

Policy Analysis Toolkit

A methodology for feminist-informed analysis of policies inclusive of a men and masculinities lens



MenEngage Alliance

working with men and boys for gender equality

fJ FemJust

Feminist Solutions towards Global Justice

Would you like to carry out a methodological analysis for a national - regional - global policy?

This Policy Analysis Toolkit presents open source tools which aim to support the efforts of MenEngage Alliance's members and other advocates to advance gender-transformative policies and programs. The Policy Analysis Toolkit, as an accompaniment resource to the policy case studies and score cards, can further be utilized and adapted to analyze other national, regional and global gender justice policies, inclusive of a men and masculinities lens.

As MenEngage Alliance, in partnership with FemJust, we carried out an analysis of eight national policies that were scored across key aspects of policy design, policy content, implementation, and monitoring and evaluation, in addition to an overall score per policy. Intersectional feminist and human rights analyses determine the key criteria used to assess the policies and to determine scores.

The process and resources to replicate these efforts are detailed below.

These tools can further be utilized and adapted to analyze other national, regional and global policies as well.

If you would like support in this process, please reach out to us.

To see all Score Cards please see [here](#).



Introduction

Strategies which engage men and boys for gender equality enjoy considerable support by governments and multilateral institutions and are increasingly included in policy measures aimed at achieving gender equality, preventing gender-based violence, and securing sexual and reproductive rights for all people. Designed well, these strategies can create opportunities to challenge harmful norms, stereotypes, and behaviors, while ensuring that all program and policies center, and are accountable to, those most affected by gender-based discrimination and violence.

A review of national policies which include strategies that engage men and boys demonstrates however, that policies generally fail to create conditions under which gender transformational approaches can take root. The rising tides of right-wing populism, and backlash against women's rights and rights of LGBTQI people, together with the growing number of countries including male engagement in national policy, make the use of a critical lens in assessing current efforts ever more important.

The development and adoption of a policy is an important but preliminary step in the movement towards gender transformation at the individual, societal, institutional and policy levels. When not followed up with planning, funding and collaborative action, a policy is rendered ineffectual. Extensive, multi-sectoral sensitization and training on gender inequality and gender transformation are necessary for both the development and robust implementation of policies aimed at achieving gender equality. Well-defined accountability mechanisms and transparency are essential for effective implementation and monitoring of the policies. Lastly, respectful collaboration with civil society, particularly feminist and LGBTQI groups and organizations, where they are seen as partners, is critical for the success of gender-transformative policy and program initiatives.

How is your country's policy scoring?

What makes a policy gender-transformative?

A gender-transformative policy aims to: dismantle harmful and oppressive social and gender norms, create new norms that affirm people of all gender identities and expressions, and redistribute gendered and other intersecting forms of power and privilege. It also puts into practice the human rights principles of participation, empowerment, accountability, transparency, and centering the most affected and the most marginalized, among others.

It appropriately conceptualizes and analyzes the problem in focus - for example, gender inequality or gender-based violence or adverse sexual and reproductive health outcomes. This includes identifying the power imbalances created by gender norms and stereotypes, and how these intersect with other forms of oppression. It does not perpetuate existing gender norms and stereotypes in its framing, assumptions or strategies.

It recognizes the leadership of feminist and queer movements and meaningfully engages them at all stages of the policy process, from design to implementation to evaluation. At its heart, a gender-transformative policy is accountable to all those who have been historically oppressed by patriarchal norms, discrimination and violence, including girls, women, trans, non-binary and queer people.

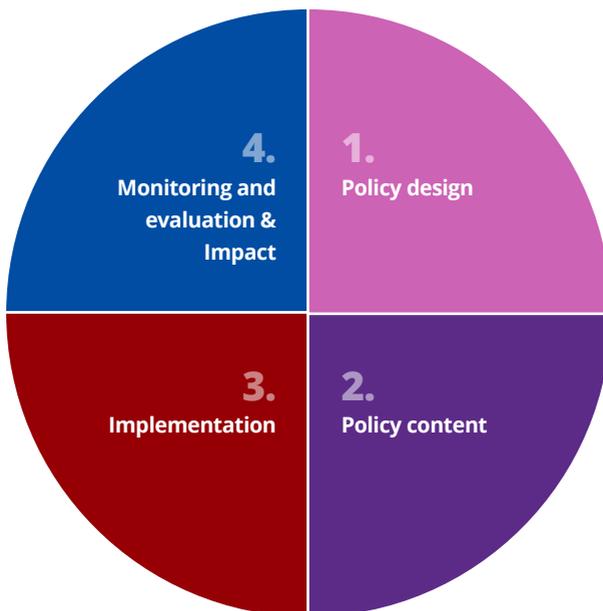
When a gender-transformative policy engages men and boys, it does so in service of the mission of achieving a gender just society, social and political institutions, and policy framework. Specific strategies call on and enable them to recognize and dismantle patriarchal power and privilege utilizing an intersectional feminist approach. Strategies to engage men and boys do not operate in a silo, rather form part of a comprehensive strategic framework to achieve gender transformation and equality.

How has this policy been analysed?

The policy was analysed based on its alignment to the following frameworks through all phases of the policy process:

- 1. Intersectional Feminist analysis**
- 2. Human rights-based approach**
- 3. The socio-ecological model**

The policy's approach towards engaging men and boys through a feminist policy process is assessed across four areas:



Methodological Process For the Case Studies/Score Cards

SCOPE

Ten national policies were selected for assessment from among the seven regions that MenEngage Alliance works in, including Africa, the Caribbean, Europe, Latin America, Middle East and North Africa, North America, and South and Southeast Asia. These policies focus on gender equality, gender-based violence, and/or sexual and reproductive health, and include strategies on male engagement.

METHODOLOGICAL FRAMEWORK

A total of twenty indicators were developed to assess the policies against (please see Annex A). These indicators were drafted by applying feminist, gender-transformative and human rights-based lenses to the different stages of the policy process, including policy design, policy content, implementation, monitoring and evaluation.

DATA COLLECTION

Data were collected independently from three separate sources:

1. A document review was carried out, consisting of the policy in question, articles, shadow reports and other supplemental material from a variety of stakeholders.
2. Semi-structured interviews were conducted with 24 activists, government and UN officials, and those in academia. These were conducted virtually in English and Spanish; the latter were translated to English for analysis.

3. A survey was administered on SurveyMonkey, and offered in English and Spanish. This was completed by 66 respondents, including government and UN officials, academics, and feminist, LGBTQI, and youth activists.

DATA ANALYSIS

Dedoose was used to analyze qualitative and quantitative data. A codebook was developed and applied to all qualitative data from the three sources. Likert scale data from the survey was transformed into numerical scores and frequencies calculated. Qualitative scoring criteria were developed for each indicator according to a 1-5 point scale, and data from the three sources were triangulated in determining the scores for individual indicators. Finally, scores for all indicators were added up and percentages calculated to arrive at an overall score for each policy.

NEXT STEPS

Below, you will find the key documents to support you in adapting this methodology towards your own use.

Sample Methodology for Your Own Adaptation & Use

Please see the following documents to support you in your own analysis:

ANNEX A



Methodological Framework for Analysis of National Policy Involving Engagement of Men and Boys Towards Achieving Gender Equality (English, Spanish, French)

ANNEX B



Sample Interview/Survey: Assessing policies that engage men and boys for gender equality (English, Spanish, French)

ANNEX C



Indicator plan and scoring data (English, Spanish, French)

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