

## How to Integrate Gender into Monitoring and Evaluation

An effective gender-sensitive monitoring and evaluation system in rural development projects requires that the following key activities be undertaken at different points of the project cycle:

### STAGE I - IDENTIFICATION & PREPARATION

- Ensure that the benchmark survey or baseline study are gender-sensitive<sup>4</sup>
- Undertake an initial gender study or analysis<sup>5</sup> to identify the potential negative impacts of project intervention on women as well as men
- Identify gender-related goals and priorities based on available information and consultation with stakeholders
- Conduct a gender-sensitive social assessment<sup>6</sup> to broadly cover social, cultural and economic aspects, if possible
- Assess the institutional capacity for integrating gender into development activities.

### STAGE II - DESIGN & APPRAISAL

- Ensure gender is integrated into goals and objectives and set clear targets<sup>7</sup>
- Plan for developing capacity to address gender issues and to monitor and evaluate progress
- Set up a monitoring and evaluation system
  - Adopt and “engender” the Logical Framework<sup>8</sup> as in the Project Summary of the PAD (Annex 1)
  - Identify and select key gender-sensitive indicators for input, output, outcome and impact<sup>9</sup>



- Develop/select the “best” data collection methods and decide on timing (Annex 2)
- Organize reporting and feedback processes, clearly identifying who will collect and analyze information and when, and who will receive it.



### STAGE III - IMPLEMENTATION

- Carry out capacity development exercises for integrating, and for monitoring and evaluating, gender-related issues.

#### *During Supervision:*

- Collect gender-sensitive data based on the selected indicators
- Monitor the progress against targets set for the period under evaluation, and feed back results into the system to allow for midterm corrections.

#### *During Mid-term Evaluation:*

- Assess progress and make corrections if needed to obtain expected gender-related outcomes.

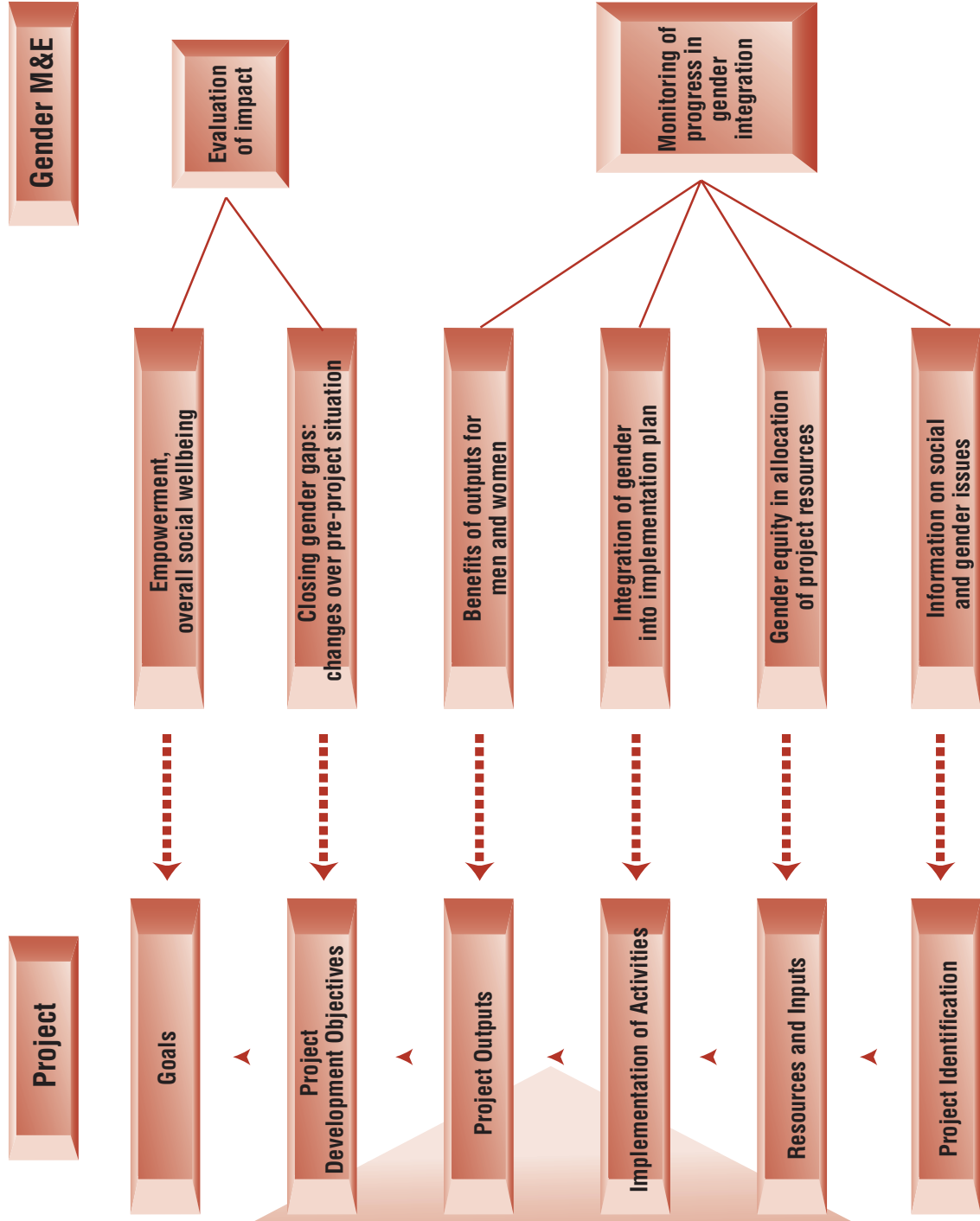
### STAGE IV - IMPLEMENTATION COMPLETION

- Assess impact of gender integration in the overall project context
- Assess impact of project interventions on men and women
- Derive and share lessons that can feed into the overall Rural Development goals and objectives (Annex 3).

**THROUGHOUT THE PROJECT CYCLE,  
PROMOTE PARTICIPATION AND CONSULTATION  
AMONG STAKEHOLDERS**

# E N G E N D E R I N G

Figure 1: Levels of Gender Integration into the Project



# Key Issues To Consider

## Identification & Preparation

- Does the client (country, state, district) have the policy and institutional framework to promote gender equality in development activities?
- Are the project's goals and objectives gender-sensitive: do they adequately reflect women's and men's needs?
- What is the level of input from men and women stakeholders, local women's NGOs, community-based organizations, etc., in setting goals and objectives?
- Is baseline information, against which results can be measured, being collected through gender analysis and/or social assessment?

**Participatory rural appraisal (PRA)** comprises a growing family of participatory approaches and methods that emphasize local knowledge and enable local people to make their own appraisal, analysis, and plans. The purpose of PRA is to enable development practitioners, government officials, and local people to work together to plan context-appropriate programs. PRA uses group animation and exercises to facilitate information sharing, analysis, and action among stakeholders. Originally developed for use in rural areas, PRA has been employed successfully in a variety of settings.

## Design & Appraisal

- Do the activities planned reflect the project's gender-sensitive goals and objectives?
- Is there a credible implementation plan that links courses of action and intermediate targets to expected final outcomes which benefit both men and women?
- Are targets being set in consultation with stakeholders?
- Are gender-sensitive M&E indicators being identified in consultation with stakeholders? Have the beneficiaries identified performance indicators they would like to monitor?

### *Capacity:*

- Do the planning and implementing agencies have the capacity to identify and address gender issues? Has staff received gender-sensitive training? If not, will they?
- Is there an incentive structure (including rewards and sanctions) to encourage staff to address gender concerns?
- Have guidelines for gender related activities been developed and implemented?
- Are funds being allocated for gender capacity building?
- Is there a gender focal point or staff in charge of gender concerns within the PMU and PIUs, and the concerned Ministry of the borrowing country?

### *Data Collection Methods:*

- Do the tools and methods to collect data reflect gender outcomes and impacts?
- Are there male and female data collectors, and have they received gender sensitivity training?
- Are standard data collection and analysis methods being complemented with qualitative methods such as PRA, focus groups, etc? Is gender analysis being integrated into these?
- Is the possibility of conducting a stand-alone gender study being considered?
- Does the project design take into account the different M&E information needs in terms of how the information will be used and by whom, and are these needs being assessed in light of budgetary and time constraints?

### *Partnerships:*

- Is the possibility of developing partnerships with local women's NGOs, grassroots organizations, research centers, etc., for data collection and analysis being explored?

# throughout the Project Cycle

## Implementation

- Are gender-sensitive and sex-disaggregated data being collected to keep track of inputs and outputs, and to measure outcomes? From what sources?
- Is the same information as the baseline data being collected for the indicators at one or several times during the life of the project in order to measure and evaluate impact?
- Is there thematic unity in all data collection formats and reports?
- Are the data fed back to project personnel and beneficiaries on a timely basis to allow for project adjustments?
- Are local women's organizations, NGOs, research institutes, etc., involved in monitoring the progress of the project's gender integration?
- Are the results/findings being disseminated and consulted? How? When?
- Are there specific and adequately detailed references to gender in progress/supervision reports?

## Implementation Completion – Evaluation

- Did both men and women participate in the project? Did both men and women receive the benefits?
- What were the preliminary indications about emerging outputs? How did they affect men and women?
- Did the project produce the intended benefits for men and women? How do the results compare to the targets? What factors account for variations in impact?
- How did the risk indicators/critical assumptions about gender interact with the project's inputs in support or hindrance of project progress?
- How can gender impacts be increased or stabilized?
- How did project beneficiaries, male and female, respond to the interventions?
- What are the realistic prospects of sustaining the benefits stream in the long term?