

GENDER ANALYSIS TOOL

We are carrying out a gender analysis survey in the church with a view to obtaining information on the level of gender equity. This information is expected to assist the church in designing projects that are relevant and beneficial to its members and the communities at large.

We are grateful for your participation in this survey. Should you opt to write your name on the questionnaire, your identity and the information you give for this exercise will remain confidential.

It is expected that the interview will take approximately 45 minutes.

Name of Interviewer.....(where applicable)

Date.....

Starting time.....

A. Demographics

1. Name..... (Optional)

2. (Please tick appropriate box)

SEX	Male	
	Female	

3.Location of church/ place of employment)

3.1	COUNTRY	
3.2	CHURCH	
3.3	DIOCESE	
3.4.	DEANERY	
3.5.	PARISH	

4 . Area (Please tick appropriate box)

Urban	
Peri-urban	
Rural	
Other (<i>please specify</i>)	

5. Your Position in the church (Please tick all appropriate spaces)

5.1	Bishop	
5.2	Dean	
5.3	Pastor	
5.4	Resource person	
5.5	Youth Leader	
5.6	Council member	
5.7	Church Elder	
5.8	Trainer of trainers	
5.9	Other (<i>Please specify</i>)	

B ORGANISATIONAL DIMENSION

6). Policy (*please tick appropriate box*)

	<i>Statement/Question</i>	<i>Yes</i>	<i>No</i>	<i>I Don't know</i>
6.1	Does your church have a gender Policy?			
6.2	If yes, Has the Policy been communicated to different levels?			
6.3	Is there gender consideration during the Strategic Planning process?			
6.4	Are gender issues taken into consideration in the implementation of the Strategic Plan?			
6.5	Everyone in my organisation feels ownership over the gender policy			
6.6	Management / Church Council take overall responsibility for the development and implementation of the gender policy			
6.7	There is a written equal opportunities policy for both females and males			
6.8	There is a policy for maternity leave			
6.9	There is a policy for paternity leave (husband going on leave to assist wife on maternity leave)			
6.10	Does your church have a standalone gender Policy?			
6.11	If no, Do you think it's necessary to have a standalone gender Policy? Please explain			

7. Staffing (please tick appropriate box)

	<i>Statement</i>	<i>To a greater extent</i>	<i>To some extent</i>	<i>To a lesser extent</i>	<i>None</i>
7.1	There has been an increase in the representation of women in senior management and church positions				
7.2	There has been an increase in the representation of men in senior management and church positions				
7.3	There are proactive strategies to promote women into senior positions(please explain in the space provided below)				
7.4	There are deliberate strategies not to promote men into senior positions (please explain below in the space provided)				
7.5	The church shows respect for both male and female leaders (please explain how this is done in the church)				

8. Allocation of Resources

	<i>Question</i>	<i>Yes</i>	<i>No</i>	<i>I don't know</i>
8.1	Does your church have a budget to carry out gender activities? <i>(please tick in appropriate box)</i>			

9. Organisational Culture and Practices

	<i>Statement/Question</i>	<i>Yes</i>	<i>No</i>	<i>I Don't know</i>
9.1	Does the church discourage gender insensitive behaviour/language? e.g. jokes, humiliating comments etc			
9.2	Does the church reinforce gender sensitive behaviour and procedures to prevent and address sexual harassment?			
9.3	Are gender issues discussed in the church gatherings/ church workplace?			
9.4	Are gender issues followed through at church gatherings/ in the church workplace?			
9.5	Is gender stereo typing (gender labelling) addressed by the church?			
9.6	There is a difference in how men and women view gender issues.			
9.7	In your opinion do members in the church think that gender equity (fairness and justice in distribution of benefits and responsibility)fits into the image of the church			
9.8	Meetings in Our church/church workplace tend to be dominated by male members (participation and decisions made, not attendance)			
9.9	Meetings in Our church/church workplace tend to be dominated by female members(participation and decisions made, not attendance)			
9.10	During these meetings, the opinions of men and women are viewed in the same light			
9.11	There is still room for the church to do much more than it is currently doing to institutionalise gender equity. (please explain below) 			
9.12	The working environment has improved for both men and women in the church/church workplace with regards to gender issues.			
9.13	The church/church workplace promotes team work involving both men and women as equals			
9.14.	The church/church workplace is committed to promote female representation at senior levels of the church.(<i>please explain your answer</i>)			

C. Programming Dimensions

10. Programme planning and design. (Please rate)

	<i>Statement</i>	<i>Strongly Agree</i>	<i>Agree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>I Don't know</i>
10.1.	The church has a policy that all its programmes must address issues fairness and justice for men, women, boys and girls?					
10.2	Gender justice and fairness goals are included in programme/project planning.					
10.3	An analysis of gender roles is conducted for every project/ programme of the church and church workplace. (<i>please explain below</i>) 					
10.4	The church/church workplace involves both men and women in planning its programmes					
10.5	Best practices (approaches which lead to expected results) in gender equity are documented for future reference					

11. Programme implementation (please explain answers in spaces provided)

	<i>Question/ Statement</i>	<i>Yes</i>	<i>No</i>	<i>I Don't know</i>
11.1	Do church project plans include activities that strengthen skills and provide women and men with equal access to services and /or training?			
11.2	Do church project plans include activities that strengthen skills and provide girls and boys with equal access to services and or training			
11.3	Both female and male beneficiaries of projects in our church appreciate and see our projects as being of value to their lives			
11.4	Only male beneficiaries of projects in our church appreciate and see our project as being of value to their lives			
11.5	Only female beneficiaries of projects in our church appreciate and see our project as being of value to their lives			
11.6	Our church has developed the capacity of staff / church members to recognise and handle resistance in addressing gender issues.			

D. Gender Roles and activities

12. From the list given please tick in the spaces provided who carries out the given activities most of the time in your church.

	<i>Activity</i>	<i>Men/ Boys</i>	<i>Women / Girls</i>
12.1	Church leader		
12.2	pastor		
12.3	Cooking at church gatherings		
12.4	Cleaning the church		
12.5	Praying in the church		
12.6	Conducting home visits for the sick and elderly.		
12.7	Decisions on church projects		

12.8 Who allocates these activities stated above?

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13. From the list given below please tick in the spaces provided who carries out the given activities most of the time in your **community in general**

	<i>Activity</i>	<i>Men/ Boys</i>	<i>Women/Girls</i>
13.1	Fetching water and firewood		
13.2	Cleaning the home		
13.3	Cooking & Caring for children and the sick		
13.4	Working in the fields		
13.5	Formal employment(employed for a salary)		
13.6	Making decisions for the family		
13.7	Attending community meetings		

13.2 Who allocates these roles? Stated above?

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E. Socio Economic Assessment.

Please read these statements and tick according to your views. Space has been allocated below the questions to explain your views as need arises

	<i>Statement</i>	<i>Yes</i>	<i>No</i>	<i>I Don't know</i>
14.1	In our community, there are no women who head households			
14.2	Women are paid different wages from men who do the same job			
14.3	Men have more control in decision - making in households			
14.4	Women have more control in decision-making in households			
14.5	Generally equal numbers of both men and women are in formal employment.			
14.6	Men and women have equal access to projects, benefits and services.			
14.7	Men are more involved in care of the children and the sick at home			
14.8	Women are more involved in care of the children and the sick at home			

F. Monitoring, Evaluation and Learning (Please tick appropriate box)

	<i>Question</i>	<i>Yes</i>	<i>No</i>	<i>I don't know</i>
15.1	Is information collected from church programmes and projects broken down according to male or female and age? (Please explain your answer here)			

	<i>Statement</i>	<i>Yes</i>	<i>No</i>	<i>I Don't know</i>
15.2	<p>Information which is broken down into male and female according to age provides useful information for planning activities in my church. (<i>please tick appropriate box and explain in the space below</i>)</p> <p>.....</p> <p>.....</p>			

	<i>Question</i>	<i>Yes</i>	<i>No</i>	<i>I don't know</i>
15.3	<p>Do your church programmes explain how you would like to change the lives of each group of people you are working with according to sex? (<i>Please tick correct space and explain your answer in the space provided</i>)</p> <p>.....</p> <p>.....</p>			
15.4	<p>Does the church track how its programmes change the lives of males and females differently within communities and/or the church workplace? (<i>Please tick in correct space and explain your answer in the space provided</i>)</p> <p>.....</p> <p>.....</p>			
15.5	<p>Does the church assess how the lives of both males and females have been changed within communities/and the church workplace at the end of each project? (<i>Please tick in the correct space</i>)</p> <p>.....</p> <p>.....</p>			

G. Advocacy and communication (*Please tick in the correct space*)

	<i>Statement</i>	<i>Agree</i>	<i>Disagree</i>	<i>Don't know</i>
16.1	The church has an advocacy campaign programme (a programme to speak out on issues that negatively affect its members and communities)			
16.2	The church's plans to speak out on gender issues, are influenced by a gender equity viewpoint. (<i>gender equity means giving more attention where there is a greater need without regard to sex</i>)			
16.3	The church's plans to speak out on gender policies and issues are influenced and advised more by women's organisations and networks			
16.4	The church's plans to speak out on gender issues and policies are influenced and advised more by gender experts.			
16.5	Gender equity is incorporated into our church's communication and fundraising strategies (<i>gender equity means giving more attention where there is a greater need without regard to gender</i>)			

H.

17.1 Is there anything else that you would like to share or comment on with regards to gender issues?

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17.2 Are there any recommendations you would like to make.....

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Thank-you for your participation, and May God bless you.

Ending time.....

Duration.....