



GAP III Brief n. 1

Gender country profile and gender sector analysis

February 2021



1. What is a gender analysis and why it counts?

Gender equality is a core value and a political priority for the EU across all areas. A gender analysis is a key element to guide EU support to the promotion of gender equality in EU external actions. It provides the necessary data and information to integrate a gender perspective into policies, programmes and projects.

This brief aims to provide a clear understanding of the concepts, process and benefits of a gender analysis at country and at sector level (gender country profile and gender sector analysis). It is addressed to the political and operational staff in EU Delegations¹ and staff in headquarters.

What is a gender analysis?

Gender analysis is a critical examination of how differences in gender roles, activities, needs, opportunities and rights/entitlements affect women, men, girls and boys in a given policy area, situation or context.

As a starting point for gender mainstreaming, gender analysis identifies the differences between and among women and men in terms of their relative position in society and the distribution of resources, opportunities, constraints and power in a given context.

In this way, conducting a gender analysis allows for the development of interventions that address gender inequalities and meet the different needs and interests of women and men.

There are several levels of gender analyses such as **gender country profile** and **gender sector analysis**.

Gender analyses will feed into the new programming phase 2021-2027 and constitute the cornerstone of the GAP III implementation. They will also support the preparation of the EU Gender Action Plan (GAP) III² Country Level Implementation Plans (CLIP), which set priorities, key objectives and actions selected from the thematic areas of engagement of GAP III³. The CLIP template is included in Annex 1.

In line with the GAP III and the Thematic Guidance Note on the Inclusion of Gender Equality and Women Empowerment⁴ all EU Delegations should have an updated gender country profile and gender sector analyses in order to conduct gender mainstreaming in all external actions and dialogues during 2021-2027.

Beyond formal requirements, gender analyses are changemakers that can generate results at a broader level. They are essential for:

- Developing a better understanding of gender equality challenges and opportunities, the position and roles of girls, boys, women, and men, in all their diversity, in society, as well as the distribution of resources and power between them.
- Providing clarity on existing social norms and stereotypical practices which may be discriminatory.
- Understanding fully the gender inequalities and their impact on society, and how different layers of inequality intersect, as a basis for high-impact and high-quality sustainable programming.
- Interpreting how fragility and/or conflict situations affect women and men, girls and boys differently and how best to respond to these differences.

Not all people are able to participate in activities and processes and to influence and benefit equally from EU supported interventions. Gender analysis is useful in preventing incorrect assumptions which may perpetuate or exacerbate gender inequalities.

Gender analysis also helps highlight how crises such as COVID-19 pandemic affect women and men, girls and boys in different ways. For example, evidence shows that women are disproportionately more exposed to health and socio-economic risks and face an increase in sexual and gender-based violence due to the confinement policies, lack of access to water, sanitation, and essential ecosystem services.

¹ In countries in which the EU is also represented by CSDP missions and operations and/or ECHO missions, the political and analytical functions, gender advisors and focal points of those should also be involved in the development of a joint gender country profile.

² EU Gender Action Plan (GAP) III – An ambitious agenda for gender equality and women's empowerment in EU external action, [JOIN\(2020\) 17 final](#)

³ See section 2.1 of the [GAP III](#) and CLIP Format in Annex 1 below

⁴ This was confirmed in the note to Head of Delegations [ARES note \(2021\)754225](#)

Learning from GAP II

During GAP II implementation (2016 – 2020), close to 100 EU Delegations generated gender analyses at different levels or identified existing analyses from trusted sources. To access them contact INTPA-GENDER@ec.europa.eu.

The recent [evaluation of EU's external action in support to GEWE](#) shows a correlation between gender analysis availability and the quality of gender mainstreaming. Specific sector level gender analyses were found to be key to enhance the formulation of new sector interventions.

The availability of a gender analysis is not a guarantee of its use. It is therefore important to ensure proper use of the information, conclusions, and recommendations that it provides!

2. What is a gender country profile?

A gender country profile is a comprehensive gender analysis in a given country.⁵ Its scope and focus need to be adapted to the context.

It is recommended that the following elements be included:

1. Assess and document the country's legal and political context related to gender equality, including:

- legal and human rights frameworks and the differences in how women and men, in all their diversity, can enjoy and exercise their human rights and can seek redress if these rights are denied or violated⁶;
- status of ratification of international treaties related to gender equality, status and implementation of national gender equality policies, strategies and plans (including policies on Women Peace and security and GBV/SGBV); and the extent to which those are gender mainstreamed and implemented.

2. Identify and document key gender discrepancies, barriers and challenges, covering in the first place the

thematic areas of GAP III, while making sure that the sectors of the Multi-annual Indicative Programme (MIP) are also taken into account.

Use a comparative analysis of the current situation of women and men, in all their diversity⁷, with regard to: national policies, laws, social norms and practices; institutional and sectoral practice; and community and family level.

3. Collect available gender statistics and sex-disaggregated data in all areas covered by the profile. Aggregated information should be provided at national level and when relevant regional or local data should be included.⁸

4. Identify, through participatory methods, key entry points and opportunities, lessons learned and promising practices to address gender equality.

5. Provide an overview of specific fragility and/or conflict issues and the positive or negative effects on gender equality, and how they can be proactively addressed and mitigated. For countries required to develop a conflict analysis or countries voluntarily using this analytical tool, the inclusion of gender analysis is essential.

6. Map key actors operating on gender equality (national, regional and international) such as the national gender equality mechanism, women's organisations, academia, private sector and international cooperation partners.

7. Propose conclusions and recommendations for EU support in the next seven years, including political and operational engagement considering all EU political and funding tools. The conclusions should be organised around the thematic areas of engagement of GAP III⁹ and include gender specific information on the sectors of the MIP.

⁵ The requirement to develop and use a gender analysis was already included in the Gender Action Plan II. Developing and using a gender analysis is also a criterion used to assess the effect of all measures of Official Development Assistance (ODA) on gender equality.

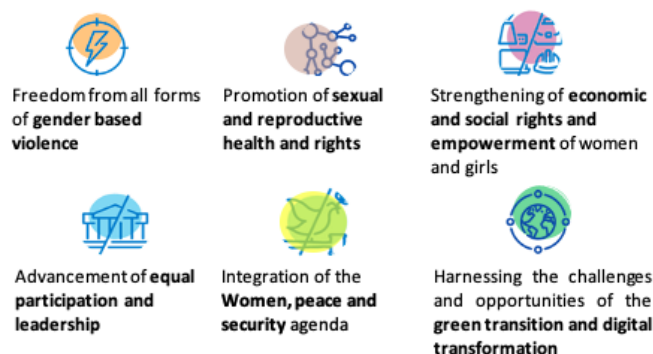
⁶ It is recommended to align the legal framework analysis with the analysis conducted in the framework of the new round of the human rights and democracy strategy due by April 2021

⁷ Particular attention should be paid to different backgrounds, gender and other diversity factors, such as age, race, ethnicity, belief, sexual orientation, income level, disability status, migration status, etc.

⁸ Where gender statistics or sex-disaggregated data is not available it should be considered as part of programming and planning to support the development of such data.

⁹ Chapter 3 of the [Joint Communication of GAP III](#) and part 2 of the [Staff Working Document of GAP III](#)

GAP III Areas of engagement



Main objectives and indicators could also be selected from the [Staff working document \(SWD\) Part II](#). For example, the recommendations may indicate that the EU Delegations should engage in promoting sexual and reproductive health and rights and specifically include actions on family planning, in line with the specific thematic objective nr. 2 on page 12 in the SWD. The gender country profile should inform the formulation of the country level Implementation plan (CLIP).

Gender country profile for Palestine

In 2018, the EU Delegation to Palestine updated the previous 2015 gender country profile. The profile served as a practical tool to enhance gender mainstreaming by all European cooperation partners. The analysis provided a background on the most relevant gender-related concerns in the five pillars of the European Joint Strategy (EJS). Findings, achievements, and challenges were outlined per sector and recommendations were provided based on the most strategic and practical gender needs identified and on the policy interventions of EU donors. The drafting was a collective and inclusive process with Member States, civil society, and UN organisations.

2.1. When should a gender country profile be done?

The gender country profile should not be more than 5 years old. A profile older than 5 years should be reviewed and updated.

It is possible to use of an existing gender country profile developed by an EU member state or international organisation. If this is the selected option, it is important to make sure that information on the key thematic areas of the GAP III and the priority areas of the MIP will be available in due time. **A new or updated**

gender country profile should be ready by June 2021 to inform the MIP and the CLIP (see template in annex 1).

3. What is a gender sector analysis?

The gender sector analysis complements the gender country profile. It identifies major gaps and constraints as well as the main opportunities in a specific sector.

Gender analysis in the energy sector in Zambia

The EU funded a sector gender analysis built around an assessment of the existing measures taken to promote Gender Equality and Women's Empowerment in the energy sector, the largest area of EU-Zambia bilateral cooperation (11th EDF). The assessment built upon the government of Zambia's history of commitment to promoting gender equality and involved key stakeholders from the civil society, including the private sector, as well as Member States and other development partners. It created synergies with other EU and Member States funded initiatives in the sector. Together with the broader Zambia Gender Analysis, the sector analysis was used to inform the development of new interventions aimed at enhancing the policy, legal and capacity-building frameworks for renewable energy and energy efficiency.

A gender sector analysis should be developed for all sectors of EU engagement, including trade, infrastructure-related investments, private sector investments, conflict prevention and security-related initiatives and actions. It should inform the use of all funding and investment instruments, including blending and guarantees. The gender sector analysis should:

- describe the differences in gender roles, activities, needs and interests of women and men in a given sector at national, regional and local levels, supported by data and statistics;
- Identify the challenges and opportunities for increased gender equality in a given sector and for the society at large (potential leverage/spill-over effect).
- include conclusions and recommendations which specify indicating actions, thematic objectives and indicators and indicators selected from the GAP III SWD which are proposed (link).

Gender analysis in support to land reforms in Cameroon

To strengthen Cameroon's ongoing land reform process, the LandCam initiative aimed at improving the governance of land and forest management.



LandCam was informed by a comprehensive gender analysis, which enabled the initiative to better understand the root causes of discrimination against women in access to land. It shed light on discriminatory practices, such as customary norms that oblige women to leave their own communities when they marry, thereby foregoing the possibility of inheriting their family's land. The gender analysis also highlighted the importance of advocacy and policy dialogues between women and community leaders which later proved to be a crucial driver in informing the country's land reform process.

More information on the [LandCam experience](#)

3.1. When should a gender sector analysis be done?

Gender sector analyses should be completed before or during the identification phase of an action or programme, including blending and guarantees. They can be part of a feasibility study.

4. Informing a transformative and intersectional and right based approach – GAP III guiding principles

In line with the GAP III principles, the gender country profile and gender sector analysis should address the root causes of gender inequality. The analysis should include information that can help EU Delegations in designing gender-transformative actions. A gender-transformative approach means examining, questioning, and changing rigid gender norms and imbalances of power which disadvantage women and girls and generate discriminations at all ages.

Gender analysis in the energy sector in Tanzania

In 2018, four sector gender analyses were conducted for the EU Delegation's focal areas agreed in Tanzania's National Indicative Programme. They provided recommendations that helped the EU Delegation to shape projects and programmes and provided strategic guidance to the policy dialogue on the different sectors.



For instance, the energy sector analysis resulted in meetings with the Ministry of Energy of Tanzania to discuss EU actions on energy, such as support to the implementation of Tanzania's Sustainable Energy for All Gender Action Plan; the clean cooking programme; and the Energy Efficiency Action Plan (EEAP) for Tanzania. The EEAP is a gender transformative action that contributes to:

- Increasing women's long-term employability in the energy sector through organising gender sensitive training on energy efficiency.
- Creating job opportunities for women as Energy Efficiency Specialists and Energy Auditors.
- Improving the quality of the sector by undertaking a gender-audit of relevant companies to identify the constraints and opportunities of the energy sector.

More information on [Tanzania energy sector experience](#)

The analysis should also generate information seeking to identify intersectional forms of gender inequality. Intersectionality is an analytical lens for studying, understanding and responding to the ways in which sex and gender intersect with other personal characteristics/identities such as racial or ethnic origin, religion or belief, disability, age or sexual orientation'. Furthermore in addition to sex and gender, people's circumstances and life prospects are also affected by class or social status, marital and/or maternal status, urban/rural location, health status and property ownership. (This is in line with Article 10 TFEU.)

GAP III also calls for a rights-based approach which is a methodology that puts people and their human rights at the centre of EU external action. The methodology invites a shift of perspective for states and their institutions to be seen as responsive and accountable

duty-bearers, respecting, protecting and fulfilling human rights and promoting and achieving gender equality. It considers all people, women and men, boys and girls, in all their diversity, as rights-holders, and as active participants in development, being aware and empowered to claim and enjoy their human rights.

5. How to develop or update a gender country profile and gender sector analysis

There are many options to get gender analysis done. A gender analysis can be outsourced, done internally by the EU Delegation or developed mixing external expertise and internal knowledge. Experience shows that an analysis developed or actively supported by in-house expertise generates valuable knowledge as well as increases ownership.

In all cases, programme managers, political advisers and the Gender Focal Person (GFP) need to be involved throughout the gender country profile and gender sector analysis processes to maximise relevance to priority areas, policy and political dialogue, learning and ownership.

In line with the Team Europe spirit, close cooperation with Member States should be sought. A clear division of labour will facilitate cooperation in the preparation of the GAP III CLIP and its implementation. It is moreover fundamental to widely consult partners and engage with women's organisations when developing the gender country analysis and the CLIP. UN and other international and regional organisations are also key partners.

Experience has shown that, where possible, engaging with the national gender equality mechanism, government departments, - academia, private sector, local authorities, etc. during this process has proved useful to raise awareness and further gender mainstream dialogues, programs and projects. Whenever possible, it is recommended to do so.

If the outsourcing option is chosen, the EU Delegation can hire a consultant see [model of ToR](#), a women's rights organisation or a civil society organization with expertise on gender equality. If possible, a gender consultant(s) from the partner country should be hired. When the profile is conducted by an external expert(s),

it is important that relevant EU Delegation staff are involved in the consultations with key stakeholders.

It is important that the conclusions and recommendations of the gender analysis are communicated well and understood by all staff of the EU Delegation and, where relevant, staff in CSDP missions and operations and ECHO missions. Its content should be actively used for the purposes of programming, planning and as a source of information for dialogues.

The gender country profile should be approved internally by the Head of Delegation (HoD) and sent for information to INTPA G1 (INTPA-GENDER@ec.europa.eu) and NEAR A1 NEAR-rulelaw-fundrights@ec.europa.eu (the latter for NEAR EU Delegations).

The gender country profile and gender sector analysis entail:

- Documentary review/Desk research – see list of resources.
- Interviews with key informants
- Workshops/ Consultations with partner national/ regional/ local government, line ministries, national gender equality mechanism (NGEM), civil society organisations and especially women's organisations and organizations working on gender equality, representatives of local academia, the private sector and international organisations, such as the UN and regional actors. Workshop/ consultations should be organised jointly with EU member states.

The gender country profiles and the gender sector analyses should be concise and consist of short documents to facilitate regular use by staff members/ project managers.

An executive summary should be included. Additional information can be provided in annexes, including reading lists with key documents, etc.

The gender sector analysis can be prepared by the programme manager/s in charge of the sector, with the support of the GFP, or commissioned externally to a consultant¹⁰ or to a women's rights organisation with

¹⁰ If it is decided that the Gender Sector Analysis should be developed by a consultant, funding can be used from the cooperation facility (see MIP template part 3.2.)

expertise in the sector. It should be a much shorter and targeted document as compared to the gender country profile.

If no gender sector analysis has been made before the formulation phase of an action, it should, at the latest, be done during the inception phase of the action.

Annex 1

GAP III Country Level Implementation Plan (CLIP) Template

1. Context for EU action gender equality and women's empowerment in the country

Provide a short overview of the gender equality situation in the country, the state of play of the implementation of the national gender policy where in place, of any major national, regional and/or international commitment. Focus should be on the situation in the priority areas of the MIP, identifying the main opportunities and challenges that the EU could address. Present briefly the analytical basis used to develop the CLIP, the Gender Country Profile¹¹ and Conflict Analysis where relevant, and other relevant documents as the Roadmap for engagement with CSOs. Indicate which actors have been consulted in the preparation of the CLIP such as national/local authorities, the national gender equality mechanism¹², women's organisations and other civil society actors, Women's Human Rights Defenders, peacebuilders, international organisations or any other actors¹³.

2. Selected thematic areas of engagement and objectives

In relation to the programming 2021-27, to reach GAP III targets, EU Delegations need to ensure that at least 85% of all new actions will have gender equality as a significant (Gender Marker 1) or principal objective (Gender marker 2) in each priority area/ sector of the MIP.¹⁴ GAP III puts forward "key thematic areas of engagement" and possible objectives¹⁵.

Specify the priority areas and/or sectors of the MIP and the objectives the EU (EU Delegations, CSDP Missions and Operations where present, MS, EU+ and other EU actors such as the EIB) will pursue through dialogues, activities and programmes in the coming 5 years, notably pointing out:

- The overall objectives of EU action for gender equality and women's empowerment
- The selected "areas of engagement"¹⁶ on gender equality and women's empowerment
- For each area of engagement, the "specific thematic objectives"¹⁷ to pursue through dialogues and actions
- Potential for synergies, cooperation, partnerships, training and joint implementation with EU Member States and other EU actors.
- In what way civil society will be included in the design, implementation and monitoring

3. Targeted action(s) supporting gender equality and women's empowerment

¹¹ Indicate the date of finalisation, where possible upload it on Capacity4Dev and insert link

¹² Typically serving as central coordinating units for women's affairs within national governments, national mechanisms promote the integration of gender equality measures across national policies and programmes

¹³ Please refer also to the Roadmap for engagement with CSOs. Section 1, which includes a brief analysis of the state of the civil society sector, should also pay particular attention to civil society involvement in favour of gender equality/women's rights and empowerment

¹⁴ The OECD gender markers G1 and G2 will be applied: for G1 each action should include at least one specific objective on gender equality complying with and/or including targeted actions (OECD gender marker G2). Guidance <https://www.oecd.org/dac/gender-development/Minimum-recommended-criteria-for-DAC-gender-marker.pdf>

¹⁵ Refer to chapter 3 of the Joint Communication and to Part II of the SWD

¹⁶ Presented in chapter 3 of the Joint Communication on GAP III

¹⁷ Presented in Part II of the Staff Working Document on GAP III

GAP III aims at increasing the number and effectiveness of actions having gender equality as principal objective¹⁸ with a target of a least one G2 action implemented in each country by 2025.

Provide the following information - if already available - on the G2 action(s):

- Thematic area(s) of the targeted action(s) and related GAP III thematic objective(s)
- Rationale for the chosen action(s) and expected results
- Main indicators to measure results (see SWD) if possible
- Estimated amount and/or other resources for the action(s)
- Collaboration among Member States, Team Europe initiatives and with other development partners

Indicate where possible any specific support foreseen to national gender machineries/networks or other institutional actors by the EU and/or MS. Also indicate whether women organisations and organisations working on gender equality will receive support.

4. Engage in dialogue for gender equality and women empowerment

Indicate the political and policy dialogues and/or other engagement framework that the EU Delegations and Member States will prioritise to engage with the partner country government and/or other relevant stakeholders, including CSOs, at international, national and local levels. Indicate where possible the issues to be addressed.

Indicate if regular dialogue on gender equality and women's empowerment in the framework of the CSO Roadmap is foreseen¹⁹? How often? Which civil society organisations are involved?²⁰

5. Outreach and other communication / public diplomacy activities

Indicate if possible the strategic communication/high level events on gender equality foreseen during the period 2021-2025 by the EU or in cooperation with EU MS.

6. Technical Facility and/or financial resources allocated to support GAP III implementation

Has a specific amount been earmarked in the EU Delegations cooperation facility (see MIP template part 3.2.) to support the implementation of GAP III at country level (technical assistance for developing or updating Gender country profiles or Gender sector analyses, gender mainstreaming, trainings, reporting and communication, etc., purposes)? Add if possible, the indicative amount and main activities it will support.

Has any other specific allocation and/or technical assistance been earmarked under specific programmes by the EU and /or Member States in order to facilitate gender mainstreaming?

Date:

Signature by Head of Delegation:

¹⁸ Defined as G2 actions in line with OECD gender marker G2. These actions should aim at achieving a long-lasting change tackling harmful gender norms and stereotypes, by implementing a comprehensive and gender-transformative approach: <https://www.oecd.org/dac/gender-development/Minimum-recommended-criteria-for-DAC-gender-marker.pdf>

¹⁹ See section 2.1 of the Joint Communication on GAP III

²⁰ As indicated in the guidelines for the update of the Roadmap for engagement with CSOs for the period post 2020, gender equality and women's rights and empowerment should be a recurrent objective of dialogue with CSOs at country level.

Annex 2

Resources: gender analysis reports and methodologies

Country reports

[CEDAW Country Reports](#)

Regional and country reports on progress and challenges encountered in the [25 year review of the Beijing Declaration and Platform for Action](#)

Data from international organisations

[FAO country gender assessments](#)

International [IDEA Gender Quotas Database](#)

[Inter-Parliamentary Union's Monthly ranking of women in national parliaments](#)

[UN Women Global Database on GBV](#)

[World Bank Country resources on gender](#)

[World Bank data on proportion of seats held by women in parliaments](#)

Global indexes on gender equality

The OECD Development Centre's [Social Institutions and Gender Index \(SIGI\)](#)

[UNDP Gender Inequality Index](#)

[World Economic Forum Global Gender Gap Reports](#)

Gender toolboxes and gender equality strategies in some EU Member States

Denmark, [Gender Equality Toolbox](#)

France, [International strategy for gender equality](#)

Germany, [GIZ Gender Strategy](#)

Spain, AECID Gender Spain <https://www.aecid.es/EN/aid-sectors/gender>

Sweden, [SIDA Gender Toolbox](#)

The Netherlands, [International policy on women's rights and gender equality](#)