

## Gender Analysis for Sustainable Livelihoods Frameworks, tools and links to other sources

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The livelihoods needs of men and women are not always the same, due to their different roles, responsibilities and resources. The impact of different livelihood interventions will also vary according to gender: e.g. a technology to relieve the workload of men, may result in an increase in the workload of women, or vice versa. Women and men are likely to differ also in their capacity, authority or availability to participate in livelihoods analysis or livelihoods interventions, so attention must be paid to overcoming such barriers. This short tool aims to briefly highlight the importance of gender analysis, and to suggest frameworks and tools to guide the practitioner in incorporating gender aspects into a livelihoods analysis.

All aspects of livelihoods analysis should explore gender issues. This can be done through sex disaggregation of broad based livelihoods data, or through undertaking a specific gender analysis.

Sex disaggregated information provides *quantitative* data on gender differences and inequalities (e.g. differences between women and men in morbidity and mortality; in access to and repayment of credit; or in voter registration), whilst gender analysis provides *qualitative* information. Patterns of gender difference and inequality may be revealed in sex disaggregated analysis; gender analysis is then the process of examining *why* the disparities are there, whether they are a matter for concern, and how they might be addressed.

### What is Gender Analysis?

Gender Analysis is a tool to better understand the realities of the women and men, girls and boys whose lives are impacted by planned development. Principally it is about understanding culture, expressed in the construction of gender identities and inequalities, and what that means in practical terms is also political.

It aims to uncover the dynamics of gender differences across a variety of issues. These include gender issues with respect to **social relations** (how 'male' and 'female' are defined in the given context; their normative roles, duties, responsibilities); **activities** (gender division of labour in productive and reproductive work within the household and the community; reproductive, productive, community managing and community politics roles); **access and control** over resources, services, institutions of decision-making and networks of power and authority; and **needs**, the distinct needs of men and women, both practical (i.e. given current roles, without challenging society) and strategic (i.e. needs which, if met, would change their position in society)?

(DFID Sustainable Livelihoods Guidance Sheets, 4.3. [www.livelihoods.org](http://www.livelihoods.org))

### Why do gender analysis?

Information is essential to gender mainstreaming at all levels from the formulation of national legislation and policy, to the planning and monitoring of specific interventions. For use in the planning of livelihoods interventions, information from a gender analysis will be useful in order to understand the following:

**Needs:** to identify different needs of men and women that will help them to achieve more sustainable livelihood strategies;

**Constraints to participation:** to highlight the different responsibilities of men and women that might constrain their participation in a livelihoods project;

**Ability to participate:** to understand different stakeholders' capacity to participate in any given intervention, e.g. given differential levels of education or autonomy.

**Different benefits from participation:** to determine the different ways in which men and women do, or do not benefit from particular livelihoods interventions.

Both qualitative and quantitative gender analytical research can also be used to raise awareness of gender issues; to inform policy makers; to provide material for gender training; and to monitor the differential impact of policy, project and budget commitments on women and men.

### Gender analysis frameworks

Several frameworks exist which highlight the important elements of gender analysis and gender planning. One useful framework developed by DFID Infrastructure department is illustrated below (table 1). It is designed to guide gender analysis at the primary stakeholder/community level. Its use/emphasis should be adapted to the particular situation and sector.

**Table1. Gender analysis framework**

Category of enquiry	Issues to consider
<p><b>Roles and responsibilities</b></p> <ul style="list-style-type: none"> <li>• What do men and women do?</li> <li>• Where (location/patterns of mobility)</li> <li>• When (daily and seasonal patterns)?</li> </ul>	<ul style="list-style-type: none"> <li>• <i>Productive roles</i> (paid work, self-employment, and subsistence production)</li> <li>• <i>Reproductive roles</i> (domestic work, child care and care of the sick and elderly)</li> <li>• <i>Community participation/self-help</i> (voluntary work for the benefit of the community as a whole)</li> <li>• <i>Community politics</i> (decision-making/representation on behalf of the community as a whole)</li> </ul>
<p><b>Assets</b></p> <ul style="list-style-type: none"> <li>• What livelihood assets/opportunities do men and women have access to?</li> <li>• What constraints do they face?</li> </ul>	<ul style="list-style-type: none"> <li>• <i>Human assets</i> (e.g. health services, education)</li> <li>• <i>Natural assets</i> (e.g. land, labour)</li> <li>• <i>Social assets</i> (e.g. social networks)</li> <li>• <i>Physical assets</i> (e.g. IMTs, ICTs)</li> <li>• <i>Financial assets</i> (e.g. capital/income, credit)</li> </ul>
<p><b>Power and decision-making</b></p> <ul style="list-style-type: none"> <li>• What decision-making do men and/or women participate in?</li> <li>• What decision-making do men and/or women usually control</li> <li>• What constraints do they face?</li> </ul>	<ul style="list-style-type: none"> <li>• <i>Household level</i> (e.g. decisions over household expenditure)</li> <li>• <i>Community level</i> (e.g. decisions on the management of community water supplies)</li> </ul>
<p><b>Needs, priorities and perspectives</b></p> <ul style="list-style-type: none"> <li>• What are women's and men's needs and priorities?</li> <li>• What perspectives do they have on appropriate and sustainable ways of addressing their needs?</li> </ul>	<p><b>Needs and priorities</b></p> <ul style="list-style-type: none"> <li>• "<i>Practical</i>" <i>gender needs</i> (i.e. in the context of the existing gender roles and resources e.g. more convenient water point to save women time and energy)</li> <li>• "<i>Strategic</i>" <i>gender needs</i> (i.e. requiring changes to existing gender roles and resources to create greater equality of opportunity and benefit e.g. increasing women's access to employment on roads)</li> </ul> <p><b>Perspectives</b></p> <ul style="list-style-type: none"> <li>• <i>Perspectives on delivery systems</i> – choice of technology, location, cost of services, systems of operation, management and maintenance</li> </ul>

Source: [http://www.genie.ids.ac.uk/gem/index\\_sectors/infrastructure/in\\_tools1.htm](http://www.genie.ids.ac.uk/gem/index_sectors/infrastructure/in_tools1.htm)

Other different frameworks for gender analysis and planning can be explored at the site: [http://www.genie.ids.ac.uk/gem/index\\_implementation/pf\\_coretext.htm](http://www.genie.ids.ac.uk/gem/index_implementation/pf_coretext.htm)

A comparison of different gender analytical frameworks can be found at: <http://www.britcoun.org/governance/gendev/netnews/14a.htm>

### Gender policy analysis

SL approaches encourage working at the policy level to ensure that policy and institutional environments are supportive of poor people's livelihoods. Hence, it is important to analyse *gender* aspects of policy and institutional arrangements. Policy development, planning and implementation will only be gender aware if sufficient stakeholders at all levels understand why gender equality is an issue and have the skills and commitment to promote attention to gender equality in their work. The analysis can be used to raise awareness and to inform and influence policy makers of the need for action.

The following table is an extract from a gender and institutions working paper produced by Danida (1999). The two sets of guiding questions in the working paper will aid analysis of gender issues in both the external policy and institutional context, and for internal institutional analysis.

**Table 2: Questions for analysis of national policies.**

Question/Issue	Action	Examples
<p><b>National policies</b></p> <ul style="list-style-type: none"> <li>• Is there a policy that addresses development towards gender equality and equal opportunities within the sector?</li> <li>• What are the national policy and priorities for investment in the sector?</li> <li>• What are the implications of these policies and priorities on women as compared to men?</li> </ul>	<p>Include measures and support to:</p> <ul style="list-style-type: none"> <li>• Initiate policy dialogue to broaden the agenda to reduce the gap of inequality</li> <li>• Develop gender sensitive sector policy</li> <li>• Prepare and implement a plan of action for gender mainstreaming within the sector</li> <li>• Sector relevant follow-up to the Beijing Platform for Action by the responsible sector institution.</li> <li>• Review of sector relation regulations, policies and procedures.</li> </ul>	<ul style="list-style-type: none"> <li>• Policy dialogue and consultations with e.g. Ministry of Women's Affairs or other national machineries for women, women's offices located in key planning and/or sectoral ministries or departments, NGOs, etc..</li> <li>• Determination of economic activities of women and men respectively on subsectors</li> <li>• Analysis of differences in impact of budget allocations and expenditure constraints in the sector (e.g. in relation to services provided, costs and access to services)</li> <li>• Analysis of sector investment plans specified on gender (preparation of a women's budget statement).</li> </ul>

Source: <http://www.genie.ids.ac.uk/docs/danida/instit.pdf>

### Tools for gender analysis

Many participatory (PRA) tools can be adapted for gender analysis, particularly at a community level. These are useful in eliciting qualitative data that can be used for planning or for policy influencing. The following table illustrates some PRA methods used by FAO for gender analysis in agricultural development planning in Nepal.

**Table 3: PRA/GA tools from Nepal**

Name of Tool	Purpose
Social and resource mapping	<ul style="list-style-type: none"> <li>- Indicate spatial distribution of roads, forests, water resources, institutions,</li> <li>- Identify households, their ethnic composition and other socio-economic characteristics/variables.</li> </ul>
Seasonal calendar	<ul style="list-style-type: none"> <li>- Assess workload of women and men by seasonality</li> <li>- Learn cropping patterns, farming systems, gender division of labour, food scarcity, climatic conditions and so forth.</li> </ul>
Economic well being ranking	<ul style="list-style-type: none"> <li>- Understand local people's criteria of wealth.</li> <li>- Identify relative wealth and the different socio-economic characteristics of households and classes.</li> <li>- Facilitate formation of focus groups to work with other PRA/GA tools</li> </ul>
Daily activity schedule	<ul style="list-style-type: none"> <li>- Identify daily patterns of activity based on gender division of labour on an hourly basis and understand how busy women and men are in a day, how long they work and when they have spare time for social and development activities.</li> </ul>
Resources analyses	<ul style="list-style-type: none"> <li>- Indicate access to and control over private, community and public resources by gender.</li> </ul>
Mobility mapping	<ul style="list-style-type: none"> <li>- Understand gender equities/inequities in terms of contact of men and women with the outside world.</li> <li>- Plotting the frequency, distance, and purposes of mobility.</li> </ul>
Decision making matrix	<ul style="list-style-type: none"> <li>- Understand decision making on farming practices by gender.</li> </ul>
Venn diagram	<ul style="list-style-type: none"> <li>- Identify key actors and establishing their relationships between the village and local people</li> </ul>
Pairwise ranking	<ul style="list-style-type: none"> <li>- Identify and prioritise problems as experienced by men and women</li> </ul>
Community action plan	<ul style="list-style-type: none"> <li>- Assess the extent to which women's voices are respected when men and women sit together to identify solutions for the problems prioritised by the latter</li> <li>- Understand development alternatives and options, and give opportunity to men and women to learn from each other's experiences and knowledge</li> </ul>

**Source:** <http://www.fao.org/WAICENT/FAOINFO/SUSTDEV/WPdirect/WPre0052.htm>

Stakeholder disaggregation is clearly important for gender analysis, to ensure that women as well as men are actively involved in processes of analysis. Depending on local circumstances, this may require separate meetings with women at times and in localities that are appropriate to them. It is important to recognise divisions amongst people not only on the basis of gender, but also on the basis of class, ethnicity, age and family composition, and other factors

#### Three tips:

1. Work with women and men as separate stakeholder groups
2. Also specify stakeholder groups which include both women and men
3. Recognise, where appropriate, different stakeholder groups amongst women (and men)

Other sources of tools and methods for gender analysis are listed here. Some further tools are illustrated in Annex 1.

Matrix calendars and diagrams for roles and responsibilities analysis  
[http://www.genie.ids.ac.uk/gem/index\\_sectors/natural/nr\\_tools22.htm](http://www.genie.ids.ac.uk/gem/index_sectors/natural/nr_tools22.htm)

Two sorts of matrix and map for control and decision making  
[http://www.genie.ids.ac.uk/gem/index\\_sectors/natural/nr\\_tools23.htm](http://www.genie.ids.ac.uk/gem/index_sectors/natural/nr_tools23.htm)

SWOT analysis and force field analysis  
[http://www.undp.org/gender/capacity/Infopacks\\_TOC.htm#Gender](http://www.undp.org/gender/capacity/Infopacks_TOC.htm#Gender)

The following example provides a clear illustration of how participatory methods highlight important differences between men and women in terms of perceptions of wellbeing, and hence also in terms of their different livelihood needs.

#### **Example: Participatory Methods Illustrate Different Perceptions of Well-Being**

The use of gender-sensitive participatory methods in Darko, Ghana identified differences between women and men in their understanding of poverty. These methods documented people's own perceptions of intra-household relations and provided a far better understanding of the situation and changes underway than would have been possible through data collection on externally-selected indicators. Men and women prepared separate social maps of the village and carried out wealth and well-being rankings.

Differences in the two discussions were analysed:

- Men's criteria of wealth centred around assets like a house, car cattle and type of farm. They considered crops grown by men and not women's crops. Initially they left those with no assets out of the ranking altogether. They then moved on from wealth to a discussion of well-being, using 'god-fearing' as the main criterion.
- Women started with indicators like a house, land and cattle but moved to analyse the basis of agricultural production. Again they considered only 'female' crops and did not mention cocoa or other crops grown by men. Contrary to common perceptions, women focused on marketed crops and not on subsistence food crops.
- Women's criteria for the 'poorest' were related to a state of destitution, and the lack of individual entitlements or health-related deprivation. Men focused on the absence of assets.
- Each group had its own perception of well being. Women tended to identify factors for women, while men focused on men, Neither group looked at the household as a unit for analysing welfare.
- For both women and men, being wealthy did not always mean being better off. In the men's analysis none of the rich were 'god-fearing' and two houses with no assets had 'god-fearing' people. As for the women, the biggest vegetable producers (seen as an indicator of being well off) were not in the richer categories.

**Source:** <http://www1.oecd.org/dac/gender/pdf/tipsheets/participa.pdf> Summary of M. K. Shah (1998) "Gendered Perceptions of Well-being in Darko, Ghana," in Guijt and Shah (eds.) The Myth of Community: Gender Issues in Participatory Development.

## Further sources and references

Bridge

<http://www.ids.ac.uk/bridge/index.html>

Genie

<http://www.genie.ids.ac.uk/>

Siyanda

<http://www.siyanda.org/>

UNDP

<http://www.undp.org/gender>

DFID GEM

<http://www.genie.ids.ac.uk/gem>

Danida (1999) Gender and Institutions: Guiding questions working paper. Ministry of Foreign Affairs, Danida. <http://www.genie.ids.ac.uk/docs/danida/instit.pdf>

## Annex 1

### Gender analysis - Access to Resources

Gender analysis concepts tend to be abstract and can often be controversial because they raise sensitive issues. Visual tools have been found to be very effective in getting both men and women to focus on gender concerns without feeling threatened.

Gender analysis of access to resources is a technique that can provide insights into whether a development intervention has had a gender differentiated impact on the access to and control of domestic and community resources. The process of conducting the exercise with community members also helps to raise their awareness about these issues. The technique can be used as part of a group discussion involving both men and women. If the women are to feel comfortable and express themselves freely, however, in many cultures it will be preferable, and perhaps even necessary, to meet separately with the women and men.

The technique uses three large drawings of a man, a woman, and a couple as well as a set of cards showing different resources and possessions owned by people in the community, including, for example, cattle, currency, furniture, radio, food, animals, huts, jewellery, water pots and so on. Participants then assign the resources to the man, woman, or couple, depending on who works with particular physical and community resources and who owns or makes decisions about them.

**Source:** <http://www.worldbank.org/poverty/impact/methods/analytic.htm>