



## **Gender Integration and Gender Sensitive Performance Monitoring:**

Objectives and Indicators



### **A continuum of gender objectives:**

- Gender Neutral
- Gender Sensitive
- Gender Positive
- Gender Transformative

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## Gender Objectives

### Gender neutral

- Project or activity outcomes will not worsen but will not necessarily improve gender norms, roles, and relations.

### Gender Sensitive

- Gender-related strategies are viewed as a means to reach sectoral project goals by redressing existing gender inequalities related to gender norms, roles, and access to resources.

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## Gender objectives

### Gender Positive

- In gender-positive activities, the focus remains on development outcomes but changing gender norms, roles, and access to resources is seen as *central* to achieving positive development outcomes.

### Gender Transformative

- Addressing gender issues is viewed as *central* to both positive development outcomes and also to transforming unequal gender relations so that there is shared power, control of resources, decision-making, and support for women's empowerment.

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## **Gender sensitive indicators**

- Measure gender related changes in society over time.

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## **Three categories of gender sensitive indicators**

- Quantitative indicators
- Qualitative indicators
- Process-oriented indicators

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## Gender monitoring considerations

- Develop gender sensitive indicators and targets from baseline analysis.
- Include both quantitative and qualitative indicators.
- Include people-level indicators.
- Set targets for more equitable participation or removing gender-related impediments.
- Make specific monitoring plans and seek assistance.

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## Sex vs. gender-related data

- Sex disaggregated indicators and targets?
- Gender impact criteria?
- Many, many projects have no gender-sensitive indicators; some few have sex disaggregated indicators (ref. WID Office data on gender integration)

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# Gender Integration Opportunities

What is a GIO?



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## GIO

- Actions taken by project managers and staff to:
  - Reduce gender-related barriers
  - Maximize opportunities and or improve women's (and men's) status.

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## Program Adjustment GIO

- Participation in decision-making, planning processes, and policy-making
- Research and analysis topics and methodologies
- Reports and publications
- Workshop agendas
- Partnering and networking choices
- Capacity building topics
- Participation and transforming household level gender relations and roles

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## Program Support GIO

- Program performance measures and data collection
- Internal organizational policies related to gender equity, staffing and personnel issues

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## **GIO Activity**

- Each person will think about and write down possible GIOs that s/he could implement on cards.
- The GIO can be either a program adjustment GIO or a program support GIO.
- Include the project name and SO.
- One GIO per card.
- Participants will share their GIOs by posting on the wall or flip charts.
- Plenary discussion of observed GIOs.

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