



Fund for Innovation  
and Transformation

Fonds pour l'innovation  
et la transformation

# FIT Rapid Gender Scan

for the Social Innovation Space



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# What is a FIT Rapid Gender Scan for the Social Innovation Space

The Fund for Innovation and Transformation (FIT) aims to contribute to advancing gender equality in the Global South by supporting the testing of innovative solutions that seek to empower women, girls, and vulnerable communities. In order to ensure that gender is considered throughout testing, FIT requests small and medium organizations (SMOs) to conduct a Rapid Gender Scan (RGS) for the Social Innovation Space to identify barriers to gender equality that the innovative solution will address.<sup>1</sup>

The RGS is an important step in the development of a gender sensitive testing framework (and theory of change), which will help to define the outcomes of the innovative solution. For FIT, a testing framework is a set of guidelines that are used to design, execute, and report on innovation testing. Importantly, gender sensitive testing framework implies that all components of the framework take into account the different roles and needs of women and men, the different constraints they face, and strive to foster equal participation and contribution across the testing process.

The findings of the RGS should be included in the FIT proposal. With this in mind, this document is intended to provide guidance to SMOs on how to conduct a RGS for short testing periods to ensure that gender is taken into account throughout the design and testing of innovative solutions.

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<sup>1</sup> Note: FIT only requires findings from a RGS at the proposal submission step, at a minimum. However, it is recommended that SMOs conduct an in-depth gender scan (IGS) prior to submitting a proposal to FIT, where feasible. An IGS helps to ensure that the innovative solution and its testing framework is gender sensitive. More information about how to conduct an IGS can be found in FIT's Gender Equality Strategy resource.

FIT defines a **testing framework** as a set of guidelines that are used to design, execute, and report on innovation testing. A testing framework should have the following (replicable) elements: stakeholder analysis, testing measurement tool, testing methodology, data analysis, learning and adaptation processes, and reporting plans.



## What is a rapid gender scan?

A RGS “provides essential information about gender roles and responsibilities, capacities and vulnerabilities, together with programming recommendations. It is used in situations where time is of the essence and resources are scarce.”<sup>2</sup> For FIT, the RGS should aim to understand how gender impacts women and men, boys and girls in the local context and innovation sector, along with understanding how gender will impact the innovative solution’s design, testing framework, and intended results.

The RGS is meant to be quick and dynamic in order to accommodate the short timeframe for testing. The following RGS tool is intended for SMOs, who are interested in applying to FIT and being gender sensitive, but lack time and resources.<sup>3</sup>

## How to Conduct a FIT Rapid Gender Scan?

Developing a FIT proposal involves conducting a RGS for the social innovation space in order to better understand how gender impacts the innovative solution and testing framework. Conducting a FIT RGS involves three steps:

- Step 1:** Collect data on gender for the local context and innovation sector;
- Step 2:** Analyze the data and prioritize the gender issues as they relate to the innovative solution’s design, testing framework, and intended results; and
- Step 3:** Summarize and document findings.



**Initially, the findings of the RGS will be included in the FIT proposal. Ultimately, the SMO’s knowledge of gender will be used to integrate gender throughout the innovative solution’s design, testing framework, and to ensure the innovative solution will achieve its intended results.**

<sup>2</sup> CARE International. (2020). Care Insights. [In Practice: Rapid gender analysis](#).

<sup>3</sup> Note: If you are selected for funding by FIT, you will be requested to conduct an In-depth Gender Scan (IGS).

## Step 1: Collect data on gender for the local context and innovation sector

For the first step, SMOs should collect data on gender for both the local context and innovation sector. For FIT, an innovation sector is a specific area or activity in which you seek to solve a problem with your innovative solution. For example, an innovative solution that focuses on the design of new protective gloves in the agricultural sector must take into account existing gender differences such as affordability for safe and effective gloves, as well as design, which may not be appropriate for the shape and size of women's hands.

Importantly, the local context refers to the local community where the innovative solution will be tested. Thus, this step aims to identify limiting gender and sociocultural norms, dynamics, power relations, and risks within testing environment including both the local community and the innovation sector in which the innovative solution will be tested.

The main purpose of the RGS is to identify gender-based constraints and systemic inequalities that may impact the innovative solution and its testing framework. Ultimately, the findings of the RGS will be used to develop a gender equality strategy that outlines how the innovation will be tested in a gender sensitive way to achieve greater gender equality.

An effective RGS should strive to understand the following questions:

1. What gender-based constraints or systemic inequalities do women and girls face in the **local context** that will impact the innovative solution's design, testing framework, and intended results?
2. What gender-based constraints or systemic inequalities do women and girls face in the **innovation sector** that will impact the innovative solution's design, testing framework, and intended results?
3. How will existing **power relations** impact the innovative solution's design, testing framework, and intended results?
4. How will the innovative solution impact women and men, girls and boys, and people of all genders differently? Will it exacerbate or reduce inequalities?

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FIT defines an **innovation sector** as a specific area or activity in which you seek to solve a problem with your innovative solution (for example, technology, agriculture, maternal health, education, etc.).

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FIT defines the **local context** as the local community where the innovative solution will be tested.

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**The RGS seeks to understand the influence of gender in both the local context and innovation sector as it relates to the innovative solution's design, testing framework, and intended results.**

## A note on data collection

For this step, SMOs are only required to conduct a RGS, which utilizes secondary data, at a minimum. As noted, SMOs will be requested to conduct a more comprehensive analysis if selected by FIT, which will require the collection of primary data from the local community.

Notwithstanding, the RGS should seek to understand the influence of gender in both the local context and innovation sector. Where possible, existing primary data may also be used. Importantly, secondary data should be collected from reliable sources such as multilateral organizations, peer reviewed studies, national reports, and project assessments. Where possible, secondary data collection should be focused on the local community (or region and national context, secondly).

## Step 2: Analyze the data and prioritize the gender issues as they relate to the innovative solution's design, testing framework, and intended results

The second step analyzes the findings of the RGS to identify and prioritize the key gender issue(s) as they relate to the innovative solution's design, testing framework, and intended results. It is recommended that SMOs identify one or two key gender issues that the innovative solution will address during the testing period.

## Step 3: Summarize and document findings

The third step is to summarize and document the findings of the RGS for the FIT proposal. At this point, it is important to outline the key gender issues that your innovative solution will address.

Please refer to  
[Tool #1: FIT Gender Scan Framework](#)  
and  
[Tool #2: FIT Gender Rapid Scan Checklist](#)



# Tool #1: FIT Rapid Gender Scan Framework

Key Questions	Primary Domains		
	Innovative Solution Design	Testing Framework	Intended Results
What gender-based constraints or systemic inequalities do women and girls face in the <b>local context</b> ?	Example: Gender issues as they relate to the innovative solution's design.	Example: Gender issues as they relate to the innovative solution's testing framework.	Example: Gender issues as they relate to the innovative solution's progress towards, and achievement of, intended results.
What gender-based constraints or systemic inequalities do women and girls face in the <b>innovation sector</b> ?			
How will existing <b>power relations</b> impact the innovative solution's design, testing framework, and intended results?			
How will the innovative solution impact women and men, girls and boys, and people of all genders differently?			

# Tool #2: FIT Rapid Gender Scan Checklist

The RGS identifies:

- Gender-based constraints or systemic inequalities that women and girls face in the **local context** that will impact the innovative solution's design, testing framework, and intended results
- Gender-based constraints or systemic inequalities that women and girls face in the **innovation sector** that will impact the innovative solution's design, testing framework, and intended results
- Existing **power relations** that may impact the innovative solution's design, testing framework, and intended results
- How the innovation may impact differently women and men, girls and boys, and people of all genders





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Fonds pour l'innovation  
et la transformation

302-280 Smith Street  
Winnipeg, Manitoba  
R3C 1K2 Canada

P: 204 987-6420  
F: 204 956-0031  
W: [MCIIC.ca/FIT](http://MCIIC.ca/FIT)

