



## Gender Problem Analysis Tool

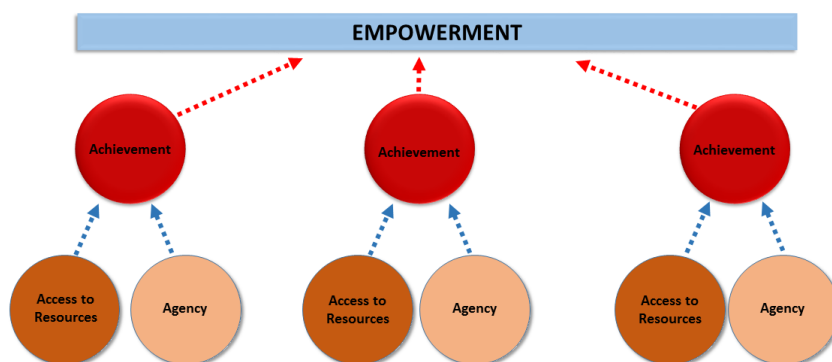
<b>What?</b>	<i>A participatory tool to analyze the root causes and effects of barriers facing women's political empowerment</i>
<b>Why?</b>	<i>To design a program that addresses the root causes and effects of a core problem that hinders women's political empowerment</i>
<b>When?</b>	<i>Before the project is designed and objectives are set</i>
<b>How?</b>	<i>Participatory process, preferably in the field (see steps below)</i>
<b>Who?</b>	<i>Resident staff members led by M&amp;E officer and Gender Specialist with input from the DC team.</i>

## Gender Sensitive Problem Analysis

Women face barriers that limit their access to political and representative resources, their potential to exercise political agency, and their ability to achieve political goals. Socio-cultural norms and lack of economic opportunities inhibit women’s ability to build skillsets and become political leaders. To address these challenges, interventions must lead with thorough analyses of the core problems and their root causes that hinder women’s political *empowerment*. While there are many gender frameworks that you could use, the MEL team uses Naila Kabeer’s Women’s Empowerment Framework to analyze the core problems and their root causes and design an intervention that addresses them.

### THE GENDER FRAMEWORK

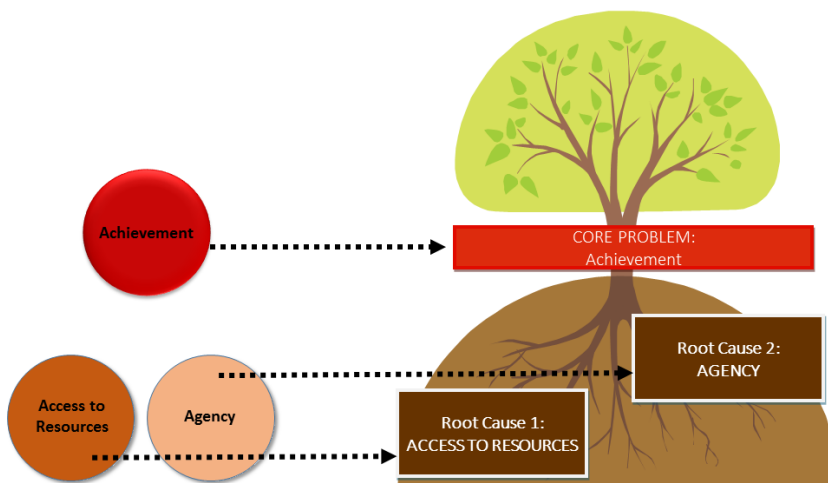
The MEL team has modified Naila Kabeer’s Empowerment Framework to help teams identify the core problems and their root causes as they pertain to women’s political empowerment. The NDI/Kabeer framework is based on the assumption that *IF* women achieve Access to Resources *AND IF* they can exercise Agency, *THEN* they can accomplish an Achievement. *IF* women accomplish Achievements *THEN* they will become more *Empowered*.



*Figure 1: NDI/Kabeer Empowerment Framework*

### APPLYING THE FRAMEWORK TO THE PROBLEM TREE

Elements of the NDI/Kabeer framework correspond to elements in the Problem Tree that you will use to analyze the Core Problem and its Root Causes. The Core Problem corresponds to *Achievement*, while the Root Causes correspond to *Access to Resources* and *Agency* as shown in figure 2.



*Figure 2: Applying the Framework to the Problem Tree*

This exercise will contribute to a) designing an intervention that addresses the core problems and their root causes that hinder women’s political *empowerment*; and b) developing indicators that measure change in the negative effects of the core problems and their root causes.

Before starting this process, convene staff members that are familiar with the problems women face, whether in the target country or more broadly. Then, use relevant resources—such as secondary data (donor studies and academic research)—and the [Women Empowerment Analysis Matrix](#) to identify the core problem/s, and their causes and effects.

## STEP 1: IDENTIFY THE CORE PROBLEM

You will analyze a problem using the [problem tree](#). To use a problem tree, please follow the steps below:

1. As a group, identify a core or “focal” problem that hinders women political empowerment.
2. Once the team agrees on the core problem, write it on the trunk of the problem tree.

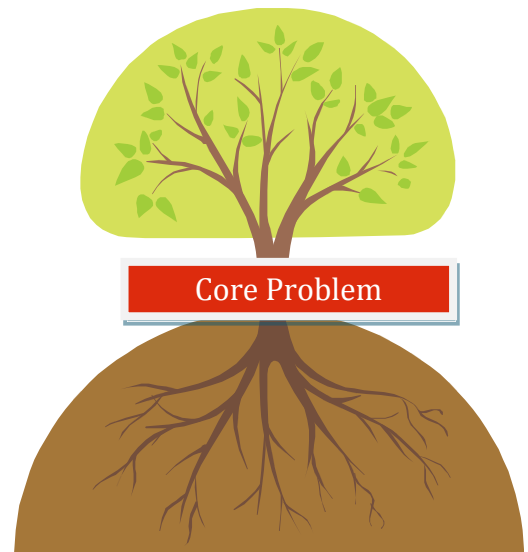


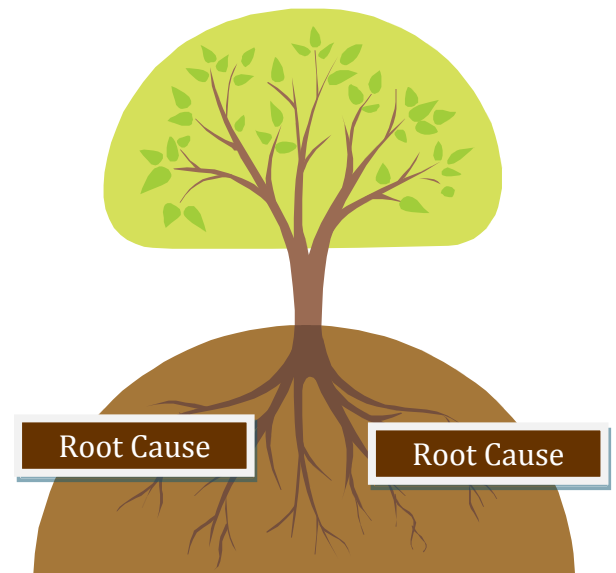
Figure 3: Core Problem on the Tree

## STEP 2: BRAINSTORM THE ROOT CAUSES

3. As a group, brainstorm the causes of the core problem. The root causes are the underlying reasons for the core problem. To draw these out, ask yourselves:

- Why has this problem occurred?
- What factors caused the problem?

4. Write down the causes and place them on the tree’s roots. The group should list as many as possible. See examples of root causes related to women’s political participation in Burkina Faso [here](#).

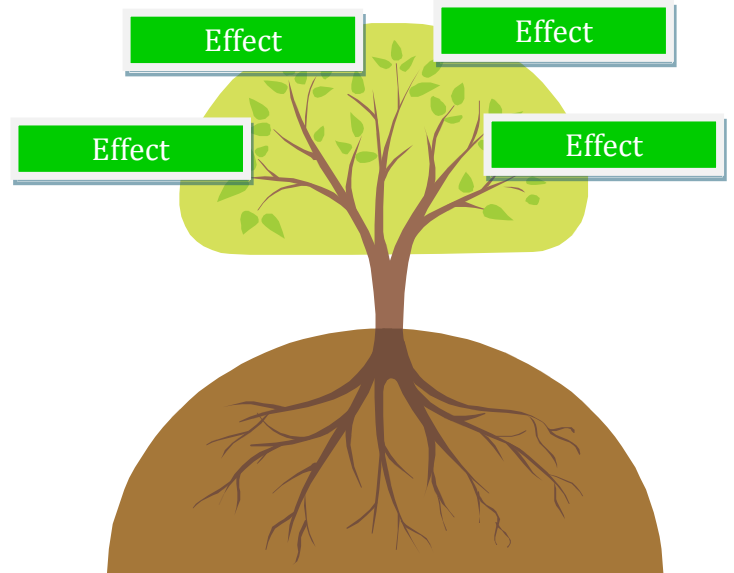


### STEP 3: IDENTIFY THE EFFECTS

5. While brainstorming the effects or “symptoms” of the core problem, ask yourselves the following questions:

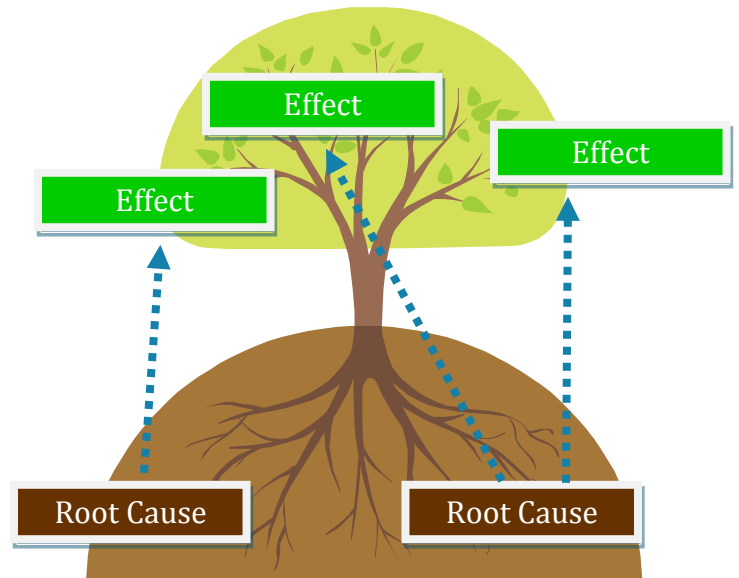
- What are some potential effects of the problem?
- When a problem emerges, what are the symptoms?

6. Write down the negative effects and place them in the leaves of the tree.



7. Draw lines between causes and their related effects of women’s political empowerment problem. Remember that a cause can contribute to multiple effects, just as one effect can have more than one cause.

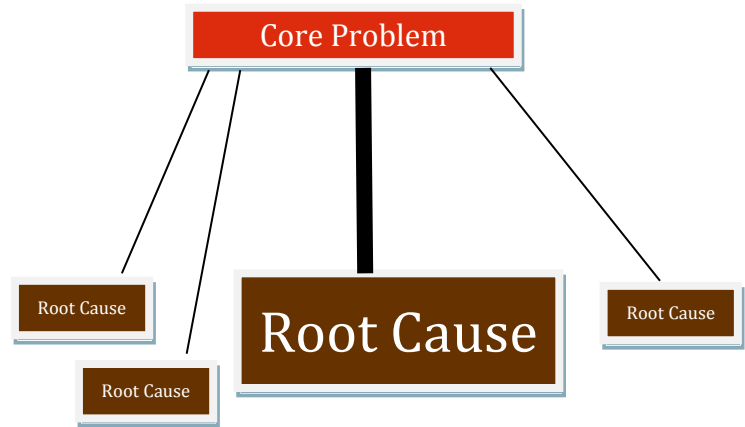
For examples of negative effects of women’s empowerment problem, please see [Burkina Faso problem tree](#).



## STEP 4: PRIORITIZE ROOT CAUSES

8. Given that women's political empowerment problems are complex and multi-dimensional, you'll end up with multiple root causes. However, your intervention will not be able to address all the root causes of the core problem. Therefore, to prioritize the root causes ask yourselves the following questions:

- Which root causes are most important to address?
- Which root causes are most feasible for NDI to address?
- How much funding is available?
- How much time is available?



## STEP 5: UNDERSTAND THE GENDER DIMENSION

9. After you identify the root causes, decide on which root cause corresponds to which element of the women's empowerment process and ask yourselves the following questions:

### ACCESS TO RESOURCES

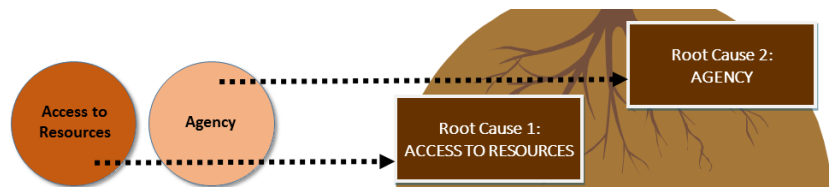
- What root cause, if addressed, will facilitate women's **access** to resources?

In the case of Burkina Faso, female MPs *lack of access to parliamentary support networks* is one of the root causes that if addressed will facilitate their advocacy efforts for gender-sensitive legislation.

### AGENCY

- What root cause, if addressed, will enable women to exercise agency?

For example in Burkina Faso, female MPs *lack of necessary skills to exercise agency* is one of the root causes that if addressed will facilitate their ability to draft and introduce gender-sensitive legislation.

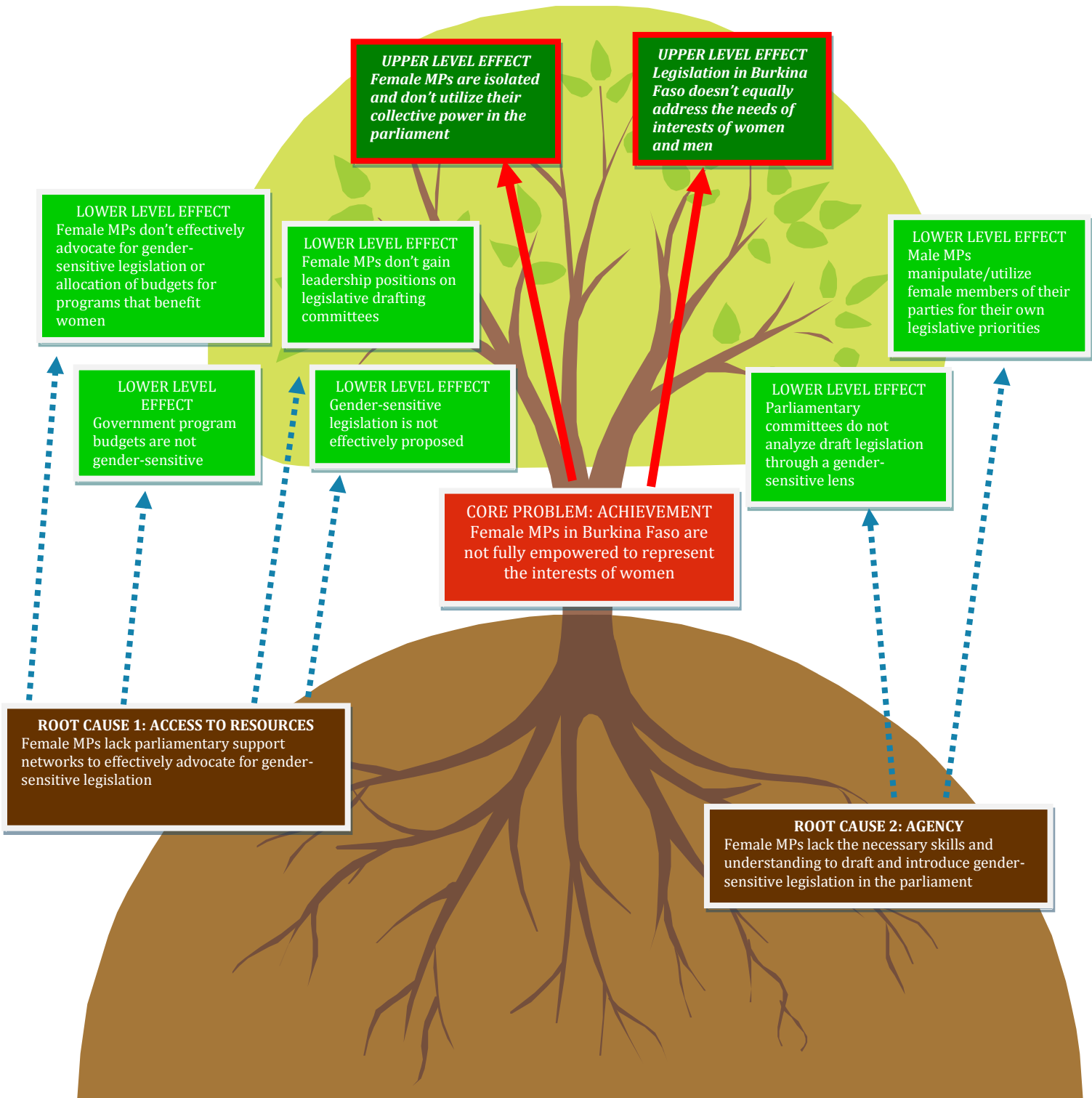


**Remember that not all of the root causes will correspond to all elements of empowerment.**

Create a separate problem tree for each objective.

## EXAMPLE

### Women Promoting Pro-Poor, Democratic Governance in Burkina Faso



Problem Tree  
Template

