



Women Lead in Emergencies – Guidance Note

Analyse: doing a Rapid Gender Analysis on Power and Participation

This guidance note explains how CARE does a Rapid Gender Analysis on Power and Participation as part of a Women Lead in Emergencies project, and how to prepare and use it.

What is a Rapid Gender Analysis on Power and Participation?

A Rapid Gender Analysis on Power and Participation (RGA-P) provides information about the different aspirations, concerns, needs and capacities of women and adolescent girls in a crisis. It is based on CARE's multi-sectoral Rapid Gender Analysis (RGA) but **focuses specifically on the barriers to and opportunities for women's participation and leadership in public decision-making and humanitarian action** before, during and after conflict and emergencies.

The RGA-P provides **practical entry points for supporting women directly affected by crisis to participate more and in more meaningful ways in humanitarian and community decision-making processes**, and to attend to protection risks during these activities.

A *Rapid Gender Analysis* is used in situations where time is of the essence and resources are very scarce. It can also be used to update or verify gender information that is already available.

Why do a Rapid Gender Analysis on Power and Participation as part of Women Lead?

Women Lead in Emergencies works with crisis-affected women to strengthen their participation and leadership in community and government decision-making structures and in humanitarian preparedness, response and recovery. **In emergencies, there is often little information available about how decisions are made about people's access to different types of rights, entitlements and resources**, how gender and other inequalities affect **who is excluded from these decisions**, and how this has been affected by crisis. The RGA-P builds a picture of these issues.

The analysis is an **essential part of the design and implementation of CARE's Women Lead projects**, and an important resource for the Reflect and Co-Create activities with women's groups participating in Women Lead (see the Reflect and Co-Create Guidance Notes).

When do we do a Rapid Gender Analysis on Power and Participation?

In a Women Lead project, the **first RGA-P is done at the same time as Reflect activities** with CARE staff and partners (see Reflect Guidance Note).

In a **rapid onset emergency**, the RGA-P begins at the same time as initial assessments and continues throughout the project cycle. In a **protracted or cyclical crisis**, it should be done at the beginning of the Women Lead project, alone or integrated with other assessments.

How do we do a Rapid Gender Analysis on Power and Participation?

Like a multi-sector RGA, the RGA-P is **built up progressively over time using a range of secondary and primary data** and information to understand:

- gender roles and relations,
- the sources and distribution of power and between men and women, between different groups of women, and between powerholders and crisis-affected women – and how this influences their ability to participate and lead,
- women’s aspirations for participation and leadership, as well as their concerns, needs and vulnerabilities,
- how changes during crisis constrain or enable women’s voice, participation and leadership in emergency preparedness, response and recovery, and in public life more generally.

RGA-P uses the **tools and approaches of both Gender Analysis, and Governance or Power Analysis** and adapts them to the tight timeframes, rapidly changing contexts, and insecure environments of humanitarian interventions. It has **six main phases**:

1. Find existing information on gender, power and participation

Find existing primary and secondary qualitative and quantitative data and research about gender roles and relations, and women’s access to and influence within public decision-making, for the affected population before, during and after the emergency.

This information is **crucial for understanding how gender and power relations have changed since/during the crisis, and how these changes affect women’s participation and leadership**. The RGA-P Report Template has additional guidance on what information to look for and include.

If a recent RGA has been conducted, use this to draft the sections of the RGA-P that are the same and then update with new data as you find it.

2. Collect new information about gender, power and participation

Information may be limited during the early stages of an emergency, so an RGA-P is supplemented with information and data that becomes available on an ongoing basis. This includes primary research CARE carries out as part of the initial RGA-P and subsequent project activities (including participatory action research with women’s groups as part of RGA-P updates).

While collecting information, it is **crucial to consult the communities affected by the crisis** and to ask women and men, as well as community leaders, in affected communities (both host and displaced communities) about gender and power relations, who participates and leads in emergency response and recovery and why, and how things have changed since the crisis.

In most WLiE projects, the RGA-P contributes to the mapping of what women’s groups and organisations, both informal and formal, exist in the location and to the identification of women’s groups to invite to participate in the WLiE project. For some WLiE projects, the participating women’s groups are identified before the project starts. If this is the case, **it is important to have interviews and focus groups discussion with community members and leaders outside of women’s groups to** compare the perceptions of different groups in the community.

It is also important to talk to **gender and sector specialists** in CARE and other humanitarian organisations, **women’s organisations** and other partners, and **government officials** to build a picture of any existing

activities that support women's participation and leadership in programming, local governance and service delivery, and to ask their perspective on gender, power and participation in the community and humanitarian decision-making. Again, **talking to different types of stakeholders in the locality is critical** to compare data and perceptions on formal and informal governance and decision-making structures and the participation of crisis-affected women in them.

Collecting information from many different sources and of different types (official, perception, qualitative and quantitative) enables you to triangulate (cross-check) the data and to be more confident of your findings.

The **main tools used to collect new data** for the RGA-P are focus group discussions, individual story-telling exercises, community mapping and key informant interviews.

Data collection must be completed in a gender-sensitive way. This includes ensuring female CARE and partner staff can participate, gender-sensitivity training for the research team, and collecting information from people in the affected population of different genders and ages separately. Researchers should also seek to collect information from women with and without disabilities separately, and consider sexual orientation, diverse gender identities and other identity groups (e.g. religion, ethnicity) that are important in their context.

How to collect data when field research is not possible?

It will not be possible to conduct data collection in person because of coronavirus/other public health restrictions or because access to communities is limited because of natural disasters or other security concerns. If so, options for data collection include:

- Refer to the RGA COVID Toolkit – with a focus on the sections on participation.
- Focus on secondary data review and a small number of remote (e.g. by phone, email or WhatsApp) key informant interviews. Try to include different types of respondents in your interviews (e.g. women and men in the community, female and male community leaders, government officials, camp management, women's rights organisations, other humanitarian agencies).
- Consider using the RGA VoiceApp. This application supports digital coding and analysis of key informant interviews conducted by phone. Contact the RGA Global Coordinator (Laura.Tashjian@care.org) for more information.
- Provide remote training on RGA-P data collection/tool to partners who do still have access to communities or to women's leaders in the community to enable them to conduct focus group discussions and key informant interviews as part of their other planned activities. Be aware that the emergency will mean that partners and women leaders will have limited time and adapt the RGA-P data tools so they only include essential questions.
- Be clear in the RGA-P report about any limitations in the data and analysis and what data should be collected to strengthen the analysis and findings when in-person or more extensive data collection is possible.

3. Analyse the information on gender, power and participation

In emergencies, the RGA-P **assesses the impact of the crisis on gender and power relations with a focus on what this means for women's equal participation and leadership.** It analyses:

- Which bodies and positions/people – within formal and informal community structures and humanitarian and government agencies – are making the decisions about the distribution of

entitlements and resources within the affected population and the access rights and resources of different groups within the affected population.

- How the crisis has changed how people of different ages and genders in the affected population are able to participate in decision-making processes of different kinds during the crisis – e.g. community or camp management, local government, service provision, humanitarian programmes.
- The barriers to the participation and leadership of *different groups* of crisis-affected women and girls' that arise from unequal structures, power relations and agency.
- The opportunities for crisis-affected women and girls' to participate more, and in more meaningful ways, in public decision-making and in emergency preparedness, response and recovery.
- What risks to their safety and security women and girls could experience when they organise as a group and/or are active in community life and decision-making because of community tensions/conflict, gender-based violence and backlash, or political/government targeting/backlash.

4. Identify promising entry points for Women Lead in Emergencies activities

A critical part of CARE's multi-sector RGA is **operational recommendations** for CARE and other humanitarian agencies to action. **This section of the report is different in the RGA-P.** This is because Women Lead in Emergencies identifies women's groups to work with, and then helps *them* to identify how they want to participate in humanitarian decision-making and action, what barriers to participation they want to prioritise, and to design project activities to increase their participation and leadership.

In the RGAP-P, therefore, **researchers draw conclusions from their data and analysis about promising entry points for CARE and other humanitarian actors to assist women's participation** and leadership – but the recommendations are not overly prescriptive about priorities, activities and/or project design and implementation.

This section of the report on promising entry points for the Women Lead project includes:

- What women's groups and leaders are already present in the project location that the Women Lead project team and partners could work with?
- What are the most significant barriers to participation for different groups of women that the project needs to take account of?
- What new opportunities for women's participation and leadership have emerged because of the crisis? How might the project build on these?
- Whether Women Lead activities could create new protection risks for women or exacerbate existing ones, and how can they be mitigated?
- What additional information is needed to complete or deepen the Rapid Gender Analysis on Power and Participation over time?

By comparison, a multi-sector RGA provides specific and actionable operational recommendations for all humanitarian actors on targeted or mainstreamed activities to ensure the needs of women, men, girls and boys are met.

5. Share the Rapid Gender Analysis on Power and Participation report

After gathering data, present the information and analysis using the RGA-P Report Template. The **template is a cohesive format for all CARE RGA-P reports**, but it is not a rigid document and should be adapted to include information specifically relevant to your context or to remove any topics that are irrelevant.

The findings of the RGA-P are shared with women's groups *in an appropriate format* for discussion, reflection and validation as part of their Reflect and Analyse activities (see Reflect and Analyse Guidance Notes).

The type of information about gender, power and participation for affected populations in the RGA-P is rarely available during an emergency. The RGA-P is also a useful engagement and advocacy tool to use with local government and other humanitarian agencies that are responsible for fulfilling rights and providing services to affected populations. It is therefore important to also **share information and analysis with CARE and with external stakeholders** through a presentation, brief, or sector-specific meeting.

On completion of the first RGA-P, WLiE project teams and partners should consider presenting the findings of the RGA-P to key government and other humanitarian officials to introduce them to the objectives of the Women Lead in Emergencies project and to share with them how gender and other power relations affect women and girls' participation and leadership in humanitarian action, and the implications of this for the quality of humanitarian assistance and for women's rights to participate.

Later in the project when women's groups have developed their actions plans (see the Co-Create guidance note), consider building on this first meeting by asking the same officials to join a meeting with women's groups so that they can present their action plans. Doing this provides an opportunity for women's groups to engage directly with decision-makers, to change perceptions/stereotypes about women's aspirations and abilities to lead, and to discuss with officials how they might provide additional support or funding for Women's Action Plans.

6. Update and address gaps in the Rapid Analysis on Power and Participation report

Imperfection is a key principle of doing a *Rapid Gender Analysis*. This means accepting that research needs to be done quickly in the first instance if it is to inform humanitarian response – with timeframes especially short in a rapid onset emergency – and that data and analysis will be incomplete as a result.

The responsibility of the research team is to draw conclusions based on available data, but also to **clearly identify limitations in the research and what needs to be done to address them over time**. The initial RGA-P should include an annex outlining gaps in the research – for example, it may not have been possible during the initial data collection to cover all the locations where WLiE is being implemented, or the researchers may not have been able to organise separate focus groups with some groups (e.g. women with disabilities, adolescent girls, LGBTIQ+ people, or to other important stakeholders (e.g. government, humanitarian agencies, (formal) women's rights organisations), and/or particular areas of the report may require further exploration (e.g. it may be possible to map out who is making decisions on paper but the project team may not yet have a clear understanding from the initial research about how decision-making actually works in practice).

Updating means adding to and amending the original RGA-P report, not writing a completely new report.

Collecting new data to update the RGA-P can be done at specific intervals through the life of the project (e.g. after six months and 18 months and/or as part of mid-term or end-lines), or Women Lead teams may include ongoing data collection and updates as part of their field visits and discussion with women's groups participating in the project.

The **RGA-P should also be updated if the project is roll-out in new locations within the country**. If the social, political and/or economic conditions are similar in the new areas, the update could take the form of an annex to the original report that describes differences and similarities in the new location.

However, if the WLiE project is expanded into new locations and communities where social, economic and/or political conditions are *different* from those in the locations where data was originally collected from, a new RGA-P should be conducted to inform activities in the new location. For instance, WLiE might be expanded to a new province or district where the nature of the emergency is different or where different ethnic or religious groups live.

Who does the Rapid Gender Analysis on Power and Participation? What is the process for sign off of the RGA-P?

The **National Women Lead Project Manager/Coordinator** is responsible for organising and conducting the Rapid Gender Analysis on Power and its updates, with research and logistical support from the CARE office and partners as relevant.

The **Women Lead global support team** are responsible for providing technical support to the RGA-P, remotely or in person. Where Country Offices/project teams are conducting an RGA-P for the first time, a budget line for technical assistance from the global support team for conducting and writing up the RGA-P should be included in the budget. A budget for technical assistance for the RGA-P is also advisable for subsequent RGA-P research and reports because CARE project teams and partners often have limited time to write and finalise the RGA-P report.

The **Global Women Lead Coordinators** are responsible for signing off the Rapid Gender Analysis on Power and Participation before dissemination or publication on CARE's public platforms. The National Women Lead Project Manager/Coordinator must send their RGA-P to the Global Women Lead Programme Manager (deniel@careinternational.org) when the RGA-P is completed for sign off. One of the Global Coordinators will sign the RGA-P off within two weeks. When this is done, the final report will be shared with the Country Director (or their delegated authority) for sign off within two weeks. If the Global Women Lead Project Manager does not receive a response from the Country Office within the two-week period, this will be understood to mean that the report has been signed off and the report will be published on CARE external platforms (CARE Insights and CARE Evaluations).

Key resources

- Rapid Gender Analysis on Power and Participation report template
- Rapid Gender Analysis on Power and Participation assessment tools
- Rapid Gender Analysis Toolkit
- Gender Analysis Good Practice Framework
- RGA-P Reports

The Women Lead Toolkit is available for CARE staff on the [Women Lead in Emergencies CARE Shares](#) site.

Want more information?

Women Lead in Emergencies is a joint initiative of the CARE Global Gender in Emergencies Team and the Global Inclusive Governance Team. Email the Global Women Lead Coordinators for more information:

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