



# YOUTH AND GENDER ANALYSIS TOOLKIT

## Tools for Economic Growth Activities

### USAID Mission Brief

Photo: Middle Eastern woman with notebook

## Purpose and Audience

The purpose of this Mission Brief is to provide an overview of the USAID Youth-Focused Gender Analysis Toolkit. The Toolkit targets two main audiences:

- Implementers of youth-specific economic growth programming targeting female youth or male and female youth and
- Implementers of youth-inclusive economic growth programming targeting beneficiaries of different ages, including female youth or male and female youth.

This toolkit provides examples of best practices and links to tools to be applied during the start-up analysis process that capture information about young women's needs, interests, challenges, and opportunities. These resources will enable implementing partners to develop more integrated, gender-equitable responses to youth challenges.

The toolkit is organized into three main sections:

- An introduction to different youth and gender analysis frameworks and suggestions on how they can be consolidated;
- A checklist for youth-focused gender analysis; and
- An inventory of 25 youth-focused gender tools from USAID, implementing partners, and other donors that can be used to carry out or supplement youth-focused gender analysis.

## Selecting a Framework

Selecting a gender and youth framework is helpful in guiding and structuring the data-collection and analysis process. Several frameworks may be relevant in structuring a specific analysis for economic growth programming, including:

- The [Positive Youth Development \(PYD\) Framework](#): PYD engages youth along with their families, communities, and/or governments so that youth are empowered to reach their full potential. PYD approaches build skills, assets, and competencies; foster healthy relationships; strengthen the environment; and transform systems. This framework consists of four domains: assets; agency; enabling environment; and contribution.



- [ADS 205](#) provides specific guidance on integrated gender equality and female empowerment in USAID’s program cycle. This framework delineates several key domains to include in gender analyses: laws, policies, regulations, and institutional practices; cultural norms and beliefs; gender roles, responsibilities, and time use; access to and control over assets and resources; and patterns of power and decision making.
- [Mainstreaming Women’s Economic Empowerment \(WEE\) in Market Systems Development \(MSD\)](#) adapts MSD through the integration of explicit WEE objectives. This framework examines core aspects of the market system, such as core transactions, supporting functions, and rules and norms from the perspective of women and/or youth.
- The [Women’s Empowerment in Agriculture Index \(WEAI\)](#) measures the empowerment, agency, and inclusion of women in the agricultural sector and comprises two subindexes. The first subindex is comprised of five domains, including: decisions about agricultural production; access to and decision-making power about productive resources; control of use of income; leadership in the community; and time allocation. The second subindex measures the percentage of women whose achievements are at least as high as men in their households and, for women lacking parity, the relative empowerment gap with respect to the male(s) in their households.

## Checklist for Youth-Focused Gender Analysis

The checklist is designed to provide guidance to teams conducting a youth-focused gender analysis during the start-up phase of their activities. The items on the list have been adapted from best practices in mission- and activity-level gender- and/or youth-focused analyses conducted in the design or start-up phases of economic growth programs. The full checklist in the Toolkit also contains tips for users at each stage as well as examples of gender and youth analyses that utilize some of the best practices included in the checklist.

### Youth-Focused Gender Analysis Checklist

#### PLAN AND PREPARE

- ❑ Has the team conducted a review of mission-level gender and youth analyses and other analyses carried out within the same community?
- ❑ Has the team identified gaps in information from existing analyses to establish specific objectives of their analysis?
- ❑ Has the team created a plan to engage youth as researchers in the analysis?
- ❑ Has the team engaged one to two youth from the local community as part of the analysis team?

#### DETERMINE RELEVANT FRAMEWORK AND METHODOLOGY

- ❑ Has the team determined which framework(s) are most suitable for the analysis?
- ❑ Based on the selected framework(s), has the team selected and adapted guiding questions that link to framework domains?
- ❑ Does the methodology take available country-level research and relevant publications into account?
- ❑ Are focus group discussion (FGD) protocols participatory and age-appropriate in design?



## DETERMINE RELEVANT FRAMEWORK AND METHODOLOGY

- ❑ Does the methodology include engaging diverse stakeholders? These include individuals and communities who directly engage with your program, those who are indirectly impacted, and those with the ability to influence your program.
- ❑ Has the team examined potential risks to participants from contributing to this analysis? Has the team taken care to ensure that data collection and tools “do no harm”?
- ❑ Have the data collection tools been locally validated?
- ❑ Has the team considered and created a plan for how the final report will be shared back with the community?

## DATA COLLECTION AND ANALYSIS

- ❑ Has the team engaged local youth in both data collection and analysis?
- ❑ Has the team integrated considerations on sensitive and ethical data collection within communities?
- ❑ Has the team validated the findings with community members?

## Tools for Youth-Focused Gender Analysis

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This section presents tools that can support youth- and/or gender-focused analysis for economic growth programming. This toolkit includes existing relevant tools that emerged through the desk research, a survey of relevant stakeholders, and a validation workshop. Please note that the team did not evaluate each tool, but rather gathered them in one place for easy access and to provide some guidance on how to apply them.

Some of the recommended tools were designed specifically to target young women, and how to apply them is relatively straightforward, while others that were designed for broader demographic targets (e.g., male and female youth, women of different ages) may require some revision before being rolled out for young women specifically. The toolkit provides a list of “dos” and “do nots” to ensure tool revisions are capturing the intended data. It does not respond to country or regional differences, meaning that implementing partners and other users will be able to adapt the questions based on activity parameters and specific circumstances in their zone of influence. The toolkit includes:

- Seven tools that provide general guidance for youth- and/or gender-focused analysis;
- Six tools that relate to the specific sectors (i.e., agriculture, trade, financial inclusion);
- Five tools that provide guidance around education, employment, and entrepreneurship;



- Two tools on youth participation in analysis; and
- Five tools on additional topics (i.e., soft skills, gender-based violence [GBV], women in conflict zones, COVID-19 response).

Some of the tools are more general while others are sector specific. Some are designed for youth- and/or gender-focused analyses; others will require some adaptation before being applied. The objectives of the tools fall across several key categories.

- Eleven are strictly designed for the start-up phase while the remaining 13 cover the entire life of the activity.
- Eleven tools focus on specific technical areas such as agriculture or entrepreneurship.
- Ten look at both younger and older women
- Nine look at both young men and women.

Some examples of tools are included below. Please refer to the full document for additional tools.

## General Guidance for Youth- and/or Gender-Focused Analyses

### [Youth Compass: A Strategic Guide to Strengthen Youth Activities](#)

The tool was developed to answer USAID’s call to support the implementation of youth activities, and increase implementers’ ability to achieve intended activity results, bring those results to scale and sustain them. The Compass is a strategic process for analyzing weaknesses, opportunities, and gaps in knowledge concerning youth activities; identifying and prioritizing actions to strengthen activities; and incorporating those actions into activities. The tool can be used at any time during an activity including the start-up analysis phase and offers a template that takes users through a three-step, seven task strategic process.



## Guidance for Agriculture, Trade, and Financial Inclusion

### [Gender- and Youth-Sensitive Data Collection Tools to Support Decision-Making for Inclusive Sustainable Agricultural Intensification](#)

This article from the Journal of Agricultural Sustainability includes a host of affordable and participatory tools that can be applied during the analysis phase, including one that analyzes time allocation, gender-differentiated access, and use of agricultural resources, youth-specific tools to detect inequities in sustainable agricultural intensification, and tools to assess the equity impacts of changes in technologies and markets.



## Guidance for Education, Employment, and Entrepreneurship

### [How to Conduct an Effective Labor Market Assessment](#)

This guide reviews the rationale and purpose for understanding the employment dynamics of local economies and describes a proven methodology for carrying out a labor market assessment. IYF's resource was developed to be a tool for youth-serving organizations to design and implement employability programs in their own unique contexts. The annex contains a set of tools that can be adapted to different contexts



## Guidance for Youth Participation in Analysis

### [Youth-Adult Partnerships in Evaluation: A Resource Guide for Translating Research into Practice](#)

The guide was designed to encourage more organizations to implement Y-AP/E, and to do so with greater efficiency and quality. The tool reviews the history and emphasizes the importance of engaging youth in the analysis process and includes five tip sheets that “identify the leverage points and best practices that are most critical to the success of Y-AP/E projects.”



## Guidance for Conflict Zones and Pandemic Response

### [Practical Guidance for Gender-Sensitive Conflict Analysis](#)

Addressing common gender biases in conflict analysis will provide a more accurate and comprehensive understanding of the root causes, triggers, and drivers of conflict, and enable more informed and effective action. Economic-growth programs in conflict zones need to also consider gendered implications of the conflict. The tool contains practical tips for assessing the differentiated impact of armed conflict on different demographics, as well as illustrative guiding questions for the analysis.



## Key Takeaways

The assessment team identified analyses that exemplified good practices and tools that can be used either on their own or in conjunction with other tools to capture information during the design process of economic-growth activities. Here we've summarized key takeaways on conducting youth-focused gender analyses. More details and guidance on each takeaway can be found in the Toolkit.

- Analyses should aim to provide information that will enable IPs to develop more integrated, gender-equitable responses to youth challenges. Young women often have different interests, capacities, challenges, and needs compared to their older and/or male counterparts. Understanding what those barriers are and designing responsive interventions contributes to the success of an activity as well as the goal to improve the capacities and enable the aspirations of youth so that they can contribute to and benefit from more stable, democratic, and prosperous communities and nations, as stated in the USAID Youth Policy.
- To promote a more inclusive analysis, consider multiple dimensions of identity between and across groups. Applying an intersectional framework in gender and youth assessments will help teams recognize and account for the variety of unique challenges and opportunities within the broad category of women and youth, including intersecting identities, such as gender, race, sexuality, religion, disability, etc.
- Youth should be engaged as active members of the research team. Activity teams should prioritize the inclusion of local youth as researchers in the design and execution of youth-focused analyses. Youth can work with activity teams to design participatory and dynamic methodologies to support in identifying age and gender-based constraints and opportunities.
- Tools should be adapted to the specific contexts in which they will be used. Fewer than half of the tools are designed specifically for youth- and/or gender-focused analysis in economic-growth activities. Therefore, IPs may find that some creativity is required to adapt existing tools to meet their needs. IPs may also consider using integrating segments of tools as needed to broaden analyses to gain information on specific topics, such as safe spaces or GBV.

This toolkit should be considered a living document and updated as appropriate as new tools and guidance become available. As USAID increasingly requests implementing partners to integrate gender equality and PYD in its economic-growth portfolio, it is likely that improved guidance and additional tools will emerge.