

# Gender Analysis Frameworks<sup>1</sup>

## 1. Gender Analysis

**Gender analysis** is a type of socio-economic analysis. In the context of development assistance, it is intended as a tool to illuminate the links between the existing gender relations in a particular society and development problems it needs addressed.

As referenced in USAID's ADS guidance, a gender analysis is mandatory

- in the process of developing Assistance Objectives (ADS 201.3.9.3) where it is intended to answer the questions:
  - (1) How will gender relations affect the achievement of sustainable results; and
  - (2) How will proposed results affect the relative status of men and women.
- and in the process of conducting activity level analyses (ADS 201.3.11.6).

The gender analysis identifies the types of gender differences and inequalities that might otherwise be taken for granted – such as how men and women have different access to and control over resources, carry out different social roles, and face different constraints and receive different benefits. Once highlighted, they can be addressed and alleviated by carefully designed programs.

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1. This document was prepared to reflect USAID positions and priorities but is not an official statement of them. It is based on materials drawn from a wide range of bilateral and multilateral donors' work on gender, particularly the Netherlands Development Organization's materials on gender frameworks in its "Gender Reference Guide" ([http://www.snyworld.org/gender/gender-mainstreaming\\_analysis\\_1.htm](http://www.snyworld.org/gender/gender-mainstreaming_analysis_1.htm)), the International Labour Organization's South East Asia and Pacific Online Gender Learning and Information Module (<http://www.ilo.org/public/english/region/asro/mdtmanila/training/homepage/mainmenu.htm>) and Carol Miller and Shahra Razavi 1998 summary, "Gender Analysis: Alternative Paradigms" available on the UNDP website, <http://www.sndp.undp.org/gender/resources/mono6.html>

## 2. Commonly Referenced Gender Analysis Frameworks<sup>2</sup>

This section introduces five of the commonly used gender analysis frameworks:

- The Harvard Analytical Framework, also known as the Gender Roles Framework
- The Moser Gender Planning Framework
- The Gender Analysis Matrix (GAM)
- The Women's Empowerment Framework (WEP), and
- The Social Relations Approach

Before discussing each framework, it is important to highlight some general points.

- In addition to those discussed here, there are other models for collecting and analyzing gender-relevant information, and ways to put that analysis into effect in development interventions. No single framework provides an appropriate way to address all development problems.
- Each model reflects a set of assumptions about how gender is constituted and the importance of understanding gender issues to achieve successful development outcomes. Some emphasize equity or equality as the key outcome, and do not address other development objectives. Program managers can learn to identify these assumptions to choose the most appropriate model for their specific needs.
- The different institutional settings of the multi-lateral and bilateral development agencies, the foundations, NGOs, and developing and transition country government systems call for adaptation of different gender analysis frameworks. Not all models work equally well in every organization; many were designed by specific organizations and are not easy to adapt to other institutional programs. Some are more research oriented and are difficult to use in implementation; others are focused only on a particular implementation style and may omit data useful to other approaches.
- Each model was developed at a particular point in time. Not all have been modified to reflect changes in the way we think about gender or the way in which development priorities and approaches have changed.
- In hiring consultants to carry out gender analyses, to clarify which, if any, framework the consultant follows. Some follow one particular model; others use a combination of methods depending on the situation at hand.

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2. See also Candida March, Ines Smyth, and Maitrayee Mukhopadhyay, 1999, [A Guide to Gender-Analysis Frameworks](#), London: Oxfam Publishing.

### *The Harvard Analytical Framework or Gender Roles Framework*

The Harvard Analytical Framework (sometimes referred to as the “Gender Roles Framework” or the “Gender Analysis Framework”) was developed by researchers at the Harvard Institute of International Development (HIID) in collaboration with USAID’s Office of Women in Development. It represents one of the earliest efforts to systematize attention to both women and men and their different positions in society. It is based upon the position that allocating resources to women as well as men in development efforts makes economic sense and will make development itself more efficient – a position labelled as the “efficiency approach.”

Key to the Harvard Analytical Framework is adequate data collection at the individual and household level, and adapts well to agricultural and other rural production systems. Data is collected on men’s and women’s activities which are identified as either “reproductive” or “productive” types, and is then considered according to how those activities reflect access to and control over income and resources, thereby “highlighting the incentives and constraints under which men and women work in order to anticipate how projects will impact their productive and reproductive activities as well as the responsibilities of other household members.”<sup>3</sup> Data is collected in three components: an activity profile, an access and control profile that looks at resources and benefits, and a list of influencing factors. The approach helps those with little understanding of gender analysis useful ways of documenting information in the field: according to one donor, “It makes men’s and women’s work visible.”<sup>4</sup>

Because the approach emphasizes gender-awareness and does not seek to identify the causes of gender inequalities, it “offers little guidance on how to change existing gender inequalities.”<sup>5</sup> There is the expectation that having good data on gender will, on its own, allow practitioners to address gender concerns in their activities; it assumes that both the problem and the solutions are technical ones. Compared to more recent and more participatory approaches, the Harvard method does not involve informants in describing their own views of the development problems they face.

#### Key Resources:

Overholt, C., M. Anderson, K. Cloud, and J. Austin 1985 Gender Roles in Development Projects: Cases for Planners. West Hartford, CT: Kumarian Press.

Rao, Aruna, Mary B. Anderson, and Catherine Overholt 1991 Gender Analysis in Development Planning: A Case Book. West Hartford, CT: Kumarian Press.

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3. Netherlands Development Organization, “Gender Reference Guide.”

4. International Labour Organization, “Online Gender Learning and Information Module.”

5. International Labour Organization, “Online Gender Learning and Information Module.”

### **The Moser Gender Planning Framework**

This framework, developed by Caroline Moser, links the examination of women's roles to the larger development planning process. The approach introduces the idea of women's "three roles" in production, reproduction, and community management (see below), and the implication that these roles have for women's participation in the development process. In making these links, both between women and the community, and between gender planning and development planning more broadly, Moser's framework encompasses both the technical and political aspects of gender integration into development.

The framework is composed of several components (or tools). In the first, the triple roles of women are identified by mapping the activities of household members (including children) over the course of twenty-four hours.

*Reproductive Roles:*

Childbearing and rearing, domestic tasks that guarantee the maintenance and reproduction of the current and future work force (e.g., cooking, cleaning, etc.)

*Productive Roles:*

Work done for remuneration, in cash or kind. (e.g., wage labor, farming, crafts, etc.)

*Community Management Roles:*

Work that supports collective consumption and maintenance of community resources (e.g., local government, irrigation systems management, education, etc.)

The second component identifies and assesses gender needs, distinguishing between practical needs (to address inadequate living conditions) and strategic needs (for power and control to achieve gender equality).

The third component, or tool, disaggregates information about access to and control over resources within the household by sex: who makes decisions about the use of different assets.

The fourth component identifies how women manage their various roles, and seeks to clarify how planned interventions will affect each one.

Finally, the WID/GAD policy matrix evaluates how different planning approaches (welfare, equity, anti-poverty, efficiency, and empowerment) have addressed the triple roles and women's practical and strategic needs.

**Key Resources:**

Moser, Caroline O.N.

1993 *Gender Planning and Development: Theory, Practice, and Training*.  
London: Routledge.

## Gender Analysis Matrix

The gender analysis matrix was developed by A. Rani Parker as a quickly employed tool to identify how a particular development intervention will affect women and men. It uses a community-based technique to elicit and analyze gender differences and to challenge a community's assumptions about gender.

Unlike some of the other tools described, this one is explicitly intended for use by the community for self-identification of problems and solutions. The principles of the Gender Analysis Matrix are:

- All requisite knowledge for gender analysis exists among the people whose lives are the subject of the analysis
- Gender analysis does not require the technical expertise of those outside the community being analyzed, except as facilitators
- Gender analysis cannot be transformative unless the analysis is done by the people being analyzed.<sup>6</sup>

Each project objective is analyzed at four levels of society: women, men, household and community by various groups of stakeholders. They carry out the analysis by discussing each project objective in terms of how it impacts on men's and women's labor practices, time, resources, and other socio-cultural factors, such as changes in social roles and status.

Key Resources:

Parker, Rani, 1993 "Another Point of View: A Manual on Gender Analysis Training for Grassroots Workers." New York: UNIFEM.

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6. Quoted from the Global Development Research Center website (<http://www.gdrc.org/gender/framework/matrix.html>).

## **Women's Empowerment Framework**

The Women's Empowerment Framework was developed by Sara Hlupekile Longwe, a gender expert from Lusaka, Zambia. Her model is explicitly political, arguing that women's poverty is the consequence of oppression and exploitation (rather than lack of productivity), and that to reduce poverty women must be empowered.

The framework postulates five progressively greater levels of equality that can be achieved (listed from highest to lowest)

1. Control – equal control over in decision-making over factors of production.
2. Participation – equal participation in decision-making processes related to policymaking, planning and administration.
3. Conscientisation – attaining equal understanding of gender roles and a gender division of labor that is fair and agreeable.
4. Access – equal access to the factors of production by removing discriminatory provisions in the laws.
5. Welfare – having equal access to material welfare (food, income, medical care).

The framework is intended to assist planners to identify what women's equality and empowerment would mean in practice, and to determine to what extent a development intervention supports greater empowerment.

The tool examines elements of a project's design or a sectoral program to determine to see if it affects the five different levels of equality either negatively, neutrally, or positively.

## Social Relations Approach

The social relations framework was created by Naila Kabeer at the Institute of Development Studies in Sussex, UK, that draws on explicitly structural feminist roots. It is more broadly oriented than earlier approaches, locating the family and household within the network of social relations connecting them to the community, market, and state. Kabeer writes that the triple roles model formulated by Moser is insufficiently attentive to “the fact that most resources can be produced in a variety of institutional locations (households, markets, states, and communities) so that the same resources may be produced through very different social relations.”<sup>7</sup> In contrast, the Social Relations Approach allows the resulting analysis to show how gender and other inequalities are created and reproduced within structural and institutional factors, and then to design policies that can enable women to work to change those factors that constrain them.

The Social Relations Approach asserts that:<sup>8</sup>

- Development is a process for increasing human well-being (survival, security and autonomy), and not just about economic growth or increased productivity.
- Social relations determine people’s roles, rights, responsibilities and claims over others.
- Institutions are key to producing and maintaining social inequalities, including gender inequalities. Four key institutions are the state, the market, the community and the family. These have rules (how things get done), resources (what is used and/or produced), people (who is in/out, who does what), activities (what is done), and power (who decides, and whose interests are served), all of which engender social relations.
- The operation of institutions reflect different gender policies. Gender policies are differ according to the extent they recognise and address gender issues: gender-blind policies, gender-aware policies, gender-neutral policies, gender-specific policies, and gender-redistributive policies.
- Analysis for planning needs to examine whether immediate, underlying, and/or structural factors are responsible for the problems, and what their effects on those involved.

Key Resource:

Kabeer, Naila. 1994. Reversed Realities: Gender Hierarchies in Development Thought. London, UK: Verso.

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7. Quoted in Miller and Ravazi, <http://www.sdn.org/gender/resources/mono6.html>

8. Drawn from the Netherlands Development Organization’s, “Gender Reference Guide.”