

Monitoring and Evaluation with a gender perspective

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Our goal is that all the work that Diakonia supports should contribute to increased gender equality. This means that all the projects we support must have:

Gender analysis as part of the basis of the project

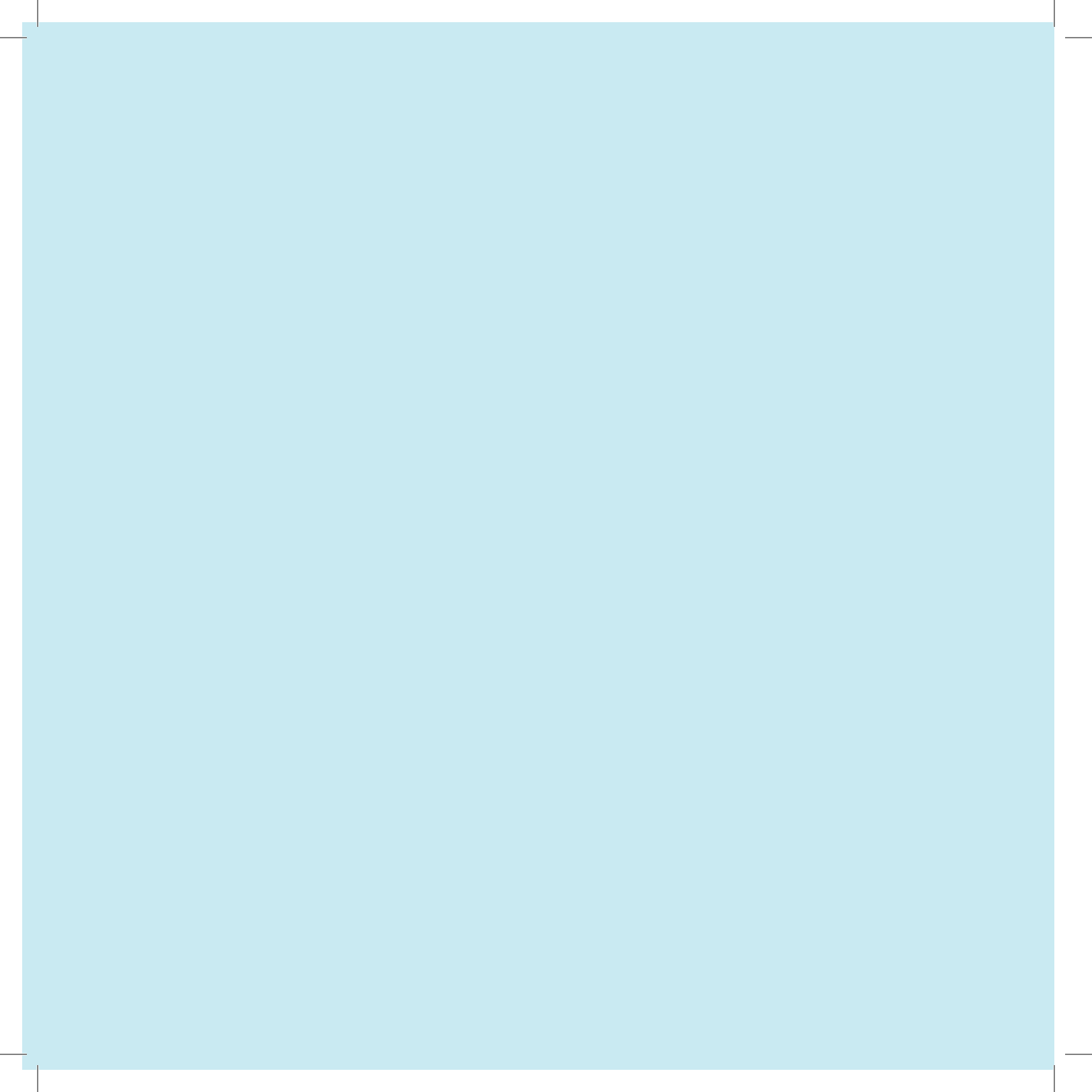
Objectives with a gender perspective

Activities with a gender perspective

Indicators that measure whether the project contributes to increased gender equality

Monitoring and Evaluation with a gender perspective

This Tool deals with **Monitoring and Evaluation**.



Monitoring with a Gender Perspective

When you carry out monitoring visits, please keep this in mind:

- Talk to both women and men, ideally together and separately
- Schedule your visit so that both women and men will be available to talk to you
- All data that you collect needs to be gender disaggregated

Ask questions to find out:

- Are both women and men participating in the project? If not, why not? What are the barriers?
- Are both women and men benefitting from the project? If not, why not? What are the barriers?
- Does the project address the manifestations of gender inequality in the community? How? If no, why not?
- Does the project address the root causes of gender inequality in the community? How?
- Has the project somehow had a negative effect on gender equality? Has the project contributed to tensions or even violence in households or at the community level? If so, how can this be addressed?

Ask the partner organisation questions to find out:

- If they feel that there are gender skills they need to develop in order to ensure the gender perspective in this project?
- If they are willing and capable to ensure the gender perspective in the project?

Remember: you don't have to mention the word 'gender' in order to ask questions about gender. Sometimes, you get better information if you just use your own words.

Evaluation with a Gender Perspective

In the ToRs for an evaluation:

- Make sure that one of the questions of the Evaluation is ‘Has the project contributed to more gender equality? If yes, how? What made it possible? If no, why not? What were the barriers?’
- Make sure that the evaluation identifies learnings and recommendations based on the answer to the above question.
- ‘Understanding and experience of gender mainstreaming in development’ should be a requirement for the evaluator.

When the evaluator prepares interviews and field visits:

- Make sure that the evaluator/s plans to **speak with both women and men, together and separately**. Ideally, **women should be interviewed by a woman**. There may also be contexts where it is good if **men are interviewed by a man**.
- Make sure that the evaluator prepares questions about how the project has **contributed to gender equality**
- Make sure that the evaluator prepares questions about whether both women and men have **participated** in the project, and whether both women and men have **benefitted** from the project

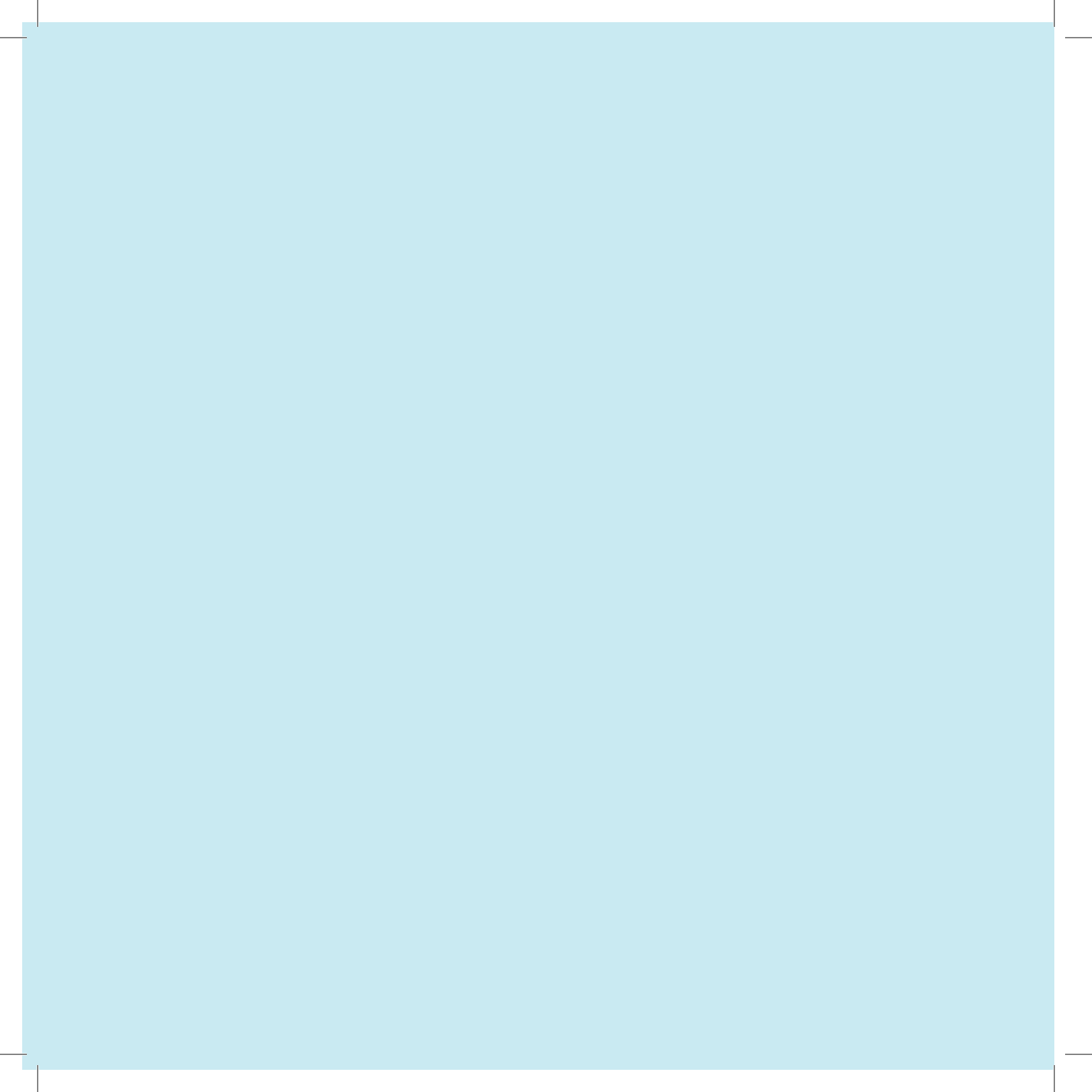
- Suggest that the evaluator speaks with **local women's rights organizations** to get their input
- Ideally, there should be both a woman and a man on the evaluation team. This will make for better access to interviewees, and therefore better quality of information.

During the evaluation:

1. The evaluator is responsible for making sure s/he speaks with both women and men.
 - In order to do this, s/he needs to make sure in advance that **times for meetings** are convenient for both women and men, that both women and men can speak the **language** of the interviews (if not, the evaluator will need a translator. If possible, the translator should not be a male member of the community.)
2. All data collected needs to be gender **disaggregated**
3. The evaluator should **ask questions about the extent to which a gender perspective has been integrated** in the project, such as:
4. Was the project based on gender analysis? How?
 - Did the project objectives have a gender perspective? In what way?
 - Did the project activities have a gender perspective? In what way?
 - Does the project address root causes of gender inequality? How?

5. The evaluator should **ask questions about gender equality**, to find out:

- If the implementing organisations have the will and capacity to integrate a gender perspective in the project
- If both women and men participated in the activities of the project
- If both women and men benefitted from the project
- If the project has addressed the manifestations of gender inequality (and if so, how)
- If the project has addressed the root causes of gender inequality (and if so, how)



In the final evaluation report, there should always be:

- **A discussion** about how well the project has integrated a gender perspective, with **concrete examples**
- **Learnings and recommendations** related to the gender perspective of the project



www.diakonia.se/gendermainstreaming-toolbox

