

Guiding questions for gender relevance in your monitoring work

A central step for gender mainstreaming is to be clear about the WHO. Who are the people you work with? What do they want and not? What do they do and not? How does this affect your project activities and how does this affect your monitoring of results?

Below some guiding questions to move from technical (products) to people centered change monitoring from a gender perspective.

1. WHO (what individuals/groups) are you expecting to see a change in (how are results formulated)?

Please consider if these are women, men, girls, boys, different ethnic/socio-economic groups, sexuality, urban/rural or any other relevant parameters.

If you expect one group to change which consist of women and men, who do you talk to when monitoring is being carried out? (both, men only, women only)

2. WHAT does the project do with WHO (activities)?

If different activities are done with women and men (of different ages), why is this? (elderly tend to be excluded, in particular women)

3. Disaggregate indicators, benchmarking etc

All indicators linked to human beings should be disaggregated!

4. WHAT questions are we asking?

You may find in the monitoring work that questions should be considered from a gender perspective (different gender roles and perceptions may affect how questions are perceived and answered). Some questions may be culturally sensitive to ask, some questions are always sensitive to ask (such as gender based violence questions) then you need a strategy for how this should be done.

5. WHO will do the monitoring of whom?

Can you send women/men to talk with women/men/girls/boys? Who asks the questions can affect what answers you get and do not get. Although women may talk to men, they may refrain from answering freely on some questions. Consider if and what kind of questions may be biased by having female/male interviewers.

6. WHO has access to the monitoring data?

Will the people you are monitoring get access to the data collected? And if so who (women, men etc.)

7. WHO takes decisions related to monitoring – when decisions are taken?

If monitoring leads to new working procedures who takes these decisions?