

## GENDER ANALYSIS

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### *What:*

Gender analysis examines the differences in women, men, girls, boys and third gender persons, including those which lead to social and economic inequity, and applies this understanding to policy development and service delivery. The analysis is concerned with the underlying causes of these inequities and aims to achieve positive change for those disadvantaged by policies.

Good gender analysis requires skilled professionals with adequate resources. It benefits from the use of local expertise, and men, women, girls, boys and third gender persons from the community. The findings must be used to actually shape the design of policies, programs and projects. Key features explain:

- The different needs, priorities, capacities, experiences, interests, and views of women, men, girls, boys and third gender persons.
- Who has access to and/or control of resources, opportunities and power.
- Who does what, why, and when.
- Who is likely to benefit and/or lose from new initiatives.
- Gender differences in social relations.
- The different patterns and levels of involvement that women, men, girls, boys and third gender persons, have in economic, political, social, and legal structures.
- Intersectional outcomes of age, ethnicity, race and economic status.
- Assumptions based on our own realities, sex, and gender roles.

### *Why:*

Gender analysis provides a basis for robust analysis of gender differences, and this removes the possibility of analysis being based on incorrect assumptions and stereotypes.

*Who:*

Analysts, policy-makers and programme managers in both government and civil society at local and national levels need to practise and implement gendered economic analysis.

*When:*

Gender analysis is best applied at the earliest possible stage of a programme or activity to inform and shape the identification, feasibility, design and planning of the most appropriate intervention, and is vital throughout the entire development process. Gender analysis, like programme bookkeeping, is needed every day. The analytical findings and recommendations should be integrated at each stage of the programme and of activity planning, implementation, monitoring and evaluation.

*How:*

- Collect sex disaggregated household, workplace and community data/information relevant to the programme/project for each area below.
- Assess how the gender division of labour and patterns of decision-making affects the programme/project, and how the programme/project affects the gender division of labour and decision making.
- Assess who has access to and control over resources, assets and benefits, including programme/project benefits.
- Understand women's/girls', men's/boys' and third gender persons' different needs, priorities and strengths.
- Understand the complexity of gender relations in the context of social relations, and how this constrains or provides opportunities for addressing gender inequality.
- Assess the barriers and constraints to women, men and third gender persons participating and benefiting equally from the programme/project.
- Develop strategies to address barriers and constraints, include these strategies in programme/project design and implementation, and ensure that they are adequately resourced.

- Assess capacity for gender sensitive planning, implementation and monitoring, and develop strategies to strengthen capacity.
- Assess the potential of the programme/project to empower women and third gender persons, address strategic gender interests and transform gender relations.
- Develop gender-sensitive indicators to monitor participation, benefits, the effectiveness of gender equality strategies, and changes in gender relations.
- Apply the above information and analysis throughout the programme and project cycle.

*For what outcome:*

- Ensures better targeting of policies and programmes.
- Broadens the focus of economic analysis.
- Enables agencies to analyse systematically whether the outcomes of policies and services are equitable.
- Ensures that sound and credible advice is provided.
- Improves the accuracy of costings and projections in relation to uptake of programmes or benefits.
- Ensures opportunities are not missed.

## **CASE STUDY OF GENDER ANALYSIS IN POLICY MAKING IN NEW ZEALAND**

From 2002–2008, the New Zealand Cabinet required a Gender Implications Statement with all Cabinet papers. This required:

- A statement about how and to what extent the policy proposal would affect women, men and third gender persons, directly or indirectly.
- A statement clarifying what the desired outcomes for women and third gender in this policy area were. Were they the same as for men, or did they need to be different?

- A statement identifying options to address the issues, if any, for women, men and third gender persons. Would the impact of any of the options be different for each gender? If so, what was that difference? Was it acceptable? Was it unacceptable?
- A statement about the Government's international and domestic legal and human rights obligations to women, men and third gender.
- A statement confirming that a different approach needs to be taken to ensure that women, men and third gender persons learn about the policy change or service delivery change or about a new service.
- A statement confirming that a monitoring system is in place to collect utilisation and outcomes data by gender and ethnicity.
- A statement clarifying why gender analysis has not been undertaken if this is appropriate.