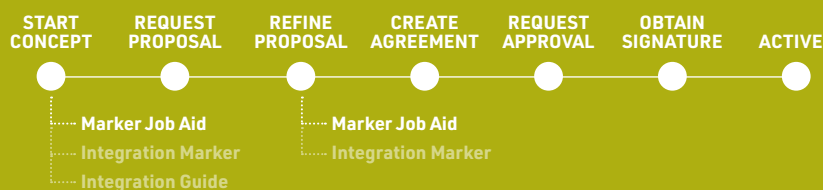


GENDER INTEGRATION MARKER JOB AID



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

1. Is a reduction of gender barriers and/or gaps in access to resources explicitly stated in an outcome of the investment?

This question is specifically looking for gender considerations at the outcome level. Articulating an 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 focus on improving outcomes for women but, unless it is explicitly aiming to reduce gender-related gaps or barriers, it would receive a “No” to this question.

Examples of investments which would receive a “Yes” or “No” to this question:

- ✓ **YES** – Improving maternal care by explicitly addressing gender barriers in access to quality care, such as lack or cost of transportation, time-poverty, low-literacy levels, gender-based violence, etc.
- ✗ **NO** – Strengthening the healthcare system to respond to maternal health needs, without explicitly addressing gender barriers that might affect the ability to access and/or benefit from this care

*Definitions for underlined terms can be found on the [Gender Equality Lexicon](#).

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 6 in the marker asks about outcomes that focus on *agency* over resources.



RESEARCH OR PRODUCT DEVELOPMENT-FOCUSED INVESTMENTS: A research or product development investment may have a focus on improving outcomes for women but, unless it explicitly aims to reduce gender-related gaps (e.g., limited access to vaginally directed therapy to treat dysbiosis) or barriers (e.g., young women have limited understanding of own anatomy or knowledge of sexual rights and reproductive rights), it would receive a “No” to this question.

Examples of investments which would receive a “Yes” or “No” to this question:

- ✓ **YES** – Ensuring that target product profiles, interventions and clinical trials include elements that take into account women’s preferences, needs and ability to participate
- ✓ **YES** – Addressing the disproportionate burden of adverse health outcomes individuals experience because of their gender
- ✗ **NO** – Developing products or interventions that target women and girls without considering gender barriers or gender gaps in accessing the product




ADVOCACY-FOCUSED INVESTMENTS: An advocacy investment may have a focus on improving outcomes for women but, unless it explicitly aims to reduce gender-related gaps or barriers, it would receive a “No” to this question.

Examples of investments which would receive a “Yes” or “No” to this question:


- ✓ **YES** – Aiming to increase official development assistance to women’s rights organizations to boost the resources available to advance gender equality;


- ✓ **YES** – Generating government pledges to collect and report on sex- and age-disaggregated data;
- ✓ **YES** – Mobilizing political commitments addressing restrictions on women's land titling
- ✓ **YES** – Increasing funding to gender-intentional and transformative approaches
- ✗ **NO** – Increasing funding for health system strengthening to respond to maternal health needs, without specific plans to ensure funding will respond to gender barriers that might affect the ability to access and/or benefit from this care


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

2. Will the investment collect and monitor sex-disaggregated data or gender equality indicators in order to understand changes in gender barriers and/or gaps?

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 be gathered through surveys, focus groups, policy analyses, etc. that allow you to understand if people experience fewer barriers to accessing resources or if gender inequalities are being reduced. In addition to gender data, analysis of data on other demographics such as age and ethnicity 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. A list of example indicators, which was prepared with GGO teams in mind, can be found on the [Gender Equality Toolbox](#).

 **RESEARCH OR PRODUCT DEVELOPMENT-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.

 **ADVOCACY-FOCUSED INVESTMENTS:** Gender data that might be relevant to advocacy investments include the number of gender-sensitive national policies, countries using gender-responsive budgeting, changes in the availability of sex-disaggregated data, or the effects on commitments to gender equality from having women decision-makers participate in global forums.

 **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.

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. Has the design of the investment been, 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. A gender analysis is a discrete assessment of gender issues relevant to the investment conducted specifically as a component of the investment or which leverages existing analysis.



ADVOCACY-FOCUSED INVESTMENTS: Examples of gender analysis advocacy investments might focus on:

- » Lack of sex- or gender-disaggregated data on an issue or in a sector
- » Insufficient financing to reduce relevant gender and barriers, as well as the sources and consequences of these inequalities in a sector
- » Lack of tracking of financing that addresses gender equality



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.

4. Will the implementation team include someone with 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 number of individuals/level of dedication needed will vary based on the size and scale of the investment; in most cases, ensuring that individuals are placed at a senior technical level is necessary so that they can sufficiently influence the implementation 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, this question does not relate to 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.

5. 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. Examples of gender-related negative consequences and mitigation strategies to take into account:

- » If asking for women's participation, consider remuneration where appropriate, or mitigate transfer of household responsibilities to girls;
- » Guard against loss of control of an asset as it becomes more valuable
- » Prevent gender-related backlash or violence;
- » Safeguard against retribution for participants involved in research studies on sensitive topics.



RESEARCH OR PRODUCT DEVELOPMENT-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

- » Consider remuneration where appropriate when asking for women's participation, or mitigate transfer of household responsibilities to girls;
- » Ensure privacy of responses on topics related to gender power dynamics; and/or
- » Guarantee same-gender data collectors as respondents especially for sensitive topics
- » Include gender as a variable in preclinical development of products to prevent biasing male standards on all genders (e.g. dosage)

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.



ADVOCACY-FOCUSED INVESTMENTS: Examples of possible impacts, risks and unintentional harm to take into account for advocacy investments:

- » Risk of backlash against policymakers or champions that stand up for gender equality issues, especially when elevating the interests or voice of marginalized groups;
- » When asking for women's participation in advocacy processes, consider remuneration where appropriate, or mitigate transfer of household responsibilities to girls;
- » Addressing gender barriers to equal participation when building coalitions or supporting public mobilization;
- » Unintentionally reinforcing gender stereotypes or biases through messaging or advocacy strategies



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.

6. Is a reduction of gender barriers and/or gaps in agency explicitly stated in a primary outcome of the investment and is there at least one indicator to measure this?

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 digital literacy (agency) in addition to increasing phone ownership (access) that also includes indicators to measure these outcomes, would receive a "yes" to this question.



RESEARCH OR PRODUCT DEVELOPMENT-FOCUSED INVESTMENTS: Does the research or product development investment move 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? In order to receive a "yes" to this question, research investments should have an action research activity that is also seeking to advance women's empowerment and measure changes in agency.



ADVOCACY-FOCUSED INVESTMENTS: Advocacy investments with the following primary outcomes and measures would receive a "yes" to this question:

- ✓ **YES** – Increasing decision-making of women in advocacy, measured by their inclusion and participation to influence the advocacy agenda, strategy, and implementation