NDI's APPROACH TO GENDER-TRANSFORMATIVE PROGRAMMING

OVERVIEW
NDI uses a three-pronged approach to gender transformative programming. It consists of a suite of tools that are interconnected and applicable to the life cycle of programming: **gender analysis, a theory of change,** and **gender mainstreaming**. These tools are also utilized to inform gender M&E throughout the life of NDI programs - from the design stage through to evaluation.

1. GENDER ANALYSIS
Gender analysis is applied throughout the program cycle, but is most critical prior to beginning program design. It is a methodology for collecting and processing information about gender in a given context, including the relative status, roles, and needs of women and men. This analysis also takes into account intersectionality, defined as the different relationships to power of members of the same marginalized group with different identities. It should take into account factors that affect gender at the individual, socio-cultural, and institutional levels to feed into the Theory of Change, which can itself be utilized to inform and frame a gender analysis.
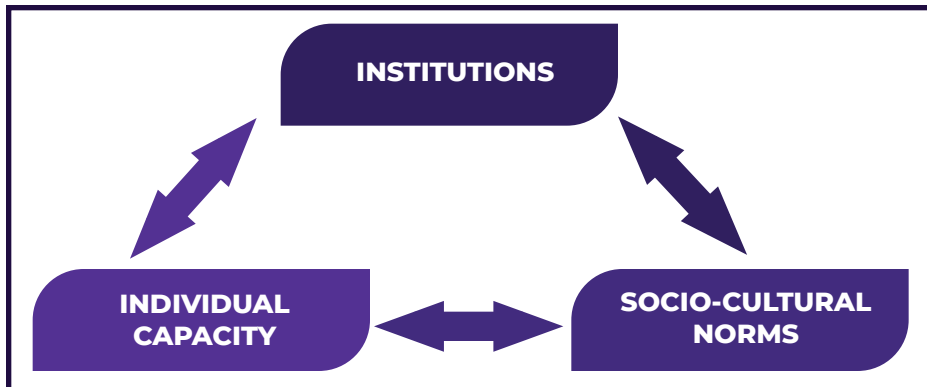
As NDI operates in the democracy and governance sector, the gender analysis includes a consideration of the nexus between gender and the political environment. A recent dynamic framework commissioned by NDI and developed by Tom Carothers, is proving very useful in this context.

NDI is also increasingly focused on the way in which risks to programming can have differentiated gender impacts.

2. NDI'S THEORY OF CHANGE
NDI's ToC for women's political empowerment is based on what the Institute has learned through our analysis of program experience in over 60 countries. It is used as both an analytical and a program design tool. NDI's ToC outlines the areas of action that need to be addressed to achieve women's meaningful political participation as a necessary step towards gender equality and women's empowerment. The

hypothesis is that in order to create an enabling environment for women's equal and active participation and empowerment in politics, program and policy interventions need to address the barriers that women face at three levels: the individual, the institutional, and the socio-cultural.

When used as a framework, the ToC can help to identify the root causes of an issue, as the necessary first step in the design of a program or policy intervention. Once root causes have been uncovered, the next step in program design is to identify interventions that address and overcome the root causes of the problem at whichever level they occur. There is no requirement to address all the levels simultaneously. As practitioners, NDI knows that effective and efficient programming also weighs beneficiary needs, available resources, the relative significance of the barriers identified, and chances of success.

3. A GENDER MAINSTREAMING APPROACH TO PROGRAMMING

NDI aims to apply gender mainstreaming to all programming to ensure that it is gender-informed, and does not either cause backlash or perpetuate existing gender inequalities. Unlike a gender neutral approach, NDI's strategy assumes that while it aims for all its interventions to be beneficial and do no harm, program interventions will <u>not</u> affect or benefit women and men, girls and boys, *in the same way*. Some NDI interventions specifically focus on either men or women as a corrective measure to enhance gender equality. This is an approach that moves the process of change through equality to equity to justice.

WHAT IS GENDER MAINSTREAMING?

It is programming with three things in mind:
- ► Considering women's and men's concerns at the same time
- ► Demonstating that women and men both benefit from the programming
- ► Ensuring that inequality and discrimination are not perpetuated

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