Gender Analysis

The gender analysis informs program design and ensures each program actively addresses gender disparities, while devising an action plan to diminish inequities. This critical process is conducted at two distinct levels:

- The strategic or country level analysis focuses on macro issues, identifying societal gender inequities. This involves quantitative and qualitative data collection, centered on significant gender gaps within the health sector of each country. The data gathered will guide the questions raised during program-level analysis.
- The program or activity level analysis during the design stage to examine micro-level details. This exploration helps pinpoint gender gaps, discern the causes of gender inequities, and understand the program's impact on both women and men's lives.

What is Gender Analysis?

Gender Analysis is a vital tool for understanding the diverse roles, responsibilities, and statuses that men and women hold within countries, communities, and households. The disparities may manifest in various ways, including differences in ownership, control over assets, decision-making capacity, and access to education and economic opportunities. Consequently, men and women possess unique experiences, knowledge, abilities, and needs, leading to distinctive impacts from development initiatives. At VillageReach, we strongly recommend a gender analysis before the start of any award or program. We also recognize and strive to address the multiple and intersecting forms of discrimination that individuals may face based on their gender, race, ethnicity, age, disability, and other factors.

The absence of a careful examination of gender dynamics can result in women facing barriers to participation and benefits in development projects. According to USAID, gender analysis is “a systematic approach for examining problems, situations, projects, programs, and policies to identify the gender issues and impacts.” By delving into these differences, Gender Analysis allows the formulation of policies, programs, and projects that recognize and cater to the diverse needs of both men and women. It also encourages the strategic application of the particular knowledge and competencies that each gender group offers, ensuring more effective and inclusive efforts.

Gender analyses should use relevant data to answer the following questions:

1. How will gender norms affect the achievement of sustainable program results?
2. What approaches, processes, and actions will we adapt in the design and implementation of programs that help to recognize and address inequities?
3. How will the proposed program results affect the relative status of men and boys, women and girls and gender minorities?

The trend among donors is shifting towards insisting on gender analysis in programs. For instance, the USAID Global Health Bureau utilizes a custom indicator defined as "the proportion of global health projects with a gender strategy implemented in project activities."

Apart from fulfilling donor expectations, a gender analysis is integral to answering pivotal questions such as:

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

Summary
Conducted during program design or planning
Analyzes the gender context in which the program is operating
Helps programmers understand gender roles, responsibilities, statuses and inequities so they can use that information to design, implement, monitor and evaluate programs
Conducted via: desk review, key informant interviews, and interviews/focus groups with beneficiaries
Includes recommendations on how to integrate gender considerations into the program

When to start gender analysis?

Gender analysis should ideally be integrated at the inception of a program, specifically during the program design or planning stages. It helps align the program's goals with the unique needs and experiences of different gender groups, ensuring a more inclusive and effective approach.

However, if missed during those preliminary stages, gender analysis can still be undertaken at any time throughout the life of the program. Here's how you might implement it at later stage:

1. **Start Up:** Start with a comprehensive review of available information. This may include published research studies, existing quantitative and qualitative data about gender norms in the program context, gender-related policies in the program area, and primary data on gender norms and practices related to the program's focus.
2. **Implementation**: If not conducted at the outset, gender analysis can be integrated into the ongoing program cycle. Monitor gender-related outcomes and adapt strategies as needed. Engage with various stakeholders, including community members and gender experts, to obtain nuanced insights. These should be integrated into existing VillageReach processes such as analyzing available internal and external data at quarterly program reviews, semi-annual portfolio reviews, and solution reviews, besides collecting and sharing relevant research studies.
3. **Transition / Replication / Close out**: Keep thorough records of the gender analysis process, findings, and any changes made to the program as a result, including the program's theory of change and other program assumptions. This ensures transparency and can be a valuable resource for future programs.

What Type of Documents Are Reviewed	How the Documents Help You
Program or project documents: work plans, program description, baseline study report, barrier analysis report, monitoring and evaluation plan and other reports	Understanding program context and whether/how gender considerations have been integrated into planning

What Type of Documents Are Reviewed	How the Documents Help You
Quantitative data: demographic and health surveys, and data from the World Bank, UN and government	Quantitative, contextual information on gender dynamics within the country
Third-party gender studies: gender analyses, assessments, or research papers.	Qualitative, contextual information on gender dynamics within the country

Who Should Do A Gender Analysis?

If doing primary data collection, it is important to have 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 in gender analysis and integration to analyze the data. Check the GUIDELINES FOR GENDER CONSIDERATIONS IN PROGRAM DESIGN FOR VILLAGEREACH before you start gender analysis.

Steps to Gender Analysis

1. Plan for a Gender Analysis

    - Define the scope of the analysis: Which specific program or area are we focusing on? What is the context in which the program operates?
    - Identify the necessary resources: This may include personnel, time, or other materials required depending on program complexity, novelty, and the implementation environment. As a general guideline, at least 5 days of LOE over two weeks must be set aside.
    - Develop a timeline for the analysis: By when will each step be completed?
    - Identify key stakeholders to be involved in the analysis: Who are the individuals who can provide valuable insights or those who will be affected by the program?

2. Conduct a Desk Review (Secondary Data)

Conduct a review of existing gender-focused studies and sex-disaggregated databases related to VillageReach's program project objectives. Formulate a data collection plan tied to the program project goals, addressing these key questions:

- How might the expected outcomes of our projects differently impact men, women, and gender-diverse individuals?
- How might the distinct roles and statuses of these groups influence the projects?

The plan should cover gender-related research queries, data to be gathered, data sources, collectors, collection and analysis methods.

- Gather and review pertinent documents such as program reports, research papers, health statistics, etc.
- Look for any information related to gender disparities, gender norms, access to services, etc.
- Identify any gaps in the available data or information.

You should also identify what information is missing and develop a data collection plan. In addition to gaps in the available information on gender issues related to the project, contradictory findings may require further investigation. The choice of methods and the number of topics explored may be constrained by the available budget, necessitating prioritization of topics based on an assessment of their relevance and potential impact on the projects' objectives.

3. Conduct In-depth Interviews and/or Focus Group Discussions (Primary Data)

    - If there is time and scope to do primary data collection, develop a guide for the interviews/discussions. This should include specific questions related to gender disparities, needs, experiences, etc.
    - Select and invite participants: These could be beneficiaries, program staff, community leaders, etc.
    - Conduct the interviews or discussions, ensuring that all voices are heard and respected.

4. Analyze Data and Synthesize Findings

The collected gender-focused data can be analyzed using standard quantitative and qualitative methods. The analysis should emphasize data related to VillageReach's gender-focused domains. It should aim to compare data about men, women, and gender-diverse individuals. [1](e.g., based on ethnicity, sexual orientation, age, socio-economic status, and residence). These comparisons should reveal where there are gaps and inequities that are likely to subject men or women to differential risks and vulnerabilities affecting their health or affecting their ability to access programs that VillageReach is operating. The analysis should also provide understanding of why these disparities exist and how they affect opportunities and aspirations.

- Review all the data collected from the desk review and interviews/discussions.
- Identify key themes or patterns related to gender disparities, needs, experiences, etc.
- Draw conclusions and make recommendations based on the findings.

5. Review and Prioritize Gender Analysis Findings and Recommendations with Stakeholders

This step in the gender analysis reviews how identified gender differences can either limit or facilitate desired changes in health knowledge, practices, and access to care from the user's perspective. The analysis aims to identify gender-based constraints and opportunities that could either hinder or facilitate the achievement of health objectives. For instance, in many regions, women's access to mobile phones might be limited which impacts their access to the hotline service VillageReach is offering.

- Share the findings and recommendations with key stakeholders.
- Seek their feedback and input, and adjust the findings or recommendations as needed.
- Prioritize the recommendations based on their potential impact, feasibility, etc.

6. Package and Disseminate Findings and Recommendations

    - Create a report or other materials that clearly communicate the findings and recommendations.
    - Share these materials with relevant people or groups: This could include program staff, partners, donors, etc.

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[1] The term "gender-diverse" is used to refer to persons whose gender identity, including their gender expression, is at odds with what is perceived as being the gender norm in a particular context at a particular point in time, including those who do not place themselves in the male/female binary - according to Link
OHCHR. (2023). *The struggle of trans and gender-diverse persons*. United Nations - OHCHR.

- Use the findings and recommendations to inform program design and implementation, and to advocate for gender equity.

Step and LOE (Approx. days)	Actions	Key Questions	Specific Example
1: Plan for a Gender Analysis (7)	• Define the scope of the analysis • Identify the necessary resources • Develop a timeline for the analysis • Identify key stakeholders to be involved in the analysis	• What specific questions do we want to answer through this gender analysis? • Who are the key people or groups that we need to involve in this process? • What resources will we need to conduct this analysis effectively? • What gender roles did the program target in its objectives and to what purpose? • What is the long-term impact in regard to women's increased ability to take charge of their own lives and to take collective action to solve problems?	Focus on analyzing how gender affects direct distribution, costs, and stockouts. Include interviews with both female and male supply chain managers at various levels. • What are the main gender-related issues within supply chain management and direct distribution? • What resources will you need?
2: Conduct a Desk Review (15)	• Review gender-focused studies • Formulate a data collection plan • Identify gaps	• What does the existing data tell us about the gender disparities in this program area? • Are there any significant gaps in the data that we need to address? • What are the prevalent gender norms or cultural practices that could affect our program? • What do women own? What do they do with what they own to improve their own health? • What do men own? What do they do with what they own to improve their own health?	Investigate existing data on gender roles within supply chain design. Recognize gaps in understanding how gender impacts stockouts and waste reduction. • How does gender influence supply chain efficiency and effectiveness, particularly in direct distribution and cost management?
3: Conduct In-depth Interviews (15)	• Develop a guide • Select participants • Conduct interviews or discussions	• What are the specific experiences of different gender groups related to our program? • How do gender norms or cultural practices affect their access to or use of our services?	Interview both female and male supply chain managers, focusing on their roles in direct distribution, cost reduction, and on-site training. Identify unique

Step and LOE (Approx. days)	Actions	Key Questions	Specific Example
		• What barriers or challenges do they face that are related to their gender? • What are the social beliefs and perceptions that condition women and men's expectations and aspirations? • Do men or women have restrictions on their mobility that may increase or decrease their vulnerability and access to care?	gender-related challenges or strengths. • What are the different experiences of men and women in supply chain management, particularly in direct distribution? • How does gender influence transport cost reduction?
4: Analyze Data (25)	• Review all data • Identify key themes • Draw conclusions	• What are the main gender disparities or issues that we found in our analysis? • How do these issues affect the effectiveness or impact of our program? • What changes or actions do we recommend based on our findings? • Where do opportunities or entry points exist to encourage an equitable division of labor and equal opportunity?	Identify gender-specific patterns in direct distribution, such as women's potential preference for frequent but smaller deliveries, affecting transport costs. Recommend gender-sensitive adaptations to the supply chain design. • What are the main gender disparities or strengths in supply chain design and management? • How do they affect the NGCA initiative?
5: Review Findings (10)	• Share findings • Seek feedback • Prioritize recommendations	• How do our stakeholders respond to our findings and recommendations? • What adjustments do we need to make based on their feedback? • Which recommendations should we prioritize for implementation?	Share findings with provincial and national supply chain champions. Focus on gender-sensitive training and supportive supervision that recognizes different needs and strengths of men and women in the supply chain.

Step and LOE (Approx. days)	Actions	Key Questions	Specific Example
		• What is the best way to build on the government's commitment to the advancement of women?	• How do stakeholders respond to gender-related findings? • What adjustments are needed?
6: Package and Disseminate Findings (8)	• Create a report • Share the report • Use findings for implementation	• How can we best communicate our findings and recommendations to different audiences? • How can we use our findings to improve our program or to advocate for gender equity? • What are the next steps for implementing our recommendations? • What are the barriers to an equitable division of labor and equal opportunity?	Produce a report detailing how gender-sensitive adaptations to supply chain design can further reduce stockouts and waste, and decrease transport costs. Emphasize empowering both male and female supply chain champions to leverage their unique insights and contributions. • How can we best communicate and use gender-related findings to improve the NGCA Initiative?

Tools

Numerous collaborative instruments are available for gender analysis. These can be employed by development practitioners and facilitators to scrutinize stakeholders, investigate power dynamics and discrimination, promote consciousness on various matters, formulate action plans, and oversee and assess development endeavors. The subsequent table outlines the essential stages of gender analysis and proposes potential instruments for implementing the analysis.

Resources

The below resources and tools are not specific to gender analyses happening within the supply chain however they can be adapted to obtain useful information and to guide any analysis.

- Harvard Analytical Framework
- Care Good Practices Framework
- USAID ADS Gender Analysis Framework and Domains
- Gender Equality And Social Inclusion
- Oxfam Quick Guide to Gender Analysis

Gender analysis step	Participatory tool
1. Condition and Position	• Wellbeing ranking • Participatory map • VENN diagram • Daily activity calendar • Transect walk • Seasonal calendar • Focus group discussion • Force field analysis • SWOT analysis
2. Division of Labour	• Daily activity profile • Seasonal calendar • Transect walk • Focus group discussion
3. Access and control over resources and benefits	• Resource mapping • Wellbeing ranking • Rich picture • Focus group discussion
4. Empowerment	• Mobility map • Flow diagram • Stakeholder analysis • Level of participation • Power relations • Focus group discussion
5. Practical and strategic needs	• Venn diagram • Visioning exercise • Mapping of gender-based division of labour • Influence and importance matrix

Reference: Guidelines for a Gender Sensitive Participatory Approach