

EVALUATION

b) Implementation and Monitoring

- *These questions are to be used as a guide only. It is not expected that every question will be relevant to all activities.*
- *The questions are designed to assist activity managers with their management and monitoring of development activities.*
- *The questions are also designed to assist contractors to incorporate gender perspectives into activity implementation and monitoring.*

Key Guiding Questions	Auxiliary Guiding Questions
Have strategies and targets for promoting equal opportunities and benefits been identified in the project design?	<ul style="list-style-type: none"> • Do strategies and targets address practical gender needs of women as well as strategic interests? • Are the strategies being implemented? (<i>for promoting equal participation and benefits</i>) • Are adequate project resources in place to achieve gender objectives? • Are the targets for including women and men being achieved?
Are adequate gender-sensitive monitoring mechanisms in place and operational?	<ul style="list-style-type: none"> • Has sex disaggregated data been collected on women's and men's participation on a routine basis? • Do performance indicators measure women's and men's access to project resources, services and benefits? • Are women and men involved in data collection and assessment? (<i>is this a participatory process</i>) • Do project staff assigned to monitoring have gender expertise and sensitivity?
Are both men and women participating in the project activities?	<ul style="list-style-type: none"> • Has sex disaggregated data been collected on women's and men's participation? • Are women involved in decision making on the project? (<i>what project management mechanisms are in place to facilitate this</i>) • Have women and men been consulted throughout the activity on their needs and concerns? • Are project organisations equally accessible to women and men? • If men and women are not participating equally, are the reasons for this clear, articulated and acceptable?
Are both men and women benefiting from project activities?	<ul style="list-style-type: none"> • Has sex disaggregated data been collected on the distribution of benefits and on who has received project resources and services? • Has consideration been given to whether benefits will be sustainable, and what factors will enhance sustainability? • If men and women are not benefiting equally, are the reasons for this clear, articulated and acceptable?
Have constraints arisen during project implementation to restrict women's and men's participation and the equal distribution of benefits?	<ul style="list-style-type: none"> • Are there labour/time factors constraining women's or men's participation and the distribution of benefits? • Is participation and the distribution of benefits constrained by access to and control over productive resources? • Is participation and decision making by women and men being limited by social, political, economic and cultural factors? (<i>e.g. participation in farmer, credit or other project groups</i>)

Does the counterpart agency have the capacity to implement gender-sensitive projects?	<ul style="list-style-type: none"> • Is equal participation and benefits constrained by lack of capacity or commitment in the counterpart agency? • If so, have any strategies been identified to address this? • Are these strategies able to be resourced?
Is the project adversely affecting women or men?	<ul style="list-style-type: none"> • Has women's or men's workload increased or decreased as a result of project participation? (<i>consider different socio-economic groups</i>) • Has women's or men's access to resources been reduced? (<i>e.g. loss of land</i>) • Have any harmful or discriminatory practices against women been reinforced? • Have women's and men's skills/knowledge in the project sector been acknowledged and strengthened, or have they been overlooked or undermined? • Has women's status in the community suffered?
How is participation by women affecting men's and women's roles and relationships?	<ul style="list-style-type: none"> • Is there a redistribution of access and control of resources between women and men? • Are men, counterpart agencies and other key groups accepting of any changes to gender roles or control of resources? • Are strategies needed to overcome any adverse reactions? (<i>e.g. women's increased financial independence may negatively affect men's and women's relationships</i>)
Are assumptions and information about the characteristics, needs and interests of women and men still valid?	<ul style="list-style-type: none"> • Is there on-going consultation with women and men? • Is there on-going collection of data about the needs and interests of women and men? • If original design assumptions and information are not valid, is there scope for redesigning elements of the project? • Are new strategies, targets, indicators or project resources needed to address any constraints and issues that have arisen during project implementation? • Are any changes needed in monitoring strategies?
Is contractor management performance adequate?	<ul style="list-style-type: none"> • Is further gender expertise necessary? • Do any changes need to be made to the contract or scope of services for key long-term and short-term advisers?

Key documents and tasks

Ensure that gender perspectives are incorporated into:

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| • Terms of Reference | • Progress reports |
| • Contract | • Activity Monitoring Briefs |
| • Briefing with team members | • Annual Plans |
| • Project redesign or review | • Technical Advisory Group meetings |
| | • Project Coordinating Committee meetings |