

## POST CONFLICT: GENDER AND PEACE BUILDING

### The Need for Gender Analysis

A useful starting point for determining the interaction between gender and Peace building is CIDA's policy on Women in Development and Gender Equity. CIDA has recognized the important role women play in development for over twenty years. Since 1976, CIDA has been developing guidelines and policy that incorporates women as agents and beneficiaries of development. More recently, CIDA has also increasingly emphasised gender equity and women's empowerment. A recent CIDA document points to the importance of women's partnership in development efforts;

In countries where the status of women has improved, faster economic growth and higher living standards also occurred, whereas in regions where women's rights and freedoms are denied, progress has been slow in coming. Where education levels for women have risen, infant mortality has declined, diet has improved and family size has shrunk (CIDA,1995c).

In order to more effectively implement development projects, CIDA has therefore devised gender analysis guidelines. The guidelines also provide the beginning of a framework for considering the contributions and needs of women in reconstructing societies;

#### Gender Analysis: What to do

- Gain an understanding of gender relations, the division of labour between men and women (who does what work), and who has access to, and control over, resources.
- Include domestic (reproductive) and community work in the work profile. Recognize the ways women and men work and contribute to the economy, their family and society.
- Consult with women -- individuals, women's organizations and gender experts.
- Identify barriers to women's participation and productivity (social, economic, legal, political...)
- Gain an understanding of women's practical needs and strategic interests, and identify opportunities to support both.
- Consider the differential impact of the initiative on men and women, and identify consequences to be addressed.
- Establish baseline data, ensure gender disaggregated data, set measurable targets, define indicators and define expected results.
- Outline the expected risks (including backlash) and develop strategies to minimize these risks