

Gender in Health Governance Tool

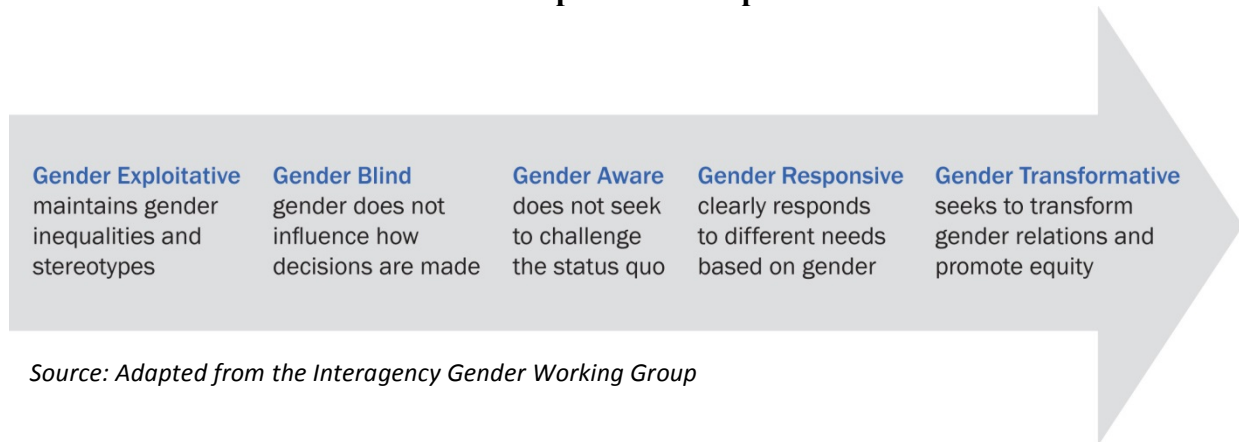
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Why is Gender Responsiveness in Health Governance So Important?

Gender-responsiveness in governance has the potential to enhance positive health outcomes not only for women but also for the entire community. Women play three important roles in a health system: 1) as decision makers; 2) as health workers and health care providers; and 3) as users of services. Nevertheless, governance structures in health systems and health institutions are most often dominated by men. As a result, issues faced by women in leadership, governance, and management roles, women in the health workforce, and women as users of health services are too often ignored.

It is the responsibility of all of those working in a health system to help move institutions along the spectrum of gender responsiveness from “gender exploitative” to “gender transformative.”¹

Gender Responsiveness Spectrum



Source: Adapted from the Interagency Gender Working Group

There are multiple ways in which gender responsiveness can be facilitated by good governance practices (See list at end of this document). One critical way this happens is when governance decision-makers assess the gender responsiveness of their governance decision-making.

The Gender in Health Governance Tool—A Simple Test

The following is a simple test that governance decision makers should read over *prior to making a substantive decision*. After the decision has been made, they should then take the test to see where their decision falls on a gender responsiveness scale.

¹ To read more on this subject, please read “The eManager: How to Govern the Health Sector and its Institutions Effectively” at <http://www.lmgforhealth.org/emanager>

- ❖ The maximum score that can be earned is 100.
- ❖ Score of 84 and above: indicates a “gender transformative” governance decision
- ❖ Score of 51-83: indicates a “gender responsive” governance decision
- ❖ Score of 17-50: indicates a “gender aware” governance decision
- ❖ Score of 16 or below: indicates a “gender exploitative” or “gender blind” governance decision

For each question below, please circle the choice that represents how you feel the decision was made:

1. I considered the different needs of men and women before making this decision.
Not at all 0 1 2 3 4 5 6 7 8 9 10 *Fully*

2. This decision I made is responsive to different needs of men and women.
Not at all 0 1 2 3 4 5 6 7 8 9 10 *Fully*

3. I considered the implications of this decision on women as users of health services.
Not at all 0 1 2 3 4 5 6 7 8 9 10 *Fully*

4. I considered the implications of this decision on women health workers.
Not at all 0 1 2 3 4 5 6 7 8 9 10 *Fully*

5. I consulted women in senior management and governance positions and women health workers before making this decision.
Not at all 0 1 2 3 4 5 6 7 8 9 10 *Fully*

6. I considered gender-disaggregated evidence before making this decision.
Not at all 0 1 2 3 4 5 6 7 8 9 10 *Fully*

7. This decision adversely affects women or their health or discriminates against women.
Fully 0 1 2 3 4 5 6 7 8 9 10 *Not at all*

8. This decision gives autonomy to women to make a decision concerning themselves, their health, or their fertility.
Not at all 0 1 2 3 4 5 6 7 8 9 10 *Fully*

9. This decision maintains gender inequalities and stereotypes.
Fully 0 1 2 3 4 5 6 7 8 9 10 *Not at all*

10. This decision is fair to women and promotes gender equity.
Not at all 0 1 2 3 4 5 6 7 8 9 10 *Fully*

Ten Ways to Make Governance Gender Responsive

1. Increase the proportion of women in leadership, governance and senior management roles
2. Mentor women in leadership, governance and senior management roles
3. Increase the proportion of women health workers
4. Establish quotas and affirmative action coupled with empowerment measures
5. Reinforce a safe, harassment-free environment by upholding strict codes of conduct and zero tolerance for discrimination
6. Institute a gender policy in the organization
7. Collect sex-disaggregated data
8. Establish a gender-sensitive implementation process that considers the different needs of men and women
9. Create a comprehensive agenda to overcome discrimination and segregation
10. Give voice to women and youth in making and implementing policies that affect them