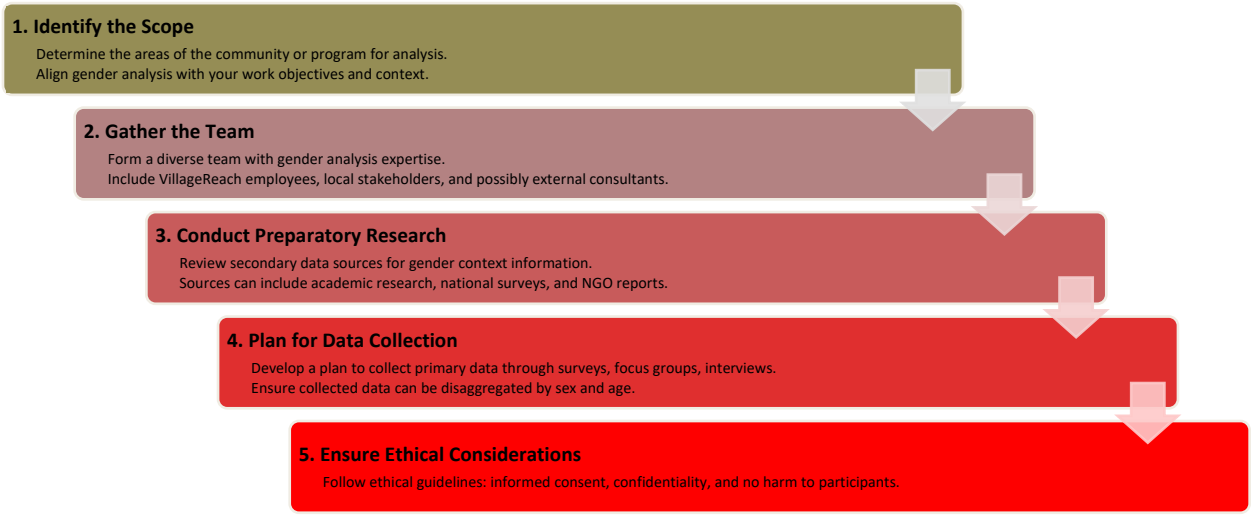
Before and After Gender Analysis

A Guide for VillageReach Employees

Before the Gender Analysis

This diagram outlines the preliminary steps to take when embarking on a gender analysis. Before diving into the analysis, use this as a roadmap to:

- Align your objectives with gender analysis needs.
- Lay the foundation through preparatory research.
- Strategize on data collection and ensure ethical practices.



Link to editable version

After the Gender Analysis

This diagram focuses on the subsequent stages of post-data collection. Use this to:

- Analyze and draw patterns from the collected data.
- Draft a comprehensive report.
- Incorporate insights to enhance program design and establish gender-sensitive indicators.


1. Data Analysis
Process and analyze collected data.
Identify patterns showing how gender norms, roles, inequalities impact your focus area.
2. Report Writing
Prepare a report presenting the gender analysis findings.
Explain methodology, present data, discuss conclusions.
3. Share the Findings
Present findings to the team, wider VillageReach organization, and local stakeholders.
Be prepared to explain why these findings matter for your work.
4. Incorporate into Program Design
Use the gender analysis to inform program design or adjustment.
Develop new strategies or activities to address gender-based constraints and opportunities.
5. Develop Gender-Sensitive Indicators
Develop indicators to measure gender-related changes and impacts of your program.
Integrate these into your program's broader monitoring and evaluation framework.