ESCAP/UNDP/ARTNET
Workshop on Trade and Gender
Linkages
15-17 September 2010

Beverly Jones
Gender Equality and Empowerment of
Women Section
ESCAP

Outline

❑ Gender concepts

❑ Gender Analysis

❑ Gender perspectives in policy formulation and planning

❑ Gender mainstreaming

Gender – Basic concepts

❑Gender refers to the attributes, associated with being male and female, that are acquired through socialization. These characteristics vary between cultures and change over time. Sex is determined by biological differences between women and men (chromosomal structure).

❑From a young age girls and boys are taught how to behave in what is considered a "masculine" or a "feminine" way, as well as what is expected of them as girls and boys. This is reinforced their lives through by parents, teachers, peers, the media and institutions.

Roles and responsibilities typically assumed by women and men in a given culture -- These roles change over time as well as under varying circumstances (e.g. in times of war or after a natural disaster; tasks performed by female and male household members change from generation to generation).

This socialization process influences the roles and responsibilities assumed by women and men in society as well as the power relations between them.

Gender relations are the social relationships between women and men that create and reproduce differences in the position of women and men in society, define how power is distributed between women and men and shape connection and mutual support but also separation, competition, difference and inequality.

Gender Roles

Gender roles can be divided into three main categories for analytical purposes.

Productive role -- work done in the production of goods and services for income or subsistence (e.g. employment and self-employment).

Reproductive role -- work that is done to care for the household and it members such as child bearing, child care, cooking, washing, cleaning, water and fuel collection.

Community role refers to work done collectively by community members such as the organization of social or religious events; participation in community committees; and involvement in local political activities.

Gender Roles and division of labour

Although both women and men are involved in productive and community work, in most countries, reproductive work is done predominantly by women. The division of labour shows who is performing which roles and what responsibilities women and men have within a society.

In the labour market men and women are often segregated by occupation and within an occupation (vertically and horizontally)

There is a high percentage of female employment in export industries but mainly in lower level jobs. Trade policies and trade patterns may reinforce labour market segregation; wage discrimination may stimulate exports.

Economy is embedded in society, so economic variables have a social dimension (and political and moral). Economic policies ignore different impacts on men and women. Economic growth must not exacerbate inequality.

=>Trade impacts?? Why does Gender Matter??

Gender analysis and poverty, rights and development

-- Economic, social and political rights are a core part of all major development and human rights agreements including the Millennium Declaration, Beijing Platform for Action and various conventions.

-- Research shows a strong correlation between greater gender equality and faster economic growth. Conversely, unequal gender relations are barriers to achieving and sustaining high rates of economic growth.

-- In many countries, women constitute an overwhelming majority of the poor. The mechanisms by which women's poverty is created and sustained are closely linked to their subordinate position in society and the economy.

-- Understanding and addressing the gendered dynamics of poverty is essential to ensure the effectiveness of macroeconomic policies and poverty reduction measures.

Gender Analysis Frameworks

Gender analysis frameworks were developed to address different aspects of gender equality, and are useful for conducting analysis in various contexts and for different policy priorities.

The gender analysis frameworks are designed to explore:

- the division of labour between men and women in agricultural and in more urban settings (Harvard Framework and Moser Framework respectively);

- gender mainstreaming in institutions (Levy);

- gender differentials in the impact of projects at the community level (Gender Analysis Matrix);

- assessment of the contribution of interventions in all sectors to the empowerment of women (Longwe Framework);

- humanitarian and disaster preparedness issues (Capacities and Vulnerabilities Framework);

- sustainable development and institutional change (Social Relations Framework).

Gender Analysis

Gender analysis is a component of socio-economic analysis. It seeks answers to the following questions:

Who does what? (What do women do? What do men do?)

Who decides? (Do both women and men share in decision-making at all levels of society?) and how are decisions made?

Which women and which men are benefiting? Which women and which men are losing out?

Gender analysis also suggests ways to address any inequalities of rights, responsibilities and opportunities, found between women and men.

Gender analysis: Access to and Control over resources

Access to resources allows a person to make use of resources whereas control over resources implies that a person has decision-making power over the use of that resource.

For example, a landless farmer may have access to land, upon which to grow crops, but control over that land, only comes with ownership.

In gender analysis, data is collected on women's and men's access to the following categories of resources: *Economic or productive resources* (land, credit, cash income, employment) *Political resources* (education , political representation, leadership) *Time*

Gender perspectives in policy formulation

In order to incorporate gender perspectives in policy formulation, in research:

Consider the priorities and needs of women/men and girls/boys;

Promote the active participation of both female and male stakeholders in research design;

Refer explicitly to women/men and girls/boys in all research goals, methodology, outputs and activities;

Include researchers on the team who can incorporate gender perspectives into the research;

Ensure that research findings and recommendations on gender issues are included in policy discussions.

Gender perspectives in policy Analysis

Include gender perspectives in the identification of the policy issue to be addressed.

Ensure that the information collected in the consideration of policy options is sex-disaggregated and reflects the perspectives of women/men and girls/boys;

Assess the impact of the various policy options on women/men and girls/boys, as well as on gender relations;

Consult both female and male stakeholders, using processes that allow for meaningful inputs from women/men and girls/boys.

Integrating gender into the policy and planning

Gender mainstreaming

Gender research and analysis

=>Policy recommendations addressing gender concerns

Influence decision-making processes so that the relevant gender considerations are taken fully into account.

Formation of national policies that reflect an analysis of the gender issues identified.

UNITED NATIONS
ESCAP

SOCIAL
DEVELOPMENT
DIVISION sdd

Gender Mainstreaming

"Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels.

It is a strategy for making the concerns and experiences of women as well as of men an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that women and men benefit equally, and inequality is not perpetuated.

The ultimate goal of mainstreaming is to achieve gender equality."
(ECOSOC '97)

UNITED NATIONS
ESCAP

SOCIAL
DEVELOPMENT
DIVISION sdd

UN approaches and strategies

Gender analysis

Gender mainstreaming

Measures to address disadvantage and barriers of countries, groups and individuals

Ultimately to achieve more sustainable, equitable development and respect for human rights

***

UNITED NATIONS
ESCAP

SOCIAL
DEVELOPMENT
DIVISION sdd