Research in Gender and Ethics (RinGs):
Building stronger health systems

Ten Gender Analysis Frameworks & Tools to Aid with Health Systems Research
July 2015

Introduction

Gender analysis is an important component of health systems research. Gender analysis can be incorporated into health systems research at any stage of the research process, and includes the consideration of gender when defining the research aim, objectives, or questions, within the development of the study design and data collection tools, within the process of data collection and the interpretation and communication of results, and within research uptake activities. Gender frameworks and tools can help researchers to develop their research methods, including research questions, data collection, and analysis.

What does this resource contain?

This resource gathers together a selection of gender analysis frameworks and tools relevant to health systems research. As there is no one gender analysis framework or tool that comprehensively covers all health systems components, those included below focus on different health systems or health-related issues. Only those resources that are easily accessed online have been included.

Who is this resource for?

This resource is primarily for health systems researchers interested in incorporating gender analysis into their research. However, many of the frameworks and tools included will also be relevant for health policy makers, health managers, gender trainers, and individual health professionals at the community, national or international level.

Contribute to the resource and discussions

We hope you find this list of resources useful and that you will help to build it up and strengthen it by sharing your own resources, frameworks, tools, and thinking with us. Join a growing community of practice that is interested in gender in health systems research! Email us to send us your ideas and/or to be kept up to date with our work (RinGs.RPC@gmail.com).

This resource was put together by Research in Gender and Ethics (RinGs): Building Stronger Health Systems. If you would like more information about RinGs e-mail: RinGs.RPC@gmail.com or visit our website: http://resyst.lshtm.ac.uk/rings.

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#	Author(s)	Year	Name of Framework/ Tool	Health System/ Health Focus	Summary of Framework/ Tool
1	World Health Organization	2011	Gender Mainstreaming for Health Managers: a Practical Approach	Health Systems – Policies and Programmes (tool)	**Overview**: This manual responds to a perceived gap in the practical application of gender mainstreaming strategies for health managers involved in decision-making and agenda-setting with respect to public health policies, programmes and services. WHO gender analysis tools are introduced throughout the manual, with guidance on how to use them. The manual consists of two booklets: Participant Notes and a Facilitator's Guide. **Key dimensions of tool:** The manual includes three modules: Module 1: Awareness – Building Blocks to Address Gender Inequality and Health; Module 2: Analysis – Conducting Gender Analysis; and Module 3: Action – Developing Gender Responsive Actions. Module 2 provides resources to help conduct a gender analysis, including a Gender Analysis Matrix, and Gender Analysis Questions. Module 3 contains a number of tools which help to assess the gender responsiveness of policy or programme; some of these are highlighted below. **The Gender Responsive Assessment Scale:** This tool can be used to assess how gender responsive a policy or programme is. It focuses specifically on the health effects of gender norms, roles, and relations. The tool includes five levels, two of which hinder the achievement of gender equality and health equity: level one (gender unequal) and level two (gender blind). Level three (gender sensitive) is when policies or programmes begin to recognize the important health effects of gender norms, roles and relations. Level four (gender-specific) and level five (gender-transformative) actively address gender inequality. **WHO Gender Assessment Tool:** This is a rapid assessment tool which can help to assess the gender-responsiveness of a programme, and indicate where gender-responsiveness can be improved. It is comprised of gender analysis questions. **Intended audience:** public health managers in international, national or community-based institutions. **Number of pages:** 80 **URL:** http://www.who.int/gender-equity-rights/knowledge/health_managers_guide/en/

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2	World Health Organization	2011	Human Rights and Gender Equality in Health Sector Strategies: How to Assess Policy Coherence	Health Systems – Health Sector Strategies/ Policies (tool)	**Overview:** The tool was designed to support countries as they design and implement national health sector strategies in compliance with human rights obligations and commitments. It provides support, as opposed to a set of detailed guidelines, to operationalize a human rights-based approach and gender mainstreaming within the assessment of health sector strategies. The overall aim of the tool is to enhance coherence between: international obligations and commitments; national legal, policy and institutional frameworks; and health sector strategies with respect to human rights and gender equality. **Key dimensions of tool:** The tool, adaptable to different country contexts, is composed of three parts: (1) Conceptual approaches of the too; (2) Practical guidance on how to use the tool; and (3) Analysis tables. The analysis tables are designed to guide the user through three separate assessment levels: (1) State obligations and commitments; (2) national legal, policy and institutional frameworks; and (3) health sector strategies, using the various components/ building blocks of a health system. **Intended audience:** Actors involved in health planning and policy making, implementation or monitoring of health sector strategies. These include (but are not limited to) ministries of health and other sectors, national human rights institutions, development partners and civil society organizations. **Number of pages:** 150 **URL:** http://whqlibdoc.who.int/publications/2011/9789241564083_eng.pdf

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3	Pan American Health Organization	2009	Guide for Analysis and Monitoring of Gender Equity in Health Policies	Health Systems – Health Policies (tool)	**Overview**: This guide focuses on the inclusion of gender within the formation, analysis, implementation and monitoring of health policies with the goal of achieving gender equity. The guide is designed to be used for evaluation as well as for advocacy and policy impact. **Key dimensions of tool:** The guide includes three key sections: (1) The conceptual and ethical framework, which focuses on three dimensions of gender equality in health: health status and its socioeconomic determinants; health care, not only as one of the determinants of health but also as the basis for sectoral policies; and formal and informal processes of health management; (2) Guidelines for context analysis, which provides guidance for examining the legal, political, economic, and health context of the society in which health policies are being analysed (from a gender perspective); and (3) Detailed descriptions of eight observation fields for the analysis of gender equity in health policies. This section includes observations/ case studies, including questions to consider when analysing health policies. Eight observation fields include: -intersectoral action -access to the health system -comprehensiveness of benefits -quality of care -health system financing -management of human resources -participation, accountability, empowerment -international commitments **Intended audience:** Decision-makers, planners, and officials, and advocacy groups, universities, and research centres. **Number of pages:** 91 **URL**: http://new.paho.org/hq/dmdocuments/2009/Guide_Gender_equity_.pdf

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4	African Development Bank Group	2009	Gender Mainstreaming Checklist for the Health Sector	Health Systems – Health Service Delivery (tool)	**Overview**: The tool proposes gender mainstreaming strategies and selected indicators to: facilitate effective analysis and identification of gender issues within the health sector, design appropriate gender sensitive strategies/components, allocate resources, and define monitoring indicators through all stages of a project/program cycle. **Key dimensions of tool:** The tool includes a Gender Checklist for Appraisal Report, which is specific to African Development Bank activities. In addition, it includes: (1) key questions/ issues to consider in relation to gender issues in health delivery systems; (2) key strategies to address gender issues in health service delivery; and (3) key gender considerations within project implementation and supervision. The tool highlights maternal mortality risk factors and health service delivery as a case study. The annexes include: (1) a section exploring key elements in gender analysis; (2) a section exploring strategies for gender mainstreaming in health; and (3) a section exploring gender issues in health sub-sectors, such as primary health care, reproductive health, and health delivery systems. **Intended audience**: African Development Bank staff and consultants **Number of pages:** 12 **URL**: http://www.afdb.org/fileadmin/uploads/afdb/Documents/Policy-Documents/Gender-health-chklist-sunita-12-01-09%20(2).pdf

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5	Liverpool School of Tropical Medicine	1996	Guidelines for the Analysis of Gender and Health	Health Systems – Health Service Delivery & Health Research (framework & tool)	**Overview:** This is a web-based resource. The overall aim of the guidelines is to enhance ability to understand and respond to gender issues amongst those involved in the planning, implementation, and evaluation of health care provision and health research. **Key dimensions of framework/tool:** It is organized into three sections. Section One includes an introduction and background information in relation to how gender affects health. Section two includes a set of guidelines for gender analysis and action, which includes three steps: • Step One: a gender analysis framework for conducting detailed situation specific gender analysis for use in health planning, implementation, or research, comprising guidelines for constructing: (1) Patterns of ill-health (who gets ill, when and where); (2) Factors affecting who gets ill (why do different groups of men and women suffer from ill-health); and (3) Factors affecting responses to ill-health (how are men and women's responses to ill-health influenced by gender?). • Step Two: guidelines for gender sensitive planning, comprising questions and examples which raise issues about the design, implementation and monitoring of health care systems and research, including specific questions addressing the formal health system (in relation to health system policy, health system resources – financial and human, health service provision, and health information systems) and epidemiological and clinical research projects. • Step Three: strategies for addressing gender inequalities in health care provision and research (both within and outside of the health sector). Section three includes a number of case studies illustrating the use of the guidelines and practical examples of the issues raised. **Intended audience:** Health policy makers, health managers, health and health system researchers, gender trainers, individual health professionals **URL:** http://www.lstmliverpool.ac.uk/research/departments/international-public-health/gender-and-health-group/guidelines/

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6	UNAIDS	2014	UNAIDS Gender Assessment Tool: Towards a Gender-Transformative HIV Response	Health Systems – National HIV Policy and Response (tool)	**Overview:** The tool is intended to assist countries assess their HIV epidemic, context, and response from a gender perspective, helping them to make their HIV response gender transformative and (as such) more effective. The tool is specifically designed to support the development or review of national strategic plans. It supports the roll-out of the UNAIDS Agenda but can be used by stakeholders who may have their own requirements for gender analysis. **Key dimensions of tool:** The tool makes use of a number of terms common to HIV and gender responses. It seeks to move the HIV response along the Gender Integration Spectrum, from gender-blind to gender-sensitive, and ultimately to gender transformative. The tool includes four key stages (each with a set of key steps) on how to conduct a gender assessment of a national HIV response: (1) Preparing for the gender assessment of the national HIV response; (2) Knowing the national HIV epidemic and context; (3) Knowing the national HIV response; and (4) Analysing and using the findings of the gender assessment for a gender-transformative HIV response. Steps include key gender-related questions for consideration during the gender assessment. The annexes include resources and links to tools and guidance regarding gender and HIV, as well as a gender assessment sample workshop agenda. **Intended audience**: National authorities, civil society organizations, and key health and health policy stakeholders. **Number of pages:** 41 **URL:** http://www.unaids.org/sites/default/files/media_asset/JC2543_gender-assessment_en.pdf

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7	mHealth Alliance, UN Foundation; Madhu Deshmukh & Patricia Mechael	2013	Addressing Gender and Women's Empowerment in mHealth for MNCH: An Analytical Framework	Health Systems – mHealth & Maternal, Newborn and Child Health (MNCH) Programs (framework)	**Overview**: This analytical framework addresses gender and women's empowerment within mHealth and maternal, newborn and child health (MNCH) programs. The framework is premised on the fact that addressing gender equity and women's empowerment is critical to successfully achieving health goals and that issues related to gender equality and women's empowerment are not yet fully understood in the context of mHealth. **Key dimensions of framework:** The framework proposes four domains of analysis based on mHealth intervention components: (1) the development of technology and content; (2) policy-making and implementation; (3) providers of health services; and (4) clients of mobile and related technology. The framework highlights the importance of ensuring and encouraging women's voices, participation, and access to mHealth interventions, while underscoring the need and importance to engage men and other community influencers and gatekeepers, as well as analyse and address existing social and cultural norms. **Intended audience**: practitioners, including national governments and NGOs (to further examine the issues on the ground); academics and researchers (to undertake further research in this area); policy makers (to examine gender sensitive mHealth and eHealth policies); and, donors and other partners (to support gender transformative mHealth interventions). **Number of pages:** 25 **URL:** http://www.villagereach.org/wp-content/uploads/2013/07/gender_analytical_framework_report.pdf

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8	UNICEF & Liverpool School of Tropical Medicine	2011	Guidance on Methodologies for Researching Gender Influences on Child Survival, Health and Nutrition	Health – Research Methodologies; Child Survival, Health, and Nutrition (tool)	**Overview**: This guidance document was commissioned in order to gain a more systematic overview of the available research on gender influences on child survival, health and nutrition, with the express aim of identifying the relevant methodologies and tools for undertaking such research. It provides a step-by-step guide to these methodologies and tools, while providing concrete examples. **Key dimensions of tool:** The guidance document explores different methods and methodological issues in relation to health research, and includes sections on: how to choose a research method and why; how to conduct a gender-sensitive situation analysis; how to use quantitative methods (including questionnaires and gender-sensitive indicators); how to use qualitative methods (including interviewing, focus-group discussions, participatory rapid appraisal and participatory learning and action, and observation); strengths and weaknesses of different methods; sampling techniques; analysing data from a gender perspective; and ethical dimensions of gender-sensitive research. The document includes a number of tables with illustrative examples of relevant methodologies, indicators, questions, and sampling. **Intended audience:** health and health system researchers, health policy makers, and health managers **Number of pages:** 52 **URL:** http://www.unicef.org/gender/files/Guidance_on_Methodologies_for_researching_Gender_influences_on_Child_Survival.pdf

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9	Deborah Caro of Cultural Practice, LLC for the Interagency Gender Working Group (IGWG)	2009	A Manual for Integrating Gender into Reproductive Health and HIV Programs	Health – Reproductive Health and HIV Programs and Policies (framework & tool)	**Overview:** The primary purpose of this manual is to offer organizations a resource on how to integrate a gender equity approach into the design and implementation of reproductive health programs. The manual is to be used at any stage of the program cycle, from program design to program evaluation. As a tool for strategic program planning rather than for training, the manual provides practical steps for gender integration, however, is not intended as a comprehensive guide to addressing gender issues. **Key dimensions of framework/tool:** The manual includes five chapters: • Chapter 1 describes the purpose and use of the manual. • Chapter 2 discusses the rationale for gender integration and mainstreaming. • Chapter 3 presents the gender continuum, which is a tool for identifying and assessing the extent to which gender has been appropriately and effectively integrated into programs. • Chapter 4 presents the **Gender Analysis Framework**, which is a tool for collecting, synthesizing, and analysing context-specific information on gender relations and identities that can assist program designers and evaluators responsible for conducting a gender assessment or synthesizing information from existing research and analyses. The framework includes the following five domains, which focus on specific aspects of social and cultural relations in a given context: (1) access to resources; (2) knowledge, beliefs, and perceptions; (4) practices and participation; (5) legal rights and status; and (5) power. • Chapter 5 discusses gender integration throughout the program cycle, providing a series of guiding questions, methodological tips, case studies, and steps. **Intended audience:** Reproductive health program managers and technical staff of USAID and its implementing partners, as well as governmental organizations, and international and local nongovernmental organizations (NGOs). **Number of pages:** 78 **URL:** http://www.igwg.org/igwg_media/manualintegrgendr09_eng.pdf

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10	World Health Organization – Department of Reproductive Health and Research Family and Community Health	2001	Transforming Health Systems: Gender and Rights in Reproductive Health – A Training Curriculum for Health Programme Managers	Health Systems – Reproductive Health Policies and Programmes (tool)	**Overview:** This manual is a training resource for health trainers to use with health managers, planners, policy-makers and others with responsibilities in reproductive health. It provides a training curriculum designed to equip participants with the analytical tools and skills to operationalize reproductive health policies and programmes. This manual offers a session-based and case-based curriculum on how to promote gender equity and reproductive rights through the use of evidence, policy development, and service delivery. **Key dimensions of tool:** The manual is in three parts: (1) a brief background to the course, practical details about who the course is for, what it contains, how it is run, and who can run it; (2) six teaching modules (gender, social determinants, rights, evidence, policy, health systems) with an opening and a closing module; and (3) annexes with tools and resources for participatory training methods and sessions, some examples of participatory exercises, evaluation forms, and a sample course time-table. **Intended audience:** The manual is aimed principally at managers, trainers and policy makers within the health sector. Those involved in advocacy, policy and programme changes to implement reproductive health programmes, such as health activists, NGOs, staff of bilateral and multilateral agencies and donors, will also find the course useful. The curriculum is specifically designed to be used by academic and activist trainers who are likely to be offering courses in research and programming in health, as well as in gender. **Number of pages:** 493 **URL:** http://www.who.int/reproductivehealth/publications/gender_rights/RHR_01_29/en/

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