Module 13

Gender in Evaluation
# ADS References for this Module

<table>
<thead>
<tr>
<th>ADS Reference</th>
<th>Topic or Issue</th>
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<tbody>
<tr>
<td>ADS 205.3.1</td>
<td>Differences in the status of women and men and their differential access to assets, resources, opportunities and services</td>
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<td>ADS 205.3.2</td>
<td>Operating Units must implement the USAID Gender Equality and Female Empowerment Policy in project design, implementation, monitoring, evaluation, and learning</td>
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<tr>
<td>ADS 205.3.6.2</td>
<td>Bureaus and Missions should strive to ensure that evaluation designs, methodologies, data collection and analyses adequately capture the situations and experiences of both males and females</td>
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Gender vs. Sex

What is gender?

Why does it matter for evaluation?
Module Objectives

By the end of this module participants will be able to:

1. Define gender analysis in an evaluation context
2. Justify a gender focus for USAID evaluations
3. Describe how gender analysis can be incorporated into project design, monitoring, and evaluation
4. Recognize gender-related unintended outcomes and capture these to strengthen evaluations
Gender analysis is a subset of socio-economic analysis. It is a social science tool used to identify, understand, and explain gaps between males and females that exist in households, communities, and countries. It is also used to identify the relevance of gender norms and power relations in a specific context (e.g., country, geographic, cultural, institutional, economic, etc.).
Justifying Gender Analysis

Gender roles affect:

• **Access to Assets** (markets, income generating opportunities, education, public services)
• **Knowledge, Beliefs and Perceptions**
• **Practices and Participation** in Society and Political Processes
• **Space and Time Use** (including geographical mobility)
• **Legal Rights and Status**
• **Power** (ownership and control of productive resources)
Why are gender issues sometimes ignored?

• Political and cultural sensitivities
• Belief that many development programs are “gender neutral”
• Concern that gender analysis implies a “feminist agenda”
• Limitations of conventional data collection methods
• Lack of sex-disaggregated data
Consequences of Ignoring Gender Dynamics:

- Negates the achievement of fundamental human rights
- Ignores harm done to women and other vulnerable groups
- Reduces economic growth
- Reduces access to public services
- Reduces achievement of broad development goals
Continuum from gender-analysis “lite” to gender equality and human rights

- **Gender analysis “lite”**
  - Sex-disaggregation of project data

- **More in-depth gender analysis**
  - Access to and control of resources
  - Political, legal and social constraints on economic, social and political participation
  - Domestic and gender-based violence

- **Gender equality and human rights**
  - Participatory consultation
  - Alliance building and organizational assessment
  - Rights based and feminist approaches
### Gender Domains of Analysis

<table>
<thead>
<tr>
<th>Domain</th>
<th>Key Issue</th>
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<tbody>
<tr>
<td>Access to assets</td>
<td>Who has access to which particular assets? What constraints do they face?</td>
</tr>
<tr>
<td>Knowledge, beliefs, perceptions</td>
<td>Who knows what? What beliefs and perceptions shape gender identities and norms?</td>
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<tr>
<td>Practices and participation</td>
<td>Who does what? What are the gender roles and responsibilities that dictate the activities in which men and women participate? How do men and women engage in development activities?</td>
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<tr>
<td>Time and space</td>
<td>How do men and women spend their time, as well as where and when?</td>
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<tr>
<td>Legal rights and status</td>
<td>How are women and men regarded and treated by customary and formal legal codes?</td>
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<tr>
<td>Balance of power and decision making</td>
<td>Who has control over the power to make decisions about one’s body, household, community, municipality, and state? Are such decisions made freely?</td>
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Key Questions for Gender Analysis

• What are the key gender relations related to each domain that affect male and female participation in the project?

• What other information about gender relations is needed?
  – Do we need to collect specific information on the LGBT community?

• What are (or will be) the gender-based constraints hindering achievement of project objectives?

• What are the gender-based opportunities for design?
How Gender Analysis is Used

- **Technical:** Improving program designs by understanding the different effects of programs and policies on women and men.

- **Developmental:** Contributing to the achievement of broader development goals.

- **Managerial:** Promoting a social inclusiveness approach to development.

- **Advocacy:** Compiling convincing (credible) evidence that gender issues are important to the success of all development programs.
Methodological Limitations for Gender Analysis

• Often difficult to measure sensitive issues (e.g. domestic violence, power relations) and attitudinal and behavioral change.

• Quantitative M&E data collection systems often do not adequately address sensitive gender issues

• Resistance by researchers to employ new methodologies with which they are not familiar or which they consider unprofessional
Why does evaluation fail to capture unintended gender outcomes?

- **Real-world budget, time, political, and logistical constraints**
- **Theories of change only examine how intended objectives are achieved but do not look at unintended outcomes**
- **Monitoring frameworks only monitor intended outcomes**
- **Quantitative designs only assess whether there are causal linkages between inputs and intended outcomes**
- **Many unintended outcomes are sensitive and people do not wish to discuss them**
- **Many unintended events occur outside the vision field of the evaluator**
Some Unintended Gender-Related Outcomes of Projects and Programs

What are some examples of unintended gender-related outcomes you’ve seen?
Unintended Outcomes?

Discuss your scenario in pairs.
Ensuring awareness of the unintended

1. What critical events took place before the program began?

2. Who are you getting information from? Who are you not meeting?

3. Do you have diverse sources of information inside and outside the program to make sure you know what everyone else in the country knows?

4. Do you have creative ways to get information from, and about, non-beneficiaries and groups who may be better or worse off as a result of the program?
Implications for Gender Evaluation

1. Gender-sensitive theory of change that can capture complexity

2. Address complexity issues such as:
   • Recursive causality and multiple causal chains
   • Non-linear causality (non-proportional relations between inputs and outcomes): tipping points and inertia

3. Data collection and analysis techniques that can describe sensitive behavioral and attitudinal change
Incorporating Gender into Monitoring and Evaluation

• Appropriate sex-disaggregated data
• Gender skills on M&E teams
• Relevant indicators
• Appropriate methodologies
• Gender-specific evaluation questions
Generating Gender-Responsive Data

Ensuring that all key variables are sex-disaggregated

Building gender into the monitoring framework

- Including process analysis as well as output indicators
- Mixed methods: quantitative and qualitative indicators
- Rapid feedback mechanisms to explore potential gender issues identified in the monitoring system

Beyond sex-disaggregation

- Ensuring that key gender dimensions are addressed in all data
- Time-use and time-poverty
- Access to and control of productive resources
- Gender-based violence
- Constraints on geographic mobility
Strong Gender-focused Evaluation Practice

- Combining qualitative and quantitative sampling methods
- Establishing evaluation teams comprised of both males and females appropriate for the cultural context and data being collected
- Ensuring that samples consist of both men and women and/or boys and girls as appropriate to the evaluation questions
- Including relevant evaluation questions

C-7: Checklist for Engendering Evaluations

ADS 205.3.6.2
Exercise 13-2

Incorporating Gender into Evaluation Methods

Use C-7
Providing feedback on gender issues

- Regular management briefings on gender issues identified in monitoring reports

- Staff-friendly communications on gender issues (e.g. 5 minute “coffee-break” discussions)

- Communicating positive outcomes of gender interventions
Review Questions

• What are some reasons why gender issues may be ignored in project design?

• How can evaluators incorporate gender into evaluations of development Initiatives?

• What gender-related issues may evaluators encounter when developing methods, and how can they overcome these issues?