Gender and Social Inclusion Training

USAID Monitoring, Evaluation,
and Learning Activity

Objectives

By the end of the session participants will be able to:

- Better understanding of the basis /approaches to promote gender and social inclusion

- Become familiar with the entry points for gender mainstreaming strategies and tools

- Use a gender and social inclusion sensitive MEL system that can track changes over the time
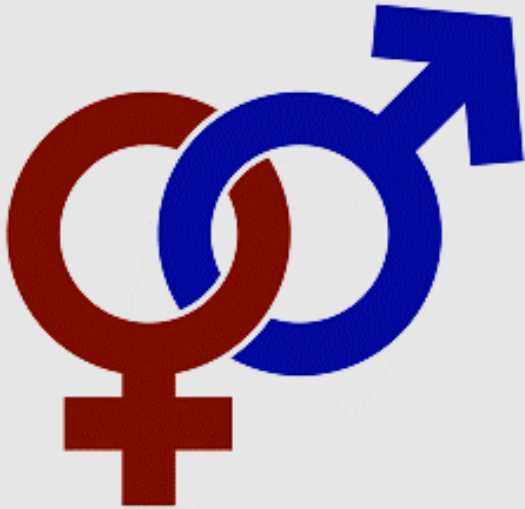
Key Topics to cover

1. Key concepts and definitions

2. Challenges of gender and social inclusion

3. USAID Gender policy and requirements

4. How to develop a gender and social inclusion sensitive MEL system

5. Alignment with the mission PMP gender and social inclusion indicators
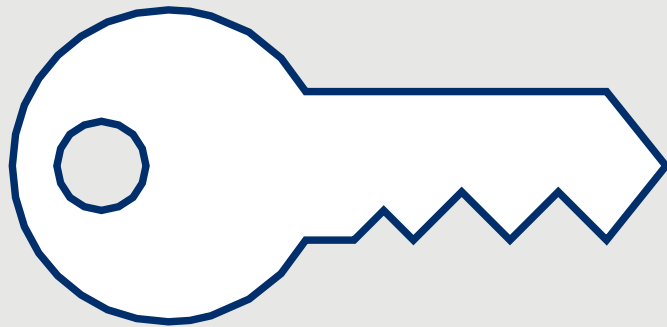
Key concepts and definitions

What is gender ?

- The economic, political, and cultural attributes and opportunities associated with being male or female

- Gender refers to the socially constructed roles and relationships, personality traits, attitudes, behaviors, values, and relative power and influence that society ascribes to the two sexes on a differential basis

- Gender is an acquired identity that is learned, changes over time, and varies widely within and across cultures

- Gender is relational and refers not simply to women or men but to the relationship between men and women

Equity & Equality

Gender Equity	Gender Equality
Is the process of being fair to women and men.	**Means that women and men enjoy the same status.**
• Ensure fairness, measures must often be available to compensate for historical and social disadvantages that prevent women and men from otherwise operating on a level playing field • Gender equity means fairness of treatment for women and men, according to their respective needs	• Gender equality means that women and men have equal conditions for realizing their full human rights and potential and to benefit from the results • Refers to the absence of discrimination, on the basis of a person's sex, in the allocation of resources or benefits or in the access to services

Equity leads to equality ⟶

Gender Mainstreaming

- Is a strategy for making the concerns, needs and experiences of women as well as of men an integral part of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally

- The ultimate goal of mainstreaming is to achieve gender equality

https://www.usaid.gov/sites/default/files/documents/1861/How-to-Note_on_Gender_Integration_in_PD_FINAL_2013_0918.pdf

Gender Gap

The differences between women and men as reflected in social, political, intellectual, cultural, or economic attainments or attitudes

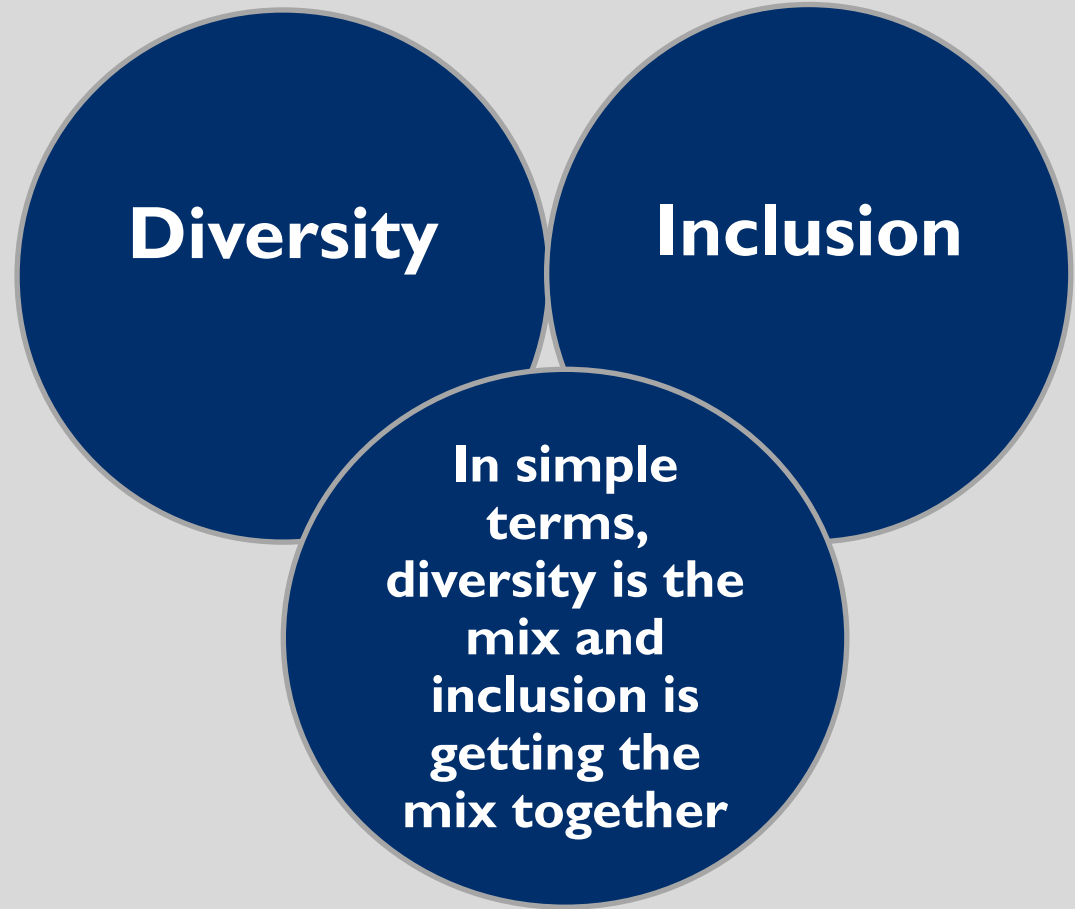| Global Gender Gap Index -Jordan	138
Economic participation and opportunity	145
Educational attainment	81
Health and survival	103
Political empowerment	113

Gender-Responsive / Sensitive Approaches

Gender-responsive approaches examine and actively address gender norms, roles and inequalities ,it goes beyond sensitivity to gender differences—they actively seek to promote gender equality

Gender-sensitive approaches consider gender norms, roles and relations. In contrast with gender-responsive approaches, they do not actively address the inequalities that result

Gender sensitivity can be viewed as a step toward gender responsiveness

Social Inclusion

Social inclusion is defined as the process of <u>improving the terms of participation</u> in society, particularly for people who are disadvantaged, <u>through enhancing opportunities</u>, <u>access to resources, voice and respect for rights</u>

Diversity

Inclusion

In simple terms, diversity is the mix and inclusion is getting the mix together

Different lenses to look at social inclusion

OUTCOMES: the extent to which members of different socially defined group reach the same economic or social outcomes

ACCESS: the extent to which they have equal access to services, resources and opportunities

PARTICIPATION: the extent to which they take part in decision making processes that impact their life and their communities, societies

Gender Analyses & Frameworks

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Gender Analysis

A systematic approach, usually using social science methodologies, for examining problems, situations, projects, programs, and policies to identify the gender issues and impacts

Gender analysis must be done at all stages of the development process

Gender analysis recognize that gender is a critical variable in the development process

Importance of Gender Analysis

- Answer questions in regard to the (baseline) situation

- Develop a gender-responsive theory of change and devise a methodological approach

- Include gender issues within the scope of projects and programs

- Make necessary changes to the monitoring system
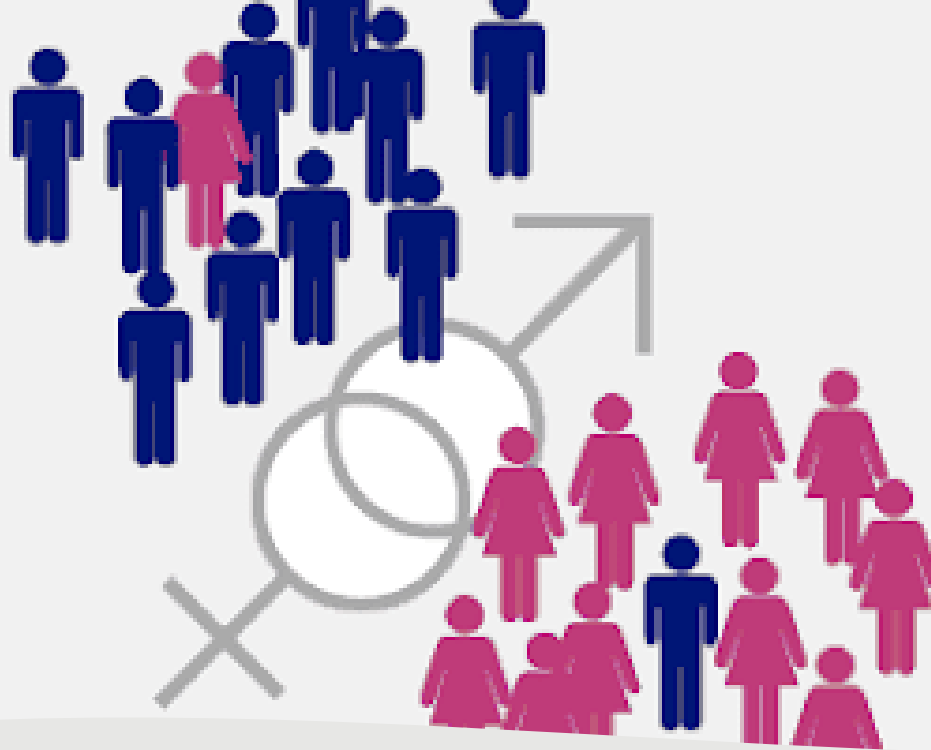
GENDER ANALYSIS DOMAINS

1. Access
2. Knowledge , Beliefs and Perceptions
3. Practices and Participation
4. Time and Space
5. Legal rights and status

Gender Analysis Frameworks

1. The Harvard Analytical Framework (Gender Roles Framework)

2. The Moser Gender Planning Framework

3. The Gender Analysis Matrix (GAM)

4. The Women's Empowerment Framework (WEF)

5. The Social Relations Approach

Gender Analysis reveals …

Gender-based Opportunities	**Gender-based Constraints**
= gender relations (in different domains) that **facilitate** men's or women's access to resources or opportunities of any type	= gender relations (in different domains) that **inhibit** men's or women's access to resources or opportunities of any type

Questions for the group (15m)

Please discuss with the group how much are you in position to be inclusive and promote inclusion?

More specifically:

1. **What are the tools, instruments and resources that allow you to be inclusive?**

2. **What are the internal/ External issues, if any, that limit your ability to be inclusive?**

Break

USAID Gender policy & Requirements

Gender Equality and Women's Empowerment 2020 Policy

The 2020 Gender Equality and Women's Empowerment Policy affirms USAID's vision of a prosperous and peaceful world in which women, girls, men, and boys enjoy equal economic, social, cultural, civil, and political rights and are equally empowered to secure better lives for themselves, their families, their communities, and their countries by :

1. Integrate equality between women and men and women's empowerment into all of USAID's work

2. Engage men and boys

3. Address the unique challenges of crises and conflict

4. Build partnerships across a wide range of stakeholders

5. Drive decision-making and investments by using evidence and data

6. Holding accountable

7. Do no harm
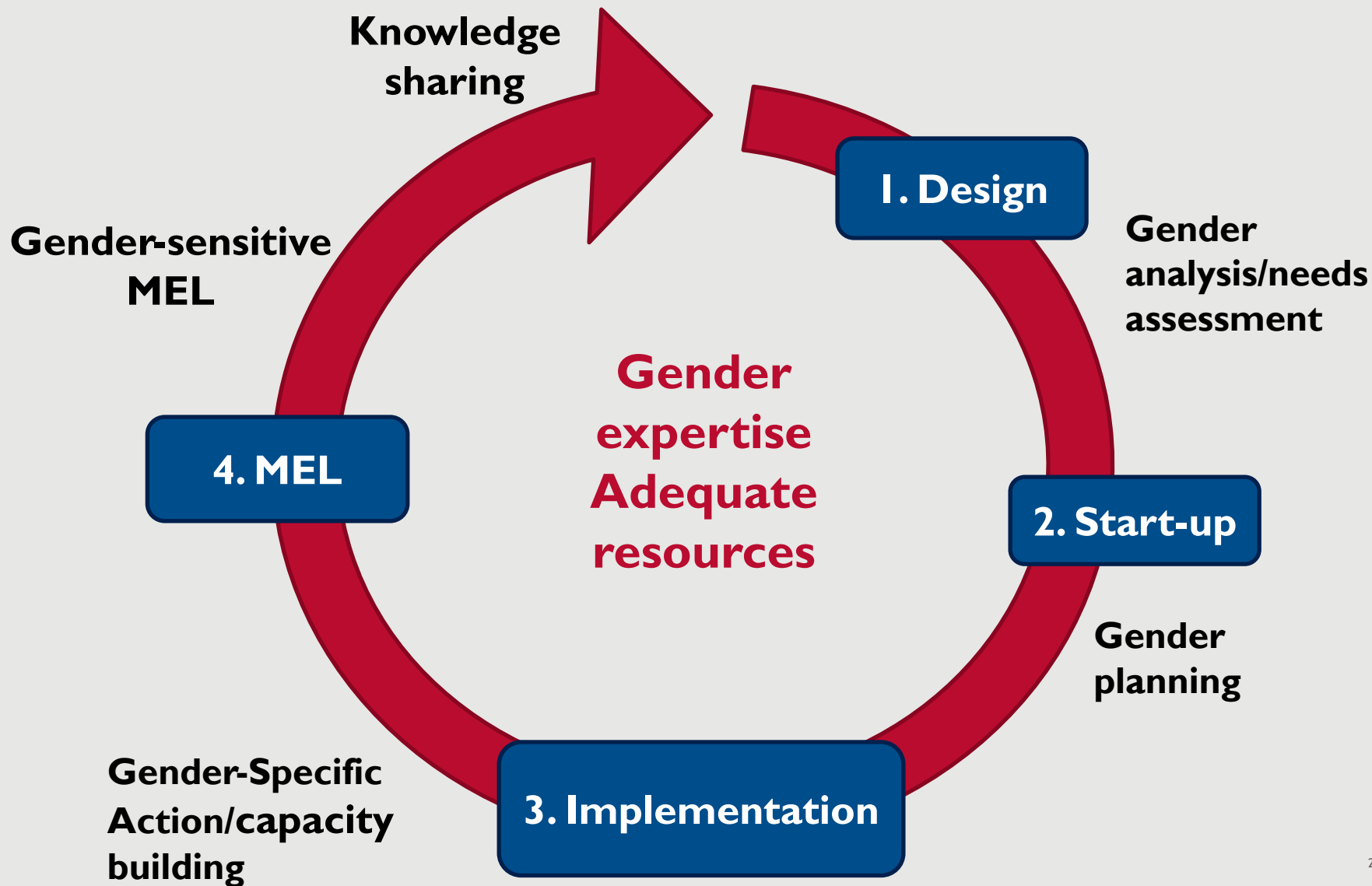
8. Pursue an inclusive approach

ADS 205: Gender Analysis Domains

USAID recommends five domains for a gender analysis (Automated Directives System 205):

1. Laws, policies, regulations, and institutional practices

2. Cultural norms and beliefs

3. Gender roles, responsibilities, and time used

4. Access to and control over assets and resources

5. Patterns of power and decision-making

Gender sensitive Monitoring & Evaluation (MEL) Frameworks

GENDER MAINSTREAMING AND THE PROJECT LIFE CYCLE

Knowledge sharing

Gender-sensitive MEL

1. Design

Gender analysis/needs assessment

Gender expertise
Adequate resources

4. MEL

2. Start-up

Gender planning

Gender-Specific Action/capacity building

3. Implementation

What is a gender sensitive indicator?

There are varying aspects which would help result in an indicator to be gender sensitive:

o Data disaggregated by sex
o Gender specific

- Indicator is specifically targeted at women or men.

- In practice, this type of indicator is used to measure the output or outcomes designed to increase women's empowerment

Gender-sensitive indicators work to measure change for women, men, girls and boys as well as measure changes in gender equality

How to develop an effective gender sensitive indicator?

- Identify the action & area to be measured

- Conduct gender analysis at field level - Can be used to help form baseline data

- Develop gender-sensitive indicators that are objectively (quantitative) & subjectively (qualitatively) verifiable & that meet the SMART criteria

- Access – Determine whether data exists or there is a need to collect data & monitor change

- Monitor the indicator over time & make corrections if needed

Examples of Gender sensitive Indicators

- **Process indicators**

Measure the delivery of activities and demonstrate that we are on track with doing what we said we would do, *for example the number of training sessions on women's rights held in our target community*

- **Output indicators**

Measure the direct results of activities to show that they are having the intended effect,; *for example the number of women who show increased awareness of their rights after attending a training session*

- **Outcome indicators**

Measure the longer-term results of activities and provide evidence that it will have a lasting effect, *for example a decrease in the incidence of violence against women as a result of more men and women knowing that violence violates women's rights.*

How can gender sensitive MEL be achieved?

1 Sex disaggregated data

2 Gender sensitive indicators

3 Gender sensitive MEL

Gender Integration in MEL plans

MEL plans – Gender integration

M&E Plan Component   **Gender Lens Application**

Program Overview, Description

Problem Statement	• Describe norms and known gender differentials that influence, affect, or relate to the specific outcomes that the program addresses
Conceptual Framework, Theory of Change	• Demonstrate the effect and influence resulting from addressing gender norms and gender differentials on the outcomes
Goals and Objectives	• List program goals and objectives and clearly state expected results from integrating gender in the program or addressing gender differentials or norms. • Goals and objectives should be specific, measurable, appropriate, realistic, and time-based
Description of Interventions	• Describe how gender norms or known gender differentials in knowledge or access will be addressed in program strategies and interventions

MEL plans – Gender integration

Monitoring Plan	
Performance Indicators	• Include data disaggregation by sex , age and gender on indicator reference sheets • List the gender indicators relevant to the program
Data Sources and Reporting Systems	• Identify data sources for gender indicators, considering the requirements for data disaggregated by sex , age and PWD • Set up data reporting systems to collect information for gender indicators
Data Quality Checks and Audits	• Ensure that data quality checks and audits include a review of gender indicators and data disaggregation by sex ,age and PWD
Data Analysis	• Ensure that the data analysis plan explains the process for gender data analysis – that includes qualitative and quantitative methods
Data Use and Dissemination Plan	• Identify stakeholders, including key gender stakeholders, in the data use and dissemination plan. • Explain how identified stakeholders will use gender data.

EVALUATION

Evaluation Questions

- Ensure that gender-specific questions are included in the comprehensive list of evaluation questions

Evaluation Methodology

- List how gender will be incorporated or gender measures will be assessed in evaluations and tools

Sharing and Disseminating Evaluation Results

- Ensure that the evaluation dissemination plan identifies stakeholders, including key gender stakeholders, who will receive the evaluation
- How the findings will be used to inform policy and future programs design

Questions for the group (10m)

- Gender_Mainstreaming_Checklist_for_Projects_USAID training.docx

Promoting gender and social inclusion

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Reasons for Resistance of Gender and social Inclusion

1. Confidentiality, Insecurity, Anxiety

2. Resistance can also originate from a feeling of 'incapacity' that is caused by a lack of gender knowledge

3. Mistrust may also be directed towards institutionalization of gender equality functions

4. A limited number of personnel appointed to the gender group who are involved in various other responsibilities

5. Low Motivation/Lack of Interest

6. Low Priority

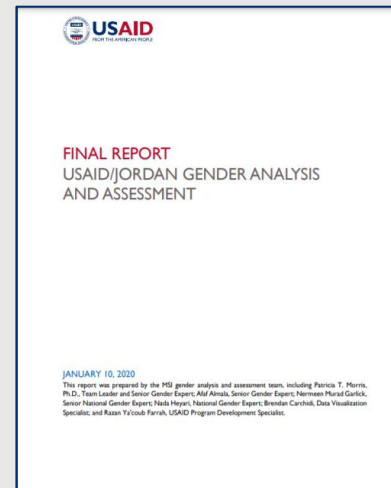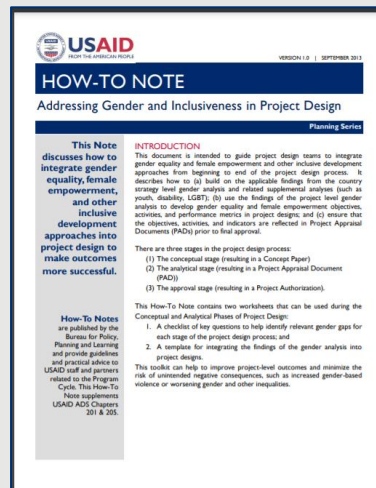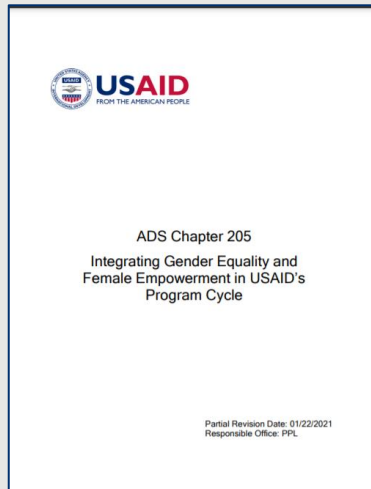# Gender &Social Inclusion – USAID Projects

1. Awareness of the GE/FE Policy and ADS 205, compliance with its mandates, and key enablers of and constraints to implementation

2. USAID/ IPs Staff Buy-in: Changes in attitudes and behaviours, and resulting actions moving beyond compliance

3. USAID/IPs Staff Capacity: Individual and organizational areas needing strengthening to identify and address gender gaps throughout the Program Cycle

4. USAID/ IPs Assess progress Towards Development Results: The degree to which gender integration has led to improved development results

5. Developing indicators and setting annual targets for tracking progress toward achieving gender equality, and including them in the Mission Performance Management Plan (PMP) and Project M&E Plan.

The way to go with Gender and social inclusion

- Make sure of the USAID PMP gender indicators are aligned with the IPS MEL plans as appropriate

- Providing sex disaggregated data as possible and at all levels

- Adopting the mix research methods in data collection for the gender indicators or some sex disaggregated data to capture the change .

- Capacity building

- Reporting and disseminate successes stories

- Seeking for the management support

Resources

Thank You