



# GENDER ANALYSIS

## INFORMATION BRIEF

### WHAT IS GENDER ANALYSIS?



Gender analysis is the study of possible differences between women and men, in all their diversity, in terms of their needs, roles in society and families, access to resources, decision-making and participation in political, economic and social processes (European Commission, 1998).

Gender analysis is based on three key principles:

1

#### CONTEXT – WHAT?

Gender analysis should reveal what differences exist between women, men and sub-groups within these categories.

2

#### CAUSES – WHY?

Once we know about the current context of differences between women and men, we need to identify why these differences exist. If the causes are unknown, further investigation should be carried out.

3

#### CONSEQUENCES – SO WHAT?

Gender analysis must analyse the consequences of differences between women and men. How do these differences affect women, men and sub-groups within these categories? Do these create barriers for women compared to men, for boys compared to girls, and vice versa? If so, what are these barriers?

### WHAT IS THE EU4 GENDER EQUALITY REFORM HELPDESK?

The [EU4 Gender Equality Reform Helpdesk](#), funded by the European Union, provides demand-driven assistance to governments<sup>1</sup> and EU Delegations in Eastern Partnership (EaP) countries<sup>2</sup> on mainstreaming gender in policy-making and the implementation of reforms to ensure the delivery of effective results for women and men.

### TARGET AUDIENCE

This brief may be of use to anyone who produces legal acts, policies, programmes and projects (staff of government institutions, EU Delegations, civil society organisations and other international development partners) that aim to benefit people in Eastern Partnership countries and beyond. It may be also of use to researchers, representatives of academia and the mass media in these countries who study and/or report on legal frameworks, policy-making and project design.

<sup>1</sup> In Belarus, the Reform Helpdesk only provides assistance to the EU Delegation.

<sup>2</sup> The Eastern Partnership is a joint initiative involving the EU, its Member States and six Eastern European partner countries: Armenia, Azerbaijan, Belarus, Georgia, Moldova and Ukraine.



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The goal of gender analysis is to collect evidence for the development of laws, policies, programmes and projects that target both women and men. For these frameworks to effectively fulfil their main function – meeting the needs of their target groups – they must take into account and address the differences and barriers that women, men and sub-groups within these categories face. In this way, laws, policies, programmes and projects become gender-sensitive or, better yet, gender-transformative.

Being gender-sensitive means that laws, policies, programmes and/or projects take into account the needs and perspectives of different groups of women and men, and recognise existing differences between and barriers facing these groups.

Being gender-transformative means attempting to change (transform) the roles and responsibilities of women and men, boys and girls, which cause identified differences and barriers. The ultimate aim is to ensure that sub-groups of women and men can equally contribute to and benefit from any policy or process.

The main objectives of gender analysis are to:

- Identify differences and barriers between women, men and sub-groups within these categories in all areas.
- Outline barriers that prevent different groups of women and men from fully benefiting from and participating in policies and political, economic and social processes.
- Identify opportunities related to the involvement of specific groups of women and men in policies and processes.
- Ensure that policies and processes create equal benefits for women and men, in all their diversity.
- Gender analysis has a lot in common with gender impact assessment (GIA) – which assesses the impact of any planned activities – including legislation, policies or programmes – on the lives of women and men in all areas and at all levels. However, the two should not be confused. While gender analysis normally assesses the current situation, a GIA attempts to forecast the possible impact of laws, policies and programmes that are yet to be enforced or implemented.

## WHY IS GENDER ANALYSIS IMPORTANT?

Gender analysis is a pre-requisite for gender equality that is recognised in the international legal framework, including international instruments on human rights and gender equality that Eastern Partnership countries are committed to upholding, such as:

1. The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), 1979.
2. The Beijing Declaration and Platform for Action, 1995.
3. United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security (WPS) and nine additional UN Security Council WPS resolutions.
4. The 2030 Agenda for Sustainable Development and its 17 Sustainable Development Goals (SDGs).

At the global level, specific requirements on gender analysis are set forth in guides by different UN agencies. For example, the UNDP Guidance Note on How to Conduct Gender Analysis applies to all initiatives by the United Nations Development Programme (UNDP), establishing the requirements and recommending specific steps for conducting gender analysis in specific contexts.

In the European Union (EU), provisions on gender analysis are set out in the EU Action Plan on Gender Equality and Women's Empowerment in External Relations 2020–2025 (GAP III). The GAP III requires "conducting and using updated gender analyses to inform decision-making on future action[s]" as a minimum standard for the design of all external EU-funded programmes. It requires the use of gender analysis to identify the systemic causes of gender inequality and gender-based discrimination, and take action to address them.

Eastern Partnership countries also have provisions on gender analysis in their legal frameworks. Armenia, Azerbaijan, Georgia, Moldova and Ukraine have adopted gender equality laws and other legal acts that require national authorities to conduct gender analysis. In recent decades, they have been implementing gender policies (national action plans on gender equality) that are based on the findings of gender analyses.

The benefits of gender analysis are clear. Such an analysis helps policy-makers take into account the needs, interests and experiences of women and men in the development, implementation, monitoring and evaluation of policies and programmes in all areas of political, economic and social life.



## HOW DO WE PERFORM GENDER ANALYSIS?

Ideally, gender analysis is conducted at the identification or design stage of a policy or programme, so that its findings can be integrated into the formulation of the policy or programme.

Gender analysis normally includes the following steps:

- 1 Step 1:** Ensure that gender expertise is available at the policy/programme design stage. This usually involves inviting gender experts to participate in the working groups or bodies that designing/developing the policy or programme. Gender experts should be knowledgeable about the needs of women, men and sub-groups within these categories in the context in which the policy/programme is being designed. They should also have knowledge and experience of how such needs were considered during the design, development and implementation of similar policies/programmes locally and internationally.
- 2 Step 2:** Collect sex-disaggregated statistics and data on key socio-economic, political and humanitarian sectors. Such statistics are provided annually by national statistics offices or other agencies. Other important sources include the findings of specific gender assessments conducted by government authorities, non-governmental organisations (NGOs), academic and research institutions, and international development partners.
- 3 Step 3:** If information or data on certain areas is not available, conduct consultations (focus groups, interviews with women and men, etc.) and rapid assessments/surveys, whenever possible.
- 4 Step 4:** Conduct analysis focusing on all, or the most relevant of, the following questions:

| Context  | Economy and roles   | Resources  | Power  | Beneficiaries   |
|--|---|--|--|---|
| <p>What norms and values exist with regard to the roles and responsibilities of women and men?</p> <p>What levels of training and education do women and men, and boys and girls have?</p> <p>Are there differences between women, men and sub-groups within these categories in terms of access to resources, power, education, the labour market, and services, etc.?</p> <p>What gender-related beliefs, perceptions and stereotypes exist?</p> | <p>Who controls what?</p> <p>Who has access to what?</p> <p>Are there any potential economic differences between women, men and sub-groups within these categories?</p> | <p>Who has access to resources (e.g. finance, technologies, information, services, spatial and time resources, etc.)?</p> <p>Who controls resources?</p> <p>Who benefits from resources?</p> <p>Who has access to education, technical knowledge, and/or opportunities for upgrading skills?</p> | <p>What decision-making processes take place in households, the public sector and in the corporate sector?</p> <p>What role do women play in economic decision-making?</p> <p>How do women participate in political processes?</p> | <p>To what degree do policies or programmes address the practical and strategic needs of women and men?</p> <p>What is the impact of gender considerations in the formulation, development and implementation of policies and programmes?</p> |



The results of a gender analysis are summarised into findings that outline:

- 1 Gender gaps and imbalances in a particular area.
- 2 Barriers that prevent women, men and sub-groups within these categories from contributing to and benefiting from policies.

At the next stage, these findings inform proposals on gender mainstreaming – that is, specific strategies, steps and interventions that will help to bridge identified gaps and overcome barriers.

## GOOD PRACTICES

Gender analysis is an integral part of the EU-funded EU4Gender Equality Reform Helpdesk project. Recent good practices in Eastern Partnership countries include:

- Conducting gender analysis at the stage of developing Action Documents for EU Delegations in Eastern Partnership countries in 2021. Gender analysis helped identify specific barriers facing women and men in different areas, such as:
  - Women's underrepresentation among entrepreneurs.
  - The gender pay gap, discrimination against women in the labour market, women's underrepresentation in well-paid positions, including in science, technology, engineering and mathematics (STEM), and men's underrepresentation in professions associated with education, healthcare and social services.
  - The prevalence of gender stereotypes and gender-based violence.
  - Women's underrepresentation in governmental policy- and decision-making.
  - Men's significantly shorter average life expectancy compared to that of women.

- Gender analysis of the consequences of the war in Ukraine. This enabled the development of recommendations on mainstreaming gender into the Ukraine Recovery Plan 2022 across 24 areas of action to ensure that women and men, in all their diversity, participate in and equally benefit from recovery processes. Helpdesk experts were involved in identifying specific barriers for women and men, such as women's underrepresentation in decision-making, peace and security processes, entrepreneurship and high-paid professions; men's limited involvement in caring for children and other family members; and the security risks faced by women and girls due to the armed conflict and displacement. These barriers were included in the Recovery Plan as issues that must be addressed by recovery processes.

## USEFUL LINKS

- [EU4Gender Equality Reform Helpdesk project page](#)
- [Gender Equality Library](#)
- [EU Neighbours East website](#)



VISIT THE GENDER  
EQUALITY LIBRARY