

Gender Equity Analysis

The Rationale

Gender analysis can improve the effectiveness, efficiency, accountability and transparency of policy (public and private), as well as making significant contributions towards gender equality and the realisation of women's rights.¹

Gender equity analysis underpins key legislation in Australia, including the *Equal Opportunity in the Workplace for Women Act 1999*. This is replicated in equal opportunity implementation and management plans required in public sector reporting. Internationally it is increasingly embraced in policy debates in the United Kingdom, Canada and New Zealand.

With specific reference to the world of work, the International Labour Organization (ILO) identifies gender analysis as a tool for identifying the different roles and needs of men and women so that planners and policy makers can develop and implement concrete measures to promote equality of opportunity and treatment between men and women workers. A failure to do so can result in the inappropriate design of policies and programmes that do not meet the needs of both men and women. Further the absence of gender analysis can work against the interests of women workers - as an example we can look at the absence of apprenticeships around feminised areas of work, the absence of return to work, and work-life labour market arrangements and job/work evaluation mechanisms that are cohered around masculinised areas of work.

The ILO identifies three rationales for *mainstreaming* gender concerns into its activities, through gender analysis and planning.

- The human rights rationale - the goal of equality of opportunity and treatment between men and women including the elimination of all types of discrimination
- The social justice rationale - including women's access to employment and training; women's conditions of work, and; social protection
- The socio-economic development rationale - including the participation of women in public life and the design and implementation of policy and strategy. A key driver for the United Nations is that the gender inequalities hamper socioeconomic growth.²

What is Gender Analysis?

The New Zealand government define gender analysis as the variety of approaches, and methods used to assess and understand the **differences in the lives** of women and men, girls and boys and **the relationships** between and amongst them including: their access to resources and opportunities, their activities, and the constraints they face relative to each other. It is a process that identifies the **varied and different roles and responsibilities** that women, men, girls and boys have in the family, the community, and in economic, legal, political, and social structures.³

Relatedly, the Canadian government incorporate gender analysis into a wider project of gender mainstreaming defined as a strategy to assess the implications for both men and women, of any planned actions, policies or programs in all areas and at all levels. This approach recognizes the need to take social and economic differences between men and women into account to ensure that proposed policies and programs have intended and fair results for women and men, boys and girls.⁴

Gender analysis makes visible:

- the different needs, priorities, capacities, experiences, interests, and views of women, men, girls and boys;
- who has access to and/or control of resources, opportunities and power;
- who does what, why, and when;

- who is likely to benefit and/or lose from new initiatives;
- gender differences in social relations;
- the different patterns and levels of involvement that women, men, girls and boys have in economic, political, social, and legal structures – this may include for example differences in women's and men's engagement with paid work and access to labour market opportunities);
- women's and men's lives are not all the same and often vary depending on factors other than their sex, such as age, ethnicity, race and economic status; and
- assumptions based on our own realities, sex, and gender roles - this may include assumptions about domestic labour and caring responsibilities).⁵

When Should Gender Analysis be Conducted?

Gender analysis is best applied at the earliest possible stage of an initiative, policy change, or program to inform and shape the identification, design and planning of the most appropriate intervention. Gender analysis provides information and data on the differential impact of a specific initiative, policy change, or program on women and men. The analysis is then incorporated into future planning and development.

Examining the assumptions underpinning initiatives, policy changes, or programs can ensure that neither women nor men are disadvantaged. Gender analysis also can increase the likelihood that both women's and men's needs are addressed and that priority action areas for promoting equality between women and men are identified. Gender analysis enhances both the sustainability and effectiveness of policy change.⁶

An Ongoing Agenda

Key proponents of gender equity in Australia continue to emphasise the importance of gender analysis and its importance to policy implementation and review, in addition to public and private sector administration.

As an example the Sex Discrimination Commissioner, Elizabeth Broderick has identified the following priorities:

- a gendered analysis of the findings of the *Henry Review* (a major review into taxation in Australia) and responses by the Australian Government should be prepared to ensure that changes to the tax system help close the gap in economic security between men and women;
- the amendment of the *Equal Opportunity in the Workplace for Women Act* 1999 should be amended to cover Australian Government departments and statutory agencies with 100 employees or more;
- all government funded research, reporting, monitoring and evaluation frameworks should include disaggregated data collection and analysis of the outcomes being achieved for vulnerable groups, including women and their children(to ensure adequate housing); and
- adequate funding of the Office for Women to assist the quality of government decision-making and policymaking relating to women and the strengthening of agencies that contribute to gender equality.⁷

Steps in Gender Analysis – Two Similar Approaches

<ol style="list-style-type: none"> 1. Identifying the Issue Are both women's and men's experiences reflected in the way issues are identified? 2. Defining Desired/Anticipated Outcomes What do you want to achieve with this policy, and how does this objective fit into stated commitments to social and economic equality? Who will be affected? How will the effects of the policy be different for women and men, girls and boys? 3. Gathering Information What types of gender-specific data are available? 4. Conducting Research How will the research you consult or conduct address the different experiences of men and women? 5. Developing and Analysing Options How will each option have a different effect on women's or men's social and/or economic situation? How will innovative solutions be developed to address the gender issues you have identified? 6. Making Recommendations In what ways is gender equality a significant element in weighting and recommending options? How can the policy programming be implemented in an equitable manner? 7. Communicating the Policy How will the communications strategy ensure that information is accessible to both women and men? 8. Evaluating the Analysis How will gender equality concerns be incorporated into the evaluation criteria? How can this be demonstrated? What indicators will you use to measure the effects of the policy/program on women and men?⁸ 	<ol style="list-style-type: none"> 1. Collect sex disaggregated household, workplace and community data/information relevant to the program/project for each area below. 2. Assess how the gender division of labour and patterns of decision-making affects the program/project, and how the program/project affects the gender division of labour and decision making. 3. Assess who has access to and control over resources, assets and benefits, including program/project benefits. 4. Understand women's/girls' and men's/boys' different needs, priorities and strengths. 5. Understand the complexity of gender relations in the context of social relations, and how this constrains or provides opportunities for addressing gender inequality. 6. Assess the barriers and constraints to women and men participating and benefiting equally from the program/project. 7. Develop strategies to address barriers and constraints, include these strategies in program/project design and implementation, and ensure that they are adequately resourced. 8. Assess counterpart/partner capacity for gender sensitive planning, implementation and monitoring, and develop strategies to strengthen capacity. 9. Assess the potential of the program/project to empower women, address strategic gender interests and transform gender relations. 10. Develop gender-sensitive indicators to monitor participation, benefits, the effectiveness of gender equality strategies, and changes in gender relations. 11. Apply the above information and analysis throughout the program/project cycle.⁹
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Attachments

Equal Opportunity in the Workplace Agency case study Allens Arthur Robinson downloaded from http://www.eowa.gov.au/Pay_Equity/Files/EOWA%20case%20study%20-%20AAR%20August%202011.pdf

¹ United Kingdom Women's Budget Group - http://www.wbg.org.uk/GBA_Why.htm).

² <http://www.ilo.org/public/english/region/asro/mdtmanila/training/unit1/whyganl.htm>

³ <http://nzaidtools.nzaid.govt.nz/gender-analysis/what-why-when-gender-analysis>

⁴ <http://www.international.gc.ca/rights-droits/mainstream-integration.aspx?lang=eng&view=d>

⁵ <http://nzaidtools.nzaid.govt.nz/gender-analysis/what-why-when-gender-analysis>

⁶ <http://nzaidtools.nzaid.govt.nz/gender-analysis/what-why-when-gender-analysis>

⁷ Human Rights and Equal Opportunity Commission (2010) *Gender Equality Blueprint 2010* downloaded from http://www.hreoc.gov.au/sex_discrimination/publication/blueprint/Gender_Equality_Blueprint.pdf

⁸ <http://www.international.gc.ca/rights-droits/women-femmes/analysis-analyse.aspx?lang=eng&view=d>

⁹ Hunt, J. (2004) Introduction to gender analysis concepts and steps, *Development Bulletin*, no. 64, pp. 100-106.