



Women's Empowerment Analysis Matrix

What?	<i>A participatory tool that helps you analyze women's political status, needs and interests in a given context</i>
Why?	<i>1) To understand the challenges and opportunities that exist for women to access resources and exercise agency to achieve positive changes. 2) To identify stakeholders that hinder/facilitate women's political empowerment process</i>
When?	<i>Before conducting a problem analysis at project design</i>
How?	<i>Participatory process, preferably in the field (see steps below)</i>
Who?	<i>Resident staff members led by M&E Officer and Gender Specialist with input from DC team</i>

Women's Empowerment Analysis Matrix

The pathway to empower women and increase their political participation is both dynamic and challenging. To effectively work toward women's political empowerment, it is necessary to 1) understand the role and status of women within the socio-cultural context of the program; and 2) identify key actors and factors that facilitate or hinder this process. This women's empowerment analysis matrix¹ (WEAM) accomplishes that by examining the process of women's political empowerment and the impact key actors and factors have in determining the outcome.

WEAM is a combination of context analysis² and stakeholder analysis³. Once you complete the WEAM, you will have a list of actors and/or factors that can *help* or *hinder* women's empowerment process. The matrix will also generate a variety of democracy problems to draw on when you conduct a problem analysis.

STEP 1: BRAINSTORM STAKEHOLDERS

1. As a group, brainstorm and list the actors and/or factors who are most likely to exert influence on and affect the women's political empowerment process in your program.

EXAMPLE FROM THE FIELD

In the case of Burkina Faso, our actors are our stakeholders (i.e. donors, participants, decision-makers, institutions. etc.) who have a stake in the program and will directly or indirectly be affected by the outcome of the program.



¹ We modified Rani Parker's [Gender Analysis Matrix](#) to make it relevant to NDI's areas of programming

² Context Analysis helps to identify the factors, actors and institutions that may negatively and positively impact an issue within the political, economic and socio-cultural domains. Read more on our [portal page](#).

³ Stakeholder analysis helps identify who the stakeholders are and where they may come into play in your potential program. Read more on our [portal page](#).

STEP 2: CREATE A MATRIX

2. Write each stakeholder in the first column of the matrix.



STAKEHOLDERS			
Stakeholder #1			
Stakeholder # 2			
Stakeholder # 3			
Stakeholder # 4			

STEP 3: APPLY A GENDER FRAMEWORK

3. Apply Kabeer’s [process of women’s empowerment](#)¹ to each stakeholder. The Kabeer framework identifies that empowerment is accomplished when three interrelated dimensions are increased: 1) **Access to Resources**, 2) **Agency**, and 3) **Achievement**.



Ask how each stakeholder helps or hinders each dimension:

- ACCESS TO RESOURCES**
How is (Stakeholder) affecting women’s **access** to political resources in political processes?
- AGENCY**
How is (Stakeholder) affecting women’s **agency** in political processes?
- ACHIEVEMENT**
How is (Stakeholder) affecting women’s **achievements** in political processes?

STAKEHOLDERS	ACCESS TO RESOURCES	AGENCY	ACHIEVEMENT
Stakeholder #1			
Stakeholder #2			
Stakeholder #3			
Stakeholder #4			

Consider important differences in how women’s access, agency and achievement vary based on their age, ethnicity, religion, disability, sexual orientation, gender identity, marital and family status and other factors.

Write this in your matrix.

For more information on Naila Kabeer’s empowerment framework click [here](#).

EXAMPLE:

Women Promoting Pro-Poor, Democratic Governance in Burkina Faso

Women's Political Empowerment Process

STAKEHOLDERS	<i>Access to Political and Representative Resources</i>	<i>Political Agency</i>	<i>Political Achievements</i>
Members of Parliament (MPs)	<ul style="list-style-type: none"> Help/hinder women's access to leadership positions on committees 	<ul style="list-style-type: none"> Help/hinder women's agency in incorporating gender into legislations 	<ul style="list-style-type: none"> Help/hinder women's achievement in passing gender sensitive legislation
Political Parties	<ul style="list-style-type: none"> Help/hinder women's access to party's leadership positions 	<ul style="list-style-type: none"> Help/hinder women's agency in incorporating gender into party platforms 	<ul style="list-style-type: none"> Help/hinder women's achievement as party candidates
Civil Society Organizations (CSOs)	<ul style="list-style-type: none"> Help/hinder women's access to CEDAW advocacy and monitoring coalition 	<ul style="list-style-type: none"> Help/hinder women's agency in monitoring and advocating for implementation of CEDAW 	<ul style="list-style-type: none"> Help/hinder women's achievement in dissemination of the CEDAW within the larger population
Government	<ul style="list-style-type: none"> Help/hinder women's access to sex-disaggregated data on the state of women in Burkina Faso 	<ul style="list-style-type: none"> Help/hinder women's agency in participating in anti-corruption networks and initiatives 	<ul style="list-style-type: none"> Help/hinder women's achievement in generating and institutionalizing gender-sensitive data

Women's Political Empowerment Matrix

Template

STAKEHOLDERS	<i>Access to Political and Representative Resources</i>	<i>Political Agency</i>	<i>Political Achievements</i>