

Gender Analysis Guiding Questions

Gather Data and Reports -> Analyze Gender Gaps -> Identify and Address

Per the **Women, Peace, and Security Act of 2017** and subsequent **U.S. Strategy on Women, Peace, and Security**, it is a U.S. government-wide priority to expand and apply gender analysis, as appropriate, to improve the design and implementation of U.S. government-funded programs. A gender analysis helps consider the different ways in which programs might impact and be impacted by the community, country, and region where activities take place.

Use the following questions to help identify different ways in which all individuals – men, women, boys, and girls – might be uniquely impacted by your work. Once you analyze challenges, gaps, and opportunities related to gender, this information should be used to tailor and strengthen your program design and implementation.

Context and Background

The following list provides illustrative questions to help complete a gender analysis. They are grouped by domains only to assist in organizing the analysis.

Domains of Analysis

Laws, Policies, Regulations, and Institutional Practices

Are males and females treated equally in legislation, and by official policies and institutions in the country? Are there any laws or policies that address inequality or discrimination, current or past? How could treatment under the law, and by official policies and institutions in the country, impact the work?

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 any potential concerns or unintended consequences?

Cultural Norms and Beliefs

What is expected of males and females here? Do stereotypes help or hurt males' or females' engagement in the work? How will the work impact community members in different ways as a result?

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.

Gender Roles, Responsibilities and Time Use*

Who does what? How do gender roles and responsibilities, inside and outside the home, impact equitable participation in the work? How will participation impact success?

**This should include paid and unpaid work – like care for family members.*

Access to and Control over Assets and Resources*

Do males and females have equal control over and the capacity to use resources—assets, income, education, social benefits, services, technology—and information necessary to be an active and productive participant in society? If not, how might the work need to adjust to close these gaps?

**This should include income, employment, and land.*

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?

Patterns of Power and Decision-making*

Who decides, influences, and exercises control over material, human, intellectual, and financial resources in the family, community and country? Why? Will women have control over and benefit from assets they may result from participating in the work? Are there any risks associated with disrupting these patterns, even if it's what beneficiaries want?

**This should include structural barriers, leadership norms, and entry points.*

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.