



Gender Equality Tip Sheet 3

Integrating a Gender Perspective into Project Results Frameworks and Monitoring and Evaluation

This tip sheet describes how a gender perspective can be integrated in the design of project results (also called objectives by some donors¹) and the monitoring and evaluation of those results.

1 Why is it Important to Integrate Gender Perspectives into Project Results, Monitoring, and Evaluation?

Integrating gender perspectives in project objectives, monitoring and evaluation is important because:

- The interests, needs, and roles of women and men are often different and project approaches need to be tailored to them
- Inequalities in power, access, and control can block development if not addressed
- Information is required on the effects and impact of the project on women and men and on gender equality to enable adaptation of the approach where necessary, and to inform future planning

The bottom line is that integration of gender perspectives will increase the effectiveness of the project

Integration of gender equality into project objectives and monitoring and evaluation requires:

1. Developing an understanding of the context through a gender analysis (discussed in Tip Sheet 2)
2. Designing results (objectives) and associated activities which are explicit in whether they target one or both sexes, and results which directly address inequalities
3. Designing monitoring systems that are sensitive to local values, customs, and traditions,
4. Measuring the effects of the project on women and men and on gender equality; measuring progress and achievement of gender strategy and gender equality results, Identifying and sharing lessons for addressing gender equality for the future

2 Gender Equality and Results

A result is a statement of change e.g. increased capacity or changes in behaviours or practice, which can be described and measured and is influenced directly or indirectly by programme interventions. Results should reflect the findings of a gender analysis.

¹ Different frameworks use various languages. We use the term results for a statement that describes a change and can be influenced directly or indirectly by our programme interventions. Objectives are also commonly used by donor communities such as the EU and U.S and sometimes used interchangeably. EU defines objectives as a description of the aim of a project or programme.

All results should be gender-sensitive, that is they should indicate ‘who’ - women and/or men - benefits from the intervention. For example:

- Increased adoption of improved nutritional practices among men and women
- Increased access for women and men to basic financial services
- Increased access to educational opportunities for girls and boys
- Increased access to ante-natal services for women

While not explicitly addressing a reduction in gender inequality, gender-sensitive results can help identify changes in gender equality and facilitate the development of interventions that can mitigate negative effects.

Gender equality results explicitly address gender inequalities. They address issues identified in the gender analysis as barriers to the achievement of project results. For example:

- Improved livelihoods of targeted households in region X, particularly women-headed households
- Increased economic empowerment of women in region X
- Reduced gender based violence in region X
- Reduced child marriages in region X

Gender equality results do not make a project a gender project. Rather they help ensure that the scope of project interventions do not reinforce gender stereotypes or deepen gender inequalities.

While donors have different requirements on the use of Gender Equality and Gender Sensitive results, it is good practice to have both types of results in the monitoring framework. The gender analysis will help to identify key Gender Equality results. Both types of results should follow a logic chain, appearing at multiple levels of a project logic model, and be supported by relevant indicators, targets, and sex-disaggregated baseline data.

3 Gender-Sensitive and Gender Specific Indicators for Monitoring

“An indicator is a quantitative or qualitative factor or variable that provides a means to measure the achievement of a result.”²

To ensure that gender is considered in the development of performance indicators,³ indicators need to be either **gender-sensitive** (through sex disaggregation) or **gender-specific**.

Gender-Sensitive Indicators are indicators that are disaggregated by sex. They provide separate measures for men and women in any given sector e.g., literacy rates for men and women showing how both sexes are benefiting from, or are affected by, a project or intervention. For example:

- *Number of students completing grade one in the last 12 months (disaggregated by sex and school district)*
- *Number of people trained on natural resource management planning (disaggregated by sex and geographic location)*
- *Percentage of people with malaria in the past 12 months (disaggregated by age and sex)*
- *Proportion of children under the illegal age involved in work (disaggregated by sex and age)*

² OECD-DAC

³ Well-developed indicators are those which are Specific, Measureable, Achievable, Relevant and Reliable, Trackable and Time-Bound (S.M.A.R.T).

- *Level of satisfaction with services provided by village development organisations (disaggregated by sex of respondent)*
- *Division of labour in households (specifically women and children's labour use)*
- *Percentage of learners demonstrating functional/expected skills or competencies (disaggregated by sex, age)*

Gender-Specific Indicators directly measure a gender equality result and go beyond disaggregation of beneficiaries by sex. They are designed and used to demonstrate changes in relations between women and men in a given society over a period of time⁴. These indicators are also used a tool to assess the progress of development interventions towards achieving gender equality. For example:

- *Percentage of women in leadership positions in the CBO*
- *Percentage of youth-serving organizations that include trainings for beneficiaries on sexual and physical violence against women or girls*
- *Proportion of women aged 18-24 who were married before age 18*
- *Percentage of women who reported physical and/or sexual violence in the last 12 months*
- *Degree to which women participate in financial decision-making within the household*
- *Number and percentage of enterprises owned and managed by women*

AKF has a collection of suggested indicators for each sector that include both gender sensitive and gender specific indicators. The relevant sector head in the Geneva Office can provide more information. The resource list provided at the end of this tip sheet also includes additional information and materials on indicators.

Sex Ratios

Many projects use the ratio of men to women or boys to girls to indicate the level of participation in activities e.g. percentage of women attending a workshop, or access to a particular resource(s). However, it is important to note that using sex ratios as gender sensitive indicators is generally not sufficient for measuring gender equality. They do not provide information on whether women or girls have *use* or *control* of those resources or whether they are allowed to *meaningfully* participate. Information gathered through sex ratios should be complemented with other qualitative or quantitative data to determine whether progress is being made towards greater gender equality.

International Standards

The Millennium Development Goals (MDGs), Gender Related Development Index (GDI), Gender Empowerment Measure (GEM) and the Gender Gap Index (GGI) are additional sources of gender-sensitive and gender-specific indicators that measure progress towards international standards of gender equality. These can be quite broad and are generally used at the national and international levels. Thus they are most useful when developing indicators for high level, or impact level, results statements.

4 Integrating a Gender Equality Perspective in Project Evaluation

Evaluation is an exercise that attempts to systematically and objectively assess project performance and to identify lessons for future programming. Evaluation should always include consideration of gender and gender equality. That in turn requires that gender is systematically integrated into project design, in the definition of results and indicators, and that sex-disaggregated data is collected, as described above.

⁴ FAO. *Gender Sensitive Indicators: A Key Tool for Gender Mainstreaming* (2001).

Integration of a gender perspective in evaluation involves:

- Inclusion of gender equality in the Terms of Reference
- Appointment of evaluators with solid gender equality expertise.
- Carrying out the evaluation in a gender sensitive manner

A well-designed project evaluation will show:

- How gender was taken into account in planning and implementation
- How the situation of both male and female beneficiaries/stakeholders have changed during the course of the project and have been affected by the project activities
- The intended and un-intended effects of the project on gender equality, and consequently on achievement of the overall project objectives
- Progress towards achievement of gender equality results
- And will draw out lessons on the approaches taken, what worked and didn't and provide recommendations for future programming

5 Steps to Create a Gender-Sensitive Monitoring and Evaluation System

The following steps can help guide the process of creating a gender-sensitive monitoring and evaluation system:

- Involve gender specialists in the development of the results framework and Monitoring and Evaluation Plan

Result Frameworks and Results

- Develop a results framework (logic model) taking into account the findings from a gender analysis and specifically:
 - Include specific gender equality results at each level of the results chain
 - Ensure all results are gender sensitive, i.e. Indicate whether they target both women and men and/or boys and girls

Indicators

- Include combination of gender-specific and gender-sensitive indicators
- Include a combination of both quantitative and qualitative indicators

Responsibilities

- Indicate in the M&E plan how Gender Specialists will be involved in monitoring results

Data Collection and Analysis

- Explore potential partnerships with local women's NGOs, grassroots organizations, research centers, etc., for data collection and analysis
- Develop monitoring tools and systems that are able to capture and generate information disaggregated by sex
- Train staff and stakeholders on gender-sensitive monitoring
- Collect sex disaggregated baseline information

- Collect data in a sensitive way - ensuring that both men and women can participate equally
E.g. consider methodologies, such as separate Focus Group Discussions for women and men:
 - Where appropriate, involve women and men beneficiaries in the collection, analysis, and interpretation of the data and dissemination of findings.
 - Share and discuss findings from the collection of information with stakeholders/beneficiaries
- Use data to inform decisions and strategies, including those which affect women and/or gender equality results

Communicating Results

- Clearly communicate gender equality results and their contribution to overall project results in progress reports
- Develop and share case studies to tell the story of how the project has affected gender equality and, in turn, the achievement of development outcomes

Evaluations

- Include gender equality objectives in the scope of work, methodology, evaluation matrix, and final report of the overall project evaluation
- Select an evaluation team that has both male and female evaluators and gender expertise
- Share and discuss evaluation findings with all relevant stakeholders

6 Additional Resources

There are many resources on gender sensitive monitoring and evaluation. Below is a list of some suggested resources.

- Moser, Annalise (2007) *Gender and Indicators*. Bridge Publications. IDS. Available at: <http://www.bridge.ids.ac.uk>
- UNDP (2006). *Evaluating Gender Mainstreaming*. UNDP Evaluation Office.
- FAO (2001). *Gender Sensitive Indicators : A Key Tool for Gender Mainstreaming*. Sustainable Development Department. Available at: http://www.fao.org/sd/2001/PE0602a_en.htm
- ILO (2007) *Considering Gender in Monitoring and Evaluation of Projects*. Evaluation Unit.
- OECD-DAC (2007). *Gender Equality Indicators. What? Why and How?* Available at: <http://www.oecd.org/social/genderequalityanddevelopment/44952761.pdf>
- World Bank (2005). *Gender Issues in Monitoring and Evaluation in Rural Development*. http://siteresources.worldbank.org/INTGENDER/Resources/RuralM_EToolkit2005.pdf
- Bamberger, Michael and Marco Segone. *Equity Based Evaluations*. UNICEF. Available at : http://mymande.org/sites/default/files/EWP5_Equity_focused_evaluations.pdf.