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## Key things to remember

Although recognition that it is important to include gender analysis in conflict analysis is increasing, gender perspectives are often included in a very limited way. For example, gender analysis is often limited to understanding the specific impacts of conflict on women, rather than looking at the wider relationships between gender and conflict. Rarely do researchers seek to understand how gender norms impact on conflict dynamics, including how they may be among the deeper drivers of conflict and insecurity.

Similarly, most gender analysis methodologies focus on political or socio-economic factors without linking those explicitly to peace and conflict. This knowledge gap is an obstacle to the development of effective policy and practice for security, justice and rule of law approaches in fragile and conflict-affected states.

The table overleaf outlines some key things to bear in mind as you work through the toolkit and develop your research.

## Key points to keep in mind

The following is a list of important things to keep in mind while conducting your analysis, in order to avoid some of the most common pitfalls when integrating gender into conflict analysis.

**‘Gender’ is not synonymous with ‘women’.** The lives of men and SGMs are also shaped by gender norms and roles, so must be considered in your analysis.

**There are more than two genders/sexes.** Not everyone fits into the category of ‘man’ or ‘woman’ – who else might you be missing? (see Introduction, box 2 on SGMs).

**‘Women’ and ‘men’ are not homogeneous groups.** People’s experience varies greatly according to other aspects of their identities, such as age, marital status, class, caste, race, ethnicity, sexual orientation, (dis)ability and so on (see box 1 on intersectionality, opposite).

**Examine your own assumptions.** This means trying to set aside stereotypes: Women may be perpetrators of violence, and men may be victims and survivors. Many people are both at the same time.

**Think beyond gender-based violence (GBV).** It is important to identify where GBV occurs, and who commits it against whom. But gender also shapes forms of conflict and violence not typically thought of as ‘gender-based’ (see examples in Introduction, page 4 and 5).

**Look beyond the obvious sources.** There are often ‘go-to’ NGOs, academics, think tanks or publications which people frequently consult. Are there others who could give you a different perspective? For example, gender studies of the country/region.

**Consider public and private spheres.** Think about what goes on in the household and the community – and how they link to each other. In practice, the public/private distinction is often a false one.

**Remember: things change.** Do not assume that gender norms are an inherent part of any culture – they have evolved over time and will continue to do so. Whereas gender norms often change slowly over long periods, gendered behaviours may change much more quickly.

**You have a gender too.** How does the way you understand your own identity and role influence the way you interact with others, or the way you interpret what they say?

## Box 1: Intersectionality

Gender identities – ‘man’ and ‘woman’ and masculinity and femininity – are shaped by power relations and aspects of people’s identities such as age, marital status, class, caste, race, ethnicity, religion, sexual orientation and (dis)ability. These different identity markers will be more or less relevant in different contexts, and in certain circumstances some may be highly contested. The ideas that these different identities interact with each other and cannot be understood separately is sometimes referred to as ‘intersectionality’. When planning and conducting gender analysis it is important to take this into account throughout. Experiences of conflict can vary significantly for different men, women and SGMs according to these different aspects of their identity.

For example, a young, married, educated woman living in a capital city would have different experiences of conflict to a young, unmarried, uneducated woman living in a rural village. Similarly, the young woman in the rural village is likely to have different experiences to an older, married, high class woman in the same village and may have more in common with a young, unmarried, uneducated man living in the capital city. In Karamoja, Uganda, male elders living in *manyattas* (traditional settlements) will be affected differently by conflict over mining to young men who work in the mines and who are increasingly frustrated by the behaviour of international mining companies. These young men may have more experiences in common with women miners than with their elder, male counterparts.

# Gender and conflict analysis: The essentials

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**Gender ≠ women** Think of gender as a frame of analysis in the field of peace and security. Using 'gender' synonymously with 'women' has consequences. For example, 'men' become the default category; sexual and gender minorities are ignored; and we overlook processes that determine, for instance, who gets a seat at the peace table.



**Public / private** Challenge the divide between the private and the public sphere. Pay attention to what happens at different levels in society including household and community. Explore the global processes within which armed conflicts are embedded as these too are gendered.



**Analysis starts 'at home'** An assessment of gender power dynamics within, between and among internationals and local partners may reveal the need to establish more equal relations, enabling truly joint ownership of interventions, and interventions that involve equal and meaningful participation by different participants.



**Beyond impact** Include, but also move beyond a discussion of women's experiences and needs in relation to armed conflict. Broaden your investigation by looking at men and sexual and gender minorities. And dig deeper, look at roles and relations, gender inequalities, and the links between gender, peace and security: How are power relations (re)produced by peace talks? How do gender norms enable violence?



**Context, context, context** Contextual analysis, rather than assumptions about gender relations should inform peacebuilding interventions. For instance, investigate what women are actually doing to support peace, rather than assume women connect across conflict divides. Ask what is needed to enable participation, rather than assume that women just need more confidence building. Assess how the conflict has disrupted or changed gender relations.



**Intersectionality** Notions of masculinity and femininity develop in interaction with other power factors – such as age, class, and race – producing a multitude of masculinities and femininities in each context. It is essential to focus on these interactions. For example by paying attention to how the conflict impacts on *different* women, men and sexual and gender minorities.



**Gender in design and process** Conflict analysis is by no means an objective undertaking. Who leads the analysis, the focus one takes, the questions asked, the sources of information: all of these factors shape the conclusions of the analysis. Take time to think about all these issues and whether preconceived notions may be influencing the analysis.



**Participatory analysis** Participatory approaches to conflict analysis can reveal the views, experiences, needs and ideas of people directly affected by violence. It can lead to more insightful analysis and sustainable responses. However, achieving equal and meaningful participation of different groups and the conditions for open and unhindered expression of views requires careful design.

#### NOTE

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## Gender glossary

**Femininity:** Those behaviours and attributes which societies expect of women and girls. Ideas about what is feminine vary over time, as well as within and between cultures. That which is considered feminine is usually less socially valued than things considered masculine.

**Gender:** Socially and politically constructed roles, behaviours, and attributes that a given society considers most appropriate and valuable for men and women. Gender is also a system of power which shapes the lives, opportunities, rights, relationships and access to resources of women and men, and SGMs.

**Gender-based violence (GBV):** Physical, mental and emotional abuse that is directed against a person on the basis of their gender. GBV includes, but is not limited to: intimate partner violence, rape, sexual assault and harassment, incest, dowry-related violence, female genital mutilation (FGM), trafficking in persons, forced abortion, abduction and confinement, verbal abuse and mental harassment.

**Gender non-conformity:** Behaviour by an individual or group that does not live up to existing masculine or feminine gender norms or expectations.

**Gender norms:** Sets of expectations about how people of each gender should behave, according to notions of masculinity and femininity. These are not determined by biological sex but rather are specific to particular cultures or societies, and often to particular social groups within those societies.

**Intersectionality:** The idea that different identities interact with each other and cannot be understood separately from one another. Gender identities are shaped by other systems of power and aspects of people's identities, such as age, marital status, class, caste, race, ethnicity, religion, sexual orientation and (dis)ability.

**Masculinity:** Those behaviours and attributes which societies expect of men and boys. Ideas about what is masculine vary over time, as well as within and between cultures. That which is considered masculine is usually more socially valued than things considered feminine.

**Sex:** Biological characteristics that are used to categorise people as female or male, including chromosomes, hormones and reproductive systems. In fact, people cannot be neatly categorised into two groups, as many people have characteristics associated with both categories.

**Sexual and gender minorities (SGMs):** An umbrella term which refers to people whose sexual orientation or gender identity does not fit within conventional societal norms. These identities are understood, and accepted, differently in different places, but internationally, lesbian, gay, bisexual, queer, transgender, transsexual and intersex identities are gaining increasing recognition.

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## List of abbreviations

<b>ACCS</b>	Advisory Consortium on Conflict Sensitivity
<b>BRA</b>	Bougainville Revolutionary Army
<b>CSO</b>	Civil society organisation
<b>DDR</b>	Disarmament, demobilisation and reintegration
<b>DRC</b>	Democratic Republic of the Congo
<b>FGD</b>	Focus group discussion
<b>GBV</b>	Gender-based violence
<b>IDP</b>	Internally displaced person
<b>IIED</b>	International Institute for Environment and Development
<b>KII</b>	Key informant interview
<b>LRA</b>	Lord's Resistance Army
<b>NGO</b>	Non-governmental organisation
<b>SGBV</b>	Sexual and gender-based violence
<b>SGMs</b>	Sexual and gender minorities
<b>STD</b>	Sexually transmitted disease
<b>ULA</b>	Uganda Land Alliance
<b>UNDP</b>	United Nations Development Programme