



# Gender analysis & GTA

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Gender Session at the 9th SADC RBOs/SWIs Virtual Workshop

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# Gender Analytical Tools



## Gender Analysis

- Gender analysis - analytical processes that help visualise and identify differences and similarities
- Visualisation provides basis for effective gender responsive water related policies, programmes and investments
- Tools for description of male and female roles and responsibilities but assist in unveiling constraints faced in accessing, managing and sustaining water interventions, climate information
- Detailed analysis of the above and other gender dynamics, power relation provides guidance in formulating mechanisms for narrowing the gender gaps and inequalities.

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# Gender Analytical Tools



## Why Gender Analysis

- Gender analysis is the **first step** in gender and social inclusion integration, which is a step toward reducing gender inequalities and achieving gender equality and social inclusivity.
- Application across policy, program and project pipelines to push activities toward **gender transformation** that recognize and address underlying power imbalances that keep gender inequalities in place.
- Recommended that it is conducted at the initiation of a policy, programme investment etc.

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# Defining Baseline for Gender Transformative Change

Gender Transformative

Addresses the underlying causes of gender-based inequalities and transforms harmful gender norms, roles and relationships

Gender Mainstreaming

Includes statements around gender across the program but does not focus on gender norms or harmful practices

Gender Sensitive

Acknowledges gender differences but does not address gender inequalities

Gender Neutral

Vague, erratic or insubstantial effort

Gender Blind/Unequal

No attempts to address gender inequalities. likely perpetuates gender inequalities

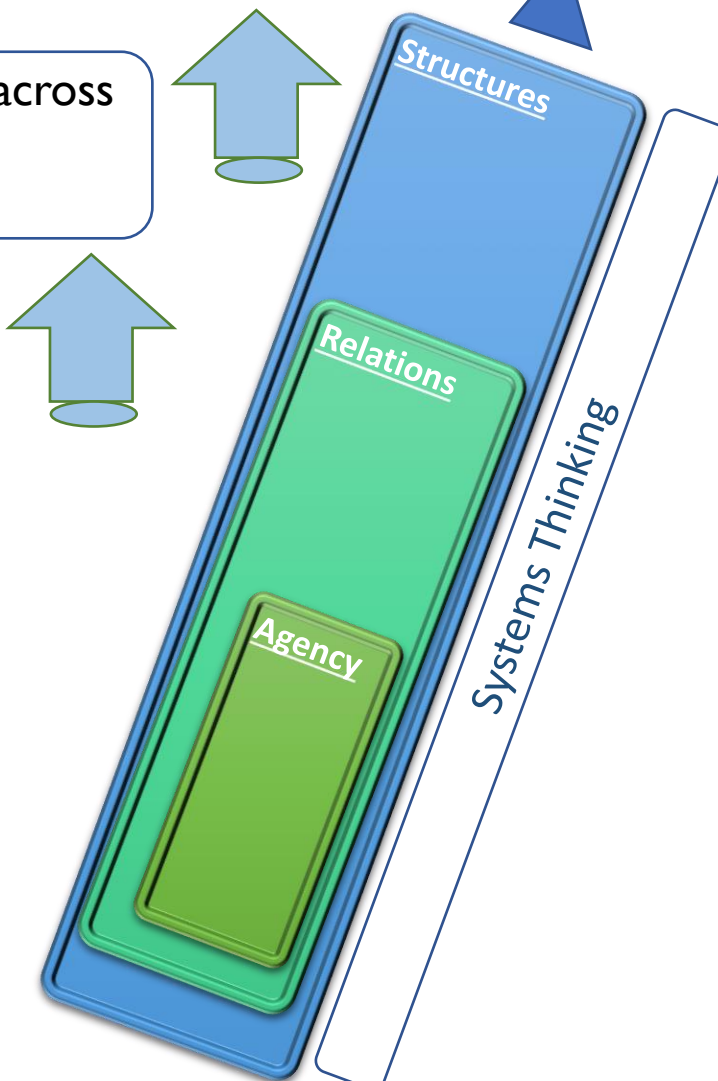
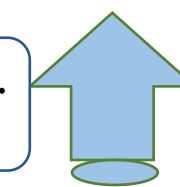
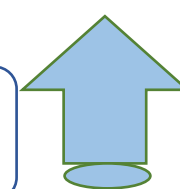
Gender Equality & Social Inclusion

Structures

Relations

Agency

Systems Thinking



## Defining Baseline for Gender Transformative Change

### Categorisation of Policies along the Gender Continuum

Category	Characteristics	Categorisation of policies analysed country x
Gender transformative	Addresses underlying causes of gender-based inequalities; transforms harmful gender norms, roles, relationships	<i>No policies qualified for this category</i>
Gender mainstreaming	Includes gendered statements throughout the programme; but no focus on actual gender norms or harmful practices	<ul style="list-style-type: none"> <li>• National Gender Policy xxxx</li> <li>• The Gender Equity and Equality Act xxxx</li> </ul>
Partial gender mainstreaming	Efforts are made to include women as beneficiaries	<ul style="list-style-type: none"> <li>• National Development Plan xxxxxx</li> <li>• National Agricultural Policy</li> <li>• xxxxxx Water Commission Gender Strategy</li> <li>• Global Water Partnership Strategy xxxxxxxx</li> <li>• Climate Change Gender Action Plan, xxxxxx</li> <li>• National Policy on Climate Change, xxxxxx</li> </ul>
Gender aware	Acknowledges gender differences but does not address gender inequalities	<ul style="list-style-type: none"> <li>• Country Vision 2030</li> <li>• National Water Supply and Sanitation Policy xxxx.</li> </ul>
Gender neutral	Vague, erratic, or minimal effort made to address gender inequalities	<ul style="list-style-type: none"> <li>• Water Resource Management Act xxxxxxxx</li> <li>• National Bio-Diversity Strategy and Action Plan xxxxx</li> </ul>
Gender blind Gender Hostile	No attempt to address gender inequalities, may perpetuate gender inequalities or make them worse	<i>No policies qualified for this category</i>

# Levels of Gender Transformation, Dimensions of System Change

## Levels of Gender Transformation

## Dimensions of System Change

## WACDEP-G Targeted Interventions

### Structures

informal and formal institutional rules that govern collective, individual and institutional practices, such as environment, social norms, recognition and status

### Relations

expectations and dynamics embedded within relationships between people in the home, market, community, and groups and organizations

### Agency

individual and collective capacities (knowledge and skills), attitudes, assets, actions, and access to services

Mental Models

Systems Thinking

Policies

Practices

Resource Flows

Relationships & Connections

Power Dynamics

Gender in climate, water policies, strategies, Plans

Gender Responsive Plans & Budgets-CRWI

Gender in financing CRWI

Institutional policies/Guidelines for integrating gender in plans & budgets

Capacitating Institutions that are working on CRWI initiatives

Influencing regulations in access to control of water, land, information, services

Strengthening networks and partnerships

Empowering Women and Women Agencies

Influencing behaviours of individuals in targeted institutions

Trainings on GTA



# Policy, programme, Investment Formulation



## Bringing it all together

- Identification of gender and social inclusion actions that will be addressing inequalities at all levels and in all interventions, policy , plan , programme, projects
- Integrate /unify the Gender Action Plan with the organizational logical framework/results framework
- Ensure inclusion of agreed gender actions or those actions that lead to gender equality in the organizational budget , resource mobilization undertaking

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*Thank you for listening*

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