



# Gender analysis in health systems

Reproductive Health and Population Department

**June 7-2024**

# Outline

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- ❖ How do we do a gender analysis

# WHY IS GENDER RELEVANT TO HEALTH?

- Gender is defined as the *‘socially constructed roles, behaviours, activities and attributes that a given society considers appropriate for men and women’*.
- Gender differences and inequalities are a major cause of inequity in health and health care.
- Health systems are not gender neutral; gender is a key social stratifier, which affects health system needs, experiences and outcomes
- Gender differences and inequities are reflected in inequalities in women’s and men’s:
  - vulnerability to illness
  - health status
  - access to preventative and curative measures
  - burdens of ill-health
  - quality of care



# WHAT IS GENDER INTEGRATION?

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- Gender Integration refers to strategies applied in program assessment, design, implementation and evaluation to take gender norms into account and to compensate for gender-based inequalities.
- Gender integration in health is the process of creating the knowledge and awareness of, and responsibility for addressing gender in health systems and programs.



# WHAT IS GENDER ANALYSIS?

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- Gender analysis is the cornerstone of gender integration.
- Gender analysis is a systematic methodology for examining
  - the differences in roles and norms for women and men, girls and boys;
  - the different levels of power they hold;
  - their differing needs, constraints, and opportunities; and
  - the impact of these differences in their lives.
- Gender analysis provides the necessary data and information to integrate a gender perspective into policies, programmes, and projects.
  - Allowing for the development of interventions that address gender inequalities and meet the different needs of women and men.



# WHY CONDUCT GENDER ANALYSIS?

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- The purpose of the gender analysis is to answer the following key questions:
  1. How will anticipated results of the work affect women and men differently?
  2. How will the different roles and status of women and men affect the work to be undertaken?
- By understanding how these disparities affect health and pose constraints for reaching project objectives, it will help us attain and sustain project impacts.
- It also helps staff to understand the projects' contributions to promoting gender equality.
- Donor's requirement



# WHEN DO WE DO A GENDER ANALYSIS?

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- Ideally, a gender analysis is conducted before or at the start of a project to inform the design of the project.
- If not, it can be useful to do one as a special study or part of a midterm evaluation.
  - useful to measure the same indicators at baseline and endline to evaluate how the project affected the relative status of men and women.
- Whether or not a gender analysis is conducted at the start of the project, it is important to disaggregate data by sex and track all monitoring to see if they indicate potential increases or decreases in gender disparities in participation, access to and control over resources, exercise of rights and benefits.



## WHO SHOULD DO A GENDER ANALYSIS?

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- If primary data collection --- trained researchers with strong research skills overseeing the process as well as the data collection.
- If relying on secondary data analysis --- it is important to have a **gender specialist** or someone with some experience or training on gender analysis and integration to analyze the data.

# HOW DO WE DO A GENDER ANALYSIS?

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- Gender analysis uses standard quantitative and qualitative data collection and analysis methods
- At a minimum, projects should collect **secondary information** on the gender context of the country to do a basic gender analysis.
  - DHS modules - women's autonomy, economic status, attitudes and experience related to GBV
  - The WomenStats Project - largest online compilation of quantitative and qualitative data on the status of women, including women's political participation, land ownership, and domestic violence,
  - periodic country reports submitted to the United Nations Convention on the Elimination of All Forms of Discrimination against Women
  - reports often prepared by women's machineries or women's rights organizations in the country.



# HOW TO CONDUCT A GENDER ANALYSIS?

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- A gender analysis has two parts.
- The first part is a process to *identify inequalities, gaps, and disparities* in a particular context.
  - It consists of collecting information and data on gender roles, relations, and identities related to specific health problems to identify gaps and disparities based on gender differences.
- The second part of the analysis entails *analyzing the information collected* on gender differences
  - to determine and prioritize gender-based constraints and opportunities and their implications for achieving health objectives and equal status of women and men.

# GENDER ANALYSIS FRAMEWORK

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- A gender analysis framework (GAF) provides a structure for organizing information about gender roles and relations.
- It provides a way to systematize information about gender differences across different domains of social life, and to examine how these differences affect the lives and health of men, women, boys, and girls.

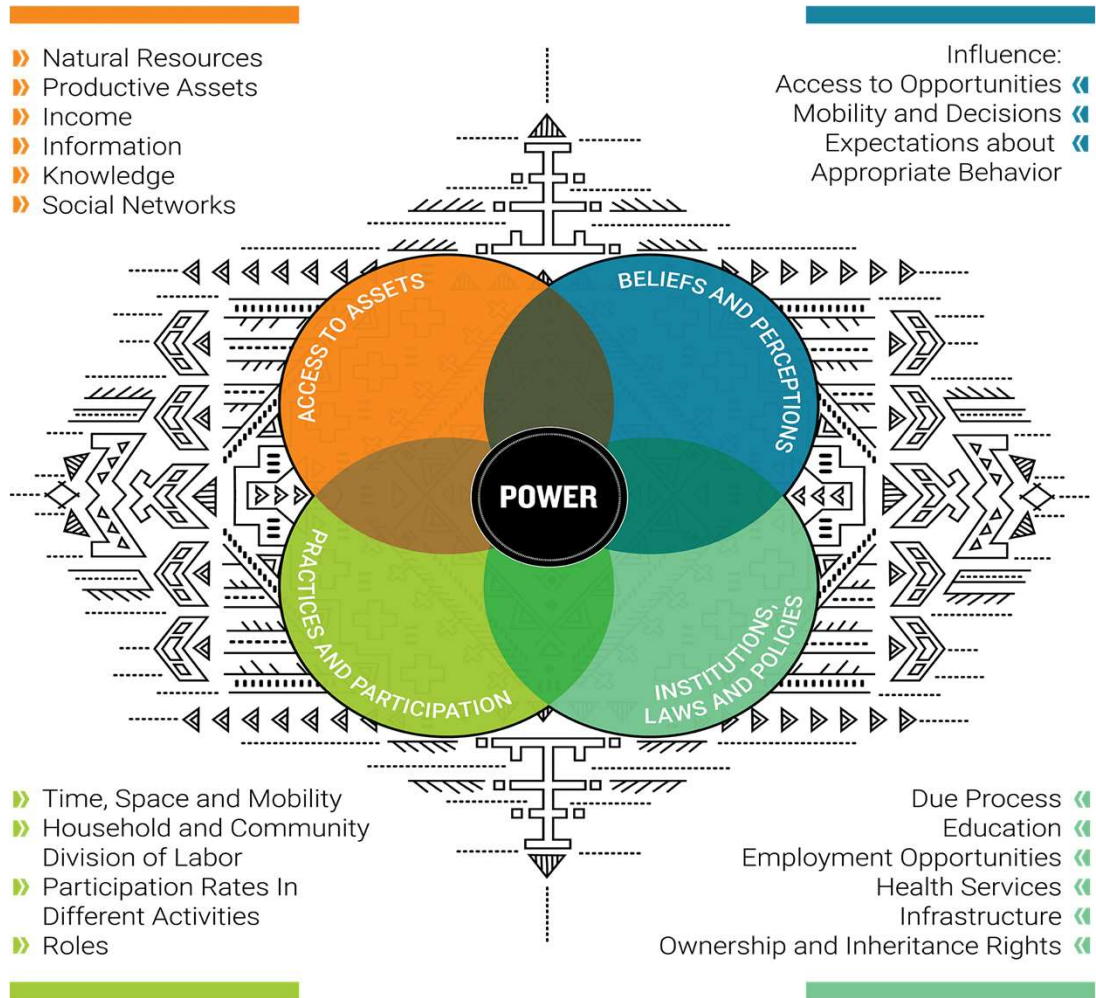


FIGURE 1 – THE GENDER ANALYSIS FRAMEWORK



# SEVEN STEPS TO A GENDER ANALYSIS

1

## A SECONDARY DATA COLLECTION PLAN

Develop a data collection plan linked to project objectives to answer the questions:

- How will anticipated results of the work affect women and men differently?
- How will the different roles and status of women and men affect the work to be undertaken?

The plan should include a data collection matrix, which includes the gender-related research questions to be asked, the data to be gathered, source of the data, who will collect it, methods for data collection and analysis, and how the information will be used.

2

## REVIEW OF SECONDARY DATA SOURCES

Conduct a search for gender-focused published and unpublished studies and sex-disaggregated databases related to the objectives of the project.

3

## ANALYSIS OF SECONDARY DATA

Use the GAF, which is composed of four domains (access to assets, beliefs and perceptions, practices and participation, and institutions, laws, and policies, with power cross-cutting the four domains), to organize information about gender differences from existing sources. Assess whether the existing information is adequate for the project context to understand how health program objectives may be affected by gender difference and inequalities in the following areas:

- Differences in women and men's access to assets, resources, and health services.
- Differences and inequities in women and men's use of time between paid, unpaid, and volunteer labor and care-taking responsibilities in the household and community.
- Differences and inequalities in leadership roles, decision-making, and legal status.

## SEVEN STEPS TO A GENDER ANALYSIS

4

### IDENTIFICATION OF CRITICAL INFORMATION GAPS AND CONTRADICTIONS

If the initial review does not satisfy the criteria in Step 3, identify what information is lacking and develop a data collection plan. In addition to gaps in the available information on gender issues related to the project, there may be contradictory findings that require further investigation. The choice of methods and the number of topics explored may be constrained by the available budget. It will require prioritization of topics based on an assessment of their relevance and potential impact on the projects' objectives.

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### DEVELOPMENT OF A PRIMARY DATA COLLECTION PLAN AND INSTRUMENT

The *Jhpiego* toolkit provides a guide for developing research questions and selecting research methods. The illustrative questions by domain indicate the type of information that needs to be collected, although the project objectives and focus will determine which of the illustrative questions are most pertinent. Some of the questions are more appropriate to investigate through quantitative methods and others through qualitative methods. The annotations of different quantitative and qualitative methods are included to provide assistance with the selection of methods appropriate to the task. Gender focused questions can be incorporated into existing instruments (see Yemen Quality of Care and Knowledge, Practices & Coverage (KPC))

## SEVEN STEPS TO A GENDER ANALYSIS

6

### DATA ANALYSIS

Gender-focused data can be analyzed using standard quantitative and qualitative analytical methods. What distinguishes the analysis is the focus on data linked to the GAF domains. The analysis should be designed to compare information about men and women, about different categories of women and men (e.g., by ethnicity, sexual orientation, age, class, caste, residence, and race). These comparisons should reveal where there are gaps and inequalities that are likely to affect women's or men's participation rates, leadership, access to services, uptake of healthy behaviors or treatments, or that subject men or women to differential risks and vulnerabilities affecting their health. The analysis should also provide understanding of why these gaps and disparities exist and how they affect men's and women's opportunities and aspirations.

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### CONSTRAINTS ANALYSIS

The final step in the gender analysis examines how the identified gender differences limit or facilitate desired changes in health knowledge, practices, and access to care from the user's perspective. The analysis serves to identify gender-based constraints and opportunities that have the potential to either impede or facilitate (also referred to as gender determinants of health) achievement of health objectives. For example, in many places, women are constrained in receiving skilled care in delivery because they do not have power to make autonomous or joint decisions about their health care.

# THE GENDER ANALYSIS TOOL

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## LEVELS OF THE HEALTH SYSTEM

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INDIVIDUAL & HOUSEHOLD



COMMUNITY



SERVICE DELIVERY



DISTRICT & PROGRAM



NATIONAL

## DOMAINS

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ACCESS TO ASSETS



BELIEFS & PERCEPTIONS



PRACTICES & PARTICIPATION



INSTITUTIONS, LAWS & POLICIES

# KEY QUESTIONS

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- Some key questions across the levels of health intervention are:
  - Individual: What knowledge do women or men have about reproductive, maternal, neonatal and child health (RMNCH)?
  - Household: Who decides whether a woman is able to seek care for herself or her child?
  - Community: What roles do men and women play in allocating community resources to facilitate men's and women's access to health care (e.g., roads, transportation, blood and drug supplies, and oversight of health facilities)?
  - Health facility: How is the delivery of care organized to meet the different needs of men, women, boys, and girls?
  - Health system governance/policy: How do health policies and resource allocations support gender equality at different levels of the health system?

# CONCLUSION

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- Gender analysis uses standard *quantitative* and *qualitative* data collection and analysis methods to respond to research questions about
  - how gender differences and inequalities will affect project outcomes and
  - how the project will differentially affect men's and women's health, opportunities and status.
- GAF provides a way to systematize information about gender differences across different domains of social life, and to examine how these differences affect the lives and health of men, women, boys, and girls.

## REFERENCES

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