

GENDER ANALYSIS FRAMEWORKS

- There are many models and frameworks.
- No single framework provides an appropriate way to address all development issues
- Each model reflects a set of assumptions about what gender means and how it is relevant to development objectives
- Each model was developed at a particular point in time and not all have been modified to reflect changes in perspectives on gender in development

Other reference sources:

Candida March, Ines Smyth, and Maitrayee Mukhopadhyay, 1999, *A Guide to Gender-Analysis Frameworks*, London: Oxfam Publishing.

Overholt, C., M. Anderson, K. Cloud, and J. Austin 1985 *Gender Roles in Development Projects: Cases for Planners*. West Hartford, CT: Kumarian Press.

Rao, Aruna, Mary B. Anderson, and Catherine Overholt 1991 *Gender Analysis in Development Planning: A Case Book*. West Hartford, CT: Kumarian Press.

See also Candida March, Ines Smyth, and Maitrayee Mukhopadhyay, 1999, [A Guide to Gender-Analysis Frameworks](#), London: Oxfam Publishing.

Moser, Caroline O.N. 1993 *Gender Planning and Development: Theory, Practice, and Training*. London: Routledge.

Parker, Rani, 1993 "Another Point of View: A Manual on Gender Analysis Training for Grassroots Workers." New York: UNIFEM.

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HARVARD FRAMEWORK

1. The socio-economic activity profile –

- o who does what, when, where and for how long?

Activities	Women/girls	Men/boys
Productive activities <ul style="list-style-type: none"> ▪ Agriculture ▪ Income generation ▪ Employment ▪ Others 		
Reproductive activities <ul style="list-style-type: none"> ▪ Water ▪ Fuel ▪ Food ▪ Childcare ▪ Health ▪ Cleaning and repair ▪ Market ▪ Other 		

2. The access and control profile –

- o who has access to resources (example: land, equipment, capital etc.)?
- o who has access to benefits (example: education, health services, political power etc.)?
- o who has control over resources and benefits?

	Access		Control	
	Women	Men	Women	Men
Resources Land; Equipment; Labour; Cash; Education; Training; Other				
Benefits Income; Ownership; Basic needs; Education; Political power; prestige; Other				

3. A list of factors which determine the gender differences identified –

- o Charts the factors (political, economic, cultural etc.) which affect the gender differentiations identified in the profiles
- o Past and present influences
- o Opportunities and constraints

MOSER FRAMEWORK

Two main tools used:

1. Gender roles identification - women's triple role: productive, reproductive, community.

Productive work: Production of goods and services for consumption and trade (farming, fishing, employment, self-employment) Often carried out alongside the reproductive work. Women's productive work is often less visible and less valued than men's.

Reproductive work: Care and maintenance of the household and its members (bearing and caring for children, food preparation, water and fuel collection, shopping, housekeeping, family health care). Seldom considered 'real work'. Usually unpaid. Almost always the responsibility of girls and women.

Community work: Collective organisation of social events and services (ceremonies, celebrations, community improvement activities, participation in groups and organisations, local political activities etc.). Involves volunteer time. Normally unpaid. Men undertake community work, too but often at political level, giving prestige.

2. Gender needs assessment: Practical gender needs, strategic gender interests.

Practical gender needs: A response to short-term, immediately perceived needs arising from concrete conditions. Mainly arising from and reinforcing particular women's reproductive and productive role. Do not challenge the subordinate position of women (Example. Clean water, health care, housing, food provision). Women's needs differ from men's needs because of their different tasks and responsibilities.

Strategic gender interests: Response to long-term needs arising from women's subordinate position. Challenge the nature of the gendered relationship between women and men. Women involved as agents of change. Lead to a transformation of gender division of labour for all women (Example: access to resources (land, credit, etc.), measures against male violence, control over own body). Women's needs differ from men's needs because of their different positions in society.

Analysis involves considering:

- Roles emphasised (intended and in practice)
- Gender needs or interests met (intended and in practice)

SOCIAL RELATIONS FRAMEWORK (SRF)(KABEER)

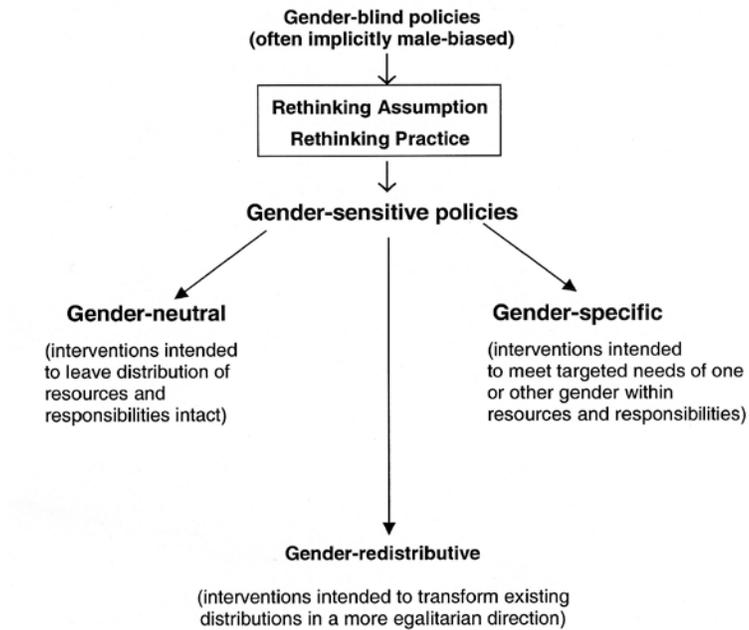
Developed in UK at IDS. Framework aims to analyse existing gender inequalities in the distribution of resources, responsibilities, and power, to analyse relationships between people, their relationship to resources and activities, and how they are reworked through institutions, to emphasise human well-being as the final goal of development.

Five essential concepts:

1. Development as increasing human well-being:
 - Development as increasing human well-being – not just economic growth.
 - Core elements: Survival, Security, Autonomy
2. Social relations are understood as the way in which different groups of people are positioned in relation to material and intangible resources. Social relations:
 - determine people's roles, responsibilities, claims, rights and control
 - include gender, class, ethnicity, race etc.
 - change overtime, influenced by changes at macro-level
3. Institutional analysis: Five aspects of an institution:
 - Rules: How are things done?
 - Activities: What is done?
 - Resources: What is used, what is produced?
 - People: Who is in, who is out, who does what?
 - Power: Who decides, whose interests are served?

Key institution	Organisational form
State	Legal, military, administrative organisations
Market	Firms, financial corporations, farming enterprises, multinationals etc.
Community	Village tribunals, voluntary associations, informal networks, patron-client relationship, NGOs
Family/kinship	Household, extended family, lineage groups etc.

4. Institutional gender policies: Three categories of gender policies:
 - Gender-blind
 - Gender-aware
 - Gender-neutral
 - Gender-specific
 - Gender-redistributive



5. Underlying and structural causes: Examines:

- Immediate, underlying and structural factors responsible for problems
- Effects on those involved

Effects	
Long-term effects	
Intermediate effects	
Immediate effects	
Causes	
Immediate causes - 4 levels	
Intermediate causes - 4 levels	
Structural causes - 4 levels	

GENDER ANALYSIS MATRIX (PARKER)

The Gender Analysis Matrix is an analytical tool that uses participatory methodology to facilitate the definition and analysis of gender issues by the communities that are affected by them. The Gender Analysis Matrix is based on the following principles:

- All requisite knowledge for gender analysis exists among the people whose lives are the subject of the analysis
- Gender analysis does not require the technical expertise of those outside the community being analysed, except as facilitators
- Gender analysis cannot be transformative unless the analysis is done by the people being analysed.

PROJECT OBJECTIVES: Stated Gender Objectives:	CATEGORIES OF ANALYSIS				
LEVELS OF ANALYSIS	Category #1	Category #2	Category #3	Category #4	Category #5
Stakeholder Group #1					
Stakeholder Group #2					
Stakeholder Group #3					
Stakeholder Group #4					

Examples of categories:

Labour: This refers to changes in tasks, level of skill required (skilled versus unskilled, formal education, training) and labour capacity (how many people and how much they can do; do people need to be hired or can members of the household do it?)

Time: This refers to changes in the amount of time (3 hours, 4 days, and so on) it takes to carry out tasks.

Resources : This refers to the changes in access to capital (income, land, credit) as a consequence of the project, and the extent of control over changes in resources (more or less) for each level of analysis.

Culture: Cultural factors refer to changes in social aspects of the participants lives (changes in gender roles or status) as a result of the project.

Each project objective is analyzed at four levels of society: women, men, household and community by various groups of stakeholders. They carry out the analysis by discussing each project objective in terms of how it impacts on men's and women's labor practices, time, resources, and other socio-cultural factors, such as changes in social roles and status.

WOMENS EMPOWERMENT FRAMEWORK (LONGWE)

The Women's Empowerment Framework was developed by Sara Hlupekile Longwe, a gender expert from Lusaka, Zambia. The model is explicitly political, arguing that women's poverty is the consequence of oppression and exploitation (rather than lack of productivity), and that to reduce poverty women must be empowered. The framework concerns enabling women to achieve equal control over factors of production and participate equally in the development process.

The framework puts forward five levels of equality that can be achieved (listed from highest to lowest):

- Control – equal control over in decision-making over factors of production.
- Participation – equal participation in decision-making processes related to policymaking, planning and administration.
- Conscientisation – attaining equal understanding of gender roles and a gender division of labor that is fair and agreeable.
- Access – equal access to the factors of production by removing discriminatory provisions in the laws.
- Welfare – having equal access to material welfare (food, income, medical care).

The framework is intended to assist planners to identify what women's equality and empowerment would mean in practice, and to determine to what extent a development intervention supports greater empowerment.

The tool examines elements of a project's design or a sectoral program to determine to see if it affects the five different levels of equality either negatively, neutrally, or positively:

- Negative level: There is no reference to women's issues in the project objectives. It is likely that the project will have a negative impact on women.
- Neutral Level: Women's issues are included but there is doubt as to whether the outcomes will be positive for women.
- Positive Level: Project objects are positively concerned with women's issues and with improving women's position relative to men.