IOE Evaluation Synthesis: What Works for Gender Equality and Women’s Empowerment

99th Session of the Evaluation Committee - Thursday, 26 October 2017
Synthesis objectives and scope

• Objectives
  - Identify gender-transformative practices that can inform future IFAD interventions under Agenda 2030
  - Identify key enabling (or hindering) factors

• Scope
  - Focus on IFAD lending operations
  - Practices documented in IOE evaluations since 2011

• Systematic review
  - Extracting practices and results from a representative sample of 57 evaluations
Gender transformative approaches:

- Aim to overcome the root causes of inequality and discrimination through promoting sustainable, inclusive and far-reaching social change.
- Challenge existing social norms and distribution of power and resources.
Gender Practices

Number of GEWE practices in the sample

<table>
<thead>
<tr>
<th>Number of GEWE practices</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>1.a Inclusive financial services</td>
</tr>
<tr>
<td>5</td>
<td>1.b Engagement in IGA</td>
</tr>
<tr>
<td>10</td>
<td>1.c Backyards and home gardens</td>
</tr>
<tr>
<td>15</td>
<td>1.d Technical and vocational training</td>
</tr>
<tr>
<td>20</td>
<td>1.e Participation in markets and value chains</td>
</tr>
<tr>
<td>25</td>
<td>1.f Off-farm Employment opportunities</td>
</tr>
<tr>
<td>0</td>
<td>2.a Infrastructure</td>
</tr>
<tr>
<td>5</td>
<td>2.b Labour-saving technologies and practices</td>
</tr>
<tr>
<td>10</td>
<td>2.c Child care support</td>
</tr>
<tr>
<td>15</td>
<td>3.a Policy engagement at national and local levels</td>
</tr>
<tr>
<td>20</td>
<td>3.b Representation and voice in local governance institutions</td>
</tr>
<tr>
<td>25</td>
<td>3.c Legal rights on land and forests</td>
</tr>
<tr>
<td>0</td>
<td>4.a Breaking gender roles and stereotypes</td>
</tr>
<tr>
<td>5</td>
<td>4.b Working with men</td>
</tr>
<tr>
<td>10</td>
<td>4.c Functional skills training (literacy etc.)</td>
</tr>
</tbody>
</table>

Independent Office of Evaluation
IFAD
Investing in rural people
# Gender effectiveness quadrant

<table>
<thead>
<tr>
<th>More common</th>
<th>Less common</th>
</tr>
</thead>
<tbody>
<tr>
<td>More effective (consistent results evidenced)</td>
<td>Less effective (mixed results evidenced)</td>
</tr>
<tr>
<td>Breaking gender roles and stereotypes</td>
<td>Inclusive financial services</td>
</tr>
<tr>
<td>Representation and voice in local governance institutions</td>
<td>Infrastructure</td>
</tr>
<tr>
<td>Functional skills training</td>
<td></td>
</tr>
<tr>
<td>Labour-saving technologies and practices</td>
<td>Child care support</td>
</tr>
<tr>
<td>Off-farm employment</td>
<td>Backyard and home gardens</td>
</tr>
<tr>
<td>Establishing value chains, access to markets</td>
<td>Promotion of Income Generating Activities</td>
</tr>
<tr>
<td>Technical and vocational training</td>
<td>Policy engagement at national and local levels</td>
</tr>
<tr>
<td>Working with men</td>
<td>Legal rights on land and forests</td>
</tr>
</tbody>
</table>

**Source:** Independent Office of Evaluation - Investing in rural people
Highly effective gender interventions

• Four highly effective projects in Viet Nam, Uganda, Brazil and Syria
  - Combination of practices to address all areas of gender policies
  - Part of well implemented and well targeted interventions
  - Multisectoral project using highly participatory approach to address multiple causes of poverty and exclusion,

• Three less effective projects in Moldova, Joran and Bhutan.
Gender impact spheres

Formal

- Social capital
- Protection against violence
- Inclusive community decisions
- Women's confidence and self-esteem
- Literacy and functional skills
- Awareness on rights and entitlements
- Women in new economic roles
- Women's leadership
- Women's participation in leadership

Informal

- Joint land titles
- Women's income
- Men's income
- Inclusive community organizations
- Hh division of labor
- Gender norms
- Reduced time poverty
- National alliances & networks

Individual

- Collective

Society
Empowering and gender transformative approaches need to be integrated into project design.

Multiple and complementary practices are more likely to facilitate changes in gender roles and relations.

Working with men as gatekeepers of customary practices is critical.

Participatory approaches can facilitate gender-inclusive outcomes, if combined with specific strategies to target women.

Promoting unconventional and new roles for women helps shifting mindsets and commonly held beliefs.
Key conclusions

• Guidance by IFAD gender policy and action plan ensured that interventions address key gender issues.
• IFAD has addressed root causes of gender inequality and women’s powerlessness, in particular illiteracy, exclusion from access to resources and limited social capital.
• Explicit specific targeting strategies critical to ensure that women benefit equally and that their strategic needs are addressed.
• Diversity of women along lines of ethnicity, religion, and life cycle, not sufficiently targeted.
• Gender outcomes and impacts not well documented.
Recommendations

• Conceptualize and integrate the gender transformative approach for use throughout the organization for IFAD10.
• Develop explicit theories of change to underpin targeting strategies for different groups of women, together with indicators for monitoring; offer tailored interventions.
• Establish systematic M&E of disaggregated benefits and gender outcomes at corporate and project levels.
• Report consistently on gender outcomes and impacts; include sound contextual analysis to explain results.
• Replicate good practices for the three gender policy objectives; strengthen working with men.