Country Gender profile

A Country Gender Profile (CGP) is the result of a comprehensive gender analysis of the situation of women and men in a country, which should be used to guide cooperation programming.

A Country Gender Profile (CGP) provides data and analysis on differences between women and men in their assigned gender roles: in their socio-economic position, needs, participation rates, access to resources, control of assets, decision making powers, individual freedoms and human right conditions.

The purpose of a Country Gender Profile

- To identify key gender issues that need to be addressed, especially in the context of the Sustainable Development Goals;

- To asses a country's legal and political context as related to gender equality;

- To define in a participatory manner how international cooperation can support a country's gender equality policies;

- To identify human rights and decent work deficits from a gender and non-discrimination perspective.

Who should use this tool?

1. Staff from donor agencies engaged in policy dialogue, in programming and in charge of preparing the technical dialogue

2. Staff from governmental institutions engaged in policy dialogue, programming and in charge of preparing the technical dialogue

3. Non-state actors

When should this tool be used?

In the programming phase of a new cycle of operations, when a country's development priorities are identified by development partners.

How to produce a useful CGP

It is essential that a common participatory approach is adopted in order to arrive at an agreement on key priorities and the division of labour. The example below illustrates how the participatory process can be embedded in the Terms of Reference for a Country Gender Profile.

Example 1: Terms of Reference for the development of Tanzania Country Gender Profile (TCGP)

1. Background

The Government of Tanzania's is committed to the promotion of gender equality, carried out through the implementation at national level of international commitments to gender equality that have been adopted. This is demonstrated through its efforts in providing an enabling environment that includes an improved legal framework and other mechanisms to advance women's economic status. The National Constitution, Vision 2025 and the National Strategy for Growth and Reduction of Poverty (NSGRP) guarantee and envision equality between women and men, boys and girls. Furthermore, the country developed its National Women and Gender Development Policy in 2000, and the Strategy for Gender Development (NSGD) of 2005 which provide guidelines to government and non-government actors for them to effectively incorporate gender equality concerns into their plans, strategies and programmes. Gender equality and women's rights increasingly receive attention in the context of the on-going constitutional review process in Tanzania. [...]

2. Purpose

The Country Gender Profile, as a result of gender analysis, will provide reliable information for advocacy, programming, budgeting, and decision-making purposes. It is anticipated that it will be regularly updated using data from the national bureau of statistics and other research institutions. It will be an analytical and operational document, including suggestions for strategies, types of actions, and pertinent monitoring and evaluation elements to address the gaps identified through documentary review and analysis. [...]

a. Specific objectives

In relation to contents the gender country profile will:

1. Provide a comparative analysis of the current situation of women and men in the country, identifying gender discrepancies in the enjoyment of social and economic rights, cultural and political rights. [...]

2. Provide a gender perspective of the analysis of poverty and sectoral priorities and issues, with due regard to identified vulnerabilities and gender gaps as indicated in MKUKUTA II and MKUZA II and where relevant the BRN priority sectors.

3. Identify entry points and strategies to address gender gaps across different sectors, including an advocacy strategy and indicators that can be used to track progress in relation to gender equality and women's empowerment in these sectors.

4. Identify gaps in research and data concerning gender equality, including the need for statistical data to cover additional issues or further analysis of raw data.

5. Provide a list of recognized research bodies that are capable of producing quality data and information. It will also design an Action Plan to address the information gaps and possible institutions that could take the lead in data collection.

3. Process and accountability structures

A consultation with all key sectors was organized and hosted by the Ministry of Community Development, Gender and Children (MCDGC) that identified not only the purpose of the TCGP but also a roadmap for the process. The consultation was supported by UN Women Tanzania on behalf of the Development Partners Group on Gender and facilitated by an expert of the International Training Centre of the ILO.

[...]

The stakeholder workshop of 4 March 2014 assigned the following terms of reference for this working group:

1. Finalise the road map based on the notes of the workshop of 4/03/2014

2. Design and validate the terms of reference for the production of the gender profile (output 1) and the repository/ data base (output 2)

3. Design a methodology for each of the outputs

4. Capture the process that has been followed up to this working group

[...]

There could be two different technical teams based on the work that will be carried out for each of the outputs.

• Output 1. An initial document for the TCGP;

• Output 2. A repository of information on gender equality/ data base.

The technical teams will involve Tanzanian research bodies and technical staff from the different ministries involved in the stakeholder workshop.

[...]

4. Possible structure of the document and the repository/data base

The suggested structure of the TCGP is: **context, key issues** and **recommended actions,** and key advocacy messages. This information will be organized per sector to allow easy reading and use by the concerned sectors.

Source: ITCILO, Financing for Gender Equality Project internal document (2015).

Contents of a Country Gender Profile

In general, a CGP:

• Documents the differences in gender roles, activities, needs, and opportunities in a given national context;

• Shows gender gaps by using sex-disaggregated data;

• Document existing gender inequalities at micro (grass roots), meso (institutional, sectoral) and macro level (national), taking into consideration the different backgrounds and diversity between women and men (age, ethnicity, religion, income level, etc.).

A CGP should answer gender analysis questions at different levels.

Example 2: Gender analysis questions to be answered by a CGP

Macro level

• Which are the existing gender equality commitments of the government in the context of international processes such as the ratification of CEDAW, the Beijing Declaration and Platform for Action (1995), the Cairo International Conference on Population and Development (1994), the Busan Joint Declaration on Gender Equality and Women's Empowerment (2012), and gender at the post 2015 agenda?

• Are these international commitments reflected in the goals, targets and strategies of national and sectoral policies?

- Has the government a policy in place to raise awareness on inequalities between men and women, and to address these inequalities at different levels? Has the government assigned resources to address these gender gaps and to promote gender equality and women's rights?

- Are the different social-economic contributions of men and women to the productive and the care economy recognised in the national development policies? Is the differential impact of structural reforms on women and men recognised?

- How do current policies, laws and regulations (voting rights, rights to inheritance and credit opportunities, rights to divorce and child custody) impact differently on women and men?

- In national-level institutions (parliament, government ministries, universities, businesses), how are decisions made? How are women represented in the system?

Meso level

- Do service delivery structures (e.g. all civil service structures at this level – health, education, labour, transport etc. – the police, the judiciary, etc.) reflect gender balance in their membership and management? Do women and men have equal access to employment and services? Is equal treatment in terms of pay and benefit guaranteed for men and women?

- Do private-sector businesses and institutions (including companies, banks, media, etc.) reflect gender balance in their membership and management? Do men and women have equal access to employment and services?

- In which sectors are women and men most represented?

Micro level

- What is the division of labour amongst women, men, young and old? Who normally does what? Are there gender inequalities in access to resources, and who has control over different resources, including new resources and benefits from institutions, or development projects? Resources include non-material resources such as time, knowledge and information, and rights.

- What factors influence access to and control over resources (for example age, sex, position in an organisation, wealth, rural/urban location, education level, networks and patronage)?

- At the community level, how are decisions taken about different resources and activities?

- At the household level, who makes decisions about use of time and resources?

Source: based on Tool 6.3 and section 2 of the Toolkit on Mainstreaming Gender Equality in EC Development Cooperation (Brussels, 2004).

Below, an example of the Table of Contents delineates a possible structure and more detailed contents of a CGP.

Example 3: Table of Contents of a Country Gender Profile
(Gender Glossary, Map, List of Acronyms, and Executive Summary 3 to 4 pages)

1. INTRODUCTION
(1 page)

1.1 Background and Justification

1.2 Goal and Objectives of the CGP

2. THE NATIONAL CONTEXT
(5 to 7 pages)

2.1 The gender aspects of the historical situation

2.2 Gender-sensitive Poverty Profile

2.3 Macroeconomic Overview (including paid/unpaid economy. (in)formal sector

2.4 Human rights of women (e.g. incidence of gender-based violence)

2.5 Representation of women at decision making levels (macro, meso micro)

2.6 Donor Interventions and Cooperation

3. POLICY AND LEGAL FRAMEWORK
(6 to 7 pages)

3.1 International and regional commitments to Gender Equality (e.g. CEDAW, BfA)

3.2 The gender dimension of National Development Plan

3.3 Legal Framework and Women's Legal Status

3.4 Institutional Framework (e.g. women's machinery; implementation Area H of Beijing Platform for Action)

4. GENDER ANALYSIS BY SECTOR
(3 to 5 pages per sector; Selection of sector varies per country)

4.1 Gender and Employment

4.2 Gender and Agriculture Sector

4.3 Gender and Infrastructure Sector

4.4 Gender and Health Sector

4.5 Gender and Education Sector

4.6 Gender and Security sector, ETC

5. CONCLUSION AND RECOMMENDATIONS

List of Tables

List of Annexes

Example 4: Elements to consider when commissioning a gender analysis: the CGP of Somalia

The CGP provides the EC Somalia Operations Office information on the following areas of concern:

- Whether there are specific issues for Somaliland, Puntland and Somalia South Central that need to be taken into account and the implications of this for gender programming;

- Different roles for the different groups of women – urban, peri urban, pastoralists, agriculturists etc. the challenges and opportunities that can be identified;

- Clan organisation and lines of conflict in a gender perspective;

- Conflict prevention, security, protection, reconciliation, reconstruction & peace-building: Implementation of UNSCR 1325 on Women, Peace and Security;

- Female combatants or former combatants and women who are other ways affiliated with combatant groups;

- Disarmament, demobilisation and reintegration (DDR) from gender perspective;

- Gender-based violence and sexual abuse, addressing ways to enhance protection from such violence;

- Review of the traditional role/ position of women in Somali society and the actual/ possible impact of different levels/ types of Islamic authority, including the current trend of Islamisation in parts of Somalia;

- Rights issues (CEDAW convention)– taking particular account of the different legal systems applied, transitional justice systems, rule of law initiatives and the barriers/ opportunities they represent to women;

- FGM/C and women's sexual and reproductive rights and health; spread and variation of practices, impact on women's position, particulars of the practice that may help identify strategies for its eradication;

- Barriers to equal and non-discriminatory access to services and strategies to address these – education, health, water, information, family planning, business/credit, employment;

- Formal and informal barriers and opportunities to political representation and participation (power and decision making) at various levels;

- A bibliography on gender in the Islamic world.

Source: Judith Gardner for the EC Somalia Unit, Kenya and NORAD (2007), Gender Profile for Somalia – An executive summary.

The EU Resource Package Knowledge Bank contains numerous **examples** of Gender Country Profiles:

African Development Bank:
- AfDB. 2012. Burundi – Country Gender Profile (EN)
- AfDB. 2012. Gambia – Country Gender Profile (EN)
- AfDB. 2012. Central African Republic – Country Gender Profile (EN)
- AfDB. 2012. Sierra Leone – Country Gender Profile (EN)

- AfDB. 2011. Mali – Profil du Genre Pays (FR)
- AfDB. 2010. Comoros – Country Gender Profile (EN)
- AfDB. 2008. Rwanda – Country Gender Profile (EN)
- AfDB. 2006. Zambia – Country Gender Profile (EN)
- AfDB. 2005. Malawi – Country Gender Profile (EN)
- AfDB. 2005. Lesotho - Country Gender Profile (EN)
- …

And many more.

Asian Development Bank:

- ADB. 2015. Country Gender Assessment, Sri Lanka. An Update
- ADB. 2014. Timor-Leste Country Gender Assessment.
- ADB. 2014. Uzbekistan: Country Gender Assessment 2014.
- ADB. 2014. Bhutan: Gender Equality Diagnostic of selected sectors.
- ADB. 2013. Gender Country Assessment: Kazakhstan.
- ADB. 2013. India: Gender Equality Diagnostic of Selected Sectors.
- ADB. 2012. Country Gender Assessment: Lao People's Democratic Republic
- …

And many more.

European Institute of Gender Equality (EIGE):

EIGE published "Country Profiles", a complementary publication to the main Gender Equality Index report. It provides the Gender Equality Index scores and gives supplemental comparable information on each Member State and the EU-27 overall.

- European Institute for Gender Equality. 2013. Gender Equality Index. Country Profiles.

Japan International Cooperation Agency:

- JICA. 2010. SRI LANKA: Country Gender Profile
- JICA. 2008. INDIA: Country Gender Profile
- JICA. 2007. BANGLADESH: Country Gender Profile
- JICA. 2007. CAMBODIA: Country Gender Profile
- …

And many more.

World Economic Forum – Global Gender Gap Country Profiles:

- WEF. 2014. The Global Gender Gap Report 2014. – Part 2 Country Profiles.

CEDAW Country Reports

For example:

- Committee on the Elimination of Discrimination against Women. 1998.
  Initial reports of States parties: ALGERIA

- Committee on the Elimination of Discrimination against Women. 2007.
  Combined second, third and fourth periodic reports of States parties: BURUNDI

- Committee on the Elimination of Discrimination against Women. 2006.
  Sixth periodic report of States parties: France.

- Etc.

For example:

- Islamic Republic of Afghanistan. 2010. Afghanistan Millennium Development Goals Report 2010
- Government of the People's Republic of Bangladesh. 2015. Millennium Development Goals BANGLADESH Progress Report 2015
- Kingdom of Saudi Arabia. 2013. Millennium Development Goals 2013.

References

- *Toolkit on Mainstreaming Gender Equality in EC Development Cooperation* (Brussels, 2004)
- ITCILO, *Terms of Reference for the Development of Tanzania Country Gender Profile*
- Judith Gardner for the EC Somalia Unit, Kenya and NORAD (2007), *Gender Profile for Somalia – An executive summary.*

Further reading

An ample collection of resources, guidelines and briefs on gender in development coope-ration can be found in the Knowledge Bank. The Knowledge Bank consists of an annota-ted bibliography containing over 500 recent titles on a variety of topics related to gender mainstreaming.

- Danida (2011), *Country Gender Analysis*, in *The Gender Equality Toolbox.*
- SIDA (2010), T*ool: Guide to the elaboration of Country Gender Profiles*
- SIDA (2008), *Gender Country Profile Zambia*
- World Bank (2011), Strategic Country Gender Assessment – Vietnam