

Treasure Hunt: Gender Toolkit

Time



30 mins

Purpose

To familiarize the participants with the gender toolkit. To introduce the toolkit and specifically to enable participants to search it for relevant content.

Note:

This facilitators guide has the answers to the questions. See the separate handout for participants which contains only the questions

Process:

1. Ask the participants to set up their lap tops and get connected and go to:
<http://pqdl.care.org/gendertoolkit/default.aspx>
2. Hand out the question sheet and tell them they have about 30 minutes to find the answers.
3. Go through the answers at the end of the session.
4. Ask participants how they think they could use the toolkit in their work.

Questions and Answers

1. You want to do a gender analysis, find out what a gender analysis is and why you might need to do one

Answer: Gender analysis is the systematic attempt to identify key issues contributing to gender inequalities, many of which also contribute to poor development outcomes.

The gender analysis process seeks to collect, identify, examine and analyze information on the different roles of women and men.

2. CARE carried out a Strategic Impact Inquiry using a Women's Empowerment Framework. Find out what the three domains of change they identified.

Answer: Agency, structure and relations

3. List 2 or 3 dimensions of social change under agency, structure and relations

Answer:

Agency	Structures	Relations
1. Self-Image; self-esteem	11. Marriage and kinship rules, norms and processes	19. Consciousness of self and others as interdependent
2. Legal and rights awareness	12. Laws and practices of citizenship	20. Negotiation , accommodation habits
3. Information and skills	13. Information and access to services	21. Alliance and coalition habits
4. Education	14. Access to justice, enforceability of rights	22. Pursuit, acceptance of accountability
5. Employment/control of own labor	15. Market accessibility	23. New social forms: altered relationships and behaviors
6. Mobility in public space	16. Political representation	
7. Decision influence in household	17. State budgeting practices	
8. Group membership and activism	18. Civil society representation	
9. Material assets owned		
10. Body health and bodily integrity		

4. What questions might you ask in an emergency shelter program as part of a gender analysis?

Answer:

- *Who builds shelters and who may not be able to build their own shelters? How are women, men, boys and girls involved?*
- *Do the shelters, toilet and bathing and sleeping areas have latches and locks?*
- *Do households have materials for partitions to allow privacy?*
- *Do single women have separate, safe and culturally appropriate shelters? How are the shelter for girls and boys without parents?*
- *Who owns land and property? What protection do women, men, girls and boys have for their land and property rights?*

5. What are the characteristics of power?

- Women (and men) hold multiple roles and relationships. With each, their level of power can vary.
- Power can be economic, political, social, cultural and symbolic. People are rarely powerful in (nor powerless across) all forms.
- Power is not a zero-sum game.
- Power is socially constructed.
- A person's experience of power can depend on their gender, race, class, age, etc.

6. Highlight three lessons mentioned around measuring empowerment

- Work more reflectively to try to understand complex change. What else is happening in the broader environment ?
- Consider what women's empowerment might look like in various contexts over time.
- Ask not only what has changed, but how have things changed? For whom (and at what level)? How has the change been perceived or experienced by diverse groups? Who led the change, and who feels ownership over shifting norms?
- Measure changes in agency, structures and relations: How have changes in gender relations affected structures and relationships among and between various groups? (SEE: CARE's [Women's Empowerment Framework](#))
- Situate changes in the broader historical, social and political context of groups.
- Consider dimensions of change that are not so easy to see or count. Monitoring tends to focus on change that can be easily measured, such as economic change. Social and political changes are harder to discern, and psychosocial dimensions of change are under-represented. How have women's and men's aspirations been changing? Or sense of confidence and capability? Or recognition from others?
- How have changes taken place compared to previous conditions and relationships? How has a group's status changed relative to others?
- Acknowledge diversity among different groups, and how interventions affect multiple aspects of a person's life (SEE: the [Good Practices Framework for Gender Analysis](#))

7. Find the Balkans Men and Boys case study, what is the focus of the study:

Answer: Exploring Dimensions of Masculinity and Violence

8. Find the Good Practices on gender analysis, what are the three phases of gender analysis.

Answer: **A. Preliminary Foundations:** the broader context in which to ground our understanding of gender relations.

B. Core Areas of Inquiry for Gender Analysis: key issue areas to probe for a deeper understanding of the characteristics and conditions of gender relations. Each area of inquiry cuts across CARE's women's empowerment domains of: agency, structures and relations.

C. Prioritizing Practical and Strategic Gender Issues: the identification of key strategic gender issues and practical rights that emerge from a gender analysis. In this phase of analysis, programmers should examine both the key immediate rights that affect women's and men's conditions (practical rights) as well as the needed transformation in structures and relations to pursue gender equality (strategic interests).

9. Find the key ethical principles to keep in mind when you are doing gender analysis.

Answer: **Safety, Respect, Informed Consent, Confidentiality & Privacy**

10. Find the GED training manual, where is it?

<http://pqdl.care.org/gendertoolkit/Pages/training.aspx> (under training teams).