SOS Sahel Sudan
Gender Policy

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1. Introduction

1.1. Rationale for a gender policy

Sudan is a country with multiple climatic zones that influence the way of life and livelihoods of its rural populations making the majority either agro-pastoral (farmers) or pastoral communities. In these communities, women and men contribute significantly to their family's welfare based on the prevailing gender division of labour. Men usually pursue cash crop production and look after the herds whilst women undertake the responsibilities of house building and maintenance, erecting tents, cooking, milking, and looking after children and the elderly, fetching water, and augmenting family income by subsistence production and sale of handicrafts and dairy products, etc as well as contributing actively to managing the herds.

Since 1970s, Sudan, especially the northern part, has experienced severe recurrent drought and become vulnerable to climate change which resulted in soil degradation and reduced amount of rainfall. With the lack of alternative livelihoods strategies and increased poverty, pressure on the existing natural resource intensified and resulted in further land degradation, escalating (armed) conflict around natural resources (pasture, land and water resources) and humanitarian crises. With the split of Sudan into two countries in 2011, this situation was anticipated to worsen as a result of the emergence of new borders and thus new terms of socio-economic and political transactions e.g. restricted mobility and access to natural resources across Transitional Areas. As a result of weakened community-based local governance structures and reconciliation mechanisms which used to manage the natural resource use and resolve the interaction problems between farmers and pastoralists, and the lack of reliable systems in place, violent conflicts have become persistent among pastoral communities and between them and farmers.

The consequences of climate change on resilience mechanisms of people and the resulting violent conflicts have hit women hard as subsistence production and family income declined. Women have become direct victims of atrocities and vulnerable to lack of security. Their workload increased by taking over the traditionally men's responsibilities and work e.g. herding and milking the animals in addition to their daily routine activities. On the other hand, despite different experiences of women during conflict, they were neither involved as an interest group in conflict resolution and mediation forums/committees pursued by formal or informal resettlement institutions, nor were their views consulted. Their poverty, weak integration in disaster risk reduction management and their isolation and absence from conflict resettlement and reconciliation initiatives and forums have indeed weakened the potential of these communities to sustain peace and livelihoods.

SOS Sahel Sudan's vision is 'peace and prosperity for all in Sudan'. SOS positions gender as a priority cross-cutting issue in all its programmes/projects as stated in its mission statement that "it supports women and men in Sudan to realise their rights, potentials, and secured livelihoods." It will seek to play a strategic role in promoting and enhancing gender equality and the transformation of gender power relations through empowering women and integrating them in the management of disaster risk reduction interventions and achievement of sustainable livelihoods.

2. Guiding and working concepts

2.1. The concept of gender

Gender refers to the socially constructed relationship between men and women. The roles and positions of women and men in a given society are socially determined and constructed. Gender relations are the relations of power and dominance that connect women and men; they are flexible, changeable and are shaped through social interaction. Sex on the other hand is a biological attribute which is fixed and unchangeable.

2.2. Gender roles

A gender role refers to behaviours and activities that are considered suitable for women or for men in a specific cultural context. The defined roles in society lead to a defined division of labour in a particular context. The work and roles can arbitrarily be divided into the following categories:

Reproductive Role: roles related to child bearing and rearing activities and domestic tasks such as water fetching, cooking, cleaning, etc. They are usually undertaken by women

Productive Role: comprises work done by both men and women in formal and informal sector to generate income

Community-managing role: activities undertaken mainly by women at the community level and geared towards offering and maintaining collective resources such as health care, education, water and firewood

Community-politics role: activities mostly carried out by men at the community level. It consists of decision-making activities and the exercise of public political authority within the traditional or formal political machinery.

Women in Sudan as in the Third World are often identified as having "triple roles", the first three roles – a situation further enhanced by an increasing number of women heading households. This fact necessitates for NGOs to be attentive to women's and men's roles in society.

2.3. Gender needs and interests

Different activities and roles of women and men necessitate different *gender needs and interests,* some of which are practical and some are strategic and they are shaped by the nature of the social position of women and men.

Practical gender needs: these respond to the conditions individuals live in in society and what women and men need in order to perform their socially defined roles. They are practical in nature and often concerned with insufficient basic services such as water supply, health care, and income sources. Meeting women's practical needs improves their ability to carry out traditional roles and responsibilities, but does not alter gender relations in society.

Strategic gender needs relates to the division of labour, power and control and refer to the position of individuals in society. They include issues which are common to almost all women and men. They are related to gender division of labour, power and control and thus to the subordinate position of women, their lack of power, education, resources, etc; yet, they vary according to context. Strategic gender needs can be addressed by increasing women's self-confidence, education, organisation and mobilisation, etc., to ensure that women are in control of their development as agents of change. Identifying and meeting strategic gender needs utterly implied achieving greater equality between women and men. Meeting women's strategic needs means empowering women, challenging their subordinate position and transforming gender relations.

2.4. Women in Development (WID) vis-à-vis Gender and Development (GAD)

In efforts to address injustice against women, NGOs have initially adopted 'women in development' (WID) approach (1976–1985) to highlight the important but often invisible role of women in economy and development efforts in the Third World, and to empower women to play an effective role in the development process. Subsequently, women have become integrated in development activities albeit through women-only units, projects and activities.

The WID approach proved to exclude women from the mainstream political, economic and socio-cultural complementary relations that bring men and women together to lead their livelihoods and well-being. This approach therefore became a marginal theme to mainstream policy and planning practice as it failed to be integrated into development processes and/or challenge and transform gender relations. Instead, it sustained the status quo processes and structural attributes that allowed gender inequalities to continue.

These limitations of the WID approach led to the emergence of *gender and development* policy framework (GAD) in the 1990s. GAD focuses on "gender" rather than "women" and recognises that women have been systematically subordinated by imbalanced gender power relations. It does not see women in isolation but as part of a wider socio-economic approach. The importance of gender and development planning approach in development is that it examines and analyses the different roles of men and women, the links between them and other wider relations in society, in order to identify the imbalances and suggest mitigations for balancing them. NGOs adopt a gender approach to empower those most subordinated by gender roles and power relations, ie, women and girls, to negotiate a change in these roles and relationships for the advancement of their security and sustainable livelihoods. Focusing on gender equality and woman's and girl's empowerment is not merely a human rights requirement, but also a pathway to achieving the Millennium Development Goals. As a planning method, GAD seeks to integrate women into mainstream development through the incorporation of the visions, needs and interests of both women and men in development interventions, policies and processes and provides the instruments to allow both of them the equal opportunity to benefit from the development process. Empowering both of women and men is therefore crucial in transforming unequal gender relations and challenging the prevailing negative practices, attitudes, norms, values and structures obstructing gender equality.

In the 1990s, development practice was widely seen as focusing on symptoms of crises rather than tackling the underlying causes and therefore concepts such as livelihoods and social capital lead to the projection of the sustainable livelihoods approach which facilitates the discourse of rights and the human rights-based approach to development, humanitarian assistance and governance. This approach encourages a holistic vision of outcomes and places gender equality as crucial to the foundation of any civil, political, social and economic agenda. NGOs, donors and other development actors have explicitly adopted rights-based approaches in their work and advocate them across partners and governance. In line with these concepts, SOS Sahel Sudan aspires to produce positive impact on women's and girls' lives and enhance transformation capacities and processes among communities.

In conflict contexts, women bring diverse conflict experiences, represent different interest group and have different priorities than do men. They are universally recognised to often contribute positively to

conflict resolution and peace building. Their association with conflict processes and the advocacy for women's equality pursued since 1975 at international level has influenced the UN to issue the Security Council Resolution 1325 on women, peace and security, adopted in October 2000, which emphasises women's inclusion in all areas of peace support operations.

2.5. Gender mainstreaming

"Gender mainstreaming" constitutes a fundamental strategy of the GAD approach for achieving equality. It comprises the processes of analysing the relationship between women and men and making women's as well as men's concerns and experiences a central part in the design, implementation, monitoring and evaluation of policies and programmes in all spheres of human life so that women and men benefit equally (UN Economic and Social Council, 1997)[1]. It is a holistic approach to development processes which serves to bridge between development and culture and has therefore the potential to address and transform the socio-cultural gender inequalities.

2.6. Gender equality

Equality is a universally accepted principle broadly defined as enjoyment of human rights by women and men e.g. equal access to participate in decision making; equal access to basic services – education and health; equal protection under the law; elimination of discrimination by gender and violence against women; equal payment and reward for equal work; equal rights in public and private domains. Gender equality calls for a more holistic approach to gender policy which addresses the root causes of unequal relations between the sexes in social, economic, political and legal domains of life and promotes security and environmentally sustainable livelihoods.

2.7. Gender analysis

The first step in gender sensitive programme/project planning is a gender analysis which is part of the wider situational analysis required for every project. It is a tool for analysis of the relations between women and men in all aspects of human life in society. This is made through gathering information on gender needs, priorities, opportunities, constraints and impact of development activities. It highlights the ways in which the unequal gender relations obstruct women's participation and inclusion in the development process and helps development planners to design policies and programs that offer access for equal opportunities for women and men to address their perceived needs. It is pivotal for mainstreaming gender - position gender issues at the centre of policy making, program development

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[1] ILO, http://www.ilo.org/public/english/bureau/gender/newsite2002/about/defin.htm, Gender Equality Tool (down loaded ON 13.09.2012)

and institutional structures and processes. These processes necessitate co-operation, commitment and support of men in transforming gender relations. A gender analysis tool has been provided (see Annex 1)

2.8.   Gender planning

Gender planning is part of a wider program / project planning. It involves decisions and resource allocation, based on gender analysis, which ensures that programs and projects are gender equitable. This means taking into account the unequal relations of women and men in the target communities, their different roles and needs, and the particular constraints that women face. It involves identifying special measures that will challenge these unequal relations so that women become more empowered, men become more accepting, and both can participate and benefit fully from projects. It also includes deciding gender equity approaches, objectives, indicators, activities, technical supports and monitoring and evaluation processes.

3. Gender Policy

3.1.   Framework for the policy

This policy document reaffirms the commitment of SOS Sahel Sudan to promote gender equality and mainstreaming in its work as a means to achieve its strategic objectives on natural resource management, fostering poverty reduction and managing and preventing conflict in Sudan. SOS Sahel Sudan recognises that gender relations cannot be addressed by focussing on women in isolation and therefore adopts a GAD approach which brings both women and men on board, addresses their practical and strategic gender needs and interests and explores the opportunities and constraints around them. Yet, it also recognises that women have their specific concerns which need to be addressed through women-specific activities/projects. GAD and WID approaches will therefore be adopted complementarily to create a principled mix as and when required.

The policy is informed by what SOS Sahel Sudan has realised throughout its work that Sudan displays prominent gender inequalities and wide discrepancies in gender characteristics across communities and regions which are of direct relevance to its program delivery, impact and development. The policy also takes into consideration the local, national, regional and international agenda and conventions which advocate change and aimed at achieving full and equal partnership between women and men to enable people achieving security and sustainable livelihoods. It thus comes in line with the international human rights and women's rights conventions and treaties for gender equity and equality including the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the UN Security Council Resolution 1325 on women, peace and security.

SOS Sahel gender policy will be pursued within the context of its stated vision and mission: "peace and prosperity for all in Sudan" and commitment to support "women and men in Sudan to realise their rights, potentials, and secured livelihoods." The strategic objectives of SOS Sahel Sudan for enhancing people's resilience to climate change, combating poverty and affecting security and sustainable livelihoods through natural resource management constitute the broad framework within which strategic actions to achieve gender equality will be taken. This rights-based policy framework situates gender into the mainstream of SOS Sahel Sudan programs/projects and policy documents as well as advocacy for it across partners and stakeholders.

This policy was developed through a participatory approach which involved instrumental consultations with SOS Sahel program and management staff

3.2. The Goal
The Goal of SOS Sahel Sudan is to promote gender equality and enhance human rights, sustainable livelihoods and security.

3.3. Policy objectives
The main objectives of SOS Sahel Sudan are to promote gender planning and mainstreaming and to enhance efforts for achieving gender equality.

3.4. Guiding principles
SOS Sahel Sudan enhances gender/women's empowerment through the following principles:

- Gender analysis will be an integral part in SOS Sahel policies, programs and projects. It will be conducted in all SOS Sahel interventions to identify men's and women's roles, needs and interests and respond to them appropriately. Women and men shall be included both as participants and as beneficiaries

- The relation between women and men should be seen as cooperative and complementary rather than conflicting and isolated. Women and men should be perceived as equal partners in achieving sustainable natural resource management, livelihood, security and gender transformation in society.

- Women's economic empowerment will be considered as crucial to building their confidence and enabling their social and political participation e.g. income generating enterprises

- Cultural discrepancies on gender concept, roles and power relations will be considered across the target communities as well as the internal variations of women's position among same community. This is to enable provision of equal opportunities and avoid some women becoming disadvantaged.

- Whilst GAD will be the fundamental strategy in all projects and programmes, specific needs of women as well as men will be addressed to strengthen their potential to enhance the process of mainstreaming gender; e.g. maternity care for women, vocational training for men.

3.5. Program priority areas

3.5.1 Livelihoods services

- SOS Sahel's Vision identifies its operational focus around climate change, security and sustainable livelihoods. The main priority of SOS is natural resource management (NRM) and prevention of conflicts over natural resources in order to secure livelihoods and build disaster risk management capacities. Gender equality and mainstreaming is identified as a key cross-cutting issue. These areas constitute the central focus of this policy.

- SOS will provide equal access to both women and men to the basic services delivered by its program/projects. Women's practical gender needs will be taken account of as part of their empowerment process.

3.5.2 Governance

- The issue of governance, defined in the gender context as women's participation in decision making, is a critical mainstay for gender mainstreaming as noted by SOS Sahel that women are largely under-represented in decision-making at all levels: government, community and the household.

- SOS Sahel will promote equal participation of women and men (emphasis on the youth) at all levels of decision making of natural resource management and conflict prevention activities as crucial to good governance. It serves to reinforce democracy by allowing the concerns and views of both men and women to be incorporated and ensuring that processes of policy making and resource allocation is made in an equitable and efficient manner.

- SOS will channel resources to remove barriers to the participation of women and the youth. It will support initiatives to increase their access and build their capacity to participate effectively in decision making processes and structures across all programmes and projects.

- It will advocate gender mainstreaming and gender equality policies and approaches across partners and stakeholders, namely, government' institutions, INGOs, NGOs, community-based

organisations, projects' committees, traditional structures/authorities and civil society organisations.

- It will call and advocate for gender sensitive policy reform around land, pasture and water management, provision of basic social services at formal and informal levels

3.5.3 Implementation strategies

a. Project cycle

- Gender analysis will be carried out in the planning process of any project and will be mainstreamed as an integral principle in all project cycle stages – needs assessment (identification), project design, implementation, monitoring and evaluation.

- Quantitative as well as qualitative time-defined gender sensitive impact monitoring indicators shall be designed and incorporated in the analysis, in strategic planning and in action plans.

- Equality and equity in distribution and control of project resources will be observed. The equity principle might overrule quantitative measures. This principle is based on the outcome of needs assessments and the nature of the project in hand.

b. Projects/program and policy reviews

- Projects, programs and policy reviews, appraisal, assessment and evaluation (environmental and socio-economic impact) shall be carried out with clear gender perspective and will reflect SOS Sahel strategy on gender (see Annex: Checklist).

- Gender disaggregated data of the beneficiaries will determine the level to which SOS Sahel interventions have succeeded in achieving positive results on gender equality goals.

- Reports, regular, annual and ad hoc, should reflect on gender equality and mainstreaming progress, lessons learnt, best practices, challenges encountered and how they were resolved as well as future plans for avoiding and/or responding to similar obstructions.

c. Women's participation

- Equal Representation of women in committees will be the practice across SOS projects/programs including in conflict resolution processes. Where cultural context is prohibiting women from equal participation, efforts should be galvanised to accomplish this equality principle.

- SOS will establish and promote working relations with women's groups, literate women e.g. teachers and women community social actors in the program/project areas.

- To help promoting effective participation of local women in its development interventions, activities, timing and locations will be set according to agreed women's and men's suggestions. Methods of conducting meetings whether separate or mixed and of disseminating information (e.g. verbal, in local language, written) will be decided in due consultation with men and women participants.

- Cooperation and liaising with partners - CBOs, GOs, CSOs, NGOs, constitute pivotal strategy to achieve gender equality and mainstreaming, poverty reduction, security and sustainable natural resource management and good governance. Developing strong partnership with women's associations and relevant gender sensitive NGOs and CBOs is a crucial participatory strategy in advocating for gender equality and mainstreaming in public and private sector policies and practices and in the transformation of culturally determined gender relations.

- The category of women who are culturally recognised as able to exercise agency and influence through songs and poems - the "Al Hakkamat" women poets, and who are believed to have traditionally played an important role in motivating the community towards conflict or peace, will be enlisted and disengaged from all activities of conflict by exploring their safe-voice and ideas and getting them involved in preventing conflict and promoting resolutions and resettlements.

- Participatory methodology such as Participatory Rural Appraisal (PRA) will be adopted in planning and evaluating projects as it will involve women and youth and bridge individuals' and joint perceptions on gender analysis and mainstreaming. This will place the community as a contributing and accountable partner in designing, implementing, monitoring and evaluating the gendered action plans pursued by SOS.

d. Women-only activities

- SOS will address and support women's practical needs (e.g. midwives and economic empowerment) and strategic needs (leadership skills) through women's focused projects and separate components especially in socio-cultural contexts where gender specific needs/priorities need to be addressed separately. This is to reduce gender equality gaps and enable effective gender mainstreaming

- Women's own initiatives to foster discussions and enhance their skills and abilities will be supported. This includes activities pursued at local women's forums, celebrations of international women day, women local events for discussions and entertainments, etc.

e. Gender training

- SOS will equip its staff and partners with the knowledge, skills and capacities to incorporate gender concerns in projects and policies. Special attention will be paid to the training and awareness-raising of the youth on gender issues and equality principles.

- Partners, stakeholders and key personnel from local government institutions and ministries relevant to SOS program delivery e.g. the Ministry of water resources, Ministry of Social Affairs, and HAC and women's departments as well as school teachers will be targets for training in order to stimulate internal dialogue and forge a common understanding of gender aspects.

- Community public sessions will be promoted to enrich dialogue and build consensus among target communities on gender issues that concern people's lives. Appropriate means to conduct these activities should be explored well in consultation with women, men and the youth. Plans should be designed by the youth to emphasise ownership and community-based initiatives and perceptions.

- SOS will promote knowledge development and management through exchange of experiences, lessons, best practices, dialogue and cross-learning across SOS projects and gender-sensitive NGOs.

f. Advocacy

- SOS will lead and promote effective joint advocacy through liaising and networking with partners e.g. CBOs, CSOs, NGOs, GOs and socially and politically influential actors in the community and at national level, for gender equality and mainstreaming objectives in formal and informal constituencies.

g. Gender-based violence

- SOS will keep monitoring gender-based violence experienced across its projects and program activities and will project suitable measures to manage it within its mandate of promoting gender-sensitive security and sustainable livelihoods. It will, however, ensure that it will not ensue from its interventions.

h. Research

- SOS will support the production of empirical and scientific research on critical gender issues relevant to its mandate e.g. women and agrarian change, gender, food security and

sustainable livelihoods, and which will inform SOS' policy and program development and enabling to influence positive and tangible transformation in the lives of men and women and their gender relations.

3.5.4 Institutional strategies

a. Overall responsibility

- Senior management will continue to emphasise gender mainstreaming, will ensure that gender perspective has been incorporated in the project cycle of all programs, projects, strategies, action plans and reviews. SOS will advocate for gender equality and mainstreaming values across its partners and through interagency forums and discussions.

b. Accountability

- Each project will be accountable for ensuring that efficient gender mainstreaming plans and methods are designed and well incorporated. This will be shown in the presentation of indicators, monitoring tools, targets, schedules and resources required for its implementation. This however should be an integral part of the action plan and not isolated from it.

- The management will ensure that each project will have to identify a Gender Focal Point from among its staff to oversee gender equality and mainstreaming performance in the projects, identify obstacles and lead participatory gender learning and equality fostering initiatives among staff as well as representing the project on local gender and women issues.

- The management will seek to facilitate the gender mainstreaming in project cycle activities by developing and incorporating gender sensitive terms of reference (TORs), collecting gender disaggregated data and supporting new initiatives on gender equality projects

c. Recruitment

- Flexibility in working patterns and arrangements could be positive for equality as it could help facilitate women's integration into program works e.g. assignments and part-time contracts for women, especially for potential women in local project settings.

- Equal treatment and equal opportunities in the workplace (e.g. pregnancy should not affect employability).

- SOS will seek to take "positive action" to bring a more balanced gender mix of staff by offering jobs to female candidates

- Women's civil and religious rights during pregnancy/maternity, illness, mourning, and paid time off for ante natal care will be maintained during employment.

- Adverts for vacancies shall encourage women to apply

d. Gender capacity building - Conscientization[2]

- Successful implementation of gender strategy and plans and the efficiency and confidence in advocating and creating common understanding of gender equality and mainstreaming issues across various stakeholders, necessitate building gender awareness competence among staff of SOS. Gender training will therefore be designed to cater for the needs of all staff to enable them incorporate gender perspective in programs and projects and to lead gender equality advocacy across partners and communities. SOS will provide the staff with gender analysis materials and gender analytical framework.

e. Resource implications/budgeting

- The gender sensitive budgeting process of SOS will address and integrate the different needs of women and men identified to be addressed in its interventions. Budget analysis shall indicate how SOS resources affect women and men and their gender relations. Activities of mainstreaming gender in programs and projects e.g. recruitment of consultants, mission duration, support to participation of women civil society organisations (CSOs) in gender equality debate and in national or regional women's platforms, etc, constitute routine project cost.

f. Advocacy and networking

- SOS is an active member in interagency forums at local, regional and national levels. These forums bring government, INGOs, UN agencies, NGOs, CSOs and CBOs

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[2] means taking action against oppressive elements in one's life as a result of learning (http://en.wikipedia.org/wiki/Critical_consciousness)

together to discuss relevant issues, enable them to forge alliances and lead strong advocacy for good governance and practices on matters affecting their work. These forums and networks constitute potential platforms for SOS to bring to the board gender issues and to advocate for gender equality and mainstreaming in programs and policy development. They also enable exchange of information and sharing of best practices and lessons learnt. SOS will seek to collaborate with the relevant formal and informal institutions and bodies for reconciling gender equality policies, approaches and analytical tools for gender mainstreaming

4. Conclusion

Since its establishment in 2010, SOS Sahel Sudan has adopted gender equality planning and mainstreaming of gender perspective as a strategic objective across its projects and programs development and advocated for them across partners and networks. It adopts both WID and GAD as complementary approaches to simultaneously address women's specific needs and interests and integrate them in the mainstream development initiatives.

This policy sets out the SOS commitment to the gender equality planning and mainstreaming approach. It seeks to provide a more systematic approach to its interventions that address the practical needs and strategic interests of both men and women, bring both of them on board, address their unbalanced relations and design joint ventures in order to enunciate greater effectiveness, efficiency and sustainability.

SOS will pursue gender equality programs in Sudan in the areas of natural resource management, conflict reduction and sustainable livelihoods in efforts to build peoples' resilience in the face of adverse climate change. It understands that disasters do not differentiate between men and women and that women more often than not bear the brunt of the negative consequences and the perpetuated inequalities. Gender analytical framework will help understanding gender inequalities and designing gender equality responsive interventions and measures. The policy emphasises gender analysis and enhancement of gender competence both as principles and tools of gender mainstreaming for its programming and institutional strategies. It sets forth that women should be integrated in all stages of project cycle management as participants and as beneficiaries and to be given equal access to building disaster risk reduction capacities, security and secured livelihoods in order to achieve efficiency and effectiveness. The policy therefore adopts the concept of 'gender mainstreaming' as a key strategy to promote women's inclusion in decision making on issues affecting their lives and to give them equal access and control of development resources and benefits.

The policy emphasises the significance of participation, networking and policy dialogue with partners and stakeholders and the need for cross learning across CSOs and INGOs.

This policy was approved and is effective immediately. It will remain in effect until it is modified, replaced or revoked.

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6. Annex 1 Gender Analysis Framework

(Adapted from Simalenga, E. (edited 1997), pp. 17-23)

1. Activity profile/gender roles identification

A gender analysis is significant in recognizing the roles, positions and conditions of men and women in society. It **analyses w**ho does what, where, when, the time required for each activity, how roles have changed over time or differ by age, ethnic or social group. Gender roles identification provides the foundation to design and evaluate the extent to which actions and interventions may achieve the gendered objectives of a project

Activity Profile		

Productive activities
 	
1. Animal husbandry:
 	
    • Activity 1
 	
    • Activity 2, etc
 	
2. Income generation:
 	
    • Activity 1
 	
    • Activity 2, etc
 	
  Other
	Women/girls	**Men/boys**

Reproductive activities • Water related • Childcare • Cooking • other		

2. Access and control analysis

The analysis of the flow of resources and benefits is essential in understanding how a project will affect women and men. It identifies who has access to and control over resources and the benefits accrued from these resources. This analysis should reflect how it will affect the project and how the project will work towards changing the existing patterns of control over resources.

Land: titles, ownership, inheritance, management

Capital: income from production and labour

Labour: labour from children, hired, etc, for reproductive and productive tasks

Skills: who has greater access and control over education, training

Education: primary education, traditional religious education, training

Credits/savings: credit linked to control over assets e.g. land; control over income, informal training, written information

Information: conscientization, informal training, written information

Political power: laws and practices based on culture, tradition and religious beliefs

3. Needs and interest analysis

In order for the project to accomplish its target and achieve the expected change, the practical and strategic needs must be identified before doing the planning of the project. Questions to consider may include:

1. list some practical needs of women the project can address as part of its objectives

2. identify some practical concerns of women which could impact positively or negatively on the project

3. identify how the position of women affect the goals of the project

4. identify some strategic needs of women the project can address

5. identify potential differential impact the project activities could have on women's position

6. hypothesis the reactions of the community if women's strategic interests are met

7. Explore potential ways and means to sustain the resulting changes in the roles and position of women and men.

4. Opportunities and constraints

These are factors which could influence the project impact and constitute opportunities or constraints to the project's objectives and activities. They are suggested as follows:

1. *Socio-cultural factors*: societal norms, organisation, tradition, religion, organisational and institutional arrangements.

2. *Disaster risk management:* people resilience mechanisms, emergency preparedness, poverty reduction initiatives, conflict prevention/resolution systems, etc

3. *Economic factors:* poverty level, inflation rates, infrastructure, income distribution, economical organisations, infrastructure, etc

4. *Environmental factors:* the quality and availability of land, water, fire wood, pasture, etc

5. *Natural resource management factors:* laws, government system, traditional local conventions and structures, effectiveness and efficiency, etc

6. *Political factors:* power relations and system of governance, legal systems, collective decision-making, inclusion and exclusion of men and women, etc.

7. *Demographic factors*: migration patterns, infant mortality, life expectancy, etc

8. *Institutional structure:* government, education, healthcare, funding agency, etc.

9. *Legal parameters:* right to ownership, voting, personnel policy

Questions to ask may include:

1. How could these affect the project goals and activities?

2. How can cultural norms be seen as an opportunity for the project?

3. What environmental issues are crucial to women?

4. How will the project overcome conflicts due to project activities?

5. Is the project organisational and management structure obstructing to achieving its objectives?

6. Annex 2 **Checklist to ensure gender planning and mainstreaming is attended to**

Do	Don't
- Emphasise gender awareness in all levels and activities of a project/program - Include women in all aspect of project planning and development - design, implementation, monitoring and evaluation - Recognise that the first step for gender planning is gender sensitizing training for project personnel and all others involved - Use gender analysis tools in the process of gender training awareness - Be creative in designing appropriate approaches of promoting gender in your project - Believe that women's access to project's resources is necessary first step to bring them in - Look for ways of including women and letting their voices be heard - Listen to women's needs and priorities - Remember that gender equality is a priority and a strategy for SOS	- Assume that gender context are similar in all SOS project settings - Assume men's perspective is the same as women's - Isolate men from discussions on women's issues - Assume that SOS programs/projects are not appropriate for women, because you don't see them involved the first day you arrived. - Assume that women will be the main beneficiaries of SOS resources (this is a gendered NGO) - Assume that women are naturally gender aware and gender sensitive - Interpret women's silence as a lack of interest in SOS (try to let them speak!) - Take for granted that women's positions and gender relations can easily be changed

(Adapted from Simalenga, E. (edited 1997), pp. 25-26)