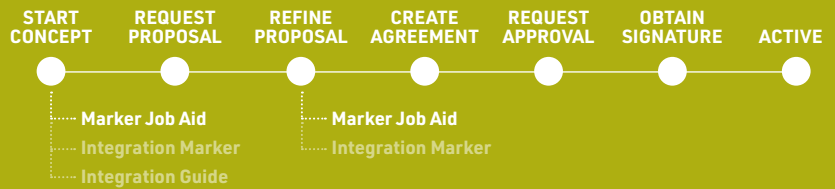


GENDER INTEGRATION MARKER JOB AID



This job aid is designed to support the use of the **Gender Integration Marker** by providing further context for each of the seven questions and should be used in tandem with the **Gender Integration Guide** to identify opportunities for gender integration within an investment.

1. Is advancing gender equality and/or women and girls' empowerment the main objective of this investment?

The foundation is on a dual track approach in which one track is focused on gender integration in sector interventions, i.e. considering how will accelerate sector outcomes; and a second track is focused primarily on advancing gender equality and/or women's empowerment outcomes. This question is designed to help identify any investments that fall into the second track (and that are resourced appropriately to achieve such outcomes), which is also an official development assistance (ODA) trend tracked globally by OECD. Note that investing in programs that specifically target or serve women and girls does not automatically ensure an advancement in gender equality outcomes. For example, an investment with a main objective to address unequal household power dynamics, including women's decision-making authority, in order to increase women's agency over use of family planning, would receive a yes to this question. An investment with a main objective to increase access to family planning resources, even if intended to improve women's health, would receive a 'no' to this question given the investment purpose is ultimately to strengthen health outcomes.

2. Is there a primary outcome that intends to contribute to the reduction of gender barriers and/or gender gaps in access to resources? If yes, which gender gap(s) or barrier(s)?

This question is specifically looking for gender considerations at the primary outcome level. Articulating a primary outcome that contributes to the reduction of gender barriers and/or gaps in access to resources, or aims to identify gender barriers and/or gaps, ensures accountability of gender intentional activities and can be measured within a logical results framework. An investment may have a primary outcome focused on improving outcomes for women but, unless it is explicitly aiming to reduce gender-related gaps or barriers, it would not receive a 'yes' to this question. For example, a primary outcome for improving maternal care that explicitly addressed gender barriers in access to quality maternal care, such as lack or cost of transportation, time-poverty, low-literacy levels, gender-based violence, etc. would receive a yes to this question. Alternatively, simply strengthening the healthcare system to respond to maternal health needs, without considering gender barriers that might affect the ability to access and/or benefit from this care, would not receive a yes to this question.

It is also important to name the specific gaps and/or barriers investments are targeting in order to track them across teams and the foundation at large. Note also that this question focuses on *access* to resources. Question 7 in the marker asks about outcomes that focus on *agency* over resources.



RESEARCH-FOCUSED INVESTMENTS: Many research investments will never in themselves reduce gender barriers or gaps given that often no direct intervention is supported. However, research investments can seek to ensure that the research design itself will reduce gender barriers and gaps (for example, reducing women's barriers to research participation) and/or aim to increase understanding of gender barriers and gaps through the data collected. If the intention is expressed at the primary outcome level, both of these approaches merit a 'yes' to this question.



RESOURCING: Achieving gender-integrated primary outcomes requires adequate resourcing. Associated outputs and activities should be identified and accounted for in proposal budgets.

Box 1. Definitions of Resources, Access, Control, and Agency

RESOURCES are the tangible and intangible capital and sources of power that people have, own, or use to perform their social and professional roles.

These include, but are not limited to, natural, physical, financial, social, infrastructure, and personal resources, as well as skills and information.

ACCESS is the opportunity to use a resource.

CONTROL allows a person to make decisions about who uses the resource, how it is used, and how it is disposed.

AGENCY is the capacity to take purposeful action and pursue goals, free from the threat of violence or retribution.

3. Will the investment measure its contribution to a reduction in gender barriers and/or gender gaps? (e.g., through the collection and monitoring of sex-disaggregated data, gender equality indicators, etc.)

The intent to address gender gaps and barriers is not enough – we also need to measure this change. Measuring a reduction in gender barriers or gaps requires collecting appropriate data, which could include sex-disaggregated data, sex-specific indicators, and/or gender equality indicators that allow you to assess if gender barriers or gaps are reduced. Gender data can include information gathered through surveys, focus groups, policy analyses, etc. that allow you to understand if people experience fewer barriers to accessing resources or if gender gaps are being reduced. There are many ways to measure contribution to a reduction in gender barriers and gaps even if the only informants are of the same sex (i.e. women-focused interventions). This could include seeking to understand if women faced any challenges to use or participation an intervention, such as access to maternal care, because of their gender, if they faced any barriers or backlash from partners for their participation, or if any community stigma was experienced. Measuring potential shifts in attitudes, responsibility, and power dynamics for stakeholders in an intervention are also important opportunities to measure reduction of barriers and gaps. In addition to gender data, teams are encouraged to collect data on other demographics such as age and race. This can be especially useful in gender-specific interventions such as maternal health, in order to identify and examine how the intervention is having an impact on women differently based on other social factors. Investment budgets must include appropriate funding to measure the investment's contributions to a reduction in gender barriers gaps.



RESEARCH-FOCUSED INVESTMENTS: Many research investments will not generate data to measure a *reduction* in gender barriers and/or gaps given the scope of research and/or product development investments. However, investments can seek to collect relevant data to understand gender barriers and gaps, which merits a 'yes' to this question.



RESOURCING: Measuring reductions in gender barriers and/or gender gaps may require additional resources to support data collection and analysis (enumerator training, focus group participation compensation, budgeting for both male and female enumerators, etc.) Collecting data on and measuring reductions in gender barriers and gaps can also be achieved by adding questions or analysis to already planned research or M&E activities, which may not have significant new budget implications.

4. Has the design of the investment, or will the implementation of the investment, be informed by a gender analysis?

A gender analysis is defined as a *critical and systematic examination of differences in the constraints and opportunities available to an individual or group of individuals based on their sex, gender, and/or other markers of identity*, and allows us to identify gender gaps and barriers, as well as sources and consequences of inequalities. Unintended consequences can happen when you don't ask key questions related to gender roles, responsibilities, power and decision-making power (for a list of helpful questions, see the foundation's **Gender Integration Guide**). Other resources, such as the [WHO toolkit for intersectional gender analysis in infectious diseases](#), can be used to design intersectional gender analysis. Gender analysis can be conducted using sex-disaggregated data as well as data collected from people of the same sex and is equally important for all investments. For example, for women-focused interventions it is important to understand the gendered context in which the intervention is taking place, including how women may face different constraints or opportunities based on other social factors (such as age, economic status, ethnicity, or physical ability) as well as how other stakeholders and decision-makers (e.g. parents, partners, teachers, policy-makers) in a girls' or woman's life may impact her situation. In some cases, investments will be designed based on existing information from a context-specific gender analysis; in other cases, the investment may include a gender analysis as an early output to then shape the investment implementation.



RESOURCING: Conducting a gender analysis where primary data collection is required will often require additional resources for personnel and associated data collection requirements. Budgets should account for gender analysis activities in accordance with the scope of the gender analysis. Additionally, if a gender analysis will be completed once an investment begins, additional resources may be required to course-correct implementation plans based on the findings from the gender analysis.

5. Will the implementation team include someone with significant expertise in gender equality programming that is dedicated to ensuring effective gender integration?

This question aims to ensure that the investment is staffed appropriately so that there is someone with gender equality programming experience to guide any gender intentional or transformative activities. A gender expert is also important for identifying any potential gender-related unintended negative consequences that may arise from the investment. The level of expertise required as well as the allocation of time and budget to the person(s) is dependent on the scope of work of the project. For example, a project with a significant community engagement focus may require deep local gender expertise to conduct a gender analysis and ensure no harm is done as a result of the activities, while a project aiming to analyze previously collected sex-disaggregated data to identify any gender-related gaps may require a lower level of effort. While diversity is encouraged within implementing teams, gender equality programming expertise refers to a professional with a trained background in gender integration, not on the gender balance of the team doing the work.



RESOURCING: Investment budgets should reflect dedicated resources for gender expertise. This could be budget for implementing-team staff or for contracting a gender expert as a consultant. It is important to ensure this position is resourced equivalently to other key members of the implementing team.

6. Have potential gender-related negative consequences that may arise from this investment been identified and have appropriate mitigation strategies been developed? (e.g., increasing labor without increasing returns, loss of control of an asset as it becomes more valuable, gender-related backlash or violence, retribution for participants involved in research studies on sensitive topics)

If investments are not designed appropriately, they can unintentionally cause harm and exacerbate gender inequality. This is true for investments that aim to address gender barriers and gaps, as well as for investments that do not aim to address any gender considerations. Careful consideration should be given at the design of the investment to ensure that strategies are in place to mitigate any potential unintended negative consequences related to gender.



RESEARCH-FOCUSED INVESTMENTS: Gender-integrated research design is a critical component of a strategy to mitigate unintended consequences to ensure that no harm is done as a result of research. This can include data collection methods that account for people's time use and availability to not exacerbate women's time poverty, that ensure privacy of responses on topics related to gender power dynamics, and/or that guarantee same-gender data collectors as respondents to especially for sensitive topics. It is also crucial for all research to protect the privacy of participants. Any research that has the potential to reveal or lead to instances of gender-related backlash, such as STI diagnosis or past experiences of gender-based violence, must have strategies in place to connect participants to resources, prioritizing their safety.



RESOURCING: Harm-mitigation strategies should be resourced adequately in relation to the scope of the investment. Required resourcing may include personnel to develop and/or implement these strategies along with resources required for any associated activities.

7. Is there a primary outcome that contributes to the reduction of gender barriers and/or gender gaps in agency over resources and is there at least one indicator to measure this? (e.g., control over the use of resources)

A gender transformative investment is one that aims to transform power dynamics and remove barriers to ensure people's agency over resources is not determined by their gender. This moves beyond ensuring that people can access a resource regardless of their gender, to whether they can also exercise agency over these resources—free from the threat of violence or retribution. This question seeks to understand if any of the primary outcomes of the investment are designed to do this. If so, it is also important that there are indicators in the results framework to ensure accountability toward these outcomes, that data will be collected to appropriately measure this change, and that all associated outputs and activities are adequately-resourced. For example, an investment with a primary outcome that seeks to increase women's empowerment in the dairy sector that also includes indicators to measure women's increased agency over production assets and number of women elected to leadership boards, would receive a yes to this question.