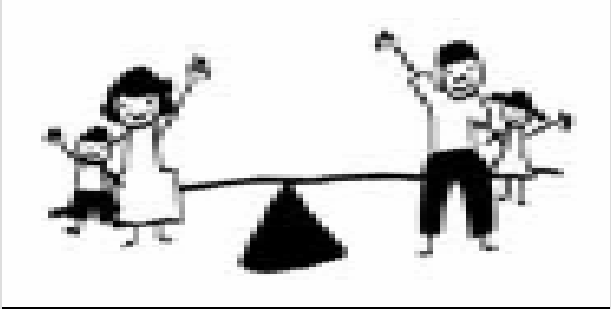

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## Gender Analysis



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## Gender Analysis

- The **systematic gathering and examination** of information on gender differences and social relations in order to identify, understand and redress inequities based on gender.
- Gender analysis is a **diagnostic, participatory, iterative, dynamic tool** for development planners and crucial to gender mainstreaming efforts.
- There are a number of **different approaches** to gender analysis, including the Gender Roles or Harvard framework, and Social Relations Analysis, the Moser/DPU Framework; the Longwe Method/Women's Empowerment Framework; and Levy's Web of Institutionalisation.

Adapted from Bridge, Gender & Development 2000  
Front Picture Picture adopted from Gender Equality Fundamental Rights ILO 2008

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## 4 stages of Gender Analysis

- Collection of Information
- Analysis of Information based on Needs
- Identification of Entry points
- Design and Planning of Interventions

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## Stage 1: Collection of Information on

- Gender Roles
- Access Control over Resources and Benefit
- Influencing Factors

4



## Stage 1 Collection of Information about

- Gender Division of labor or Roles
- Access and Control over Resources
- Influencing Factors

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## GENDER ROLES

- Gender roles are learned behaviors in a give society/community, or other special group, that condition which activities, tasks and responsibilities are perceived as male and female.
- Gender roles are affected by age, class, race, ethnicity, religion and can change by the geographical, economic and political environment.

Adapted from Introductory Gender Analysis & Gender Planning Training Module for UNDP Staff 2001

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## Gender Division of Roles or Labor

The socially determined ideas and practices defining what roles and activities are deemed appropriate for women and men.

- Reproductive
- Productive
- Community Management

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## Gender Roles

- **Reproductive roles:** Refer to the activities needed to ensure the reproduction of society's labor force (child rearing, and care for family members such as children, elderly & workers, tasks mostly done by women).
- **Productive roles:** Refer to activities carried out by men and women to produce goods and services either for sale, exchange, or to meet the subsistence needs of the family. *For example in agriculture, productive activities include plating, animal husbandry & gardening that refers to farmers themselves, or for other people & employees.*

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### Cont. of Gender Roles

- **Community managing role:** Activities undertaken primarily by women at the community level, as an extension of their reproductive role, to ensure the provision and maintenance of scarce resources of collective consumption such as water, health care and education ,voluntary unpaid work undertaken in 'free' time.
- **Community politics role:** Activities undertaken primarily by men at the community level, organizing at the formal political level, often within the framework of national politics, and may be paid directly or result in increased power and status.

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**Triple role/ multiple burden:** women tend to work longer and more fragmented days than men as they are usually involved in three different gender roles —reproductive, productive and community work.

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## Stage 2: Gender Needs

Because women and men have differing roles based on their gender, they also have differing gender needs, classified as either *strategic* or *practical* needs.

**Practical Gender Needs (PGN):** are the accepted needs women identify in their socially accepted roles in society; do not challenge but arise out of gender divisions of labor and women's subordinate position in society, (often concern inadequacies in living conditions such as water provision, health care and employment).

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**Strategic Gender Needs (SGN):** are the needs women identify because of their subordinate position in society. They vary according to contexts, related to gender divisions of labor, power and control, are more long term & less visible than practical gender needs (include issues such as legal rights, domestic violence, equal wages and women's control over their bodies, or resources).

- Meeting SGNs changes existing roles, thereby challenges women's subordinate position.

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## ACCESS AND CONTROL OVER RESOURCES

- All roles require the use of **resources**, which can be **economic**: land or equipment; **political**: such as representation, leadership and legal structures; **social**: child care, family planning, education; and also **time** — a critical & scarce resource.

Women and men have different levels of both

**Access** : the opportunity to make use of the resources needed for their work,

**Control** : the ability to define its use and impose that definition on others over those resources.

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## Influencing Factors

Factors influencing the gender relations can include:

Political

Economical

Social

Cultural

Demographic

Education

Religion

Environmental

Global Events

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### **Stage3: Identification of Entry Points**

Based on the results of stages 1 and 2 possible entry points are identified which might help cover the needs identified and alleviate the present situation and correct some imbalances.

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### **Stage 4: Planning and Design of**

Policy approach to be adopted,  
Goal  
Objective,  
Results to be achieved.  
Stakeholders involved  
Activities  
Indicators quantitative and qualitative  
Budget, costs etc  
Monitoring and Evaluation System

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