

GENDER ANALYSIS TOOL

A gender analysis examines the different roles, rights, needs, and opportunities of women and men, boys and girls and the relations between them in a given context. It is a practical tool that is used to inform policies and programmes as well as identify opportunities and entry points for promoting gender equality and women's economic empowerment in technical cooperation projects.

This tool provides examples of key questions to consider in your analysis. Be sure to specifically tailor these questions to the context of your project.

GENDER ANALYSIS QUESTIONS

What is the context?	What is the legal status of women in the country of intervention? What are the gender norms and values? What are the training and education levels among women and men? What are commonly held beliefs, perceptions, and stereotypes relating to gender?
Who does what?	What is the division of labour among women and men? What is the situation of women and men in the specific sector of intervention? What is the participation between women and men in the formal/informal economy? Who manages the household? Who takes responsibility for the care of children and of the elderly?
Who has what?	Do women and men have equal access to resources including finance, technologies, information, and services (at national, sectoral and local level)? Who has control over these resources? Do women and men equally benefit from these resources? Do women and men have equal access to education, technical knowledge, and/or skill upgrading?
Who decides?	Who participates in the decision making in the household, the public sector, and corporate sector? Are the bargaining positions of women and men different? Are women involved in making economic decisions? Is there an equal participation of women and men in the political sphere? Who has political influence?
Who benefits?	Where are the opportunities or entry points to ensure equal participation and benefits? Does the project address the different needs and priorities of women and men? Will the services and technologies provided by the project be available and accessible to both women and men? Does the project recognize the distinct vulnerabilities of women and men (e.g. health vulnerabilities) and develop specific response strategies for each target group?

In principle, the information gathered from the gender analysis should be considered in all stages of the project cycle: design, formulation, implementation, and monitoring and evaluation.

In each of these stages, try to keep a **"gender lens"** in mind, looking at ways your project can:

- Address any gender inequalities real or potential in the project**
- Ensure the needs and realities of women and men** are addressed in project activities
- Ensure women and men have equal access** to project resources, services, capacity building
- Ensure equal participation** by women and men in both the project management arrangements and as beneficiaries, partners and key stakeholders of the project
- Ensure equal voice** among women and men in the decision making processes of the project
- Ensure women and men equally benefit** from the trainings, services, etc. offered by the project
- Collect and analyse sex-disaggregated data and qualitative information to track the real gender impacts** of the project
- Ensure coordination among key development actors** to further enhance gender mainstreaming and promote gender equality and/or the empowerment of women

Remember, the information gathered from the gender analysis should be integrated in a way that makes sense and adds value to your project.