



# GENDER PLANNING CONCEPTS

## Objectives

This module aims to explore:

1. Why gender is intrinsic to development.
2. The difference between practical and strategic gender needs.
3. Key concepts such as gender planning and gender mainstreaming.

# PRACTICAL AND STRATEGIC GENDER NEEDS



## Exercise one: A plea for help

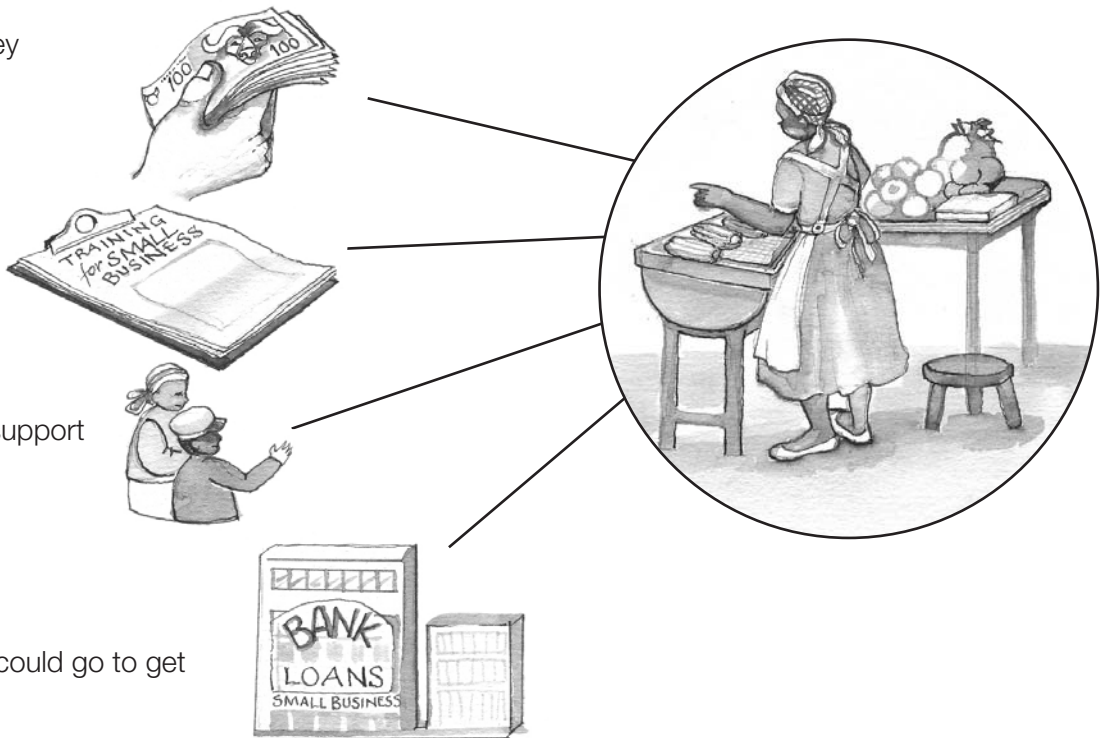
A woman working in the informal sector comes to you for help. You can

Give her some money to buy stock;

Give her training on running a small business;

Ask your friends to support her or you could

Suggest where she could go to get credit.



## Questions

1. Which of these fulfils a practical need? \_\_\_\_\_

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2. Which of these fulfils a strategic need? \_\_\_\_\_

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3. What is a practical need? \_\_\_\_\_

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4. What is a strategic need? \_\_\_\_\_

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5. Think of examples of practical and strategic needs that are addressed every day \_\_\_\_\_

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## Definitions

**Practical gender** needs are the needs that women identify in their socially accepted roles in society. Practical needs do not challenge the gender division of labour or women's subordinate position in society, although arising out of them. Practical gender needs are a response to immediate perceived necessity, identified within a specific context. They are practical in nature and are often concerned with inadequacies in living conditions such as water provision, health care and employment.

**Strategic gender** needs are the needs women identify because of their subordinate position to men in their society. Strategic gender needs vary according to specific contexts. They relate to gender division of labour, power and control and may include such issues as legal rights, domestic violence, equal wages and women's control over their bodies. Meeting strategic gender needs helps women to achieve greater equality. It also changes existing roles and therefore challenges women's subordinate position.

**WID, WAD & GAD**

**Women in development (WID)**

- A WID approach seeks to integrate women into the existing development programmes, but without transforming unequal gender relationships. It does not question the relation of gender inequality and therefore tends to address the symptoms rather than the causes of gender inequality.
- Early WID projects tended to view women as passive beneficiaries, and often focused on isolated women-only projects or peripheral activities. No gender analysis was done to ensure that WID activities would meet the real needs of women involved, or that the activities would be accepted by men who were not consulted.

**Women and development (WAD)**

- A WAD approach focuses on achieving more efficient and effective development through the integration of women into existing development processes. It recognises that women have always been economic actors and emphasises structural change of the global political economy, but does not address the linkage between patriarchy and economic exploitation.
- WAD strategies usually added women’s projects or project components to complement mainstream development programmes. Such projects were geared towards increasing women’s income and productivity, such as through incoming-generating projects.

**Gender and Development (GAD)**

- The GAD approach to development looks at the unequal relations between the rich and the poor, the advantaged and the disadvantaged and the additional inequalities that women face in these contexts. It recognises that women, poor people and other disadvantaged groups are the victims of social structures that prevent equitable development. The ultimate goal of a GAD approach is to create equitable and sustainable development with women and men as equal decision-makers. A GAD approach takes into account the different practical and strategic needs of women and men at all stages of a project cycle.
- “Gender and development” has replaced the “women in development” approach in the most recent development literature, but has yet to be broadly implemented.

*Source: Gender training manual and resource guide, Ministry of Gender Equality and Child Welfare in the Republic of Namibia.*



**Exercise two: Take a case study from the research in your country that demonstrates practical and strategic gender needs**

**Questions**

1. In what ways has the work of this Councillor been meeting the practical needs of women and children, and in what way the strategic needs of women and children?

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2. In what ways are activities in your council addressing either the strategic or practical needs of women and girls?

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3. In what ways can more practical and strategic needs of women and girls be met? What dilemmas would you face in each case, and how would you overcome these?

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<b>Practical needs</b>	<b>Strategic needs</b>
Tend to be immediate and short term	Tend to be long term
Unique to particular women	Common to almost all women
Relate to daily needs, food, housing, income, health, children etc.	Relate to disadvantaged position, subordination, lack of resources and education, vulnerability to poverty and violence etc.
Easily identifiable by women	Basis of disadvantage and potential for change not always identifiable by women
Can be addressed by provision of specific inputs such as food, hand pumps, clinics etc.	Can be addressed by consciousness-raising, increasing self confidence, education, strengthening women's organisations, political mobilisation etc.
<b>Addressing practical needs</b>	<b>Addressing strategic interests</b>
Tends to involve women as beneficiaries and perhaps as participants	Involves women as agents or enables women to become agents
Can improve the condition of women's lives	Can improve the position of women in society
Generally does not alter traditional roles and relationships	Can empower women and transform relations

*Source: A Curriculum for the training of trainers in gender mainstreaming produced by African Women's Development and Communication Network*

# GENDER MAINSTREAMING



**Exercise three: Take a case study of a specific example in your country of where the community speaks out**

**Task**  
Devise a set of policies that would make a practical and strategic difference to the lives of the women in your community.

ISSUE	POLICIES/ACTIONS	WHO RESPONSIBLE	RESOURCES

From this exercise, what do you understand by gender mainstreaming?

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## Definition

**Gender mainstreaming** is a process of assessing the implications for women and men of any planned action (including legislation, policies and programmes) in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation and evaluation of policies and programmes in all political, economic and social spheres so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal is gender equality.

*Source: National gender mainstreaming programme, Ministry of women affairs and child welfare, 2003*



## Exercise four: Read a policy document of the council in your country

1. Is gender mentioned in this excerpt? \_\_\_\_\_  
\_\_\_\_\_
2. If there are statistics given, are these disaggregated by sex? \_\_\_\_\_  
\_\_\_\_\_
3. Are there any further statistics, information, or analysis based on gender that would be useful in this policy?  
\_\_\_\_\_  
\_\_\_\_\_
4. Would you describe the policy as gender blind or gender aware? \_\_\_\_\_  
\_\_\_\_\_
5. If the former, how would the policy be different if it were more gender aware? Would this make it more relevant/effective?  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



## Definitions

**Gender-blind policies** recognise no differences between the sexes. They mistakenly assume that men and male norms represent the norm for all human beings. As a result, they incorporate biases in favour of existing gender relations and therefore exclude women.

**Gender aware policies** recognise that women, as well as men, have an important role to play in society; that the nature of women's involvement is determined by gender relations, which make their involvement different and often unequal; and that consequently women have different needs, interests and priorities, which may sometimes conflict with those of men.

## SEX DISAGGREGATED DATA



### Exercise five: Pulling out the gender statistics

The following is an excerpt from the Customer Satisfaction Survey of eThekweni (a municipal council in South Africa). Participants should work in pairs to review different aspects of the findings and to answer the questions that follow:

#### Satisfaction with service provision in eThekweni

##### Household services

###### *Water and sanitation*

- Approximately 75% of the population is satisfied with their water supply system.
- A higher proportion of men (79%) are more satisfied than women (73%).
- Over 60% of the population is satisfied with their sanitation systems.
- 59% of women were not as satisfied as men (65%)

###### *Electricity*

- Over 70% of the population is satisfied with their electricity supply.
- More men (75%) are more satisfied than women (68%).

###### *Refuse removal*

- Over 65% of the population is satisfied with their refuse removal systems.

##### Housing

- Approximately half the population is happy with their housing, and half is either non-committal or unhappy about their situation.
- More men (52%) than women (44%) were satisfied with their dwellings.
- Women give higher priority than men to the provision of basic services, close location to amenities and a good neighbourhood as reasons for their satisfaction.



### Satisfaction with local area

- Both men and women give very similar priority to the same community features: safety from crime, access to shops, peacefulness and a safe area for bringing up children.
- Men rate police stations far more highly than women.
- Women rate access to health services, housing support services, crèches and pension payout points more highly than men.
- Almost 80% of the population feel that they have good access to the shops.
- The population generally regard the parks and recreation amenities in their area as inadequate.
- Women perceived an environment to be improved if it had sanitation, access to shops and housing delivery.
- Men saw improvements if primary health care and electricity had been provided, and community consultation had been undertaken.

### Safety and security

- Over 70% of the population felt that the crime situation had stayed the same or worsened in the past year.
- Fewer women (18%) than men (22%) felt that the situation had improved.
- Almost a quarter of the population had been a victim of crime in the past year, and women had a slightly higher incidence (26%) than men (23%).
- 40% of both men and women feel that their area performs well in terms of its safety.
- More women (45%) feel that the area is susceptible to crime than men (40%).
- 18% of women feel that their area rates very badly compared to 14% of men.
- More men (74%) than women (67%) feel safe walking in their area during the day.
- 33% of women feel unsafe in their area during the day, and of this proportion, 13% feel very unsafe.
- 26% of men feel slightly or very unsafe in their areas.
- 68% of women feel a bit or very unsafe walking in their area after dark, and of this proportion 40% feel very unsafe.
- 63% of men feel unsafe walking at night in their areas, with over a third feeling very unsafe.
- Almost 45% of the population feel that their area is not safe for children, with women (48%) feeling this more strongly than men (42%).

### Family life and social relations

- Almost 60% of men are happy with the amount of time they have at their disposal and how they spend their leisure time.
- Women are more dissatisfied than men with the amount of time at their disposal (41%) and the way in which they spend their leisure time (40%).
- A higher proportion of women (71%) are worried about being infected or affected by HIV/AIDS than men (60%).
- Gender-based patterns emerge in the membership of organisations. Women are more involved than men in burial societies, savings clubs, faith-based groups, civic associations, community service organisations, women's clubs and youth organisations. Men are more involved than women in neighbourhood watch activities, political parties, social/recreational clubs, and sports clubs.

*Excerpt: Gender Policy Framework for the eThekweni Municipality, Final Draft Report*

1. In what way do the views of women and men differ? Are they equally satisfied as customers of the City?

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2. How do these sex-disaggregated statistics add to our understanding of key issues for the municipality?

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3. How might they affect policies and programmes of the municipality?

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