Gender Analysis Model

STAGE 1	STAGE 2	STAGE 3	STAGE 4	STAGE 5	STAGE 6
DEFINE DESIRED OUTCOMES	**IDENTIFY PROBLEMS AND ISSUES**	**DEVELOP SOLUTIONS**	**ANALYSE OPTIONS AND MAKE RECOMMENDATIONS**	**IMPLEMENT DECISIONS**	**MONITOR AND EVALUATE**
How can the relevant inputs, such as Government's policy direction documents, be applied so they further the Government's outcomes for women?	Identify numbers of population groups affected by this policy issue by gender	How does each option address the issues for women raised in Stage Two?	*Consider for each option:*	How will women know about the change in the policy or about the new programmes or services?	Are there monitoring systems in place which collect data by gender and ethnicity?
Which of the Government's outcomes for women could be furthered in this area?	What are the reasons for women's higher or lower representation in the population groups affected?	What steps can be taken to reduce or eliminate any negative impacts on women?	How will the option impact on women in population groups affected by the policy?	Will the service / programme be accessible to different groups of women?	Are there measures in place to review or change the policy if it is not delivering the outcomes for women.
Define objective so that it incorporates desired outcomes for women	What are the underlying factors which cause these gender differences in numbers?	How can the policy be designed to further the Government's outcomes for women?	Does the Government have international obligations in relation to women which would be breached by this option?	Are separate services or programmes or materials necessary to ensure equitable access and appropriateness for women?	Is the policy contributing towards outcomes for women? If not, can it be modified so that it does?
	Ensure the question / problem is framed so that the underlying causes of any differences will be taken into account in the analysis	Can existing programmes and services be modified to better meet the needs of women?	Will the social and economic benefits to women of implementing the option outweigh the costs to Government?	Are mainstream programmes designed so that women and men have equal access and are appropriate for women's and men's needs?	
	In what ways to women have different: • needs; • experiences; • issues; • priorities; in relation to this policy matter?	Are separate approaches needed to ensure the needs of different groups of women are met?			
	Reframe the question / problem to accommodate these differences and to ensure the issues for women will be addressed in the process.	If separate approaches are not needed, ensure mainstream options address issues for women.			