



# Gender Impact Assessment

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# Summary

- Origin of GIA: Impacts are gender-differentiated
- Genre: What do the frameworks do, & how
- Some selected examples (ASM Handbook)
- Discussion

## Definitions

1. the action of one object coming forcibly into contact with another ("there was the sound of a third impact")
2. **a marked effect or influence** ("our regional measures have had a significant impact on unemployment")

Who has impacts? Development policies, projects, disasters, activities.

### Development = Poverty reduction

What are these impacts felt on - the environment & the economy

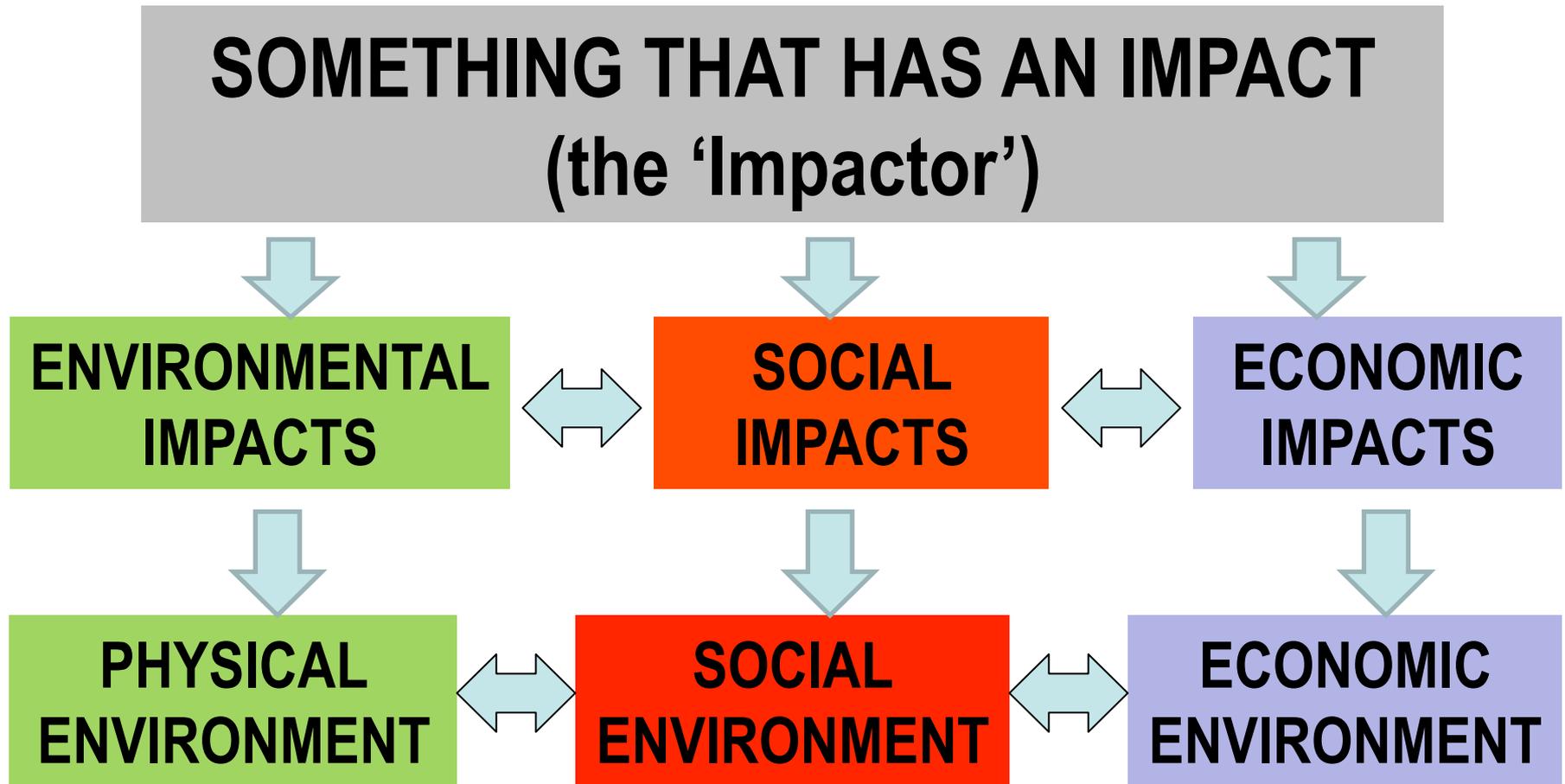
Impacts on the society - Social Impact Assessment

**Impacts on gender – Gender Impact Assessment (GIA)**

### ***Gender***

a) Roles of women & men, b) Relations bet women & men, c) Health of women & men, d) General well-being, e) Power, status & authority

Origin



NOTE: THE TWO-WAY ARROWS

# The concept of SIA



## Origin

### Several developments

Nuanced understanding of gender: the individual as a gendered being

Not a unitary 'household' – the 'black box' - analysis stops there

Recognition that women:

- Are generally the weakest & the poorest
- Bear the major burden of the negative effects
- Bear the primary responsibility for household survival
- Have human rights - CEDAW

Human rights integral to development

Explicit commitment by international agencies: Beijing, MDGs

Corporate Social Responsibility (CSR) – community development

Caroline Moser's 'needs' approach, & the Harvard framework

## **Two broad and overlapping categories**

***Practical Gender Needs (PGN)*** – derived from the concrete conditions women experience:

- Sexual divisions of work/responsibilities
- Access to food, shelter, water, health

***Strategic Gender Needs (SGN)*** – arise from power imbalance vis-à-vis men & women in society & households:

- Access to types of work traditionally seen as male;
- Alleviation of child care burden & domestic work;
- Institutional discrimination (access to land, rights)
- Political inequalities
- Domestic violence

## Origin

Continuous refinement & enrichment by feminist theory

- in social & gender relations approach put forth by Kabeer
- Intersectionality
- Triple role of women – reproductive; productive; and community management work

The problem with needs assessment

- ABCD - Asset-Based Community Development, but gender-neutrality
- LAST – Livelihood Asset Status Tracking
- [Gender-Sensitising LAST](#)

## Different paradigms

*Two emerging paradigms:*

- 1) Toolkits for GIA
- 2) Theoretically nuanced, conceptual advancements

Earliest effort to provide authentic source of data: ECLAC ( [Economic Commission for Latin America and the Caribbean](#) ) or tools by [WHO](#)

- Methodological guide to produce gender indicators, &
- Identification of actors who disseminate gender indicators

**Toolkit paradigm:** [SEAGA](#) – Socio-Economic and Gender Analysis (FAO, ILO, UNDP & WB)

- Participatory training programs, primarily meant to develop the capacity of development specialists and humanitarian officers to incorporate socio-economic and gender analysis
- Practical tools including handbooks and guides on gender analysis in specific sectors
- Handbooks for *three* different scales:
  - Field – for grassroots workers;
  - Intermediate – for linking policies by organisations and field priorities; &
  - Macro – gender mainstreaming in in programmes and policies at national & international levels

**‘Social return on investment’ paradigm** – positive outcomes resulting from investment in social projects, focus on project management, but also some philanthropy

- Direct and indirect impacts

## **Vulnerabilities & their typology – external and internal factors**

Situation involving “lack of...” = Leads to

Integration in the community = Social vulnerability

Inclusion in decision-making process = Social vulnerability

Feeling of power or control over one’s life (e.g., women in a violent relationship) = Psychological vulnerability

Feeling of insecurity (e.g., high crime rate) = Psychological vulnerability

Health (e.g., Disabled person) = Physical vulnerability

Access to resources, such as money, housing. = Physical vulnerability

## Genre

Feminist theory shows that needs are

- More explicitly women/gender oriented than ‘socio-economic’
- More concerned about the local/regional socio-historical context

### **Academic research:**

- Verloo & Roggeband, on Dutch Govt. policies (on education)
- Lahiri-Dutt:
  - Old and existing projects: Historical approach to changing gender relations
  - New projects (mining): expanding Michael Cernea’s model for India
  - Ethnographic study in Indonesia

2) Women’s **NGOs’ reports:** [Oxfam’s women and mining](#)

## Genre

GIA as a *five step process*:

- 1. Current gender relations
- 2. Probable development without new policy
- 3. Analysis of the new policy/plan
- 4. Potential effects on gender relations
- 5. Evaluation of positive and negative potential effects on gender relations

Explores *three main elements*:

**Structures:** the core of power relations, institutions & organisations (eg. division of labour & organisation of intimacy)

**Processes:** mechanisms that produce & reproduce unequal power relations (eg. resource access)

**Criteria:** equality, autonomy, and diversity

- **Context:** Analysis of gender relations; & Approach
- **Target** : women only, women and men, men only, and why?
- **Positive impacts** expected on (i) individual women; (ii) women in the context of families/households; (iii) women in the context of their communities
  - How these impacts are expected? What are the potential obstacles? How will they be overcome?
  - Impacts on other members of the household/family?
  - Assumptions about gender relations; Changes in gender relations
- Gender indicators to measure the project' s progress
- Steps to monitor & evaluate impact on women and on gender relations

# The matrix: Now & after

**Example**

	Individual	Household	Community
Financial			
Economic			
Social/Cultural			
Political/Legal			

# Steps in analysing a project

## Example

- Search for existing data
- Establish a gender baseline
- Understand how things are done at present
- Consider the potential impacts on gender relations (how things might change)
- Establish the information & indicators required (survey plan)
  - Gender disaggregate the data
  - Consider how gender relations may change
  - Use tools that are appropriate

## Discussion

### Discussion points

- **Should a toolkit approach be adopted?**
  - Pros and cons of ‘tools’ and ‘toolkits’
  - Popular with international agencies: [Gender and ASM](#)
  - Large corporations fancy the easy way out: [Gender Analysis Toolkit](#)
- **Why/How should we undertake a GIA?**
  - Women or gender?
  - Intersectional identities?
  - How to integrate a Rights-Based Approach into GIA?
  - How to get the organisations to also undertake organisational GIAs



THANK YOU FOR  
YOUR ATTENTION