

## ANNEX 4:

# GENDER AND INCLUSIVE DEVELOPMENT ANALYSES

### What are the differences and similarities between gender analyses and inclusive development analyses (IDAs)?

Intersectional identities are examined through both gender analyses and IDAs. Both types of analysis aim to uncover harmful power dynamics and inequalities, but they apply different analytical perspectives. Gender analyses focus on gender-related disparities; they examine how gender intersects with other identities to exacerbate gender inequality, and how power dynamics and inequalities are influenced by intersecting identities including gender. An IDA addresses inequality and exclusion comprehensively, encompassing multiple marginalized and underrepresented groups.<sup>1</sup> In summary, an IDA examines inequalities more broadly, including but not limited to those related to gender.

USAID awards and Agreement/Contracting Officer's Representative (A/CORs) may request that implementing partners conduct either a gender analysis or a gender equality and inclusive development (GID) analysis, also referred to as a gender equality and social inclusion (GESI) analysis. In this case, the analysis must comply with gender analysis requirements set out in Automated Directives Systems (ADS) 205. Gender identity should be the primary focus of analysis, along with consideration of how gender identity intersects with up to three marginalized groups; however, it should also integrate the elements from the IDA column of Table 4-1.

TABLE 4-1. COMPARISON OF GENDER ANALYSES AND INCLUSIVE DEVELOPMENT ANALYSES

	GENDER ANALYSES	INCLUSIVE DEVELOPMENT ANALYSES
ANALYTICAL PERSPECTIVE	The analysis focuses on the manifestations of gender equality. An intersectional lens is applied to consider and address how power dynamics and inequality are impacted by intersecting and overlapping identities, including gender.	The analysis focuses on the social, political, and cultural factors that lead to marginalization; an IDA identifies identity-based inequalities, including but not exclusively related to gender.

<sup>1</sup> "Marginalized group" is used here as a shorthand for marginalized groups, underrepresented groups, and people made vulnerable. Each of these three groups face different challenges and have unique development needs and priorities.

GOAL	<p>Identify, understand, and explain gender gaps and root causes of gender inequality that can hinder or accelerate the achievement of the project's objectives.</p> <p>Use an intersectional lens to understand how a person's intersecting identities are impacted by gender inequality.</p>	<p>Identify, understand, and explain inequities and exclusion faced by marginalized and underrepresented groups, and the underlying factors that lead to marginalization. Map the needs and priorities of marginalized groups.</p> <p>Examine intersectional identities, including SOGIESC, with potential effects on how individuals from a marginalized group may experience exclusion or may benefit from the project.</p>
RECOMMENDATIONS	<p>Focus on how the project will work to reduce gender gaps and identify opportunities to address root causes of gender inequality. The analysis will examine how the project should address the unique needs and interests of women and girls, men and boys, and individuals of diverse gender identities, with attention to mitigating gender-specific risks.</p>	<p>Focus on how the project should address the unique needs and interests of marginalized groups, with attention to reducing barriers to inclusion.</p>
REFERENCES	<p><a href="#">ADS 205</a></p>	<p><a href="#">Inclusive Development: Additional Help for ADS 201</a></p> <p><a href="#">IDAMS Guide to Inclusive Development Analyses</a></p>