



Department for Women

Applying a gender lens

A practical guide to gender analysis for
NSW government agencies

Aim of the guide

- To introduce gender analysis to NSW Government Departments
- To show how gender analysis can be carried out in public sector work
- To assist people to identify and address the specific experiences and needs of women and men more effectively in their everyday work.

About the guide

- Provides a “How to” on gender analysis
- Includes six case studies to illustrate gender analysis in practice in the NSW public sector
- Lists government agencies and contacts
- Provides references
- Includes link to comprehensive annotated bibliography

Case studies have been used in the guide because:

- They are a good way of showing how abstract principles can be applied
- The examples complement more general and conceptual guides which are available
- They cover a range of public service work, from legislative reviews to program development

What is gender analysis?

Gender analysis is a process of developing or examining policies, practices, programs or legislation from the perspective of gender - looking through a “gender lens” to focus on women’s and men’s specific needs and circumstances throughout the work process.

Gender analysis acknowledges:

- Women's and men's needs are often different
- Policies and programs can have differential impact on women and men.
- The need to investigate the effects on women and men of each step of policy and program development.
- The need to seek and articulate the views of women and to increase women's input into decision making to redress the imbalance
- Gender equality is not synonymous with sameness

Why is gender analysis necessary?

1. Australia has endorsed key international conventions and agreements on equality for women.
2. The NSW government is strongly committed to removing barriers to women's full participation in society.
3. NSW and Commonwealth legislation prohibits discrimination on the grounds of gender.

Why is gender analysis necessary?

4. It is necessary to integrate gender issues into mainstream activities :

- so that organisations become more gender sensitive
- to generate a mix of gender specific and gender inclusive approaches
- so that all policies and programs are considered according to their gender impact.


Why is gender analysis necessary?

5. Gender analysis is good practice

- Programs and policies work best when the characteristics & needs of those affected are fully taken into account.
- It uncovers important and policy-relevant considerations that may not have been seen.
- It helps uncover hidden assumptions and values which may sustain inequality
- It leads to better targeted and more effective service delivery.

Why is gender analysis necessary?

6. Gender analysis takes into account the diversity of women and men.

- socio-economic position, cultural backgrounds
life stage and other demographics
 - specific groups - ATSI women and men, CALD
women and men, women and men with
disabilities.
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More gender sensitive



More people centred



Evidence based and transparent



More effective

An example:

Women's Information Needs Study

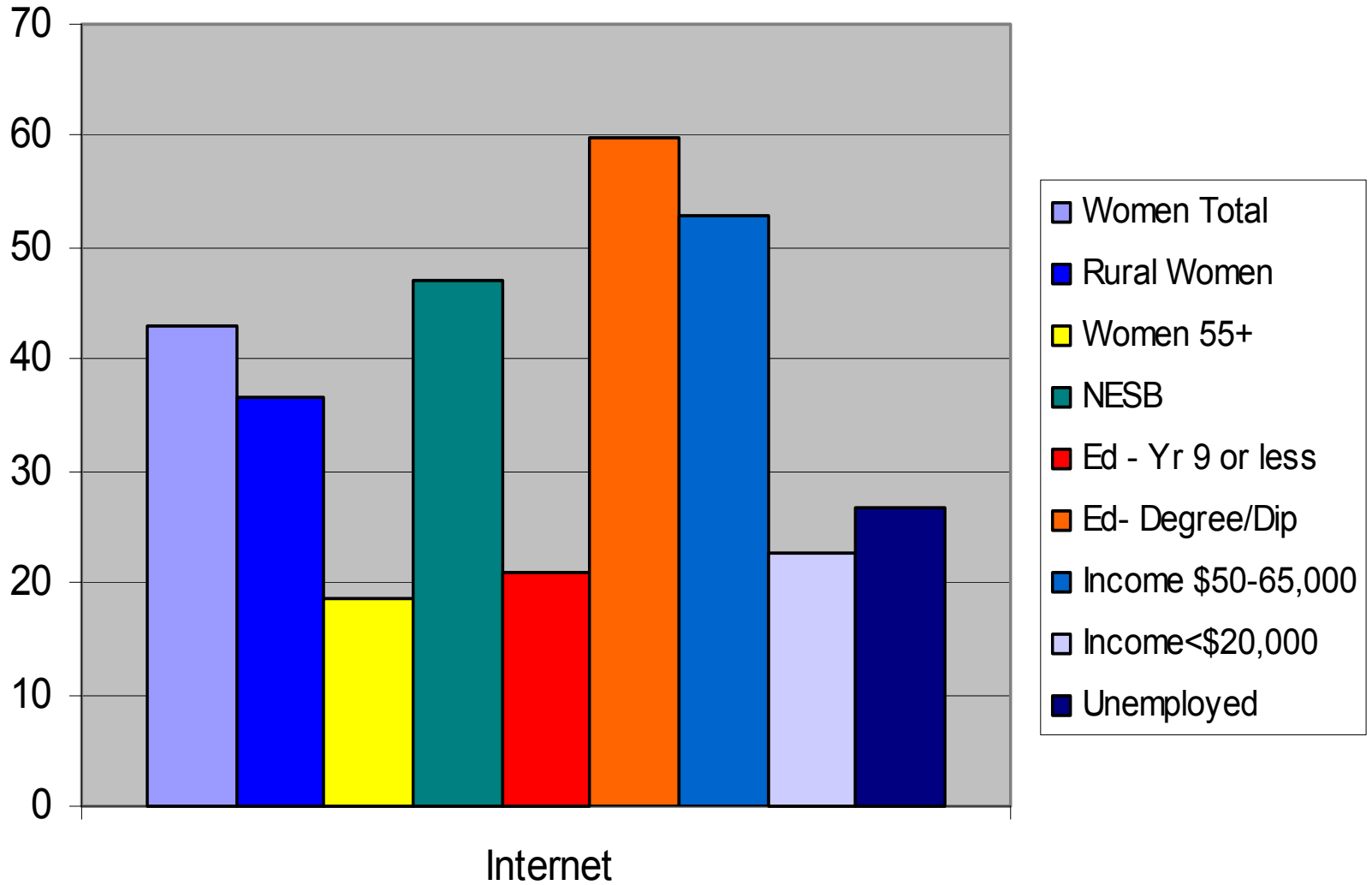
46.8% of people interviewed said the internet was a satisfactory source of information

When the answers are examined by gender

50.8% of men thought it satisfactory

43.1% of women thought it satisfactory

Satisfaction - Internet



Gender analysis can inform

- policy formulation
 - program design
 - submission writing
 - project management
 - community consultation
 - information campaigns
 - marketing plans
- 

Transport brainstorm

Imagine you work for a local council and have been asked to assess transport needs in your area. What factors or issues might affect women's transport needs?

- What are women's needs? How do they use resources and services? How do women participate in relevant activities?
- Are there differences in women's and men's needs and experiences? How important are they? How can we demonstrate the dimensions of these differences?
- Are women's needs being addressed? How can ways of addressing them be built into the process?

Conducting a gender analysis will be facilitated by:

- Collection of statistical information
- Building a resource file of information on gender issues in the subject area.
- Regularly reviewing your information to ensure that analysis is up to date and relevant to the context
- Developing reference points and networks and conducting consultations

Collection of statistics:

- All person-based data should be collected and analysed by sex
- All variables and characteristics should be analysed and presented with sex as a classification
- Specific efforts should be made to identify gender issues and provide data that address these.

Building a resource file

- Allows you to build your understanding of ways in which women's and men's life circumstances and experiences affect their needs
- Helps you identify what you know and what you need to learn
- Includes statistical information and qualitative information
- Includes local/national/international information gained from the internet, reports, research papers, consultations

Regularly reviewing your information

- Enables ongoing tracking of changes and review of your resource file
- Ensures that analysis is up to date and relevant to the context in which the work is being done
- Can be achieved by attending conferences and seminars, collecting media clippings, subscribing to electronic bulletins or discussion groups, bookmarking relevant websites

Developing reference points and networks

It is helpful to consult with people and organisations with specific expertise.

- Women's or gender or equity units in government agencies
- Department for Women
- Client or community reference groups
- Peak bodies and non-government organizations (NGOs), including women's groups.
- Academics and researchers.

Information about issues of importance to women in NSW

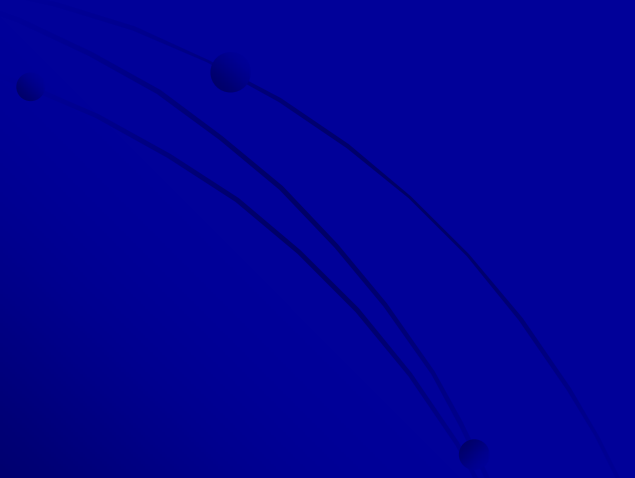
- The DFW website www.women.nsw.gov.au
- *Statistical Profile of Women in NSW*
- *NSW Government Action Plan for Women 2002-2004*
- The ABS website www.abs.gov.au
- The *Women's Gateway* - one-stop internet entry point for information about government and community services for women in NSW.
www.womens.gateway.nsw.gov.au

Steps in gender analysis

What are potential issues and considerations for women/men?

Step 1

Developing an understanding of social and economic position of women and men and the range of issues of importance to women and men



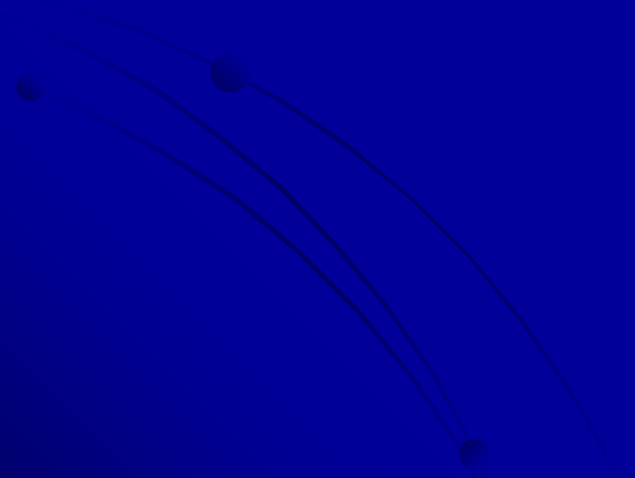
Steps in gender analysis

**What are you
planning to do?**

Step 2

Map out the process for
managing the project
with the usual method

Write project plan



Steps in gender analysis

Do you know what impact the project will have on women/men?

Step 3

Identifying which issues for women and men are relevant to this particular project

Write a short summary to refer to throughout the project

Steps in gender analysis

**How will you
address
issues for
women/men ?**

Step 4

Incorporating steps into each stage of the project plan to ensure that these issues are addressed

Specify who will do which steps and what will be the outputs for each step

Steps in gender analysis

How will you measure whether it worked out well for women/men?

Step 5

Specify measures to identify if issues have been addressed.

Evaluate against these and feed lessons back into the project

Report on how the project addressed the gender issues