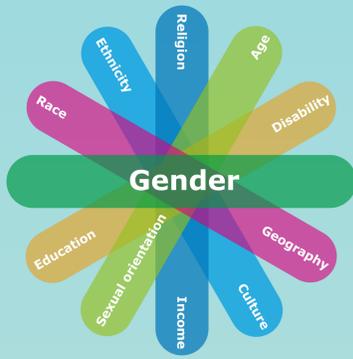
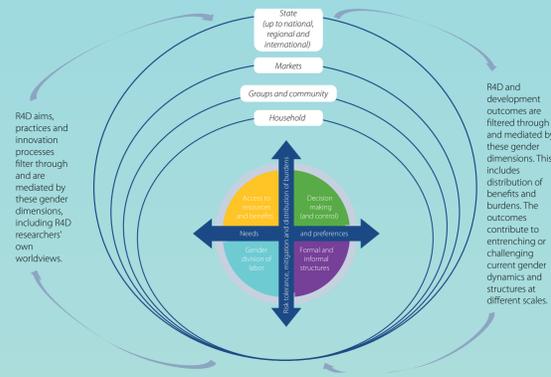


Intersectional gender integration in research for development: Principles and phases

Principles



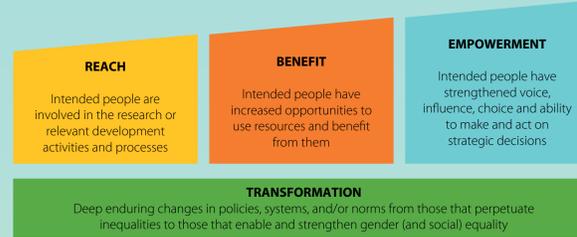
Principle 1
Avoid being gender-blind and go beyond binary: apply an intersectional gender lens



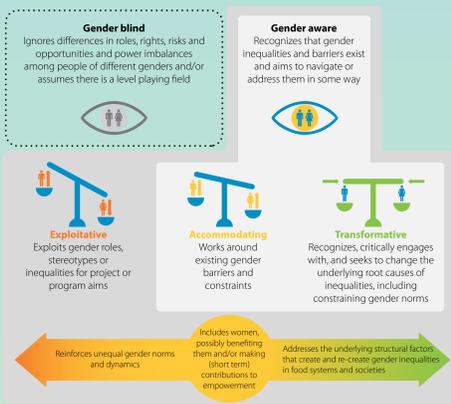
Principle 4
Expand the frame by assessing and addressing gender and social barriers and opportunities at multiple scales



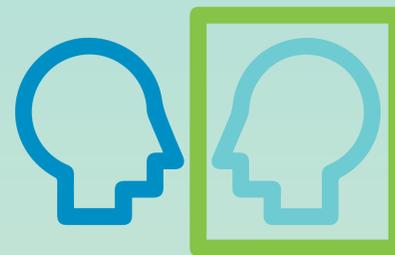
Principle 2
Integrate gender and intersectionality from the earliest stage to the end of the project cycle with the involvement of the whole team



Principle 5
Be clear about intended gender outcomes and for whom, distinguishing between Reach, Benefit or Empower people versus Transforming systemic barriers



Principle 3
Aim for transformative change, but at a minimum take a gender-accommodating approach



Principle 6
Recognize the research process itself as empowering or disempowering and the researchers' own role in that

Phases

Phase 2: Planning including setting up MEL

1. Develop a **gender strategy** with a gender-integrated research implementation plan.
2. Use the **four pillars of gender-responsive MEL to design the MEL plan** (Section 5, Figure 9):
 - i. indicators for baseline/endline and routine monitoring aligned with gender outcomes (RBET);
 - ii. an intersectional lens;
 - iii. mechanisms to track unintended consequences;
 - iv. gathering explanatory information.
3. Develop or recalibrate the **budget so it has enough funding for expertise and activities for gender outcomes** (as per ToC).
4. Assess **gender and intersectional analysis capacities** of the team and develop a capacity building plan to address gaps. Include reflection on biases or blind spots and how to address them.
5. Conduct intersectional gender **capacity building early and over time** for research and implementing partners and enumerator teams, using building blocks (Section 4) and the ToC.

Phase 4: Analysis of data, interpretation of findings, evaluation of project

1. Start with **descriptive analysis of gender and intersectional disaggregated data** to identify differences and similarities between gender-social groups in relation to the research questions.
2. **Deepen analysis and generate insights by applying the intersectional gender analysis building blocks** (Section 4).
3. **Sense-make, validate and share findings and their interpretation with participants**, including less powerful ones. Enable gender and socially-inclusive participation, with equitable access, ability to feedback or critique, and to use the information and co-generate implications for action if any.
4. **Sense-make, validate and identify implications for action with partners**, strategizing for scaling evidence and gender outcomes.
5. If there is a final evaluation or impact assessment, follow through in **applying the RBET framing**. Derive and share explanatory insights about how the project influenced gender outcomes.

Phase 1: Problem identification and design

1. Include a **gender scientist** in the R4D team and establish equitable partnerships, with gender balance and diversity in both.
2. Apply an **intersectional gender lens in identifying and framing the R4D problem**, engaging diverse actors as needed. Critically assess scales, surface how different genders and social groups perceive and are affected by the issue.
3. Identify key social and gender groups to prioritize and define project goals. **Identify specific gender outcomes using the Reach-Benefit-Empower-Transform (RBET) Framework**. Align these with larger development goals.
4. Compare more and less powerful gender-social groups and elucidate equity within **research questions**, with **inquiries such as: (i) needs and preferences, (ii) mechanisms and factors that enable or constrain gender outcomes and equity, and (iii) what are the positive and negative effects of innovations or policies and how are they distributed.**
5. **Generate intersectional gender background information** through literature and/or scoping studies, and use this to refine problems, questions, goals and groups of interest as well as design. This may happen before the ToC or iteratively.
6. **Create/refine a gender-integrated ToC, by:** specifying realistic gender outcomes (using the RBET framework) within the ToC; unpacking with stakeholders the assumptions within the ToC regarding gender and challenging them with information from Step 5 and gender expertise; and refining the ToC with corrected assumptions and strengthened, gender-informed design (realistic pathways).
7. In identifying research methods, design **fit-for-purpose combinations to address gender dimensions of research questions and plan how the research processes can be inclusive and empowering.**

Phase 3: Implementation, monitoring and adapting

1. **Collect disaggregated data**, at relevant units of analysis, using (quantitative and qualitative) **sampling design and enough power** to allow the intended and effective intersectional gender analysis (Step 4).
2. Use **gender-responsive and inclusive data collection processes, designed to be empowering**, and invest in building trust between local participants/co-researchers and external researchers.
3. **Monitor (un)intended consequences (+/-) and risks** on an ongoing basis (as part of MEL) to inform adaptive programming and avoid harm.
4. As appropriate, **carry out participatory ongoing MEL processes**, including tracking locally-developed equity-related indicators, assessment of emerging outcomes both intended and unintended.
5. Engage team and partners in regular **interim MEL reflections, with gender and socially-balanced participation**; probe if gender assumptions still hold and gather explanatory information, and adapt project accordingly.

Phase 5: Communication of research insights and recommendations

1. **Check that participants and partners have, understand and can use the findings, and follow through** with bespoke communications products so that they can use and scale the findings to advance equity and equality.
2. In translating the findings and recommendations for use in the project reporting and wider outputs, **ensure the language around gender is consistent and accurate**. Draw on the building blocks for intersectional gender analysis (Section 4) and other concepts in this Guidance Note for support.
3. **Make explicit how findings and recommendations address externally identified gender challenges, needs and commitments, including up to national, regional or global scales**. Share with relevant bodies and networks and do so in the relevant languages.
4. As appropriate, **carry out participatory ongoing MEL processes**, including tracking locally-developed equity-related indicators, assessment of emerging outcomes both intended and unintended.
5. In all steps, **ensure communications are gender-aware and follow best practices**, including avoiding language and images that reinforce gender stereotypes.