



Preventing Violence Together United present

Gender analysis forum

20 November 2015

Clocktower Centre Moonee Ponds

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Morning's format

- Gender analysis: An overview
- Morning tea
- Introduction to panelists
- Panel presentations
- A conversation (Q and A)
- Summary and evaluation
- Lunch



This is what we have ahead of us this morning ...

Gender analysis: An overview



My aims in providing this overview are to set the context for today ... the panel presentations and conversations this morning and the workshop this afternoon. To do this I will ...

1. Provide a definition of gender analysis but also clarify other key terms that come with the application of gender analysis, such as gender, equity, gender mainstreaming, gender responsiveness and gender indicators.
2. Give you the rationale for doing gender analysis.
3. Share some examples of what gender analysis looks like in action, or what gender analysis results in, so you know that it's happening or has happened when you see it.
4. Introduce the features and core considerations of gender analysis, so you have a framework for how to do it.
5. Show you what this framework looks like when used for a specific kind of work, that of programming

What is gender analysis?

A powerful, practical decision-making and action planning tool

The systematic gathering and examination of information on gender differences and social relations in order to identify, understand and redress inequities based on gender ...

- Examines the lived realities of women and men, especially their different experiences in social, economical and political life
- Understands these differential experiences as fundamentally inequitable
- Focuses on the causes of these inequities: the social construction of gender
- Produces policies, programming or service delivery that generate positive changes for those whose lives are shaped by gender and inequities

Is foremost about equity



Gender analysis is really important for all of us here today, whether we're organisational leaders, operational managers, or planners. Why? Because we're all in the business of making decisions and putting actions into place. And gender analysis removes the possibility of our decisions and actions being based on assumptions or stereotypes about the women and men who work in our organisations, or the women and men who are part of the communities we serve. Gender analysis minimises the likelihood of our decisions and actions causing harm by inadvertently reproducing inequities. Put simply, gender analysis is a platform for informed decision making and action planning.

So what is gender analysis?

And what does gender analysis involve?

So now we have two terms on this slide (underlined) I'd like to define before going any further ... gender and equity

Sex and gender

Sex: the physical characteristics of being biologically female, male or intersex (i.e. hormones, chromosomes and anatomy)

Gender: the historical, cultural, socially constructed meanings of what it is to be a woman or man, maintained through social roles, responsibilities, expectations and practices, and broader norms, structures and institutions

- Gender is relational: it's about women and men
- Gender relations are hierachal: access to and control of resources are not experienced equitably e.g. women have less status in society than men, women are not as well represented in leadership as men, women's work is less valued than men's work, women do more unpaid (unseen) work than men
- Gender hierarchies put women at risk of specific forms of harm: gender-based discrimination, harassment and violence
- Gender hierarchies are unfair (inequitable)
- Gender inequities are avoidable



Defining gender means also defining sex.

Norms are the ideas, values or beliefs that are dominant in a society, community, organisation or group, so 'taken for granted' that they are tacit or unquestioned e.g. that women are better nurturers than men and men are better leaders than women, or women are objects whereas men are subjects. Norms are often deeply rooted in the customs and traditions of a society, community, group, etc.

Structures or institutions include everyday social arrangements (e.g. social networks, public and private) as well as things like marriage, family, religion, education, law, justice, police, military, media, art, civil society, business, political parties, medicine, health care, the state, legislation, policy ...

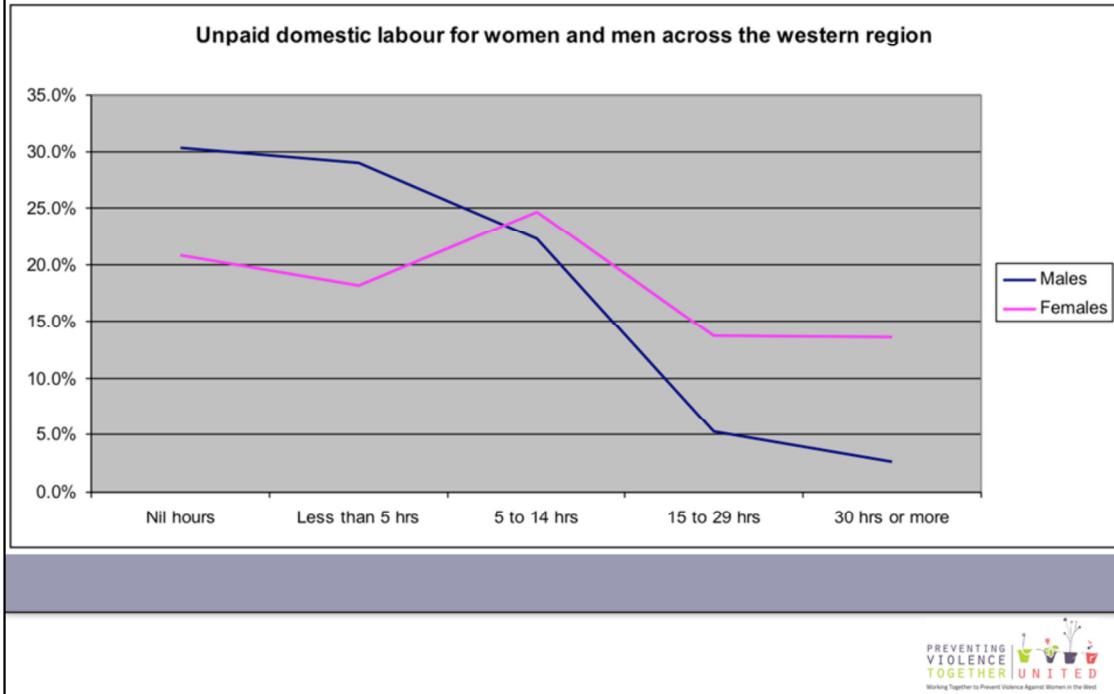
Because gender is so well maintained some refer to it as a

gender ‘regime’ or the gender ‘order’.

A few characteristics about gender worth reminding ourselves about.

Before moving on to defining equity, I want to demonstrate the relational and hierachal characteristics of gender by presenting to you a snapshot of women and men in Melbourne’s west, with particular reference to their lived realities of work, leadership and income.

Gender is relational and hierachal



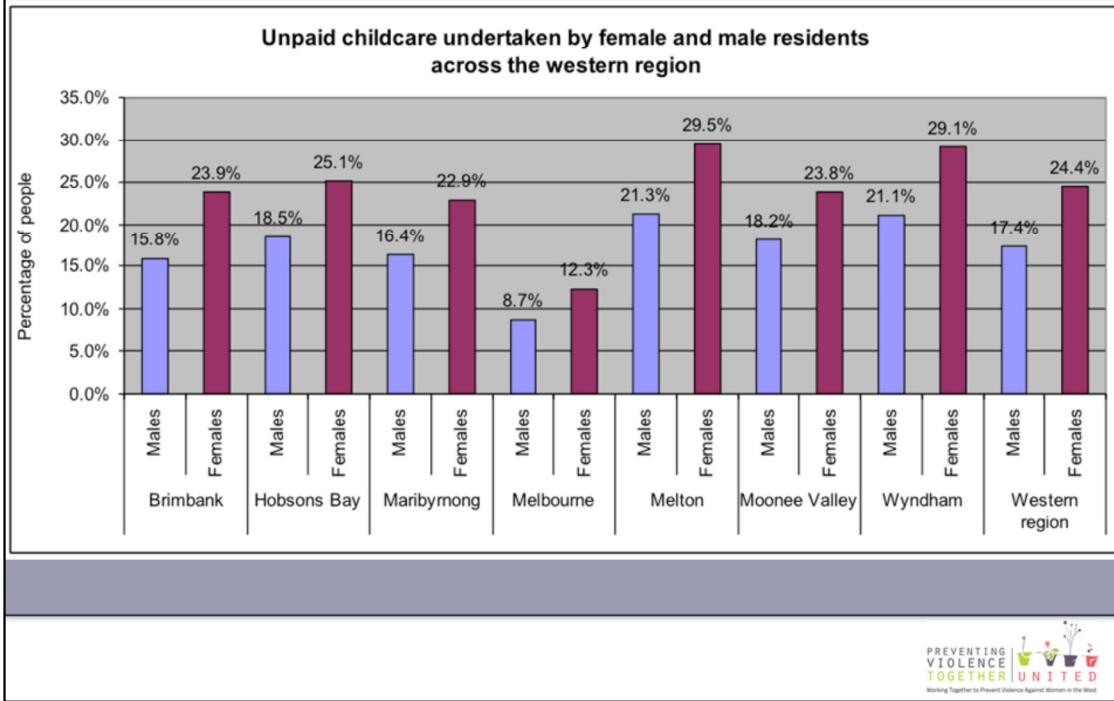
Dominant gendered beliefs and ideas about what constitutes women's and men's work expresses itself in many ways in the daily life of women and men today, especially in the type of work that is done (i.e. paid or unpaid) and the mode of paid work that people are employed in (part-time or full-time).

First ... let's look at the type of work ... with a focus on unpaid work.

Historically, women's place has been seen as in the home and women's work has been defined as domestic and caring in nature. This graph shows the gendered realities of who does unpaid domestic work in Melbourne's west. It shows that gendered expectations about what counts as women's work are well and truly alive in 2015. It shows the amount of time spent on unpaid domestic work over a one-week period. Men are more likely than women to do no unpaid domestic work over a week and women are more likely than men to do 30+ hours over a

week.

Gender is relational and hierachal



Still on unpaid work.

This chart shows the gendered realities of women and men and their care of children at home. Again, it shows that gendered expectations about what counts as women's work are well and truly alive in 2015. It shows the proportion of females and males in Melbourne's west who spend time caring for a child or children without pay over a two week period. Across the board, there are higher percentages of women than men who take care of children at home over a two-week period.

Gender is relational and hierachal

<http://victorianwomenshealthatlas.net.au/#!/>



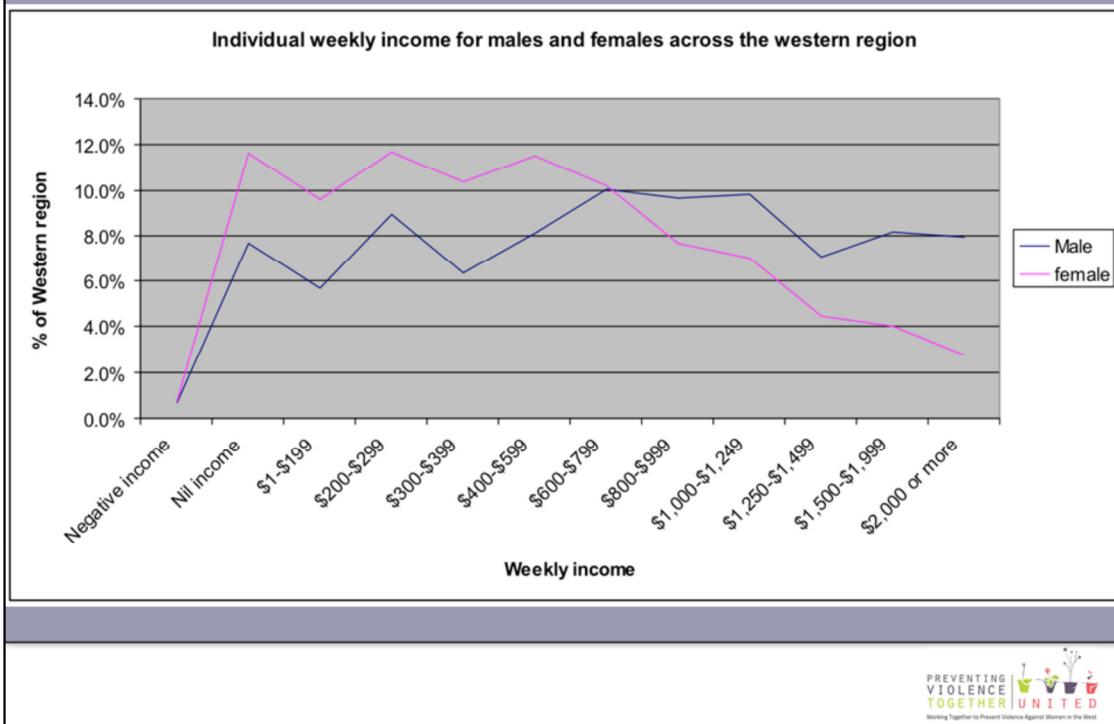
Next ... paid work, and in particular the 'mode' of such work.

Historically, dominant gendered beliefs and ideas about the division between paid and unpaid work have seen men dominate the paid workforce with women confined to the domestic and caring sphere of the home. While there have been dramatic shifts in expectations about who can do paid work over recent decades, and dramatic increases in women's presence in the paid workforce, much of women's participation in paid work is in non-career progression, part-time and lesser valued (remunerated) employment. This shows we still have a long way to go before paid work is seen in our society as a genuinely accessible domain for both women and men.

I'm going to show you the gendered patterns of part-time work and career progression by going online, to a fabulous new resource, an online gendered data atlas ... (And note the previous two graphs were from WHW's data book.)

In the workshop this afternoon there's time to play around with this new resource, exciting! I think the only other point I want to make about this new resource, as well as the WHW data book and other sources, is that getting your hands on this sort of information is not difficult, it's not like the information is tightly held in some vault somewhere, it's out there!

Gender is relational and hierachal



Now let's get to income.

Women's higher representation than men in non-career progression part-time employment, their often fragmented paid work trajectories and career paths due to time away from the workforce for child care reasons, and their time spent on unpaid work as opposed to (or in addition to) paid work, all mean that women's individual weekly earnings are lower than men's and, over a life time, women's financial security is much more precarious than men's. I'm told that Australia's gender pay gap is currently at 18.2%, the worst in 20 years. Currently, an individual man on average will earn \$14,500 more than an individual woman, who will have to work 66 days more to make up for that differential.

... and here's how we look in Melbourne's west. The gendered pattern is again clear ... higher percentages of women who earn less than \$600 a week, and higher percentages of men who

earn more than \$1,500 a week.

I could show you more slides and present more figures, e.g. the gendered patterns of unpaid care for someone with a disability, the gender patterns in different industries and sectors of employment ...

But to go back to my point earlier about gender analysis ... The whole point about systematically gathering the sorts of information I've just presented to you is so we can examine the gendered patterns and then ask ourselves the following question. Are the reasons these gendered patterns exist – which are reasons based on gendered expectations about the type of work that is done (i.e. paid or unpaid) and the mode of paid work (part-time or full-time) – are these reasons fair? And if we think they are NOT fair (in other words are inequitable) then how can we use that information to guide decisions and actions – as organisational leaders, operational managers or planners and programmers – so as not to perpetuate the status quo? That's gender analysis! No real mystery to it.

Equality versus equity



So earlier I said I needed to define two terms: gender and equity. Let's get back to definitional matters and define equity.

Just like defining gender means defining sex, defining equity means first defining equality.

Equality is based on the premise that everyone should be treated in the same way. It fails to recognise that equal treatment will not produce fair results because people – women and men – have different lived realities, as I've just shown you.

Equity takes those different life experiences into account and recognises that different approaches might be needed to produce outcomes that are fair. Equity is sometimes referred to as substantive equality.

Imagine for a moment that we're in these two cartoons, on the

front side of the fence, and we can see (or not see) the faces that belong to these characters. We can stand on that front side of the fence and say, ‘Oh well, so-and-so isn’t counted here’ or ‘I can’t see so-and-so, they mustn’t want to be counted.’ Alternatively, we can take a look over the fence and understand that so-and-so simply needs a different crate in order to be counted. That’s the definition of equity.

Why do gender analysis?

As long as gender inequities persist, and women's disadvantaged positioning relative to men continues to impact their lives negatively and systemically, then gender analysis is needed, to understand, make informed decisions and take informed actions ... for gender equity



That's why we need gender analysis ... because of the social construction of gender and its inequities.

Which means mainstreaming it

A strategy that brings gender analysis to the core of an organisation's or institution's areas and activities, so that responsibility and accountability for doing it is diffused and 'everyone's business'



... which means not only one or two of us having responsibility for it but mainstreaming it.

Gender equity

... the process of being fair to women and men with the aim of achieving equal outcomes, including in representation, status and rights, and opportunities to contribute to social, economic and political life

To ensure fairness, however, measures are needed to compensate for the historical and social disadvantages that prevent women from being on a level playing field with men



And now that we have the rationale for gender analysis, we can also be more specific about the definition of equity provided a few moments ago ...

I said a few moments ago that equity takes different life experiences into account and recognises that different approaches might indeed be needed to produce outcomes that are fair for everyone. Here's our definition of equity with gender explicit throughout.

A tool for decision making and action planning

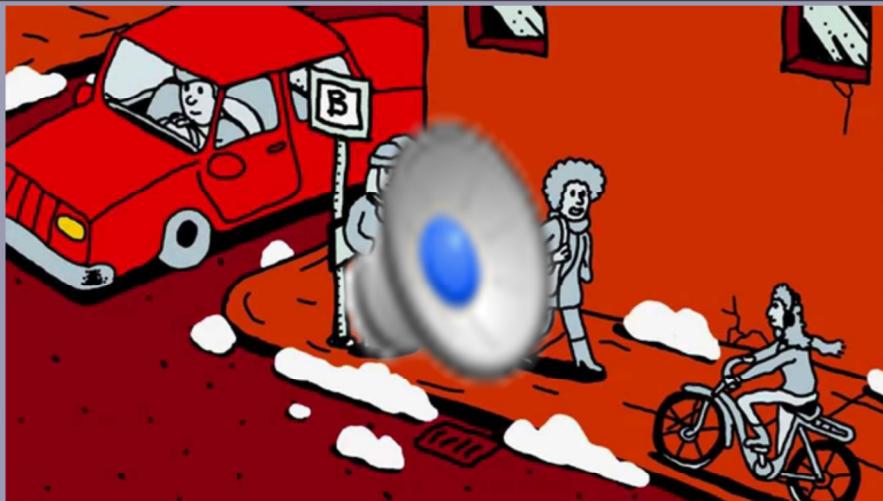


Exhibit A 'Snow clearing in Karlskoga'

<https://vimeo.com/77692813>

(Municipal service delivery)



I realise there's a panel to follow soon on gender analysis in action, in the areas of leadership, human resources and management, and programming.

But I wanted to give you some of my own examples of gender analysis in action or gender analysis having happened. I've gone for international examples, to countries that are similar to Australia. These examples in different ways make a compelling case for gender analysis as a platform for sound decision making and for generating positive changes for those whose lives are shaped by gender and inequities.

Exhibit A ... Directing municipal service delivery to where it's needed (and saving money) (Swedish Association of Local Authorities and Regions) ...

I love the way this video talks about gender analysis as ‘a different approach’. It’s just that, a different approach to the way things have been done to date.

If you’re here today from local government, in what ways do you think your current approach to municipal service delivery could be rethought along the lines of Karlskoga municipality?

... and generating positive changes

Exhibit B 'Swedish dads'
(Parental leave legislation)



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Exhibit B ... Institutionalising equitable parenting practices

Sweden is among the worlds most generous in terms of shared parental leave legislation. The current system allows BOTH parents to stay at home with their child for 480 days in total while receiving an allowance from the state. Out of these 480 days, 60 must be taken by the father or else are lost.

In his photo series Swedish Dads, Johan Bävman documents men who take advantage of paid parental leave. On the left is a photo of Johan Ekengård, who shares parental leave equally with his partner for their children Ebbe, 7, Tyra, 5, and Stina, 1. Both took 9 months of parental leave with each child. 'The financial loss with me taking parental leave is worth every krona. I have gained confidence as a dad to my kids, understanding for my partner, and stronger ties to my children that, as I see it, are important for their growing up.'

On the right is Urban North who also shares parental leave equally with his partner. ‘My wife and I try to be as equal as possible in our everyday life. Our son Holger was diaper-free at the age of 4 months, something we both worked really hard on during the first months, and which I am very proud of today. My day consists of cooking and playing with my son.’

Even with these measures in place, only 12% of Swedish dads share the 480 days of parental leave equally with their partners. So, still some way to go before realising equitable parenting ...

Here in Australia, we’ve got even further to go, as our shared parental leave legislation is nowhere near as generous as Sweden’s (two weeks of government funded pay). But some employers are leading the way with parental leave policies. According to the Workplace Gender Equality Agency (WGEA), leading employers are starting to recognise that equal outcomes for men and women in the workplace means recognising fathers as carers of children too. This year, there have been moves by several organisations to expand and promote parental leave programs for men – in particular to encourage men to take primary carers leave. This gives new dads hands-on time with their babies and allows partners to share caring responsibilities. Under Lend Lease’s parental leave arrangements, for example, each parent is entitled to 18 weeks paid parental leave as a primary carer at any point in the first 52 weeks. If they both work for the organisation they can tag team their primary carers’ leave to help manage childcare.

For those of you attending today from operational areas in your organisation, how do you think your organisation is travelling with regards to paid shared parental leave policies?

... and generating positive changes



Exhibit C 'Because it's 2015'
(Government leadership)



Exhibit C ... Representative democracy that's more representative!

Governments can lead the way on gender equity by taking steps to attain equal representation of women and men in ministerial roles and their cabinets. Canada's new prime minister Justin Trudeau recently named a young and ethnically diverse cabinet, with a ministerial team that for the first time in the country's history is equally balanced between men and women. The ministers – 15 women and 15 men – are mostly aged under 50, in a team marking both a generational change and a commitment to reflecting Canada's diversity. 'It's important to be here before you today to present to Canada a cabinet that looks like Canada,' Trudeau told reporters soon after he was officially sworn-in as the country's 23rd prime minister. When asked to explain his gender parity decision, he answered, 'Because it's 2015.'

Trudeau's cabinet shows us that equitable leadership can be

achieved if you put your mind to it. Here in Victoria, Premier Daniel Andrews' announced earlier this year that at least half of all Victorian judges, magistrates and public board members must be women under a new government workplace commitment, stating that 'Under my Government, equity is not negotiable'. These are the sorts of steps that can be made to realise equitable leadership.

For those of you attending today who are in executive positions, how are your organisations' steps to increase female leadership appointments looking? Is the leadership group in your organisation approaching anything like Trudeau's cabinet?

It's about men too ...

Gender is a relation, and gender roles, norms, practices and institutions influence life conditions and opportunities for men as well (although not ways that are as historically or systemically negative as for women)



Refer back to Exhibit B.

How to do gender analysis

Gender analysis frameworks have been around since the 80s

- Donor organisations (for themselves and partners)
- Governments (legislative basis, international obligations)
- Community-based organisations (programming)

Intent was to assist in the process of gender mainstreaming:
making gender considerations part of 'how we do business'

Which framework is best depends on what it is being used for
... as a rule, the best ones are user-friendly (not too complex)
and purpose-fit to the task at hand

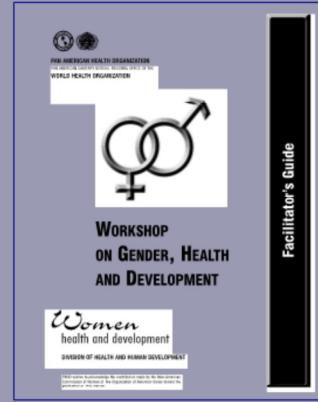
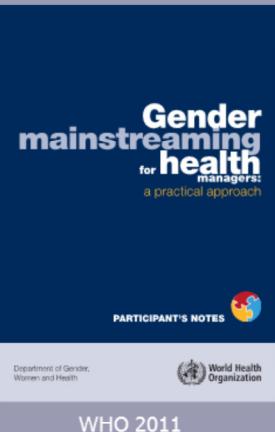


I hope the presentation so far has given you a good idea of what gender analysis is, why you'd do it, and how you might know it if you saw it in action. Now I'd like to spend a few moments on how to do gender analysis.

For this, there's gender analysis frameworks ...

Gender analysis frameworks developed by donors exist to ensure their own staff and consultants align with organisational policies. Those developed by governments often have a legislative basis (e.g. in anti-discrimination acts) or are a way of meeting obligations to international instruments such as the UN's Convention on the Elimination of all forms of Discrimination against Women (CEDAW)

NGO or donor organisation examples

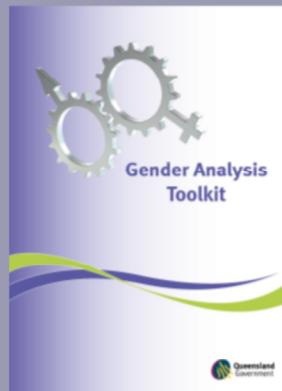


Some are guidelines, some are manuals, some come with training ...

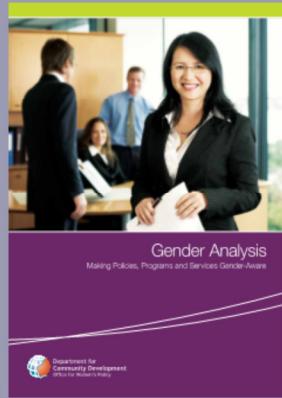
Australian government examples



OW SA 2010



OW Qld 2009



OWP WA 2005



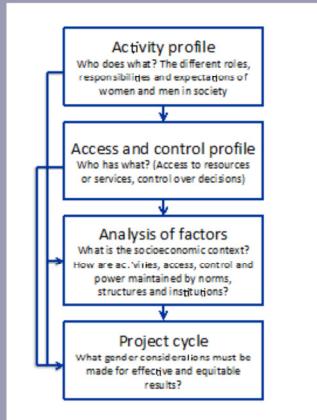
NSW Health produced a framework in 2000 and across the Tasman Sea the Ministry of Women's Affairs New Zealand produced a framework in 1996. These are all frameworks for gender analysis and policy development.

In Victoria we have a gender and diversity lens for health and human services, 2008, no longer available.

Features and core considerations (programming)

Features

- Support problem identification and action planning through questions or prompts that 'spotlight' inequities between women and men
- Accommodate planning, implementation and evaluation



Core considerations

Who does what (gender roles)?

Who has what (access to resources) and makes decisions about these (control and power)?

Why do these gender inequities exist? How are they maintained through norms, practices or institutions? What's unfair about them? To whom?

What can be done (action)?



Just the title first ...

In preparing for today, I reviewed several different frameworks (and also reviewed some very good reviews of different frameworks) ... and identified some features and core considerations of gender analysis frameworks for the programming context. We'll see why I've picked programming as the context in a minute.

First the features

Now the core considerations... frameworks are typically a series of questions or prompts, some with just a few,

others with 50 or so ... the most distilled form of these questions or prompts is shown here ...

Note that these core considerations are a combination of gender analysis tools developed Harvard and Moser and which have been around for a while (and are very widely adopted by various gender analysis frameworks).

Explain how you take the information from the first two questions, then do the analysis in the context of gender norms, structures and institutions, then take everything you've got and push it through the program cycle, to answer the final question which guides decisions and actions.

MPHP and IHP planning context



Core considerations

Who does what (gender roles)?

Who has what (access to resources)?

Who makes decisions about these (control and power)?

Why do these gender inequities exist?

How are they maintained through norms, structures or institutions?

What's unfair about them? To whom?

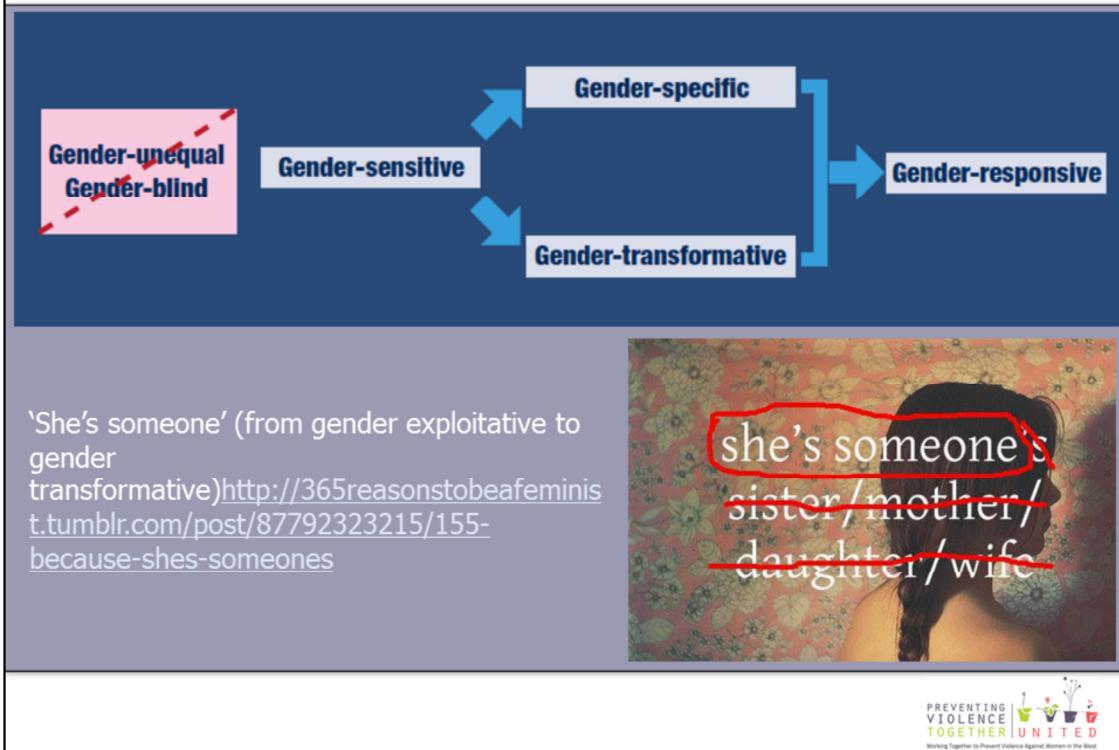
What can be done (action)?



Here we have a specific program cycle, the health planning cycle.

The workshop this afternoon will look at how the core considerations of gender analysis frameworks can be dropped right into the Victorian health planning context, from conducting a needs assessment, to program design to evaluation. It's all about how these core considerations of gender analysis can drive the MPHP and IHP planning, implementation and evaluation cycle.

Gender responsiveness: Practical or strategic



By now I hope you've got a picture of gender analysis as a powerful and practical action planning instrument. I want to spend some time on the action planning part. For the actions you take must be as carefully considered as all other parts your gender analysis, or else all your early thinking about gender and inequity can come undone. It's about being as responsive to gender in our actions as in our thinking.

There are two ways for actions to be gender responsive. They can respond to practical gender needs and/or they can respond to strategic gender needs.

Practical gender needs refer to the needs women identify in their socially accepted roles in society. Responses to these needs do not challenge those gendered constructions. The re-prioritising of snow clearing in the Karlskoga case study earlier is an example of gender responsiveness that is practical in intent.

Strategic gender needs, by contrast, refer to the equity needs that arise for women because of the social construction of gender and its differential influence on women and men with regards to access to and control of resources. Responses to these needs of women means redressing gender and its inequities through strategies, measures or steps that transform dominant gender roles, responsibilities, expectations, practices, norms, structures and institutions. Trudeau's cabinet is an example of gender responsiveness that is strategic in its intent.

Responses to either type of needs are fine, as shown in this map by WHO. Gender specific means you've been responsive to practical gender needs; gender transformative means you've been responsive to strategic gender needs. They are both gender responsive. And they are not mutually exclusive. In Trudeau's cabinet, for example, I imagine there are practical gender needs of women being met too, for those women members who have care responsibilities for children or others in their families.

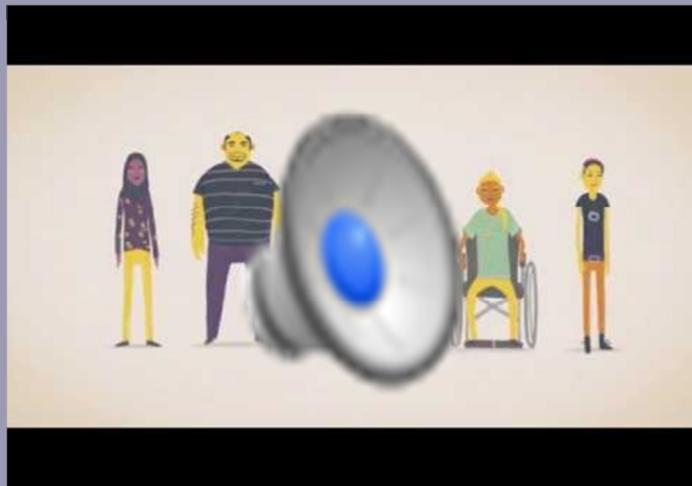
What you want to avoid in your decisions and actions is being gender exploitative, the pink box on the left. Gender exploitative perpetuates dominant gender roles, responsibilities, expectations, practices, norms, etc., by actually reinforcing them, intentionally or otherwise.

Here is an example that illustrates the difference between a gender responsive action (in this case transformative) and gender exploitative action, and how sometimes there's a very fine line between the two.

It's from the blog '365 Reasons to be a Feminist'. For this example, you have to understand the original meme. It's a women's rights meme. Explain the original meme. And the revised meme.

The blogger writes, ‘The original meme (which seems to be on its way out. Yay!) and this argument have been floating around cyberspace for too long. Whoever wrote this obviously had their heart in the right place and wants to protect women and their rights. In the process they simply forgot that women are people too. Growing up in a society where men are the norm, we often forget that... *drum roll...* **male is a gender too**, and that women are... *wait for it...* also people. People just like men. The original meme implies that “someone” is a man, and women are some kind of attribute or appendage. Their value lies in their relationship to men.’

Gender responsiveness: CHS context



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Gender indicators

'What gets measured is what gets done'

Gender indicators are a way of measuring progress towards the equity improvements you seek through your actions

Core considerations of gender indicators:

- concrete and tangible
- things we can see, read or ask about
- 'SMART' (good practice in establishing indicators)

Establish quantitative and qualitative gender indicators that point you to what success looks like in the context of your equity efforts

- borrowing gender indicators from other contexts might be tempting, but it's always better to develop your own SMART gender indicators



I now want to focus on the last part of the programming cycle, evaluation, and talk about gender indicators.

Gender indicators are indicators that measure gender-related changes over time. They are a way of measuring progress towards the equity improvements you seek through your actions. Gender indicators are an excellent way of showing others that positive changes are being made for those whose lives are shaped by gender and inequities.

Gender indicators are just like any other indicators developed for the purposes of evaluation ... they have to be SMART i.e. specific, measurable, achievable/accurate, relevant/realistic and timely/time-bound.

Gender indicators are highly context driven. A gender indicator that measures a country's progress towards gender equity is very different to a gender indicator that measures a region's or organisation's progress towards gender equity. Gender indicators must be purpose fit or else they won't be able to illuminate the gender-related changes that are being sought, and they will be pointless.

To be truly meaningful, gender indicators should be developed in consultation with those directly affected by your equity efforts ... program partners, organisational members, community women and men, etc.

Why establish gender indicators? Because what gets measured is what gets done. Once you identify these markers or hallmarks of success, I'll guarantee you'll be working towards achieving them. You won't be able to get them out of your heads.

One of several stratifying mechanisms

In the Australian context, gender is one of several mechanisms of social positioning, resulting in the unequal and unfair distribution of resources

- race, ethnicity, class, sexuality, ability, Indigeneity ...
- nationality, migration/refugee status, geographic location ...

Implications? Examination of gender relations must incorporate analyses of other social hierarchies, and how these intersect to shape the lived realities of different women

The goal of equity motivates us to focus on groups of women with the greatest needs to be met to close the gap on inequities



Social stratification occurs along the lines (axes) of race, ethnicity, class, sexuality ...

Challenges and opportunities

If gender analysis is to be effective in redressing inequities based on gender, it must be mainstreamed in organisations and institutions



This statement makes gender analysis as much a technical or skills process as a political one. Leaders, managers and personnel alike must co-create the authorising environment for gender analysis to occur. We see this as a challenge as well as an opportunity for all of you here today. Frameworks and tools are part of the picture; but people need an authorising environment in order to use them.

Morning tea



Panel presentations

