



Gender Mainstreaming in research for development

Dates: 22 – 25 April 2026

Time: 14:00-18:00 EAT

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Opening Remarks

- Project Partners
- Lead Convenor



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- Facilitators:

Dr. Deborah Alio



STRCUU Training on Gender Mainstreaming in Research for Development

Day 2

23rd April 2026

Time: 14:00-17:00 EAT

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Day 2

Gender Analysis Frameworks and Tools for Research

- Responds to lack of practical tools for applying gender analysis in research
- Gender Analysis Vs Gender Statistics
- Gender Analysis Frameworks (Harvard, Moser & intersectional frameworks)
- Applying frameworks across the research cycle

Gender analysis vs gender statistics

Gender Statistics (The Data)

- Definition: Quantitative data that are collected, compiled, and presented by sex and age to reflect the realities of women and men.
- Purpose: To reveal gender gaps, monitor progress, and provide evidence for policy.
- Examples: Employment rates by sex, literacy rates, parliamentary seats held by women, or sex-disaggregated household income data.
- Focus: "How many" and "Who"
- Limitations
- Descriptive rather than explanatory
- Do not capture power relations, norms, or structural inequalities

Gender analysis vs gender statistics

- Gender Analysis (The Interpretation)
- Is a systematic approach to understanding the social, economic, and cultural factors that create and maintain gender inequality.
- Involves systematic examination of roles, relationships, access to resources, and power dynamics between genders.
- Aims to identify the "why" behind statistics and develop targeted interventions to promote equality.
- Frameworks: Includes tools like the Harvard Analytical Framework, Gender Analysis Matrix (GAM), or Moser Framework.
- Focus: "Why" inequalities exist and "How" to address them

Gender analysis

- Key features
- Explores why inequalities exist
- Examines:
 - Division of labour
 - Access and control over resources
 - Decision-making power
 - Social norms and institutions
- Example
- In agricultural R4D:
- Statistics may show women have less access to credit
- Gender analysis explains:
 - Cultural norms restricting ownership
 - Institutional bias in lending systems



- Definition and importance
- Key points
- Principles
- Examples
- Application

Definition and importance

A **framework** is a tool that aids in organizing ideas, research topics, data gathering, and analysis for academics, policymakers, and planners

Gender Analysis :

Is the process of analyzing how gender power relations affect men and women's lives,

how these variations in needs and experiences affect men and women, and

how policies, services, and programmes might help to address these gap (Meenu et al ., 2023).

Definition and importance

- [Gender-analysis frameworks](#) guide through the process of considering and responding to inquiries about how various domains of gender power relations affect the subject or area of interest.
- Who has what (access to resources), Who does what (the division of labour and everyday activities),
- How values are determined (social norms, ideologies, beliefs and perceptions), and Who decides are common areas of gender power relations (rules and decision-making (Meenu et al ., 2023)).

Key points in Gender Analysis

- Gender analysis should be based on the conceptual or theoretical framework to help protect research from gross errors of inefficiency or inequity in outcomes. It avoids :
 - 1.the assumption that households function as a single decision-making unit.
- shows that men and women often have different roles, priorities, and access to resources,
- so treating the household as unified can lead to inaccurate research conclusions.

Key points in Gender Analysis

- 2. Overemphasis on male household heads
- A major issue is the tendency to treat men as:
 - the sole decision-makers
 - the primary sources of information
- This overlooks women's significant contributions, especially in agriculture, and results in partial or misleading data.

Key points in Gender Analysis

- 3. Ignoring intra-household dynamics
- Gender analysis highlights that:
 - decision-making is often shared or negotiated
 - power relations within households affect outcomes
- Without examining these dynamics, research risks inefficiency and inequity in both findings and interventions.
- 4. Gender roles in farm production
- Men and women typically perform different agricultural tasks and have unequal access to: land , labor , inputs (e.g., seeds, tools)
- Understanding these distinctions is essential for designing effective agricultural programs.

Key points in Gender Analysis

- 5. Risk of inefficient and inequitable outcomes
 - Without gender-sensitive analysis:
 - interventions may fail because they target the wrong people
 - benefits may be distributed unfairly
 - Gender analysis helps avoid “gross errors” in both efficiency and equity.
-
- 6. Importance for research and extension planning
 - Incorporating gender analysis improves:
 - on-farm research design
 - agricultural extension services
 - It ensures that innovations and recommendations are relevant to both men and women farmers, increasing adoption and impact

Principles in Gender Analysis

- Be as specific as you can.
- Review what has been done before.
- Base decision on relevance and usefulness.
- Review the questions posed and the data collection methodology.
- Request an initial report.
- Include the perspectives of both men and women, boys and girls, and the relationships between them.
- Request sex-disaggregated data.
- Bring together both quantitative and qualitative data

Tools for gender analysis

- What is the context of women's and men's lives, and how do these settings connect to the topic at hand?
- How and to what extent do sex and gender play a role in this particular issue?
- What does this imply for chances to act or intervene?
- What effects might this understanding have on both men and women, boys and girls?
- Do the disparities between and among men and women get captured by the present measurement tools?
- Use of correct questions and the appropriate measurement techniques is important

Data collection

- Need for skilled research supervision
- Primary data collection should be overseen by qualified professional researchers to ensure:
 - accuracy
 - reliability
 - methodological rigor
- Without proper supervision, data quality can easily be compromised
- . Quality control in primary data collection
- Close supervision of both:
 - the data collection process
 - the data itself
- is necessary to avoid errors, bias, or inconsistencies.



Data collection tips

- 2. Importance of strong facilitation skills in data collectors
- Requires technical and trained, but also:
- good communicators
- able to engage participants effectively
- This is especially important in gender-related research, where sensitive topics and power dynamics may influence responses.
- Prior training in use of the tools



Key Steps Of Gender Analysis

- Step1: Collect sex-disaggregated data/information : Account for both men and women while obtaining data for planning, executing, monitoring, and assessing development efforts.
- Step 2: Analyze the patterns of decision-making and the gendered division of labour
 - Identify who performs what tasks in the home, neighbourhood, workplace, organisation, or industry
 - What work is done and by whom are important factors to take into account (productive work (both in the formal and informal sectors), reproductive work, vital home and community services, and work in community management and politics
 - Where does each activity occur (e.g., at home, in a village, at a market, in the fields, in an urban region, or in a rural setting, and how far away from the home)?

Key Steps Of Gender Analysis

- Step 3: Analyze your control and access to productive resources, assets, and perks: Identify:
 - Who has access to resources and assets that can be used for production, such as land, forests, water supplies, machinery, labour, capital, credit, new technology, and training?
 - Who controls who uses these resources and assets, and how are they used? It's critical to distinguish between control or decision-making authority and access to these resources (who uses them formally or customarily).
 - Who receives mentoring or promotion, whether they are a part of formal or informal clubs or organisations?
 - Who benefits from development initiatives, educational and training opportunities, and the products of men's and women's labour?

Key Steps of Gender Analysis

- Step 4: Recognize the variations in requirements and abilities:
 - Men and women frequently perceive their needs and strengths differently.
 - They could also disagree on who does what, uses what resources, and controls those resources or decides on other crucial matters in life
- Step 5: Recognize how intricate gender relations are in the context of social interactions:
 - Consider social, cultural, religious, economic, political, environmental, demographic, legal, and institutional factors and trends,
 - as well as their potential effects on the programme or project,
 - in recognition of the fact that development programming takes place in a complex and changing social context

Key Steps of Gender Analysis

- Step 6: Examine obstacles that prevent men and women from participating in the project or programme equally and realizing its benefit:
 - identify the main obstacles and limits to men's and women's participation as beneficiaries and decisionmakers during the project's design for all components and important activities.
- Step 7: Implement and use gender equality promotion tactics in project planning and execution:
 - identify strategies and tactics for removing obstacles to participation and benefit for both men and women.
 - It's crucial to determine which limitations, obstacles, or imbalances can actually be removed during the course of the project
 - ensure that plans are properly resourced and monitored

Key Steps of Gender Analysis

- Step 8: Evaluate the partner's or counterpart's capacity for planning, carrying out, and monitoring with gender equality in mind :

- Partner ability for gender-sensitive implementation is still widely ignored .
- The counterpart agency is typically chosen for bilateral and multilateral development initiatives well in advance of the start of execution of the project

Step 9: Evaluate whether the project/program has the ability to empower women and take strategic interests into account:

- Distinguish between real-world gender demands and long-term gender preferences that could be taken into account while implementing programmes or projects.
- The immediate and practical demands that women have to survive are known as practical gender needs, and they don't question prevailing culture, tradition, the gender labour divide, legal disparities, or any other features of women's inferior status or authority

Key Steps of Gender Analysis

- Step 10: Create gender-sensitive indicators:
 - GSIs are tools used to measure gender-related changes over time, highlighting gaps between men and women in various sectors.
 -
 - They require data disaggregated by sex, age, and other factors to monitor gender equality in policy, projects, and development,\
 - often using ratios and percentages to show relative advantage
 - Used for tracking how activities affect men and women and how gender relations change.
- Step 11: Apply data and analysis to all key program/project documents and throughout the program/project cycle:
 - Requires establishment of a number of questions,
 - the answers to which will depend on the nature and industry of the project or programme,
 - as well as the social and development backdrop.



GENDER ANALYSIS FRAMEWORKS

Dr Ines Smyth
September 2017

Examples of Gender Analysis frameworks

- Harvard Analytical Framework: the division of labour between men and women in agricultural and in more urban settings
- Moser Framework: the division of labour between men and women in agricultural and in more urban settings (triple roles)
- Levy Framework: gender mainstreaming in institutions
- Gender Analysis Matrix (GAM): gender differentials in the impact of projects at the community level
- Equality and Empowerment Framework (Longwe): assessment of the contribution of interventions in all sectors to the empowerment of women
- Capacities and Vulnerabilities Framework (CVA): humanitarian and disaster preparedness issues
- People Oriented Framework (POP): refugee issues, based on an expanded approach to the Harvard Framework
- Social Relations Framework (SRF): sustainable development and institutional change

Harvard Gender Analysis Framework (HGAF)

- Also referred to as Gender Roles Framework, by (Overholt et al, 1985): is a structured approach for analyzing gender roles, responsibilities, and resources in various contexts to inform development inter.
- Used to identify the type and amount of work men and women do in a household, farm, or community.
- helps to document the differences in the gendered access and control of resources, such as land, water, seeds or extension information.
-

Core Components of the HGA Framework

- Activity Profile: Describes how productive and reproductive work is divided by gender and age.
- Inquiries about who does what for all relevant farm, home, and community tasks:
- When? Where?
- Activity Profile takes into account the following factors:
 - a. Production of goods and services
 - b. Activities related to reproduction and maintaining human resources
 - c. Community service
 - d. Community involvement

	Women	Men	Girls	Boys
Productive activities				
Agriculture - activity 1 - activity 2 Income generating: - activity 1 - activity 2 Employment				
Reproductive Activities				
Water Fuel Cooking Childcare Health Cleaning Repairs				
Community Involvement				
- Meetings - Wedding - Helping others in time of need - Labor on communal projects				

Core Components of the HGA Framework

- The Access and Control Profile:
- Identifies who has access to/control over resources and benefits.
- Takes into account productive resources: land, machinery, labour, capital, and credit, as well as education and training.

	Access		Control	
	Women	Men	Women	Men
Resources				
Land Equipment Labour Cash Education/Training Etc.				
Benefits				
Outside Income Asset ownership Basic needs(food, clothing, shelter) Education Political Power/Prestige				
-				

Core Components of the HGA Framework

- Influencing Factors:
- Identifies the factors that shape these gender roles and relationships
- Considers the structural and sociocultural elements that affect gender patterns of activity, access, and control in the project area.

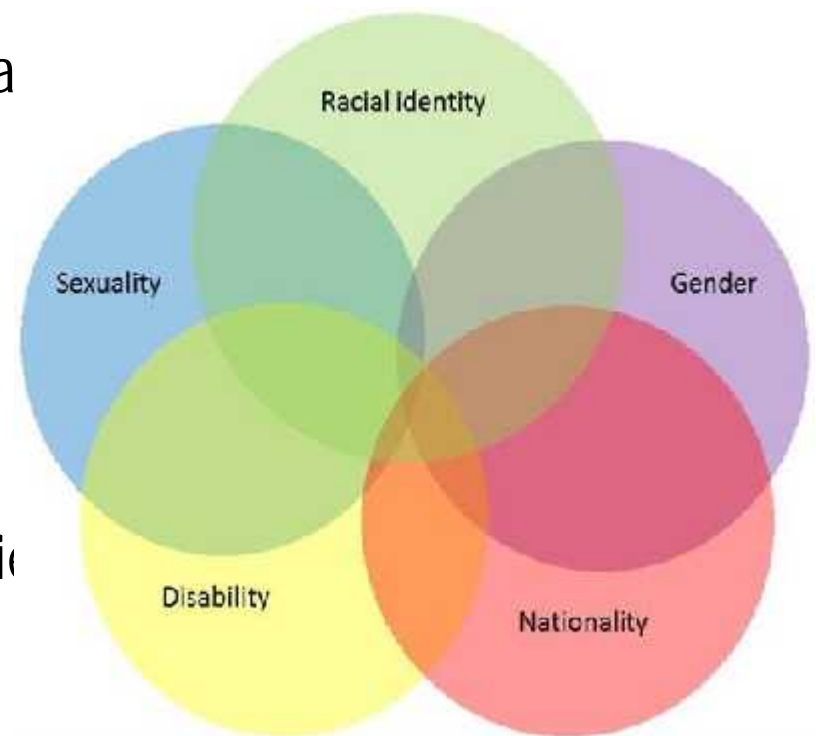
	Women	Men	Girls	Boys
Factors				
Economic Cultural Educational Environmental Legal International political Other				

Moser Gender Planning Framework

- Focuses on empowerment and policy planning (Moser, 1989)
- Key concepts
- Triple roles of women:
 - Reproductive: activities related to the care and maintenance of the household and its members ,usually unpaid and undervalued e.g. Childbearing and childcare)
 - Productive : income-generating or subsistence activities that contribute to household livelihoods. In livestock system , e.g. Engaging in agricultural or off-farm work)
 - Community roles: refers to women's involvement in community-level activities and social networks., e.g . voluntary and unpaid
- Practical vs strategic gender needs:
 - Practical: immediate needs (e.g., water access)
 - Strategic: long-term empowerment (e.g., land rights)

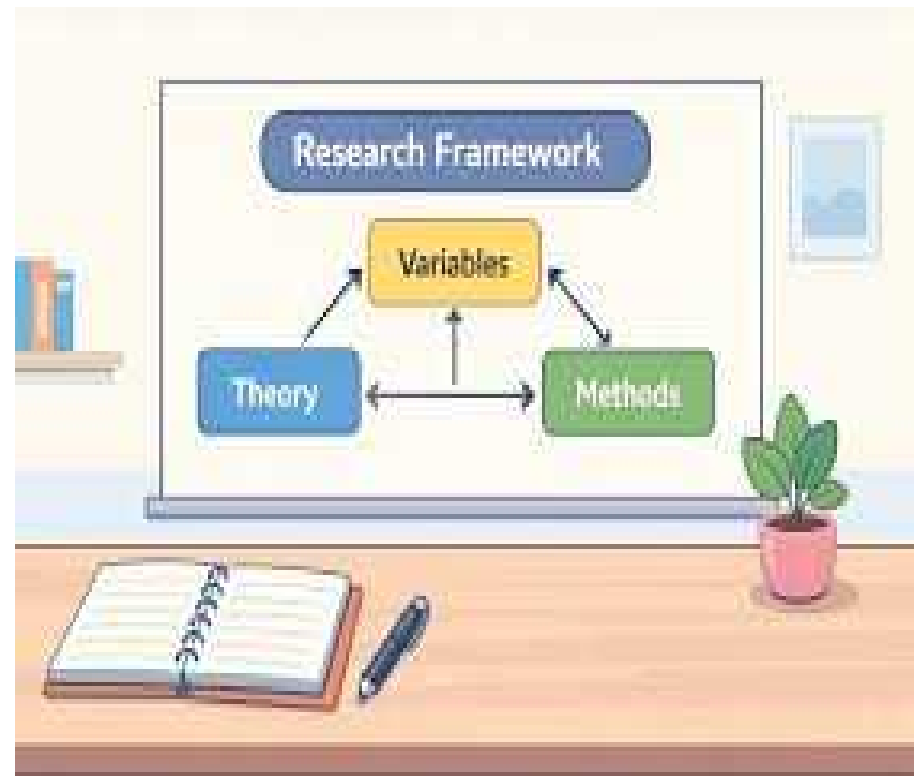
Intersectional Framework

- Rooted in the concept of Intersectionality,(Crenshaw, 1989).
- Key idea
- Gender interacts with other identities such a
- Class
- Race/ethnicity
- Age
- Disability
- Location
- Captures complex, overlapping inequalities
- Essential for inclusive R4D



Applying frameworks across the research cycle (Illustration)

- Problem Identification
- Literature Review
- Gap Analysis
- Theoretical Framework
- Conceptual Framework
- Problem Statement
- Objectives & Hypotheses
- Methodology
- Sampling, Ethics & Inclusivity
- Data Collection Tools



Topic: Gender dynamics in Livestock Ownership in Eastern Africa: Literature review

Country	Cattle Ownership (Women %)	Key insight
Uganda	19	Women manage, men control income
Kenya	5	Large gender gap
Tanzania	3	Men dominate ca
Ethiopia	20	Women manage small livestock
Mozambique	41	Lower gender inequality

Women dominate small livestock but lack control over high-value assets

Problem Identification

Topic: Gender Dynamics in Livestock production in Eastern Africa

Women Ownership of Cattle

Uganda- 19% women own cattle

Kenya- 5% cattle ownership by women - 3% cattle ownership by women ,

Compared to:

Mozambique- 41% cattle ownership by women

- **Developmental Problem**
- Livestock is key for livelihoods in Eastern Africa
- Women provide most labor but lack control over:
 - Assets
 - Income
- Leads to inequality in benefits and productivity
- (Njuki et al. 2024; Nagasha, et al. 2024)

Problem Identification (Gaps)

- Theoretical Gap
- Limited integration of:
 - Feminist theory
 - Intersectionality
 - Feminist agroecology
 - (Serra et al., 2022; Zarema et al, 2021).
- Methodological Gap
- Overreliance on cross-sectional surveys
- Limited mixed-methods use
- Weak intersectional data (Zarema et al, 2021)
- Empirical Gap
- Strong evidence on labor roles
- Limited evidence on:
 - Decision-making
 - Empowerment trajectories
 - Ecological impacts
 - (Rodríguez *et al.*, 2024)
- Gender often treated as “women vs men”, Ignores power relations and Identity differences



Gap Analysis Summary/ problem statement

Problem Area

Key gaps

Developmental

Gender inequality in benefits

Theoretical

Fragmented frameworks

Empirical

Lack of decision-making & longitudinal data

Methodological

Limited mixed methods & intersectional analysis

Theoretical framework

- Feminist & Gender Relations Theory
- Focus:
 - Division of labor
 - Asset control
 - Decision-making (Kabeer, 1999)
- Key insight:
Women manage livestock but lack control over income
- Intersectionality Theory
- Gender does not operate in isolation but intersects with other social identities such as:
 - Age
 - Class
 - Ethnicity (Crenshaw, 1989)
- Key insight:
Not all women experience livestock systems equally

Conceptualization

- livestock production as an outcome of interacting social, institutional, and relational processes,
- where individual characteristics, structural conditions, and power dynamics jointly shape participation and benefits
- independent variables (intersectional identities, institutional factors, and norms) as the primary drivers that influence livestock-related outcomes both directly and indirectly through mediating variables (decision-making power and access to services).
- identity factors determine who is more likely to own livestock, engage in specific tasks, or access markets
- identity-based inequalities directly influence livestock participation and indirectly affect outcomes through their impact on power and service access
- institutional factors—including access to policies, land rights, and formal support systems shape livestock production , by interacting within identity factors and influence both decision-making power and access to services
- institutional factors exert both direct effects on livestock outcomes and indirect effects through mediating variables

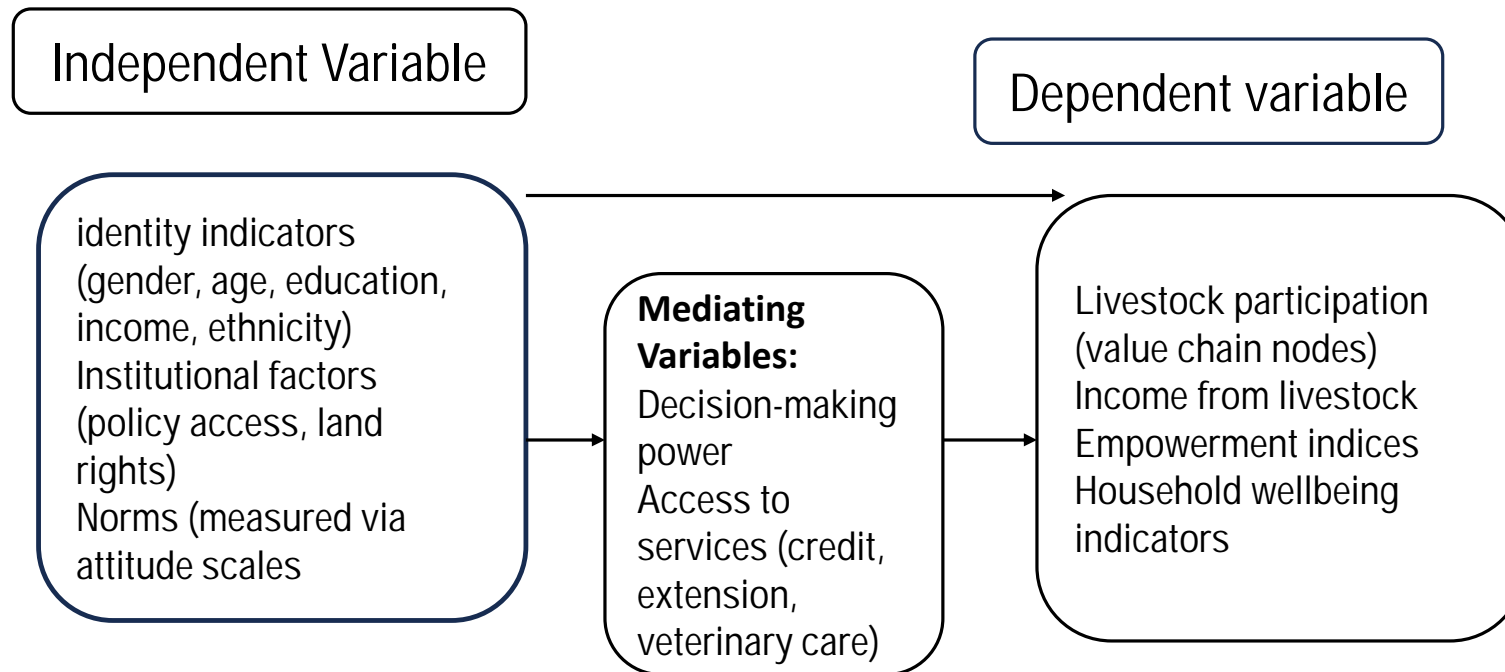
Conceptualization

- Social norms shape behavior and opportunities within livestock systems, influence who is expected to perform specific tasks, who can own livestock, and who controls income,
- operate as underlying structures that mediate the relationship between identity and outcomes by shaping decision-making power and access to services.
- decision-making power as a central mediating variable linking independent variables to livestock outcomes and is
- shaped by intersectional identity, institutional access, and social norms, and determines whether individuals can translate resource access into tangible benefits.
- Greater decision-making power is expected to enhance participation in profitable livestock activities and increase control over income, thereby improving empowerment and wellbeing.

Conceptualization

- Participation is directly influenced by identity, institutions, and norms, and indirectly shaped by decision-making power and service access
- Higher levels of participation, particularly in high-value nodes, are associated with increased income from livestock
- Livestock outcomes are influenced not only by income but also by the degree of control individuals have over resources and decisions
- Access to services—including credit, extension, and veterinary care—functions as a key mediating variable that enables or constrains livestock productivity

Conceptual framework



Objectives

- Overall Objective
- To analyze how intersectional identities and relational power dynamics influence access to, control over, and benefits from livestock production systems, and how these relationships shape empowerment and wellbeing outcomes over time
- Specific Objectives
- 1.To examine how institutional frameworks, market structures, and socio-cultural norms shape gendered and intersectional inequalities in livestock production
- Hypotheses:
- H1a: Restrictive gender norms are negatively associated with women's control over livestock assets.
- H1b: Access to inclusive market structures is positively associated with participation of marginalized groups in high-value livestock activities.
- H1c: Individuals from disadvantaged intersectional groups (e.g., low-income, minority ethnic groups) have significantly lower access to livestock-related resources and services

Specific Objectives

- 2.To assess how intersecting social identities (gender, age, socioeconomic status, marital status, ethnicity) influence access to livestock assets, services, and value chain participation
- H2a: Intersectional identity significantly predicts variation in access to livestock assets and services.
- H2b: Women are not a homogeneous group; sub-groups of women experience significantly different levels of access and participation in livestock systems.
- H2c: Individuals with multiple disadvantages (e.g., young, poor, female) are less likely to participate in high-value nodes of livestock value chains
- 3.To analyze how power relations within households influence ownership, control, and decision-making in livestock production.
- Hypotheses:
- H3a: There is a significant difference between reported livestock ownership and actual control over livestock income.
- H3b: Greater decision-making power is positively associated with increased control over livestock-derived income.
- H3c: Households with more equitable gender relations exhibit more balanced distribution of livestock benefits

Objectives

- 5.To determine how livestock participation affects income, empowerment, and household wellbeing across different intersectional groups.
- Hypotheses:
- H5a: Increased livestock ownership is positively associated with household income but not necessarily with women's empowerment.
- H5b: Decision-making power mediates the relationship between livestock ownership and empowerment outcomes.
- H5c: Empowerment outcomes vary significantly across intersectional identity groups
- 4.To evaluate how gender and intersectional identities shape participation across livestock production, processing, marketing, and service access.
- Hypotheses:
- H4a: Men are more likely than women to participate in high-value livestock market activities.
- H4b: Access to extension and veterinary services significantly increases participation in higher-value nodes of the livestock system.
- H4c: Intersectional disadvantages reduce the likelihood of engaging in commercial livestock activities

Methodology

- Research Design :
- mixed-methods research design, integrating both quantitative and qualitative approaches,
- In order to capture the complexity of gender relations, which cannot be fully captured through a single methodological lens, (Kabeer, 1999)
- Sampling Strategy:
- multi-stage, mixed-methods sampling design to ensure representation of diverse livestock-keeping households while capturing intersectional variation
- 1st stage , study sites will be purposively selected based on livestock production intensity, agro-ecological conditions, and market access
- „2nd stage, stratified random sampling will be used to select households within each site. Stratification will be based on key intersectional variables such as gender of household head, socioeconomic status, and livestock ownership categories to ensure representation of marginalized groups
- Intra-household level, dual-respondent approach, interviewing both male and female adult members within the same household to capture relational power dynamics and differences in perspectives on ownership, control, and decision-making
- Purposive sampling for KIIS and FGDS

Ethical Considerations & Inclusivity

- Ethical considerations:
- Informed consent, confidentiality, voluntary participation, and minimization of harm.
- ensuring that consent processes are culturally appropriate and accessible, including the use of local languages
- Implementation of safeguards to protect participants from potential social risks.
- attentive to power imbalances between researchers and participants, ensuring respectful engagement and avoiding exploitative practices

Inclusivity Considerations

- incorporates multiple axes of identity, including gender, age, socioeconomic status, and ethnicity, to ensure that diverse experiences within livestock systems are captured
- Surveys and interview guides translated into local languages, and enumerators will be recruited with attention to gender balance and cultural competence
- Female enumerators will be engaged to interview female respondents
- Inclusion of youth and other marginalized groups in qualitative & quantitative tools
- Use of participatory methods (KIIS & FGDS)
- disaggregated data across intersectional categories

Quantitative household survey and qualitative interview guides,

- Household Survey
- Section 1: Household Demographics & Intersectional Identity (H2a, H2b, H2c)
- Purpose: Capture intersectionality variables
- Key variables: Sex of respondent, Age
- Marital status, Education level,
- Ethnicity/clan, Household size
- Income level (proxy indicators: assets, housing type)
- Sample questions:
 - What is your age?
 - What is your highest level of education completed?
 - What is your marital status?
 - What is your primary source of livelihood?
- Section 2: Livestock Ownership and Access (H1a, H2a, H3a)
- Purpose: Distinguish ownership vs. control
- Key variables:
 - Types and number of livestock
 - Ownership (reported vs. documented)
 - Access to grazing land, water
- Sample questions:
 - Which livestock species does your household own? (list + number)
 - Who is the primary owner of each type of livestock?
 - Who decides when livestock is sold?
 - Who controls income from livestock sales?
 - ?

Household survey

- Section 4: Gender Norms and Social Institutions (H1a, H6c)
- Purpose: Measure normative constraints
- Use Likert scale (Strongly agree Strongly disagree)
- Sample statements:
 - Men should control income from livestock sales.
 - Women should not make decisions about large livestock.
 - It is acceptable for women to participate in livestock markets.
 - Young people should not own livestock independently
- Section 3: Access to Services and Markets (H1b, H4b, H4c)
- Purpose: Measure structural access
- Key variables:
 - Access to veterinary services
 - Extension services
 - Credit access
 - Market participation
- Sample questions:
 - Have you accessed veterinary services in the past 12 months? (Yes/No)
 - Who in the household interacts with extension agents?
 - Do you have access to credit for livestock activities?
 - Where do you sell livestock or livestock products?

Household survey

- Section 5: Intra-household Decision-Making (H3b, H5b)
- Purpose: Capture relational power
- Sample questions:
- Who decides on:
 - Buying livestock
 - Selling livestock
 - Use of income
(Options: Male / Female / Joint / Other)
- Can you make livestock-related decisions without consulting others? (Yes/No)
- Whose opinion is most important in livestock decisions?
- Section 6: Value Chain Participation (H4a, H4c)
- Purpose: Map system participation
- Sample questions:
- Which activities do you participate in?
 - Animal care
 - Milk/meat processing
 - Marketing
- Do you participate in livestock markets? (Yes/No)
- What prevents you from participating in higher-value activities?

Household survey

- Section 7: Income, Empowerment, and Wellbeing (H5a, H5c)
- Purpose: Measure outcomes
- Key indicators:
 - Livestock income contribution
 - Empowerment index (adapted)
 - Household nutrition proxy
- Sample questions:
 - What proportion of household income comes from livestock?
 - Do you feel you have control over livestock income?
 - Has livestock improved your household's food security?
 - Do you feel respected in household decision-making?
- Section 8: Changes Over Time (H6a, H6b)
- Purpose: Capture dynamics
- Sample questions:
 - Has your role in livestock production changed in the past 5 years?
 - Has control over livestock income changed?
 - What caused these changes?

qualitative interview guides,

- Key Informant Interview Guide
- Target respondents:
 - Extension officers
 - Veterinary service providers
 - Community leaders
 - Market actors
- Theme 1: Institutional and Market Structures (H1a, H1b)
 - How do policies and programs affect men and women differently in livestock production?
 - Are there barriers that prevent certain groups from accessing livestock services
- **Theme 2: Gender Norms and Social Dynamics (H1a, H6c)**
 - What cultural norms influence livestock ownership and control?
 - Do these norms vary across age groups or communities?
- Theme 3: Value Chain Inclusion (H4a, H4c)
 - Who participates in high-value livestock markets and why?
 - What barriers limit participation for marginalized groups?

Results & Discussion

- Results: based on objectives

Results vs. Discussion

Results	Discussion
✓ Include experimental data, and/or the interpretation	✓ Explain any surprising, unexpected, or inconclusive result(s)
✓ Incorporate statistical analyses where applicable	✓ List all the major findings of your study
✓ Follow sequential organization when presenting data	✓ Interpret and explain the findings effectively
✓ Include texts, figures, and tables	✓ Mention limitation if any
✓ Avoid speculations	✓ Relate to what others have done

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- Discussion :
- Findings
- Empirical Agreement or disagreement
- Implication (Why) use qualitative to explain
- What does Intersectional theory & Feminist & Gender Relations Theory
- say about this finding

References

- Crenshaw, K. (1989). Demarginalizing the intersection of race and sex: A Black feminist critique of antidiscrimination doctrine, feminist theory and antiracist politics. *University of Chicago Legal Forum*, 1989(1), 139–167.
- . Kabeer, N. (1999). Resources, agency, achievements: Reflections on the measurement of women's empowerment. *Development and Change*, 30(3), 435–464

Day 2 Assignment

- Based on a given gender focused topic:
- (1) Redesign a research question and methodology to integrate gender considerations
- (2) Develop gender-disaggregated indicators and a data collection plan for the above



STRCUU Training on Gender Mainstreaming in Research for Development

End of Day 2

Dates: 22 – 25 April 2026

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