This gender analysis is based on the feedback from FS&L partners during a gender analysis workshop in Juba in November 2011. It addresses unconditional transfers including food and cash transfers, as well as conditional transfers including food- and training-for-work. This paper also includes a non-exhaustive list of activities that are informed by the analysis.

Summary of comments related to food assistance from participants of the gender analysis workshop*:
- Women, girls and boys carry food; in some communities men are ashamed to do so
- Women have more access to food assistance, receive more assistance than men; NGOs target more women.
- Men control the use of food but delegate authority to women.
- Men decide who receives food assistance

* These observations are quite generic. Ongoing, site-specific gender analysis is necessary.

GENDER ANALYSIS IN THE NEEDS SECTION
The needs section should include an analysis of who – women, girls, boys and men - does what in the household in terms of urban livelihood activities. This requires a description of the different roles that women and men play and the different productive resources, technical support and training that they require that reflects their roles and responsibilities.

The gender analysis in the needs section should answer the question: In the target area, what activities do women, girls, boys and men pursue? If the information is not available, than its absence should be acknowledged and an assessment to gather the information is included as a priority activity. Identifying women and men’s different roles and responsibilities improve the effectiveness and efficiency of the response.

THE GENDER DIMENSIONS OF URBAN LIVELIHOOD ACTIVITIES

<table>
<thead>
<tr>
<th>URBAN LIVELIHOOD ACTIVITY</th>
<th>GENDER DIMENSION AND ISSUES TO CONSIDER</th>
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<tbody>
<tr>
<td>ASSESSING NEEDS</td>
<td>▪ Where the information is not already available (and articulated in the needs section), a gender analysis in the needs assessment must be a priority activity to determine the daily and seasonal activities of women, girls, boys and men in the pre-production, production and post-production cycle of each of the main crops in the target area.</td>
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<td>▪ Where the assessment is at the household level, male heads of household may describe their needs in terms of the activities in which they participate and women may not have the opportunity to describe their needs and priorities. Separate consultations with women within households must be conducted.</td>
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<td>▪ In designing an unconditional food or cash transfer project, both women and men must be consulted about their needs, concerns, capacities and priorities in order to mitigate – insofar as is possible - the possible negative outcomes.</td>
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<td>▪ Define what constitutes a household in the project area and pay attention to intra-household dynamics and resource allocation, especially within polygamous households.</td>
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<td>▪ The sub-cluster puts a focus on female-headed households as especially vulnerable. This is important but it is also important to consider the particular roles in, contributions of, and needs of women within households including polygamous households.</td>
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<td>▪ Routine collection and analysis of data that is disaggregated by sex, age (child-headed households and elderly with no family support), chronically ill, people with disabilities.</td>
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<td>PROJECT INFORMATION / COMMUNITY LIASON</td>
<td>Prior to and throughout implementation, liaise with community leaders and both female and male participants in order to discuss and to seek resolution to their distinct concerns.</td>
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<td>Ensure that the beneficiary criteria and entitlements is agreed with and transparent to the entire community before the distribution begins and throughout implementation.</td>
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<td>MONITORING &amp; EVALUATION (M&amp;E) – including establishing the baseline</td>
<td>In order to assess the outcomes and impacts of the project, it is necessary to carry out M&amp;E activities. This will require the establishment of a baseline. The baseline must include vulnerability and gender analyses. When measured at the household level, consider the composition of the household, including polygamous households, as well as intra-household gender and age dynamics and resource redistribution.</td>
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| UNCONDITIONAL CASH TRANSFERS | Food Assistance partners report that the majority of recipients of cash transfers are women for whom transfers are an important or only source of income. While women may be the recipients, they may neither control intra-household distribution nor expenditure, which may be taken over by a male head of household expenditure. Partners also note that the transfer of cash to women has the potential to cause tension within the household where men resent losing control of the household finances. There appears to be no explicit evidence available to confirm that this tension translates into domestic violence but this may be a limitation of monitoring on this issue and the fact that domestic violence is not discussed opening by either women or men.

- Consult with women and men to determine their needs, priorities and concerns about the distribution of cash transfers. Consider monogamous, polygamous and female-headed households.
- Consider the gender-balance of food distribution staff.
- Develop and implement an appropriate and accessible complaints mechanism that is staffed by women and men.
- Conduct post-distribution monitoring with both women and men. Explore issues around equitable distribution, redistribution within households, including polygamous households, control over expenditure and safety and security issues that arose. Document this information and share with other sub-cluster partners. |
| CONDITIONAL TRANSFERS INVOLVING CASH-FOR-WORK (CFW), FOOD-FOR-WORK (FFW) AND TRAINING-FOR-WORK (TFW) ACTIVITIES | Such work offers potential benefits and negative consequences for women and, subsequently, for other members of the household.

In terms of benefits, the involvement of women and female youth in these activities has the potential to empower them within their household and community. In addition, women are more likely than men to distribute income resulting from relevant activities among all members of the household and to pass on skills learnt to their children.

However, FFW and TFW activities may also place additional burdens on women who have the responsibility for childcare and most other domestic chores and, consequently, can also have the effect that daughters may not attend or drop-out of school in order to take on the mother’s traditional role within the household.

Partners note that, due to cultural norms, women may not be permitted by their husbands or families to participate in FFW or TFW activities and the nature of the activities is such that they may not be suitable for women. In addition, the distance between the location of the activity and women’s homes may be an impediment to their participation where transport is unavailable, is too expensive and/or the route is insecure.

- Analysis men and women’s other time commitments, how they make a living, the nature of the work involved so that it offers opportunities for men and women, as well as examining gendered divisions of work and cultural restrictions.
- Examine risks of violence caused by receiving cash (travelling to get it or domestic violence for having it), or for CFW. While these questions are not always going to get accurate answers because of their sensitivities, it gives the beneficiaries the opportunity to express concerns should they choose.
- Where daughters do not attend/drop-out of school in order to take on their mother’s traditional role in the home and in childcare where mothers are engaged in CFW, IGAs or micro-finance projects, then one issue (targeting income creation activities to women) is resolved by the creation of another (girls’ school attendance). Special measures may need to be taken around childcare at CFW or IGA sites, hours of operation and venue for such activities. If these are not possible, then cash transfers may have to be considered as an alternative.
- Consider the gender-balance in of project staff.
- Where daughters do not attend/drop-out of school in order to take on their mother’s traditional role in the home and in childcare where mothers are engaged in FFW projects, then one issue (targeting income creation activities to women) is resolved by the creation of another (girls’ school attendance). Special measures may need to be taken around childcare at FFW sites, hours of operation and venue for such activities. If these are not possible, then unconditional food transfers may have to be considered as an alternative. |

For more detailed information, see the “Gender Tip Sheet for Emergency Cash Transfer Programming”