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Gender Analysis

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A brief review of intersectionality and gender



Intersectional Framework

All key groups must be identified and consulted

Ideally, multiple relevant identities should be represented in programme membership as well as in leadership

Organizational and programme inclusion policy should be based on incorporating as many diverse stakeholders as possible

Recognize the voices of marginalized identities and elevate these voices so they can be better heard

Data collection and analysis tools should be designed with multiple identities in mind; the more dimensions along which data can be disaggregated the more clear the picture will be

While a programme, project, or policy may focus on a particular disparity, being aware of related intersectional disparities and displaying solidarity with those movements will strengthen your programme and impact

Intersectional Framework: Gender

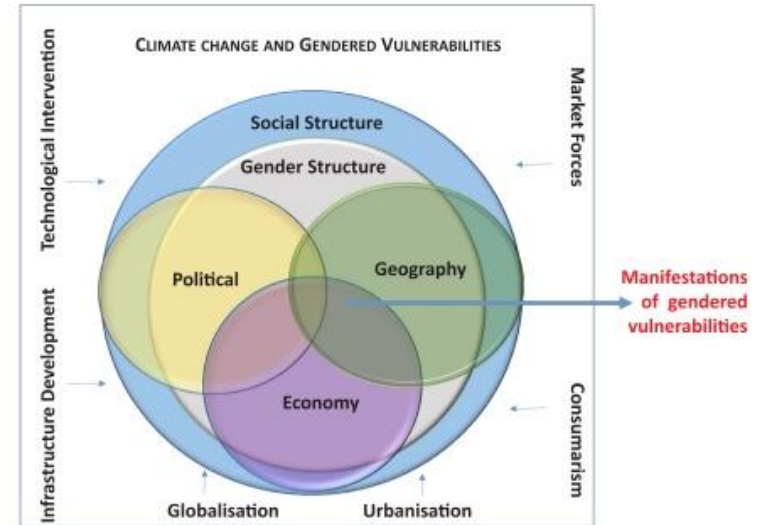
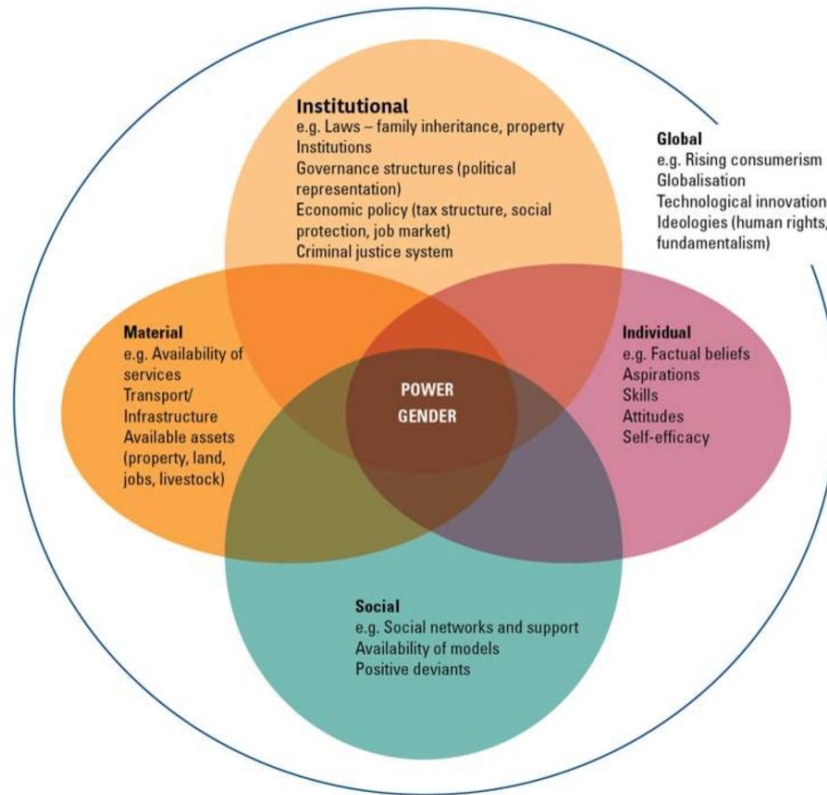


Fig. 2. Conceptual framework on Climate Change and Gendered Vulnerabilities.

Gender Statistics

Gender statistics reflect differences and inequalities in the situation of women and men in all areas of life.

1. **Sex-disaggregated** data:

- data that are tabulated and presented separately for women and men, or girls and boys.

2. **Intersectionalities** framework:

- Further disaggregation (for example, by age, level of education, place of residence, income, ethnicity, religion, disability status and sexual orientation) provides an even clearer picture of the relative status of women and men and is useful for identifying vulnerable groups.



Gender Analysis

- **Gender Norms:** information on women and men, girls and boys, about their division of labor, control over resources, relative condition and position in society. Also involves looking at how gender may be expressed, including norms relating to sexuality and identity.
- **Intersectional variables:** ethnicity, culture, age, social class, etc.
- **Vulnerability and Empowerment:** highlight specific vulnerabilities of women and men, girls and boys, identifying potential for change in each group.



Gender Analysis

- **Scope may vary** depending on the project, availability of resources for data collection and analysis, and availability of quality secondary data. Not all gender analysis need primary data collection.
- **Both quantitative and qualitative** data are needed! Gender statistics are not enough, as they do not capture cultural norms, legal frameworks, attitudes, etc.



What is the purpose of a Gender Analysis for SERVIR?

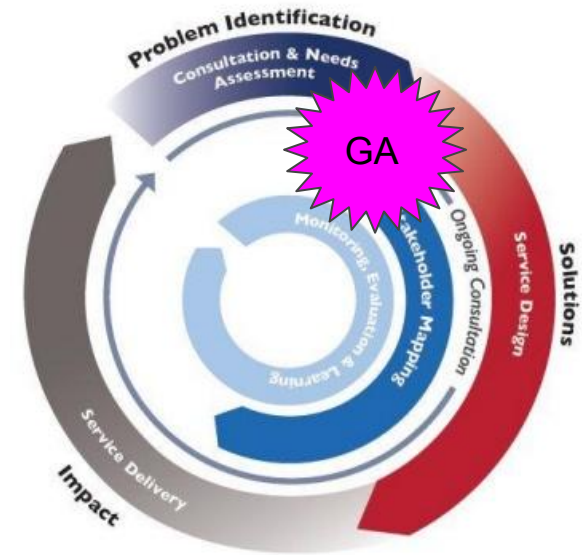


What is the purpose of a Gender Analysis for SERVIR?

Designing recommendations is the most important **output** of a gender analysis. Analyzing the key findings and information gathered through a gender analysis allows a service to determine potential gender gaps and barriers, and can also help to define opportunities to address those gaps and barriers in the project.

They allow the service to be *gender-responsive*. Conducting a gender analysis produces recommendations to do the following:

1. Generate knowledge that informs the answers to the questions defined at the outset of the analysis process
2. Support efforts to develop a *gender-responsive* theory of change and impact the service design process
3. Include gender considerations within the scope of service implementation
4. Make any necessary changes to the monitoring and evaluation system, including impacts indicators for measurement



Research Objective

The research objective clearly explains what you want to learn from carrying out the research

Should be grounded in a real life need or concern that it is meant to address

Each study should only have a few research objectives

The first step is to determine overall objectives.

An objective should be a clear and concise statement that can be realistically answered by collecting and analyzing data.

Research Questions

Research questions are simply worded, direct questions that the study will answer.

preferably one or two questions per research objective

Next, you should develop the research question(s).

Research questions are simply worded, direct questions that the study will answer.

- Preferably, you should have one question per research objective.
- Although you may have multiple questions, it is important to consider what data are the most critical and what can be collected through secondary or primary data.

Research Domains

1. Rights	Legal and customary	Laws and policies, formal and informal, at various scales
2. Environment	Stressors and vulnerability	Climate-related information
3. Representation	Participation, inclusion and power	Local decision-making impacts
4. Practice	Attitudes, customs and beliefs	Consider cultural norms that may be harmful to some groups
5. Roles and Responsibilities	Division of time, space and labor	Paid and unpaid labor, informal roles, etc.
6. Resources	Access to and control over assets and services	Understanding differentiated reliance on various resources as they relate to #5

Practice:

1. With a partner, create a list of 3-5 *research questions* for a SERVIR service
2. Identify the *domains* for your questions



Stakeholder Mapping

“The main output is a stakeholder “map” that represents stakeholder relationships and provides analysis of how to leverage those relationships to catalyze success. This map should help Hubs visualize a community of practitioners that can be mobilized to support, implement and sustain services, as well as provide feedback on use and impact.” - Service Planning Toolkit

For SERVIR services where gender analysis is conducted **mid-implementation**: review stakeholders listed in the existing stakeholder maps to identify stakeholders who have the potential to provide information that responds to the research question and domains.

For services that are designing and implementing a gender analysis at the start of service design, stakeholder mapping for a gender analysis can be integrated into the stakeholder mapping that is conducted as part of the service design.

#	Organization/Partner, Name of Contact, Role/Position of Contact	Contact Information (email and phone number)	Value for Interview/Interview Focus (relationship of the organization/contact to the service sector, service itself or domain of analysis)
1			<i>[Questions to consider: What is the relationship or relevance of this person to the service? Do they understand the context for women in the service area? Do they understand the context for Indigenous peoples? What expertise does the contact have that will contribute to the gender analysis? Which domain does this individual have relevant expertise in?]</i>

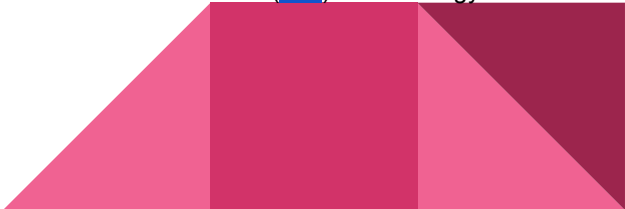


Secondary data capture (desk review)

Answer your research questions across the domains using desk-review (secondary) materials.

Potential secondary sources include:

- Policies (laws, strategies, action plans and commitments at the national, regional, state and community levels). A starting point for finding these documents can be national ministry web pages. The International Justice Resource Center also provides country factsheets, which can be found [here](#).
- Existing regional or sectoral gender analyses. USAID, IUCN and intergovernmental organizations such as UNEP, UN Women, FAO and others, are a helpful place to start, as gender analyses for specific countries or sectors may have already been conducted by these institutions.
- Official national and regional-level data and statistics. Countries often have national statistics ministries or bureaus that collect relevant data to be used as a starting point. Alternatively, sources such as OECD's Social Institutions and Gender Index ([SIGI](#)), the World Bank's Gender Data Portal ([linked here](#)) and UN Women's Data Hub ([linked here](#)) are also helpful statistics-gathering starting points.
- Relevant public data and reports from existing projects, such as USAID, United Nations organizations, intergovernmental organizations, non-governmental organizations (NGOs), civil society organizations and implementers.
- For some examples of legal analyses in gender and environment frameworks for several countries, see the Climate Change and Gender Action Plans (ccGAPs) from IUCN's Global Programme on Governance and Rights [here](#)
- For more information on reviews of reporting to MEAs, see work conducted with IUCN's Environment and Gender Information ([EGI](#)) methodology.



Identify remaining gaps

What information is missing from your secondary data review?

Are there additional stakeholders that can help find this information? (note: it's a good idea to revisit the stakeholder map throughout the service design process)

Do you need to collect primary data? What resources do you need? Make sure you consider gender-responsive budgeting in your gender-responsive service design.

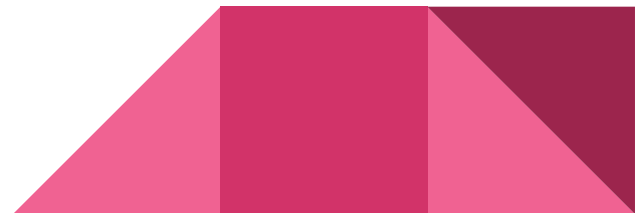


Primary Data Capture

Among methods of primary data capture are key informant interviews, focus group discussions and/or workshops.

Gender consultants can help guide this process through local networks, i.e. extension workers, farmer groups, indigenous councils, etc.

You may require an IRB (Institutional Review Board) and comparable local-level agency approvals to conduct your research with human subjects.



Gender Analysis Writing

SUGGESTED structure: Note the structure below is suggested and final content will depend on findings from secondary and primary data collection.

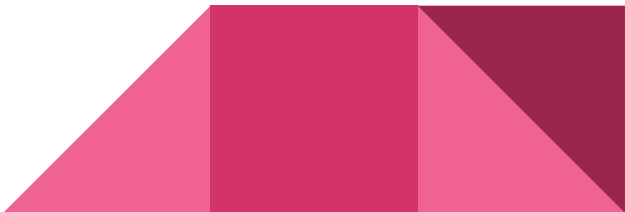
1. Introduction/Purpose of the analysis
2. Context - SERVIR and introduction to the service
3. Methodology of the analysis. Constraints and limitations
Intersectionality and its relevance to this analysis: What identities will we hear about in this analysis?
Method: Secondary data gathering, Stakeholder mapping, Interviews
Constraints:
4. Analysis by Domain, using secondary data and interviews
 - 4.1 Rights: Legal and Customary
Laws, Policies, Regulations, and Institutional Practices on *Gender and Gender Equality*
Laws, Policies, Regulations, and Institutional Practices on *Indigenous Peoples* (protections and livelihoods)
Laws, Policies, Regulations, and Institutional Practices on *SERVIR Service Dynamic Monitored*
Laws, Policies, Regulations, and Institutional Practices on *Gender (including gender based violence), Indigenous Peoples AND Service Dynamic Monitored*
 - 4.2 Environment: Stressors & Vulnerability
Environmental context in service area: environmental issues, their causes and mitigation strategies
Impact of issues on communities and different identity groups
 - 4.3 Representation: Participation, Inclusion and Patterns of Power and Decision-making
Patterns of Power and Decision-making *in service area*
 - 4.4 Practice: Attitudes, Customs and Beliefs
Cultural Norms and Beliefs *in service area*
Cultural Norms and Beliefs *in services area: Indigenous Communities*
 - 4.5 Roles and Responsibilities: Division of Time, Space and Labor
Gender Roles, Responsibilities, and Time Use *in service area*
 - 4.6 Resources: Access to and Control of Resources and Services
Access to and Control over Resources and Services *in service area*

Remaining gaps and questions

Key Findings and Recommendations for SERVIR Hub

References

<https://docs.google.com/document/d/1OHYKduDVAWBK5uDRzQjCU4LwnBGBdnrC12WUQX-mjcA/edit>



Defining a Service Concept

The process of defining a Service Concept includes multiple opportunities for integrating learning from a gender analysis, whether that be by implementing the recommendations defined through a gender analysis or considering opportunities for formatting and presenting key learning outcomes of the analysis. The milestones of Service Concept design, and how learning outcomes from a gender analysis are related to each, include the following:

1. **Agreement with users on service**
2. **Collaboration on Service Concept and TOC**
3. **Consolidated baseline, technical, capacity info**
4. **Final service concept and TOC**
5. **Transition to detailed planning**



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Designing recommendations is the most important **output** of a gender analysis. Analyzing the key findings and information gathered through a gender analysis allows a service to determine potential gender gaps and barriers, and can also help to define opportunities to address those gaps and barriers in the project.

Recommendations can be drafted by the team conducting the gender analysis, however the process of finalizing recommendations must include members of the service team, as people most informed with the purpose and design, or potential design, of the service. This is important to ensure recommendations are useful and applied.





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