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A CRITICAL EXPLORATION OF GENDER ANALYSIS:  
Exploring the Value and Practice of Gender Analysis 
Through Engaging in Gender Analysis with Communities and 
Development Staff in Vanuatu.

A thesis presented in partial fulfilment of the requirements for the 

Master of Philosophy 
in 
Development Studies 

at Massey University, Palmerston North, 
New Zealand.

Joanna Kangisher 
2007
ABSTRACT

This research critically examines development project and programme Gender Analysis (GA) frameworks, trialing them with World Vision Vanuatu (WVV) staff and project communities. A Women’s Equality and Empowerment Framework (WEEF) analysis of the WVV country programme provided a visual overview of the programme, demonstrating that the organisation has a strong concern for women’s issues and were encouraging women’s empowerment. The programme could be improved by engaging in more conscientisation around gender issues. The Harvard Analytical Framework collected rich data on men and women in the communities and helped project staff to get to know the communities better. It also questioned the effectiveness of projects in dealing with gender issues, WVV need to provide equal opportunities for women at the project management level. The Gender Analysis Matrix (GAM) clearly showed project impacts for both men and women. One of the literacy projects had greatly benefited women, but could be improved by running separate classes for the men. The GAM results are not restricted to gender issues; the tool shows potential as a general monitoring framework. Experienced facilitators are needed to get the most out of the frameworks, however anyone can greatly benefit from utilising these tools. No GA framework can replace an awareness of gender issues and the will to work towards a fairer society. GA frameworks that are designed to empower the participants can deliberately or inadvertently be used in an extractive way, while frameworks that are labelled as extractive can be used creatively to empower those who take part. GA sessions provide rich data on gender in a relatively short period of time. While they risk not collecting enough information, the systematic collection and use of some information should help move development work forward.
Acknowledgements

I would like to thank the staff of World Vision Vanuatu for their help with my fieldwork in Vanuatu. I presented training to the staff on gender and GA. Then we engaged in GA in World Vision Vanuatu project communities. The GA results produced during these sessions formed the raw data that I analysed in this thesis.
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List of Acronyms

ADB  Asian Development Bank
ADP  Area Development Programme
AIDS Acquired Immunodeficiency Syndrome
CDP  Community Development Programme
CEDAW United Nations Convention to Eliminate All Forms of Discrimination Against Women
DWA  Department of Women’s Affairs
FAO  Food and Agriculture Organisation
GA   Gender Analysis
GAD  Gender And Development
GAM  Gender Analysis Matrix
HAF  Harvard Analytical Framework
HIV  Human Immunodeficiency Virus
ILO  International Labour Organisation
INSTRAW United Nations International Research and Training Institute for the Advancement of Women
MU   Massey University
NGO  Non Governmental Organisation
NZAID New Zealand’s International Aid and Development Organisation
PLA  Participatory Learning and Action
PNG  Papua New Guinea
PRA  Participatory Rural Appraisal
SEAGA Socio-Economic and Gender Analysis Programme
SMART Specific, Measurable, Achievable, Realistic, Time-bound
SPC  South Pacific Commission
SWOT Strengths, Weaknesses, Opportunities, Threats
WatSan Water and Sanitation
WEEF Women’s Equality and Empowerment Framework
WID  Women In Development
WV   World Vision
WVI  World Vision International
<table>
<thead>
<tr>
<th>Abbreviation</th>
<th>Full Name</th>
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<tbody>
<tr>
<td>WVNZ</td>
<td>World Vision New Zealand</td>
</tr>
<tr>
<td>WVPDG</td>
<td>World Vision Pacific Development Group</td>
</tr>
<tr>
<td>WVV</td>
<td>World Vision Vanuatu</td>
</tr>
<tr>
<td>UN</td>
<td>United Nations</td>
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<tr>
<td>UNDP</td>
<td>United Nations Development Programme</td>
</tr>
<tr>
<td>UNICEF</td>
<td>United Nations International Children’s Emergency Fund</td>
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<tr>
<td>UNIFEM</td>
<td>United Nations International Fund for Women</td>
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<tr>
<td>USAID</td>
<td>United States International Aid and Development Organisation</td>
</tr>
<tr>
<td>USD</td>
<td>United States Dollar</td>
</tr>
<tr>
<td>VCC</td>
<td>Vanuatu Cultural Centre</td>
</tr>
<tr>
<td>VNCW</td>
<td>Vanuatu National Council of Women</td>
</tr>
<tr>
<td>VWC</td>
<td>Vanuatu Women’s Centre</td>
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