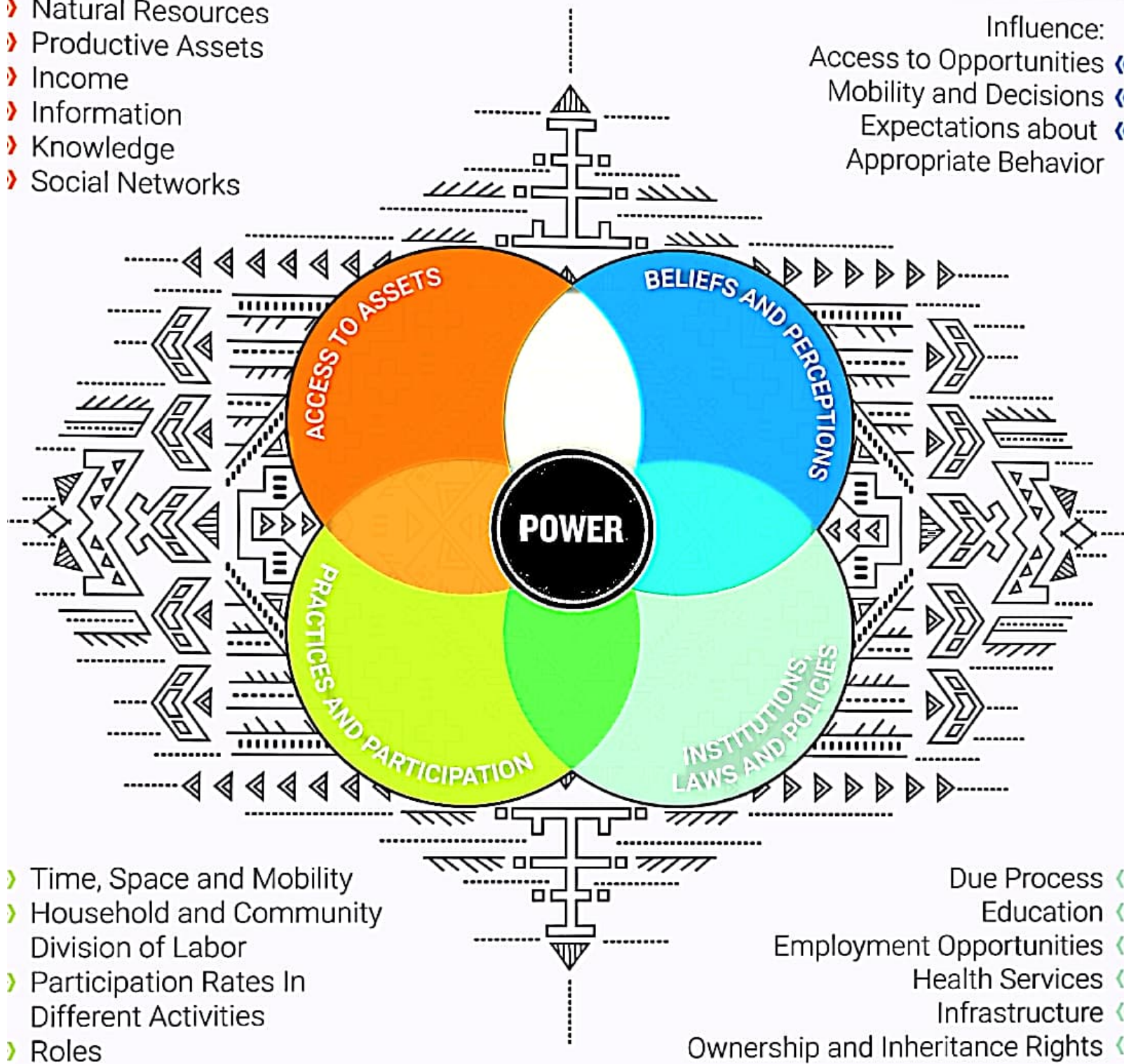
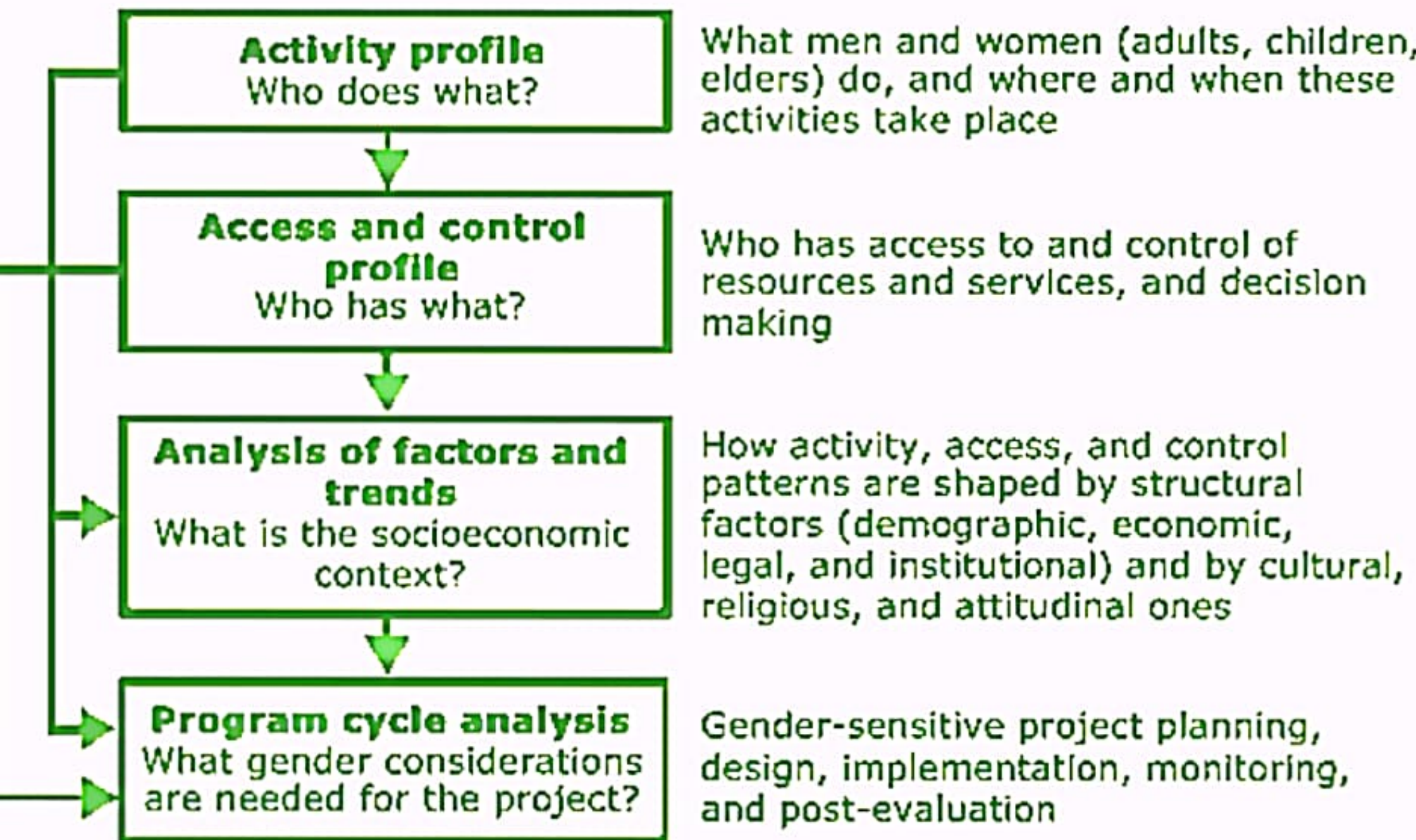


- › Natural Resources
- › Productive Assets
- › Income
- › Information
- › Knowledge
- › Social Networks

- Influence:
- Access to Opportunities ‹‹
  - Mobility and Decisions ‹‹
  - Expectations about ‹‹
  - Appropriate Behavior ‹‹

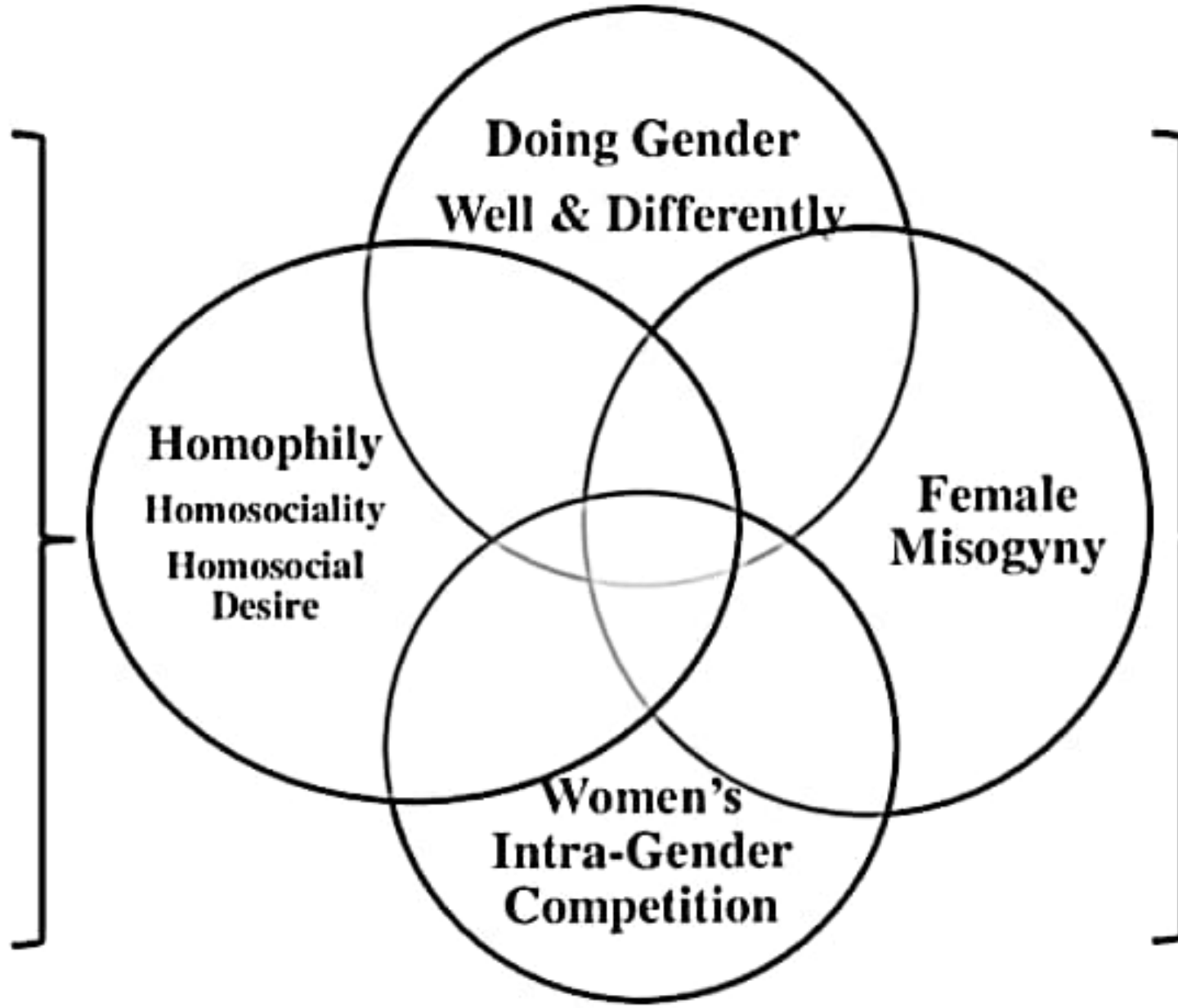


## Gender analysis of projects



# **GENDERED CONTEXTS**

**Patriarchy, gender binary, masculine hegemony,  
power, structure, agency**

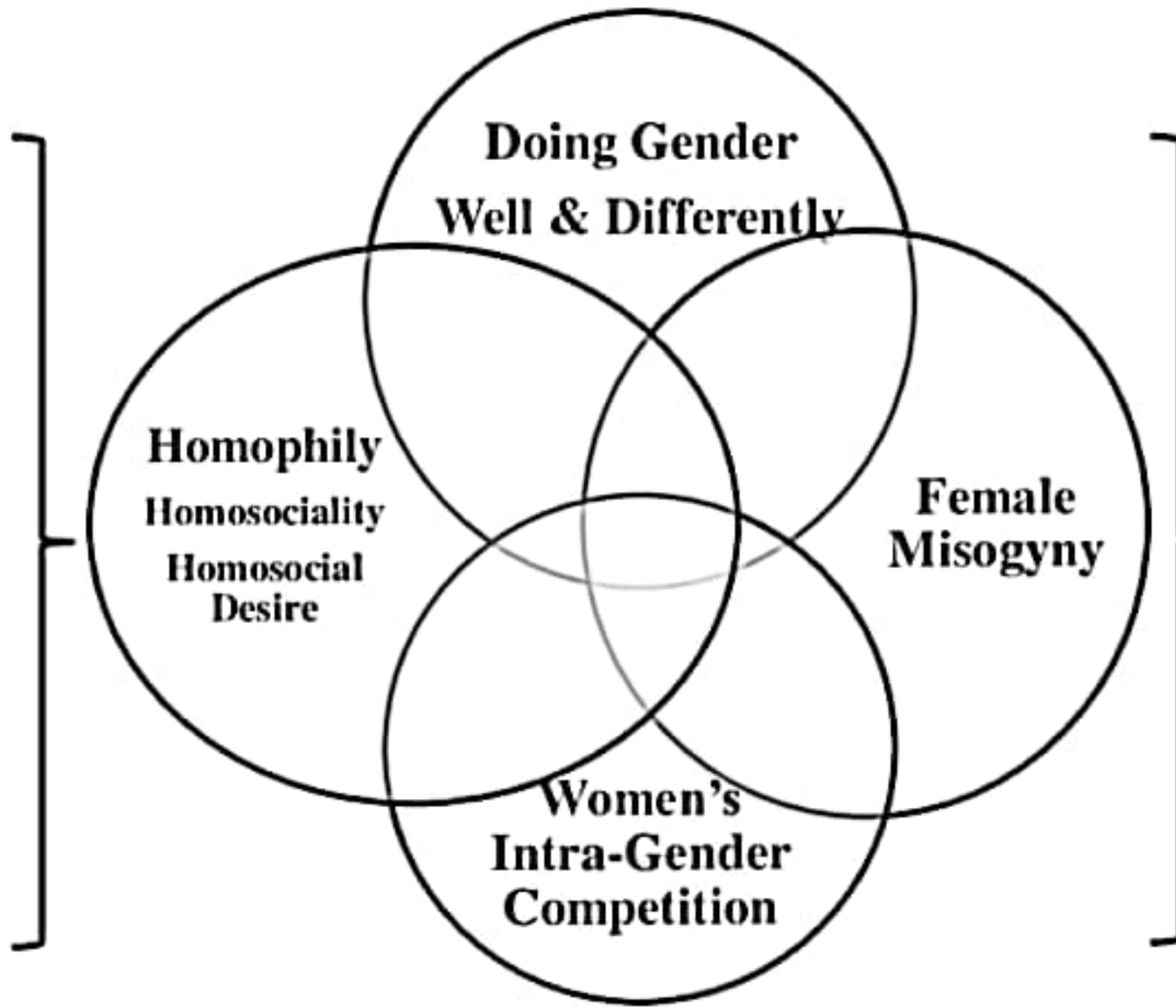


**WOMEN'S  
NEGATIVE  
INTRA-  
GENDER  
RELATIONS**

**Complex interlocking gendered social processes & practices**

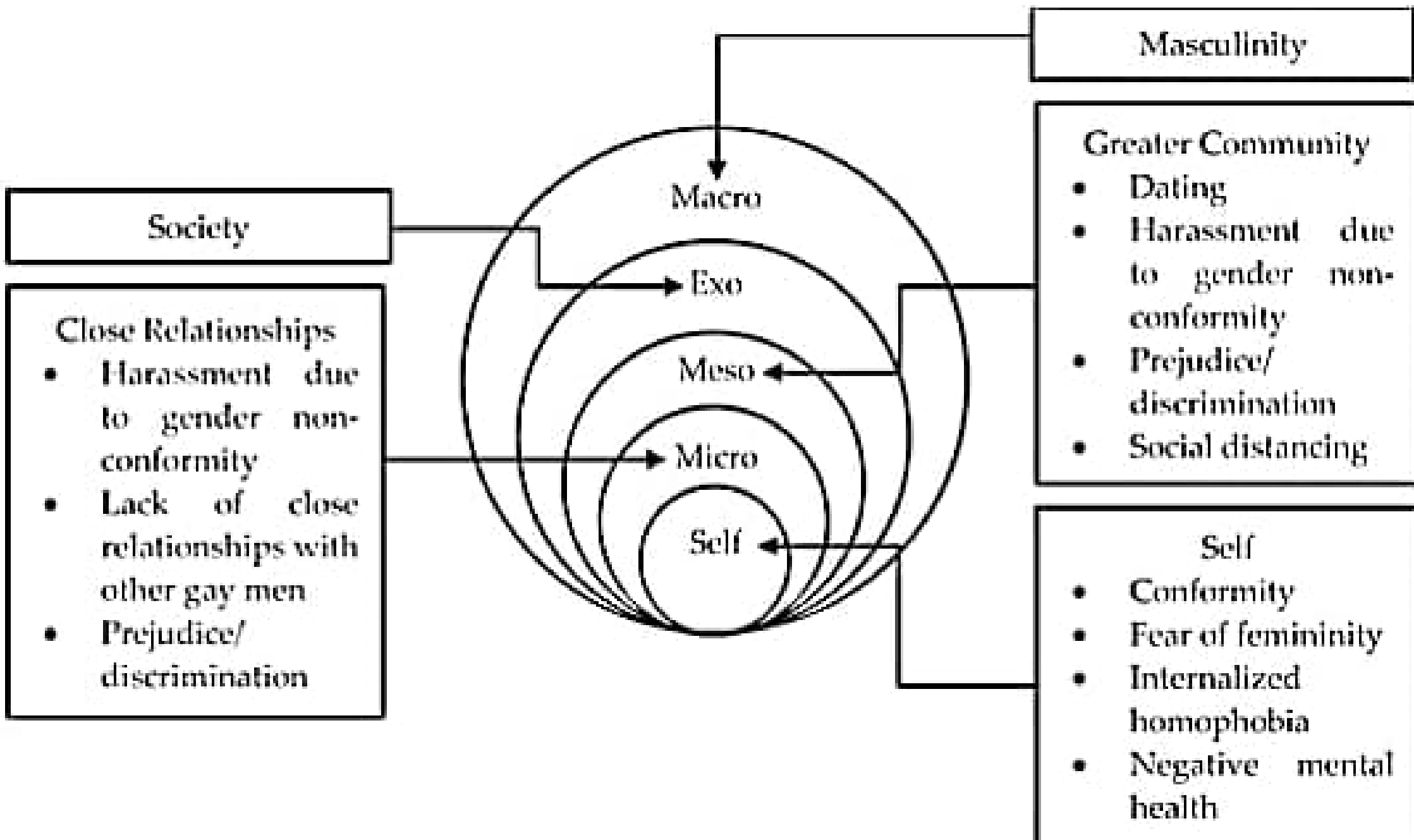
# **GENDERED CONTEXTS**

**Patriarchy, gender binary, masculine hegemony,  
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**WOMEN'S  
NEGATIVE  
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RELATIONS**

**Complex interlocking gendered social processes & practices**



SOCIAL DETERMINANTS

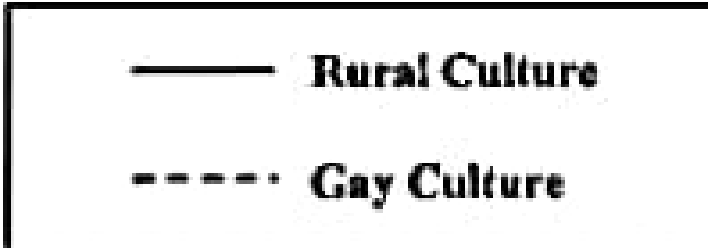
INDIVIDUAL DETERMINANTS

BEHAVIOR

**Attitudes of Reference Groups**



**Attitudes of Reference Groups**





## Strengths

- Accessible, easily taught and communicated.
- Allows planners to engage with the complexity of inequality.
- Introduces women's subordination into planning discourse, and challenges planners to confront what is familiar.
- Making women's invisible work visible, promoting fairer valuing of tasks through the concept of 'triple work'.
- Reminds planners that productive, reproductive, and community work are interrelated; one sphere cannot be changed without having an impact on other spheres.
- Division of practical and strategic needs is notable as it acknowledges the reality that gender planning is political and technical in nature.

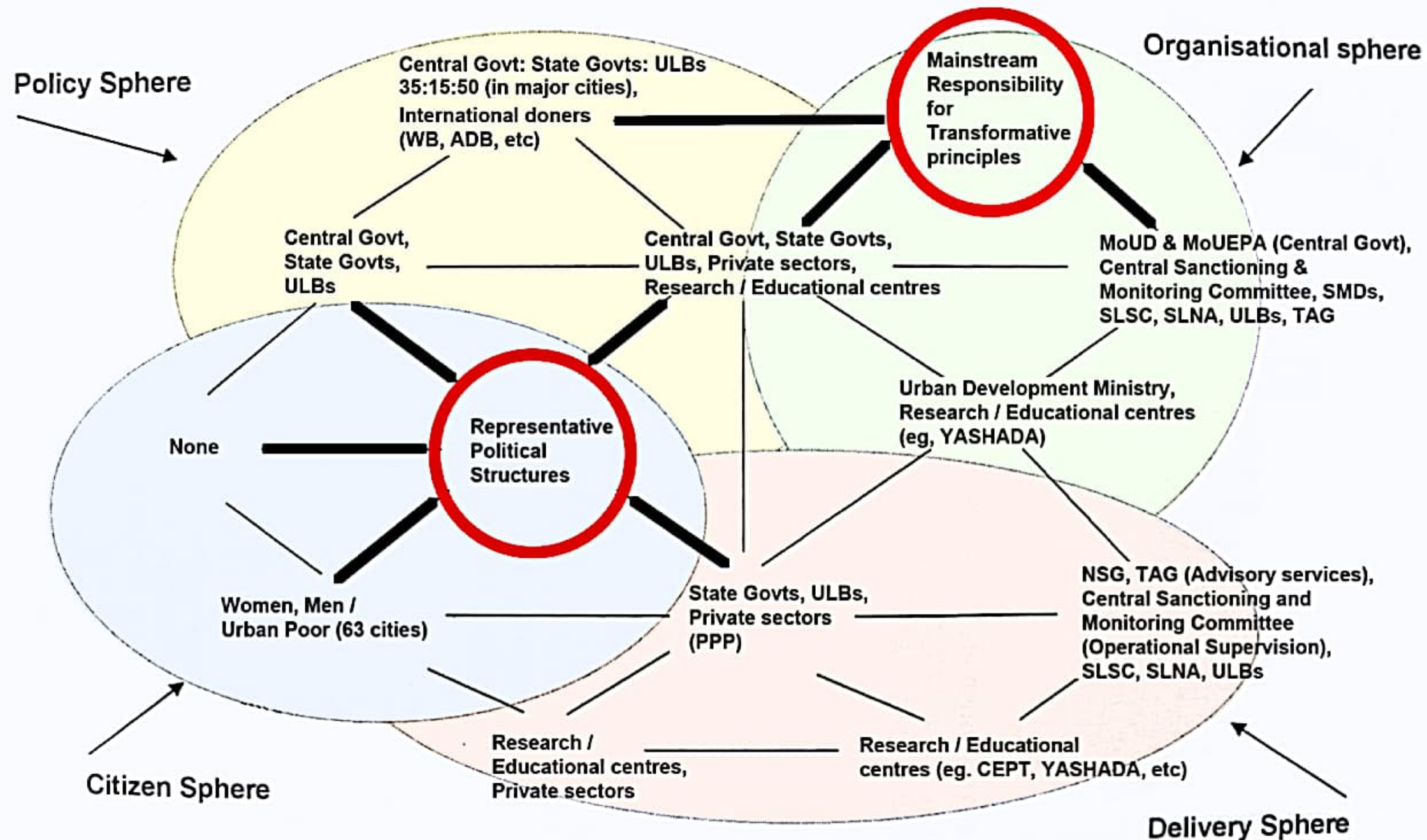
## Weaknesses

- Does not address other underlying inequalities, such as class and race.
- Does not consider that for many women their main challenge is not balancing their different roles, but in recognizing that their roles are extremely restricted.
- Emphasizes what women and men do and the resources available to them, rather than focusing on the relationship between them, which determines how activities come to be performed by women or men, and the complex dynamics by which decisions are made.
- Tends to assume women are homogenous beings with the same roles/tasks/needs.
- The clear division between practical and strategic needs in many cases is less clear and better placed on a continuum.
- Considers women only even though men have very strong vested interests in any process of change, or in maintaining the status quo.
- The clearly stated goal of 'emancipation of women from their subordination' may be met with strong resistance within low and lower-middle income country contexts where those implementing projects may not view or accept this as a legitimate end goal.





# THE WEB OF INSTITUTIONALISATION



Type of power	One-dimensional view of power	Two-dimensional view of power	Three-dimensional view of power
<b>Conflict</b>	Overt conflict	Covert conflict	Latent conflict
<b>(Non-) Participation in Decision-making</b>	Open conflict in decision-making, assuming a <i>pluralistic</i> society, in which all the community's interests are represented by means of open processes	Non-participation in decision-making, mobilization of bias that reinforces and emphasizes values, beliefs, ceremonies and institutional procedures	Influence or consciousness and perception by the ability to implant interests in people's minds that are contrary to their own good
<b>Awareness of the powerless</b>	Powerless are conscious and openly display their opinions, however do not have influence	Powerless are conscious, but prevented to participate in decision-making	Powerless are unconscious as their perceptions are manipulated
<b>Method to study</b>	Behavioral analysis of decision-making	Observation of grievances, studying the mechanisms how the powerful prevent participation in decision-making as well as the exclusion of particular topics	Analysis of social and historical factors, use of social myths, language and symbols, study of communication processes and information transfer
<b>Authors</b>	Dahl (1961)	Bachrach and Baratz (1962)	Lukes (1974)  Gaventa (1980)

Collective Empowerment

Women's movement

NGOs

Political parties

Political parties

Political Empowerment

Donors

Economic Empowerment

Donors

NGOs

Political parties

Donors

Individual Empowerment

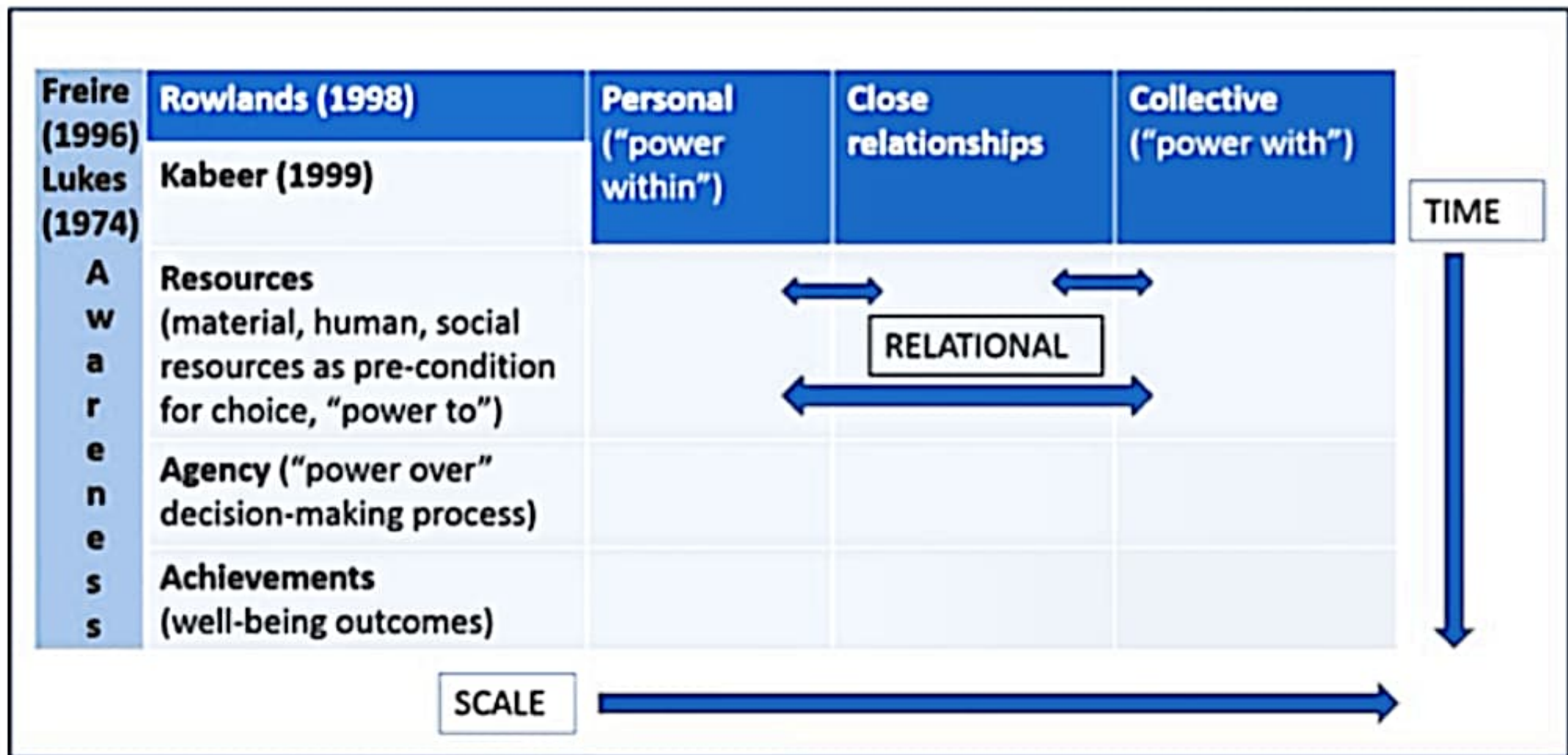
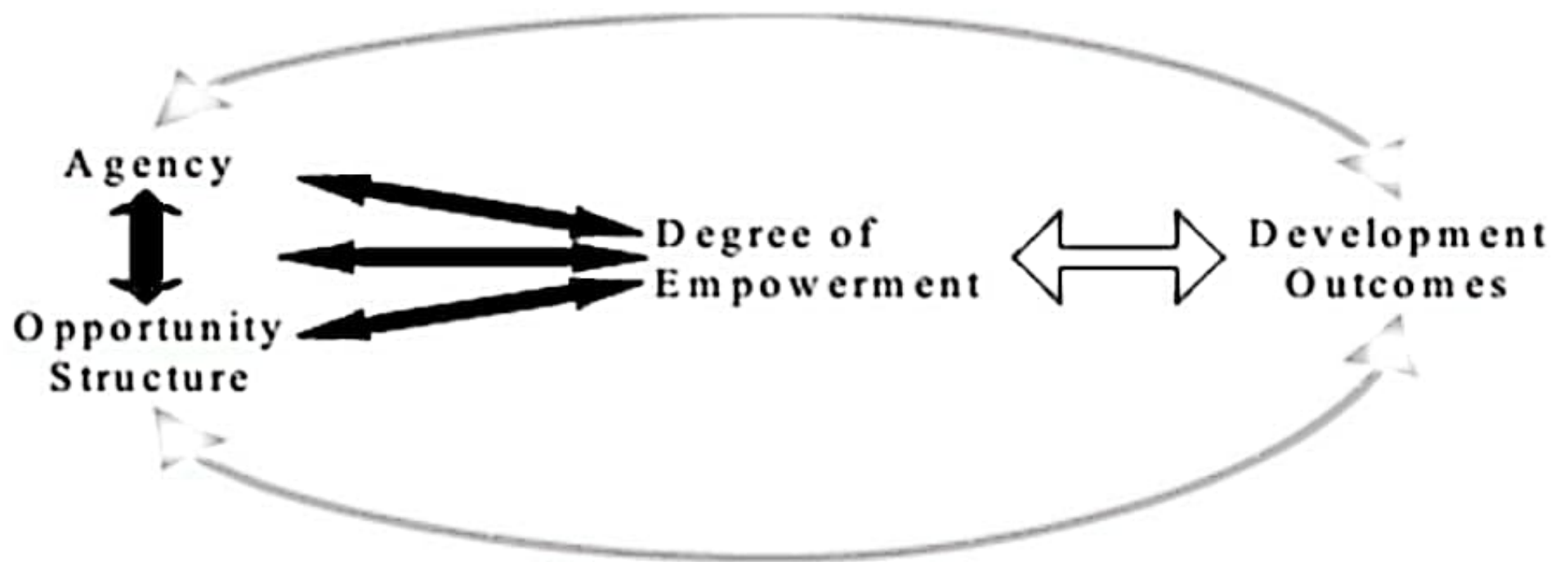
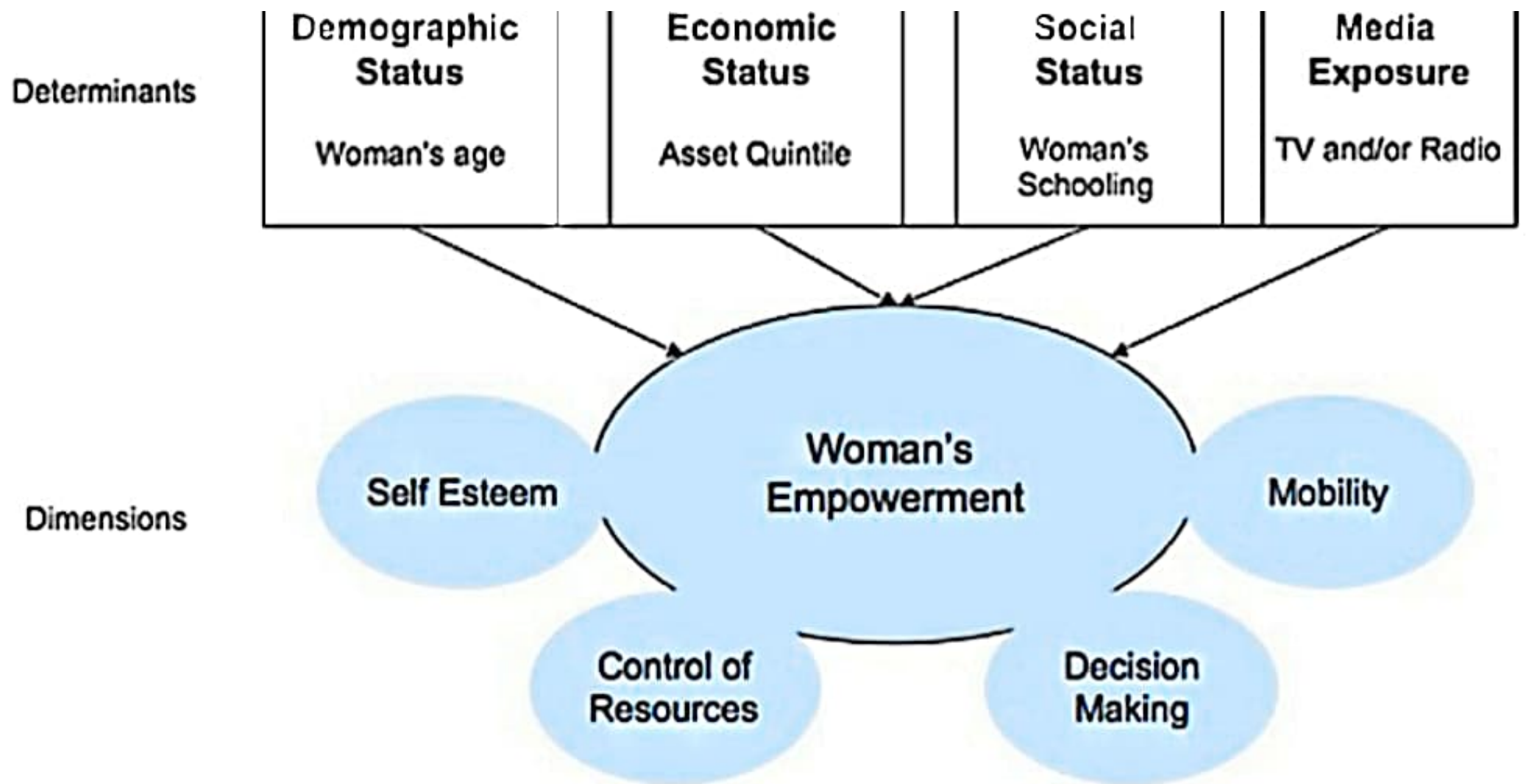


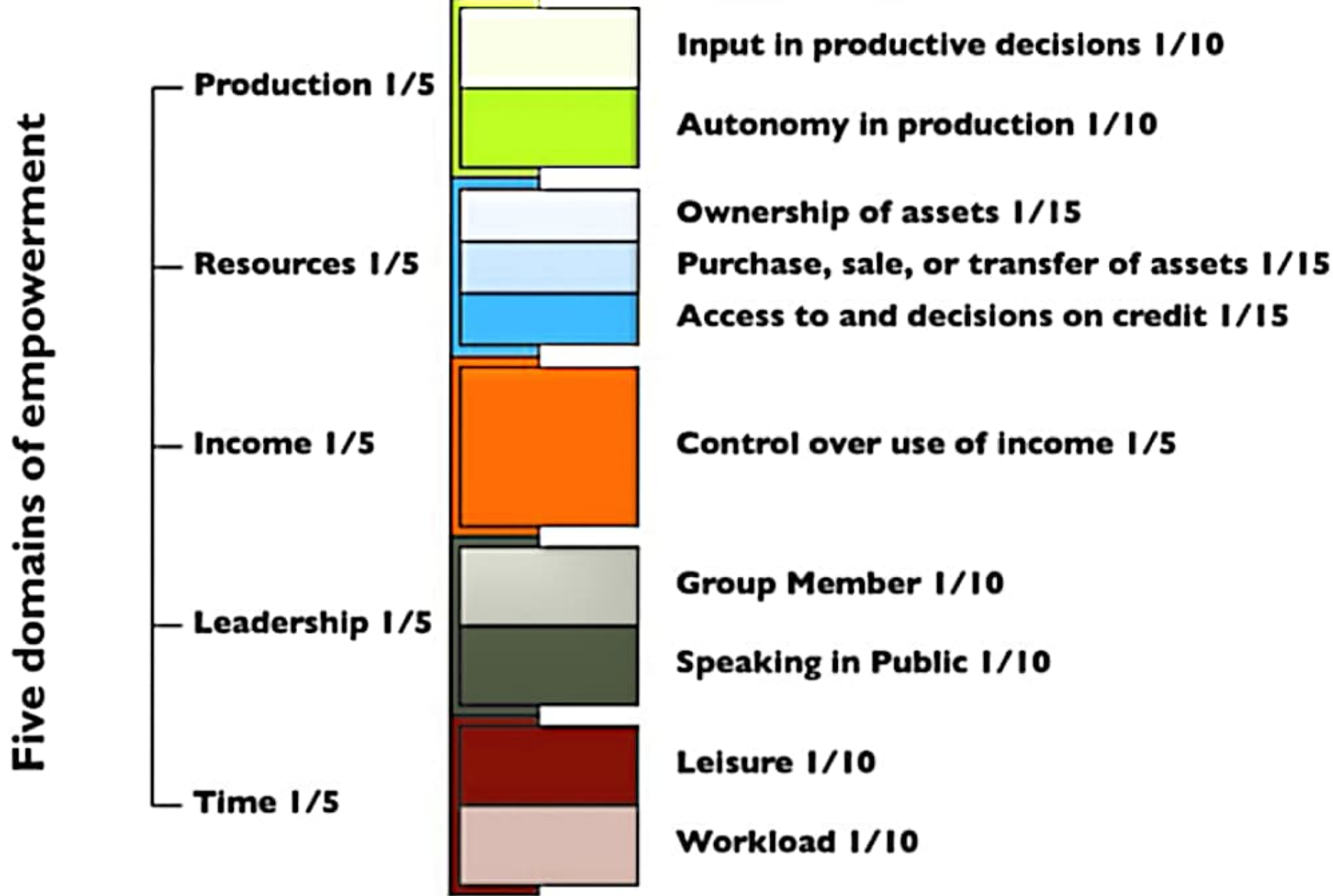
Fig. 1: Relational, time, scale and awareness dimensions of empowerment



*Fig. 4: The relationship between outcomes and correlates of empowerment (Alsop & Heinsohn, 2005)*



*Fig. 5: Determinants and dimensions to measure women's empowerment in rural Bangladesh by Mahmud et al. (2012)*

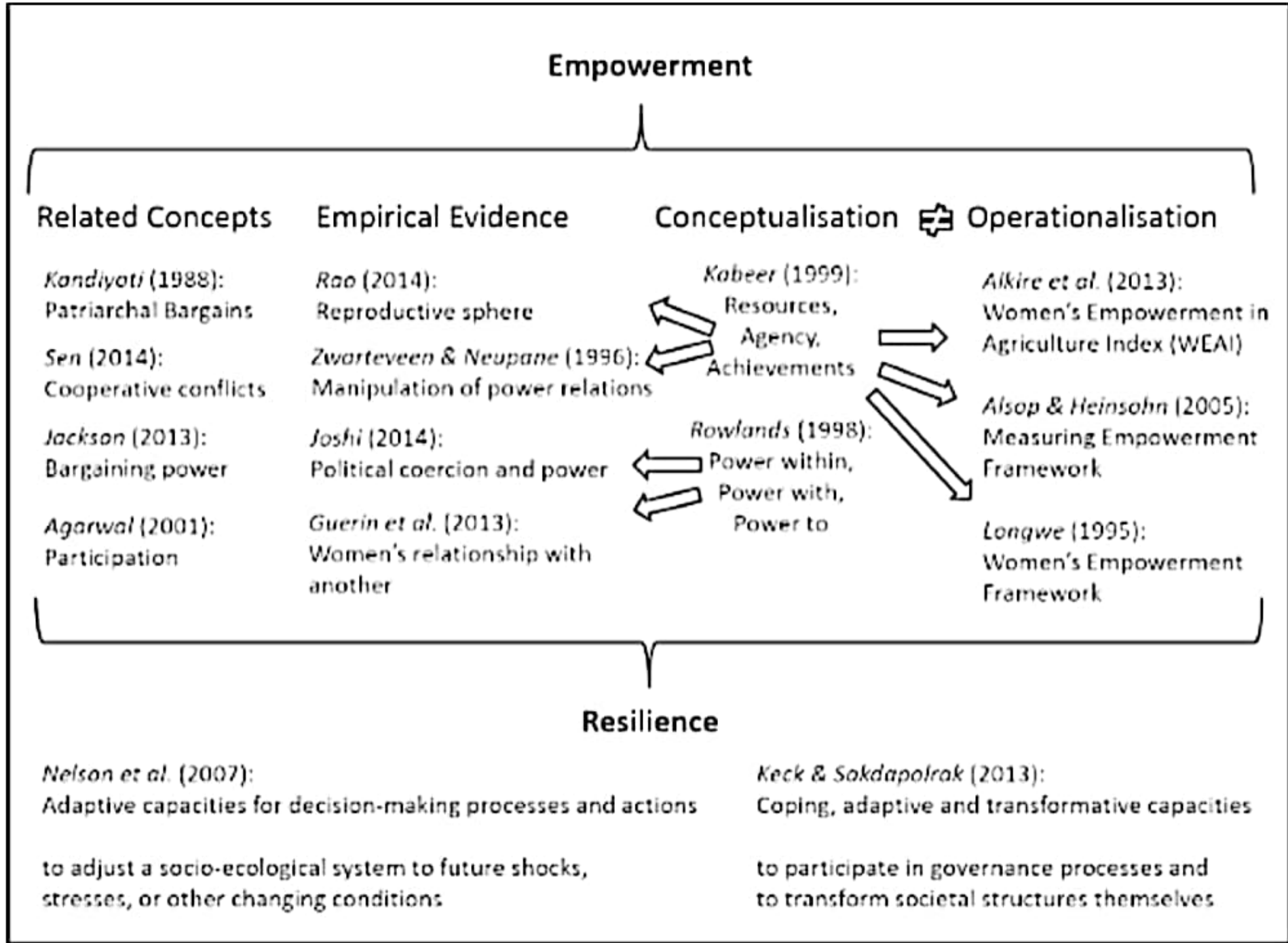


*Fig. 5: Five domains of the Women's Empowerment in Agriculture Index (WEAI presentation by IFPRI 2014, based on Alkire et al. (2013)*





Fig. 8: Transconceptual model of empowerment and resilience (TMER) by the community psychologists Brodsky and Cattaneo (2013)



*Fig. 9: Conceptualization and operationalization of empowerment in the reviewed literature (source: own draft)*

DOMAIN		CONTRIBUTORY FACTOR	LEVEL		
	Sub-domain		Macro	Intermediary	Local
State	Justice	Agency (A) <sup>1</sup>	Degree of Empowerment (DOE) <sup>3</sup>		
		Opportunity Structure (OS) <sup>2</sup>			
	Politics	A			
		OS			
	Service Delivery	A			
		OS			
Market	Credit	A			
		OS			
	Labor	A			
		OS			
	Goods	A			
		OS			
OS					
Society	Family	A			
		OS			
	Community	A			
		OS			
<sup>1</sup> Agency: measured through endowment of psychological, informational, organizational, material, financial, and human assets. <sup>2</sup> Opportunity Structure: measured through presence and operation of informal and formal rules. <sup>3</sup> Degree of Empowerment: measured through presence of choice, use of choice, effectiveness of choice.					

Fig. 10: Measuring Empowerment (ME) Framework (Alsop & Heinsohn, 2005)

Type of power relation	An 'agency' approach to empowerment	Transforming 'structures' for empowerment
<b>Power Over:</b> the ability to coerce and influence the actions and thoughts of the powerless	Changes in power relations within households and communities and at the macro level, e.g. increased role in decision making and bargaining power	Respect equal rights of others, challenge to inequality and unfair privileges
<b>Power To:</b> the capacity to act, to organise and change existing hierarchies	Increased skills, access and control over income and resources, and access to markets and networks	Increased skills and resources to challenge injustice and inequality faced by <i>others</i>
<b>Power With:</b> increased power from collective action, social mobilisation and alliance building	Organisation of the less powerful to enhance abilities to change power relations Increased participation of the less powerful	Supportive organisation of those with power to challenge injustice, inequality, discrimination and stigma
<b>Power from Within:</b> increased individual consciousness, self-dignity and awareness	Increased confidence and awareness of choices and rights; widened aspirations and ability to transform aspiration into action	Changes in attitudes and stereotypes; commitment to change

Fig. 11: Operational implications from an agency and a structural perspective of empowerment (I uttrell et al., 2009, adapted from Mavoux 2003)

Type of power relation	Economic capability	Human and social capability	Cultural and psychological capability	Political and legal capability	Protective capabilities
<b>Power Over:</b> the ability to coerce and influence the actions and thoughts of the powerless	Women gaining increased control over income from loans, saving and household production. Ethnic minorities increase their ability to challenge discrimination in access to resources and markets. Wives gain control over productive assets and property.	Women increase control over household consumption and decision making.	Immigrant groups are able to challenge cultural perceptions at community and household levels.	Involvement of ethnic minorities in formal decision making. Engagement with positions of authority by low-caste groups.	Children increase their individual ability to defend against violence.
<b>Power To:</b> the capacity to act, to organise and change existing hierarchies	New immigrants increase their access to income and microfinance. The burden of unpaid work and childcare on women is reduced.	Increased literary skills among Afro-Caribbean boys. Improved health and nutrition status among those with HIV. Urban migrants increase their awareness of, and access to, public welfare services.	Increased mobility and access beyond household for the disabled.	Knowledge of legal and political processes and removal of formal barriers suffered by low-caste groups.	The reduction of risk, vulnerability and insecurity for the over-70s.
<b>Power With:</b> increased power from collective action, social mobilisation and alliance building	International women's groups collectively challenge discrimination.	NGO coalitions develop joint action for increased public welfare provision.	Increased status and dignity among <i>dalit</i> groups.	Participation in movements by informal sector workers to challenge subordination. National networks of community forestry groups lobby for their interests.	Access to networks by the disabled which provide support in times of crisis. Joint action ethnic minorities groups to defend others against abuse.
<b>Power from Within:</b> increased individual consciousness, self-dignity and awareness	Increased levels of self-esteem and recognition of individual economic contribution among immigrant groups. Desire by women for equal rights to resources.	Increased confidence and happiness of the over-70s. Desire by the disabled to take decisions about self and others. Desire by informal sector workers for equal wellbeing.	Increased assertiveness, self-esteem and sense of autonomy among sex workers. Recognition of the need to challenge cultural subordination by <i>dalits</i> .	Desire of immigrants to engage in cultural, legal and political processes. Recognition of the need among ethnic minorities to challenge legal discrimination and political exclusion.	Increased resilience for low-income groups to shocks, disasters, economic crises.

Fig. 12: Examples of outcomes on assets (capabilities) of different definitions of power on a variety of scales (individual, household, group etc.), based on Luttrell et al. (2009, p. 8)

### Example of Social Relations Concept 3: Institutional analysis

Key institutional locations	Organisational/structural form
State	Legal, military, administrative organisations
Market	Firms, financial corporations, farming enterprises, multinationals, and so on
Community	Village tribunals, voluntary associations, informal networks, patron-client relationships, NGOs
Family/kinship	Household, extended families, lineage groupings, and soon