

# GENDER ANALYSIS for Project Planners

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1 Nicholas Street, Suite 726, Ottawa ON K1N 7B7  
Telephone: (613) 233 7440 • Fax: (613) 233 8361  
E-mail: [info@icad-cisd.com](mailto:info@icad-cisd.com) • Website: [www.icad-cisd.com](http://www.icad-cisd.com)

## INTRODUCTION

Gender analysis is a tool to help program planners understand how differences in the lives of women and men contribute to HIV risk and how program effectiveness might be improved by:

- understanding how gender influences a project,
- assessing the potential positive and negative impact of project interventions on women and men,
- assessing the capacity of institutions to address gender issues, and
- making recommendations for strengthening the project to address gender issues.

This fact sheet provides an overview of gender analysis in the context of AIDS and development projects. It outlines a generic methodology for project planners who want to improve the effectiveness of their programs by integrating gender issues at the project conception stage or who want to understand why they are not achieving anticipated results. It also illustrates gender issues that need to be considered at each phase of the project cycle to help formulate gender analysis for project proposals and on-going projects.

## Gender, Development & HIV and AIDS

The number of people infected with HIV continues to rise worldwide in spite of international programs to slow the spread and reduce the impact of HIV and AIDS. Many public health programs target HIV *risk behaviour*, such as unprotected sex, untreated sexually transmitted infections and multiple partners, without addressing underlying factors that increase HIV *vulnerability*, such as poverty, cultural practices, social and political exclusion, and access to resources.

Meanwhile, AIDS is destabilizing all sectors of development because public health systems are failing to keep people from falling ill and dying. Using a *risk and vulnerability framework* helps to distinguish between high risk behaviour and underlying vulnerability and exposes HIV and AIDS as more than a public health issue and relocates it as a development issue.<sup>1</sup>

Gender issues are central to HIV vulnerability.<sup>2</sup> This is partly because the power imbalance between women

and men exacerbates many vulnerability factors for women; they tend to be poorer than men, for example, and they have less sexual autonomy. This imbalance shapes individual decisions about heterosexual activity, which is the primary means of HIV transmission in most of the world, and these decisions put both women and men at risk for HIV infection.

Gender pressures are not only shaped by men's power over women, however; gendered behaviour is deeply embedded in social structures. For example, many men who have sex with men fear stigma, discrimination and violence from men because their homosexuality challenges mainstream notions of masculinity. And while the HIV vulnerability of child brides is usually framed in relation to their older husbands, in many cultures it is mothers and grandmothers who negotiate the bride price of their daughters.

The gender factors that increase HIV vulnerability for women and men are the same factors that undermine sustainable human development programming. For example, a child nutrition program must consider that a woman may only be able to access resources through a sexual partner thereby putting herself and her partner at risk for HIV to feed her children.

While it is increasingly obvious that all sectors must integrate HIV and AIDS into their programs, development planners are often less willing or able to address the fundamental gender issues that directly contribute to the conditions that allow the AIDS epidemic to flourish.

## Gender Analysis & HIV and AIDS

Programs may fail if they do not anticipate:

- the direct or indirect affect that interventions might have on beneficiaries, or
- how the conditions of the intended beneficiaries might affect their participation in the program.

Many factors are routinely considered in planning, implementing or evaluating a project (geographical distribution, existing services, resource availability, etc). Gender is another dimension that must be woven throughout the program cycle even if a program appears gender-neutral. Two simple questions can help establish whether gender is relevant to a project:

1. Does the project affect daily life of target groups?
2. Are there differences between women and men in the issues addressed by the project (participation, resources, rights, values, norms)?

A positive answer to one or both of these questions means that gender is a factor to consider for program design and delivery.

Gender analysis often focuses on measures of women's participation or empowerment against male advantage as part of a good versus bad dichotomy. HIV and AIDS challenge this framework because both women and men are made vulnerable by gendered factors, putting themselves and their sexual partners at risk. Gender analysis examines HIV vulnerability and the impact of AIDS on both women and men, recognizing that the actions of one will likely have direct or indirect implications for the other. For example, while a woman might live in fear of her partner's violence, it may prevent her from disclosing her HIV-positive status to him and she may infect him as a consequence.

Rather than developing indicators to measure program impact on women alone or as compared to men, gender analysis must consider how programs shape both women's and men's experience and how they affect the relations between them.

## Methodology

While there are a number of frameworks to guide the process of gender analysis (see resources below), there is no fail-proof formula for conducting a gender analysis in development projects that focus on HIV and AIDS. Project planners must select, adapt or develop appropriate methods and tools according to project needs, and use the results in the decision-making process.

Gender is shaped by many factors at many levels: national, community, household, personal. Changes targeted at one level may trickle up or down, may have positive or negative effects or may not have any effect at all. To anticipate how various factors will influence program implementation and impact, planners need to understand how gender issues at all levels intersect to affect women's and men's lives.

When designing a Gender Analysis plan, there are four phases of analysis to consider. The (1) Macrolevel Analysis, (2) Micro-level Analysis, and (3) Institutional Analysis establish the context in which to conduct the (4) Project/ Proposal Analysis. While these are presented here as distinct phases of analysis, gender

analysis may not be so obviously categorized or linear in practice.

**Macrolevel Analysis** examines factors such as sociocultural, economic, demographic and legal policies and practices that influence the gender context in which the program operates. Depending on the project, macrolevel sources of information may include agricultural policies, migration statistics, health systems, inheritance laws, etc. Macrolevel trends must also be considered. For example, while laws may entitle a widow to inherit the house she built and lived in with her husband, few women may be able to afford to enter legal disputes with their in-laws. Some trends may be gleaned by reviewing national census documents, for example, to determine an increase in women-headed households or a change in the number of families engaging in subsistence farming. Other trends may emerge through interviews/discussions with people working in particular sectors of government, NGOs and other service providers.

These macrolevel factors may have a one-way impact on program results by limiting people's capacity to participate. Program planners must consider how these limitations can be addressed or accommodated in the project design. Conversely, projects can be designed to address the limitations or to target weak policies with advocacy efforts.

**Microlevel Analysis** gives insight to gender relations and trends at the community level and is set within the context provided by the macro analysis. To understand gender relations at the local level, most gender analysis frameworks recommend collecting information in four specific areas:

- Gendered division of labour and workload (who does what, when?)
- Gendered access to and control over resources, such as land, information, money, education, jobs, new technologies, health services, housing, transport, leisure, etc
- Gendered participation in decision-making
- Views and expectations of women and men concerning the proposed project.

Another microlevel area to consider for HIV and AIDS projects is the gendered norms which influence gender roles, such as the attitudes and behaviour of women and men, and differences in the values attached to masculine and feminine characteristics.

Data collection techniques used for microlevel analysis include: interviews, focus group discussions, community mapping, program attendance records,

project documents, questionnaires, etc. At the microlevel, categories of men and women may be identified by socioeconomics or ethnicity, therefore information collected at the microlevel is important to clearly define target groups. It can also provide baseline data for monitoring and evaluation purposes throughout the project cycle.

**Institutional Analysis** reviews the capacity of implementing organizations to contribute to the planned project. Structural mechanisms within the organization, such as gender policies, gender committees or gender monitoring frameworks indicate a commitment to gender issues. Information to consider includes perceptions and attitudes of staff, skills for gender programming, management support for integrating gender issues and the gender balance in the overall staffing and decision-making processes. Weaknesses in the organization may be addressed through formal and informal links with partners.

**Project or Proposal Analysis** assesses the impact of proposed and existing programs on women and men by using the information collected in the previous three phases. This section demonstrates how gender analysis can improve the project design if it is integrated into all stages of project cycle management rather than simply added onto the evaluation of on-going projects.

**Project Identification.** The first step in the project cycle is to identify an issue that the project can address. Regardless of the project field (e.g., agriculture, environment, etc) the macro- and microlevel gender analyses outlined above are integral to the project identification process because they help to describe the context of the identified problem. By understanding the level at which a problem originates (e.g., federal policy, community response to laws), project planners are better able to define the problem and suggest possible solutions. Proposals should contain a gender statement to explain the implications of the analysis results. If gender analysis is not considered necessary, a strong proposal will include a statement to explain the gender-neutrality of the project because few HIV and AIDS projects will have no differential impact on women and men.

**Project Design.** The next step is to design a project to address the problem. At this stage, planners need the gender analysis results to clearly identify target group(s) and to carefully consider assumptions about intended beneficiaries. The project objectives, activities, inputs and expected outputs need to be consistent with the gender context for both men's and women's vulnerabilities, otherwise the project is

unlikely to address the underlying factors that contribute to HIV and AIDS risk and/or impact. These factors can only be consciously incorporated into the project design if there is a clear understanding of the external context. For example, desired outcomes for women may be different from that of men and different approaches may be needed to ensure that women and men learn about and participate in the project as planned.

**Project Implementation.** The institutional analysis outlined above is critical to ensure that project implementation addresses gender issues. Three areas of implementation need to be considered:

1. Personnel: Does the project staff have sufficient gender skills and understanding to implement the project effectively? If required, training should be provided to both women and men though all levels of the organization to ensure they understand the gender implications of the particular issues addressed by the project.

2. Organizational structures: The structure of the organization can enhance or aggravate gendered access to, ownership and control over material and nonmaterial resources. Although this is often a case of limitations for women, men are also negatively affected by gendered structures in AIDS projects. For example, they may be reluctant to seek sexual health services from female nurses.

3. Operations: A process evaluation is needed to determine if the program is being implemented as planned. This will allow a project to be responsive and able to make immediate adjustments to operational procedures if required. After establishing that the interventions are being delivered as planned, the gender analysis considers whether men and women are participating as anticipated. If not, it must be determined if this is because of incorrect assumptions about women or men, or whether there are unforeseen barriers that inhibit their participation.

**Project Evaluation.** The final step in the project cycle is evaluating whether the intended impact has been made and the reasons for successes and failures. The steps above should clearly demonstrate that it is inadequate to add gender analysis at this late stage in the project cycle. If the project is well laid out with objectives and activities in-line with gender priorities, the project evaluation should be a straightforward assessment that determines how and to what extent the project realized its goals. Did it have a positive or negative impact on women and men? Did it challenge stereotyped perceptions or gendered norms in the

community served? Did it give women and men real choices that are different from the baseline? This information feeds back into the project cycle loop to redefine the original problem identification and to make improvements to the project design.

## Conclusion

Gender analysis can help planners integrate a gendered perspective into all levels of project design and delivery. This fact sheet is intended to provide the first step toward the development of sector-specific gender analysis frameworks. This analysis can help program planners understand how men and women navigate the gender pressures that put them at risk for HIV infection and that increase the impact of HIV and AIDS in a community. Programs can help to change the course of the HIV and AIDS epidemic -- the challenge is to develop solutions that deliberately address the underlying factors. This can only be accomplished if program planners commit to understanding and incorporating gender into project design.

## Resources

### Background and Concepts

Canadian International Development Agency (CIDA).

Framework for Integrating Gender Equality.

<http://www.acdi-cida.gc.ca/CIDAWEB/acdicida.nsf/En/STE-320155158-SJ4> (11/03/07)

Smith and Cohen, 2000. Gender, Development and the HIV Epidemic. UNDP HIV and Development Program.

<http://www.undp.org/hiv/publications/gender/gendere.htm> (05/03/07)

World Health Organization. 2002. Gender Analysis in Health: A Review of Selected Tools.

<http://www.who.int/gender/documents/en/Genderanalysis.pdf> (08/03/07)

### Case Studies

Food and Agriculture Organization. 2001. Project Cycle Management Technical Guide.

<http://www.fao.org/sd/seaga/downloads/En/projectcycle.pdf> (05/03/07)

Gianotten, Groverman, van Walsum, and Zuidberg. 1994. Assessing the Gender Impact of Development Projects: Case Studies from Bolivia, Burkina Faso and India. Royal Tropical Institution: The Netherlands.

Rao, Anderson, Overholt (Ed). 1991. Gender Analysis in Development Planning: A Case Book. Kumarian Press: Connecticut.

### Tools and Frameworks for Gender Analysis

Association for Progressive Communications - Women's Networking Support Programme (APC WSNP).

2005. Gender Evaluation Methodology for Internet and ICTs: A Learning Tool for Change and Empowerment.

[http://www.apcwomen.org/gem/pdf/GEMforDownload\\_English\\_112005.pdf](http://www.apcwomen.org/gem/pdf/GEMforDownload_English_112005.pdf) (08/03/07)

ENERGIA. What are Gender Analytic Tools? Gender Tools for Energy Projects. p 106-130

<http://www.energia.org/resources/manual/tools.pdf> (06/03/07).

International Labour Organization. 1998. A Conceptual Framework for Gender Analysis and Planning.

<http://www.ilo.org/public/english/region/asro/mdtmanila/training/unit1/mainmenu.htm> (10/03/07)

SAT Programme. 2004. Mainstreaming Gender into the Response to AIDS in South Africa.

[http://www.satregional.org/attachments/Publications/Training%20and%20Practise%20Manuals%20E/TrainingManual2\\_black.white.pdf](http://www.satregional.org/attachments/Publications/Training%20and%20Practise%20Manuals%20E/TrainingManual2_black.white.pdf) (10/04/07)

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<sup>1</sup> For more information on HIV and AIDS as a Development Issue, please refer to the ICAD fact sheet:

[http://icad-cisd.com/content/pub\\_details.cfm?id=200&CAT=9&lang=e](http://icad-cisd.com/content/pub_details.cfm?id=200&CAT=9&lang=e)

<sup>2</sup> For more information on HIV and AIDS as a Gender Issue, please refer to the ICAD fact sheet:

[http://icad-cisd.com/content/pub\\_details.cfm?id=194&CAT=9&lang=e](http://icad-cisd.com/content/pub_details.cfm?id=194&CAT=9&lang=e)

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