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# TOOLS FOR ASSESSING GENDER IN HEALTH POLICIES AND PROGRAMS

USAID
FROM THE AMERICAN PEOPLE

PEPFAR

HEALTH
POLICY
PROJECT

# Tools for Assessing Gender in Health Policies and Programs

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# ACKNOWLEDGMENTS

# ABBREVIATIONS

| | |
|---|---|
| CDC | Centers for Disease Control and Prevention |
| CIDA | Canadian International Development Agency |
| DFID | Department for International Development, Government of the United Kingdom |
| GBA | gender-based analysis |
| GBV | gender-based violence |
| GRB | gender-responsive budgeting |
| HPP | Health Policy Project |
| ILO | International Labour Organization |
| MSM | men who have sex with men |
| OCHA | United Nations Office for the Coordination of Humanitarian Affairs |
| PEPFAR | U.S. President's Emergency Plan for AIDS Relief |
| PIBA | policy implementation barriers analysis |
| PROCOSI | Programa de Coordinación en Salud Integral |
| SW | sex workers |
| TG | transgender people |
| UNAIDS | Joint United Nations Programme on HIV/AIDS |
| UNDP | United Nations Development Programme |
| UNFPA | United Nations Population Fund |
| UNICEF | United Nations Children's Fund |
| UNIFEM | United Nations Development Fund for Women |
| USAID | U.S. Agency for International Development |
| VAW/G | violence against women and girls |
| WHO | World Health Organization |

# TOOLS FOR ASSESSING GENDER IN HEALTH POLICIES AND PROGRAMS

## Introduction

Gender equality's important role in advancing health and development goals is globally recognized. International initiatives such as the Millennium Development Goals call for gender equality and the empowerment of women. Donors such as the U.S. Agency for International Development (USAID) echo this mandate and address gender throughout their investments. But putting broad mandates and goals in action can be challenging,[1] so analysts and practitioners have designed tools to assess and integrate gender in health policies and programs.

## Purpose and Contents

The Health Policy Project (HPP), funded by USAID and the U.S. President's Emergency Plan for AIDS Relief (PEPFAR), prepared this compendium of frameworks and tools. The compendium supports policymakers, advocates, and development practitioners working to integrate gender into one or more of the four stages of the health policy process: problem identification, policy development, policy implementation and programs, and monitoring and evaluation.

Most resources in this collection support gender assessment, policy and program planning, or monitoring and evaluation in one or more of the following health areas: family planning, HIV, maternal and child health, and reproductive health. They include tools for

- Conducting gender analyses and assessments, which may be used to identify gender inequities in the health sector to inform new policies and programs or to assess the responsiveness of current policies and programs to such inequities

- Assessing and implementing institutional gender mainstreaming and budgeting to strengthen the institutions and systems needed to implement gender-responsive policies and programs

- Identifying gender-sensitive indicators and analyzing health data from a gender perspective

Although some of the tools presented here were designed for specific donors or programs, they may nevertheless be adapted or applied to other gender and health policy or program initiatives. Tools specifically focusing on planning and assessment for technical approaches around gender-based violence, female empowerment, and male engagement are presented separately. Descriptions provided in this document assume basic familiarity with gender issues and terminology.

## Methods

The authors conducted literature searches in 2012 and again in 2013–2014 to collect frameworks and other analytical tools for assessing gender in health policy and programs. We identified the following key words (some in combination) to guide the search: AIDS, budget, checklist, family planning, gender, gender analysis, gender budgeting, gender equality, gender equity, gender indicators, gender integration, gender mainstreaming, guideline, health, HIV, instrument, manual, male involvement, men, methodology, policy analysis, policy environment, women, women's rights, reproductive health, tool, and toolkit.

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[1] Payne, S. 2011. "Beijing Fifteen Years On: The Persistence of Barriers to Gender Mainstreaming in Health Policy." *Social Politics* 18: 515–542.

Our search engines were Google, Google Scholar, Medline, Popline, and JSTOR. We consulted the following websites: Association for Women's Rights in Development, Australian Government/Department of Foreign Affairs and Trade, Canadian International Development Agency, CARE, the Department for International Development of the United Kingdom, EngenderHealth, European Union, German Society for International Cooperation, Joint United Nations Programme on HIV/AIDS, Interagency Gender Working Group, International Labour Organization, International Planned Parenthood Federation, Management Sciences for Health, Oxfam, Plan, Swedish International Development Cooperation Agency, United Nations Children's Fund, United Nations Development Programme, United Nations Population Fund, UN Women, United States Centers for Disease Control and Prevention, USAID, USAID | Health Policy Initiative, Women's Funding Network, and World Health Organization.

In general, the resources included in this document met the following criteria:

- Specifically addresses gender equality in a health policy or program context

- Is itself, or contains, a tool, manual, guide, or other instrument intended to be used in a practical manner to assess gender equality in health policies, programs, or institutions

- Is accessible to practitioners and policymakers who may not be gender experts

- Was published after 1999

- Is available in English

## Structure

The 47 tools in this compendium are organized in six sections: (1) gender analysis and assessment; (2) integrating gender in health policies and programs; (3) policy and program approaches to gender-based violence, female empowerment, and male engagement; (4) institutional gender mainstreaming; (5) gender-responsive budgeting; and (6) gender monitoring and evaluation, data, and indicators.

Although some tools can support more than one stage of assessment, planning, implementation, or monitoring, each tool is listed in only one section and appears in alphabetical order, by title. For each tool, the compendium presents bibliographic information and summarizes the intended purpose, intended users, and methods.

# GENDER ANALYSIS AND ASSESSMENT

| | |
|---|---|
| **Title:** Gender Analysis, Assessment and Audit Manual & Toolkit |
| **Publication date:** 2012 |
| **URL:**<br>http://www.fsnnetwork.org/sites/default/files/acdivoca_gender_analysis_manual_nov_2012.pdf |
| **Type:** Gender analysis and assessment |

**Source:**
ACDI/VOCA

**Purpose:**
- Explain how to conduct gender analyses, assessments, and audits
- Provide tools and methods for these studies and guidance on how to manage one from start to finish

**Intended users:**
ACDI/VOCA staff and consultants who are either commissioning or leading a gender study, such as a baseline study or a market assessment

**Content:**
The first three sections of this manual describe the three phases of gender analysis, assessments, and audits:

1. Preparing for gender studies:
   - Developing a scope of work and workplan
   - Identifying and training a study team
   - Clarifying client expectations
   - Conducting a desk review
2. Conducting fieldwork:
   - Survey, focus group, and interviewing methods
   - Logistical and ethical considerations
3. Analyzing, validating, and reporting data in a way that translates gender study findings into action

Annexes provide examples of data collection tools and links to additional resources.

| | **Title:** Gender Analysis in Health: A Review of Selected Tools |
|---|---|
| | **Publication date:** 2002 |
| | **URL:** http://www.who.int/gender/documents/en/Gender.analysis.pdf |
| | **Type:** Gender analysis and assessment |

**Source:**

World Health Organization (WHO)

**Purpose:**

- Present information about the content and application of existing tools for identifying gender-related issues and program responses in the health sector

- Examine the content of 17 widely used gender tools

- Evaluate the tools' usefulness for gender analysis and planning in health programs

**Intended users:**

- Professionals working in gender and health

- WHO staff working on gender issues

**Content:**

The review provides an overview of 17 tools for gender analysis, research, and programming developed by the United Nations Population Fund, WHO, the U.S. Agency for International Development, the Australian Agency for International Development, the Canadian International Development Agency, and the Department for International Development of the United Kingdom, among others.

Part I describes the tools' content, applications, and ease of use. Part II reviews their applicability to health, health policy, and standards and services.

| | **Title:** Gender Mainstreaming for Health Managers: A Practical Approach |
|---|---|
| | **Publication date:** 2011 |
| | **URL:** http://www.who.int/gender/documents/health_managers_guide/en/index.html |
| | **Type:** Gender analysis and assessment |

**Source:**
World Health Organization (WHO)

**Purpose:**
- Serve as a workshop manual to raise awareness of and develop skills for gender analysis and gender-responsive planning of health sector activities
- Equip users with practical tools to detect where and why gender inequality has harmful effects on health in order to develop adequate and appropriate interventions

**Intended users:**
Training facilitators and public health managers in international, national, or community-based institutions

**Content:**
The manual enables hands-on applications of concepts and methods in gender-responsive programming. Three modules raise awareness of gender issues, build skills in gender analysis, and propose ways for users to take action on gender-based health inequities. The modules introduce the following gender analysis tools of WHO, explaining how to use them and offering examples of their application:

- Gender analysis matrix
- Gender analysis questions
- Gender-responsive assessment scale
- Gender assessment tool
- Gender and health planning and programming checklist

| | |
|---|---|
| | **Title:** Gender Sensitivity Assessment: Tool for FP/RH (Family Planning/Reproductive Health) Curricula |
| | **Publication date:** 2003 |
| | **URL:** http://www.intrahealth.org/files/media/gender-sensitivity-assessment-tool-for-fprh-curricula/gendersensitivity_curr1.pdf |
| | **Type:** Gender analysis and assessment |

**Source:**
IntraHealth/Prime II

**Purpose:**
Enable health providers to plan, assess, and improve the gender sensitivity of family planning and reproductive health training curricula and programs

**Intended users:**
- Program and training managers
- Trainers
- Designers of family planning and reproductive health curricula

**Content:**
The curriculum assessment tool consists of an assessment checklist; guidelines to improve the gender sensitivity of family planning and reproductive health curricula, with sample action plans; a glossary; a list of useful technical references; and a bibliography of sources consulted for the indicators.

The tool addresses the following areas:

- Values and training of providers of family planning and reproductive health services

- Making reproductive health and information, education, and counseling services accessible both to male and female clients

- Reproductive and sexual rights

- Client/provider interaction that accords respect and full decision making to female clients

- Confidentiality and privacy as gender issues

- Gender-based violence including rape and female genital cutting

- Power dynamics in negotiating condom use and other contraception

- Gender issues in infertility and postabortion care

- Adolescent reproductive and sexual health for young women and men

- Risk assessment, screening, and counseling around HIV and other sexually transmitted infections

- Gender-sensitive safe motherhood services

- Men's participation in reproductive health

**Title:** Guidance on Methodologies for Researching Gender Influences on Child Survival, Health and Nutrition

**Publication date:** 2011

**URL:**
http://www.unicef.org/gender/files/Guidance_on_Methodologies_for_researching_Gender_influences_on_Child_Survival.pdf

**Type:** Gender analysis and assessment

**Source:**
United Nations Children's Fund (UNICEF), Liverpool School of Tropical Medicine

**Purpose:**
Identify methods and tools for research on gender's influences on child survival, health, and nutrition. Designed for UNICEF country offices, this document is a companion to a literature review—"Gender influences on child survival, health and nutrition: a narrative review" —that UNICEF commissioned to explore how gender's influences on household dynamics affect children's health and nutrition.

**Intended users:**
- Health project managers
- Evaluators

**Content:**
This resource summarizes findings from the companion literature review on women's status and intra-household bargaining; gender divisions of labor; and gender norms, values, and identities. It presents examples of quantitative questionnaires, gender-sensitive indicators, qualitative interviewing techniques, participatory rapid appraisal methods, and sampling techniques. It also offers guidance on using these tools and methods to analyze how gender shapes child health and nutrition and also to design and evaluate responsive interventions from a gender perspective.

| | |
|---|---|
| | **Title:** A Guide to Gender-Analysis Frameworks |
| | **Publication date:** 1999 |
| | **URL:** http://policy-practice.oxfam.org.uk/publications/a-guide-to-gender-analysis-frameworks-115397 |
| | **Type:** Gender analysis and assessment |

**Source:**
Oxfam

**Purpose:**
Present all of the main analytical frameworks for gender-sensitive research and planning as of 1999

**Intended users:**
- Practitioners who wish to compare gender-analysis frameworks and identify the appropriate one for a specific situation
- Students of gender and development

**Content:**
Section 1 provides background, defines key concepts, and offers guidance for comparing frameworks and choosing one to use.

Section 2 draws on the experience of trainers and practitioners, presenting commentary on the content, applications, advantages, and limitations of the following frameworks:

- Harvard Analytical Framework and People-Oriented Planning
- Moser Framework
- Gender Analysis Matrix
- Capacities and Vulnerabilities Framework
- Women's Empowerment (Longwe) Framework
- Social Relations Approach

A case study for each framework is presented, along with updates on newer adaptations.

| | **Title:** Guidelines for the Analysis of Gender and Health |
|---|---|
| | **Publication date:** 1999 |
| | **URL:** http://www.lstmliverpool.ac.uk/research/departments/international-public-health/gender-and-health-group/guidelines/ |
| | **Type:** Gender analysis and assessment |

**Source:**
Liverpool School of Tropical Medicine and Department for International Development, United Kingdom

**Purpose:**

Help health professionals, policymakers, managers, and researchers

- Develop their understanding of gender and health

- Identify and prioritize gender issues in their own areas of research, design, and implementation of health policies and programs

- Identify strategies to address these issues

- Conduct participatory analysis, planning, and evaluation, actively involving all people affected by health problems or activities

- Develop workshops on gender awareness and gender planning for healthcare professionals

**Intended users:**
- Individual healthcare professionals and teams
- Health researchers
- Health system policymakers
- District and regional health system managers
- Gender trainers

**Content:**
The resource provides

- A gender analysis framework, with matrices and guidance for analyzing gender-related patterns in ill health, factors affecting who gets ill, and gender-influenced differences in response to ill health

- Guidance on gender-sensitive planning in health system policy, human and financial resources, and service provision; health information systems; and health research

- Strategies and examples of approaches for addressing gender inequalities through policy development, institutional change, training, improving services and access, improving information systems, and working with other sectors.

- Sample indicators for integrating gender into the planning cycle

| | **Title:** A Practical Guide for Conducting and Managing Gender Assessments in the Health Sector |
|---|---|
| | **Publication date:** 2013 |
| | **URL:** http://www.igwg.org/igwg_media/IGWG-GenderAssessmentGuide-2013.pdf |
| | **Type:** Gender analysis and assessment |

**Source:**

U.S. Agency for International Development (USAID)/Interagency Gender Working Group

**Purpose:**

- Facilitate the design, collection, use, and management of information on the links between gender inequality and health

- Address these questions:

    o   What does it mean to conduct a gender assessment?

    o   What is required to comply with USAID's strategic focus on gender in program design and implementation

    o   How should findings from gender analyses be translated into practical recommendations for USAID's work?

**Intended users:**

USAID mission staff and United States government partners who are managing or conducting gender assessments

**Content:**

The guide describes this four-step process for conducting a gender assessment:

- Conduct a gender analysis and collect data

- Review activities and programs supported by missions and by others

- Identify program gaps and opportunities in current health investments

- Make program recommendations

It includes sample approaches, information sources, and assessment questions for partners and stakeholders, along with summary recommendations for follow-up to integrate findings into procurements, strategic planning, project implementation, and monitoring and evaluation. Additional United States government resources and guidance on gender are also referenced.

# INTEGRATING GENDER IN HEALTH POLICIES AND PROGRAMS

| |
|---|
| **Title:** Capacity Development Resource Guide: Gender |
| **Publication date:** 2014 |
| **URL:** http://www.healthpolicyproject.com/pubs/272_GenderResourceGuide.pdf and http://www.healthpolicyproject.com/index.cfm?id=publications&get=pubID&pubId=373 |
| **Type:** Integrating gender in health policies and programs |

**Source:**

Health Policy Project

**Purpose:**

Help organizations or institutions

- Establish a baseline understanding of their capacity in key policy areas, including gender
- Begin an ongoing, participatory dialogue and learning process
- Collectively agree to practical standards and goals
- Generate a plan to reach and maintain the standards and goals

**Intended users:**

The gender resource guide is part of an organizational capacity assessment suite designed for use by a facilitator who is not on the staff of the organization being assessed. The assessment can be undertaken by nongovernmental organizations, government agencies, academic institutions, and donors or other development partners, among others.

**Content:**

A facilitator's guide explains how to support staff members and other stakeholders to share their perspectives about an organization's functioning, strengths, and challenges related to health policy work. Accompanying the guide are the "Capacity Indicators Catalog," which identifies the capacities needed to support relevant technical policy areas, and the "Organizational Capacity Assessment Results Spreadsheet," which creates an electronic report and visual depictions of the capacity assessment, based on the indicators chosen from the catalog and a participatory scoring process.

The "Gender Resource Guide" identifies the specific skills, knowledge, and capacities that individuals and organizations should possess to promote gender equity in health policy design, implementation, and monitoring and evaluation. It includes individual and organizational capacity indicators. It also provides illustrative activities and useful resources for designing and delivering technical assistance to strengthen capacity in gender and health policy.

| | **Title:** Checklist for Assessing the Gender Responsiveness of Sexual and Reproductive Health Policies: Pilot Document for Adaptation to National Contexts |
|---|---|
| | **Publication date:** 2010 |
| | **URL:** http://www.euro.who.int/__data/assets/pdf_file/0007/76525/E93584.pdf |
| | **Type:** Integrating gender in health policies and programs |

**Source:**
World Health Organization Regional Office for Europe

**Purpose:**
- Implement reproductive health policies that integrate approaches to achieving gender equity and equality
- Structure assessments of gender in reproductive health policies and identify gaps and strengths

**Intended users:**
Health professionals and member states assessing gender integration in reproductive health policy

**Content:**
This checklist responds to World Health Assembly Resolution 60.25, which encourages member states to address gender equity in their policies and programs. It is guided by the following principles:

- Consideration of gender as a social determinant of health
- Promotion and use of sex-disaggregated data and gender analysis
- The need for those who implement health policies to have a basic understanding of gender issues and gender's relationship to other social determinants of health
- Accountability
- Promotion of human rights, including reproductive rights

The method combines desk review, interviews with stakeholders, and field visits to assess these topics:

- Overall policy goals, framework, adoption process, and monitoring
- Identification of stakeholders and participation by them in the policy process
- Policy values and principles, objectives, expected results, and actions with respect to gender
- The focus and scope of overall policy
- The use of data and evidence to clarify gender relations, roles, and identities relevant to the achievement of program outcomes
- The use of data to document gender differences that could affect the achievement of program objectives
- A policy monitoring and evaluation framework, including review of how information is collected, how well indicators measure gender-specific outcomes, and how gender-specific objectives are linked to reproductive health outcomes
- Strengths and gaps

| | **Title:** Framework for Women, Girls, and Gender Equality in National Strategic Plans on HIV and AIDS in Southern and Eastern Africa |
|---|---|
| | **Publication date:** 2010 |
| | **URL:** http://genderandaids.org/index.php?option=com_content&view=article&id=899:framework-for-women-girls-and-gender-equality-in-national-strategic-plans-on-hiv-and-aids-in-southern-and-eastern-africa&catid=56:legislation-and-policy&Itemid=100 |
| | **Type:** Integrating gender in health policies and programs |

**Source:**

ATHENA Network and Gender Equality and HIV Prevention Project of the Health Economics and HIV/AIDS Research Division (HEARD) of the University of KwaZulu Natal

**Purpose:**

- Identify priorities and offer sample interventions to address women, girls, and gender equality in the development and ongoing assessment of national strategic plans for HIV and AIDS

- Hold governments accountable for their commitments to women, girls, and gender equality in the context of HIV and AIDS

**Intended users:**

- Governmental entities such as national AIDS councils and ministries of health and gender
- Gender consultants or advisors
- Civil society

**Content:**

This framework can serve as a guidance document, a direct template, and an accountability tool. Its language, content, and approach align with regional and international commitments on HIV, sexual and reproductive health and rights, women's rights, and gender equality. It models the structure and format of some existing national strategic plans. It can be adapted to specific country contexts.

Suggested interventions and approaches are organized under the following themes:

- Creating an enabling environment for the advancement of human rights and access to justice

- Supporting meaningful involvement of and leadership by women living with and affected by HIV

- Using a sexual and reproductive health and rights approach

- Preventing HIV transmission among women and girls

- Eliminating gender-based violence and discrimination

- Increasing access to and uptake of treatment for women and girls

- Strengthening care and support by and for women and girls

- Promoting accountability in budgeting, monitoring, research, and gender expertise

- Engaging stakeholders in all national strategic plan processes and considerations

| | **Title:** Gender Checklist: Health |
|---|---|
| | **Publication date:** 2006 |
| | **URL:** http://www.adb.org/publications/gender-checklist-health |
| | **Type:** Integrating gender in health policies and programs |

**Source:**

Asian Development Bank

**Purpose:**

Provide information and steps to implement the Asian Development Bank's policy and strategic objectives on gender and development in the health sector, including reproductive health, family planning, and health delivery systems

**Intended users:**

Bank staff and consultants

**Content:**

Through all stages of a project, the checklist guides users to identify the main gender issues and to design appropriate gender-sensitive strategies and indicators. The checklist can be used to identify gender issues in an initial assessment and to conduct a more detailed analysis during the technical assistance phase. The tool offers guidelines for preparing gender-sensitive terms of reference for the initial social assessment and the social analysis, as well as case studies from the bank's project portfolio that demonstrate good practices in integrating gender in health projects.

| | |
|---|---|
| **Title:** Gender Mainstreaming Checklist for the Health Sector | |
| **Publication date:** 2009 | |
| **URL:** http://www.afdb.org/fileadmin/uploads/afdb/Documents/Policy-Documents/Gender-health-chklist-sunita-12-01-09%20(2).pdf | |
| **Type:** Integrating gender in health policies and programs | |

**Source:**
African Development Bank Group

**Purpose:**
Facilitate identification and analysis of the gender issues in the health sector, design of appropriate gender-sensitive strategies, allocations of resources, and definition of monitoring indicators through all stages of a project or program

**Intended users:**
Bank staff and consultants

**Content:**
The checklist proposes strategies and indicators to address gender issues in the health sector. It lists the following things to consider during the preparation and appraisal phases:

- Strategic thrust in accord with country-level objectives, rationale for the bank's involvement, and alignment with other donors' gender equality interventions

- Project description that identifies gender issues in project planning, costs, focus populations, and indicators

- Project feasibility

- Implementation arrangements, monitoring, governance, sustainability, and risk

- Assessment of whether national legal frameworks and regulations support an enabling environment for gender integration in the health sector and compliance with the bank's policies and priorities

Annexes explain how to conduct a gender analysis, outline strategies for gender integration in health, and describe common gender issues in health subsectors.

| | |
|---|---|
| **Title:** Gender Manual: A Practical Guide for Development Policy Makers and Practitioners | |
| **Publication date:** 2002 | |
| **URL:** http://eige.europa.eu/content/gender-manual-practical-guide-for-development-policy-makers-and-practitioners-0 | |
| **Type:** Integrating gender in health policies and programs | |

**Organization(s):**
Department for International Development, United Kingdom

**Purpose:**
- Help those who are not experts on gender to recognize and address gender issues in their work
- Delineate practical tools and guidelines, including a gender analytical framework

**Intended users:**
- The department's staff and partner organizations
- Staff of any government or civil society organization striving to recognize and address gender issues in their work

**Content:**
The manual presents concepts and practical tools and guidance to implement the following components of gender integration:

- Collecting sex-disaggregated data and qualitative information for gender analysis, constructing a gender analytical framework, and gathering information for gender-sensitive budgeting
- Influencing the development agenda through gender-sensitive stakeholder analysis and equitable participation in decision making, advocacy, and networking
- Promoting gender equality by constructing a gender equality action framework with gender-sensitive indicators
- Building organizational capacity for change through a framework supported by management and implemented by designated staff responsible for policies and training

| | **Title:** Guide for Analysis and Monitoring of Gender Equity in Health Policies |
|---|---|
| | **Publication date:** 2009 |
| | **URL:** http://new.paho.org/hq/dmdocuments/2009/Guide_Gender_equity_.pdf |
| | **Type:** Integrating gender in health policies and programs |

**Source:**
Pan American Health Organization

**Purpose:**
- Provide a conceptual framework for the evaluation of gender equity
- Support a gender equity perspective in decisions about the basic criteria and indicators for the formulation and monitoring of policies
- Facilitate intersectoral policy dialogue on gender equity
- Guide the definition of objectives for advocacy and for policy impact

**Intended users:**
- Decisionmakers, planners, and officials responsible for the development of systems to monitor the impact of policies on specific population groups
- Advocacy groups, universities, and research centers, especially those concerned with women's health and the impact of health policies on equity

**Content:**
This resource offers guidelines on points to consider in order to understand the context in which policies have developed: population demographics and gender inequalities in education and employment, among many others. It outlines the following eight areas on which to focus an analysis of gender equity in health policy:

- Intersectoral action
- Access to the health system
- Comprehensiveness of benefits
- Quality of care
- Health system financing
- Management of human resources
- Participation, accountability, and empowerment
- Fulfillment of international commitments

For each area, a table presents the issues frequently associated with gender inequities; gender equity benchmarks or strategic objectives toward which policies and interventions should ideally be aimed; and illustrative questions that could be adapted as indicators. The resource also suggests steps to take in applying the framework, as well as possible country-level sources of quantitative and qualitative information that can inform the analysis.

| | **Title:** HeRWAI: Health Rights of Women Assessment Instrument |
|---|---|
| | **Publication date:** 2010 |
| | **URL:**<br>http://www.humanrightsimpact.org/fileadmin/hria_resources/HeRWAI_Training/HeRWAI_engels_2010.pdf |
| | **Type:** Integrating gender in health policies and programs |

**Source:**

Aim for Human Rights

**Purpose:**

- Produce arguments for advocacy of policies to improve the implementation of women's health rights
- Connect women's health problems to specific government policies and human rights issues
- Assess how women's lives are affected by current policies, services, goods, and facilities
- Assess the human rights impact of policies
- Determine what a government should do to implement policies that promote women's right to health, and how to persuade governments to take action

The tool can also be used

- As a resource guide on women's health rights
- To implement a rights-based approach within the work of an organization
- To define and evaluate an advocacy strategy

**Intended users:**

- Nongovernmental organizations—especially women's, health, and human rights organizations
- Academia and expert institutions
- Health professionals

**Content:**

- Background on the tool and its concepts
- Introduction to human rights issues
- Guidance to prepare for a HeRWAI analysis
- Six steps to collect and analyze data on a policy that obstructs a women's health right
  - Identify the relevant policy, the most affected groups, and the human rights in question
  - Explore government commitments to relevant treaties and consensus documents, as well as national policies and legislation
  - Describe the government's capacity to implement the policy
  - Analyze the policy's impact on women's right to health and any discriminatory impact
  - Connect analysis to rights violations to hold the state accountable
  - Plan for advocacy and make recommendations for policy change

- Glossary
- Workplan format
- Advocacy action plan format
- Description of a short HeRWAI workshop

| | **Title:** Human Rights and Gender Equality in Health Sector Strategies: How to Assess Policy Coherence |
|---|---|
| | **Publication date:** 2011 |
| | **URL:** http://whqlibdoc.who.int/publications/2011/9789241564083_eng.pdf |
| | **Type:** Integrating gender in health policies and programs |

**Source:**

World Health Organization

**Purpose:**

- Assess the extent to which health sector strategies are consistent with, and promote, human rights standards and principles, including gender equality

- Identify gender equality and human rights-related gaps and opportunities in national commitments and health sector strategies to facilitate effective, relevant, and strategic health sector interventions

- Engage stakeholders in multiple disciplines to address human rights and gender equality in relation to health

**Intended users:**

- Ministries of health and other sectors
- National human rights institutions
- Development partners
- Civil society organizations

**Content:**

The tool, adaptable to different country contexts, has three parts:

- Description of the tool's conceptual approaches

- Practical guidance on how to use the tool, including tips on planning, data collection, analysis, and dissemination

- Three instruments for assessing

  o A country's compliance with its obligations and commitments in accord with international treaties, agreements, and consensus documents

  o A country's fulfillment of its own legal, policy, and institutional frameworks that promote human rights and gender equality

  o The extent to which principles of human rights and gender equity have been incorporated in national health sector strategies

| | **Title:** Integrating Gender in Policy Implementation Barriers Analysis: A Methodology |
|---|---|
| | **Publication date:** 2009 |
| | **URL:** http://www.healthpolicyinitiative.com/Publications/Documents/997_1_Gender_in_OBA_FINAL_12_07_09_acc.pdf |
| | **Type:** Integrating gender in health policies and programs |

**Source:**

U.S. Agency for International Development I Health Policy Initiative

**Purpose:**

- Outline an approach for integrating gender in policy implementation barriers analysis (PIBA)—a method and set of tools to identify barriers in implementing programs under the U.S. President's Emergency Plan for AIDS Relief (PEPFAR)

- Describe the main activities to be carried out by gender experts as part of this analysis

**Intended users:**

Gender experts and PIBA team members

**Content:**

This resource describes what gender experts should do to integrate gender in PIBA:

- Conduct a desk review and analysis of the relevant policies
- Draft a briefing note
- Conduct gender training
- Help prepare and implement the PIBA

It presents examples of how each activity was developed or used in several countries. It also offers examples of the materials and methods needed to produce the following recommended country-specific deliverables:

- A briefing note on gender issues related to the chosen topic
- Gender training
- A report

Suggested survey and focus group questions are provided, along with recommendations for staffing and level of effort for gender experts to participate fully on a PIBA team.

| | **Title:** A Manual for Integrating Gender into Reproductive Health and HIV Programs: From Commitment to Action (2nd Edition) |
|---|---|
| | **Publication date:** 2009 |
| | **URL:** http://www.igwg.org/igwg_media/manualintegrgendr09_eng.pdf |
| | **Type:** Integrating gender in health policies and programs |

**Source:**

Interagency Gender Working Group, U.S. Agency for International Development, Population Reference Bureau

**Purpose:**

Design, implement, and evaluate reproductive health and HIV programs using a gender equity approach to increase their quality, sustainability, and responsiveness to program participants

**Intended users:**

- Reproductive health program managers and technical staff
- Governmental organizations
- International and local nongovernmental organizations

**Content:**

This reference manual and adaptable program planning tool offer the following:

- Background and rationale for gender mainstreaming and integration
- Gender continuum tool to identify and assess the extent to which gender has been appropriately and effectively integrated into programs
- Gender analysis framework to collect, synthesize, and analyze context-specific information on gender relations and identities
- Questions and tips on gender integration throughout the program cycle to guide users through the following steps:
  - Assessment
  - Strategic planning
  - Design
  - Monitoring
  - Evaluation

**Title:** Policy Analysis and Advocacy Decision Model for HIV-Related Services: Males Who Have Sex With Males, Transgender People, and Sex Workers

**Publication date:** 2013

**URL:**
http://www.healthpolicyproject.com/index.cfm?id=publications&get=pubID&pubID=79

**Type:** Integrating gender in health policies and programs

**Source:**
Health Policy Project

**Purpose:**
Inventory, assess, and advocate policies that affect access to and sustainability of services for men who have sex with men (MSM), transgender people (TG), and sex workers (SWs)

**Intended users:**
Country stakeholders such as advocates, policymakers, and service providers

**Content:**
This resource offers the following material:

- A complete version of the decision model, with policy inventory and analysis tools drawn from the extensive body of international laws, agreements, standards, and best practices related to services for MSM/TG/SWs, allowing the assessment of a specific country policy environment in relation to these standards

- An overview of the decision model process

- A brief explaining how legal experts can use the model

- A brief explaining how to use the model to support communities of TG

Policy areas reviewed include

- Service coordination
- Data use and decision making
- Participation of MSM/TG in decision making, service delivery, and evaluation
- Consent
- Personal data protections
- Stigma and discrimination
- Criminal sanctions
- Gender-based violence
- Human rights
- Procurement and supply management
- Eligibility for services
- Funding
- Service delivery protocols

| | **Title:** Resource Pack on Gender and HIV/AIDS: A Rights-Based Approach |
|---|---|
| | **Publication Date:** 2006 |
| | **URL:** https://www.unfpa.org/public/home/publications/pid/357 |
| | **Type:** Integrating gender in health policies and programs |

**Source:**

Inter-Agency Task Team on Gender and HIV/AIDS of the Joint United Nations Programme on HIV/AIDS (UNAIDS)

**Purpose:**

Strengthen the impact of national HIV and AIDS programs by helping countries tackle gender inequality, a key underlying factor that fuels the epidemic

**Intended users:**

- Government officials and the staff of international development organizations, nongovernmental organizations, and community organizations working in the field of HIV
- Development programmers and practitioners

**Content:**

This three-part resource pack includes an operational guide, a review paper on integrating gender in HIV programs, and 17 fact sheets to help users analyze the impact of gender relations on the epidemic. To support effective advocacy and programming, the operational guide offers tools for the following activities:

- Assessing power in the context of HIV
- Mapping vulnerable populations
- Assessing the empowerment potential of strategies and activities
- Conducting gender-sensitive monitoring and evaluation
- Mapping providers of HIV services and support
- Assessing organizational impacts of HIV
- Creating an effective and gender-sensitive communication strategy
- Articulating positive messages for change
- Conducting a force field analysis
- Conducting an analysis of strengths, weaknesses, opportunities, and threats (or constraints)
- Assessing the extent to which duty-bearers fulfill their obligations
- Identifying levers of power and influence

# POLICY AND PROGRAM APPROACHES TO GENDER-BASED VIOLENCE, FEMALE EMPOWERMENT, AND MALE ENGAGEMENT

| | |
|---|---|
| **Title:** Engaging Men and Boys in Gender Equality and Health | |
| **Publication date:** 2010 | |
| **URL:** http://www.unfpa.org/public/home/publications/pid/6815 | |
| **Type:** Policy and program approaches | |

**Source:**

Promundo, United Nations Population Fund, MenEngage

**Purpose:**

Articulate and reinforce the benefits of working with men and boys and provide practical strategies for doing so in ways that address underlying gender norms that influence health-related attitudes and behaviors

**Intended users:**

Program planners, health providers, peer educators, advocates, and others who work on issues related to gender equality; sexual and reproductive health; maternal, newborn, and child health; HIV and AIDS prevention, care, and support; and prevention of gender-based violence

**Content:**

Modules present conceptual and practical information plus a set of tools on each of these topics:

- Gender-transformative programming
- Sexual and reproductive health
- Maternal, newborn, and child health
- Fatherhood
- HIV
- Gender-based violence
- Advocacy and policy
- Monitoring and evaluation of this work

The tools comprise workshop facilitation guidance, resource sheets, self-assessment and focus group questionnaires, sample letters and advocacy materials, and monitoring and evaluation guidance.

| | **Title:** Gender-Based Violence Tools Manual for Assessment & Program Design, Monitoring & Evaluation in Conflict-Affected Settings |
|---|---|
| | **Publication date:** 2003 |
| | **URL:** http://www.rhrc.org/resources/gbv/gbv_tools/manual_toc.html |
| | **Type:** Policy and program approaches |

**Source:**

Reproductive Health Response in Conflict (now Crises) Consortium

**Purpose:**

- Improve international and local capacity to address gender-based violence (GBV) in refugee, internally displaced, and post-conflict settings

- Provide assessment tools to
  o Improve awareness of GBV's nature and scope in a given setting
  o Gather information about local attitudes and behaviors related to GBV
  o Identify services and gaps within a community

- Provide program tools for designing and implementing projects whose outcomes meet intended goals, and for improving hiring practices within GBV programs

- Provide tools and indicators to monitor and evaluate program effectiveness

**Intended users:**

Professionals working in GBV prevention and response

**Content:**

These tools have been formulated according to a multisectoral model of programming that promotes action within and coordination among the constituent community, health and social services, and the legal and security sectors. The manual is intended for use in conjunction with other GBV programming resources, available on the consortium website: www.rhrc.org/gbv. It includes common definitions but assumes users have a basic understanding of GBV-related concepts and participatory approaches to program design and assessment.

The tools fall into three categories:

- Assessment: contains situational analysis, focus groups, pair-wise ranking, mapping, and causal flow analysis guidelines, as well as a draft prevalence survey questionnaire and a sample interviewer training handbook

- Program design: contains a framework for program design, hiring guidelines, "Rights and Responsibilities of GBV Program Beneficiaries and Employees," and a sample code of conduct for GBV staff

- Monitoring and evaluation: contains sample GBV output and effect indicators; an incident report form, including a consent for release of information; monthly statistical forms; and a client feedback form

| | |
|---|---|
| | **Title:** Gender Equitable Male Involvement (GEMI) Assessment Tool |
| | **Publication date:** 2005 |
| | **URL:** http://www.policyproject.com/pubs/countryreports/GEMI_Pilot_Jam.pdf |
| | **Type:** Policy and program approaches |

**Source:**
POLICY Project

**Purpose:**
- Describe the current policy environment related to gender-equitable male involvement in reproductive health

- Identify policies on gender-equitable male involvement in reproductive health that should be developed or strengthened, and the advocacy and policy dialogue, information, and capacity building needed to achieve this

**Intended users:**
Health professionals (especially those working in reproductive health) evaluating the policy environment for gender-equitable male involvement in reproductive health

**Content:**
This resource presents a pilot application of this assessment tool in Jamaica; the tool itself is appended. The tool includes questions that probe the respondents' perspective on policy. These are intended for key stakeholders and informants who are associated with male involvement programs. They are organized around the following themes:

- Information on existing male involvement programs (for informants associated with these programs)

- Identification of problems and issues pertaining to male involvement

- Identification of primary stakeholders, champions, and opponents and where conversations about male involvement are taking place

- Role of advocacy and data to address male involvement as a policy issue

- Related policies, laws, and regulations

- Current male involvement programs, resources, and indicators

- Cultural context

- Overall assessment of male involvement framework

- Overall assessment of key policy challenges and opportunities

Also appended is a framework of different approaches to male involvement.

| | **Title:** Gender-Equitable Men (GEM) Scale |
|---|---|
| | **Publication date:** 2007 |
| | **URL:** http://dmeforpeace.org/sites/default/files/1213_gemscale.pdf |
| | **Type:** Policy and program approaches |

**Source:**

Horizons Program (Population Council) and Promundo

**Purpose:**

- Provide information on gender norms and expectations among men and women

- Evaluate program interventions, particularly those seeking to engage young men in questioning prevailing gender norms

The scale was designed to have the following characteristics:

- Be multifaceted and measure multiple domains within the construct of gender norms, with a focus on support for equitable or inequitable gender norms

- Address program goals related to sexual and intimate relationships and to sexual and reproductive health and disease prevention

- Be broadly applicable yet culturally sensitive, so that indicators can be applied in and compared across varied settings and cultural contexts

- Be easy to administer

**Intended users:**

- Researchers

- Program evaluators

**Content:**

The scale consists of two sets of statements pertaining to inequitable and equitable gender norms in the areas of sexual and reproductive health, sexual relations, violence, domestic work, and homophobia. Scoring is based on the respondents' level of agreement with each statement.

A 2008 article in the journal *Men and Masculinities* by the researchers who developed the scale provides details and is available here: http://www.promundo.org.br/wp-content/uploads/2010/03/04.pdf.

| | **Title:** Identifying Appropriate Livelihood Options for Adolescent Girls: A Program Design Tool |
|---|---|
| | **Publication date:** 2009 |
| | **URL:** http://www.healthpolicyinitiative.com/Publications/Documents/1071_1_Identifying_Appropriate_Livelihood_Options_for_Adolescent_Girls_A_Program_Design_Tool_FINAL_3_3_10_acc.pdf |
| | **Type:** Policy and program approaches |

**Source:**
USAID I Health Policy Initiative

**Purpose:**
Help HIV program managers to design, monitor, and evaluate activities to reduce the economic vulnerabilities of girls between the ages of 10 and 19 in the following ways:

- Expand their knowledge of different populations of adolescents

- Identify gender-based constraints that limit adolescent girls' livelihood options and discover culturally appropriate livelihood opportunities

- Understand the socioeconomic constraints that hinder girls' ability to access and apply HIV prevention information—especially information transmitted by behavior change and communication programs

- Integrate elements from livelihood programs into HIV prevention programs and activities

Help donors in the following ways:

- Determine which populations with whom they will work

- Identify appropriate programmatic responses for different populations of adolescents

- Select indicators to track their programs' progress in improving gender equality and reducing girls' economic vulnerability

**Intended users:**
Organizations implementing HIV prevention and sexual and reproductive health programs for adolescents and their donors

**Content:**
The tool can be used to design a new HIV prevention program for adolescents, as well as programs related to the larger context of sexual and reproductive health (pregnancy prevention, for example). It guides users through diagnostic steps to understand how particular groups of adolescent girls face increased risk of acquiring HIV owing to their lack of access to and control over social, natural, human, physical, and financial capital. The steps have four dimensions: access to assets; knowledge, beliefs, and perceptions; practices and participation; and power and rights. Each dimension is broken down into more specific issues, indicators of economic vulnerability linked to HIV risk, and potential constraints and opportunities. The tool also offers a menu of livelihood strategies to strengthen adolescent girls' power to make and act on decisions to protect themselves from HIV.

| **Title:** Improving the Health Sector Response to Gender Based Violence: A Resource Manual for Health Care Professionals in Developing Countries |
| :--- |
| **Publication date:** 2010 |
| **URL:** http://www.ippfwhr.org/sites/default/files/GBV_cdbookletANDmanual_FA_FINAL.pdf |
| **Type:** Policy and program approaches |

**Source:**

International Planned Parenthood Federation/Western Hemisphere Region

**Purpose:**

- Document and disseminate lessons learned from a regional initiative

- Provide managers in developing countries with tools to improve the healthcare response to violence against women

- Identify challenges and debates about how the health sector should address the problem of gender-based violence

**Intended users:**

Healthcare managers, staff of private and nongovernmental organizations, development workers, and staff of programs devoted to the health of adolescent and adult women

**Content:**

The tools are organized as follows:

- Planning and preparation: information for health programs that are planning to address gender-based violence

- Improving the health service response: recommendations and tools for health service organizations to ensure high-quality healthcare for adolescent and adult women

- Implementing a routine screening policy: recommendations and tools for health programs to add routine screening of women for gender-based violence

- Providing specialized services: recommendations for counseling, psychological or legal services, and support groups for women who have experienced violence

- Building networks, legal advocacy, and community education: discussion of strategies that the health sector can undertake to extend its reach beyond the clinic

The manual begins with material for organizations that have just begun to address gender-based violence and moves into information and tools for organizations with more experience. Appendices offer tools for monitoring and evaluation.

| | **Title:** It Takes 2: Partnering With Men in Reproductive & Sexual Health |
| --- | --- |
| | **Publication date:** 2003 |
| | **URL:** http://www.unfpa.org/publications/it-takes-2 |
| | **Type:** Policy and program approaches |

**Source:**
United Nations Population Fund

**Purpose:**
Help the fund's country staff increase male involvement in national reproductive health programs, develop strategies and projects, review progress made, and assess the soundness of their strategies

**Intended users:**
Reproductive health program planners

**Content:**
This resource provides guidance on how to increase men's involvement in reproductive health through research, advocacy, behavior change communication and education, policy dialogues, and well-tailored and innovative reproductive health services.

It offers checklists for program planning and results; a gender equity programming framework with approaches for partnering with men; descriptions of strategies, approaches, and lessons learned; and a matrix of sample outputs and their indicators.

| | |
|---|---|
| **Title:** Men-Streaming in Sexual and Reproductive Health and HIV | |
| **Publication date:** 2010 | |
| **URL:** http://www.iasociety.org/Web/WebContent/File/SRH_MenStreaming_in_sexual_reproductive_health_and_HIV_PeacockPresentation.pdf | |
| **Type:** Policy and program approaches | |

**Source:**

MenEngage, International Planned Parenthood Federation

**Purpose:**

Help organizations create affirmative policies promoting the positive roles that men can play in improving their own sexual and reproductive health as well as that of women and children.

The toolkit can be used to

- Undertake a major review of existing policies
- Create a new policy statement
- Consider how best to incorporate men in new policies in specific areas

**Intended users:**

Organizational policymakers at national and regional development organizations, including program managers and executive directors of member associations of the International Planned Parenthood Federation. It can be used by organizations with or without previous experience working with men.

**Content:**

The resource does not require previous experience working with men. It includes background on male engagement approaches and related policy issues. The toolkit itself comprises six modules that can serve as a complete program of policy development and review or as stand-alone guidelines on aspects of the policy process. The modules offer process and reporting guidance, assessment tools, and examples. They cover the following themes:

- Understanding the policy context
- Institutional commitment
- Developing a policy statement that engages men and boys
- Reviewing existing policies
- Working with stakeholders
- Making policy work in practice

| | **Title:** Needs Assessment Package for Male Engagement Programming |
|---|---|
| | **Publication date:** 2008 |
| | **URL:** http://www.engenderhealth.org/files/pubs/acquire-digital-archive/7.0_engage_men_as_partners/7.2.3_tools/needs_assessment_final.pdf |
| | **Type:** Policy and program approaches |

**Source:**

ACQUIRE Project/Engender Health, Promundo, U.S. Agency for International Development, U.S. President's Emergency Plan for AIDS Relief

**Purpose:**

Identify gaps in male engagement programming related to HIV and AIDS prevention, care, treatment, and support and develop relevant and effective programs and policies to address them

**Intended users:**

Individuals, organizations, and donors interested in assessing male engagement programming for HIV and AIDS

**Content:**

This package consists of questionnaires to gather information on programs and policies in a particular setting and to gauge the commitment and capacity of institutions and stakeholders to integrate male gender norms in HIV and AIDS prevention, care, support, and treatment.

The questionnaires are tailored for interviews with each of the following types of stakeholders: government officials, donors, staff of nongovernmental organizations and health facilities, researchers, and men and other direct beneficiaries of programs and policies related to male engagement. The questionnaires can also be adapted for use with religious and community leaders and media representatives, and adjusted to suit the amount of time for interviews.

The package also offers informed consent forms.

| | **Title:** A Toolkit for Women's Empowerment and Leadership in Health and Welfare |
|---|---|
| | **Publication date:** 2005 |
| | **URL:** http://www.who.int/kobe_centre/publications/womens_empowerment2005/en/ |
| | **Type:** Policy and program approaches |

**Source:**
World Health Organization Centre for Health Development (Kobe Centre)

**Purpose:**
Promote women's empowerment and leadership in health and welfare, identifying areas for improvement and ensuring that projects are designed to meet women's needs

**Intended users:**
- Anyone wishing to build women's capacity for involvement in decision making
- Groups, organizations, and agencies whose work involves women's health and welfare
- Advocacy groups

**Content:**
- Guidance and indicators for a gender analysis
- Survey tool for a rapid assessment of women's needs
- Guidance and examples of interventions to enhance women's empowerment and leadership at the individual, community, and national levels

# INSTITUTIONAL GENDER MAINSTREAMING

| | |
|---|---|
| | **Title:** The Gender Audit Handbook: A Tool for Organizational Self-Assessment and Transformation |
| | **Publication date:** 2010 |
| | **URL:** http://www.interaction.org/sites/default/files/Gender%20Audit%20Handbook%202010%20Copy.pdf |
| | **Type:** Institutional gender mainstreaming |

**Source:**

InterAction

**Purpose:**

To help organizations in the following ways:

- Reflect on the status of gender equality within the organization

- Establish a baseline for collective discussion and analysis

- Follow a participatory process to build organizational ownership of gender equality initiatives and ongoing gender action planning

**Intended users:**

- Individuals or teams leading gender audits within their organizations: gender officers, gender focal points, members of gender teams, or consultants

- Staff of indigenous and international nongovernmental organizations, government, the United Nations, and other agencies who want to conduct gender audits of headquarters and regional or local offices and programs

- Administrators seeking to learn how staff feel about gender equality in the organization and how to make gender more visible in the organization

Expertise in gender is not required, but some knowledge of basic gender principles and terms is helpful.

**Content:**

The resource is organized around these four steps:

- Preparing an organization to carry out a gender audit

- Surveying staff to uncover their perceptions of gender equality in the organization and programs

- Conducting focus groups to develop an organizational vision of gender equality

- Creating the organization's gender action plan

The resource offers a gender audit self-assessment tool, guidance on data collection, long and short questionnaires, templates and worksheets for analyzing and reporting findings and making action plans, and examples of the tool's application.

| | **Title:** Gender Integration Index |
|---|---|
| | **Publication date:** 2010 |
| | **URL:** http://pdf.usaid.gov/pdf_docs/PNADP917.pdf |
| | **Type:** Institutional gender mainstreaming |

**Source:**

USAID I Health Policy Initiative

**Purpose:**

- Assess gender mainstreaming and integration within a project or organization, including project activities and institutional policies and procedures
- Spark dialogue on gender issues within each program

**Intended users:**

- Program or project country offices and activity managers

**Content:**

This tool is designed to capture qualitative data that demonstrate the different ways gender is integrated in project activities. It can also serve as the single project-wide indicator to measure and report the extent of gender integration in the project's work.

The tool uses a questionnaire (open-ended, Likert, and yes/no format) to be completed individually by staff members. It assesses the following gender and organizational policy issues:

- Gender equity in management (internal policies and procedures and the technical competency of staff)
- Gender equity in the design and implementation of project activities
- Review of gender integration in reported project results

| | **Title:** Lessons from PROCOSI: Reference Guides for Health Care Organizations Seeking Accreditation for Gender-Sensitive Reproductive Health Services |
|---|---|
| | **Publication date:** 2009 |
| | **URL:** http://www.igwg.org/Publications/LessonsFromProcosi.aspx |
| | **Type:** Institutional gender mainstreaming |

**Source:**
PROCOSI, Population Council, U.S. Agency for International Development

**Purpose:**
Guide healthcare organizations and nongovernmental organizations to assess institutional/operational policies and implement high-quality, gender-sensitive standards to achieve certification for their member clinics and administrative centers

**Intended users:**
Healthcare workers in nongovernmental organizations and civil society working toward a formal certification based on institutional policies and practices

**Content:**
The procedures and standards presented here are based on the process developed by PROCOSI (or Programa de Coordinación en Salud Integral), a network of 33 nongovernmental organizations in Bolivia, but the approach and standards can be modified to fit needs and conditions elsewhere.

The gender accreditation manual consists of four documents:

- Procedures guide outlining the steps to create a certification program
- Self-training guide covering definitions and concepts that must be understood for compliance with gender equity and quality standards
- Assessment guide
- Costing guide
- Appendices for practical learning and use

The assessment guide explains how to form an assessment team, conduct surveys, gather and analyze data, and formulate reports on findings. The costing guide explains how to collect and analyze data to determine the costs of incorporating a gender perspective in the service standards of a clinic or institution. This information can be used to compare the benefits and costs of improving quality of care using a gender perspective. The appendices include checklists and data collection instruments (for example, client exit interviews).

| | **Title:** A Manual for Gender Audit Facilitators: The ILO Participatory Gender Audit Methodology |
|---|---|
| | **Publication date:** 2007 |
| | **URL:** http://www.ilo.org/dyn/gender/docs/RES/536/F932374742/web%20gender%20manual.pdf |
| | **Type:** Institutional gender mainstreaming |

**Source:**
International Labour Organization (ILO)

**Purpose:**
Guide the implementation of gender audits and follow-up

**Intended users:**
- Facilitators conducting gender audits with ILO staff working on ILO projects
- Government, United Nations agencies, and other civil society organizations

**Content:**
- Overview of the participatory audit method and 12 focus areas for the collection of information
  - Current national/international gender issues and debate, and unit's interaction with national gender machineries and women's organizations
  - How organization's strategy on gender equality is reflected in the work unit's objectives, program, and budget
  - Integration of gender equity and equality in programs and technical cooperation activities
  - Existing gender expertise and strategy for building gender competence
  - Information and knowledge management
  - Systems and instruments in use for monitoring and evaluation
  - Choice of partner organizations; products; public image
  - Decision making on gender mainstreaming
  - Staffing; organizational culture; perceived achievement of gender equality
- Guidance on audit planning and implementation: putting a team together; preparing activities; conducting desk reviews, interviews, and workshops; and drafting the report and recommendations
- Guidance to conduct a set of participatory workshop exercises (which can also be used for training in gender mainstreaming and integration)
- Description of what needs to be addressed at the end of the audit and following the audit: obtaining feedback from participants, debriefing leadership, and writing a report
- Annexes:
  - History and examples of outcomes from ILO gender audits
  - Criteria and format for analysis of documents reviewed as part of the audit
  - Glossary of gender equality concepts
  - Sample invitation letter and gender audit calendar
  - Model audit report

| | **Title:** Test Your Organization with the 12 Boxes Framework |
|---|---|
| | **Publication date:** 2007 |
| | **URL:** http://policy-practice.oxfam.org.uk/publications/test-your-organisation-with-the-12-boxes-framework-a-facilitators-guide-to-supp-135013 |
| | **Type:** Institutional gender mainstreaming |

**Source:**
Oxfam

**Purpose:**
Improve competence to respond to HIV in the workplace in the following ways:

- Support analysis of organizational and programmatic strengths and limitations on HIV from a gender perspective
- Establish priorities for action to respond to and manage HIV in the workplace and in programs
- Increase the commitment, understanding, and energy that staff bring to a gender-sensitive HIV response

**Intended users:**
Managers and assessment facilitators of nongovernmental organizations concerned with the HIV epidemic

**Content:**
- Explanation of the "12-boxes framework," which looks at institutional mission, structure, staff, and programs; basic technical aspects and policies of the organization; decision-making processes; and organizational culture
- Planning guidance and tools for the self-assessment process and workshop sessions

# GENDER-RESPONSIVE BUDGETING

| | |
|---|---|
| | **Title:** Gender Responsive Budgeting and Women's Reproductive Rights: A Resource Pack |
| | **Publication date:** 2006 |
| | **URL:** http://www.unfpa.org/webdav/site/global/shared/documents/publications/2006/gender_responsive_eng.pdf |
| | **Type:** Gender-responsive budgeting |

**Source:**

United Nations Population Fund (UNFPA) and United Nations Development Fund for Women

**Purpose:**

- Encourage a gender perspective in national planning and budgeting

- Expose country support teams to gender-responsive budgeting (GRB) tools and activities and their relationship to different development situations

- Provide teams with basic materials on aspects of GRB and references for further reading

- Support practical workshops for team members on how to respond to requests from their countries

**Intended users:**

UNFPA country support teams

**Content:**

This resource pack focuses on GRB issues most likely to be part of country requests to UNFPA country support teams: reproductive health, HIV, and health services addressing violence against women. It includes brief pages of information on topics related to these issues, illustrated with an account of a country's experience and references for further reading. The resource pack is structured as follows:

- What GRB is and how it can support gender mainstreaming and integration

- GRB's links to rights-related work on reproductive health and other health issues

- Economic considerations and arguments, including discussion of unpaid work

- Using GRB to advance other programs and activities; work on issues such as maternal mortality and gender-based violence; and increase public participation in policy making

- Ways to formulate and present budgets, and how they compare

- Common frameworks and tools for GRB, with illustrations of their applications

- Government actors and sectors engaged in the budget process, types of activities, and proposed interventions during typical stages in the budget cycle

- The revenue side of GRB

- How to work with available statistics in GRB and enhance them over time

**Title:** The Gender Responsive Budgeting Capacity Index: Methodology for assessing and monitoring GRB capacity in public institutions

**Publication date:** 2011

**URL:** http://www.gender-budgets.org/index.php?option=com_joomdoc&task=document.download&path=resources/by-type/guidance-sheets/the-grb-capacity-index&Itemid=381

**Type:** Gender-responsive budgeting

**Source:**

Instituto Nacional de Las Mujeres

**Purpose:**

Describe a method used to assess the capacity of selected public institutions in Costa Rica to implement gender-responsive budgeting

**Intended users:**

- Public sector institutions and gender equality advocates
- Health professionals interested in assessing and monitoring capacity for gender-responsive budgeting

**Content:**

This resource describes the index's development and use in 2008 in Costa Rica, the capacity variables assessed, and the data collection process.

The full index, which is adaptable to different purposes and contexts, is in Spanish and available here: http://www.gender-budgets.org/index.php?option=com_joomdoc&view=documents&path=resources/by-language/resources-in-spanish/el-indice-de-procesos-presupuestarios-con-enfoque-de-genero-ippeg-margarita-ozonas&Itemid=170. It comprises a questionnaire and scoring system to assess existing capacity for gender-responsive planning and budgeting, monitor change in capacity over time, and assess the sustainability of capacity development interventions. It measures tangible and intangible elements of individual and institutional capacity and expresses them in quantitative terms.

| | **Title:** Tools for a Gender-Sensitive Analysis of Budgets |
|---|---|
| | **Publication date:** 2005 |
| | **URL:** http://www.gender-budgets.org/index.php?option=com_joomdoc&task=cat_view&gid=178&Itemid=189&limitstart=10 |
| | **Type:** Gender-responsive budgeting |

**Source:**
United Nations Development Fund for Women

**Purpose:**
- Present a set of tools for analysis of budgets from a gender perspective
- Call attention to the limitations of existing models for economic policy making

**Intended users:**
- Governments, civil society, and parliamentarians
- Women's rights and gender equality advocates

**Content:**
This brief describes a generic set of tools and methods that can be applied jointly or individually to gather data to inform the distribution of government resources and implementation of gender equality programs. Gender equality advocates have used these methods to examine government budgets and propose ways to make budgets more responsive to gender issues.

The tools and methods are:

- Gender-aware policy appraisals
- Gender-disaggregated beneficiary assessments
- Gender-disaggregated public expenditure incidence analysis
- Gender-disaggregated tax incidence analysis
- Gender-disaggregated analysis of a budget's impact on time use
- Gender-aware medium-term economic policy framework
- Gender-aware budget statement

# GENDER MONITORING AND EVALUATION, DATA, AND INDICATORS

| | |
|---|---|
| | **Title:** CIDA's Framework for Assessing Gender Equality Results |
| | **Publication date:** 2005 |
| | **URL:** http://www.acdi-cida.gc.ca/INET/IMAGES.NSF/vLUImages/GenderEquality3/$file/GE-Framework-EN.pdf |
| | **Type:** Gender monitoring and evaluation, data, and indicators |

**Source:**

Canadian International Development Agency (CIDA)

**Purpose:**
- Assess progress on the implementation of the agency's policy on gender equality
- Assess agency performance on gender equality as a crosscutting policy theme

**Intended users:**

CIDA staff, particularly those monitoring and evaluating performance management of gender equality policy

**Content:**

This resource includes the following tools:

- A matrix to capture the key elements of three gender equality results: (1) equal participation in decision making, (2) the ability of women and girls to realize their full human rights, and (3) reduced gender inequalities in access to and control over resources

- A four-point scale to rate gender equality results in programs based on the strength of evidence supporting them, their relevance to the main results of the program investment, and the significance of their goals

- A matrix to assess the institutional approach to gender, focusing on systems for monitoring gender results; level of focus on gender equality within institutional policies, strategy, and mandate; availability of technical and financial resources; and gender balance in staffing and management

The resource also includes guidance for conducting follow-up analyses.

| | **Title:** Comparative Evaluation of Indicators for Gender Equity and Health |
|---|---|
| | **Publication date:** 2003 |
| | **URL:** http://apps.who.int/iris/bitstream/10665/68623/1/WHO_WKC_Tech.Ser._03.2.pdf?ua=1 |
| | **Type:** Gender monitoring and evaluation, data, and indicators |

**Source:**

World Health Organization Centre for Health Development (Kobe Centre)

**Purpose:**

Present a health information framework drawn from gender equity/equality and health indicators used by international agencies. The framework can be used to

- Map potential indicator topics of interest, including currently collected indicators

- Assess the existence and adequacy of gender-sensitive and sex-specific indicators to support analysis and advocacy of gender equity and health

- Inform discussions of how indicators and monitoring systems for gender equity should evolve

**Intended users:**

- Researchers at international agencies

- Decisionmakers

- Planners

- Officials responsible for monitoring and evaluation of gender in the health sector

**Content:**

This resource has four parts:

- Summary

- Description of the health information framework and also a tool to assess the gender sensitivity of each indicator

- An audit of indicators either in use by international organizations concerned with gender and health or proposed

- Annotated bibliography on indicators for gender equity, gender equality, and health (including conceptual frameworks, the development of indicators and indices, and monitoring strategies)

The resource can be used to assess equity issues across four tiers:

- Health status (overall health of a population)

- Determinants of health (proximal factors that affect health at the individual, household, and/or community levels)

- Health system performance (design and delivery of health services to achieve the goals of access, effectiveness, and cost-efficiency)

- Community and health and welfare system characteristics

| | **Title:** Compendium of Gender Equality and HIV Indicators |
|---|---|
| | **Publication date:** 2014 |
| | **URL:** http://www.cpc.unc.edu/measure/publications/ms-13-82/ |
| | **Type:** Gender monitoring and evaluation, data, and indicators |

**Source:**

MEASURE Evaluation

**Purpose:**

Provide a menu of indicators to

- Strengthen national and subnational stakeholders' understanding of their HIV epidemic and response from a gender equality perspective

- Monitor progress toward eliminating gender-based inequities in HIV responses

- Monitor and evaluate programs that address specific types of gender equality interventions in the context of HIV

**Intended users:**

- Program managers

- Policymakers

- Organizations

**Content:**

Gender and HIV indicators in the following areas may be applied at national, regional, or programmatic levels:

- Social context (legal and policy framework, stigma and discrimination, gender-based violence; gender norms, economic autonomy and literacy, humanitarian emergencies)

- Intervention programs (treatment, counseling and testing, service integration and linkages, male engagement)

- Populations warranting special attention (people living with HIV, key populations, other vulnerable populations)

- Behavior and knowledge (sexual behavior; knowledge of HIV and AIDS)

- Disease prevalence and reproductive health

| | **Title:** Compendium of Gender Scales |
| --- | --- |
| | **Publication date:** No date |
| | **URL:** http://www.c-changeprogram.org/content/gender-scales-compendium/ |
| | **Type:** Gender monitoring and evaluation, data, and indicators |

**Source:**
FHI 360 (C-Change Project)

**Purpose:**
Make gender scales readily accessible to practitioners interested in assessing gender-related attitudes and beliefs and evaluating their interventions

**Intended users:**
Health and development practitioners

**Content:**
This compendium consists of the following eight scales:

- Couple communication on sex
- Women's empowerment
- Gender beliefs
- Gender equitable men
- Gender norm attitudes
- Gender relations
- Household decision making
- Sexual relationship power

The scales selected for the compendium have been tested for their ability to measure gender attitudes and predict behaviors of interest, such as gender-based violence and reduction in the number of sexual partners. The compendium does not encompass all scales appropriate for studying gender and health outcomes, nor does it identify which scale is best for a specific study or evaluation.

Each gender scale in this compendium includes the following information, when available: scale objective; type(s) of behavior or outcomes predicted; types of items the scale includes; number of items and subscales; scoring procedures; psychometrics used (types of statistical approaches used to construct the items in the scale); type(s) of statistics used to test predictive validity (which statistics, if any, were used to test how well the scale predicts the behavior it aims to predict); used with women/used with men; country/countries where tested or applied; lessons learned from the scale's application; additional information; and source (citations on the development of the scale and/or its adaptation or modification).

| | **Title:** A Framework to Identify Gender Indicators for Reproductive Health and Nutrition Programming |
| --- | --- |
| | **Publication date:** 2002 |
| | **URL:** http://www.prb.org/pdf/FramewkIdentGendrIndic.pdf |
| | **Type:** Gender monitoring and evaluation, data, and indicators |

**Source:**
Interagency Gender Working Group

**Purpose:**
- Articulate a rationale for including gender in population, health, and nutrition programming
- Define gender in ways that make it easier to include in population, health, and nutrition programming
- Suggest a framework for identifying and addressing gender-related constraints to achieving population, health, and nutrition objectives, using a detailed set of illustrative examples
- Identify obstacles to the incorporation of gender in population, health, and nutrition programming and indicators for monitoring and evaluation

**Intended users:**
Planners of population, health, and nutrition programs

**Content:**
The framework to incorporate gender into population, health, and nutrition programming encompasses a three-step process:

- Identify the gender-related obstacles to and opportunities for achieving a particular objective in a particular setting
- Include or modify activities aimed at reducing those gender-related obstacles
- Add indicators to monitoring and evaluation plans to measure the success of the activities addressing gender-related obstacles

An annex provides detailed examples of gender-related obstacles, responsive activities, and related indicators in the areas of family planning, sexually transmitted infections, safe motherhood, post-abortion care, and nutrition. The indicators measure success in minimizing gender-related obstacles as part of the process of achieving a population, health, and nutrition objective. They are intended to add to, not replace, indicators that measure changes in health status. The framework does not address indicators to measure changes in gender status.

| | **Title:** Guidelines for Gender Based Analysis of Health Data for Decision Making |
|---|---|
| | **Publication date:** 2009 |
| | **URL:** http://new.paho.org/hq/dmdocuments/2009/GBA-INGLES.pdf |
| | **Type:** Gender monitoring and evaluation, data, and indicators |

**Source:**
Pan American Health Organization

**Purpose:**
- Describe how to integrate gender-based analysis in health policy, planning, and programming using health surveillance data and data from surveys or other sources

- Promote informed decisions and strengthen national capacity to generate, analyze, and effectively use gender-sensitive health indicators

**Intended users:**
Decisionmakers, planners, and officials engaged in national-level health policy, planning, and programming

**Content:**
The guidelines introduce the concept of gender and explain the importance of gender-based analysis (GBA) in health decision making. They describe the quantitative and qualitative data needed and questions to be asked in a GBA. Two case studies from Belize serve as examples of GBA's application in health planning and programming.

| | **Title:** A User's Guide to Measuring Gender-Sensitive Basic Service Delivery |
|---|---|
| | **Publication date:** 2009 |
| | **URL:** http://www.undp.org/content/dam/aplaws/publication/en/publications/democratic-governance/dg-publications-for-website/a-users-guide-to-measuring-gender-sensitive-basic-service-delivery-/users_guide_measuring_gender.pdf |
| | **Type:** Gender monitoring and evaluation, data, and indicators |

**Source:**
United Nations Development Program (UNDP) and United Nations Development Fund for Women (UNIFEM)

**Purpose:**
- Contribute to the development and more effective use of gender-sensitive indicators so that services are delivered to women more efficiently and effectively
- Provide a basic tool to map and analyze governance of basic service delivery through the lens of gender

**Intended users:**
- UNDP and UNIFEM staff working with national counterparts to use data and indicators to improve the delivery of services, monitor and evaluate impact, and demand accountability from governments and service providers
- Government departments, donors, and international agencies involved in developing, funding, and implementing service delivery programs
- Local governments, which are often most directly involved in the delivery of services, and end-users of the services, particularly women

**Content:**
This guide begins with background information and examples from the field of good practices and of the collection and/or use of basic service delivery indicators. A fictional case study illustrates how gender-sensitive indicators can be used to improve the relevance and quality of services for women. The case study also shows how committed people can use indicators to challenge and inspire others to change their thinking on gender and on the different needs and situations of women and men and girls and boys.

Tools for developing indicators appropriate to various contexts are provided. Mapping and review of existing databases, assessments, and indicators point to a general lack of indicators that directly measure the delivery of services, particularly to women. Because gender-related data, databases, and indicators address the delivery of services only indirectly, this resource introduces a third set of methods and frameworks to fill the gap, focusing on processes at the national and subnational levels.

| | **Title:** Violence Against Women and Girls: A Compendium of Monitoring and Evaluation Indicators |
|---|---|
| | **Publication date:** 2008 |
| | **URL:** http://www.cpc.unc.edu/measure/publications/ms-08-30 |
| | **Type:** Gender monitoring and evaluation, data, and indicators |

**Source:**

MEASURE Evaluation

**Purpose:**

Support the monitoring and evaluation of programs addressing violence against women and girls (VAW/G)

**Intended users:**

- Program managers, organizations, and policymakers implementing and evaluating VAW/G programs at the individual, community, district/provincial, and national levels in developing countries

- Providers of technical assistance to these people and organizations

Programs that do not specifically focus on VAW/G but address it among other aims may use these indicators as well.

**Content:**

The compendium explains approaches and ethical considerations for the monitoring and evaluation of VAW/G programs, along with a list of indicators. With each indicator, there is a description of what it measures, the tools needed to gather the data, and the calculations involved in producing the measure. The indicators cover the following areas:

- The magnitude and characteristics of five types of VAW/G—skewed sex ratios, intimate partner violence, violence from someone other than an intimate partner, female genital cutting/mutilation, and child marriage

- Four VAW/G programmatic sectors—health, education, justice/security, and social welfare

- Under-documented and emerging forms of VAW/G—humanitarian emergencies, trafficking in persons, and femicide

- Prevention programs in the areas of youth, community mobilization, and working with men and boys