

MODULE 5 - Working to transform: the building blocks of gender and intersectional analysis

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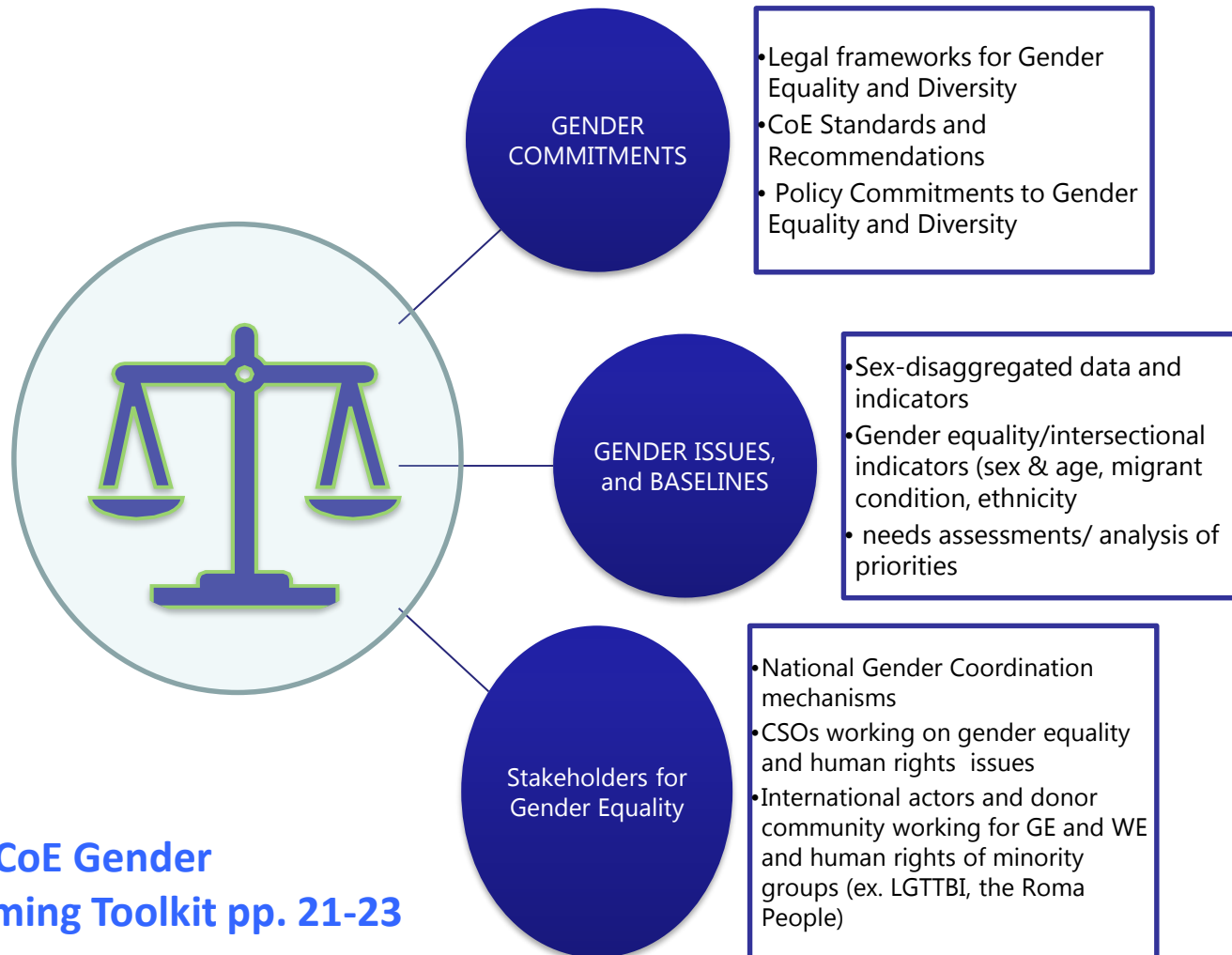
Objective of this session

To improve your skills for using tools to mainstream gender equality issues in your work, particularly:

1. Enhance skills for Gender Analysis
2. How to mainstream gender and intersectional perspectives in your documents
3. How to identify potential risks of gender-blindness in documents



3. GENDER ANALYSIS: building blocks



▪ See also: CoE Gender Mainstreaming Toolkit pp. 21-23

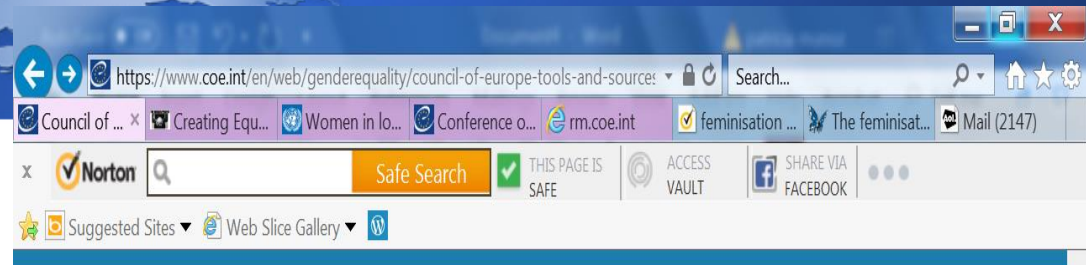


11. B. Gender Analysis – its added value

- Exposes UNEQUAL POWER RELATIONS determining:
- - gender roles affecting women disproportionately, as compared to men, for ex. in terms of differential access to and control over assets/knowledge/resources (**who has access and who does not**) – **KEY: always ask WHY? How come?**
- Makes inequalities visible in qualitative and quantitative terms (sex-disaggregation and gender data) example
- Identifies key gender equality issues that should be addressed in any activity/initiative/discussion/policy dialogue
- Is a starting point and basis for gender mainstreaming actions
- Indicates whether specific actions are needed for specific groups of women or men (intersectional analysis)
- Detects gender asymmetries/disparities/gaps at all levels, at micro, meso and macro level

Gender analysis: Why is gender/sex disaggregated data key to your work?

- Data on the differentiated situation of women and men, and on current gender relations, are an absolutely necessity for gender mainstreaming.
- WHY? In addition to lack of data and statistics disaggregated by sex, data can also be gender biased.
- Good statistics comprise data that are relevant for both women and men and that are split up by sex as well as by other variables (age, race/ethnicity, income, sexual orientation, origin) (CoE Glossary p. 12)



You are here: Democracy > Gender Equality > Themes > Gender mainstreaming

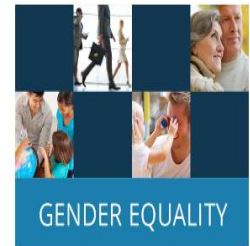
Council of Europe tools and sources of statistical data



Gender mainstreaming tools and gender-disaggregated statistics are important means to fully understand the situation of women and men in society and

design better policies which are gender sensitive.

The Council of Europe has produced useful tools in this respect and there are numerous sources of statistical data on a wide range of topics related to gender equality.



**Gender
mainstreaming**

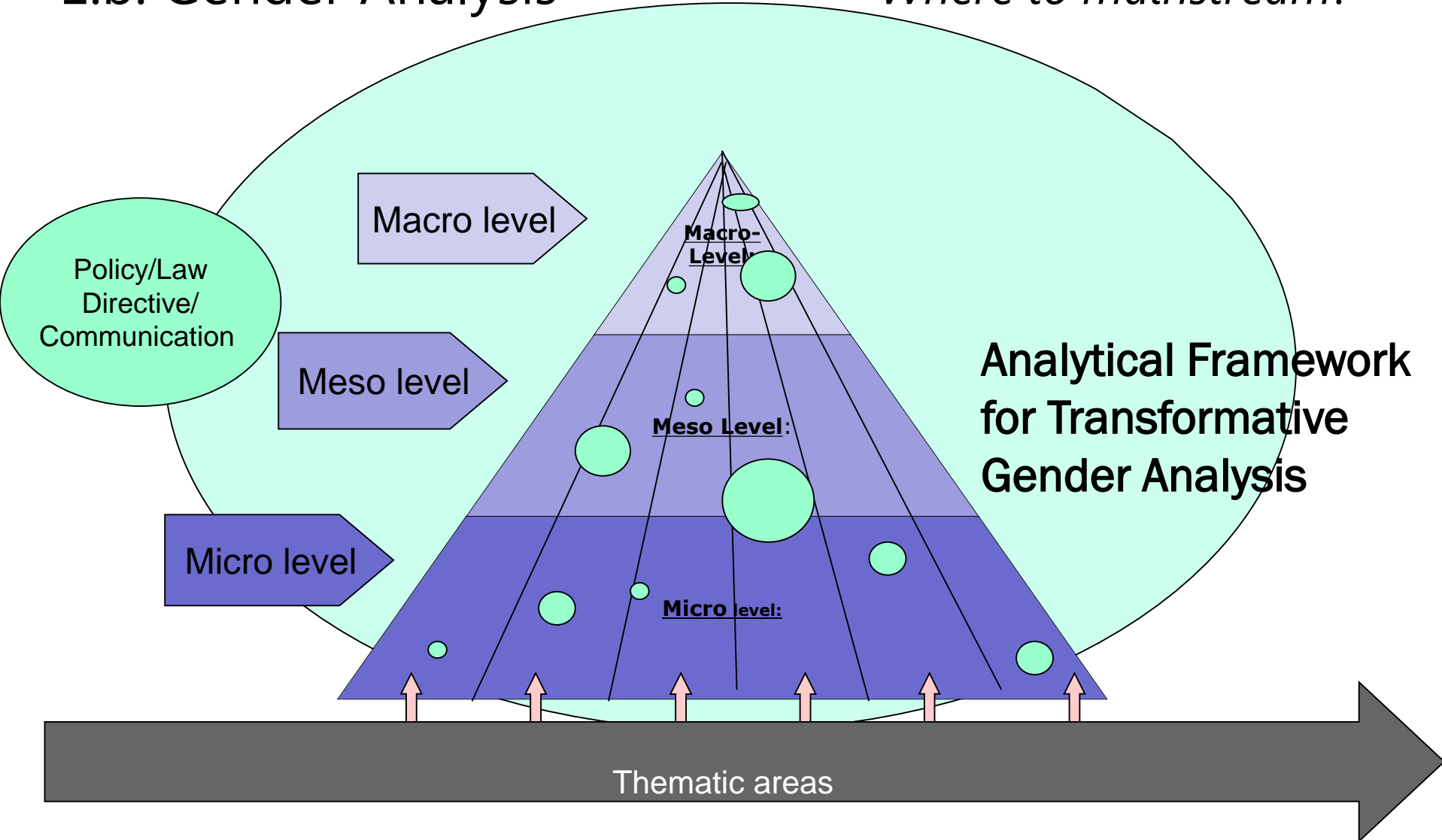
What is gender
mainstreaming?

Council of Europe



1.b. Gender Analysis

Where to mainstream?





Key gender-responsive questions MICRO-MESO-MACRO FRAMEWORK

CONTEXT ANALYSIS: WHAT ARE FACTORS/BARRIERS FOR GENDER EQUALITY IN A GIVEN COUNTRY/ THEME/ SECTOR? Gender norms and their impact on:

ROLES AND DIVISION OF LABOUR BETWEEN MEN AND WOMEN?

ACCESS TO AND CONTROL OVER ASSETS, RESOURCES & BENEFITS? WHO DOES NOT AND WHY?

PRACTICAL & STRATEGIC NEEDS OF DIFF. WOMEN AND MEN (IND. AND GROUPS)?

Women's and girls' enjoyment of their fundamental rights ? (VAWG,

*To apply at
3 levels:*

-MACRO

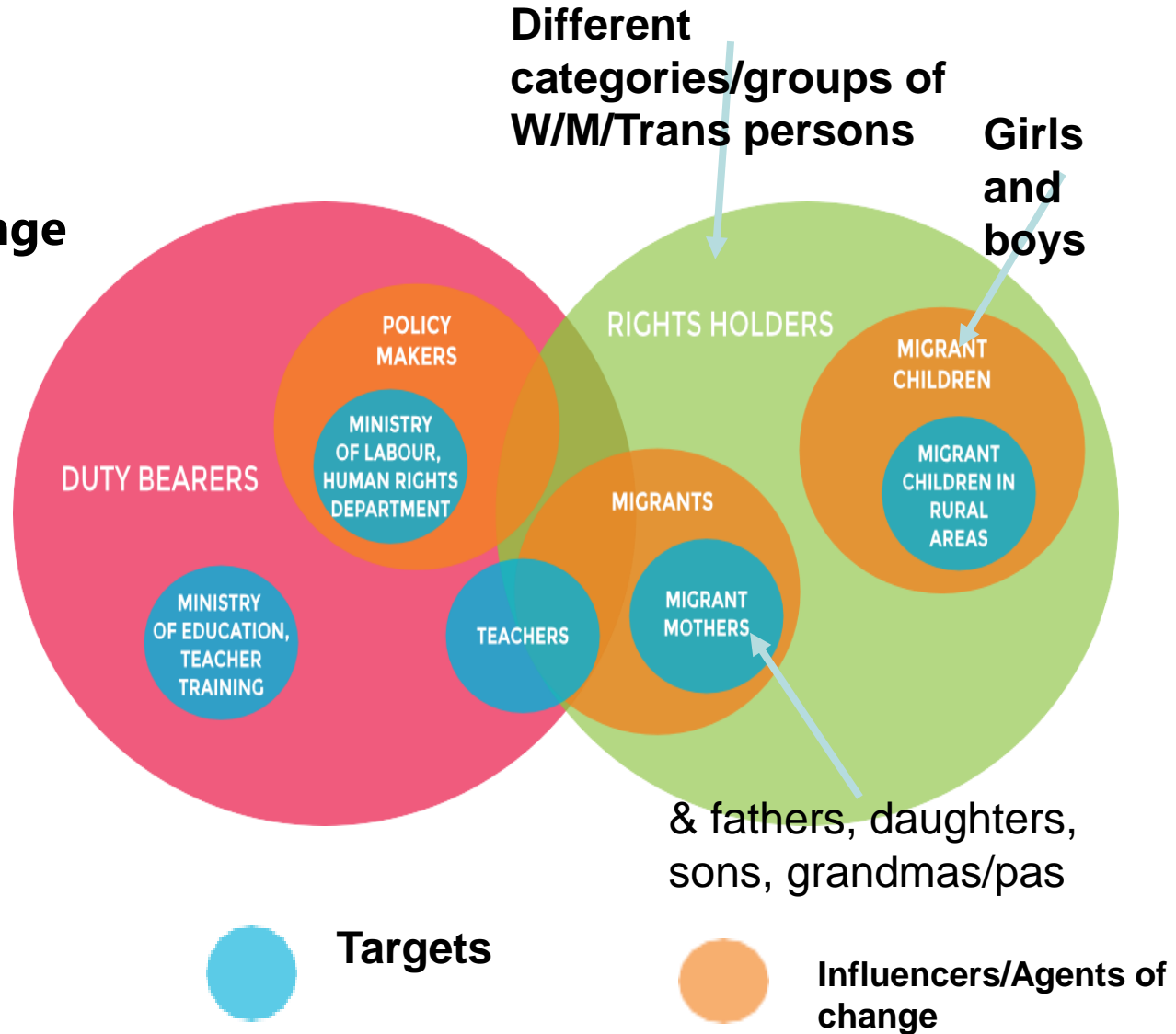
-MESO

-MICRO



**WHO? Stakeholder' analysis
(transformative change
= rights based
gender/intersect.
analysis)**

Source: CoE PMM, p. 29





Exercise: how to do a gender/intersectional analysis of our documents, including risk assessment

How to do it:

- work in sub-groups of 4 /5, choose one of the documents in printed version.
- Read the case study (20 minutes)
- Answer 5 of the questions below + the last two questions (30)
- Choose or Rapporteur who will share results in plenary (3 min. per group = 15 min. in total)



- ENJOY THE EXERCISE!
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