

# GENDER ANALYSIS AND MAINSTREAMING

Tools for gender analysis and mainstreaming  
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# Summary of Presentation

- Personal Gender Shield
- Gender Analytical Framework
- The African Gender Analytical Tree
- Gender Empowerment Framework
- Daily Activity Profile
- Access and Control Profile
- What is Gender Mainstreaming?
- Questions and discussions

# THE HOW OF GENDER ANALYSIS

## Gender analysis begins with me

- How do I see myself with respect to the other gender? [Competing, complementing, antagonistic?]
- What has been my history being under the authority of opposite gender?
- Were there issues and how have I dealt with them?
- What are some gender slogans in vogue today?

# 1. PERSONAL SHIELD

DO YOU WEAR GENDER LENSES ?

- ① SELF ESTEEM? IS IT SUPERIOR OR INFERIOR? WHY? TO WHAT EXTENT DOES YOUR GENDER PLAY A ROLE
- ① WHAT DETERMINES HOW YOU REACT OR RELATE AT YOUR WORK PLACE?
- ① WHO DO YOU RESPECT MOST? WHY? ANY GENDER RELATED INFLUENCE?

# SELF ASSESSMENT

① READ THIS STATEMENT

② “WOMAN WITHOUT HER MAN  
IS INCAPACITATED”

## 2. GENDER ANALYTICAL FRAMEWORK

### ● ACTIVITY PROFILE

- i) Who does what at your place of work (M/FE, F/MA, M/FY, F/MC)
- ii) How often?
- iii) Where is the activity done?
- iv) How is the activity carried out

### ● ACCESS AND CONTROL PROFILE (ACP)

### ● INFLUENCING FACTORS PROFILE

### ● PROJECT RECYCLE (What needs to be done?)

# 3. AFRICAN GENDER ANALYTICAL TREE

## BRANCHES /LEAVES

### Observations

- One woman chairperson in a total of 20 community committees.
- No women involved in water productive activities
- Many women attend communal meetings but contribute ideas
- Weak or no policies for gender

## STEM: Channels

Family /Religion

Songs and stories/Schools

Language use/Workplace

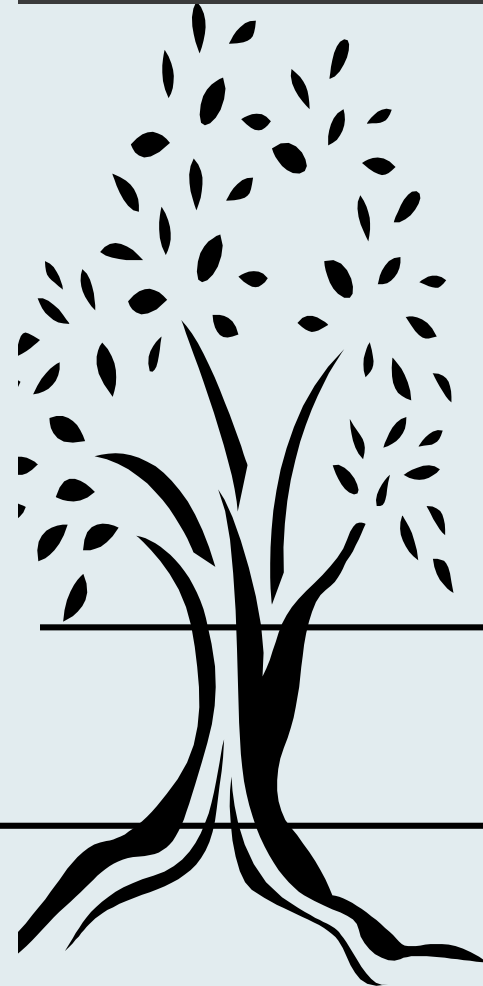
## ROOTS: Patriarchy

Beliefs/ values/ Stereotypes & Practices / Traditions -

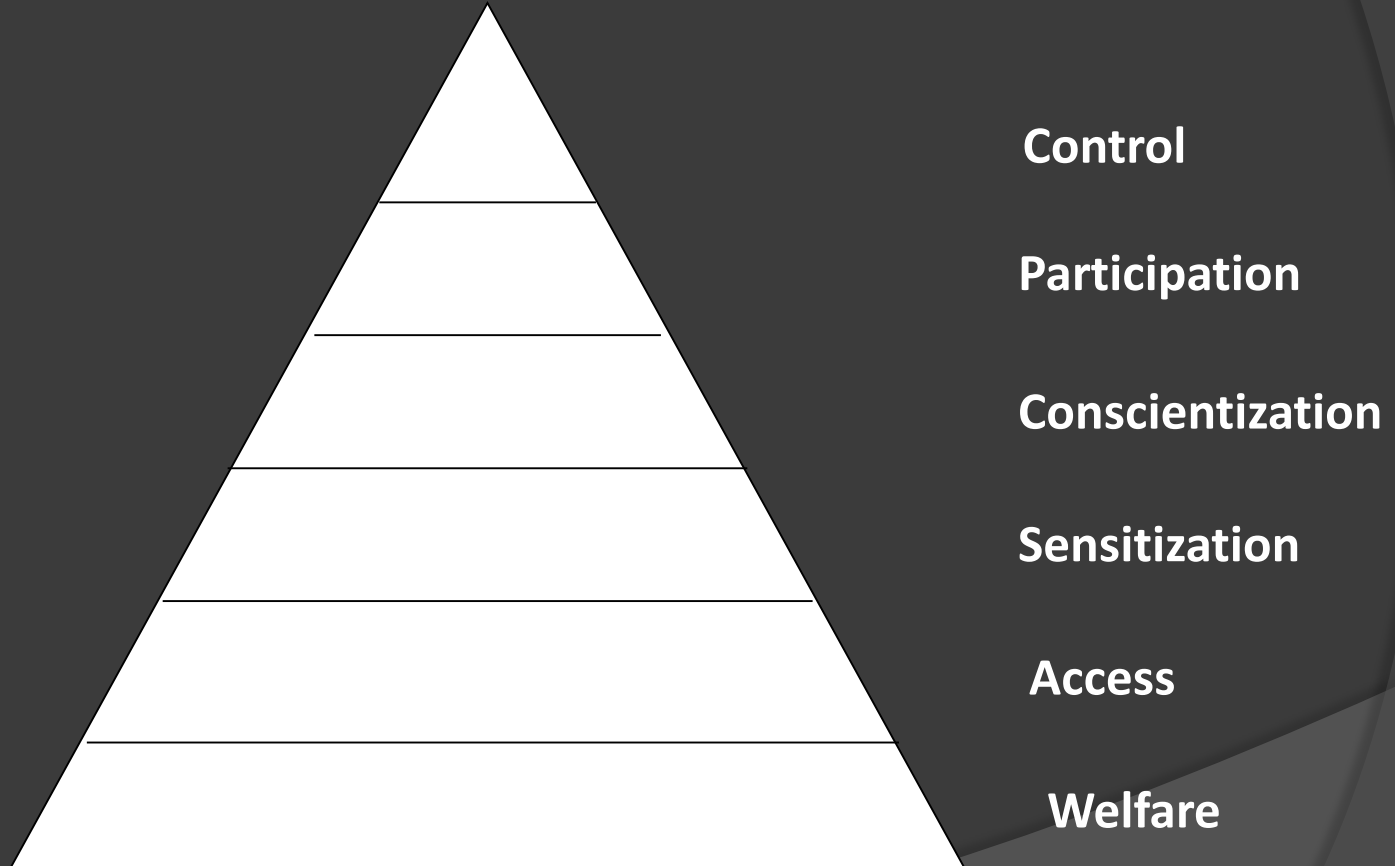
Branches  
/ Leaves.

Stem:

Roots



# 4. EMPOWERMENT FRAME WORK-LEVELS





# WELFARE

- ⦿ Things are done for the Women/men/youth/vulnerable groups

# ACCESS

- ◎ EQUAL OPPORTUNITIES AVAILABLE BUT LITTLE EFFORT MADE TO MAKE THEM AWARE THAT THEY COULD ENJOY THE OPPORTUNITIES

# SENSITIZATION

- ◎ THE AFFECTED ARE MADE AWARE OF EXISTING OPPORTUNITIES

# CONSCIENTIZATION

- ◎ THE AFFECTED BEGIN SEEKING TO EXPLOIT THE AVAILABLE/NOTED OPPORTUNITIES (INDEPENDENCE)

# PARTICIPATION

- ◎ THE AFFECTED BEGIN TAKING PART IN ACTIVITIES OF DECISION-MAKING LEADERSHIP (INTERDEPENDENCE)

# ANALYSIS OF PARTICIPATION

## QUANTITATIVE ANALYSIS? NUMERICAL VALUE

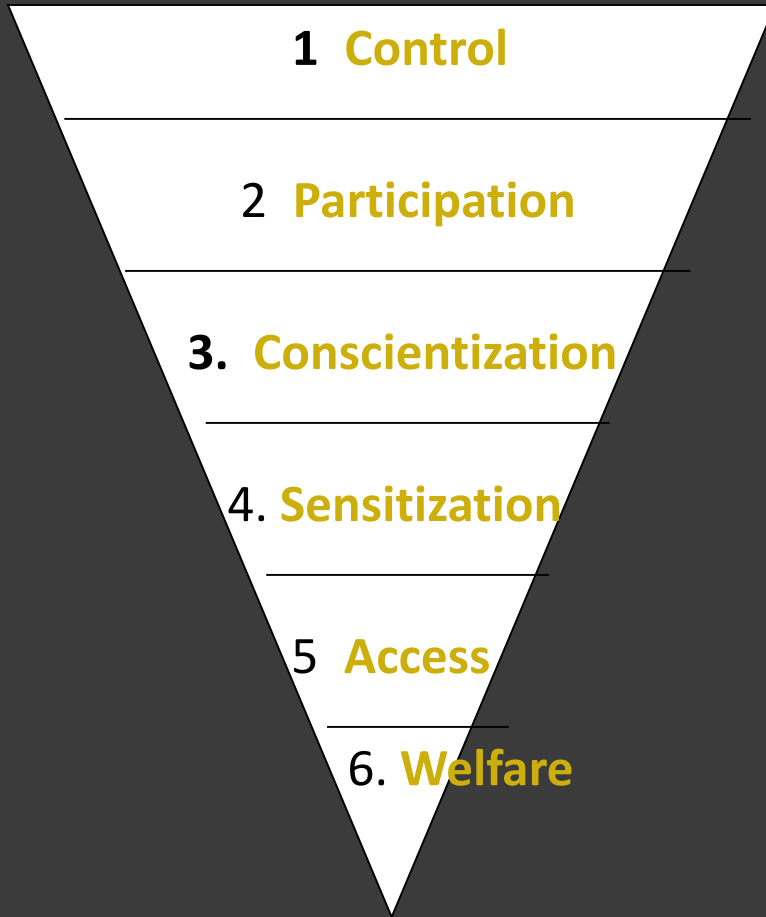
- HOW MANY WOMEN IN COMPARISON TO MEN? .
- WHAT PERCENTAGES ARE WOMEN TO MEN?
- WHAT RATIOS OF MEN: WOMEN ?

## QUALITATIVE ANALYSIS:

- OF WHAT VALUE IS WOMEN'S CONTRIBUTION ?
- OF WHAT ADDED VALUE IS THE WOMEN'S VS MEN'S PRESENCE?
- HOW OFTEN DO THEY CONTRIBUTE AND WHY?  
Eg . RARELY AND AS WOMEN'S REPS

# CONTROL

- ◎ THE AFFECTED JOIN THE DECISION MAKING TABLE AND MAKE MAJOR DECISIONS.
- ◎ THEY BECOME VOCAL AND AUTHORITATIVE
- ◎ THEY ENGAGE IN DIALOGUE,
- ◎ THEY MAKE WISE AND INFORMED CHOICES





# RECONSTRUCTION

- ⦿ EMPOWERMENT SHOULD LEAD TO DECONSTRUCTION OF PREVAILING LEVELS OF EMPOWERMENT.
- ⦿ INSTITUTIONS CURRENTLY USED SHOULD BE UTILIZED TO REDRESS ISSUES
- ⦿ THE EARLIER INVISIBLE PERSONS NOW BECOME VISIBLE.

## 5. DAILY ACTIVITY PROFILE

- ◎ WHO DOES WHAT AT A PARTICULAR TIME?
- ◎ WHO WAKES UP WHEN?
- ◎ WHO IS FREE WHEN?
- ◎ WHO REQUIRES WHAT INTERVENTION



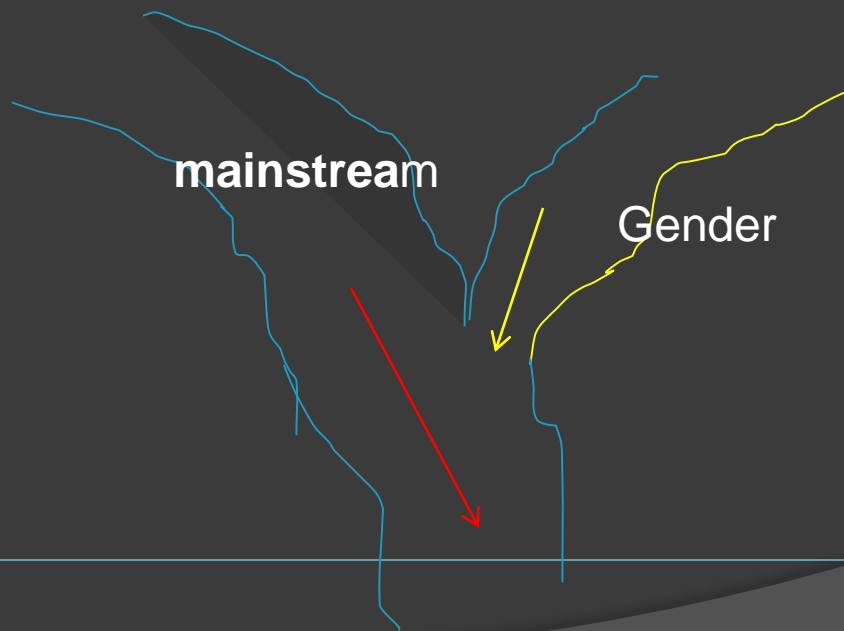
◎ What is Gender Mainstreaming?

# What is gender mainstreaming

- ◎ Mainstreaming is done both at institutional level and programme level
  - At institutional level
    - Audit of policies for responsiveness
    - Analysis of representation at all levels
    - Proposal of measures to rectify the gaps
  - At Programme/Project level
    - **Project cycle** (identification, formulation, implementation, monitoring, evaluation)

# What is mainstreaming ?

- Main – stream
- Making part of the bigger picture/thinking
- Joining the “main” “stream” thinking



# What is Gender mainstreaming at institutional and project level

- Making gender an issue both at institutional and the phases of the project cycle (identification, formulation, implementation, monitoring, evaluation)
- At project level, it is a process that promotes the well-being and empowerment of women, men, boys, girls and people with disabilities.
- A strategy for achieving gender equality

# What is Gender mainstreaming at institutional and project level

- ◎ The use of gender-sensitive indicators allows for the effective monitoring and evaluation of program or project activities which in turn will feed into more effective future planning and delivery of project benefits.
- ◎ It is not a one-time exercise during the project planning phase but is an integral part of the entire planning and implementation process and continues throughout the life of the project.



# Where to Gender Mainstream

## ◎ At programme level:

- Conduct of gender analysis at the initial stages of the project cycle to clarify the status quo then plan with the knowledge. However, in reality, gender analysis can be conducted at any stage of the project cycle.

## ◎ At institutional level:

- Do it continually by analysing policies in light of emerging changes (legal, constitutional, international conventions) and make proposals on how to address the gaps.

⦿ Thank you

# Discussion Questions 1

## Institutional Analysis

- ◎ Choose an organization where a member of the group comes from.
  - Undertake a quick audit of policies and practices of the organization on - leave, allowances, payment, promotion, etc]
  - Undertake analysis of representation of directors, employees by gender. [How is it? Is it a policy issue or simply practice? Why is this the case?]
  - Make proposal on ways to redress the shortcomings

# Discussion Question 2

Choose a project in your area of work.

State what questions you would ask as a development agent to answer gender issues in each stage of the project cycle

1. Identification stage
2. Formulation stage
3. Implementation stage
4. Monitoring and Evaluation stage

