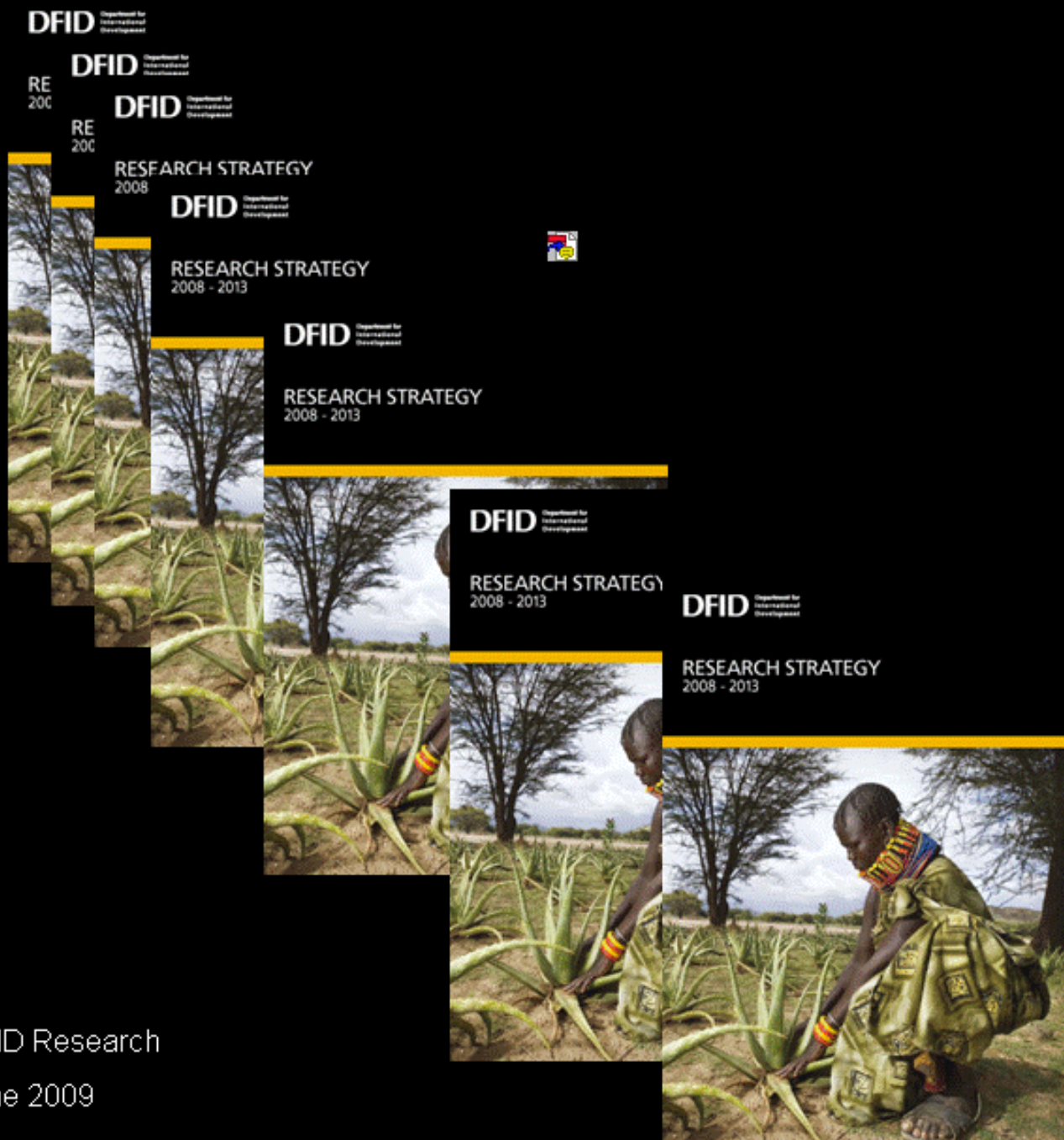


Research Programme Consortia

GUIDANCE NOTE ON GENDER MAINSTREAMING AND SOCIAL EXCLUSION IN RESEARCH



Guidance Note on Gender Mainstreaming and Social Exclusion in Research

All DFID funded research programmes should clearly incorporate gender mainstreaming. Research Programme Consortia (RPCs) should read this note in conjunction with the RPC Terms of Reference and other RPC guidance that can be found on DFID's Research for Development (R4D) portal: <http://www.research4development.info/dfidguidancenotes.asp>.

DFID and Gender

DFID recognises that gender equality and the empowerment of women are important goals in their own right and moreover are vital to poverty elimination, and achievement of all the Millennium Development Goals (MDGs). DFID has expressed this commitment through a number of public documents, including the Public Service Agreement (No 29) on International Poverty Reduction (2008-11), the Departmental Strategic Objectives (2008-11) and the [Gender Equality Action Plan](#) (GEAP, 2007-10), which governs the approach of the whole of DFID to gender mainstreaming. The GEAP includes specific commitments to producing better evidence on the impact of gender equality and women's empowerment in achieving development goals and developing partnerships that make significant contributions nationally and internationally to gender equality and women's empowerment. DFID's research plays a critical role in delivering this commitment.

DFID Funded Research

The DFID Research Strategy (2008-2013) (<http://www.dfid.gov.uk/Documents/publications/research-strategy-08.pdf>) recognises that eliminating gender inequality and achieving women's empowerment are essential to achievement of all the MDGs and that poverty elimination can only be achieved by addressing the disproportionate burden of poverty borne by women. Solid evidence on the causes and impacts of gender inequality is essential but a lack of gender specific information and statistics makes it difficult to assemble an accurate picture of progress towards gender equality. Gender specific research, gender mainstreaming in research and gathering and analyzing sex disaggregated data in research are all vital to understanding gender dynamics in development. DFID is therefore committed to ensuring that all of the research it funds includes gender analysis and the use of disaggregated data, by sex, as part of everyday research practice. (For more information, see DFID Research Strategy [Working Paper Series: Mainstreaming Gender in Research](#).)

DFID expects all the research it funds to tackle the causes and impacts of gender inequality. Research programmes should therefore include a clear gender mainstreaming approach, incorporating gender analysis in the research framework and use of sex disaggregated data.

DFID defines gender inequality as equality of opportunity between women and men such that both have equal rights and entitlements to human, social, economic and cultural development, and an equal voice in civil and political life. This is distinct from gender equity which refers to the exercise of those rights and entitlements leading to outcomes which are fair and just. (DFID Gender Manual, 2008).

What is gender mainstreaming?

Gender mainstreaming is the process of understanding any planned action, policy, programme, or other kind of intervention with regard to the implications for women and men of all ages from childhood to old-age. It is a strategy for making the concerns and experiences of women as well as men an integral part of a process, whether in the design of a new activity or the evaluation of existing or past activities. In international development spheres gender mainstreaming is about understanding how women and men experience poverty and development differently and it is about planning poverty reduction interventions that specifically aim to achieve gender equality.

In research programmes gender mainstreaming can refer to:

- (i) the way in which research programmes incorporate gender perspectives so that the overall research framework, approach and methodologies employed to conduct the research are clearly gender sensitive.
- (ii) gender equality in research management, for example, concentrating on the rules of selection for research institutions or research programme members, ensuring gender equality principles are in place and adhered to.

Ideally, gender mainstreaming approaches include both.

Why is gender mainstreaming important?

Gender mainstreaming is important because it incorporates the fundamental principle that women and men experience different conditions and opportunities in life, have different interests and needs, and are affected in different ways by social, political and economic processes, as a direct result of their gender. Gender is recognised as a social and cultural construct, and not simply a matter of male/female biological sex, that is shaped by time and place according to a given society's social and cultural norms, customs and rules. Gender is not about women but about women and men and their relative positions in society in relation to each other whether in private (the family, domestic roles, marriage) or public spheres (the labour market, school, access to government and legal systems and so on). These are dynamic rather than static relations and can be shaped by societal changes and events. This is why gender mainstreaming focuses on both women and men in the goal for gender equality. In research, these are fundamental issues that need to be addressed as an integral principle of the research framework to provide specific contextual information and data that can facilitate credible research results, with relevant policy implications.

What are some of the main issues to consider in gender mainstreaming in research programmes?

Any research theme that deals with people, groups or individuals, makes gender relevant, whether people are the subject of the research, are participating in the research or will be affected by the outcomes of the research. All DFID's research is ultimately about people in relationship to their development opportunities and the potential to reduce poverty. Gender equality should therefore be addressed explicitly

in research proposals and subsequently in conceptual research frameworks of all DFID funded research programmes. This means addressing gender equality in developing research frameworks, in research management, in stakeholder analysis, in communication of research results, in developing policy relevant messages and so on. The approach could include:

- (i) describing how and why the research area is gender relevant, taking into account any existing gender specific theories and literature, as well as the context in which the research is to be conducted;
- (ii) outlining some of the core research questions through a gender sensitive perspective;
- (iii) developing a gender sensitive conceptual framework and methodological approaches that will make sure that the perspectives and needs of women and men are taken into account and are properly represented in the research approach;
- (iv) ensuring that gender is mainstreamed into communications and capacity building strategies (required for all DFID funded Research Programme Consortia);
- (v) ensuring that the research programme has access to gender mainstreaming expertise at international and local levels;
- (vi) ensuring that principles of gender equality are enshrined in research programme management to ensure equal opportunities of women and men, including also reasonable balance of women and men in the research programme team at international and local levels.
- (vii) where appropriate, considering the need for gender specific research looking at gender within a given context as a key objective.

What are some of the main gender mainstreaming tools to consider in developing research programmes?

Disaggregated data: Counting the numbers of men and women (preferably disaggregated by other relevant variables such as age) so that analysis of the numbers of people affected by a situation, an event, or an intervention can facilitate a more in-depth understanding of the differentiated impacts upon women and men. This has implications for policy by providing the kind of information required for targeting policy interventions and raises the potential for such interventions to be more effective. Given that gender relations interact with other social relations it will be important to consider the need for disaggregation by other variables such as age, class, ethnicity, religion, race and so on. This renders data more context specific by breaking it down into relevant variables. (See also social exclusion section below.)

Gender-sensitive indicators: Use of gender-sensitive indicators can help to analyse changes in gender relations over time and can facilitate more in-depth analysis than simple sex disaggregation. For example, counting the number of boys and girls in school might tell us something about access and enrolment but disaggregating by age and investigating how boys and girls experience school, who graduates and who does not, who faces what kind of opportunities and challenges, and how this changes over time, can deepen the information provided by the basic numbers to illustrate the context and therefore also the policy implications.

Gender Analysis: Gender analysis explicitly takes account of the different ways in which women and men of all ages experience life in their societies. For example, it takes account of socio-economic, cultural and political gender dynamics e.g. division of labour (informal and formal, inside and outside of the home); access to and control

over resources; socio-political and economic status, including voice and representation. Gender analysis starts from the premise that gender is about power and power relations in society. Gender analysis therefore helps to minimise the possibility that research results are based on incorrect assumptions and stereotypes and should lead to research that takes account of the implications for women and men, demonstrating gender differences and context in the given research area. This in turn is likely to give rise to policy implications arising from the research that are more likely to be gender specific.

Social Exclusion

The research strategy also recognises that reducing poverty and achieving the MDGs is made harder by the phenomenon of social exclusion. People who are socially excluded suffer from disadvantage and discrimination on the basis of their identity (e.g. race, ethnicity, religion, caste, decent, age, disability, sexual orientation, HIV status, migrant status, where they live and so on). They tend to be amongst the poorest of the poor and have the least access to voice and representation in society. Social exclusion can be a cause of poverty, conflict and insecurity. People who are socially excluded are often invisible in poverty analyses where income poverty is the normal measure. Socially excluded people are also likely to be least able to contribute to and benefit from development.

In the same way that gender analysis is critical to understanding the ways in which women and men experience different conditions and opportunities in life, as a direct result of their gender, so too must we understand social exclusion. Social exclusion is also a social and cultural construct that determines a group's position in the social order and access to development opportunities. Social exclusion is complex and multi-dimensional, usually demonstrated by more than one factor of exclusion and liable to inter-generational determination.

We need to know more about which groups are poor and excluded and what forms that exclusion takes. We need to know more about how to reach excluded groups and how to facilitate the empowerment of disadvantaged and marginalised people in decision-making processes.

How can research programmes incorporate attention to social exclusion?

Disaggregated data: As with gender, counting the numbers by sex and further disaggregating by other relevant variables such as ethnicity, race, religion, where people live, and so on, can help to better illustrate who is affected by poverty and social exclusion, and where they live.

In order to understand more about social exclusion DFID is committed to ensuring that the programmes it funds collect data that is appropriately disaggregated with regard to the kinds of variables that can shed more light on social exclusion and poverty related research and analysis. RPCs will be expected to address social exclusion factors where appropriate to the country and/or thematic research context and to ensure that research data is disaggregated as far as practicably possible by multiple variables, such as sex, age, ethnicity, race, caste, disability, decent and so on.

Gender and Social Exclusion Analysis: This takes gender analysis, as described above, a step further to include more depth of analysis about who the men, women and children are who are affected by poverty, exclusion and opportunities for development. It goes beyond identifying which groups are excluded, though this is undoubtedly a good first step, to ask the kinds of questions that can help identify the processes and mechanisms that facilitate and entrench social exclusion, and prevent excluded groups from accessing development opportunities and basic human rights. Like gender relations, social exclusion is relational and is about power. Gender and social exclusion analysis can help us to identify:

- who is excluded, where they are and some of the characteristics of their exclusion
- the processes that cause and perpetuate gender inequality, discrimination and social exclusion in both formal and informal contexts
- the implications for operational development interventions and for development and human rights policy.

Participatory Approaches

Participatory research approaches often explicitly include gender and social exclusion or vulnerability dimensions because the methodologies utilised both focus on poor and excluded groups and aim to provide insights into peoples' own perceptions and experiences of poverty and development policy. There is wide-ranging debate on the efficacy and ethical dimensions of participatory research but it undoubtedly provides a forum for mutual learning (the researcher and the researched) and potentially for empowerment of poor and excluded groups. The extent to which this might happen will depend on the rigour of the research methodologies employed and the ultimate objectives of the research. The following are key methodologies that might be employed in researching gender and social exclusion dimensions of poverty and development.

Participatory action research (PAR) focuses on the effects of research within the participating community with the goal of addressing a specific problem, voiced through participatory mechanisms, to find workable solutions and thereby have a direct impact on the participating community the facilitating a process of social change. Through evaluation of actions, PAR aims to facilitate a cyclical approach, with evaluation leading to further action. PAR also aims to move the emphasis from "extractive" research whereby external researchers study their subjects to a more inclusive approach in which local people are part of a dynamic process of research and change. PAR outputs are difficult to predict but impact (planned and unplanned) should ultimately be visible in the particular context.

Participatory Poverty Assessments (PPA): PPA focuses on the perspectives of the poor and marginalized and aims to understand poverty by investigating the social and cultural dimensions of poverty (including gender disparities) through participatory processes that focus on people's own understanding of poverty. The idea is to facilitate policy making and project development that address the needs of the poor, and may include social policy targeting specific groups (e.g. women, indigenous and ethnic minorities). PPA methodology should include gender and social exclusion dimensions.

Poverty and Social Impact Analysis (PSIA): PSIA investigates the impact of policy interventions and reforms (planned and unplanned) on different social groups, with a focus on poor and excluded people. PSIA addresses both income and non-income

dimensions of poverty and is generally used to promote evidence-based policy. PSIA encourages the participation of diverse interest groups in the process and from a methodological stance, can incorporate gender and social exclusion dimensions into research.

Voice and accountability strategies can be enhanced through research participation and communication. Research can be an instrument for greater citizen's voice and demands for improved state responsiveness. Both women and men should be allowed to express their views and participate in agenda setting based on the research findings

Selected website resources on gender and social exclusion

- Bridge: Development – Gender. BRIDGE supports gender advocacy and mainstreaming with a vast range of information in print and online. It includes a series of *cutting edge* packs with topics such as gender and climate change, gender and migration, gender and budgets, gender and trade and so on. <http://www.ids.ac.uk/bridge>
- Bridge: Development – Gender: Gender and Indicators, 2007. The Bridge pack on gender and indicators could be of particular relevance to research programmes: http://www.bridge.ids.ac.uk/reports_gend_CEP.html#Indicators
- ELDIS, hosted by IDS, University of Sussex, Brighton. This is a resource for sharing information and best practice in development policy, practice and research. It includes resources on gender: www.eldis.org/gender and also a section on gender manuals and tools: www.eldis.org/go/topics/resource-guides/gender/gender-manuals
- Gender Information Exchange (genie), hosted by Bridge at the Institute of Development Studies, University of Sussex, Brighton (UK) <http://www.genie.ids.ac.uk/>
- Gender Issues in Aquaculture: <http://www.dfid.stir.ac.uk/dfid/gender/gender.htm>
- ILO. What is Gender Analysis? Web-based resource and tools. <http://www.ilo.org/public/english/region/asro/manila/gender/modwga.htm> See also ILO Bureau for Gender Equality: <http://www.ilo.org/dyn/gender/>
- OECD-DAC. The OECD Development Assistance Committee works on gender issues through the Network on Gender Equality (GENDERNET). This is an international forum for gender experts from development co-operation agencies to collaborate on common approaches in support of gender equality. See the Gender Equality Homepage: www.oecd.org/dac/gender
- OECD gender-wiki. This new gender wiki from the OECD Development Centre focuses on gathering empirical evidence and identifying adequate statistics to measure gender inequality: http://www.wikigender.org/index.php/New_Home
- Siyanda – Mainstreaming Gender Equality. Hosted by the Institute of Development Studies, University of Sussex. Siyanda is an on-line database of gender and development materials from around the world. It is also an interactive space where gender practitioners can share ideas, experiences and resources: <http://www.siyanda.org/>

- UNIFEM has a list of resources: www.unifem.org/index.php?f_page_pid=8
- UNESCO has a list of resources on gender: <http://www.unesco.org/women>
- World Bank. Gender and Development pages include Tools for Mainstreaming Gender, Gender Data, Gender issues in various sectors e.g. agriculture, energy, and so on: www.worldbank.org/gender
- World Bank. Poverty and Social Impact Analysis (PSIA) pages, contain information on PSIA as well as methodological tools, including the Framework and Tools for Institutional, Political and Social Analysis (TIPS): www.worldbank.org/psia
- Swansea University Centre for Development Studies, Participatory Rights Assessment Methodologies (PRAMS): www.swan.ac.uk/cds/research/PRAMS
- Social Institutions Gender Index (SIGI). This is an index of gender discrimination based on social institutions. It measures gender inequality in five areas: Family Code, Physical Integrity, Son Preference, Civil Liberties and Ownership Rights in 102 non-OECD countries.: <http://genderindex.org/>

Selected publications and other documents on gender and social exclusion

- DFID, 2008. DFID Research Strategy 2008-13. Mainstreaming Gender in Research. http://www.research4development.info/PDF/Outputs/Consultation/ResearchStrategyWorkingPaperfinal_gender_P1.pdf
- DFID, 2008. The Gender Manual: A practical guide.
- DFID, 2008. Gender Equality Factsheet: <http://www.dfid.gov.uk/Documents/publications/mdg-factsheets/genderfactsheet.pdf>
- DFID 2008. How to note: Gender and Social Exclusion Analysis.
- DFID, 2007. Gender Equality Action Plan 2007-9. Making faster progress to gender equality. <http://www.dfid.gov.uk/Documents/diversity/gender-equality-plan-2007.pdf>
- DFID 2005. Reducing poverty by tackling social exclusion. A DFID policy paper. <https://www.dfid.gov.uk/Documents/publications/social-exclusion.pdf>
- DFID 2002. Gender Manual: A Practical Guide for Development Policy Makers and Practitioners: <http://www.dfid.gov.uk/Documents/publications/gendermanual.pdf>
- GSDRC Topic Guides: Human Rights, Gender and Social Exclusion: <http://www.gsdrc.org/>

- GSDRC: Gender Analysis Framework. <http://www.gdrc.org/gender/framework/g-framework.html>
- Holland, J., 2007. Tools for Institutional, Political and Social Analysis of Policy Reform (TIPS): A Sourcebook for Development Practitioners. World Bank.
- ILO, 1998. Strategies and Tools against Social Exclusion and Poverty (STEP). ILO, Geneva.
- Inter-American Development Bank, 2007. Outsiders? The changing patterns of exclusion in Latin America and the Caribbean. IDB, Washington DC.
- Kabeer, N., 2005. Social Exclusion: concepts, findings and implications for MDGs. Paper commissioned by DFID. <http://www.gsdrc.org/docs/open/SE2.pdf>
- Lilia, Nina and Mauricio Belton, 2008. Some common questions about participatory research: a review of the literature. Development in Practice, Oxford.
- Masaki, K., 2008. Inclusive citizenship for the chronically poor: exploring the inclusion-exclusion nexus in collective struggles. Institute for Development Policy and Management, Manchester.
- Oxfam, 2003. Practising Gender Analysis in Education. Oxfam Skills and Practice Series.
- Schulze, B., 2008. Understanding the complexities of social exclusion. MethodFinder.
- UNDP gender mainstreaming document: <http://www.undp.org/women/mainstream/GenderMainstreaming.pdf>
- UNESCO. Gender Lens for Surveys and Research, terms of reference: http://portal.unesco.org/en/files/11487/10649052409Gender_Lens_-_Surveys_and_Research.doc/Gender%2BLens%2B-%2BSurveys%2Band%2BResearch.doc
- United Nations International Research and training Institute for the Advancement of Women (INSTRAW), 2007. Three Common Gender Research Methodologies. INSTRAW, New York.
- Vernoy, R., 2006. Social and Gender Analysis in Natural Resource Management. Sage, India.
- WHO, 2002. Gender Analysis in Health. , <http://www.who.int/gender/documents/en/Gender.analysis.pdf>
- World Bank. 2003. Social Analysis Source Book. World Bank, Washington DC.

Department for International Development Leading the British government's fight against world poverty.

One in six people in the world today, over 1 billion people, live in poverty on less than one dollar a day. In an increasingly interdependent world, many problems – like conflict, crime, pollution and diseases such as HIV and AIDS – are caused or made worse by poverty. DFID supports long-term programmes to help tackle the underlying causes of poverty. DFID also responds to emergencies, both natural and man-made.

DFID's work forms part of a global promise to:

- halve the number of people living in extreme poverty and hunger
- ensure that all children receive primary education
- promote sexual equality and give women a stronger voice
- reduce child death rates
- improve the health of mothers
- combat HIV and AIDS, malaria and other diseases
- make sure the environment is protected
- build a global partnership for those working in development.

Together, these form the United Nations' eight 'Millennium Development Goals', with a 2015 deadline. Each of these Goals has its own, measurable, targets. DFID works in partnership with governments, civil society, the private sector and others. It also works with multilateral institutions, including the World Bank, United Nations agencies and the European Commission. DFID works directly in over 150 countries worldwide, with a budget of £5.3 billion in 2007/08.

Details of more than 5,000 DFID-funded research programmes and their results, can be found on the research portal <http://www.research4development.info>

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