


GENDER INTEGRATION STRATEGY



**Ensuring that
Gender Considerations are
Embedded in all
Facets of our Work**

August 2024





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Preface

Financing Alliance for Health (FAH) aims to create a world where everyone can achieve their fullest potential. It's evident that gender norms, roles, and relationships are crucial factors influencing well-being across various sectors globally. Recognizing gender as an essential element in human development efforts, FAH has developed a Gender Integration Strategy to guide all its research and program activities.

This strategy has four main objectives:

- **to establish a shared understanding of the significant role gender plays in FAH's work**
- **to provide guidance on incorporating gender considerations into our programs**
- **to promote a commitment to gender integration across the organization**
- **to position FAH as a leader in this area.**



Our **overarching goal** is to ensure that gender considerations are seamlessly incorporated into all aspects of our work. This strategic framework offers guidance by outlining key principles, defining relevant terms, explaining gender integration, introducing gender analysis, and addressing how to incorporate these elements into programs and research. By consistently applying and adapting this framework as we learn from practical experience, we can make gender a positive force in enhancing individual lives and advancing human development.

With support from FAH Management, this Gender Integration Strategy developed by Dr. Thenjiwe Sisimayi (Gender Advisor), and the FAH Technical Working Group members comprising Stephanie Kuyah, Dorothy Mwengei, Wangui Mbiriti, Tapsoba Boukary, Dennis Munguti, Joseph Chiluba, and Simon Kimura and Wendy Wakhusama.

The introduction of the FAH Gender Integration Strategy represents a significant step forward in our efforts. Although we view this as a living document that will continue to evolve, its launch signifies our organization's strong commitment to promoting gender equality across our diverse range of development initiatives.

Background

Financing Alliance for Health (FAH) envisions a world where every individual and community can achieve their fullest potential by ensuring equitable access to health and well-being resources. Our mission is to mobilize financial resources and provide strategic support to health systems, especially in underserved regions, to create sustainable and equitable health outcomes. Central to this mission is our commitment to gender equality, as we recognize that gender norms, roles, and relationships profoundly impact the health, social, and economic well-being of individuals worldwide.

Gender equality is not only a fundamental human right but also a vital catalyst for human development and the realization of broader human rights. Global development leaders increasingly acknowledge that promoting gender equality is essential for achieving sustainable progress across various sectors, including health, education, the environment, civil society, and the economy. Conversely, gender inequality restricts access to crucial resources like information, decision-making power, economic assets, educational opportunities, and social capital, particularly for women and girls. This inequality also heightens their vulnerability to gender-based violence, human trafficking, early and forced marriage, and other human rights abuses. Furthermore, environmental degradation—especially in soil, water, and natural resources—disproportionately affects women due to their critical roles in agriculture and water management. Although gender inequality predominantly harms women and girls, it also negatively impacts men and boys. Harmful gender norms, such as those promoting violence, risky sexual behavior, or discouraging healthcare use, increase the risk of HIV and other sexually transmitted infections among men and boys.

Gender intersects with sexuality, often resulting in stigma, discrimination, and violence against those who defy gender and heterosexual norms. Discrimination against sexual minorities in healthcare settings, among other areas, leads to poor health outcomes, limited educational opportunities, and social and political marginalization. On a broader societal level, gender inequality can impede national development. Research demonstrates that failing to invest in girls' education can lead to a lower gross national product (GNP), higher fertility rates, increased child mortality, and greater malnutrition. Without targeted interventions, these negative impacts are likely to intensify over time.

Integrating a gender perspective into development programs has proven to enhance program outcomes and promote equality among women, men, girls, and boys. FAH is dedicated to employing effective strategies that challenge and transform harmful gender norms and behaviors, thereby fostering an environment where everyone can thrive. By aligning our work with the principles of gender equality, we aim to create a more just and equitable world for all.

Our commitment extends to empowering women and girls while engaging men and boys as partners, clients, and agents of positive social change. Incorporating these strategies into our programs has promoted gender-equitable norms and led to improved outcomes, such as increased contraceptive use, greater school retention and completion for girls, enhanced food security, and more effective governance and civil society institutions.

Gender equality is recognized as a key driver of all Sustainable Development Goals (SDGs), particularly SDG5, which focuses on achieving gender equality and empowering all women and girls. FAH's diverse development portfolio demonstrates our commitment to advancing

gender equality. For instance, in programs aimed at strengthening the delivery of key health interventions in Senegal, Mali, Kenya, and Ethiopia, FAH supports the intentional integration of frontline healthcare workers into community health systems with a focus on gender.

As FAH continues to grow, gender issues must feature even more prominently in our work. We are also launching a Gender Equality Competence Development Module for all staff to transform our approach and enhance our capacity to advance gender equality and address harmful gender norms in our broader development work. This ongoing competence development offers an unprecedented opportunity to bring together our expertise and develop more holistic and refined approaches to achieving greater gender equality.

This strategy serves as a comprehensive guide for FAH to systematically identify and challenge gender-based inequalities that hinder health and development. By integrating gender considerations into the planning, design, implementation, and evaluation of our programs, and promoting the use of gender-related findings and evidence-based practices, FAH aims to maximize its contributions to development goals, including gender equality.

Given the dynamic nature of the contexts in which we operate, this strategy is conceived as a living document. Developed in 2024 as a tool for integrating gender concerns into community health programs, it will be continuously updated to reflect the expanding expertise and focus areas of FAH, ensuring our work remains effective in promoting gender equality across all regions.

Goal and Objectives

Goal

The primary aim of this framework is to establish a foundation of commitment and support that empowers FAH to effectively address gender-related norms, practices, inequalities, and disparities. This encompasses all aspects of planning, implementation, monitoring and evaluation (M&E), and dissemination of its development programs and research. By integrating gender considerations, we aim to directly enhance the impact of FAH work, overcoming gender-based barriers that impede development progress.

Specific Objectives:



1. Develop a Unified Understanding: Foster a shared understanding of the critical role gender plays in either hindering or promoting development across all technical domains within FAH.



2. Provide Comprehensive Guidance: Offer detailed guidance on incorporating gender, including gender analysis, throughout the entire project lifecycle to create gender-sensitive and transformative projects.



3. Cultivate Organizational Commitment: Encourage and solidify a commitment to gender integration at all organizational levels, ensuring this commitment is reflected in practical actions.



4. Position as a Leader: Establish FAH as a leading authority in promoting gender equality through our multifaceted development initiatives, demonstrating our expertise in this crucial area.



Guiding Principles

The following principles underpin all of Financing Alliance for Health's (FAH) work, closely aligning with our mission to mobilize financial resources and strategic support to strengthen health systems and promote sustainable development:

- 1. Commitment to Gender Integration:** Gender integration is a critical element of FAH's development initiatives, enhancing program outcomes by addressing gender-related norms, practices, inequalities, and disparities. We integrate gender considerations at every stage of the project life cycle, from planning to implementation, monitoring, and evaluation, ensuring that our interventions are equitable and inclusive.
- 2. Respect for Diversity and Advocacy for Social Justice:** We uphold the principle that all individuals, regardless of sex, gender expression/identity, or sexual orientation, are entitled to equal rights. This includes the right to quality healthcare, education, economic opportunities, and a healthy environment, as well as the right to participate freely and equitably in society. We advocate for nondiscrimination and social justice, respecting cultural differences while promoting universal human rights.
- 3. Promotion of Human Rights-Based Approaches:** At FAH, we believe that every person is a rights-holder with the entitlement to health, security, dignity, and autonomy. Our approach emphasizes the importance of allowing individuals to express their gender identities freely and make autonomous choices about their bodies and lives without fear of discrimination. We affirm that state actors, service providers, and civil society have the responsibility to respect, protect, and fulfill these human rights.
- 4. Context-Sensitive Programming:** We are dedicated to operating within the local context, recognizing that culture, religion, ethnicity, and class significantly shape gender norms and roles. Our programs are designed in collaboration with local organizations, community leaders, and residents, ensuring relevance, ownership, and sustainability. We aim to harness positive cultural elements that promote gender equality and use them as catalysts for change, respecting and building on the diversity of our clients, communities, staff, partners, and donors.
- 5. Building Alliances with Diverse Partners:** Addressing gender inequality requires a collaborative effort among a wide range of stakeholders, including national, district, local, and traditional/customary governments; civil society organizations (especially women's groups); the private sector; and funders. By leveraging the unique perspectives, expertise, and capacities of these partners, we enrich our strategic thinking, facilitate the sharing of ideas, and foster the adoption of effective gender mainstreaming practices.
- 6. Evidence-Based Framework and Rigorous Methodologies:** Our framework is grounded in robust empirical evidence and rigorous methodologies. We are committed to generating and disseminating high-quality data on gender and its impact on development. Our programs are informed by the best available quantitative and qualitative evidence. Furthermore, we prioritize the inclusion of gender-related measures in the monitoring and evaluation of our activities, involving women and other beneficiaries to ensure comprehensive and inclusive assessments.

These guiding principles reflect FAH's dedication to fostering an inclusive, equitable, and just society by addressing gender disparities and promoting gender equality in all aspects of our work.

Definitions and Gender Concepts

Sex and Gender

Sex refers to the biological and physiological differences between males and females, such as chromosomes, hormonal profiles, reproductive organs, and external genitalia. It is generally categorized as male or female at birth based on these characteristics. It is universal and mostly unchanging, without surgery.

Gender refers to the roles, behaviors, activities, expectations, and societal norms that cultures and societies consider appropriate for men, women, and other gender identities. Unlike sex, gender is a social and cultural construct that can vary significantly across different cultures and historical periods. It encompasses a range of identities beyond just male and female, including non-binary, genderqueer, and transgender identities.

Sex is rooted in biology, while gender is rooted in social and cultural contexts.

Gender Identity and Gender Expression

Gender identity and gender expression are related but distinct aspects of an individual's experience of gender:

Gender Identity is an individual's deeply felt internal experience and perception of their own gender. This may or may not align with the sex assigned at birth. It encompasses identities such as male, female, transgender, non-binary, genderqueer, and more. **Gender identity is about how individuals see themselves and what they call themselves.**

Gender Expression refers to the external display of one's gender, through a combination of dress, demeanor, social behavior, and other outward expressions. It is how individuals present their gender to the world and can include aspects like clothing, hairstyle, voice, and body language. Gender expression might or might not align with societal expectations for one's gender identity.

Gender identity is about who you are, while gender expression is about how you show who you are to others.

Sexual orientation and sexuality

Sexual Orientation refers to the enduring pattern of romantic or sexual attraction to others. It is about whom you are attracted to emotionally, romantically, and sexually. Common orientations include heterosexuality (attraction to the opposite sex), homosexuality (attraction to the same sex), bisexuality (attraction to both sexes), and asexuality (lack of sexual attraction to others).

Sexuality is a broader term that encompasses sexual orientation but also includes a person's sexual feelings, thoughts, attractions, behaviors, and identity. It involves the way individuals experience and express themselves sexually, which can be influenced by biological, psychological, social, and cultural factors. Sexuality covers a range of experiences and can include elements such as sexual preferences, practices, desires, and the ways in which individuals understand and engage with their sexual feelings and relationships.

Sexual orientation specifically describes the pattern of attraction to others, while sexuality encompasses the broader spectrum of an individual's sexual experiences and expressions.

Gender Norms

Gender norms are the social and cultural expectations, behaviors, and roles deemed appropriate for individuals based on their perceived gender. These norms dictate how people should act, dress, speak, and interact within society according to their gender identity. They are often deeply ingrained and can vary significantly across different cultures and historical periods.

Gender Roles

Gender roles are the behaviors, tasks, and responsibilities that a society considers appropriate for individuals based on their gender. These roles are shaped by cultural, social, and historical contexts and often dictate how people should behave, what they should value, and the activities they should engage in according to their perceived gender.

Gender Relations

Gender relations refer to the social interactions and power dynamics between individuals based on their gender. These relationships encompass the ways in which gender influences the distribution of resources, responsibilities, rights, and power in various contexts, including families, workplaces, communities, and broader societies.

Key aspects of gender relations include:

- **Power Dynamics:** How power and authority are distributed and exercised between genders. This can manifest in decision-making processes, leadership roles, and control over resources.
- **Roles and Responsibilities:** The expectations placed on individuals regarding their duties and obligations based on their gender. This includes domestic responsibilities, childcare, and professional roles.
- **Social Interactions:** The ways individuals communicate and interact with each other based on gender norms and expectations. This can affect social networks, friendships, and professional relationships.
- **Access to Resources:** How gender affects individuals' access to education, healthcare, employment opportunities, and economic resources. Often, gender relations influence who has more or less access to these resources.
- **Rights and Opportunities:** The legal and social rights afforded to individuals based on their gender. This can include rights to vote, own property, work, and receive an education.

Gender relations are shaped by cultural, social, economic, and political factors and can vary widely across different societies and historical periods. Understanding and addressing imbalances in gender relations is crucial for promoting gender equality and ensuring that all individuals have equal opportunities and rights.

Gender socialization

Gender socialization is the process through which individuals learn and internalize the cultural norms, values, and expectations associated with their gender. This process begins at a young age and continues throughout life, shaping how people perceive themselves and interact with others based on their gender.

The Gender Division of Labor

The gender division of labor refers to the allocation of different tasks and responsibilities to individuals based on their gender. Across the life cycle gender norms determine how its society divides work amongst people of different ages according to socially established gender roles or what is considered suitable and valuable for each gender. This is most visible in the roles assigned to men versus women's or those assigned to boys versus girls. This division is often influenced by cultural, social, and economic factors and can result in distinct patterns of work and roles for men and women.

Gender Inequality

Gender inequality refers to the unequal treatment or perceptions of individuals based on their gender. It manifests in various forms, including disparities in access to education, healthcare, employment, political representation, and economic opportunities. Gender inequality often results from societal norms, cultural practices, and institutional biases that favor one gender over others, typically disadvantaging women. Addressing gender inequality requires comprehensive strategies that include legal reforms, educational programs, and societal changes to promote gender equality and empower all individuals regardless of gender.

Roots of Inequality

Patriarchy is a system where men hold primary power over women across civil political religious legal and economic domains in addition to prevailing social and cultural authority.

- Patriarchy is not the result of natural or biological attributes but is socially constructed and sustained through male privilege and gender discrimination.
- Patriarchy has existed for centuries across countries and cultures.
- While some advancements have been made, patriarchy remains and women are still disproportionately affected by all forms of violence and by discrimination in every aspect of life across the globe.

In practical terms, patriarchy means that authority and power in all spheres of life are dominated by men.

Gender equity

Gender equity refers to the fair treatment of individuals based on their gender, taking into account their different needs, situations, and opportunities. It involves ensuring that resources, opportunities, and benefits are distributed in a way that accounts for these differences and addresses any imbalances that might exist due to historical and systemic gender biases.

In practice, gender equity aims to:

- **Provide Equal Opportunities:** Ensure that all genders have access to the same opportunities in education, employment, and political participation.
- **Address Specific Needs:** Recognize and accommodate the unique needs and challenges faced by different genders, such as maternity leave for women or addressing gender-specific health issues.
- **Promote Fair Treatment:** Implement policies and practices that promote fair treatment and eliminate discrimination based on gender.
- **Achieve Outcomes:** Focus on achieving equitable outcomes, which may require different strategies and resources for different genders to ensure everyone can reach their full potential.

Gender equity goes beyond equality by recognizing that different groups have different needs and that treating everyone the same may not lead to fair outcomes. Instead, it aims to create conditions that enable all genders to thrive and contribute fully to society.

Gender equity in health refers to the fair and just distribution of health resources, services, and opportunities among individuals of different genders, taking into account their specific needs, circumstances, and barriers. It aims to ensure that everyone, regardless of their gender, can achieve their highest possible level of health.

Key aspects of gender equity in health include:

- **Equal Access to Health Services:** Ensuring that all genders have the same opportunities to access quality health services, including preventive, curative, and rehabilitative care.
- **Addressing Gender-Specific Health Needs:** Recognizing and addressing the unique health issues that affect different genders, such as maternal health for women, reproductive health for all genders, and higher risk of certain diseases in men or women.

- **Removing Barriers:** Identifying and eliminating barriers that prevent certain genders from accessing health services. These barriers can be financial, cultural, structural, or related to discrimination and stigma.
- **Inclusive Health Policies:** Developing and implementing health policies that promote gender equity by considering the distinct needs and challenges faced by different genders.
- **Empowerment and Participation:** Encouraging and enabling all genders to participate in health decision-making processes at all levels, from personal health decisions to community health planning and policymaking.
- **Health Education and Awareness:** Providing health education that is tailored to the needs of different genders, raising awareness about gender-specific health issues, and promoting behaviors that support gender equity in health.
- **Health Workforce Equity:** Ensuring that health workers of all genders have equal opportunities for employment, professional development, and career advancement, and are free from discrimination and harassment in the workplace.
- **Data and Research:** Collecting and analyzing health data disaggregated by gender to identify disparities and inform policies and programs. Conducting research that explores gender-specific health issues and effective interventions.

By striving for gender equity in health, health systems can create more inclusive and effective services that better meet the needs of all individuals, leading to improved health outcomes and well-being for everyone.

Gender Integration

Gender integration in the context of community health refers to the systematic incorporation of gender perspectives and considerations into all aspects of health planning, policymaking, program implementation, and evaluation. This approach ensures that the distinct health needs and experiences of different genders are recognized and addressed, leading to more effective and equitable health outcomes for the entire community.

Key elements of gender integration in community health include:

- **Assessment and Analysis:** Conducting gender-sensitive assessments to understand how different genders are affected by health issues and how they access health services. This includes analyzing data disaggregated by gender to identify disparities and specific needs.
- **Policy and Program Design:** Developing health policies and programs that take into account gender differences and aim to reduce gender-based health disparities. This involves creating interventions that are tailored to meet the unique needs of men, women, and non-binary individuals.
- **Capacity Building:** Training healthcare providers and community health workers on gender sensitivity and the importance of considering gender in their work. This helps ensure that health services are delivered in a way that respects and responds to the needs of all genders.
- **Service Delivery:** Ensuring that health services are accessible and responsive to the needs of different genders. This includes providing gender-specific health services, such as maternal health care for women and prostate health care for men and addressing barriers that may prevent certain genders from accessing care.
- **Monitoring and Evaluation:** Continuously monitoring and evaluating health programs to ensure they are effectively addressing gender disparities and making necessary adjustments to improve outcomes for all genders.

By integrating gender into community health, health systems can better address the root causes of gender-based health disparities and work towards achieving health equity. This approach not only improves the health of individuals but also strengthens the overall health and well-being of the community.

Gender mainstreaming

Gender mainstreaming in health systems involves systematically integrating gender perspectives into all aspects of health policies, programs, practices, and research. The goal is to ensure that both women and men can access and benefit from health services equitably, and that their specific health needs and challenges are addressed effectively.

Key elements of gender mainstreaming in health systems include:

- **Policy Development:** Ensuring that health policies are gender-sensitive and address gender disparities. This involves incorporating gender analysis into policy-making processes and establishing policies that promote gender equality in health.
- **Program Planning and Implementation:** Designing and implementing health programs that consider the different health needs of women, men, and non-binary individuals. This includes tailoring interventions to address specific gender-related health issues and ensuring equitable access to health services.
- **Health Workforce:** Promoting gender equality within the health workforce by addressing issues such as gender discrimination, harassment, and unequal opportunities for career advancement. This also includes training health workers on gender sensitivity and the importance of providing gender-responsive care.
- **Service Delivery:** Ensuring that health services are delivered in a manner that is responsive to the needs of all genders. This involves creating an inclusive environment where all individuals feel safe and respected when seeking care.
- **Data Collection and Research:** Collecting and analyzing health data disaggregated by gender to identify and address gender disparities in health outcomes. Research should also focus on understanding gender-specific health issues and developing evidence-based interventions to address them.
- **Monitoring and Evaluation:** Continuously monitoring and evaluating health policies and programs to ensure they are effectively addressing gender disparities and promoting gender equality. This includes setting gender-specific indicators and targets for health outcomes.
- **Advocacy and Awareness:** Raising awareness about the importance of gender equality in health and advocating for gender-sensitive policies and practices. This involves engaging stakeholders, including policymakers, health professionals, and the community, in promoting gender equality in health systems.

By mainstreaming gender in health systems, countries can ensure that health services are equitable, inclusive, and responsive to the needs of all individuals, ultimately leading to better health outcomes for everyone.

Gender Analysis

Gender analysis in the context of health systems strengthening involves systematically examining how gender differences and inequalities affect health outcomes, access to health services, and the functioning of health systems. This process identifies the distinct health needs, behaviors, and barriers experienced by different genders, allowing for the development of targeted strategies to address these disparities and improve overall health system performance.

For more gender concepts and definitions, refer to the FAH Gender Equality and Competence Development Module.

FAH Strategy for Gender Integration

This section outlines comprehensive guidance and tools to help FAH fully integrate gender considerations into its programs and research. The strategy includes the following key components:

- 1. Gender Integration Continuum:** A conceptual framework illustrating the spectrum of approaches to gender integration, highlighting their potential impacts and outcomes. This continuum helps identify where programs and research stand in terms of gender responsiveness and provides a pathway for progress.
- 2. Introduction to Gender Analysis:** An overview of the process for collecting and analyzing gender-related information, which is crucial for informing the design of programs and research. This section outlines methodologies and tools to assess gender dynamics and disparities, ensuring that interventions are equitable and effective.
- 3. Gender Integration in Programs:** A comprehensive guide to incorporating gender considerations throughout the program cycle. This includes steps for planning and proposal development, program design, implementation and management, monitoring and evaluation (M&E), reporting, documentation, and dissemination. Additionally, it covers strategies for research utilization, ensuring that gender-responsive findings are translated into actionable insights.
- 4. Special Considerations for Gender in Research:** Guidance on how researchers can contribute to the growing body of knowledge on gender and various development issues. This section emphasizes the importance of including gender considerations in the research process, from study design to data collection and analysis, to enhance the understanding of gender dynamics and inform more effective programmatic approaches.
- 5. The Science of Improving Lives: Putting the Framework into Action:** A detailed outline of actions FAH can take to implement the gender integration framework effectively. This section provides practical steps and examples of best practices, ensuring that gender integration is embedded in FAH's work at all levels, from policy to practice.

By leveraging these components, FAH aims to enhance the impact of its initiatives, ensuring they are inclusive and equitable, ultimately contributing to the organization's core mission of financing health programs that improve lives across Africa.

Gender Integration Continuum¹

To ensure our projects and research effectively address gender inequalities, FAH employs the Gender Integration Continuum. This framework categorizes approaches based on their treatment of gender norms and inequality throughout the planning, design, implementation, and monitoring and evaluation stages of a program or policy.

Programs and policies that are gender blind do not consider how gender norms and power imbalances affect their objectives or how they might impact gender dynamics. Conversely, gender aware programs and policies intentionally analyze and address potential gender-related outcomes during their design and implementation. Gender awareness is a crucial prerequisite for FAH programs.

The continuum (Figure 1) itself classifies projects based on their approach to gender inequality: whether they seek to exploit, accommodate, or transform inequitable gender norms and roles.

Gender exploitative: approaches leverage existing gender inequalities to achieve program goals, such as expecting women to engage in time-consuming activities without compensation or direct benefits. Such approaches exploit women's unpaid labor, potentially exacerbating their economic vulnerability, and are unsustainable and detrimental to achieving the program's objectives.

Gender accommodating: approaches recognize gender norms and inequalities and develop strategies to mitigate their impact without actively challenging these norms. For example, a basic education project that promotes girls' education in a context of gender inequality but does not address the root causes of girls' educational exclusion illustrates a gender accommodating approach. While this approach might be a sensible initial step, it misses the opportunity to address deeper structures of inequality. Over time, however, accommodating approaches can evolve toward more transformative strategies as gender issues are progressively addressed.

Gender transformative: approaches aim to critically examine, challenge, and change harmful gender norms and power imbalances. These approaches promote awareness of gender roles, advocate for women's status, and address unequal resource distribution and power dynamics. For example, a food security project that supports female and male advocates for women's land rights, or a health program that trains providers to address stigma and discrimination against marginalized groups, exemplifies gender transformative programming. Such approaches are essential for achieving gender equality and improving health and development outcomes.

At a minimum, FAH's planning and program design processes should be gender aware. Gender-blind approaches are unlikely to result in transformative outcomes and are more likely to either exploit or accommodate existing inequalities. Therefore, gender aware programs are deliberately positioned along the continuum, reflecting our commitment to at least a gender aware approach. Our ultimate goal is to achieve development outcomes while transforming harmful gender norms toward greater equality. Although some programs may initially adopt accommodating strategies, they should strive to transform gender norms and should never exploit gender inequalities to achieve their goals.

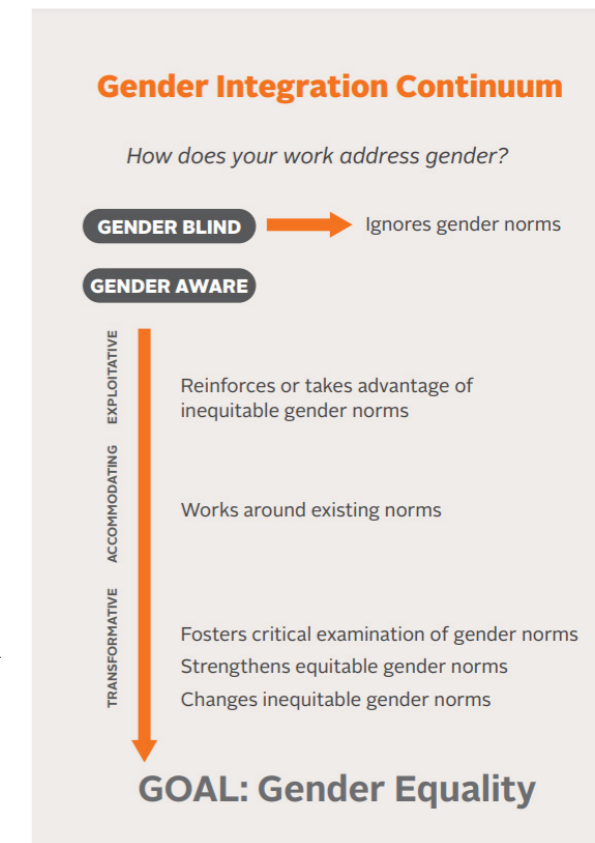


Figure 1: IGWG. Gender Integration Continuum.

¹ IGWG. Gender Integration Continuum. (Draft PowerPoint presentation) Adapted from IGWG training materials; 2012.

Introduction to Gender Analysis

Gender analysis is essential for understanding how gender inequalities affect development outcomes and program success. This systematic process helps in crafting strategies to address these inequalities effectively. A key tool for this analysis is the Liverpool Gender Analysis Framework, which provides a structured approach to examining gender dynamics.

The Liverpool Gender Analysis Framework guides the process by analyzing several key domains:

- 1. Access to Resources:** This domain evaluates how different genders access and control resources such as financial assets, education, and services. For example, in a rural development project, understanding the disparity in women's access to land and financial resources compared to men can inform targeted interventions to ensure equitable participation and benefits.
- 2. Knowledge, Beliefs, and Perceptions:** This examines how different genders perceive themselves and are perceived by society. It includes beliefs about acceptable behaviors and societal values. For instance, in a health program, understanding local perceptions about women's roles in health decisions can help tailor strategies that effectively engage women in health-seeking behaviors.
- 3. Practices and Participation:** This domain focuses on the behaviors and actions of individuals and how these vary by gender. It includes autonomy, participation in activities, and how time is allocated. In an education program, analyzing gender differences in time available for schooling versus household responsibilities can help design interventions that support both boys and girls more effectively.
- 4. Legal Rights and Status:** This area assesses how gender affects individuals' rights and treatment under legal systems. It includes rights related to voting, property ownership, and legal agreements. For example, understanding the legal barriers women face in accessing property rights can help design legal aid components in development programs.
- 5. Power:** This domain explores the capacity of individuals to make autonomous decisions and control resources. It looks at how gender norms influence decision-making and power dynamics. In a governance project, analyzing how power is distributed among genders can inform strategies to promote gender-inclusive decision-making processes.

Applying Gender Analysis

To conduct a gender analysis using this framework:

- 1. Identify Key Gender Relations:** Examine the specific gender dynamics within each domain that impact the project.
- 2. Assess Barriers and Opportunities:** Determine how these gender relations create barriers or opportunities for achieving project goals.
- 3. Evaluate Project Impact:** Analyze how the project may exploit, accommodate, or transform these gender relations.

By systematically exploring these domains, the Liverpool Gender Analysis Framework helps ensure that development programs are not only responsive to gender issues but also actively contribute to transforming gender relations for greater equity. There are many other Gender Analysis Frameworks that can be used.

6.1 Gender Integration In FAH Programs

Gender analysis is crucial for effective gender integration throughout the entire project cycle—encompassing proposal planning, design, implementation, management, monitoring and evaluation (M&E), reporting, documentation, dissemination, and research utilization. At every stage, integrating gender considerations ensures that programs are responsive to gender dynamics and promote equity.

6.2 Planning and Proposal Development

Funders increasingly require that proposals address gender as a cross-cutting issue, even when gender is not the primary focus of the project. To meet these expectations, FAH design teams should follow these guidelines:

- 1. Understand Donor Expectations:** Familiarize yourself with the donor's gender policies, priorities, and language.
- 2. Leverage FAH Framework:** Review FAH Gender Integration Framework, including our strengths, capacity, and previous gender-related successes.
- 3. Assess Technical and Geographical Contexts:** Understand the specific gender issues and contexts relevant to the proposal's geographic and technical focus.
- 4. Propose Innovative Gender Strategies:** Include and budget for project elements that aim to transform gender norms and enhance equality, such as staff training and partner capacity building.
- 5. Measure Gender Impact:** Plan to assess how the project will impact gender-related outcomes, including changes in gender norms and women's status.
- 6. Review Proposal for Gender Relevance:** Ensure that the proposal's gender content is thoroughly reviewed and integrated.
- 7. Appoint a Gender Focal Point:** Where possible, designate a gender focal point in the implementation country to oversee gender integration throughout the project.

6.3 Conducting Gender Analysis

During proposal development or when an advance draft of an RFP is available, conduct a gender analysis to gather insights into gender norms, relations, and inequalities affecting the project's goals. This analysis should focus on:

- Policy Environment:** Identify laws and policies that support or hinder the project's objectives. This might include national laws on women's rights, policies on gender-based violence, and international commitments.
- Stakeholder Environment:** Determine relevant actors and agencies that could be engaged as partners. This may involve women's organizations, Key population advocacy groups, non-governmental organizations, and local government entities.

Whenever possible, complement information from literature reviews, policy analyses, and stakeholder mappings with primary data from focus groups or key informant interviews with target populations and community leaders.

For additional guidance on integrating gender into proposals, refer to the FAH Gender Equality Competence Development Module. This resource provides detailed instructions and tools for ensuring that gender considerations are effectively incorporated into every aspect of project design and implementation.

Examples of gender-transformative approaches in health and development in Africa

Community-Based Programs for Women's Land Rights: Initiatives that advocate for women's legal rights to own and inherit land, providing legal support and community sensitization to challenge traditional norms that restrict women's access to land.

Men's Involvement in Maternal and Child Health: Programs that engage men as supportive partners in maternal and child health, encouraging shared decision-making and responsibilities, and challenging norms that view reproductive health as solely a woman's issue.

Gender-Responsive Budgeting: Policies that ensure government budgets address the different needs and priorities of women, men, and marginalized groups, aiming to allocate resources in a way that promotes gender equality.

Educational Scholarships and Mentoring for Girls: Initiatives that provide scholarships and mentoring to girls, particularly in STEM fields, to break gender stereotypes and increase female participation in traditionally male-dominated areas.

Comprehensive Sexuality Education: Programs that provide young people with education on sexual and reproductive health and rights, gender equality, and healthy relationships, challenging harmful gender norms and promoting gender equity.

Gender-Sensitive Health Services: Health services that train providers to offer respectful, non-discriminatory care to all genders, including specialized services for sexual and gender minorities.

Women's Empowerment and Leadership Training: Initiatives that build women's leadership skills and encourage their participation in decision-making processes at all levels, from community organizations to political leadership.

Anti-Gender-Based Violence Campaigns: Programs that raise awareness and challenge norms that condone gender-based violence, offering support services to survivors and engaging men and boys as allies in preventing violence.

Economic Empowerment for Women Entrepreneurs: Projects that provide women with access to financial services, business training, and markets, aiming to increase women's economic independence and challenge norms around women's roles in the economy.

Menstrual Health and Hygiene Management: Initiatives that provide education, resources, and infrastructure to support menstrual hygiene, while also addressing stigma and taboos surrounding menstruation.

Gender-Transformative Agricultural Programs: Projects that promote equitable access to agricultural resources, training, and technology for women, challenging gender roles that limit women's participation in agriculture.

Fatherhood and Positive Masculinity Programs: Initiatives that encourage positive expressions of masculinity and promote the active involvement of fathers in caregiving and domestic responsibilities.

Legal Reform for Gender Equality: Advocacy for legal reforms that protect and promote women's rights, such as equal inheritance laws, anti-discrimination laws, and laws that protect against gender-based violence.

Media Campaigns for Gender Equality: Campaigns that use media to challenge stereotypes and promote positive representations of women and men, aiming to shift societal attitudes towards gender equality.

Gender-Equitable Health Research: Research initiatives that explore the differential health needs and outcomes of men, women, and marginalized groups, ensuring that health interventions are designed to address these disparities and promote equity.

6.4 Gender Analysis In Program Design

Program design offers a critical opportunity to integrate gender considerations into the objectives, goals, and activities of programs. It is essential to incorporate the findings from a gender analysis to ensure that gender issues are addressed effectively. The process for identifying and addressing gender issues during program design includes the following steps:

- 1. Identify Gender-Specific Barriers and Opportunities:** Determine the specific gender-related challenges and opportunities that may impact the achievement of program objectives. This includes understanding how different gender groups experience barriers or access opportunities differently.
- 2. Align Gender and Development Goals:** Clearly articulate how the program's objectives will contribute to gender equality and broader health and development goals. This alignment ensures that gender considerations are not merely an add-on but are integral to the program's mission.
- 3. Develop Strategies to Address Harmful Norms:** Identify specific strategies to challenge and transform harmful gender norms, behaviors, and structures. This includes promoting equitable participation and decision-making for all genders in program activities.
- 4. Incorporate Strategies into Project Design:** Integrate the identified strategies into the project's design, activities, and work plan. Ensure these strategies are actionable and embedded throughout the project's lifecycle.
- 5. Measure Impact on Gender Equality:** Develop metrics and indicators to assess the impact of these strategies on gender equality and health and development outcomes. This monitoring and evaluation component is crucial for understanding the effectiveness of gender integration efforts.

FAH emphasizes the importance of a collaborative approach to gender integration, working closely with implementation partners and program beneficiaries. This collaboration ensures that strategies and activities are contextually relevant and culturally appropriate, addressing both structural gender issues (such as policies and health systems) and norms at the community and individual levels. Moreover, this inclusive process can also serve as a component of an advocacy strategy to raise awareness and promote dialogue on gender issues within the broader community.

Once the project design is complete, a thorough review should be conducted to assess the potential impact on existing gender norms, behaviors, and structures. It is vital to consider whether the proposed activities might unintentionally reinforce harmful norms or if they effectively promote gender equality and enhance the status of women and girls. Additionally, the project should be evaluated for any unintended gender-related challenges that may arise. The Gender Integration Continuum (see Figure 1) can assist staff in assessing the potential impact on gender norms.

All program materials, including training, communication, and educational tools, should be field-tested for gender sensitivity and revised as needed to ensure they align with gender-transformative principles. While the goal should always be to promote gender-transformative strategies, at a minimum, projects must be gender-aware and avoid perpetuating or exploiting harmful norms.

6.5 Implementation and Management

Project implementation and management are critical stages for advancing gender equity and, ultimately, achieving gender equality. It is essential to ensure that all genders—men, women, girls, boys, and non-binary individuals—participate fully and equitably in program design and implementation. This means not only including these groups but also actively listening to their perspectives and ensuring their voices are taken seriously. The presence of women or other marginalized groups does not automatically guarantee their meaningful participation; their contributions must be valued and considered in decision-making processes.

In contexts where certain groups face significant marginalization, it is crucial to ensure that their participation in program activities does not expose them to increased risk of violence, ridicule, or other forms of mistreatment. Program implementers should consider the following questions to guide their work:

- Are marginalized voices and perspectives genuinely heard in meetings and decision-making processes?
- Are both girls and boys actively engaged in youth activities?
- Is there a balanced representation and leadership among youth, men, and women?
- Is the program accessible and safe for sexual minorities and other marginalized or stigmatized groups?

The management of programs also offers an opportunity to enhance gender equity and mainstream gender considerations within the work of the Financing Alliance for Health (FAH). At a minimum, program staff and implementing partners should receive adequate training in gender integration and mainstreaming to fulfill their roles effectively. This training should be reinforced by incorporating gender-related competencies and excellence into performance criteria, ensuring sustained commitment to gender equity.

It is equally important to ensure that project activities and governance structures—such as project management teams, peer educators, outreach workers, community task forces, and other leadership roles—reflect a fair and equal representation of all genders. Where necessary, measures such as affirmative action, provision of paid child care, and literacy support may be implemented to increase the meaningful representation of women and other marginalized groups.

Best practices for gender mainstreaming also emphasize the importance of implementing gender equality policies and practices within organizations. While fostering an internal culture of gender equality is vital for sustainable gender-integrated programming, FAH can advance gender mainstreaming in technical or project work even before achieving organizational-level gender mainstreaming. Further consideration of best practices and guidance to support gender mainstreaming within FAH as an organization is important, but the scope of this framework is focused on gender integration within FAH's technical programming.

6.6 Monitoring And Evaluation

Incorporating gender considerations into monitoring and evaluation (M&E) is essential for understanding the full impact of programs. At a basic level, this involves disaggregating data by sex to assess differential effects on males, females, and, where appropriate, other gender categories. However, true gender integration in M&E should extend beyond this to provide a comprehensive analysis of gender-related outcomes alongside the primary health or development outcomes of the project.

Programs and their subprojects should be evaluated not only for their primary objectives but also for their impact on gender norms, relations, and the equitable distribution of power and resources. This requires M&E plans to include specific indicators that measure changes in gender norms, access to services and resources, and the status and power dynamics of women

and men. Such indicators are critical for assessing whether a program is effectively challenging harmful gender norms or contributing to gender equality.

Evaluation strategies should also track the project's effectiveness in identifying and addressing gender-related obstacles to program success. Gender-related activities should be monitored regularly throughout the project to determine whether they are achieving their objectives. They should then be modified as necessary to ensure successful gender and public health outcomes. Gender integration into M&E is also crucial for identifying a program's unintended negative consequences related to gender.

A variety of validated gender-related scales and measurement tools are available and can be adapted to suit the specific context of a project. These tools help capture nuanced changes in gender relations, such as shifts in decision-making power within households, changes in attitudes toward gender roles, or improvements in access to education and healthcare for different gender groups.

In summary, M&E plans should comprehensively evaluate both gender-related and health or development outcomes. This approach ensures that gender integration efforts are not only accounted for but also contribute meaningfully to the overall success and sustainability of the program.

6.7 Reporting, Documentation, And Dissemination

As the Financing Alliance for Health (FAH) continues to establish itself as a leader in gender and development research and practice, it is crucial to report and promote our gender-related strategies, approaches, and results. FAH is uniquely positioned to contribute to the broader gender and development community by generating evidence on how gender norms and inequalities impact health and development, and how gender-integrated programs can reduce gender inequality, elevate women's status, and enhance overall health and development outcomes.

Gender-related results should be systematically reported, documented, and disseminated alongside traditional health or development outcomes. This comprehensive approach ensures that the significance of gender integration is recognized and valued in the broader context of health and development. By including gender results in publications, conferences, and other fora, FAH can share valuable insights and best practices, thereby influencing policy and practice in the field of gender and development.

6.8 Research Utilization

FAH should actively promote evidence-based practices for integrating gender into development programming. As the body of evidence grows regarding the influence of gender on health and development, it is essential to synthesize and package this information effectively. FAH should advocate for the use of this evidence to inform the design, implementation, and scaling of gender-transformative policies and programs. By leading in research utilization, FAH can drive the adoption of effective gender-integrated approaches, thereby enhancing program impact and contributing to broader societal change.

6.9 Specific Considerations For Gender Integration In Research

The Financing Alliance for Health (FAH) has a longstanding commitment to advancing research on gender and development issues. This dedication has significantly contributed to the growing body of evidence that underscores the importance of gender in development initiatives. FAH's leadership in gender research is evident through major projects, such as the Women's Studies Project, as well as smaller-scale formative and operational studies aimed at transforming gender norms and fostering equitable development outcomes.

To maintain its leadership in this field, FAH must continue employing innovative research methods, both quantitative and qualitative, to address critical questions, including:

1. How do gender norms, practices, inequitable status, and access to information and services impact the health and well-being of women, men, boys, girls, and sexual/gender minorities?
2. What programmatic approaches are effective in enhancing gender equality and improving the status of women and sexual and gender minorities?
3. What is the effect of gender-transformative programming on broader development outcomes?

Addressing these questions is crucial for informing FAH's programmatic work and ensuring that its interventions are evidence-based and effective.

6.10 Research Methodologies On Gender And Development

FAH's ability to conduct comprehensive research across various domains—including clinical, behavioral, social science, and programmatic studies—positions it strategically to advance the understanding of gender and development. With a research portfolio encompassing health, economic development, environment, governance, and civil society sectors, FAH can explore the complex relationships between gender and development, test interventions to improve outcomes, and contribute to the evidence base for best practices in gender-transformative approaches.

For instance, FAH's research has explored the global health financing gaps and its impact community health workers and community health systems and has examined strategies to enhance the funding for the programs. These studies not only deepen the understanding of the gaps from a gender perspective but also provide actionable insights for designing more effective programs to advocate for more money for community health financing.

Incorporating gender considerations into research that may not explicitly focus on gender is also essential. For example, evaluations of various interventions can integrate questions about how gender norms and inequalities may present barriers or opportunities for achieving desired outcomes and assess the differential impacts on women, men, girls, and boys. This approach ensures a comprehensive understanding of the program's effectiveness across different gender groups.

Moreover, FAH researchers must consider gender in the conduct of their research, particularly when working with marginalized groups or addressing sensitive topics like gender-based violence. It is vital to assess the gender-related implications of participants' involvement, considering ethical considerations to protect their well-being. Incorporating gender in research methodologies can enhance participant recruitment, increase understanding of the issues, and improve the validity of the findings. For example, FAH can integrate gender-focused formative research in its SRMNCH programs leading to improved recruitment and retention strategies, enhanced services and a deeper understanding of participants' experiences and challenges.

Engaging community members in the research process and dissemination of findings can also have a transformative impact, fostering greater awareness and advocacy for gender equality within the community. By incorporating gender into all aspects of its research, FAH not only advances the field of gender and development but also contributes to positive societal change.

The Science of Transforming Lives: Activating the Framework

At the heart of Financing Alliance for Health's (FAH) mission is the commitment to transform lives through strategic, gender-integrated health and development initiatives. This framework is a blueprint for making our efforts more rigorous, effective, and transformative by embedding gender considerations into every aspect of our work. It builds on a growing global consensus and an expanding evidence base, enhancing FAH's scientific and technical leadership, staff capacity, program performance, and knowledge management through best practices in gender integration and analysis.

In alignment with FAH's core business, the organization must:

- 1. Generate and Disseminate Evidence:** Continuously produce and share research on the impact of gender norms on individuals' knowledge, behaviors, and vulnerabilities, access to resources and services, use of technologies, and overall development progress.
- 2. Enhance the Evidence Base:** Contribute robust data on effective interventions and strategies that improve gender and development outcomes, providing a foundation for evidence-based programming.
- 3. Lead Stand-Alone Gender Projects:** Maintain FAH's leadership in areas gender-based violence (GBV), gender and health, women's and girls' leadership, and economic empowerment.
- 4. Strengthen Gender-Integration Tools:** Apply gender integration approaches throughout the design, implementation, and monitoring phases of development programs.
- 5. Measure Gender Influence:** Refine the measurement of gender's impact in research and evaluations, ensuring comprehensive analysis and insights.
- 6. Accelerate Research Uptake:** Promote the translation of gender-related research findings into actionable policy and practice.
- 7. Expand Gender Transformative Programming:** Actively pursue policies and programs that foster gender equality and benefit all genders across various sectors.

To fully implement this framework across FAH's projects and departments, the following practical steps are essential:

- 1. Designate Gender Focal Points:** Assign mid or senior-level staff with gender expertise as focal points in country or project offices and organizational departments. These individuals will champion gender integration efforts, provide resources, build capacity, and facilitate communication with the Gender Working Group.
- 2. Plan for Gender Analysis:** Integrate formal gender analysis into project or program work plans, ensuring gender considerations are assessed at all phases of the program cycle.
- 3. Budget for Gender Integration:** Allocate resources in new and existing projects for gender analysis, capacity building, and ongoing integration efforts, including staff training and necessary tools.
- 4. Set Gender-Related Objectives and Indicators:** Include specific gender-related goals and metrics in the Performance Monitoring Plan to track progress and effectiveness in addressing gender norms and practices.
- 5. Report and Disseminate Findings:** Publicize key gender research and program outcomes alongside other health and development results, reinforcing FAH's reputation for gender-integrated excellence.
- 6. Develop Specific Strategies:** Create tailored strategies for integrating gender into the work of each country office, project, or department, ensuring alignment with FAH's overarching goals.
- 7. Identify and Address Capacity Needs:** Assess gender-related technical assistance and capacity-building requirements and seek support from the Gender Department and sector-specific focal points.

By systematically incorporating these steps, FAH can enhance its impact and further its mission to create a more equitable and healthier world.

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