

# Monitoring and Evaluation Gender- Responsiveness Training

# INTRODUCTION TO GENDER, CONCEPTS AND DEFINITIONS

GRACE TUKAHEEBWA

# what is Gender

## DEFINITION



Vary across and within cultures



Change over time



Not permanent



# Gender Refers

- To the economic, social, political, and cultural attributes and opportunities associated with being women and men.
- The social definitions of what it means to be a woman or a man vary among cultures and change over time.
- The social differences are learnt in different circumstances and conditions.

# Gender cont...

- Gender is deeply rooted in every culture, these social differences and social roles are changeable over time and have wide variations both within and between cultures.
- “Gender” determines the roles, power and resources for females and males in any culture.
- Historically, attention to gender relations has been driven by the need to address women’s needs and circumstances since women typically tend to be more disadvantaged than men.

# Concept of Gender

- Involves taking into account the physiological and biological attributes assigned by nature followed by the imposition of the socially constructed conduct.
- Gender is a term used to exemplify the attributes that a society or culture constitutes as "masculine" or "feminine"

# Gender

- Gender is not determined biologically, as a result of sexual characteristics of either women or men, but is **constructed socially**.
- Gender roles are the 'social definition' of women and men.
- They vary among different societies and cultures, classes, ages and during different periods in history.

# what is Gender Equality?

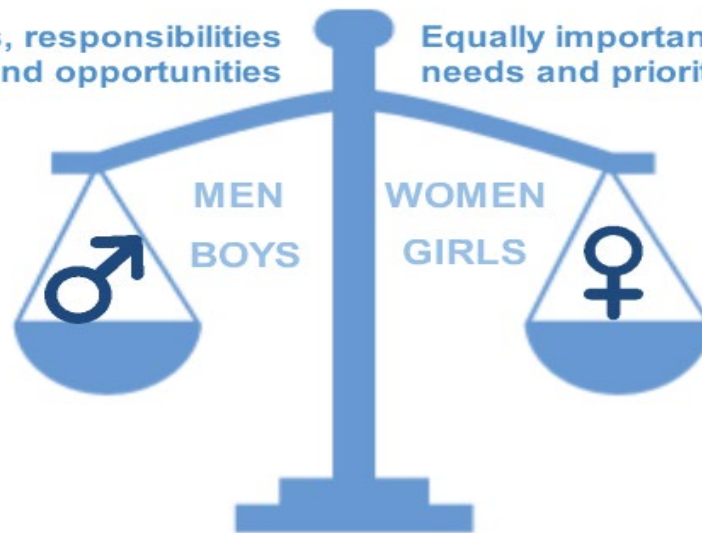
## DEFINITION



Equality on paper  
≠  
Equality in practice

Equal rights, responsibilities  
and opportunities

Equally important interests,  
needs and priorities.





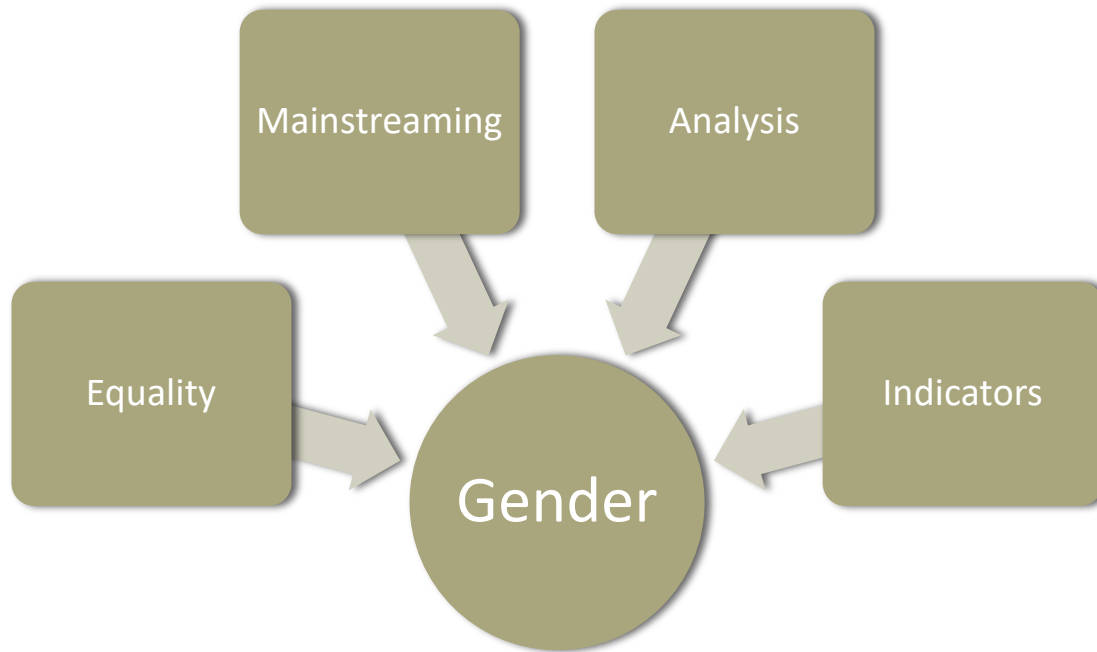
# Gender “Responsiveness”

- Responsiveness means "being able to react quickly," like a sports car whose *responsiveness* makes it fun to drive,
- OR "responding with emotion," like the *responsiveness* of an audience at the concert of their all-time favorite singer.
- Our focus for three days will be on **Gender Responsiveness**

# Gender responsive

- A gender responsive national monitoring and evaluation system refers to how different strategies, tools and policies can affect men and women differently and in so doing, improve their effectiveness.
- This system also includes how monitoring systems are designed and operated, as well as utilising myriad evaluations types that can pick up the nuances of gender and gender programming.

# Basic Concepts on Gender Responsiveness



# what is Gender ANALYSIS

- A gender analysis helps understand the relationships between women and men and how they use, control and own resources.



# Gender Analysis

## Sample questions for a gender analysis

- ① What are the roles of women and men in the society?
- ② How did the conflict change these roles?
- ③ What resources do women and men control and own?
- ④ What types of discrimination do women and men face?

# Hypothesis about Gender

- For many people the term “gender” seems to suggest specific issues.
  - Some think of gender as being about women only
- Others consider it to be related to reproductive health matters or gender-based violence (GBV).
- Some members of the civil society argue that addressing gender inequality in programming is similar to “social engineering” and goes against cultural norms in different societies.

# Hypothesis about Gender Responsiveness Cont...

- People conducting gender analysis point out that what is considered to be the “cultural norm” may, in another sense, refer to the disguised strong desire by men to retain certain benefits.
- Women, on the other hand, may have a different perspective on issues as opposed to men when it comes to their own needs and rights.

# Gender empowerment

- Is the empowerment of people of any gender.
- It's conventionally being reduced to its aspect of empowerment of women, the concept stresses the distinction between biological sex and gender as a role,
- also referring to other marginalized genders in a particular political or social context.



# Gender equality

- **Gender equality** or equality between women and men refers to the equal enjoyment by females and males of all ages and regardless of sexual orientation, socially valued goods.
  - Opportunities, resources and rewards.
- Equality *does not mean* that women and men are the same but that their enjoyment of rights, opportunities and life chances are not limited by whether they were born female or male.

# Equality is not the same as equity:

- Gender equity means fairness of treatment for women and men, according to their respective needs.
- The implementation and enforcement of international policies in development which priorities gender equity leads to the achievement of gender equality.

# Gender Mainstreaming

- It is a strategy for ensuring that women's and men's concerns and experiences are integral to
  - The design,
  - Implementation,
  - Monitoring and evaluation of all legislation, policies and programmes so that women and men of all ages benefit equally and inequality is not preserved.

# Gender Analysis cont...

- The term came into widespread use with the adoption of the Beijing Platform for Action (BPfA) at the 1995 UN International Conference on Women.

# Basic principles of Successful Gender Responsiveness

- Existence of **policy frameworks** at national and sectoral levels to obligate and guide gender mainstreaming in practice.
- Diagnosis of gender differences through **research and analysis** that produce gender disaggregated data and information.
- Establishment of **institutional steps, mechanisms** and processes to systematize mainstreaming e.g. gender focal points and working groups.
- System-wide responsibility and **accountability** to ensure that everyone contributes to gender mainstreaming.

# Basic principles Cont...

- Gender balance at all levels in the public and private sectors.
- Existence and manifestation of political will at the highest level to spur and sustain mainstreaming in implementation at lower levels.
- Allocation of adequate resources (human, financial, material and non-tangible) to ensure that planned activities are implemented effectively.

# Basic principles Cont...

- Capacity building to impart knowledge, skills and attitudes necessary for mainstreaming.
- Setting of targets and indicators for tracking progress in mainstreaming.

# Basic principles cont...

- Use of targeted and gender-specific policies and programmes that address problems unique to both genders where necessary.
- Collaboration between and among government, civil society, development partners, private sector and communities.



# Basic principles cont...

- Availability of gender expertise internally and externally to an organization or establishment.
- Networking for information and experience sharing.
- Monitoring, evaluation and reporting on achievements, shortcomings and lessons.

# Legal Framework on Gender.

## **The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)**

Articles 2 and 23 state that there can be no distinction or discrimination on the basis of gender, including the right to equal pay for work. Adopted by the United Nations General Assembly in 1979 but entered into force as an international treaty in 1981.

- Available information shows that Uganda ratified the convention in 1985. The convention commits Uganda to implementing various principles to ensure equal opportunities between men and women and to avoid discrimination against the latter.

# UN Charter

- More specifically, the Charter of the United Nations (Articles 8 and 101) stipulates that there shall be no restrictions on the eligibility of men and women to participate in every capacity and under conditions of equality in its principal and subsidiary organs.

# Population and Development, ICPD (1994)

- At the ICPD in Cairo, countries agreed that population and development are inextricably linked, and that empowering women and meeting people's needs for education and health, including reproductive health, are necessary for both individual advancement and balanced development.
- Advancing gender equality, eliminating violence against women and ensuring women's ability to control their own fertility were acknowledged as cornerstones of population and development policies.

# The Paris Declaration on Aid Effectiveness (2005)

- In February 2005, at the Paris meeting, signatories from donor and developing country governments, multilateral donor agencies, regional development banks and international agencies, endorsed the Paris Declaration on Aid Effectiveness.
- It sets targets for 12 indicators to be met by 2010, committing the international community to help developing-country governments formulate and implement their own national development plans, according to their own national priorities, using wherever possible their own planning and implementation systems.

# Protocol on the rights of women in Africa (2005)

- This protocol marked a milestone in the protection and promotion of women's rights in Africa, creating new rights for women in terms of international standards.
- It explicitly calls for the legal prohibition of female genital mutilation, and prohibits the abuse of women in advertising and pornography. The rights of particularly vulnerable groups of women — including widows, elderly women, disabled women and “women in distress”, which includes poor women, women from marginalized population groups, pregnant or nursing women in detention — are specifically recognized.

# The Beijing Platform for Action (1995)

- Strategic Objective G.1 (in the section on “Women in power and decision-making”), presented at the 1995 United Nations Fourth World Conference on Women in Beijing, states that the United Nations must take measures to ensure women's equal access to and full participation in power structures and decision-making.

# Sustainable Development Goals

- The Sustainable Development Goals are: No Poverty, Zero Hunger, Good Health and Well-being, Quality Education,
- **Gender Equality**, Clean Water and Sanitation, Affordable and Clean Energy, Decent Work and Economic Growth, Industry, Innovation, and Infrastructure, Reducing Inequality, Sustainable Cities and Communities, Responsible Consumption and Production, Climate Action, Life Below Water, Life On Land, Peace, Justice, and Strong Institutions, The goals are broad based and interdependent.



# Sustainable Development Goals Cont...

- The 17 sustainable development goals each have a list of targets that are measured with indicators.
- Key to making the SDGs successful is to make the data on the 17 goals available and understandable.

# Equal Opportunities Commission

- The Equal Opportunities Commission is a statutory body established by an Act of Parliament to effectuate Article 32(3) and Article 32 (4) of the Constitution of Uganda.
- The Equal Opportunities Commission is mandated to eliminate discrimination and inequalities against any individual or group of persons on the ground of sex, age, race, colour, ethnic origin, tribe, birth, creed or religion, health status, social or economic standing, political opinion or disability, and take affirmative action in favor of groups marginalised on the basis of gender, age, disability or any other reason created by history, tradition or custom for the purpose of redressing imbalances which exist against them, and to provide for other related matters.

# The Constitution of Uganda (1995)

**Article 21** provides for equal treatment in all spheres of life under the law, regardless of sex.

**Article 26(1)** protects all persons from deprivation of property.

# The National Development Plan [1 & 2)

articulates the status of Uganda's development, challenges and opportunities as well as the strategic direction, development priorities and implementation strategies within the 30- year National Vision Framework.

# The Uganda Gender Policy (2007)

- The main goal of the policy is to achieve gender equality and women's empowerment as an integral part of Uganda's socio-economic development.
- The policy establishes a clear framework for identification, implementation and coordination of interventions designed to achieve gender equality and women's empowerment in Uganda.
- The policy is a guide to all stakeholders in planning, resource allocation, implementation, and monitoring and evaluation of programmes with a gender perspective.

# Policy Implementation

- In 2015 Anniversary of the Fourth world conference on women and the landmark Beijing Declaration and planform for Action
- Implementation hampered by absent of strong evaluation mechanism
- Call for accelerating its implementation including by strengthening evaluation system for gender quality
- Gender equality was integration in the SDGS
- The UNGA adopted a resolution reiterating the importance of building national capacity for evaluation

# Gender responsive of evaluation both at National and International Level

- Three –fold approaches
  - Strengthening normative frameworks
  - Institutional systems
  - Individual Capacities

# Strengthening normative frameworks

- QCPR- Quadrennial comprehensive policy review (every four years)
- Policy for independent systems –wide evaluations
- UNEG Norms and standards
- ENTITY LEVEL Evaluations policies



# Institutional system

- To Operationalize the above mentioned normative frameworks the United Nations has developed systems informed by
  - Clear operational guidance whose implementations
  - Quality assured by self assessments or peer review and
  - Reported back through accountability systems
    - Like in 2014
    - 2 % reported “exceeding requirement”
    - 48% reported “meeting Requirement”
    - 41% reported approaching requirement
    - 9% reported “missing requirement”

# Institutional system

- The power of reporting system

Internal steps and remedial actions taken to further incorporate the gender related UNGE Norms standards and guidance within their evaluation Practice

- At the policy level
- Quality assurance mechanism
- Capacity Building level

# Individual Capacities

- Ethical Guidance and code of conduct
- Core Competencies and Job Descriptions
- UNEG course and Titled “What a UN evaluators should know”
- Free e-learning series on Equity focused and gender responsive evaluation

# At National Level

- National Evaluation policies and systems
- Evaluation Association
- Parliamentarian forum for evaluation

# National Evaluation policies and systems

- In many countries the NEPs is still at Relatively early stage of development
  - National Evaluation 2017 – Uganda
- Important of integration of gender responsive evaluation within NEPs has been highlighted
- Only a small minority of NEPS include direct reference to Gender Equality and the Empowerment of Women (GEEW) into evaluations.

# Evaluation Association

- Number of evaluation associations has been increasingly significant
- Trend towards greater inclusion of gender responsive evaluation as a priority issue within evaluation associations
- Evaluation associations have concentrated their efforts mainly in
  - Mainstreaming gender responsive evaluation with VOPEs
  - Gender responsive capacity evaluations capacity development
  - Advocacy among commissioners of evaluation

# *Gender and International Evaluation Quality Standards*

- The OPM adheres to the Uganda Evaluation Association (UEA) Standards and applies the OECD/DAC Evaluation Quality Standards. These international benchmarks require that gender and human rights be taken into consideration in evaluations.
- It is important that implementation of evaluations under the National Monitoring and Evaluation Policy are guided by the following critical **principles of gender responsive evaluation**

# Parliamentarian forum for evaluation

- Increase in the demand of evaluative evidence by policymakers is needed
- Parliamentarians forum for development evaluations in Africa, south Asia and Arab states
- Remarkable openness and engagement on gender responsive evaluation issues
  - Commitments inform of declarations and statements
  - Integration in constitutions documents
  - Development tailored resources



# Currently

- Document NEPs development process
- Coordinating Multi stakeholders strategies to support the integration of GEEWs in National; evaluations Policies and systems targeting evaluators, parliamentarians evaluation associations and gender advocates
- Evaluation of national gender policies strategies and Plans
- Integration among national evaluation association whose prospects of influencing NEPs and National evaluation may be the most tangible
- Parliamentarian forums to be more robust

# In summary

- Strengthening gender responsive evaluation systems critical to enhance capacity to achieve gender equality as per the SDGs
- In recent years, significant efforts to strengthened capacities to demand for supply and use of gender responsive evaluation to inform policy making.
- Increased attention in gender responsive evaluation coupled with a growing number of different actors working on this issue is a welcome and needed change
- However much more needs to be done if evaluation is to support the Beijing and SDGs

# Focus to Involve

- Civil society Organization
- Gender Advocates or M&E Advocates
- Accademia's
- Private Sector
- Gender Indicators
- Introducing new developments
- Result Flame work

# Group work

- What has been done your experience in incorporating gender into evaluation
- What else could be done to strengthened gender responsive.

**END**