

Tools for Gender Analysis

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Gender analysis refers to the variety of methods to understand and map the relationships between men and women, their access to resources, their activities and the constraints they face relative to each other. Gender analysis provides information that recognizes gender, its relationship with race, ethnicity, culture, religion, class, age and related factors are important in understanding the different patterns of involvement, behavior, and

activities that women and men have in economic, social and legal spheres.

Gender analysis frame works

There are a variety of tools that have been developed with different focus. Each tool is varies with some advantages and disadvantages, each tool considered for other social characteristics and factors better, while others are more participatory. Followings are tools commonly used.

1. The Harvard Analytical Framework

This is also called the Gender roles framework or Gender analytical framework. This is based on the WID efficiency approach; it is one of the earliest gender analysis and planning frameworks. The framework consists of a matrix for collecting data at micro (community and household) level. It has four interrelated components:

- The activity profile, which answers the question, ‘Who does what?’ including age, time spent, gender and location of the activity
- The access and control profile, identifies the prime resources to carry out the work recognized in the activity profile, and access to and control over its use by gender
- The analysis of influencing factors which charts factors that influence gender differences in the above two profiles

- The project cycle analysis, examines an intervention in the light of gender disaggregated information
- First information is collected for the activity profile and access and control profile. Then this information is used in the analysis of factors and trends influencing activities and access and control, and in the project cycle analysis.

Strengths of the Harvard framework

- After data collection, it gives a clear picture of who does what, when and with what resources. It makes women’s role and work visible.
- It distinguishes between access to and control over resources.
- It can be easily adapted to a variety of settings and situations.

2. Mosher’s Gender Planning Framework

This framework has been developed by Caroline Mosher and is based on the concepts of gender

roles and gender needs, and policy approaches to gender and development planning.

Gender roles

- Productive roles (paid work, self-employment and subsistence production)
- Reproductive roles (domestic work, child care and care of sick and elderly)
- Community participation/self-help (Voluntary work for the benefit of the community as a whole)
- Community politics (decision making/representation on behalf of the community as a whole)

3. Women’s Empowerment Framework

This framework was developed by Sara Hlupekile, a gender expert from Zambia. It argues that poverty arises not from lack of productivity but from oppression and exploitation. Five progressive levels of equality are conceptualized, arranged in hierarchical

order, with each higher level denoting a higher level of empowerment. These are the basis to assess the extent of women’s empowerment in any area of social or economic life. The levels of equality are:

Control	Participation of women in decision making process to achieve balance of control between men and women over the factors of production
Participation	Pertains to women’s equal participation in the decision-making process, policy making, planning and administration.
Conscientization	Pertains to an understanding that gender relations and the gender division of labour should be fair.
Access	Pertains to women’s access to factors of production-land, labour, credit, training, marketing facilities-on an equal basis with men
Welfare	Pertains to level of material welfare of women, relative to men.

Strengths of the framework

- Practical and strategic gender needs are shown based in a progressive hierarchy.
- Shows that empowerment is an essential element of development and enables assessment of interventions along this criterion.

4. Social relations framework

The social relations framework originated with academics led by NailaKabeer at the Institute of Development Studies at Sussex, UK. The framework is based on the idea that the aim of development is human being. Poverty is seen to arise out of unequal social relations, which result in unequal distribution of resources, claims and responsibilities.

- Conceptualizes gender as central to development thinking, not as an add-on.
- Links micro to macro factors
- Highlights interaction between various forms of inequality: gender, class, race
- Centre analysis around institutions
- Tries to uncover processes of improvement and empowerment.

Strengths of the framework

- Sees poverty as material deprivation and social marginalization

5. DFID Gender analysis framework

The DFID gender analysis framework is designed to guide gender analysis at the primary stakeholder/community level. Its use should be adapted to the particular situation and sector.

Details of DFID Gender analysis framework:

Category of enquiry	Issues to consider
Roles and responsibilities <ul style="list-style-type: none"> • What do men and women do? • Where (location/patterns of mobility) • When (Daily and seasonal patterns)? 	Productive roles Reproductive roles Community participation/self-help Community politic
Assets <ul style="list-style-type: none"> • What livelihood assets/opportunities do men and women have access to? • What constraints do they face? 	Human assets (e.g. health services, education) Natural assets(e.g. land, labour) Social assets(e.g. social networks) Physical assets(e.g. IMTs, ICTs) Financial assets(capital/income, credit)
Power and decision making <ul style="list-style-type: none"> • What decision making do men and/or women participate in? • What decision making do men and or/women usually control • What constraints do they face? 	<ul style="list-style-type: none"> • Household level • Community level
Needs, priorities and perspectives <ul style="list-style-type: none"> • What are women's and men's needs and priorities? • What perspectives do they have on appropriate and sustainable ways of addressing their needs? 	Needs and priorities 'Practical' gender needs 'Strategic' gender needs Perspectives Perspectives on delivery systems-Choice of technology, location, cost of services, systems of operation, management and maintenance

6. SEAGA Tools

SEAGA stands for socio economic and Gender Analysis. This is an FAO approach to development based on an analysis of socio-economic patterns and participatory identification of women's and men's priorities. It is quite similar to participatory Rural Appraisal

(PRA). The objective of SEAGA approach is to close the gaps between what people needs and what development delivers. The following table illustrates some PRA methods used by FAO for socio economic and gender analysis in agricultural development planning.

Name of the tool	Purpose
Social and resource mapping	<ul style="list-style-type: none"> • Indicate spatial distribution of roads, forests, water resources, institutions • Identify households, their ethnic composition and other socio-economic characteristics/ variables.
Seasonal calendar	<ul style="list-style-type: none"> • Assess work load of women and men by seasonality • Learn cropping patterns, farming systems, gender division of labour, food scarcity, climatic conditions and so far.
Economic wellbeing rankings	<ul style="list-style-type: none"> • Understand local people's criteria of wealth • Identify relative wealth and different socio-economic characteristics of households and classes. • Facilitate formation of focus groups to work with other PRA/GA tools

Daily activity schedule	<ul style="list-style-type: none"> Identify daily pattern of activity based on gender division of labour on an hourly basis and understand how busy women and men are in a day, how long they work and when they have spare time for social and development activities
Resources Analyses	Indicate access to and control over private, community and public resources by gender
Mobility mapping	Understand gender equities/inequalities in terms of contact of men and women with the outside world. Plotting the frequency, distance and purposes of mobility.
Decision making matrix	Understand decision making on farming practices by gender
Venn diagram	Identify key factors and establishing their relationships between village and local people.
Pair wise ranking	Identify and prioritize problems as experienced by men and women
Benefit analysis flow	Understand benefits of various resources and distribution by gender
Community action plan	<ul style="list-style-type: none"> Assess the extent to which women's voices are respected when men and women sit together to identify solutions for the problems prioritized by the latter Understand development alternatives and options, and give opportunities to men and women to learn from each other's experience and knowledge

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