



**GENDER SENSITIVE  
MONITORING &  
EVALUATION (M&E)**

## WHY DO WE NEED A GENDER SENSITIVE M&E?

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Women and men have different roles and responsibilities within the community, different rights and access to resources, they also experience discrimination and inequalities in differently. Hence, actions have a different impact, which should be taken into account in conducting assessments. Perceptions of the results and outcomes may also differ, and monitoring these differences contributes to the understanding of how to promote social inclusion and overcome inequalities.

Including Gender Justice perspective in M&E process is beneficial from multiple points of view, as it contributes to improve the outcomes, results and effectiveness of the actions:

- it helps recognising indirect negative impact on women and ensuring that vulnerabilities are not disregarded
- it contributes to identify and address specific needs, challenges and constraints, as well as opportunities for women's empowerment and transformative actions
- it includes consideration of different level of satisfaction/ perception of men and women

## WHAT DOES IT MEAN?

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Gender Sensitive M&E is consistent aims at assessing differential impacts and effects of projects and actions and reveal whether they address different priorities and needs. It also assesses changes in gender relations and contributes to challenging inequalities.

In particular, Gender Sensitive M&E takes into account:

- Gender division of labour and workload
- Differential access and control over resources
- Role of women in decision-making
- Differential perception and assessment
- Gender differences in vulnerability
- Coping strategies

This is about quantitative and qualitative data collection, but also about understanding the real impact of the actions, identifying the reasons behind gender differences and developing appropriate interventions. A gender sensitive M&E process implies studying and understanding inequalities, power dynamics and gender and social relations.

## HOW TO DO IT?

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Ideally, gender-sensitive M&E is easier to be implemented if the planning phase/project design included (as suggested by the Gender Analysis Guidelines document):

- ❖ Women's organisations participation
- ❖ Women's needs assessment
- ❖ Sex-disaggregated data baseline

- ❖ Gender-sensitive objectives
- ❖ Gender-sensitive log frame indicators
- ❖ Addressing inequalities

In any case it is possible, and crucial, to include a gender sensitive approach into the M&E process, even if the planning phase was not gender sensitive (better late than never!) This can include gender sensitive indicator to monitor the overall process, or dedicated data collection.

### **SOME KEY ELEMENTS IN ILC'S M&E INCLUDE**

- Sex- disaggregated data collection (participants at different stages of the action implemented: decision making, planning, targets)
- Differentiated assessment of opportunities, identifying specific needs and possibly including specific indicators relevant for the area of intervention
- Gender sensitivity of actors involved
- Gender sensitive data collection at all stages of intervention, including through ensuring women presence among respondents and, if necessary, via differentiated specific questions.
- Assessment of differential impact: this assessment can take place via different methodologies. The very basic is to ensure that any survey used as part of the impact assessment is sex-disaggregated (i.e. you identify whether the respondent is a man or a woman). More elaborated methodologies include differentiated gender specific questions.

### **SOME EXAMPLE OF POSSIBLE QUESTIONS, RESPONDING TO ILC RESULTS FRAMEWORK, INCLUDE**

- How many women/women organisations are involved in the planning, the implantation and the evaluation phase respectively?
- Where women needs taken into account during the planning phase?
- How many women participants are involved in the action?
- How many women sit in the steering committee/coordination group?
- Where changes in policies/practices produced by the action beneficial for women? How?
- How diverse is the composition of the platform? How many women's organisations are involved?
- Did the action facilitate building alliances with organisations working on women's rights and gender justice?
- Does any of the document produced include data and analysis from a gender perspective?
- Is there any measurable evidence of change in gender dynamics?