

# Gender Analysis Toolkit



Gender Analysis frameworks help us understand the way gender norms and relations affect (and are affected by) a given environment or intervention. They are often used in community development research to examine the impact of an intervention on people of different genders.

## When Should You Use Gender Analysis?

- Gender Analysis is a good **early step** in any **development project**, to prevent **unintended exclusion**.
- Gender Analysis makes the **implicit** and **normalised relations** between the genders explicit, allowing you to take them into **account**.
- Gender Analysis can help you identify the **effect** of **gendered realities** on a **community** or a development **initiative**.
- Gender Analysis can also provide a **starting point** for **solutions** to gendered problems, such as unequal care responsibilities, gender-based violence, legal discrimination, etc.

## Barriers to Effective Gender Analysis

### Gender Roles

Gender roles often result in women having little **financial independence** and many **care responsibilities**. To overcome these barriers, **pay compensation** for women's time and **assist** with meeting care responsibilities.

### Inflexible Methodologies

Methodologies that are **too rigid** are unable to **adapt** to suit their **context**. **Leave space** in your methodologies for **flexibility** and **adjust** your methodology appropriately in response to **feedback**.

### Intersectional Exclusion

People are **multifaceted** and **cannot be defined** by a **single identity**. For example, a **black woman** might have a different experience of **womenhood** than a **white woman**. Ensure you are **not excluding** people of a certain **intersectional identity**.

### Intersectional Erasure

Many **data analysis** practices **aggregate data** to show only one **category** at a time, for example men and women. This can result in **over-generalised** conclusions. Try to keep your data **disaggregated**, while keeping it **generalised** enough to **protect your participants**.

# Approaches to Gender Analysis

## Counting Women

Counting the number and proportion of women at different organisational levels.

### ✓ Benefits:

- Quick and easy to implement
- Accommodates data change
- Shows intentionality
- Aligns with other data sets

### ✗ Drawbacks:

- Can only account for numerical imbalance
- Not inclusive
- Must often infer gender from name or photograph

## Supporting Women

Helping women to integrate into the world in its current state, e.g. self-defence, confidence-building.

### ✓ Benefits:

- Addresses practical needs
- Builds momentum quickly

### ✗ Drawbacks:

- Can be seen as trying to “fix” women
- Leaves patriarchy intact
- Can result in backlash

## Women’s Economic Empowerment

Enabling women to become entrepreneurs and small business owners.

### ✓ Benefits:

- Helps financial independence
- Challenges gender roles within businesses

### ✗ Drawbacks:

- Can increase stress
- Can still be treated unequally both at the workplace and at home
- Can undervalue unpaid care work

## Material Resource Analysis

Analysing the availability and access patterns of resources across gender roles.

### ✓ Benefits:

- Supports targeted intervention
- Generalisable

### ✗ Drawbacks:

- Can reinforce gender stereotypes
- Women seen as custodians of resources, not owners

## Rights-Based

Determining which rights are not being met and holding governments or institutions to account.

### ✓ Benefits:

- Fosters awareness
- Builds reporting mechanisms

### ✗ Drawbacks:

- Can be seen as a challenge to patriarchy, thus suppressed
- Legitimises institutional power
- Legal complexity

## Time-Use Surveys

Determining what activities people of different genders spend their time on.

### ✓ Benefits:

- Foregrounds unequal care responsibilities
- Improves planning and scheduling

### ✗ Drawbacks:

- Productivity expectations
- Can reinforce gender stereotypes

## Agency-Based

Identifying and removing barriers to women’s agency and facilitating growth in capacity.

### ✓ Benefits:

- Highlights invisible and small-scale power structures
- Measures actual change

### ✗ Drawbacks:

- Cannot account for collective action
- Difficult to generalise

## Gender-Transformative

Working with people of all genders to reflect on and address the root causes of gender inequality.

### ✓ Benefits:

- Targets structural inequalities
- Encourages collaboration
- Lasting change
- Engages with male allies

### ✗ Drawbacks:

- Inhibited by patriarchy
- Focus on long-term change

## Post-Colonial and Decolonial

Challenging colonial assumptions within normative frameworks and amplifying global South alternatives.

### ✓ Benefits:

- Well-suited to context
- Forefronts often invisibilised identities

### ✗ Drawbacks:

- Must be tailor-made to context
- More difficult to justify to decision-makers

## Short- or Long-Term?



- **Strategic interests** are **long-term** political goals such as legal changes, women's empowerment, gender equity, and challenging patriarchy.
- **Practical interests** (survival needs, care responsibilities, etc.) are **short-term** and practical, but often **leave oppressive structures in place**.
- Focusing on only one of these can result in problematic **oversights**.

## Individuals or Communities?



- **Individualistic frameworks** focus on changes for an **individual** or **small group** of individuals. These are useful when looking **within communities or households** for inequalities.
- **Collectivist frameworks** focus on **community** and **collective actions**. These are useful when harnessing **solidarity** and aiming for **widespread impacts**.

## Reflexivity



- Every researcher, facilitator, and participant has a **positionality**, made up of their **compounded identities** and **lived experiences**, that affects how they perceive or respond to information. Certain positionalities are better suited to certain **contexts**.
- Reflexivity, the act of **recognising and engaging** with one's own positionality, can help the researcher be more **empathetic** and **accessible**.

## Context is Key



- Some approaches are not well-suited to certain contexts, due to **legal frameworks, cultural norms, or religious and political beliefs**.
- Communities with **shared needs** will respond best to approaches that take those needs into account.
- However, when conducting **analysis**, use whichever approach offers the **greatest knowledge gain**.

## The Right Tool for the Job



- **Quantitative research** is concerned with the **relationship** between **quantifiable and measurable variables**.
- **Qualitative research** is concerned with **identifying and analysing phenomena**, or understanding **how meaning is constructed**.
- **Mixed methods** use both of these approaches where they are **suited**, to build a more **full picture** and account for **positional oversights**.

# Participatory Approaches



Gender analysis does **not** have to enforce a **strict boundary** between **researcher** and **research participant**. Here are some ways you can **involve participants** in your gender analysis:

## Local Gatekeepers

Local gatekeepers protect the **interests of the community** and provide **insight** into the context, but may have their own pre-existing **biases**.

## Gathering Feedback

Keep your approach **flexible** and **low-fidelity**, to encourage and help you adapt to feedback.

## Iteration

As your participants become more **co-design ready**, they can provide additional **insight** into how best to adapt the methodology.

## Power Dynamics

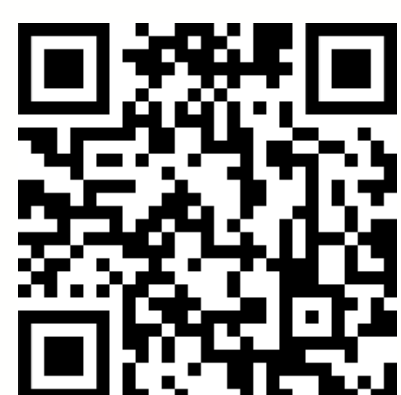
Make sure that your participants feel **safe** and can **speak freely**. In particular, it is often useful to initially **separate men and women**.



## Further Reading



- For more information on participatory action research, we recommend our **Gender-Just Co-Design Toolkit**.
- For a step-by-step explanation of classic gender analysis approaches, we recommend **A Guide to Gender-Analysis Frameworks** by March, Smyth, and Mukhopadhyay (1999).
- For a development-specific approach to gender analysis, we recommend the **Gender Evaluation Methodology** by Ramilo and Cinco (2005).
- For an agency-focused approach to gender analysis, we recommend the **Choice Framework** by Dorothea Kleine (2007, 2013)



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