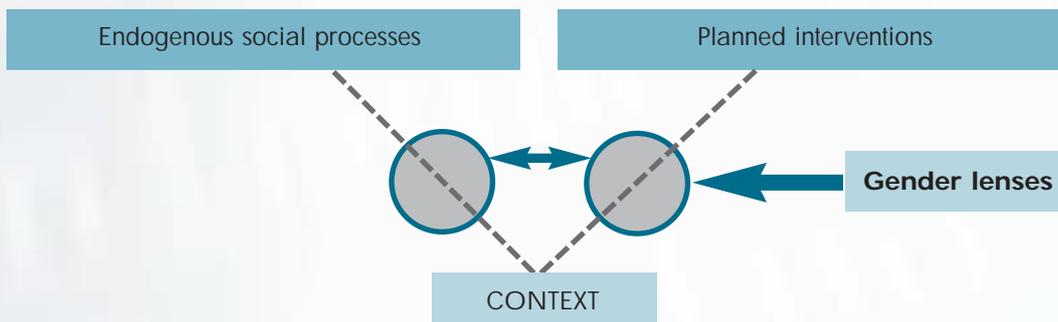
Experience shows that some interventions do not reach their objectives because they have not taken enough account of social relations, including gender, in their context.

A gender analysis is essential to understand local dynamics (problems, opportunities, values), plan interventions that are relevant and beneficial to both women and men and assess the different benefits/inconveniences of programmes on women and men. In particular, it is necessary to test hypotheses and assumptions that SDC and its partners unavoidably bring with them because of their ideology, experience, and their approach to and expectations of development. For instance ...

- In many programmes, the participation of target groups is a key assumption. It is assumed that target groups will contribute in terms of ideas, labour/time and, increasingly, money (cost sharing). Women and men's ability to participate (time availability, skills, decision-making, financial affordability etc.) and the impact of gender on participation is not systematically assessed, which can affect both the relevance and efficiency of the programme.
- Many interventions aim to reduce the reproductive workload of women (e.g. water collection) so that they have more time for productive activities and/or self-development (e.g. literacy). But women do not always control their time and income. In this case, a gender analysis is needed to assess whether the reduction of women's workload is efficient, or sufficient, to empower them.



Like any situation analysis, a gender analysis is concerned with two «scenes»: the local scene where endogenous social processes take place and the development scene, which concerns development programmes and projects. «Gender lenses» are used to analyse both scenes.



Integrating gender in the situation analysis is one of the key principles included in SDC Gender Policy (2003).



1. Endogenous social processes: The analysis focuses on *the local scene*. It identifies what women and men do and how, their respective needs/opportunities as well as the gender relations and their possible imbalance. It finds out how traditions, as well as economic and social changes/problems, affect women and men in different social groups. Depending on needs, the analysis may focus on:

- Households and communities (sheet 5)
- Specific sectors (sheet 6)
- National policies (sheet 6)
- The country at large (sheet 6)
- Development actors/organisations (sheets 9a, 10)

2. Planned interventions: The analysis focuses on *the development scene*. It examines women's and men's participation in development programmes, including those which are supported by SDC and its partners, and assesses:

- To what extent, how and why programmes, respond to women's and men's respective gender needs (sheet 8)
- SDC and partners as organisations (sheets 9, 10, 13)
- The effects of SDC interventions on gender (sheet 12)

«Traditional diagnoses are not appropriate. Diagnosis must relate to the needs of the project and the use of anthropological techniques (informal interviews, direct observation, key informants etc.) should result in the production of «local images», reflecting that not all communities and users, women and men are the same. It is then possible to capture heterogeneity (not only women/men differences) and allows a deeper and closer knowledge of concrete reality».

*SDC Coordination for the Latin America Programme, 2000*

### What to analyse?

A gender analysis examines culture, e.g. the pattern and norms of what women and men, girls and boys do and experience in relation to the issues being examined and addressed. Where patterns of gender difference and inequality are revealed in sex disaggregated data, gender analysis examines why the disparities are there, whether they are a matter for concern, and how they are and might be addressed.

The range of development and gender issues that can be addressed in a situation analysis is very wide. To ensure the relevance of the collected information and give the analysis a realistic scope, SDC and its key partners ask themselves:

«What do we need to know to ensure that policy, programme and project planning addresses the needs of women and men (girls and boys) and benefits both women and men (girls and boys)?»



At a second level, sub-questions can help focus the analysis on specific target groups:

- Who may benefit directly from the programme resources?
- Who may be concerned or affected by the programme activities, directly or indirectly?
- Who may participate in and contribute to the programme?
- Who may be involved in decision-making in the programme?
- Who may find it difficult to participate/ make decisions in the programme?

Not all women and not all men are the same. The analysis reflects the social diversity of the groups researched. This implies that answers to the question «who» are systematically disaggregated between different groups of women and men (girls and boys) in terms of income group, age, religion etc, as relevant in a given context. However, the precise sex disaggregated data and gender analytical information needed depends on the sector and the context.



«There are significant disparities reflecting diversity along ethnic, religious, income and age groupings. For some groups of Albanian women, for instance, although protective and non-discriminatory legislation exists, customary practice results in them not claiming their rights – e.g. in inheritance. For groups of rural women from Roma, Turkish and Albanian communities, there is the widespread practice of women not freely exercising their right to vote. There are also indications of early marriages, multiple pregnancies and school leaving among young women in these communities». *Macedonia gender assessment, 2001*

### How to proceed with gender analysis?

There are three pre-requisites for the integration of gender in an analysis:

- A dialogue between SDC and its partners to define the stakes and the focus
- Gender-aware analytical frameworks and programming tools (sheet 4)
- A gender aware and competent team (internal staff and/or external expertise)

Two approaches are possible, which are not mutually exclusive.



### 1. Integrate gender as a transversal theme in a traditional analysis

Whenever possible, gender is integrated as a part of country, sectoral, community etc. analyses. All methods of data collection (e.g. community and household surveys, participatory research, stakeholders analysis) are adapted to better integrate gender. Keeping in mind the «must know» questions (sheets 5 and 6 – analysis at micro/macro level), those in charge of the analysis (SDC, partners, consultants) need to:

- Clearly request gender disaggregated information (qualitative and quantitative) in Terms of Reference and be specific about the gender information that is needed;
- Revisit the analytical framework to adjust «old» questions or indicators with a gender perspective and/or create new gender specific ones (sheets 4, 5, 6);
- Ensure the participation of different groups of women and men in the consultation (according to age, income, different household structures etc., as relevant) and facilitate the free expression of their respective needs (e.g. talk to women and men separately).;
- Include women and men in the research team so as to facilitate access to both women and men in the groups targeted in the analysis;
- Include gender experts (women or men) in the team. Gender experts may need to work with and/or train sectoral/programme research teams if they are not yet gender competent. It takes time to gain gender reflex.

*Because gender is a cross cutting issue, the results of a specific gender analysis are used for programming in any sector, and not exclusively to plan gender specific programmes*

### 2. Conduct a separate gender analysis

At times, it is necessary to carry out a specific gender analysis to complete a prior diagnostic and/or when specific gender data is needed for a particular geographical area, sector, or programme. A specific gender analysis is essential before implementing gender specific programmes. Local or international gender specialists may be hired, but competence is increasingly available locally amongst partners and SDC staff.



The integration of gender issues and the disaggregation of information along gender lines is a pre-requisite for all programmes and projects. Gender aware analysis at household, community, country or sectoral level makes a key contribution to the relevance, efficiency, effectiveness and sustainability of development interventions.