

Gender Analysis Questions

Context and Background

A gender analysis helps consider the different ways in which the work might impact and be impacted by the community/country/region where the work and participants are or will be. The following list provides questions to help complete a gender analysis.

Cross-Cutting Questions

- **Have you consulted the people with whom you want to work?** *What do local women's groups and gender equality practitioners think about the work? Have they flagged potential concerns or unintended consequences (for example: increased income increasing a risk of robbery)?*
- **How could gender based violence impact the work?** *How can gender based violence impact participation in, or accessing benefits from, the work? Could anything inadvertently exacerbate gender based violence? This can include examining rates of domestic violence, sexual violence, early and forced marriage, violence against women online or in politics, etc.*
- **What other factors should be considered?** Identity and power, autonomy, and access intersect in different ways to produce empowerment or disempowerment. How do attributes, in addition to gender, determine someone's safety and access to opportunity? Does anything we are doing risk negatively exacerbating this? *Examples include age, religion, race, ethnicity, tribe, wealth, education, marital status, care of children or elderly, class, sexual orientation, gender identity, geographic location, rural/urban residence, disability status, and nationality.*

Design

- **Staffing**
 - How will you deal with gender norms, discrimination, and vulnerability in this work?
 - Will you train staff to help them be sensitive to different local, national, or regional gender norms, and how to interact with those norms?
 - If staff or partners are discriminating against others or being discriminated against, do you have a policy and practices in place to address these issues?
 - Will the team include someone trained in privacy and referrals in cases of GBV?
 - Will you have someone on staff who understands how to reach women and men for different activities (i.e. voter registration)?
 - **Stakeholder Participation**
 - How will you consult with local women and women's groups to ensure that women are actively participation in the work?
 - How will you make sure you can reach everyone relevant to the success of the work?
 - Which local organizations can help make sure you are able to appropriately engage all members of a community?
- **Risk Assessment/Challenges**
 - Is the work likely to exacerbate existing tensions or conflicts within the home, between participants or beneficiaries, within or between communities, or otherwise?
 - What gendered issues, including the safety, movement, and access of participants and staff, may arise and how will you mitigate and respond to those risks?
 - What are your safeguarding practices and policy to prevent sexual exploitation and abuse of participants by staff and implementing partners?
- **MEL (Monitoring, Evaluation, and Learning)**

- How will you monitor, analyze, evaluate, and continuously learn about gender norms, challenges, and opportunities as you implement this work?