Info Sheet: Common Gender Analysis Tools (4)	**Gender Analysis Matrix**
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Source: FAO

Tip 1:

To collect community-based information, one can utilize participatory rural appraisal (PRA) tools, such as

- Seasonal calendar
- Village mapping
- Time trend or history chart
- Venn diagram
- Problem tree
- Resource map

Source: FAO

The Gender Analysis Matrix (GAM), developed by Rani Parker, is a tool that uses participatory approaches to identify how a particular agricultural production, processing or marketing practice impacts men and women differently in the community. Its community-focused approach enables participants to analyze differences between men and women's culturally-defined practices in the community, and challenge their assumptions about gender roles. For example, a community could evaluate the labor practices of men and women, and assess how they impact men and women's wellbeing, time use or earning potential. If they identify a particular activity that discriminates against women, the community may decide to stop such a practice and create a more equitable environment.

The benefits of using GAM are based on its community-based techniques to collect and analyze information on the spot. The targeted community self-identifies problems and finds equitable solutions prompting transformative change. The use of participatory approach, where a group of men or women, or mixed group of men and women identify and propose culturally-validated changes at the community level.

Basics of GAM

To ensure effective gender analysis process with the use of GAM, it is important to understand that:

- Participating men and women possess all necessary information about themselves and their community.
- Application of GAM doesn't require the community to have gender expertise, but extension agents facilitating the process should possess an understanding of gender analysis.
- Application of GAM facilitates transformative change in the community as the community self-identifies problems and consensually validates its own solutions.

Best Practices Using GAM

- To be effective, each problem area needs discussion at all levels of the community: with women groups, men groups, households, and the community.
- Each group (if mixed) should include women and men in equal numbers.
- Discussions should be facilitated by an outsider (an extension

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- agent) with trust from community members. The outsider's role is to encourage discussion, broker solutions and mitigate conflict.
- Each group analyzes the problem area and evaluates how it impacts the members of the community by their specific gender roles, tasks, opportunities and goals.
- The process requires follow-up to ensure the community stays on track with proposed interventions; make adjustments to the process; captures changes over time; and identifies unexpected outcomes of the process (e.g., the proposed intervention may affect those who did not participate).

GAM Matrix

Intervention	Labor	Time	Resources	Culture
Men				
Women				
Household				
Community				

This matrix requires simple coding during the discussion process:

- Use plus sign (+) if the outcome is consistent with community goals or cultural practices.
- Use minus sign (-) if the outcome is contrary to community goals or cultural practices.
- Use a question mark (?) if community is unsure whether the process is consistent or contrary to goals or cultural practices.

The categories in the matrix can expand to account for targeted population(s) in the exercise. For example, if girls are the key focus then girls' category can be added. GAM is a time-consuming exercise taking on average two to three hours to complete. However, once completed, i.e., coded, the matrix can display the distinctive effects of the proposed intervention(s).

GAM Tool 1: Level of Analysis

GAM allows analysis of an intervention at four levels: men, women, households, and community. The levels of analysis appear vertically on the matrix:

- Men: Represent men of all ages who are in the target group or all men in the community.
- Women: Represent women of all ages who are in the target group or all women in the community.
- Household: Represents all women, men, and children living under one roof. *Before starting this exercise, define what a household in the community includes. In some cultures, a household may imply an extended family.*
- Community: Represents everyone in the community. *Define what a community includes before conducting this exercise because communities are complex and may comprise groups of people with different interests.*

Important: When determining the level of analysis for GAM, extension agents should account for age group, class, ethnic composition, social system (cast), and other important variables in the community. Extension agents can refine the matrix using these considerations.

GAM Tool 2: Impact Analysis

GAM examines impact on four areas, which appear horizontally on the matrix:

- Labor: Captures changes in tasks (do women take over men's tasks in the field), the level of skill (formal education, training) required, the number of people involved in this activity and the demand for additional labor.
- Time: Captures changes in time requirements to complete specific tasks.
- Resources: Captures changes in access to resources (income, land, extension information) and the extent of control over resources (increase or decrease) as a result of an intervention.
- Socio-cultural factors: Captures changes in gender roles or status as a result of an intervention. Notes any cultural barriers to using the proposed intervention.

References and Resources

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