

Gender analysis is a tool for identifying and addressing the different impacts of a policy, programme, action and initiative on women and men. The goal of gender analysis is to portrait in detail the social processes, gaps, differences, and similarities in the situation of women and men in a particular sector. Additionally, the tool helps ensure that proposed development interventions equally meet women's and men's needs and have beneficial impact on gender equality situation in general.

Gender analysis will take into account local context and reveal the following information:

- the relationships between men and women
- gendered division of labour and activities
- gender roles, behaviours, and needs
- access to and control over resources by women and men
- gender equality in law and in practice
- different choices that women and men have
- the various opportunities that exist for women and men
- the different constraints that women and men face
- the vulnerabilities that women and men experience
- the different patterns of involvement of women and men
- the different impacts that legislation, cultural practices, policies, and programs can have on women and men

How:

- collect sex-disaggregated data and use gender sensitive indicators
- consult different groups of beneficiaries before and during project
- involve a gender expert

disaggregated data + analysis + gender perspective = gender analysis

Key questions:

- who are beneficiaries of this intervention: women, men, boys, girls, ages, rural/urban, education?
- who does what at home and in society in this sector (gendered division of labour)?
- what are expectations from and needs of women and men in society, what are their own experiences, needs and priorities in this sector?
- is disaggregated statistics available? are there gender gaps in statistics of this sector?
- do women and men have equal skills and knowledge and opportunity to use them in this sector?
- what is the access of women and men to information, credit, training, technical assistance, organisation, land, tools, and other benefits?
- is there explicit or implicit discrimination in the law and in practice in this sector?
- how will project overall and each activity impact women and men and gender equality situation?
- will project generate more equal resources (time, money, opportunities, knowledge, skills) for women & men in target beneficiary group?
- are there any barriers and constraints (traditional gender roles, lack of skills, legal barriers) that may deter women or men from participating/benefiting? what specific targeting can be done to mitigate such effects?
- will the planned intervention challenge current barriers to gender equality? Or will it reinforce these barriers? what can be done to mitigate negative effects?

¹ Gender Mainstreaming Toolkit, UNDP 2007.