

Overview Tools for Gender Analysis

<p>Sex-disaggregated Data</p>	<p>For most gender assessments, you need separate data about women and men. They are the foundation for the identification of societal differences between the sexes.</p> <p>Such sex disaggregated data often reveals quantitative differences in morbidity and mortality during disasters, energy consumption, use of public transport systems and individual cars, participation in decision making, and access to land or credit.</p> <p>A baseline of information about gender differences is needed in order to develop gender-sensitive programmes, set targets, determine effects of planned measures and evaluate impacts. Additionally, it is important to disaggregate data by any socioeconomic criteria which may be significant in the context - such as age, ethnicity, education and income level.</p> <p>Qualitative data is used to understand complex behaviours, systems and cultures relevant to climate change and why specific differences between men and women, young and old, rich and poor, etc. exist. This understanding is vital for the development of gender sensitive climate policies.</p>
<p>Gender Impact Assessment</p>	<p>In order to identify the impact of proposed measures - legislation, programmes, concepts, strategies, projects, etc. - on gender equality and to counter any unintended effects on women or on men, it could be meaningful to conduct a gender impact assessment. It allows to plan and implement measures in a more tailored and concrete way. It encourages gender equality in policy measures, improves the quality of the assessed policy as a whole, and saves costs.</p> <p>Usually carried out in three steps, the first step in a gender impact assessment is a relevance test to determine whether a measure should be subject to a more in-depth analysis. The second step is a detailed and differentiated analysis of the gender aspects of the measure. The third step is dedicated to weighing up environmental objectives and gender aspects, discussing alternative options, and proposing a specific solution. A checklist for all the steps is available at www.gendercc.net/resources/gender-tools.html</p>
<p>Gender Equality Audit</p>	<p>E-Quality audits are part of an organisation's quality management system. The assessment should be undertaken by an external auditor according to agreed upon standards and involve the organisation's staff. Gender equality audits help to identify shortcomings and strategies to overcome them. They also help to motivate organisations to commit to a set of gender equality targets and build gender-related capacity among the staff.</p> <p>A gender equality audit examines if and to what extent an organisation is complying with its own or international gender equality standards. They are further used to assess whether an organisation's capacity, resources, strategies, and rules for cooperation foster gender equality in a particular organisation and/or its partner organisations. Action plans are part of the audit and need to be developed by management in a participatory way. A side effect of this development is building gender capacity among the staff.</p>
<p>Gendered Vulnerability Assessment</p>	<p>For every adaptation measure, whether it is a National Adaptation Programme of Action (NAPA) or implementation of measures at the local level, a gender analysis must be undertaken in order to ensure that the different needs and priorities of women and men are adequately addressed.</p>

	<p>Geographical mapping of vulnerability is often suggested as the most useful tool for identifying vulnerable groups. However, it doesn't reveal gender specific vulnerabilities. Local and national institutions, as well as public policies, play a critical role in shaping adaptive capacity. Generally, vulnerability should be assessed through the eyes of the vulnerable, and separate consultations with the women may turn out to be uncovering gender-differentiated vulnerabilities and gender-sensitive adaptive responses. In addition, national adaptation programmes should be matched with the national women's policies and international commitments for women.</p>
<p>Participatory Methods</p>	<p>Including women and gender experts is vital for climate related policy making. Very few policies are gender neutral. Therefore, actively strengthening participation of women and men in planning and public consultation is highly important. Whether participation is best facilitated in gender-segregated or in mixed groups should be decided on a case-by-case basis.</p> <p>Meaningful participation requires more than merely checking the "public consultation" box. It focuses on fostering dialogue and facilitates collective learning as the basis for decisions that are better, more sustainable, and easier to implement than those taken without the input and co-ownership of the people.</p>
<p>Gender Budgeting</p>	<p>The basic principle of gender sensitive budgeting is to connect two policy areas that used to be separated: gender inequality, and public finances and programmes. 'Gender-sensitive budgets' are not separate budgets for women or for men. Rather, gender-sensitive budgeting is an attempt to scrutinize the government's mainstream budget according to its benefits to and impacts on women and men, and different groups of women and men. The idea is that financial flows to and from public coffers can put burdens, or allocate benefits, to women and men differently. Therefore, all budget-related political decisions, public revenue and expenditures, regulations and measures pertaining to economic policy, as well as budgets and financial programmes themselves should be subject to gender analysis.</p> <p>Equally, the gender perspective should be integrated into all phases of budgetary decision making, including the drawing up of budgets.</p>