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HEALTH CARE
IMPROVEMENT
PROJECT

Integrating Gender Throughout HCI Project Phases

Planning

- Conduct Gender Analysis
 - Evaluate different roles, status, and power of women/ girls and men/boys within the community, household, workplace, and legal system
 - Discuss different roles, status, and power of women and men within the community, household, workplace, and legal system with providers, patients, and service users
 - Review relevant literature and epidemiological data
 - Determine how any identified gender issues or gaps may affect project activities or project outcomes
 - Determine how integrating gender into project activities may affect health outcomes
- Consider gender in the development of the Monitoring & Evaluation plan
(i.e. plan to collect sex disaggregated data, gender specific indicators, etc.)
- Discuss opportunities to collaborate with local ministries, NGOs, CBOs, and other partners working on gender to determine how the project can coordinate efforts to address gender disparities affecting relevant health outcome(s)
- Determine specific aim(s) for the project in integrating gender in the quality improvement process
- Design changes to address relevant identified gender needs and gaps, with an emphasis on leveraging existing gender equity where possible
- Document planned gender specific work in the project work plan

Implementation

- Incorporate gender awareness education and discussion into trainings and learning sessions with project participants
- Encourage QI teams to test specific changes to address gender needs and gaps
- Review job aids, performance criteria, and other project materials to ensure gender considerations are included where relevant
- Collect data disaggregated by sex
(when relevant and feasible)
- Regularly monitor and analyze sex disaggregated data and gender indicators to identify discrepancies between males and females in services, access, and outcomes
- Evaluate sex-disaggregated data and gender specific indicators to determine impact of project on gender equity and health outcomes

Post Project & Reporting

- Evaluate sex-disaggregated data and gender specific indicators to determine impact of project on gender equity and health outcomes
- Share impact of project on promoting gender equity as an integral component of the quality improvement process in the community, household, workplace, and at the policy level with project stakeholders
- Report gender specific results, including sex disaggregated data and indicators, in quarterly and annual reports to USAID, other partners, and elsewhere as relevant
- Develop success stories related to results of integrating gender in the quality improvement process and how it affected health outcomes
- Determine if specific aim for integrating gender into project activities was met