What is Gender Analysis

The first step to designing gender intentional investments

What is Gender Analysis?

Gender analysis is a process used to examine the differences in conditions, needs and opportunities for different genders. It helps us understand how gender dynamics impact individuals and communities.

A gendered data analysis can reveal the intersections of the sociocultural determinants of health outcomes and inform decision-making about revisions to and development of new equitable health programs and policies.

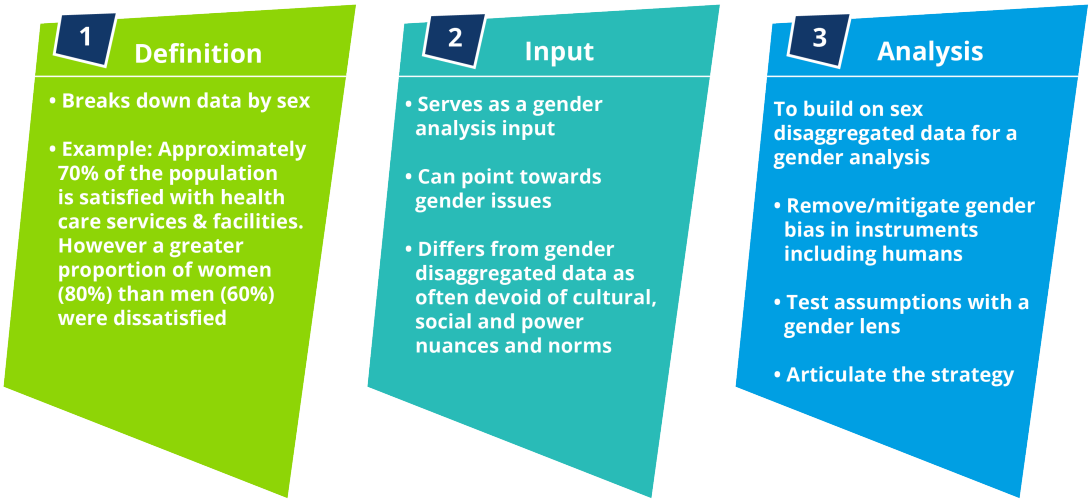
The main goals of gender analysis are to:

- Identify disparities
- Enhance decision-making
- Promote gender equality

Gendered data is often confused with data disaggregated by sex.

Sex disaggregated data

Sex is a major determinant of health. Sex disaggregated data is typically collected and analysed in two biological categories: males and females. Sex disaggregated data tells you the numbers of men and women affected by a particular disease, condition, or cause of death. However, sex disaggregated health data does not consider gender identity, or gender roles and gender norms that exist between and among males, females, and people with other gender identities, all of which also affect health outcomes.



Gendered health data asks "the who questions:"
Who does the household work, who is accessing the healthcare system and who has higher prevalence of a particular disease, to understand the root causes of health inequities in a population.

For example, gendered data analysis could confirm that gender-diverse people comprised one of the marginalised populations that had more severe outcomes during the COVID-19 pandemic.

Men and women got infected at similar rates, but men were more likely to suffer severe outcomes or die. This led to studies on how COVID-19 affected people differently based on factors like age, income, and ethnicity. However, data on gender-diverse people—such as those who are transgender or non-binary—was often missing because most systems only recorded biological sex.

If a gender analysis was undertaken, it may reveal gender-diverse people experienced more severe outcomes due to factors like discrimination and lack of specific support in healthcare, pre-existing health disparities, mental health stress and economic challenges. Understanding these factors would help ensure that people of all gender identities receive the care they need during a pandemic.

Gender analysis benefits procurement by identifying gender-related gaps and inequalities, ensuring processes and investments are inclusive and equitable by considering the needs of all genders, leading to more socially responsible procurement practices.

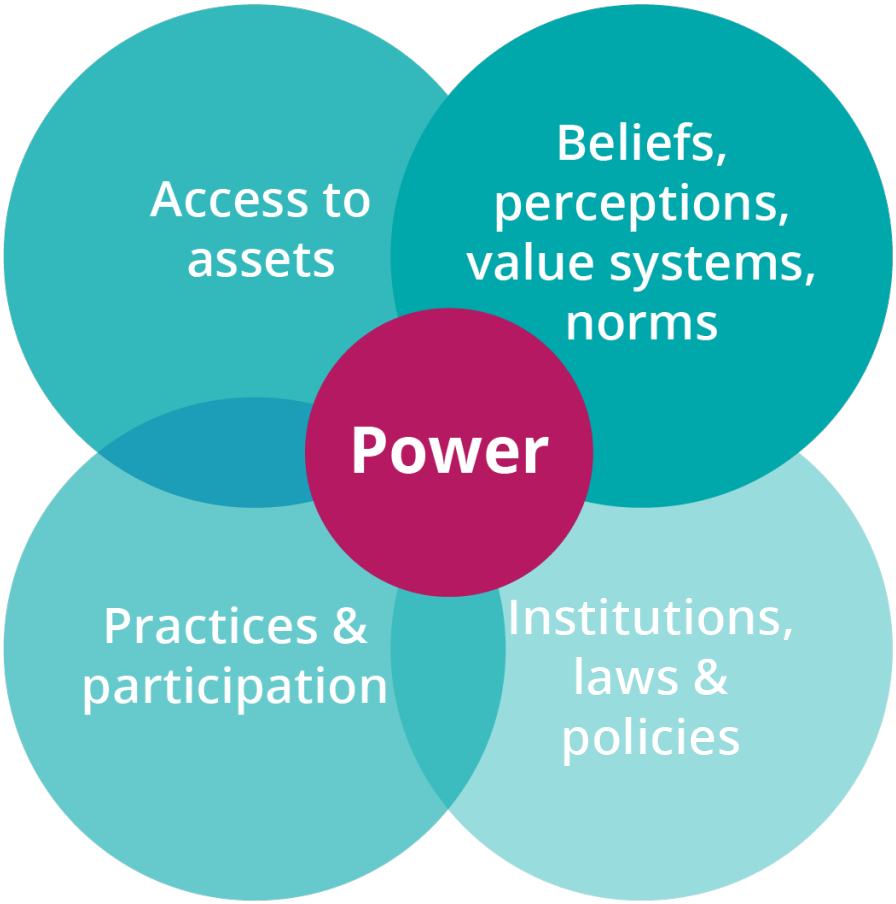
There is always a cost vs benefit to your project considerations when you undertake gender analysis. The more you go into primary research, the more expensive it gets. This is where cost-sharing gender analysis across a region or country may give you a more financially viable approach to gender analysis.

Gender Analysis for health systems

This framework is used for gender analysis in health systems and can be applied to health supply chains. It places power at the core of its approach, emphasising the importance of agency.

Agency refers to an individual's ability to act, exert influence, and make decisions that allow them to feel in control of their life and future. This concept is key to understanding how gender dynamics impact health systems and ensuring that people have the power to shape their own health outcomes.

It looks at 4 dimensions:



- **Access to assets** – means having access to resources like healthcare or education. When you're "gender intentional," you're making sure that all genders have equal access to these resources and looking for any barriers that might prevent that.

- **Beliefs, perceptions, value systems, norms** – more transformative and more difficult to change as they are often legalised

- **Institutions, laws and policies –** All laws and policies are made under a belief system for a society around what is deemed to be acceptable and unacceptable human behaviour, so they all come with a gender bias of some sort. Power determines the way men and women are treated by different types of institutions, policies, and laws.

- **Practices and participation –** Who and how they are involved

- **Power –** pervades all 4 domains – It determines who can access and use resources, make decisions about their body and children, take advantage of opportunities, exercise rights, move freely, associate with others, enter legal contracts, and hold public office.

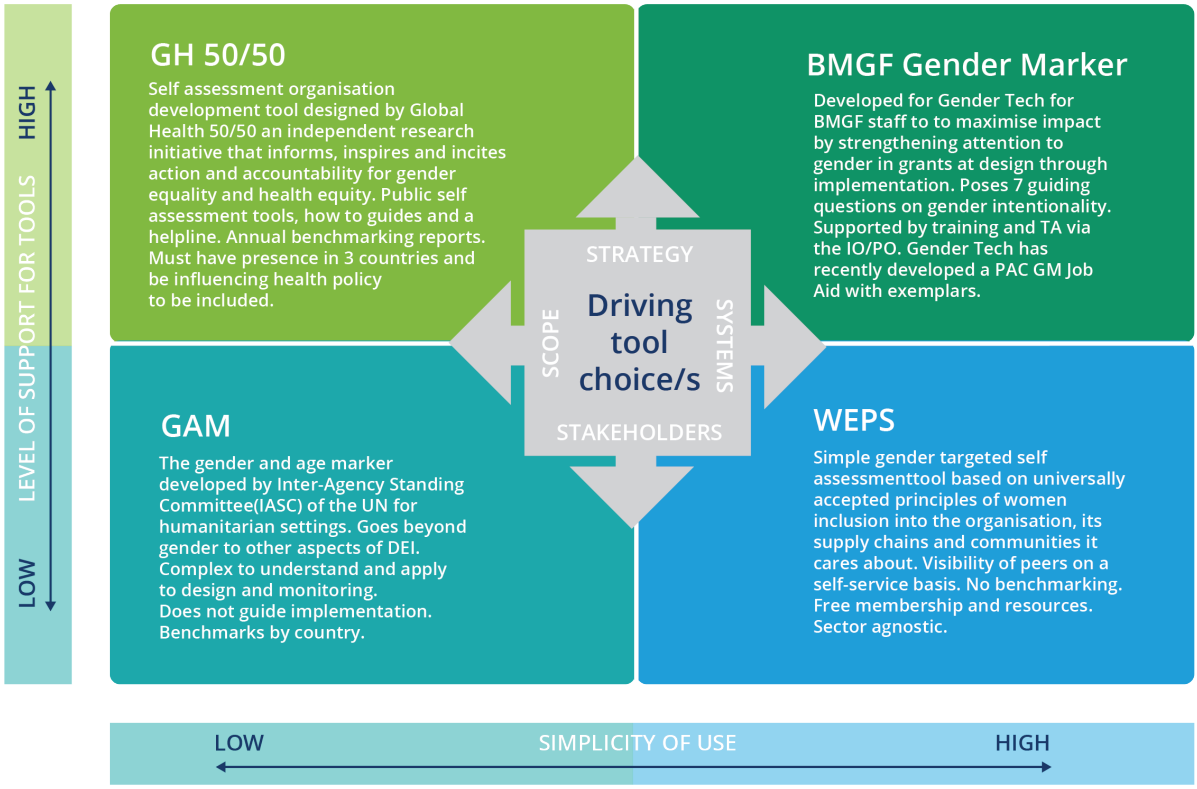
You can use this diagram to help you understand and address gender issues in health systems and supply chains:

• Look at access to resources, social norms, laws and policies, and participation in society
• Gather information on how these areas affect different gender groups, especially gender-diverse people
• Identify where certain groups lack power or face disadvantages
• Find specific areas where gender dynamics lead to unfair outcomes
• Recommend changes to make things more equal and inclusive
• Look for ways to actively promote gender equality

GENDER ANALYSIS FRAMEWORKS AND TOOLS

Working with experts in gender but also in your area of work can add huge value, as they can advise on the most relevant tool to drive maximum benefit from a gender analysis.

This is a matrix of some of the gender analysis framework and tools that may be of use.



- **GH 50/50** – Organisational development tool – simple to use with case studies
- **BMGF** – Organisational perspective – Simple to use and profound in helping you think
- **WEPS** – Seven principles that complete an assessment with a principle dedicated to supply chain
- **GAM** – Gender and age – more of an intersectional tool

When should you conduct a gender analysis?

A gender analysis should ideally be carried out before or at the beginning of a project to help shape its design. The insights gained from a gender analysis form the foundation for creating gender-sensitive or responsive indicators, which are essential for tracking changes in gender disparities throughout the project.

Greater consideration of gender analysis in health procurement in Africa will lead to more inclusive and impactful investments, that ultimately will enhance health outcomes for many more people.