Gender Responsive Planning, Implementation, Monitoring and Evaluation

(Insert Name and Organisation of the Presenter)
Section 1

Step 3: Gender-Responsive Planning, Project Preparation and Design
Gender-Responsive Planning, Project Preparation and Design

Checklist Gender-Responsive Project Preparation

• It is important to ensure that gender analysis and assessment findings are visible in project plans.

• The project formulation process should logically follow a way of addressing the identified problem by:
  • Defining the project goals and objectives
  • Outcome-linked activities
  • Budgets

• What is the current situation of men and women in the sector of your planned intervention?

• Will the proposed project contribute to existing inequalities among men and women?

• Does the proposed project break down or challenge existing inequalities among men and women?

• Will the proposed project change the perceptions or stereotypes about men and women and their roles in any way?

• What options should be considered to strengthen a gender perspective?

• Will the proposed project contribute to women’s empowerment?

• If not, is there a place for an allied intervention that will contribute to empowerment, so as not to reinforce the disparity between men and women?
Gender-Responsive Assessment Scale (GRAS)

- Provides criteria for assessing levels of gender-responsiveness
- Used as a complementary tool to the gender analysis tool
- The scale helps design gender-responsive projects
Causes, Consequences and Solutions (CCS) Framework

• Adapted version of the problem-solution tree development

• Can be a very useful tool in development sector-specific gender-responsive adaptation and disaster risk reduction projects

• Follows a seven step process for project designing

  **Step 1:** Identification of the core gender (or gender inequality) problem(s) that the project needs to address

  **Step 2:** Draw a problem tree to trace the possible causes

  **Step 3:** The problem tree should visualize the information

  **Step 4:** Convert the problem tree into positive action

  **Step 5:** Define the expected outcomes and impacts; and

  **Step 6:** Identify strategies and activities

  **Step 7:** Identify who will be the person or institution responsible for action
Step 4: Gender-Aware Implementation Process
Gender-Aware Implementation

• The implementation or execution phase of a project is usually
  • the longest and most important in terms of gender integration
• The most well-designed gender-responsive projects could not deliver the desired results if
  • implementation processes are not gender-aware

Three key steps for gender-aware implementation

Maintain partnerships will all stakeholders to ensure ownership
  • Stakeholder Analysis
  • Meaningful Participation

Involve men, women, LGBTIQ+ persons across the board
  • People’s Institution Development
  • Community-based Planning

Proper communication and knowledge transfer
  • Innovative Communication
  • Trainings and Capacity building
Stakeholder Analysis

• A stakeholder is
  • any individual, group, or institution
  • that has a vested interest in the project area
  • and/or who potentially will be affected by project activities
  • and has something to gain or lose
  • if conditions change or stay the same

• Identify stakeholders by asking “Who is most dependent on the resources at stake (women or men)?”

• Learn about each stakeholder group in as much depth by asking additional questions

• Analyse the stakeholders and finalise strategies to engage them

![Stakeholder Analysis Diagram]

Low INTEREST  
High
Low INFLUENCE  
High

- Keep Satisfied
  • Unit 1
  • Unit 2
  • Unit 3

- Manage Closely
  • Unit 1
  • Unit 2
  • Unit 3

- Monitor
  • Unit 1
  • Unit 2
  • Unit 3

- Keep Informed
  • Unit 1
  • Unit 2
  • Unit 3
Meaningful Participation and People Institutional Development

• Participation is community involvement at all levels of the project

• But it should not be limited to ‘consensus building’- its more of a two-way process of ‘co-learning and co-management’

• Supporting existing women's groups and encouraging the formation of new ones also help women gain access to decision making

Strategies for Women’s Meaningful Participation

- Mapping women and other groups participation in existing decision making processes
- Identify barriers to participation of women and vulnerable groups
- Support women's participation at local level within existing systems
- Promote and strengthen women-only groups and organisations
- Ensure inclusion of all vulnerable sections in the women only groups
However, mere group formation is not enough

- It is important to also consult with these groups on all project-related matters
- Utilise the women’s groups as a building block for increasing women’s knowledge and leadership skills
  - Create a cadre of community trainers and extension volunteers
  - Create a cadre of women leaders
- Building capacities of women leaders to enable inclusion of all marginalized women irrespective of their race, caste, class, age, (dis)ability, marital status needs to be ensured
- Involving adolescent girls and young women are especially important for futuristic thinking and technology adaptiveness
Engendering Community-based Planning

• Women should be part of the assessment and plan facilitation team
  • This should be at the organizational as well as community level

• Train community women on the tools and processes as also on facilitation skills

• Ensure that the entire facilitation team is trained on gender
  • To guide the process to bring gender concerns and women’s issues into the forefront

• Women should be part of the consultation and planning processes
  • Ensure that most exercises are conducted separately with women’s groups
  • Use Moser or Harvard frameworks for gender analysis with both men and women
Participatory Vulnerability Assessment and Adaptation Planning tools

- Resource and Hazard Mapping
- Seasonal Calendar
- Impact Matrix
- Risk Quadrant
- Adaptive Capacity Scoring
- Solutions Prioritization
Communication and Knowledge Sharing Tools

How it affects you?

- **HEAT** → **GETTING TIRED** → **LESS INCOME**
- **WATER SCARCITY** → **SPENDING TIME ON WATER COLLECTION**
- **TORRENTIAL RAIN** → **FLOODING** → **LOSS OF ASSETS**

- **Yellow** = **Solar Energy** → Energy provided by the sun for the never-ending water cycle.
- **Clear** = **Evaporation** → Vapour created when the sun heats water in lakes, streams, rivers or oceans.
- **Green** = **Transpiration** → Vapour created when plants and trees give off moisture.
- **White** = **Condensation** → Tiny droplets of water formed when vapour rises into the air and cools.
- **Blue** = **Precipitation** → Moisture released when the clouds become heavy and form rain, snow, hail etc.
- **Brown** = **Percolation** → Movement of water through the ground.

Photo: Mahila Housing SEWA Trust

Photo: Mahila Housing SEWA Trust
Step 5: Gender-Sensitive Monitoring and Evaluation
Gender-Sensitive Monitoring and Evaluation (M&E)

- Refers to the review of processes and impacts of climate change programs and projects
  - using a gender lens
  - that will recognize differentiated outcomes for women and men,
  - whether planned or not

<table>
<thead>
<tr>
<th>WHAT IS TO BE MONITORED</th>
<th>WHEN M&amp;E IS TO BE DONE</th>
<th>HOW M&amp;E IS TO BE DONE</th>
</tr>
</thead>
<tbody>
<tr>
<td>&gt; Process, output, outcomes, impacts</td>
<td></td>
<td></td>
</tr>
<tr>
<td>&gt; Explicit measures of participation of and impact on women and men</td>
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<tr>
<td>&gt; Collect verifiable qualitative and quantitative data</td>
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<tr>
<td>&gt; Sex and age distribution</td>
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<tr>
<td>&gt; Monitoring is continuous – scheduled either monthly or quarterly</td>
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<td>&gt; Evaluation happens at the end of the project</td>
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<tr>
<td>&gt; In a participatory manner with methods appropriate for women and men</td>
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<tr>
<td>&gt; Involve stakeholders</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>COST IMPLICATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>&gt; Ensure proper budgeting for M&amp;E activities</td>
</tr>
<tr>
<td>&gt; Provision of necessary logistics and support structure for the effective gender-sensitive M&amp;E system</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>WHAT TO DO WITH M&amp;E</th>
</tr>
</thead>
<tbody>
<tr>
<td>&gt; Analyze data to detect successes and challenges</td>
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<tr>
<td>&gt; Develop a document and data storage system</td>
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<tr>
<td>&gt; Policy appraisal to make policy changes to correct gender imbalance</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>WHO IS TO DO M&amp;E</th>
</tr>
</thead>
<tbody>
<tr>
<td>&gt; Project implementation team</td>
</tr>
<tr>
<td>&gt; Independent stakeholders</td>
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<tr>
<td>&gt; Community members</td>
</tr>
<tr>
<td>&gt; Policy makers</td>
</tr>
<tr>
<td>&gt; Subject matter experts</td>
</tr>
</tbody>
</table>

M & E Framework
Gender-aware Indicators

• Tracking sex-disaggregated and gender-aware indicators at all levels of outcomes, outputs, and results are important

• Indicators of a gender-integrated approach would also need to reflect the extent to which central or local policies integrate gender perspectives

• Projects should also develop and track unintended negative consequences of gender equality policies and programmes

Examples of Sex-Disaggregated Indicators for GEF Projects

<table>
<thead>
<tr>
<th>Knowledge filters</th>
<th>Number and percentage of men and women participating actively in consultations, workshops, and committee meetings</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number and percentage of men and women serving leadership positions relating to the areas of intervention or in the project context</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Benefit Sharing</th>
<th>Number of women and men benefitting from tools and resources</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number of women and men benefitting from financial investments due to project interventions</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Access to resources and sharing</th>
<th>Number of men and women who have ownership of land in their name</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Number of women and men in leadership positions related to land, water, forest, etc</td>
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</tbody>
</table>
## Gender Monitoring Matrix

### Activity: Community-Based Planning

<table>
<thead>
<tr>
<th>What to look for</th>
<th>Means of Checking</th>
<th>Warning Signs</th>
<th>How to Check</th>
<th>When</th>
<th>Actions</th>
<th>Who</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of women participating</td>
<td>CBA meeting records</td>
<td>Less than 20% of participants are women</td>
<td>The person who finalizes the plan document should report the warning sign</td>
<td>Every Quarter</td>
<td>Project Funds based on such CBAs should not be released</td>
<td>Finance person</td>
</tr>
<tr>
<td>Number of exercises conducted with women’s groups</td>
<td>CBA document</td>
<td>No exercise conducted separately with women’s group Results not separately documented and analyzed</td>
<td>Every Quarter</td>
<td>Project Funds based on such CBAs should not be released</td>
<td>Finance person</td>
<td></td>
</tr>
</tbody>
</table>
Thank You!

Insert photo within the green frame
High income poverty and health expenditure

High burden of Vector-borne diseases on health services

High burden of caring for diseased on women

High incidence of vector borne diseases

Homes store water wherein disease causing mosquitoes grow

Unreliable supply of piped water obviates the need for water storage (thriving vectors)

Physical system exists

Potable water sources exist

Individuals who contract malaria or malaria like ailments do not go to govt healthcare facility

People now aware of government healthcare facilities for diagnosis and treatment

Govt healthcare facility don't provide comprehensive treatment

Healthcare facilities do not exist and are not functional

Home store water for more than seven days

Community not involved in the process

Lack of awareness on what causes exposure to disease carrying mosquitoes

Schools, workplaces store water for longer periods

No awareness on life cycle of disease carrying mosquitoes

Homes, schools and workplaces use one or more techniques of mosquito repellant

Mosquito repellent devices/techniques are not available/ not well publicized

Problem Tree

Consequences

Problem

Immediate Causes

Underlying Causes

Root Causes
Reduced income poverty and improved quality of life

Reduced Burden of Health Services for Vector-borne diseases

Reduced burden of caring for diseased on women

Reduced incidence of vector borne diseases

Homes do not store water and so disease causing mosquitoes do not grow

Piped water supply scheme is functional

Assured/reliable supply of piped water so as to obviate the need for water storage (in which disease carrying mosquitoes might thrive)

Physical system exists

Potable water sources exist

Individuals who contract malaria or malaria like ailments go to govt healthcare facility

Awareness raising activities to popularize govt. healthcare facilities for diagnosis and treatment, so as to ensure comprehensive treatment

Govt healthcare facility provides comprehensive treatment

Healthcare facilities exist and are functional

Incidentally stored/collection water in the neighbourhood is emptied once a week

Community based monitoring systems exist

Neighbourhood cleanliness drives are thorough

Awareness raising activities for prevention of exposure to disease carrying mosquitoes

Homes, schools, workplaces change stored water at least once in 7 days

Awareness raising activities for disruption of life cycle of disease carrying mosquitoes

Homes, schools and workplaces use one or more techniques of mosquito repellent

Mosquito repellent devices/techniques are effective (mosquitoes are not immune)
## CCS Output format

<table>
<thead>
<tr>
<th>Problem Description</th>
<th>Solutions Description</th>
<th>Indicators*</th>
<th>Responsible Agency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Development Consequences</td>
<td>Impact Goal</td>
<td></td>
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<tr>
<td>Immediate Consequences</td>
<td>Outcomes</td>
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<tr>
<td>Core Problem</td>
<td>Objectives</td>
<td></td>
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<tr>
<td>Immediate Causes</td>
<td>Outputs</td>
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<tr>
<td>Underlying Causes</td>
<td>Activities</td>
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<tr>
<td>Root Cause</td>
<td>Strategies (or Risks)</td>
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</tbody>
</table>

* You can also define the outputs and outcomes in the form of quantitative and qualitative targets and gender-responsive indicators to get an elaborate M&E framework
Resource and Hazard Mapping
# Seasonal Calendar

<table>
<thead>
<tr>
<th></th>
<th>JAN</th>
<th>FEB</th>
<th>MAR</th>
<th>APR</th>
<th>MAY</th>
<th>JUN</th>
<th>JUL</th>
<th>AUG</th>
<th>SEP</th>
<th>OCT</th>
<th>NOV</th>
<th>DEC</th>
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<tbody>
<tr>
<td>Rainfall</td>
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<td>Agricultural Labour</td>
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<td>Food Availability</td>
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<td>Water Availability</td>
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<td>Human Diseases</td>
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<td>Animal Diseases</td>
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</table>
# Impact Matrix

<table>
<thead>
<tr>
<th>OCCUPATION/ LIVELIHOOD</th>
<th>☀️</th>
<th>🌧️</th>
<th>🌀</th>
<th>🦟</th>
<th>🏡</th>
<th>TOTAL</th>
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Risk Quadrant
## Adaptive Capacity Scoring

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Well Managed Drainage Networks</strong></td>
<td>No drainage network within slum</td>
<td>Open drainage lines with high backage and overflowing</td>
<td>Well managed open drains or partially closed drainages facing frequent breakage</td>
<td>Overlaid water and sewage lines with breakage causing frequent contamination of drinking water</td>
</tr>
<tr>
<td><strong>Storm Water Management Systems</strong></td>
<td>No system in place</td>
<td><strong>Open drains often clogged</strong></td>
<td>Drains are there but encroached</td>
<td>System in place but not effective</td>
</tr>
<tr>
<td><strong>Solid Waste Management Systems</strong></td>
<td>No system of collection of solid waste but garbage truck comes on demand</td>
<td>No system of collection of solid waste at mouth of slums designated area</td>
<td><strong>Irregular collection of solid waste at mouth of slums designated area</strong></td>
<td>Regular collection of solid waste at mouth of slums designated area</td>
</tr>
<tr>
<td><strong>Regular Cleaning of Drains</strong></td>
<td>No drains</td>
<td>Occasional cleaning of drains but silt not picked regularly</td>
<td><strong>Occasional cleaning of drains but silt not picked regularly</strong></td>
<td>Cleaning of drains before monsoons and silt is picked within 48 hours</td>
</tr>
<tr>
<td><strong>High Plint Level of Homes</strong></td>
<td><strong>Very low base and no plint of homes</strong></td>
<td>Houses are lower than roads</td>
<td>Plint on level of roads but not effective</td>
<td>Adequate plint for normal monsoon but not for heavy downpours</td>
</tr>
</tbody>
</table>

**Color Codes**:
- **BEST**
- **GOOD**
- **AVERAGE**
- **POOR**
- **VERY POOR**
## Solutions Prioritization

<table>
<thead>
<tr>
<th>SI No.:</th>
<th>ITEM</th>
<th>VILLAGE PANCHAYAT</th>
<th>PRIORITIES</th>
<th>EWRs</th>
<th>Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>General administration (salaries, sitting charges, TA, DA, Stationary, etc.)</td>
<td>4</td>
<td>6 5 7 7 5 5</td>
<td>6</td>
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</tr>
<tr>
<td>2.</td>
<td>Social Security</td>
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<tr>
<td>3.</td>
<td>Public Infrastructure</td>
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<td>4.</td>
<td>Public health</td>
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<tr>
<td>5.</td>
<td>Civic amenities</td>
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<tr>
<td>6.</td>
<td>Works under schedule caste and tribes welfare</td>
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<td>7.</td>
<td>Contribution</td>
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<td>8.</td>
<td>Debt heads</td>
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<td>9 9 9 9 9 9</td>
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</table>