

GENDER ANALYSIS – THE 4R METHOD

The **4R Method** of gender analysis is a framework used to assess and address gender inequality in different areas of society, such as development projects, workplaces, policies, and institutions. The 4Rs stand for **Representation, Rights, Resources, and Realities (Practices)**, and each element focuses on a key aspect of gender relations that should be analysed to understand and improve gender equity.

REPRESENTATION	RESOURCES
Definition: This involves analysing the representation of different genders in decision-making roles and in the organisational hierarchy, as well as participation in activities and projects. Questions to ask: • How are women, men, trans*, inter* people represented at different decision-making levels? • Who is responsible for implementing these decisions? • Who benefits from these decisions? Are there barriers preventing certain genders from participating equally?	Definition: This looks at the access to and control over resources, such as finances, land, technology, education, training, and time, across different genders. A lack of resources is seen as the cause of limited participation in decision-making processes (representation). Questions to ask: • Who has access to resources, such as ○ time ○ space ○ knowledge and information ○ money ○ education ○ new technologies ○ healthcare ○ transport/mobility ○ other human resources, such as attention, prestige • How are available resources distributed (between women, girls, men, trans*, inter* people)? • Are there constraints that limit access to resources for certain genders?
RIGHTS	REALITIES (PRACTICES)
Definition: This examines the formal and informal rights of different genders, including legal rights, human rights, and access to justice or equality policies. Questions to ask: • Do men, women, and gender-diverse individuals have equal legal rights (e.g., to own land, inherit property, or access justice)? • Are there policies or laws in place that address gender inequality and discrimination? • To what extent does the legal situation offer sufficient protection against direct and indirect discrimination? (not only laws in the narrower sense, but also regulations, instructions, etc.) • How are rights upheld or violated in practice?	Definition: This focuses on actual gender-related practices and norms in daily life, workplaces, and communities, looking at how gender roles and expectations shape behaviour and interactions. Questions to ask: • Which gender conceptions and stereotypes are prevalent in society? • Are the interests and needs of women, girls, men, trans*, inter* people met to the same extent? • What are the greatest risks and obstacles for a gender-transformative project on this topic in this region? • Are women and men confronted with different expectations and requirements? • How are masculinity and femininity defined?