

MODULE **7**

**APPLICATION OF GENDER
ANALYSIS TO EXISTING
HEALTH PROJECTS**



APPLICATION OF GENDER ANALYSIS TO EXISTING HEALTH PROJECTS

OVERVIEW: MODULE SEVEN

Objective Using a PAHO document or one from the health sector in the country hosting the seminar, participants will conduct a gender diagnosis of the project, applying the analytical steps provided during the seminar, and will formulate an objective that reflects a gender perspective in health.

Core Message Gender planning contributes to equity, efficiency and sustainability of health projects.

Expected Outcome Participants will have successfully applied the concepts and methods presented in the seminar to an existing health project and will be able to formulate gender-sensitive recommendations on the basis of their diagnosis.

- Materials**
- OHT No. 3 (a/b/c): Circles from Module 3
 - OHT No. 9: Steps for a Gender Diagnosis
 - Projects brought to workshop by participants for gender analysis
 - Handout No. 23: Copy of OHT No. 9
 - Handout No. 24: Guidelines for Conducting a Gender Analysis for Projects

Components

7.1	Reviewing the Concepts
7.2	Project Work

Time

7.1	10 minutes
7.2	90 minutes Group Work
	60 minutes Plenary Report back/Facilitator feedback
Total:	<u>160 minutes</u>

Preparation

- *Project/Program Document:* The participants will be invited in advance to send a copy of a project that they are involved in—design, implementation, monitoring, evaluation—to be used in the workshop in the final session. If progress reports or reviews are available, these should be sent with the document. They should be advised that this will provide them with valuable insights and constructive recommendations for strengthening the project from a gender perspective. These should ideally reach the workshop facilitators one week prior to the workshop.

OVERVIEW: MODULE SEVEN (Cont.)

Preparation (Cont.)

- In reality, some of the projects will arrive with the participants. These should be collected the first day.
 - The facilitator can choose to have the whole group work on one project or chose several projects for small group work. This decision is based on whether it is a country based workshop, how diverse the participants are in terms of sector expertise, size of workshop, quality of projects.
 - Each group should have a maximum of 7 participants. Groups should be selected on the basis of interest and knowledge of the particular sector.
 - Groups can be preassigned or participants can voluntarily sign up for a project they would prefer to work on. The participants who brought the project should be in that group, and any others that are knowledgeable about the sector.
 - Participants should be asked beforehand or at the start of the workshop to prepare a five-minute presentation on the project.
 - Facilitators can assist by preparing a brief outline of the project.
 - *Note: This workshop is not a place for discussions on the design of the project itself; however, the facilitators should, if possible, select projects that are well-designed. The discussion will be focusing on how to use the methodologies provided in the workshop to ensure that the gender perspective is incorporated/mainstreamed.*
 - Have some extra copies of Handout No. 16 on hand for participants who may need them.
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REVIEWING THE CONCEPTS

Method:	Plenary Presentation
Materials:	OHT No. 9: Steps for a Gender Diagnosis Handout No. 23: Copy of OHT No. 9
Time:	<u>10 minutes</u>
Preparation:	Copy Handout No. 23

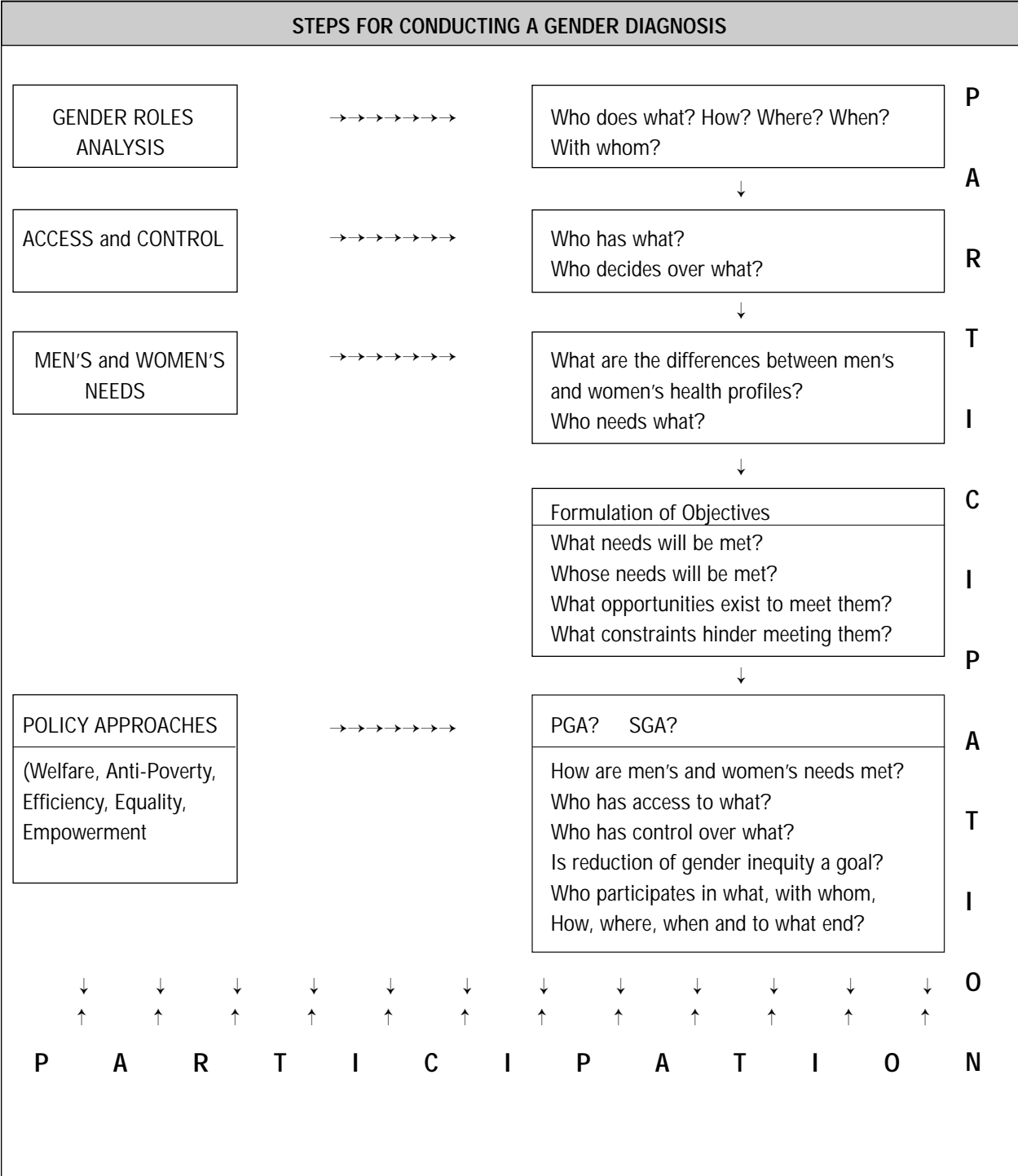
PROCESS

- Facilitator reviews concepts and methodologies, inviting clarifying questions. OHTs No. 3 a, b, and c are presented again for review, and the facilitator summarizes:
 - In this seminar we have reviewed how biology and gender interact to protect men and women's health or conversely, place it at risk. The handout (23) will facilitate a more methodical approach to integrating a gender perspective in the design, monitoring and evaluation of health projects, programs and/or policies.
- Facilitator presents OHT No. 9.
 - All societies are characterized by a gender division of labor; this division is expressed in the multiple roles that women and men fulfill: productive, reproductive and community management roles. To analyze the division of labor, the following questions are posed: *who does what, how, where, when and with whom?*
 - Gender roles have *different social values* assigned to them. The gender division of labor and the assignment of value to each of these roles have important repercussions in terms of access and control. The analysis of access to and control over resources answers the questions: *who has what and who decides on what?*
 - In order to understand the critical interaction between biological differences between men and women and gender roles for designing equitable and efficient interventions in health, *data disaggregated by sex* is essential.
 - The interaction of biology and gender roles determines gender needs in health. The evaluation of the *particular needs of women and men* in the area of health is the basic tool for equitable and efficient planning. The evaluation of needs answers the question: *who needs what?*

- The analysis of gender roles, of access to and control of resources and of the particular health needs of women and men provide us with the elements that comprise a *gender diagnosis*. A gender diagnosis should be incorporated into the assessment or analysis that is usually carried out before initiating any project.
 - On the basis of that diagnosis, the *objectives and expected outcomes* of a project or program are defined. To define objectives using a gender approach, two questions must be answered: *What and whose needs will be responded to, and what opportunities and obstacles are there in doing so?*
 - Once needs are determined, the selection of the *practical and/or strategic gender approach* is defined through the answers given to the following questions: *How does one respond to the particular needs of women and men? What is proposed regarding access to and control of resources? Are there plans to reduce inequity in gender relations?*
- Facilitator emphasizes further:
- The selection of a PGA or a SGA defines the degree of ownership of the project by the target group. An underlying assumption of the gender approach is that it is based on participatory development processes at all stages of project development and implementation. Participation of all the stakeholders as active participants should be, as far as possible, an integral part of a gender diagnosis. The key questions are: *who participates, in what, with whom, how, when, and to what end?*
 - Participation is crucial not only in determining the strategy to be implemented, but it should be considered from the very beginning of the process of formulating programs or plans.
 - The selection of a PGA or a SGA determines the dominant policy approach of the project: *welfare approach, anti-poverty approach, efficiency approach, equality or empowerment approach.*
- Facilitator emphasizes that when initiating any project or program, these steps must be followed to incorporate a gender approach in the planning. However, these steps are not limited to the analysis and planning from a gender approach at the beginning of a project. The same steps should be used for monitoring and intermediate and final evaluations and, if necessary, the resulting redefinitions of objectives and implementation strategies.

COMPONENT 7.1

Handout No. 23/OHT No. 9



PROJECT WORK

Method:	Group Work Plenary Reportback/Facilitator Feedback
Materials:	Project (s) Handout No. 24: Guidelines for Project Analysis
Time:	90 minutes: Group Work 60 minutes: Group Reportback/Facilitator Feedback <u>150 minutes: Total</u>
Preparation:	Copy Handout No. 24 Photocopy project(s)

PROCESS

- Facilitator introduces session:
 - Briefly outlines each project to be used in group work explaining that it does not necessarily include a gender approach. The task will be to make constructive recommendations to strengthen the project through incorporating a gender perspective. Handout Guidelines.*
 - Thank the participants for being willing to have their project used in this session.

* Facilitator may wish to add additional questions or modify those in Handout No. 24.