

Introduction to Gender Analysis and

Intersectionality

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Key concepts, purposes, and practical steps for applying these frameworks in research, policy, and program design.

1. What Is Gender Analysis?

Aspect	Description
Definition	Systematic examination of the differences in roles, responsibilities, opportunities, and constraints faced by people because of their gender.
Goal	Reveal how gender shapes access to resources, decision-making power, and outcomes, and identify ways to promote equity.
Scope	Can be applied at the individual, household, community, institutional, or national level.
Typical Questions	• Who does what, when, where, and why? • Who has control over resources and information? • What are the barriers and opportunities for each gender?

1.1 Core Elements of Gender Analysis

1. **Roles & Responsibilities** – Daily tasks, paid/unpaid work, caregiving.
2. **Access & Control of Resources** – Land, credit, technology, education, health services.
3. **Decision-making Power** – Influence over household, community, and policy choices.
4. **Norms, Values & Beliefs** – Social expectations that shape behavior and opportunities.
5. **Institutional Structures** – Laws, policies, and organizational practices that reinforce or challenge gendered outcomes.

2. What Is Intersectionality?

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Definition	Analytical lens that examines how multiple social categories (e.g., gender, race, class, ethnicity, disability, sexuality, age, geography) intersect to produce distinct experiences of advantage or disadvantage.
Origin	Coined by legal scholar Kimberlé Crenshaw (1989) to highlight how Black women faced overlapping forms of discrimination not captured by single-axis analyses.
Key Insight	People are not defined by a single identity; power operates through the <i>interaction</i> of multiple axes.
Practical Implication	Policies that address gender alone may miss critical barriers faced by, for example, low-income, rural, disabled women.

2.1 Common Intersectional Axes

- **Socio-economic status** (wealth, occupation, education)
- **Ethnicity / race**
- **Age** (children, adolescents, older adults)
- **Disability** (physical, sensory, cognitive)
- **Sexual orientation & gender identity**
- **Geography** (urban vs. rural, remote, conflict-affected zones)

3. Why Combine Gender Analysis with Intersectionality?

Reason	Explanation
Holistic Understanding	Captures the full complexity of lived realities.
Targeted Interventions	Enables design of programs that reach the most marginalized sub-groups.
Equitable Outcomes	Reduces the risk of “one-size-fits-all” solutions that benefit already-privileged groups.
Compliance & Accountability	Aligns with international frameworks (e.g., SDGs, CEDAW, UN Women guidelines) that call for gender-responsive and inclusive approaches.

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4. Step-by-Step Guide to Conducting a Gender Intersectional Analysis

1. Define the Scope & Objectives

- Clarify the issue (e.g., access to clean water, employment, health services).
- Set specific gender intersectional questions.

2. Map the Relevant Social Categories

- List identities likely to influence the issue (gender, age