

Integrating Gender into PSIA's

Gender refers to the socially constructed roles ascribed to males and females. These roles are learned, change over time, and vary widely within and across cultures.

The 'User's Guide to Poverty and Social Impact Analysis' outlines A) the Conceptual Framework for Understanding Poverty and Social Impacts and B) ten elements of good PSIA's. Taking each aspect in turn, this note outlines a set of critical questions and practical approaches and methods for ensuring that gender is integrated into PSIA's. As a default, it is important to pose the question, "What are the gender implications of this reform?" This question can be addressed through the following channels:

A. Engendering the Conceptual Framework of the PSIA¹

Each question in the conceptual framework provides opportunities for integrating gender:

1) Impact of What: What is being analyzed?

Consider what sector is being reformed and explore male and female differentials in divisions of labor, participation, access to and control of assets and resources and voice. At the minimum, a desk review of literature and data should explore the gender implications of the reform.

2) Impact on what: What is the welfare measure being assessed?

Recognizing the multidimensional nature of poverty (both income and non-income measures of welfare and poverty), suitable indicators of welfare and poverty should be selected based on an understanding/exploration of the differences in female and male outcomes across a broad range of indicators, such as human development and social development indicators that explicitly address risk, vulnerability, capability, opportunity, security and empowerment of females and males.

3) Impact on Whom: Whose welfare is being analyzed?

Explicitly consider the welfare of males and females separately and consider the different 'categories' of males and females due to income, class, ethnicity, age, geographic location (e.g. rural / urban), livelihood and other context-specific criteria.

4) Impact How: How are impacts channeled?

Consider differentials, disparities and relations between males and females in access to and control over employment, prices, goods and services, assets, transfers and taxes, and how these differentials in access and control (over *each* of the above) might a) impact the reform and b) be impacted by the reform.

5) Impact How: How do institutions affect outcomes?

Consider which institutions (markets, legal system etc.) will be directly *and* indirectly impacted by the reform and consider the nature of female and male engagement with these institutions.

6) Impact When: When do impacts materialize?

Consider the potential short *and* long-term effects of the policy on men and women employing the categories identified in Q. 3.

7) Impact if: What are the risks of an unexpected outcome?

Recognize that unexpected outcomes could result in very different risks for females and males.

B. Integrating Gender into the Ten Elements of PSIA's

PSIA's adopt [an]... eclectic approach to data collection, choosing among open-ended, semi-structured, and close-ended instruments to fill information gaps for mixed-methods.

1) Asking the Right Questions

In identifying the reforms that will be subject to analysis, ask the questions: How do males and females engage with this sector at the present time (issues of access, control, participation)? How are they likely to be impacted by this reform and through what channels (employment, prices, access, assets, transfers and taxes)? Repeat steps 1 through 7 of the conceptual framework above.

2) Identifying the Stakeholders

Using Stakeholder Analysis techniques, *always* differentiate between male and female stakeholders across the range of characteristics under analysis (household type, household size, ethnicity, location, occupation, etc.). The male/female composition of stakeholders in organized groups such as unions, civil society organizations, etc., should also be assessed.

3) Understanding Transmission channels

When identifying and understanding through which transmission channels a particular policy change is likely to operate, acknowledge and show the different experiences of males and females.

4) Assessing Institutions

Disaggregate by sex all data collected and analyzed through the various methodological techniques chosen. *Organizational Mapping and Institutional Analysis Techniques*: Where relevant, in-depth, semi-structured, and key informant interviews should be conducted with male and female staff at all levels of a given organization (if both sexes are present. If one sex is absent, this should be noted and analyzed). Use sex-specific focus groups and (depending on context and cultural norms) mixed focus groups to elicit different types of responses.

5) Gathering Data and information

The PSIA Users Guide distinguishes four discrete steps for gathering data 1) Mapping Desirable Data for PSIA; 2) Taking Stock of Available Data and Analysis; 3) Coping with PSIA data limitations up front 4) Addressing PSIA data limitations today so they do not limit PSIA in the future. The data collection methods chosen depend to a large extent on the nature of the reform. However, **Close-ended** data collection methods (structured questions; gender budget analysis; time-use studies; statistical analysis, etc.) and **Open-ended** data collection methods (in-depth, open-ended or semi-structured interviews, ethnographic observation, focus groups, participatory poverty assessment) and subsequent analysis should (a) **disaggregate all data by sex**, and (b) be **sensitive to gender-based constraints**; for example., focus groups could be sex-specific and mindful of men's and women's different situations and constraints, such as cultural sensitivities or time availability. The sex of interviewers and venue for interviews should be adjusted to reflect appropriate local norms. Gender sensitive indicators should be used.

6) Analyzing impacts¹

Approaches and methods for estimating impacts vary; however economic and social analyses should be integrated where practicable. **Social Analysis tools** such as *social impact assessments, participatory poverty assessments; beneficiary assessments* should explicitly: (a) address how the reform will impact women and men (taking into account differences in age, ethnicity etc), (b) outline what the coping mechanism are for different groups of males and females, (c) indicate which groups of men and women are likely to be most vulnerable and why, (d) review behavioral responses of different groups of women and men, and (e) examine the gendered aspects of social relations among stakeholders. **Direct Impact Analysis** tools such as Incidence Analysis and Poverty maps should distinguish between males and females. Incidence Analysis should integrate analysis of the male/female composition of households.

7) Contemplating enhancement and compensation measures

PSIA's can inform policy design to maximize welfare gains for both men *and* women. Compensation measures can only be equitably targeted to males and females if gender-sensitive indicators are built into the design of the PSIA.

8) Assessing Risks

Where feasible, the various Risk Analysis Methodologies (Risk Assessment, Sensitivity Analysis and Scenario Analysis) should disaggregate and analyze the data by sex.

9) Monitoring and Evaluating Impacts

Gender sensitive M&E indicators (Output, Outcome, Process and Impact) should be integrated into the tracking and assessing of impacts.

10) Fostering Policy debate and feeding back into policy choice

Stakeholder participation and ownership have been shown to lead to more effective policies in many instances. All stakeholders in the project (male and female) should be involved not only in the PSIA research process but also in the process of policy debate centered around tradeoffs in potential reforms. Gender-differentiated findings should be presented and gender-differentiated recommendations made.

¹ Refer to PSIA User Guide for descriptions of methods & attached list of resources for detailed descriptions of social analysis methods and tools.