

UNIT FOUR
APPROACHES AND STRATEGIES IN GENDER AND DEVELOPMENT
Unit introduction

Dear learner, in the preceding unit, you have learnt about the various feminist perspectives on gender and development. The political and economic solutions suggested by these theories converge to certain strategies and approaches that help to address the questions of women as well as men in development. In this unit, you will learn about gender needs and the women in development (WID), Women and Development (WAD) and Gender and Development (GAD) approaches.

Section-one: Gender Needs

Section Overview

Different gender roles generate gender needs. These needs are conceived as practical needs and strategic interests. They are reinforcing strategies to integrate the concerns of women into development programs and projects. You will learn about these needs and interests in this section.

1.1 Practical Gender Needs (PGN)

? What do you think are women's practical needs?

Practical gender needs are the needs women identify in their socially accepted roles in society. PGNs are a response to immediate perceived necessity, identified within a specific context. They are practical in nature and often concern inadequacies in living conditions such as water provision, health care and employment. Hence, Practical needs are immediate and material and arise from current conditions. Women's practical needs tend to focus on the domestic arena, income-earning activities, and housing and basic services, all identified as women's responsibilities. Child care services, maternal and child health care, subsistence crops marketing, and traditional employment opportunities are means to address these needs. ? What limitations do you think are inherent to practical gender needs strategy? While practical interventions can increase women's participation in the development process, they are unlikely to change gender relations and, in fact, may preserve and reinforce inequitable divisions of labor. PGNs do not

challenge, although they arise out of gender divisions of labor, women's subordinate position in society.

1.2 Strategic Gender Needs (SGN)

? What do you think are strategic gender needs or interests?

Strategic Gender Needs (SGN) is also termed as strategic interests of women. Strategic interests are the needs women identify because of their subordinate position in society. They vary according to particular contexts, related to gender divisions of labor, power and control, and may include such issues as legal rights, domestic violence, equal wages, and women's control over their bodies. Meeting SGNs assists women to achieve greater equality and change existing roles, thereby challenging women's subordinate position. Strategic interests are long-term, related to equalizing gender-based disparities in wages, education, employment, and participation in decision-making bodies. Addressing strategic interests may challenge the prevailing balance of power between men and women. Actions to address women's strategic interests might include abolition of the gender division of labor, shared domestic labor and child care, elimination of institutionalized forms of discrimination (for example, the right to own property and access to credit), promotion of political equality, freedom of choice over childbearing, and adequate measures against male violence.

? Dear learner, do you think that practical needs and strategic interests reinforce each other?

Practical needs and strategic interests are linked. Responding to practical needs identified by women at the community level can provide an entry point to identifying and addressing their long-term strategic interests. Starting a women's group to meet a practical need for child care or incomegeneration may improve women's economic position and political participation. A community-based reproductive health project, introduced to meet the practical need for family planning, may enable women to have greater control over their reproductive lives and have a larger role in decisionmaking in the family. A scholarship fund may enable poor girls to attend school, filling a practical need; while adopting and enforcing laws and policies for equal education addresses a strategic interest.

Section two: WID and GAD Approaches in Development

Section overview

Dear learner, in the previous section, you have learnt that meeting practical gender needs and strategic interests of women are the two reinforcing strategies to integrate the concerns women into development programs and projects. These strategies are conceived out of the broader approaches in gender and development. These are Women in Development (WID), Women and Development (WAD) and Gender and Development (GAD). You will learn about these approaches in this section.

2.1 Women in Development (WID) and Women and Development (WAD) ? What do you think is WID and WAD all about?

WID grew out of the work of economist Ester Boserup, whose groundbreaking book, *Women's Role in Economic Development* (1970), argued that women's contributions were being ignored and development suffered as a result. The goal was more efficient, effective development through the integration of women into existing development processes. The strategies that were developed included adding women's projects or project components, increasing women's income and productivity, and improving women's ability to look after the household. ? Dear learner, what do you think is the limitation of the WID approach?

The WID approach did not address the root causes of discrimination that prevented women's full participation in their societies. In the late 1970s, the WAD perspective was developed in reaction to omissions in WID.

? What were the arguments of the WAD approach?

WAD proponents argued that women were already integrated into development processes but on unequal terms. They pointed out that development projects increase the demands on women without increasing access to resources or decision-making power and, in effect, work against women's interests. WAD argued that class structures were more oppressive than gender and that poor, marginalized women have more in common with men of their class than with women of another class. The emergence of GAD in the 1980s marked a revolution in thinking about equitable, sustainable development.

2.2 Gender and Development (GAD) ? What progresses do you think GAD makes from WID and WAD?

The rationale for conducting women's development programs began to shift from increased efficiency in meeting development goals to greater equity and empowerment for women. The new focus on gender was developed by women who argued that the WID approach saw the problems of women merely from the perceived sexual divisions—their biological differences with men—rather than in terms of gender—the social roles and relationships of men and women and the forces that both perpetuate and change these relations. They pointed out that women have been systematically subordinated and assigned secondary or inferior roles to men and their needs have been considered in isolation from the larger context. GAD reflects the recognition that women are an integral part of every development strategy. GAD includes three main concepts:

- ✚ Both men and women create and maintain society and shape the division of labor. However, they benefit and suffer unequally. Therefore, greater focus must be placed on women because they have been more disadvantaged.
- ✚ Women and men are socialized differently and often function in different spheres of the community, although there is interdependence. As a result, they have different priorities and perspectives. Because of gender roles, men can constrain or expand women's options.
- ✚ Development affects men and women differently, and women and men will have a different impact on projects. Both must be involved in identifying problems and solutions if the interests of the community as a whole are to be furthered.

The GAD approach to development is aimed at ensuring an equal distribution of opportunities, resources, and benefits to different population groups served by a particular intervention. Applying this approach can help project planners to identify important differences in female and male roles and responsibilities and use this information to plan more effective policies, programs, and projects. This approach is based on the Harvard Analytical Framework, one of the first gender analysis models. GAD uses this model to explore and analyze the differences between the kinds of work performed by women and men in particular social, cultural and economic circumstances. In order to identify differences between female and male roles, responsibilities, opportunities and rewards, the approach requires that three important questions are asked, explicitly or implicitly, at all stages of designing, planning, implementing, monitoring and evaluating an intervention:

- Who does what by gender with what resources?
- Who has access to the resources, benefits, and opportunities?
- Who does control the resources, benefits, and opportunities?

Dear learner, it is important to see the issues that should be included under each question.

Who Does What: This question identifies the different activities performed by the men and women in the target population. For example, a rural development project aimed at cash-cropping might result in the female population assuming the major burden of the agricultural work, because in such a society women do most of the agricultural labor. Asking the question “Who does what?” can alert project designers to the possibility that such a project could increase the women’s work.

Who Has Access (Ability to Use): This question asks how much each population group can use existing resources, benefits, and opportunities or those which will be generated by the intervention. These include land, money, credit, and education.

Who Controls (Determines the Outcome of the Resources): This question asks to what extent different groups of women and men in the population can decide how to use the available resources. Some groups may have access to resources but may not be able to use them. If these three questions are not asked, the kinds of interventions which are developed may be based on

incomplete and incorrect assumptions and perceptions of the way things work in a particular society. For example, planners may incorrectly assume that in a given setting the men are heads of households and chief decision-makers, even though women play this role. This assumption may lead them to design ineffective and inappropriate interventions. Analysis of the information provided by these questions enables planners to find out how an intervention would impact different groups. If needed, corrective measures can then be put in place to ensure that the project will meet the needs of all identified groups equally.

Below is a summary of the WID and GAD approaches to development.

	Women in Development	Gender and Development
The Approach	<ul style="list-style-type: none"> • An approach which seeks to integrate women into the development process 	An approach which seeks to empower women and transform unequal relations between women and men
The Focus	Women	<ul style="list-style-type: none"> • Relations between men and women
The Problem	<ul style="list-style-type: none"> • The exclusion of women from the development process • 	Unequal relations of power (rich and poor/women and men) that prevent equitable development and women's full participation
The Goal	More efficient, effective Development	Equitable, sustainable development <ul style="list-style-type: none"> • Women and men sharing decision-making and power
The Strategies	<ul style="list-style-type: none"> • Women's projects • Women's components • Integrated projects • Increase women's productivity and income • Increase women's ability to manage their households 	<ul style="list-style-type: none"> • Identify and address short-term needs determined by women and men to improve their condition • At the same time, address women's and men's longer term interests

Source: Two Halves Make a Whole: Balancing Gender Relations in Development

Unit summary

Dear learner, in this unit you have studied gender needs and approaches in gender and development. It has been discussed that different gender roles generate both practical needs and strategic interests of women. Practical needs are immediate and material and arise from current conditions. Women's practical needs tend to focus on the domestic arena, income-earning activities, and housing and basic services, all identified as women's responsibilities. Child care services, maternal and child health care, subsistence crops marketing, and traditional employment opportunities are means to address these needs. While practical interventions can increase women's participation in the development process, they are unlikely to change gender relations and, in fact, may preserve and reinforce inequitable divisions of labor. Women's strategic interests are long-term, related to equalizing gender-based disparities in wages, education, employment, and participation in decision-making bodies. Addressing strategic interests may challenge the prevailing balance of power between men and women. Actions to address women's strategic interests might include abolition of the gender division of labor, shared domestic labor and child care, elimination of institutionalized forms of discrimination (for example, the right to own property and access to credit), promotion of political equality, freedom of choice over childbearing, and adequate measures against male violence. Practical needs and strategic interests are linked. Responding to practical needs identified by women at the community level can provide an entry point to identifying and addressing their long-term strategic interests.

You have also learnt that Women in Development (WID) and Gender and Development (GAD) are the major schools of thought in women's development. They are approaches that represent a growing awareness that sustainable development must include the full and equal participation of women and men. The WID approach promotes women's integration in development efforts. The focus is mainly on women whereas the GAD approach concentrates on both men's and women's roles and responsibilities. GAD specifically aims to fulfill the strategic interests of women. In reality, both WID and GAD can contribute to women's advancement and increase gender equity. WID projects enable women to address their practical needs and gain experience for projects in which they are mainstreamed. GAD enables women to address strategic interests, and women

and men to work together toward mutual goals and greater equality. As such, both deserve consideration by development planners.