

Gender analysis!

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Overall considerations

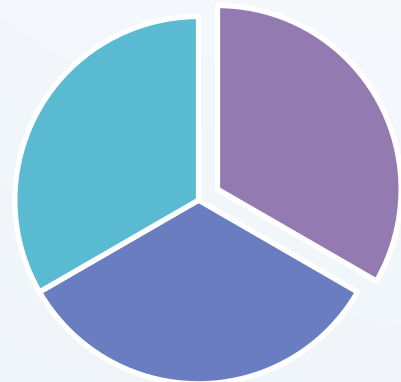
- Differences and relations (women, men, girls, boys)
- Quantitative and qualitative information
- Facts and analysis
- Can and should be done at all levels:
 - Micro to macro
 - Different phases of the project/program
 - Organizational levels
 - All sectors
- According to sector and level – methods vary

Analytical concepts

- Sex - quantitative (statistics/data disaggregated by gender)
- Gender – qualitative (norms, values, power)
- Division of labor and triple roles
- Practical and strategic needs and interests
- Access, control and benefit of resources
- Intersectionality

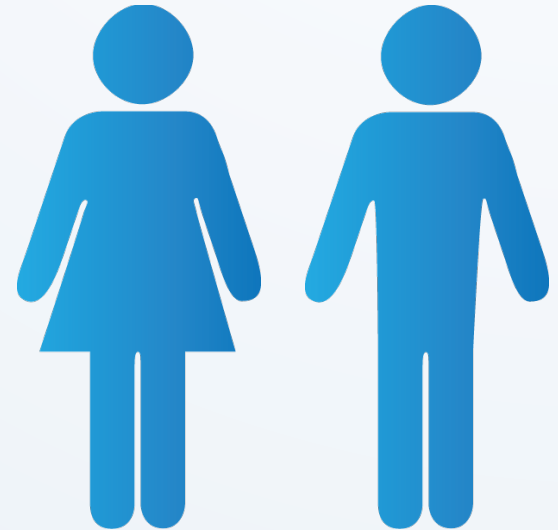
Statistics and representation

- When you use statistics – disaggregate these when feasible (e.g. there are % farmers in region A, xx % have higher education). Look for national statistics – if there is no explain this...use different sources
- Create you own statistics at micro level in programme management, (e.g. xx men and women benefitted directly/indirectly)



...representation

- Women and men in organisation?
- Women and men in management/middle management/
staff?
- Salary differences?



Norms

Describe what gender norms prevail in society and if these vary in the different parts of the country.

How are women/men perceived? What kind of expectations do society have on women/men/boys/girls respectively? Do men, women, girls and boys have the same possibilities/resources? Do they have the same power?

Reflect/consider how you can ensure that the programme support equality and do not reinforce existing discrimination!

Triple roles

- Women, men, girls and boys have different roles and division of labour
- Vary according to context



Productive work

- Production of goods and services.
- Generally perceived as men's sphere.
- Women's productive work is less visible and less valued than the productive work of men.



Reproductive work

- Care and maintenance of the household and its' members
- Generally perceived as women's sphere and responsibility
- Generally not considered as "real" work, nor taken into account.



Community work

- Organisation of collective events (political, social, religious)
- Generally not taken into account in economic analysis
- Women's community work generally less valued.



Practical gender needs and interests

Practical needs

- Immediate and related to everyday problems
- Response to these needs do not necessarily change the position of the woman or the man
- Water, transport...



Strategic gender needs and interests

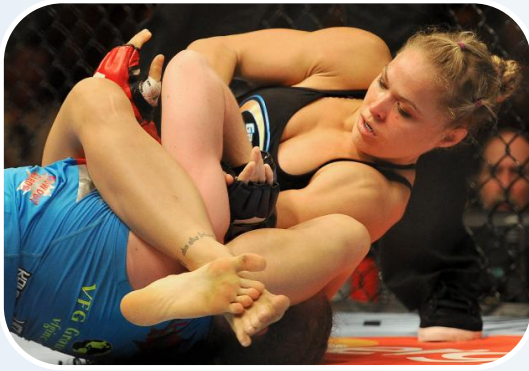
Strategic needs

- Division of work, role and power
- Changes gender relations and questions the subordination of women
- Legislation, political participation, economic empowerment

Resources

- Different types: Economic, production, information, education, social, TIME
- **Access** to resources
- **Control** over the resources, decision-making
- **Benefit** of the use of the resources

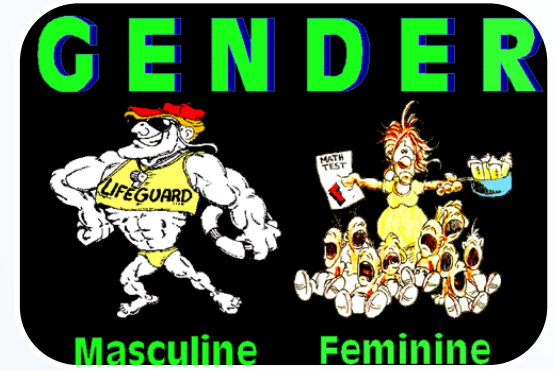




Sex - quantitative



Gender – qualitative



Division of labor and triple roles



Practical and strategic needs and interests



Access, control and benefit of resources



Intersectionality