

## Applying an Intersectional Lens to Agriculture and Market Systems Development in Gender and Social Inclusion Analyses

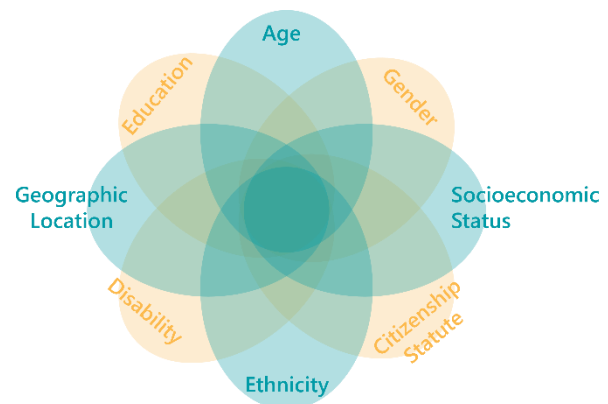
### Tip Sheet

A person's identity affects every aspect of their lives, including how they are able to access services, resources, and opportunities. *For example*, in the context of agriculture and market systems development programming, a woman who belongs to a marginalized ethnic group may face multiple and overlapping forms of discrimination. Biases she experiences may limit her access to things like extension services, land, credit, and meaningful participation in or leadership of agricultural groups or collectives.

Because of her identity, her access to these services, resources, and opportunities may differ from that of a man from the same ethnic group. It could also differ from that of a woman from a majority ethnic group or a woman with a disability. Applying an intersectional lens means recognizing that women and men are not homogenous groups and that differences lie *within* these groups. That's why it is important to address the underlying barriers that either support or hinder a person's access to, participation in and benefit from programming.

The first step to applying an intersectional lens is to conduct or commission a gender and social inclusion analysis. Such an analysis will support the development of Agency-level policies and strategies, Country Development Cooperation

Strategies, project design and implementation, and monitoring, evaluation, and learning. **A gender and social inclusion analysis is an opportunity to not only understand gender inequalities, but also other social factors that lead to exclusion and inequality as well as how people with overlapping marginalized identities experience compounded inequalities.**



Depending on the technical or geographic context, examples of social factors to include in an intersectional analysis are age, ethnicity, disability status, sexual orientation, indigeneity, socioeconomic status, education level, partnership status, religion, language, and migration status.

Below are tips and questions to consider when conducting an intersectional gender analysis:

## Research Questions



- Which specific groups of women, men, male and female youth, and gender diverse individuals might have traditionally or historically faced inequalities in the project context? How might their social identity factors negatively impact their participation in the proposed project or activity? For example, does a person’s ethnicity influence their access to or control over resources? What about their gender or religion?

*[Depending on the context, consider social factors such as age, ethnicity, disability status, sexual orientation, indigeneity, socioeconomic status, education level, partnership status, religion, language, migration status, geographic location, etc.]*

- What are these specific groups’ barriers and aspirations as they relate to the project design and objectives? Be sure to ask questions in your intersectional gender analysis that will seek to understand their interests or priorities and that these are reflected in the project design and objectives.
- What impact—whether positive or negative and intended or unintended—might the project have on these groups? What are potential risks these groups might face? How might these social identity factors differences overlap or compound risk?

*[Where does group membership overlap or compound? What are the demographic makeups of the groups—not only as separate groups, but also in relation with each other?]*

## Literature Review



- Where might you access existing published or grey literature on the experiences of specific groups that have traditionally or historically faced inequalities? Does any of the literature look at intersections within and among the groups?
- Is there published or grey literature from academia, community-based organizations, or NGOs, etc., related to the project objectives and these specific groups?
- How might your primary data collection fill in the gaps in the literature?

## Sampling

- Include women, men, and gender diverse individuals in your sampling approach, with priority given to those with social identities who have traditionally and historically faced inequalities in the study context. Consider various barriers to participation and attendance in the data collection process.
- When planning key informant interviews, include individuals who represent organizations serving marginalized groups, such as youth, persons with disabilities, indigenous peoples, or Afro-descendants.



- When planning focus group discussions, consider how you will recruit participants. For example, how and where will you distribute information about the discussions? Also, consider where the discussions will be held, and the potential power dynamics among participants or between participants and enumerators.
- Consider how the data analysis will draw findings from across the various groups sampled. Cross- and sub-section sampling will allow you to collect intersectional perspectives.

## Data Analysis & Building Recommendations



- Does your data analysis tool or software allow you to tag or disaggregate data by identity factors? This will enable you to zoom in on data that came from specific groups.
- Have you crafted findings that convey the unique barriers and aspirations of specific groups? Be mindful not to combine certain groups inaccurately, such as women and youth.
- How do your recommendations address both the unique experiences of diverse groups and the intersectional challenges of people with multiple and overlapping marginalized identities?
- What indicators might you track to show progress in addressing intersectional outcomes as well as intended and unintended outcomes?

### References:

- [\*Gender Equality and Intersectional Analysis Toolkit\*](#), Canadian Research Institute for the Advancement of Women Institut canadien de recherches sur les femmes (CRIA-W-ICREF)
- [\*Intersectionality Job Aid: A Guide to Applying an Intersectional Lens/Mindset to your Gender-based Analysis Plus \(GBA Plus\)\*](#), Government of Canada

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