



Monitoring and Evaluation of Gender Indicators: Field Experience in Development Projects in Tanzania

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Abstract

This paper shares experience in managing gender related data in monitoring and evaluation systems in development projects and programmes that were formulated and designed without gender indicators. The paper underscores overarching need to collect data on gender for the purpose of advancing gender equality and women empowerment being critical requirement of many stakeholders especially donors in development projects and programmes. Author presents cardinal gender based indicators which fits in semi gender-blind projects and programmes. Three indicators common in projects and programmes are women participation in interventions; women empowerment around institutions; equity and equality in distribution and sharing of resources and benefits from project interventions at both organizational and household levels. In the absence of target indicators in the project intervention logical framework “logframe”, where possible in terms of resources, projects could develop ad-on targets against the common indicators on gender.

Keywords: Gender equality; women empowerment; Monitoring; Evaluation

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1. Introduction

Gender is an overarching crosscutting indicator in development projects and programmes. At global level, gender matter has gained impetus over the last two decades with gender equality being fifth among the seventeen agenda of Sustainable Development Goals (SDGs) to be achieved by 2030. For example, in July 2010, the United Nations General Assembly created UN Women, the United Nations Entity for Gender Equality and the Empowerment of Women. A global champion for women and girls, UN Women was established to accelerate progress on meeting their needs worldwide. UN Women supports UN Member States as they set global standards for achieving gender equality, and works with governments and civil society to design laws, policies, programmes and services needed to ensure that the standards are effectively implemented and truly benefit women and girls worldwide. It works globally to make the vision of the Sustainable Development Goals a reality for women and girls and stands behind women's equal participation in all aspects of life, focusing on five priority areas: increasing women's leadership and participation; ending violence against women; engaging women in all aspects of peace and security processes; enhancing women's economic empowerment; and making gender equality central to national development planning and budgeting (UNWOMEN, 2018). Other publications in monitoring and evaluation domain which highlight aspects of gender in monitoring and evaluation include Acevedo et al. (2010), Adato (2011), UNEG (2005), Ogbiti (2016), ASARECA (2010), IFAD (2002), UNDP (2002), IFRC (2011), WB (2010), Bamberger et al (2010), and Dereje (2015).

According to UNWOMEN, gender equality is not only a basic human right, but its achievement has enormous socio-economic ramifications. Empowering women fuels thriving economies, spurring productivity and growth. Yet gender inequalities remain deeply entrenched in every society. Women lack access to decent work and face occupational segregation and gender wage gaps. They are too often denied access to basic education and health care. Women in all parts of the world suffer violence and discrimination. They are under-represented in political and economic decision-making processes. For example, Care international in Tanzania (2015) argue that women and girls in Tanzania face gender inequalities and injustices in social, political, and economic relations and structures that limit their agency to participate in society and claim their rights. Patriarchal norms and traditions, coupled with gender-blind legal frameworks, perpetuate unequal power relations that create major challenges to achieving socio-economic development in Tanzania. In this context, Care international Tanzania developed the Gender Equality and Women's Empowerment (GEWE) sub-strategy that provides goals and actions to promote women's economic empowerment, advance gender equality, and address social injustices affecting rural women in Tanzania.

Gender is always at the centre of all donors funded development projects and programmes thus most probably, typical gender blind development project is nonexistence. As such, reporting gender aspects has become necessity rather than optional by many donors. However, given monitoring and evaluation gaps in formulation and design of many projects in some cases M&E aspects missing in project documents, it is quiet challenging for monitoring and evaluation systems capturing data on gender. Therefore, this paper aims to share experience in integrating gender aspects in monitoring and evaluation systems of projects which have no specific indicators and tools to facilitate capturing data and information on gender. The author provides field experience working with projects implemented without specific strategy and guidelines on monitoring and evaluation of gender aspects.

2. Monitoring and Evaluation of Gender Aspects

Indicators and tools are key aspects supporting the work around generating data related to Monitoring and evaluation. Using example of field experience of smallholder farmers' intervention

addressing gaps in farmer skills, inputs, financing, and marketing in northern and southern Tanzania. This project had no indicators and tools to capture data on gender though later the project implementation unit was under pressure to provide data related to gender aspects. As monitoring and evaluation expert supporting this project I embarked on the general rule of thumb, where there are three common indicators which tend to fit in projects and programmes. These indicators are (i) participation of women in interventions; (ii) women empowerment; and (iii) equity.

Women Participation

Women engagement in project is primarily gender related indicator. In this case data needs to be collecting on a number or percentage or frequency of women participation in particular project activities. For example, farmers training on good agronomic practices (GAP) and post-harvest management; monitoring and evaluation tools must be able to capture data which is disaggregated by gender. Therefore, data collection tool like training or attendance register needs to indicate sex of trainees in order to report on number of males and females farmers trained. Unfortunately if attendance sheet misses gender aspects it becomes quite difficult to establish frequency or percentage or number of women participating in that particular activity. Table 1 presents an example of training attendance sheet that captures data on gender for example.

Table 1: Farmers training attendance sheet

Farmer Group Name.....District.....Name of Trainer.....Training Date.....

No	Name of farmer	Gender (M/F)	Identification (ID number)	Village	Telephone	Signature

Women Empowerment

Another common gender related indicator is women empowerment. This indicator aims to report to what extent women are empowered in an intervention. It includes powers to make decisions in management and implementation of interventions. For example, an intervention using farmer group approach ought to capture data on women in key leadership positions like chair, secretary, treasurer or membership in governing bodies “Board of Directors”. Data generated helps to understand the level of women empowerment thus the project may be required to engage in capacity building and establishing strategies to ensure that women are empowered enough to engage in the project. Besides administrative power other capacities could be around financial, material, and legal empowerment. Table 2 presents example of data collection tool on administrative power of women in farmer groups.

Table 2: Women empowerment

No	Name of Farmers Group	Sex of Farmers Group Leaders (Male or Female)			
		Group Chair	Group Secretary	Group Treasurer	Board Chair

Equity

How project benefits is shared is common indicator which needs to be monitored with gender lense. As such, some projects especially farming activities which tend to engage rural women at production side undertaking tasks such as cultivation, planting, weeding and harvesting. However, men tends to lead amd dominate on marketing and sales side with unfair distribution and sharing of proceeds rendering project into gender-exploitative phenomenon. Monitoring and evaluation of this indicator needs to be conducted at both organisational and household levels. Table 3 presents a tool which monitors equality in distribution of benefits among men and women in a particular project.

Table 3: Sharing and distribution of resources and benefits

No	Name of group famer	% share of benefits/resources (group level)		% share of benefits/ resources (household level level)	
		Women	Men	Women	Men

3. Conclusion

In conclusion, this paper has highlighted integrating gender aspects in monitoring and evaluation in development projects and programmes. The paper has presented three gender related indicators common in many projects including projects that have no specific indicators on gender. These indicators include women participation in project interventions; women empowerment indicator; and equity and equality in distribution and sharing of resuorces and benefits from the intervention. The author has shared field experience including data collection tools to capture data and information on gender. In the absence of target indicators in the project intervention logical framework “logframe”, where possible in terms of resources, projects could develop ad-on targets against the common indicators on gender. Therefore, it is expected that readers will find approaches and tools presented in the paper for practical use in advancing monitoring and evaluation of gender equality and empowerment in development projects and programmes.

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Abbreviations

ASARECA	Association for Strengthening Agricultural Research in Eastern and Central Africa
IFAD	International Fund for Agricultural Development
IFRC	International Federation of Red Cross and Red Crescent Societies
KPIs	Key Performance Indicators
MfDR	Managing for Development Results
M&E	Monitoring and Evaluation
SMART	specific, measurable, achievable, realistic, time bound indicators
UN	United Nations
UNDP	United Nations Development Programme
UNEG	United Nations Evaluation Group
VfM	Value for Money
WB	The World Bank

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