



**Gender Mainstreaming in  
Land Access & Resettlement  
Insight Series**

**5**

**Mainstreaming Gender for  
Baseline Data Collection  
and Analysis**

Gender mainstreaming is critical for projects to deliver more successful land access and resettlement, and is becoming increasingly significant for financial institutions and industry organizations. However, much remains to be done to ensure a comprehensive gender-informed approach to managing physical and economic displacement, beyond mere tokenism.

Steyn Reddy Associates (SRA) has published this 10-part Gender Mainstreaming Series to help projects take practical steps to ensure that vulnerabilities related to women and sexual and gender minorities are adequately addressed throughout the land access and resettlement stakeholder engagement, assessment, planning, implementation, and monitoring & evaluation process.

For a general perspective on Baseline Data Collection & Analysis in Land Access and Resettlement projects, read this Gender Insight Series in conjunction with Land Access and Resettlement Insight Series 6 on Baseline Data Collection & Analysis.

The collection and analysis of baseline data is a cornerstone of the land access and resettlement process, as it allows the project to identify project impacts, develop related mitigation measures, and measure success. A gender-sensitive project must ensure that gender permeates the baseline data collection process, to avoid unforeseen impacts and risks.

This Insight Series 5 highlights the importance of taking gender issues into account in collecting baseline data and the steps to take to ensure that baseline data are collected in a gender-sensitive manner.

## Gender in Data Collection

Baseline data collection for land access and resettlement projects should consider gender issues in qualitative and quantitative data collection. This translates into mainstreaming gender into primary and secondary data collection tools.

### *Desktop Review and Gender-Related Baseline Information*

Reviewing available sources of information or "secondary sources" is the first step in collecting and analyzing baseline data.

A gender-sensitive project should consider reviewing published literature, gender studies, and reports from gender experts/academics to understand gender dynamics in the project area.

It is preferable to use international rather than national sources due to domestic data unreliability in some cases. However, it is essential to keep in mind that data at the national, regional, or local level often provide sex-disaggregated data vital for understanding the social and gender context at a local level.

Examples of international gender-related sources of information

- UN Women Database
- Gender Data Portal World Bank Group...

Examples of national gender-related sources of information (Note that the availability of this information is significantly different depending on the country)

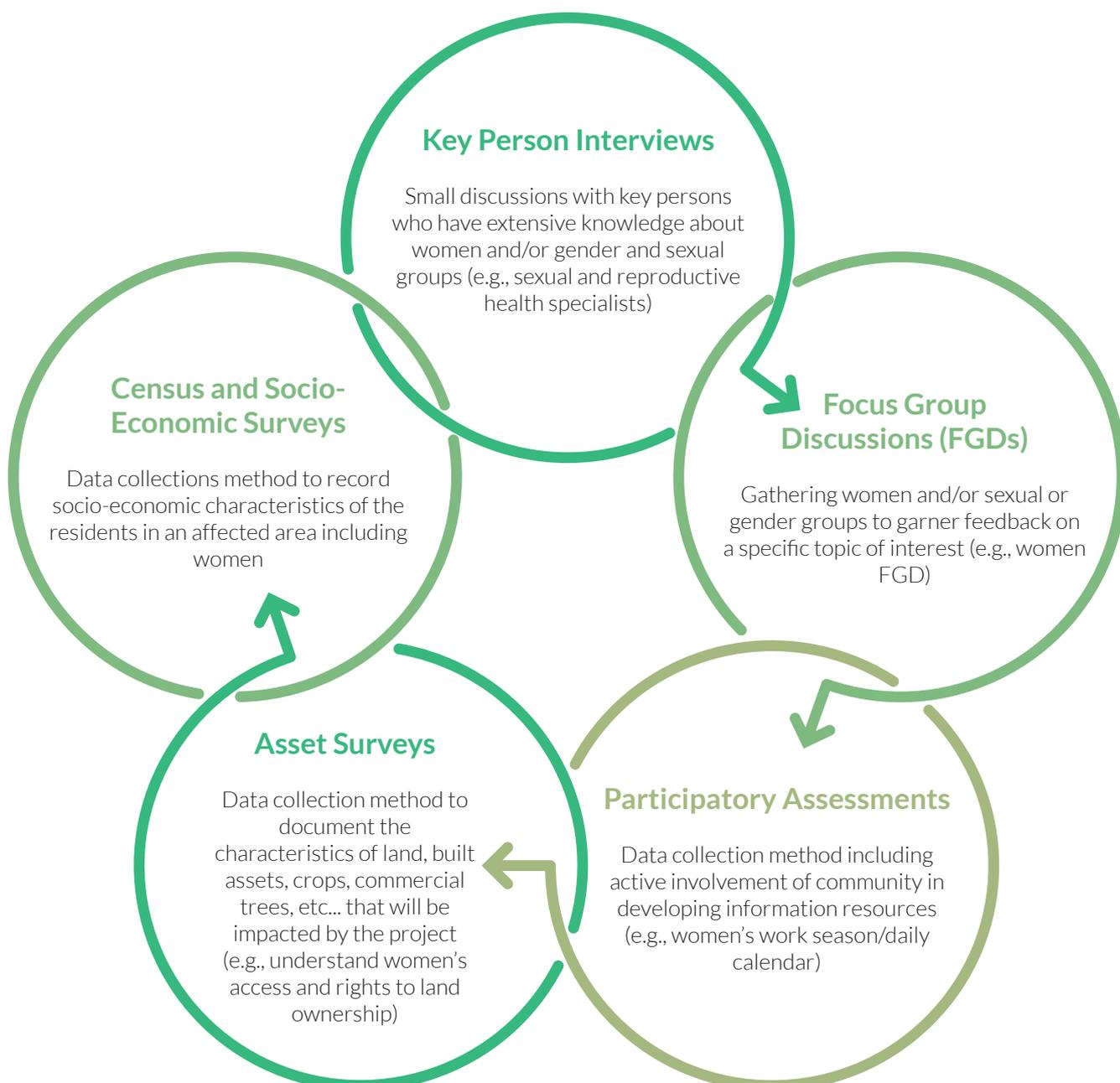
- National census with sex-disaggregated data
- Gender-Based Violence (GBV) rates...

## Primary Quantitative and Qualitative Baseline Data Collection

Primary qualitative and quantitative data collection must incorporate gender-specific considerations. Sex-disaggregated and gender sensitive data is the key ingredient for a successful gender-sensitive baseline data collection process. This data ensures potential vulnerabilities are considered and provides an understanding of socio-economic dynamics at all levels.

The graphic below presents five qualitative and quantitative baseline data collection tools and illustrative gender-related examples. These baseline data collection tools and their gender implications are further detailed below.

The project will have a more in-depth understanding of socio-economic characteristics if it is aware of the different roles and responsibilities men and women have in socio-economic areas, such as livelihoods (e.g., agricultural production)



## *Key Person Interviews*

Key Person Interviews add significant value to the baseline data collection process, as the project gets an in-depth view of a specific topic. These small group or one-to-one interviews generally include garnering local experts' feedback on particular issues, such as health and education.

A gender-sensitive land access and resettlement project aims to get a deeper understanding of gender-specific issues in communities. This implies having Key Persons Interviews with targeted gender specialists or incorporating questions on women's or children's issues in these interviews. There might be cases where the interviewee is reticent to share information of relevance due to external pressure. There are creative ways to overcome these barriers by, for example, asking indirect questions or conducting confidential interviews.

## *Focus Group Discussions*

Focus Group Discussions (FGDs) are tailored to elicit information that may not be discussed in sufficient detail or openly in larger group formats. FGD serves to hear women groups' views, experiences, and thoughts in gender-specific cases, who tend to be overshadowed by louder male voices in larger meetings. Despite still being an uncommon event, gender and sexual minority FGDs can be critical to target potential vulnerabilities and provide safe spaces for people fearing identification or reprisals.

Women and/or gender and sexual minorities might still be reticent to voice their concerns in dedicated FGDs. The project team needs to be sufficiently trained in gender awareness and local cultural practices to maximize participation as much as possible. FGDs should have prepared questions so a facilitator can keep the discussion on track and allow participants to expand on topics and raise their own. Documenting the questions asked will enable a project to repeat the FGD over time to monitor how perspectives may be shifting.

## *Participatory Assessments*

There are many types of participatory assessments used to collect qualitative and quantitative data. One of those is a seasonal/daily calendar, which determines what different community members do at varying times of year or day.

Sex-disaggregated and gender sensitive seasonal/daily calendars are essential for understanding gender dynamics and the different roles and responsibilities of women and men. Data from the seasonal/daily calendars can be triangulated with other information obtained through other tools, helping the project to acquire a complete picture of women's roles in communities. Seasonal/daily calendars can also help provide essential information for stakeholder engagement purposes.

Other tools such as Participatory Mapping and Transect Walks can help to identify community facilities, assets and areas of particular importance to women and families, which need to be considered in project planning and design.

## Asset Surveys

Asset surveys are essential for determining gender-sensitive compensation packages.

- For land surveys, it is important to note that often only the names of male heads of household appear on property/land use certificates. Besides, many countries' inheritance laws continue to hinder women's right to inherit land and own property. The project should take this limitation into account and explore means to register women on land use certificates.
- For crop and commercial tree surveys, it is also common practice to register crops and commercial trees in the name of the male head of household, which usually coincides with the formal owner of the farm and the internal crop boundaries. The project should take due account of the role of women in cultivation work and their potential labor and capital expenditure, including trees, standing crops and growing products.
- For built asset surveys, it is common practice to record household assets in the name of the male head of household. However, these assets may be used or even owned by women. Asset surveys should ensure that women participate equally in responding to the asset survey, which will be critical in avoiding women's potential losses. Surveyors with knowledge of the local culture and trained in gender issues are essential to discriminate among the information provided and maximize women's participation in the inventory exercise.

It may be the case that, despite having the legal means to register land ownership/use rights, in practice women do not register as formal property owners due to customary practice

The inclusion of witnesses in asset surveys ensures effective participatory monitoring that promotes the project's openness and transparency. A gender-sensitive project relies on women's organizations, unions, or leaders as witnesses in land and asset surveys to ensure that the land and asset inventory does not disadvantage women. Besides, these female representatives can ensure that the data collection forms consider the wives' signatures.

## Socio-Economic Surveys and Census

Socio-economic and census surveys are essential tools for understanding community and household characteristics. Male heads of households typically answer and inform baseline data collection surveys. This can lead to gender-biased results that fail to incorporate women and children's views, concerns, and needs. Socio-economic and census surveys design and implementation must seek to conduct surveys with men and women to the extent possible.

Disaggregated and gender sensitive data is crucial for understanding gender issues and the position of women in the social context. It is also important to collect data on female-headed households and elder women, as these groups might face additional challenges.

Sex disaggregated and gender sensitive data should be collected for (amongst others):

- Demographics
- Tenure, ownership and access/use of resources
- Livelihood activities
- Income-earning activities
- Dependency on natural resources
- Safety nets and community cohesion
- Community-based organizations
- Decision-making participation

Random sampling for socio-economic surveys should incorporate gender considerations. This translates into interviewing women in approximately half of the random sample. When polygamous trends are observed in the community, the sampling strategy should focus where possible on female heads of household, as male heads of household may have more than one wife and may respond on behalf of all wives.

Gender division of labor is likely to be present in the project community. Women tend to work in the informal sector (e.g., trade, agriculture, or forest product collection) combined with unpaid domestic work. These aspects are often undervalued and unrecognized, whereby enumerators may find that women say they do not work, yet they are often significant contributors to household livelihoods, sometimes even being primary household income-earners. Training in gender awareness is key to uncovering these issues.

## Enumerator's Characteristics



Data collection requires the assistance of a team of data collectors or enumerators. Hiring the right surveyor profile is critical to ensure the technical quality of the baseline data collection. Hiring female enumerators, and not just male enumerators, and providing gender training to all enumerators are essential to ensure a gender-sensitive data collection process. Ill-chosen enumerators can have adverse effects on the quality of data collected.

The project must ensure that a relationship of trust is built between the enumerator and the respondent. Some questions may be sensitive or of a private nature, and if asked by a male interviewer to a woman, the interviewer is likely to find it challenging to probe further.

In Angola, the popular saying "women tell the truth" was used in a socioeconomic survey as a pretext to talk to women without the presence of men.

The only way to overcome this barrier and ensure data collection is gender-sensitive and reproduces reality as truthfully as possible is to hire trained female enumerators and facilitators. Women will talk more openly and freely with other women, so female interviewers are recommended to be put in charge of discussions with women. Men in households may not let their wives or daughters respond to surveys or censuses. In this case, soft skills such as negotiation and knowledge of the local culture are required.

In addition to hiring female enumerators or facilitators, all enumerators should receive gender training to address and understand gender issues that may arise. See [Gender Insight 3](#) for the content of Gender awareness training for Project personnel.

Surveyors should not refer to possible cases of GBV directly, but ~~will~~ inquire about it by asking about other related topics. When asking indirect questions about GBV, it is essential that surveyors are aware of the services available and that they protect respondents' privacy and do not subject them to further risk.

## Things to Bear in Mind

- Failure to fully involve women from project-affected communities in the baseline data collection process means that the pre-displacement baseline will not necessarily have all the information necessary for the project to carry out a thorough assessment of displacement impacts on all members of the community. This will negatively affect the ability of project planners to develop a suitable, comprehensive and sustainable suite of mitigation measures and programs
- Primary qualitative and quantitative data collection must incorporate gender-specific considerations. Sex-disaggregated data is the key ingredient for a successful gender-sensitive baseline data collection process. This disaggregated data not only ensures potential vulnerabilities are considered but also provides an understanding of socio-economic dynamics at all levels
- Hiring female enumerators and gender training of all enumerators are two essential aspects to ensure data collection is carried out in a gender-sensitive way.

## Coming Up Next:

In the sixth part of this Gender Mainstreaming Insight Series, we will discuss Gender Considerations for Impact Assessment and Mitigation Measures.

If there is a resettlement related topic you would particularly like to see discussed in this Series, you can also email us your suggestions at [info@steynreddy.com](mailto:info@steynreddy.com)

## Want to know more?

If you want to know more about Steyn Reddy Associates (SRA) then you can go to [www.steynreddy.com](http://www.steynreddy.com)