



## BASIC GUIDELINES FOR CONDUCTING A GENDER ANALYSIS

### ***I. What is a Gender***

*“Gender refers to the social attributes, opportunities and relationships associated with being male/female or other gender. They are socially constructed and learned through socialization. Gender defines power relations in society and determines what is expected, allowed and valued in a person in a given context.”*

### ***II. What is a Gender Analysis?***

*“Gender analysis is ‘the study of differences in the conditions, needs, participation rates, access to resources and development, control of assets, decision-making powers, etc., between women and men in their assigned gender roles’ (EU)*

Gender imbalances are present in most spheres of our lives, they may exist both in public (work, other duties) and private life (e.g. family, social life, hobbies). The imbalances may be difficult to detect or respond to, without a set of appropriate tools.

Gender Analysis is a systematic analytical process based on sex-disaggregated and gender information. The process is used to identify, understand, and describe gender differences and the relevance of gender roles and power dynamics in a particular context. This is done by:

- acknowledging differences between and among women and men, based on the unequal distribution of resources, opportunities, constraints and power;
- ensuring that the different needs of women and men are clearly identified and addressed at all stages of the policy cycle;
- recognising that policies, programmes and projects can have different effects on women and men;
- seeking and articulating the viewpoints of women and men and making their contribution a critical part of developing policies, programmes and projects;
- promoting women’s participation and engagement in community, political and economic life;

- promoting better informed, gender-responsive and effective interventions

*Gender intersectionality* refers to gender interacting with other social identities, such as age, sexual orientation, ethnicity, social status, profession, political affiliation, religion, health and so forth. This means that for example a woman is not merely her gender, but also a sum of many other factors such as her ethnicity, age and sexual orientation. A Gender Analysis should incorporate this intersectionality perspective in order to be comprehensive.

### **III. How to conduct a Gender Analysis**

Here are a few general recommendations to consider when analyzing any subject (your institution, department, unit, project, village, family or whatever else) from a gender perspective

1. Define the objective of your analysis
  - a. *Why* do you need to conduct an analysis of this subject?
  - b. Are there evident gender imbalances or do you aim to find out about any such?
2. Define the focus/ scope of your analysis
  - a. *What* exactly what are you going to examine? Your university, department, school, unit, project, workshop?
  - b. How broad is the analysis going to be? Light/ comprehensive?
  - c. Will it be for internal use or is there a need to publish it/include in some external report?
3. Define which categories are to be included, which are most important in this particular analysis. ---- main question being “*who does what when and with which resources/ power? & who does NOT*”?
  - a. Basic data: Gender, age
  - b. Education and position in the organisation
  - c. Power relations: Decision making structures (who decides on what?)
  - d. Consultation: who has been consulted beforehand/ for instance in the planning of a project/ activities? Has some group been excluded?
  - e. Gender specific needs, roles, priorities: what are they in this particular case? Have they been addressed?
  - f. Intersectionality aspects – is there for example some group (women of a certain age and ethnicity) that has less decision-making power than the majority?
4. Conduct data collection
  - a. Choice of methodology
  - b. Background material: data, statistics, relevant documents
  - c. Questionnaire: scope and design
  - d. Interviews

5. Analyze the data collected
  - a. Observations and conclusions
  - b. Recommendations
  
6. Develop a Gender Plan based on the findings of the Gender Analysis
  - a. Draft and verify
  - b. Officialize the plan

**Valuable references:**

African Union: "AU Strategy for Gender Equality & Women's Empowerment 2018-2028"  
[36195-doc-52569\\_au\\_strategy\\_eng\\_high.pdf](#)

United Nations: [UNDP Guidance Note how to conduct a gender analysis.pdf](#)

European Institute for Gender Equality (EIGE): [Gender analysis | EIGE \(europa.eu\)](#)

United Nations: "SDG 5 – Gender snapshot 2022"  
[Progress-on-the-sustainable-development-goals-the-gender-snapshot-2022-en\\_0.pdf \(unwomen.org\)](#)