

Appendix

SAMPLE TERMS OF REFERENCE FOR GENDER SPECIALIST**Initial Social Assessment (ISA)
in PPTA Fact Finding**

- Identify and analyze poverty features and gender issues in the health sector, and suggest health sector instruments that will do most to reduce poverty.
- Identify and describe the target population. Disaggregate data by gender. Consider gender differences in access to health, health status, etc.
- Point out differences between subpopulations. Point out differences in health status and access to health facilities within these groups.
- Examine gender differences in knowledge, attitudes, practices, roles, constraints, need, and priorities in the health sector, and the factors that affect such differences.
- Examine the target population's needs and demands for the project: Consider, for example, whether females and males need different health facilities, and how this difference might affect the proposed project.
- Determine absorptive capacity. Consider how women and men will participate in the project—their motivation, knowledge, skills, and organizational resources—and how the project will fit into their culture and society. Identify constraints on women's/men's participation in health projects (fees, gender-based roles and responsibilities, etc.).
- Identify government agencies and NGOs, community-based organizations, and women's groups that can be used during PPTA and project implementation. Assess their capacity.
- Review the related policy and legal framework (abortion law, marriage law, etc.), as necessary.
- On the basis of the analysis, develop a gender-responsive and participatory project design and possible further sector work and policy/sector reform, if required.
- Development a gender-responsive M & E mechanism and indicators.

Social Analysis and Design in PPTA

- Ensure that women and men are consulted and involved in project design and implementation.
- Conduct gender analysis:
 - Identify the health of men and women and factors affecting their health, e.g., differences between men and women in degree of autonomy over their own bodies, higher risk of poverty among women, cultural practices, division of labor, workload or length of working day.
 - Identify men's and women's roles and responsibilities in the household and the community.
 - Identify differences in access to health services.
 - Assess the response structure of the health system (e.g., analyze the resources, attitudes, number of women employed, etc., of institutions).
- Examine the proposed institutional and organizational framework in relation to women's participation in the proposed intervention and their representation in the management of the project.
- Examine the proposed project with respect to its capacity to increase access and participation for major target groups, particularly the poor.
- Appraise the relevance of the proposed monitoring and evaluation system, including the availability and use of gender-disaggregated data and gender-sensitive indicators suitable for measuring women's participation and empowerment.
- Examine possibilities for cooperation with NGOs, including those for women or with a focus on GAD.
- Develop specific strategies and actions for inclusion in the project design to ensure that women participate in the project and benefit from it.

Selected References

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