

Making Gender Count: Leveraging M&E to Mainstream Gender

A project of the South Asia Sustainable Development
Investment Portfolio (SDIP)

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Executive summary

The development context

South Asia is one of the most water-scarce regions of the world. The Himalayan river basins that supply much of the region's water, traverse national boundaries and are under increasing pressure due to industrialisation, urbanisation and a rapidly-growing population. Water scarcity jeopardises food and energy security, both sectors being large water users. Sustainably managing these scarce water resources requires shared understanding and management in the context of the basin scale. It is critical to build will, integrated resource management capacity and cooperation, within and across the region. Currently, limited intra- and inter-country cooperation threatens the region's ability to meet projected demand for resources and, in turn, its long-term economic growth and stability.

Women and girls are particularly vulnerable to the impacts of water scarcity and related energy and food insecurity (Olsen, 2015). Development activities in these sectors must address their interests.

The Sustainable Development Investment Portfolio (SDIP)

The SDIP is a twelve-year strategy implemented through four-year funding commitments by the Australian Government.

The SDIP 2024 end-of-strategy objective is: *improved integrated management of water, food and energy in South Asia, especially addressing climate risks and the interests of women and girls.*

The investment focuses on the three major transboundary Himalayan river basins—the Indus, Ganges and Brahmaputra—covering parts of India, Pakistan, Nepal, Bangladesh and Bhutan. The long-term nature of the strategy recognises that many of the critical interventions required to improve the integrated management of water, energy and food for *all* the citizens of the designated region, will require sustained engagement to build basin-scale (regional) cooperation and capacity over time.

The foundational phase of the SDIP was completed in 2012–16 (SDIP1) and the strategy has transitioned to a designed and approved second phase for the period 2016–20 (SDIP2). This current phase is being delivered by seven Australian and regional partners, each with niche expertise and experience in and across the water, energy and food sectors¹. A final phase, SDIP3, is proposed for 2020–24.

Gender and the SDIP

SDIP investment is deliberately aligned with Australia's foreign policy and the gender priorities of the Australian Government. In its grant agreements with the SDIP partners, the Department of Foreign Affairs and Trade (DFAT) has mandated the design of gender-integrated activities that are firmly sighted on the 2024 objective and the longer-term vision of the SDIP. This vision, shared by all partners, is improved water, energy and food security in South Asia to facilitate economic growth and improve livelihoods, to benefit the poor and vulnerable, particularly women and girls.

Given this gender imperative, each of the SDIP partners recognises that gender must be a mainstream consideration in every stage of their engagement in South Asia. Further, all partners acknowledge the identification of women and girls as *key beneficiaries* of the SDIP.

Chapter 1 explains the development context for the SDIP; the gender commitment of SDIP partners; and the SDIP focus on cross scale interventions in water, energy and food and the nexus of interdependencies between these sectors.

Mainstreaming gender in a standard results-based M&E framework

While recognising the gender imperative, each SDIP partner has grappled with how to design, implement and monitor gender-responsive activities in their specific areas of expertise. This is especially true for those partners working in domains hitherto considered gender-neutral such as river basin-scale modelling, hydropower development, transmission and energy markets.

The need for an approach which could address these challenges was identified by ICIMOD and CSIRO during SDIP1. The core focus for each of these partners is to improve water security across multiple scales, that is, from local through to basin scale. We, the authors, noted the potential value in developing an approach that could be applied to cross scale challenges in energy and food security as well. With this expanded focus, staff from ICIMOD and CSIRO with support from DFAT collaborated over an eighteen-month period to develop the **Mainstreaming gender in a standard results-based M&E framework** (the framework), a gender-responsive approach to practice.

The framework is described in **Chapter 2**.

Using the framework

The strength of the framework is its flexibility. This designed flexibility means partners are able to leverage existing M&E systems to transform how practitioners *engage with gender*: from the institutional level right down to how each individual engages with gender in their own work; and, from the design of interventions right through to their evaluation.

This framework is for everyone working in the SDIP.

For example, it can be used by a partner's M&E team to sequentially mainstream gender into their existing systems. It can assist gender specialists to prioritise gender concerns into project design and implementation. But most importantly, it can be used by anyone working in SDIP to help shift their thinking about gender, to reflect differently on their work, and even to think about the gendered impact of existing activities in a new way.

This framework provides everyone in the SDIP with an opportunity to ask the right questions at the right time in order to better integrate gendered considerations in their practice, thereby supporting the objective and vision of SDIP more effectively. It may also have relevance for others similarly seeking to better integrate gender in their water, food and energy work.

1. The seven Australian and South Asian partners funded under SDIP2 are: Australian Centre for International Agricultural Research (ACIAR); Commonwealth Scientific and Industrial Research Organisation (CSIRO); International Centre of Excellence in Water Resources Management (ICE WaRM); International Centre for Integrated Mountain Development (ICIMOD); World Bank South Asia Water Initiative Phase II (SAWI); International Finance Corporation (IFC) and The Asia Foundation (TAF).

Developing gender-sensitive indicators

Chapter 3 moves the framework from the M&E system level to SDIP partner level—necessary because:

- Partners work at different scales of intervention and therefore take different pathways in order to achieve outcomes for the key beneficiaries.
- Partners work within and across water–energy–food systems and therefore may use different but interlinked pathways to reach those key beneficiaries.
- Partners have variable capacity to undertake gender analysis and gender-responsive program design and implementation.

Gender issues in South Asia are complex and require both qualitative and quantitative indicators to track and measure gender impacts. In keeping with the water–energy–food focus of the SDIP, a sample ‘picklist’ of indicators is provided for each sector. These indicators are relevant to multiple scales of partner engagement from the local right through to the basin/regional scale. The indicators are organised against five significant themes that have emerged from the literature as common to activities relating to gender in the water, energy and food sectors.

Using the indicators

It is important to note that the picklists are neither exhaustive nor definitive, and it is not envisaged that SDIP partners will use every indicator listed. Rather, they are a starting point for a strategic discussion about selecting and refining the best fit indicators for partners’ existing interventions and M&E frameworks.

Moreover, the lists operate as an entry point for thinking differently—a place to refine and improve how one might engage gender in one’s own practice. It is possible that some readers will only read these picklists as a way to help shape and develop more gender-responsive thinking about a particular issue, for example, energy transmission.

Lessons learned

Chapter 4 lists three important lessons that emerged from the collaborative development of the framework and which will inform the next steps of the SDIP partners:

1. It is critically important to find solutions that empower all staff in the SDIP portfolio—not just gender and M&E specialist staff—to engage with gender in their work.
2. There is a need for the SDIP partners to better understand and position their networks of influence within the complex social and political systems of the region. Only then will partners understand how best to achieve improved outcomes for women and girls when engaging at higher scales of intervention.
3. Input from SDIP partners confirmed that every indicator has a cost—whether a resource, staffing, opportunity cost or otherwise. More data does not always translate into better outcomes, so it is vital that partners choose indicators carefully, focusing on those that are most relevant to their work and will allow the most effective tracking of gender outcomes over time.
- 4.

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Lighting Global quality assured solar lighting products enable women to open their shops after sunset in rural Uttar Pradesh
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Gender definitions

Gender-blind—is a failure to perceive that there are different gender roles, needs and responsibilities of women, girls and men. Projects, programs and policies that are gender blind do not take the different roles and needs of men and women into account. They maintain the status quo and will not help to transform unequal relations.

Gender-neutral—reflects the view that gender is not relevant. This approach does not affect the existing gender norms, roles and relations either positively or negatively. In some contexts, a gender-neutral approach can lead to gender-blind interventions which fail to acknowledge the socially constructed differences that are reflected in the different gender roles, needs and responsibilities of women, girls and men.

Gender-responsive—interventions not only acknowledge the socially constructed differences between women, girls and men but also intentionally allow gender requirements to guide how those responses are developed and implemented in a way that is appropriate to context. This necessarily requires an understanding of how gender inequalities manifest in that context.

Gender-sensitive—takes into account the impact of projects, programs and policies on women, girls and men and aims to mitigate any negative consequences.

Gender bias—is a preference or prejudice based on gender, which may be conscious or unconscious. This can be an important consideration when assessing organisational culture and capacity in relation to gender.

Gender equality—means women and men have the same, and equal, rights, responsibilities and opportunities in life.

Gender mainstreaming—is a strategy to bring a gender perspective to all aspects of a program or project through building gender capacity and accountability.

The Authors, 2017

Opposite page: Woman preparing biogas in Kavre, Nepal
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Introduction

The Sustainable Development Investment Portfolio (SDIP) is currently delivered through seven partners (Appendix 1), each with their niche expertise and experience in and across the three sectors core to the SDIP—water, energy and food.

All partners, including ourselves, are united and motivated by the long-term orientation of the SDIP which places women and girls as key beneficiaries of SDIP interventions.

Further, SDIP investment criteria mandates that partners integrate gender in their interventions to ensure that gender equality is a central consideration and motivation at every stage of the SDIP. Some partners also have institutional strengthening clauses in their grant agreements with DFAT that stipulate building gender capacity in their own agencies.

Partner challenges

While partners are committed to improving gender outcomes, they acknowledge the challenges in designing, implementing and monitoring gender-responsive activities in their specific areas of expertise. This is especially true for those partners working in hitherto considered gender-neutral domains such as river basin-scale modelling, hydropower development, transmission and energy markets.

It is imperative that partners embed gender explicitly in all aspects of their SDIP investments. To sustainably achieve this will require SDIP partners to build capacity and strengthen their own organisational cultures around gender. At the same time we recognise that the SDIP portfolio is made up of diverse partners with a range of expertise in delivering gender-responsive development outcomes.

To help us all better meet these challenges we propose a seven-stage framework for mainstreaming gender into a standard results-based monitoring and evaluation (M&E) system (the framework).

The framework

An effective M&E framework ensures that what is considered important is *designed into* programs from the outset. All partners in the SDIP have M&E systems in place. While they differ in complexity and specificity, these systems typically follow a generic stage-by-stage process. Not all partner M&E systems, however, fully integrate a gendered approach. As a result, many of the indicators developed through these systems tend to be gender-neutral rather than gender-sensitive. Consequently, data collected is not sufficiently disaggregated and limits partners' capacity to analyse the impact of an intervention in gendered terms. An important consideration for us when deciding how best to support SDIP partners integrate gender in their thinking and approaches, was to work with partners *where they were at* and apply a gender lens to existing processes.

For eighteen months², staff from two SDIP partners, ICIMOD and CSIRO, with support from DFAT, collaborated to produce a gender-responsive M&E framework for the SDIP that we present in Chapter 2.

During our collaboration we:

- compared our practice in gender analysis, particularly through monitoring and evaluation within the SDIP in order to learn from one another
- undertook fieldwork in Nepal to understand how SDIP interventions affect the lives of women and men differently (December 2015)
- conducted an extensive literature review to identify the kinds of gender-sensitive indicators aligned with Australian Government aid policy and relevant to the long-term orientation of SDIP investment.

We drew heavily on existing M&E frameworks and our own practical experience. Much of the information presented in this framework is not new, however we have organised it with a

view to supporting the goals of the SDIP and to bring value to all SDIP partners. If these goals are to be realised, each partner organisation will need to be better equipped to conceptualise, execute and evaluate their interventions through a gender lens.

The intended audience

Our intention is to enable all SDIP practitioners—not just our gender and M&E specialist staff—to 'buy into', interpret and be more gender-responsive in their work. For us, moving beyond the 'usual suspects' is crucial, as it is the SDIP practitioners who hold the relationships in the region and who know and can be responsive to changing contexts. Helping more of us to integrate a gender-responsive approach, is an opportunity to create respected in-region 'champions' who have influence with pivotal subnational, national and regional decision-makers.

Hence our framework is designed to sit within *existing* partner M&E systems. These systems are already developed by partners to measure impacts specific to their individual interventional contexts—we are simply applying a gender lens, along with clear guidance about how and where such a lens might be usefully applied.

While gender and M&E expertise is critically important to partner organisations, equally critical is finding accessible ways for all SDIP practitioners to engage with gender. If we wish practitioners to enhance the gender impact of their contribution, our first step must be to recognise gender equality as a shared priority. So while gender and M&E specialist staff may find the framework useful, we have sought to better support these staff by promoting the recognition of gender equality as a *shared* responsibility within and across our organisations.

The framework provides meaningful ways to embed gender through M&E: from project planning and

2. This collaboration and the work produced attracted no additional funding from DFAT and was completed within the existing SDIP funding allocated to each partner under SDIP1.

design; through implementation and monitoring; and, in the communication of results and learnings. It gives all SDIP practitioners the opportunity to mainstream gender at every stage of their projects.

We have designed this framework with the goals and objectives of the SDIP in mind. However, the framework potentially has broader application in the wider development community where increased gender-responsiveness in the design of water–energy–food interventions, and an ability to track the impact of those interventions for women and girls, is essential.

Using the framework

The seven stages of the framework demonstrate how M&E systems can be leveraged to increase gender-responsiveness throughout the full project life cycle. The selection of appropriate gender-sensitive indicators is critical to the successful measurement of our projects' impacts on women, girls and men. For this reason, we undertake a detailed examination of the second stage of the framework, which requires the development of gender-sensitive indicators. Importantly, we have developed picklists of relevant indicators, chosen and synthesised from the available literature, for SDIP partner consideration. We do this to help partners zero in and to prompt an examination of the choice of the intervention—what it might yield, and how it could be monitored and measured.

Given the framework is designed for use by both SDIP practitioners and specialist staff, we have made it accessible via multiple entry points. For example, it can be picked up and read cover to cover, with the seven-stage framework guiding the reader sequentially through the process of mainstreaming gender into their own M&E systems.

Alternatively, readers can just as easily start from the gender-sensitive indicators we provide, as a way of initially thinking about how they want to address gender through their SDIP investment. Keeping their end goal in mind, they can then work backwards through the stages.

This flexibility is invaluable to those less experienced in working through a gender lens, but who are committed to progressing gender equality, *if these indicators are nudging at the change we seek to make, what intervention might be most suitable?*

The careful selection of indicators is required to track meaningful evidence of change for women and girls. We encourage partners to act strategically and choose those indicators which are the best fit with their existing interventions and M&E approaches. Equally, the picklists are not meant to be prescriptive. They should be used as starting points for partners wanting to think about and improve their gender practice.

A way forward

The framework was shared with all SDIP partners for feedback and comment at the SDIP Annual Dialogue in New Delhi in September 2016. It proved a fruitful engagement—for example, a number of partners signalled their intention to develop gender-sensitive indicators more aligned to the nexus of water–energy–food as opposed to a single sector such as water. This work will be much valued across the portfolio and is a natural progression from indicators grouped by sector.

ICIMOD and CSIRO have committed to using the framework as they design and implement their interventions for the current phase of SDIP investment (SDIP2). We will use the framework to improve our own practice in gender-responsive M&E.

During SDIP2, we expect the framework and gender-sensitive indicators to continue to evolve through partner collaboration and experience.

We extend an invitation to all SDIP partners to engage with us as we, individually and collectively, design, deliver and report on SDIP activities that positively contribute to the water, food and energy security of our key beneficiaries—women and girls in South Asia.

Structure of this document

Chapter 1 provides the development context for the SDIP, its gender commitment, and the focus on cross scale interventions in water, energy and food and the nexus of interdependencies between these sectors.

Chapter 2 outlines the proposed seven-stage framework for mainstreaming gender into a standard results-based M&E framework.

Chapter 3 explores elements of the SDIP gender context in more detail, specifically, gender from the local scale of intervention to the regional. The chapter highlights how gender might begin to be conceptualised in cross scale interventions in the domain areas of water, energy and food security. As mentioned, it provides a selection of gender-sensitive indicators for the consideration of the SDIP partners. The indicators are arranged against themes that reflect the SDIP investment aligned with the priorities of Australian Government policy. Chapter 3 provides foundation material for consideration and discussion. We encourage all partners to adapt and improve upon it in their own practice.

Chapter 4 reflects on three important lessons we learned while undertaking this work and includes feedback provided by partners at the 2016 Annual Dialogue. We reflect on the next steps that ICIMOD and CSIRO will take to implement and test this framework during SDIP2.

The Authors, 2017



Chapter 1: Context for the Sustainable Development Investment Portfolio (SDIP)

The economies and livelihoods of South Asian countries are heavily dependent on the shared water resources that emanate from the Himalayas. The region's three major river systems—the Ganges, Indus and Brahmaputra—traverse national boundaries and indirectly support over 700 million people.

Yet South Asia is one of the most water-scarce regions of the world, constraining the region's economic growth and long-term stability and security. Around a quarter of the world's population, including the highest concentration of poor people, live in South Asia, and yet the region has less than 5% of the global annual renewable water resources (SAWI, 2016). The situation is worsening with a growing population, such that water availability per capita has declined by nearly 70% since 1950 (Chellaney, 2013). With India, Nepal, Pakistan, Bangladesh and neighbouring China all striving

for rapid economic growth and development, the demand for water for a range of productive uses—such as agriculture, urbanisation, industry, power, transport and the environment—is escalating.

Women and girls are the intended key beneficiaries of the SDIP as they are particularly vulnerable to the impacts of water scarcity and related energy and food insecurity (Box 1). Moreover, the promotion of gender equality and women's economic empowerment, is recognised as key to poverty reduction and inclusive economic development in South Asia.

The intent and approach of the SDIP is purposely aligned with Australia's foreign policy and the Australian Government's priorities as reflected in *Gender Equality and Women's Economic Empowerment Strategy* (Commonwealth of Australia, 2016).³

To ensure improved water, food and energy security for SDIP beneficiaries, it is mission critical that any and all interventions under the banner of the SDIP are *gendered from the outset*.

Box 1: Gender dimensions of water, energy and food insecurity



Water

Women and girls are most often the primary users, providers and managers of water in their households and are responsible for health, hygiene and sanitation. In Bangladesh, for example, 89% of water carriers are women (Sorenson et al., 2011). Water-related disasters such as floods have a disproportionate impact on women and girls. However, women have inadequate access to water and limited control and voice in its management and use including in the design of and training in new water technologies and policies (Zwarteveen et al., 2012).



Energy

Women and girls bear the brunt of biomass collection upon which 58–89% of the region's population rely (IEA, 2014)⁴. This takes time away from education, training and income generation opportunities. Indoor air pollution from fires and inefficient cook stoves lead to negative health effects for women and girls. Access to energy is also linked to gender roles—restricted or limited access to credit and information places women at a disadvantage in terms of energy access and use (UNDP, 2013).



Food

South Asia is experiencing a 'feminisation of agriculture' with an increasing number of women responsible for agricultural production; a result of men leaving rural areas for urban employment opportunities. Women comprise up to 70% of the agricultural labour force in the region, but are 20–30% less productive than male farmers. Access to productive resources, decision-making and opportunities—including extension support and markets—remains disproportionately restricted (Commonwealth of Australia, 2015).

(Olsen, 2015. *Maximising gender equality, maximising impact*. SDIP Gender Guidance Note)

3. It is recognised that socially inclusive outcomes in the domain of water, energy and food security underpin the goals and objectives of the SDIP and, in some cases, gender equity is a more realistic first engagement towards realising gender equality. In the SDIP context, however, gender equality remains the central focus of Australian aid policy.

4. The IEA report indicates the percentage of population relying on traditional use of biomass in countries invested in through the SDIP as follows: Bangladesh (89%); India (67%); Nepal (80%); and, Pakistan (58%). The proportion is greater in rural than in urban areas.

1.1 Gender intent of the SDIP

The SDIP is funded by the Australian Government and is a twelve-year engagement. The foundational phase, SDIP1, was undertaken in 2012–16. The second and current phase, SDIP2, runs from 2016–20. A final phase, SDIP3, is proposed for 2020–24, progress and funding permitting.

The 2024 end-of-strategy objective for the SDIP is **to improve the integrated management of water, food and energy in South Asia, especially addressing climate risks and the interests of women and girls.**

To progress this objective, DFAT has set three outcomes for SDIP2 and against each of these, it is mandated that partners design gender-integrated activities firmly sighted on the 2024 objective and long-term vision of the SDIP. The indicative strategic gender indicators for each of these three outcomes from the SDIP2 investment design are outlined below:

Outcome 1: Strengthened mechanisms for regional cooperation

1. Increased participation by women in key forums and the differing impacts in respect of gender factored into policy discussions.
2. Increased opportunities for civil society, including women's groups, to engage in policy dialogue.
3. Regional disaster risk reduction strategies and early warning flood systems to increasingly accommodate and directly address the differential impacts and needs of women and men.

Outcome 2: Critical new knowledge generated and used

4. A gender lens is applied to knowledge products generated by partners.
5. Progress in addressing gender-related gaps in current knowledge and approaches, for example, developing basin-wide knowledge systems that are gender-responsive and can provide development solutions for empowering women and disadvantaged groups.
6. Ensuring the collection of sex-disaggregated data, helping to address the paucity of such data in the region.

Outcome 3: Improved enabling environment including private sector

7. Improved resource management contexts from national through to municipal levels increasingly address women's unique needs in terms of access to water and energy especially for agricultural (food) purposes.

8. Gender is meaningfully considered and increasingly incorporated in the development of water, food systems and energy policies and regulations at subnational, national and regional levels.

1.2 Integrating gender in the SDIP

Four interconnected strategies are being deployed to integrate gendered considerations in SDIP interventions—especially given it operates in some domains hitherto considered gender-neutral:

1. The long-term orientation of the portfolio is to benefit women and girls. All partners sign on to this orientation and it is regularly reinforced.
2. As a mandated condition of their grant agreements, partners must on an annual basis, sufficiently demonstrate (report) that they have effectively planned for and integrated gender in their individual interventions in a way that advances gender equality and/or women's economic empowerment at a subnational, national, or regional level.
3. Some partners have a further condition in their grant agreements related to building their own institutional capacity to mainstream gender and thereby build the sustainability of gendered approaches in their work.
4. At the whole-of-investment level, DFAT sponsored monitoring and evaluation tracks and reports the contribution of the collective (that is, the portfolio of partners), to improved gendered outcomes in defined *domains of change*. These domains are select preconditions to the 2024 objective of the SDIP and are based on a concentration of partner activity. Within each domain, four indicators are defined to track progress and one of these specifically addresses gender equality and women's economic empowerment. Each gender indicator is deemed threshold, meaning that even if the other indicators are progressed, a contribution to a domain of change will only be recognised if progress is made on the gender outcome.

Over SDIP1 and into SDIP2, these four strategies have provided a powerful impetus to partners to grapple with gender and to consider how it can be more effectively integrated in their work.

Each partner comes to the SDIP with different levels of gender capacity. SDIP partners range from development organisations to training and capacity building providers to knowledge and partnership brokers in the region. Others are research or science focused in their delivery. The range of partner interventions then also varies significantly—by sector, nature and scale of engagement, and geographical focus. Regardless of their focus, capacity and strengths, all partners are required to integrate gender in their interventions.

Partners have not grappled with how to design their own intervention strategy in isolation. The nature and approach of the portfolio motivates and gives partners a collective opportunity to explore:

- how partners are designing their interventions for gender impact and tracking the evidence
- what partners can learn from each other, given some partners have extensive experience in integrating gender and others have very little
- how partners can harness the potential of the collective portfolio to tell a richer, more gendered story from the portfolio of investments.

Our experience in SDIP1 shows that, if partners are clear about what gender equality outcomes they seek to achieve in their activities—and why they want to achieve them—they are more effective in the design, implementation and delivery of gender outcomes, and mitigating adverse effects on gender. This is the case no matter what type of activity partners undertake. So it is critical that each SDIP partner is equipped to conceptualise, execute and evaluate their interventions through a gender lens.

1.3 The challenge for SDIP partners

There is an abundance of research and information about the importance of integrating gender in the design and implementation of development interventions. Equally there are thousands of gender-sensitive indicators that have been developed and made available in the literature.

Gender is often reflected in the discourse of programs and there is widespread acknowledgement of the importance of a gender lens—a vast array of ready-made indicators and toolkits are available to support its adoption. Despite this, persistent challenges remain in translating theory to practice.

These challenges are broadly summarised below:

- **Translating the focus of gender from program design to implementation.** This means recognising the difference between adopting a gender-blind or gender-neutral versus gender-sensitive and gender-responsive approach and following through in implementation. This is the explicit ambition for SDIP, especially as we enter the second phase.
- **Capturing evidence that demonstrates credible gender-based impacts.** This includes identifying meaningful indicators, understanding and collecting sex-disaggregated data, and compiling quality data that allows for analysis to be undertaken and conclusions to be drawn.
- **Capacity and culture of an organisation to contribute to advancing gender equality.** This includes understanding how to effectively and responsibly address low gender capacity.

THE FRAMEWORK IN THIS CONTEXT

Our collaboration to develop a gender-responsive M&E framework is one practical way to better equip partners to meet the SDIP gender imperative described above in Sections 1.1–1.3. Initially, the idea was pursued to meet a need specifically identified by ICIMOD and CSIRO but subsequently the scope of work was broadened and an approach designed that could be shared across the portfolio.

Our aim is to support SDIP partners to address these challenges by leveraging existing results-based M&E systems. We embed gendered considerations in the stages of the program life cycle used by all partners. In this way, the framework helps partners get beyond the *discourse* of gender to *active engagement*. We would argue that the application of a gender lens does not require significant changes to existing systems, rather, it may cause a shift in the mindset and willingness of those

designing and implementing projects. The hope is that practitioners will engage with gendered considerations earlier and more actively.

1.4 Gender within and across water–energy–food systems

The sustainable management of scarce resources—particularly water—will depend on taking an integrated regional scale (basin scale) management approach that cooperatively considers and calculates the trade-offs between interconnected and competing demands for water, including water for energy and food production now and into the future. Climate change is also projected to significantly increase risks to water, energy and food security for South Asia. These issues will disproportionately affect the poorest and most vulnerable people, including women and girls.

Our M&E framework design acknowledges that SDIP activities and programs are delivered at multiple scales within and across the nexus of water–energy–food systems in the designated subregion. Common themes emerged from our collaboration’s literature review of how gender has been addressed in water, energy and food programs. Some commonalities are explained by an accepted history of male domination—in agricultural production, water management and energy systems—that obscures the differential impacts of various interventions on men and women. In turn, this creates an implicit gender bias by privileging a male-oriented view of the world, for example, the long-held assumption that ‘farmer’ refers to male farmer. This gender bias contributes to the enduring view that some interventions are gender-neutral; one example is the failure to acknowledge that all interventions can have differential impacts on women and men.

Gender bias also drives a narrow focus on technical and macro-economic solutions and their impacts. For example, an increase in GDP does not always

represent improvements in health or education outcomes for citizens (Nussbaum, 2011). Such a narrow focus has promoted the tracking of the *direct* benefits of interventions—crop yield, number of new pieces of equipment supplied, coverage of electricity and the like—rather than the *indirect* benefits (and costs), which sometimes have stronger gender implications, for example capacity building, participation and empowerment.

By way of response, multilateral organisations, governments, researchers and practitioners around the world have made significant efforts to develop indicators that will effectively track a larger range of the impacts of interventions on women and men. Across the water, energy and food sectors, common themes for tracking gender impact have emerged, including but not limited to:

1. Participation
2. Access/Control
3. Healthcare/Safety
4. Economic empowerment
5. Gender capacity of implementing/partner organisations.

This is not an exhaustive list; these themes and others are pertinent to many of the interventions of SDIP partners—across scales and sectors. In many cases, indicators developed within these broad themes have been designed to support the collection and analysis of sex-disaggregated data during the planning and evaluation phases of interventions.

These five common themes have informed the development of picklists of gender-sensitive indicators provided in Chapter 3 and each theme is described fully in Section 3.2.

Defining gender-sensitive indicators is integral to the second stage of our seven-stage M&E framework which is described in the next chapter.



Woman with her livestock in Udayapur, Nepal © Jitendra Raj Bajracharya/ICIMOD



Chapter 2: Mainstreaming gender in partner M&E systems

We readily acknowledge that at the outset of the SDIP we did not all have M&E systems that routinely embedded gender approaches in practice. Gender was overlooked or not given priority, and what many of us failed to understand was that this lack of focus on gender inhibited the long-term success of our interventions in terms of our intended beneficiaries. Sometimes the failure occurred because the framing of the intervention and the subsequent indicators developed tended to be gender-neutral.

On review, there are few organisations in the development sector that have developed comprehensive suites of gender-sensitive indicators that can readily be deployed and this is because mainstreaming gender tends to be context-specific as opposed to an ‘off the shelf’ process. Without explicitly addressing this, the data collected is often not sufficiently sex-disaggregated, which then limits or precludes the capacity to undertake gender analyses of impact.

It became very clear that effective measurement of gender outcomes and impacts requires dedicated resources, both human and financial. At the same time, we acknowledge that the organisational culture of some agencies may not always be sensitive to or appropriately equipped to respond to these issues.

All the SDIP partners have committed to building the gender capacity of their own teams and to embedding gender in their activities. Each partner has their own M&E systems and, while they differ in complexity and specificity, they typically follow a generic stage-by-stage process. This chapter outlines a seven-stage framework for integrating gender in standard results-based M&E systems and aims to answer the following question:

What more is required from an existing M&E system to enable us to effectively design and track for gendered results and impact?

2.1 Bringing a gender lens to standard results-based M&E practice

Mainstreaming, measuring and managing gender outcomes and impacts is not easy but can be realised by bringing a gender lens to each stage of a standard M&E system. Figure 1 broadly describes how gender equality issues can be effectively identified, integrated, managed and measured by partners through their existing M&E systems in seven stages. A definition of each stage is included at Appendix 2.

THE SEVEN STAGES IN DETAIL

In the following sections, each stage is described and supported by examples that illustrate key gender issues and considerations pertinent to a gender-responsive M&E system. To further assist practitioners, a matrix of each stage—with key M&E questions and suggestions for applying a gender lens to each stage—is included at Appendix 3.

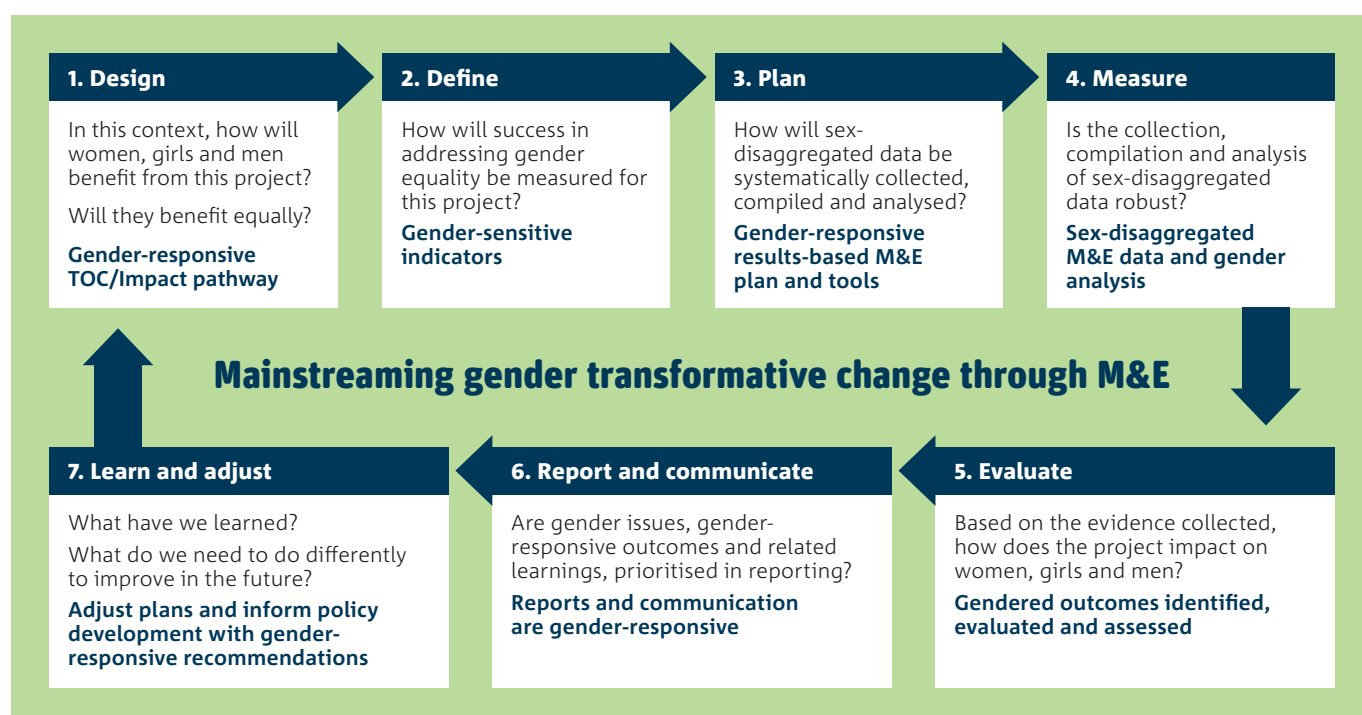


Figure 1: Mainstreaming gender in a standard results-based M&E framework

2.1.1 Design

To mainstream gender successfully in project planning, monitoring and evaluation, we must thoroughly understand inequality and the different needs of societal groups (Fletcher, 2015). If we gain an in-depth understanding of existing inequality issues during project scoping and design, we can respond by developing appropriate strategies. This is vital to successfully mainstreaming gender in any project.

Unfortunately, many project designs are gender-neutral or gender-blind and this inhibits a gender-responsive analysis of the issues. For example, consider the construction of transmission lines or hydropower dams, or the use of technical applications such as software modelling for resource allocation—any assumption that building such infrastructure is a gender-neutral activity, risks contributing to gender-adverse outcomes during implementation because those designing the interventions have no way of understanding how women, girls and men are affected differentially.

STAGE ONE DESIGN: HOW TO APPLY A GENDER LENS IN FIVE STEPS

The initial design of a project is critical to the effective delivery and reporting of gender outcomes over time. For this reason, included below are five *steps* which briefly explain how to apply a gender lens at the *Design* stage.

Box 2 summarises the five steps taken to apply a gender lens to project design and establish a Theory Of Change (TOC)/Impact pathway for a gender-integrated intervention; a key output of the *Design* stage.

Design Step 1. Context analysis/ Problem identification (Box 3)

The problems that face women, girls and men are different and complex because they have different roles in society and face different conditions.

For example, in the SDIP operational region, the increased trend of male out-migration has meant that women are increasingly responsible for food production. Yet, while recent studies in Nepal confirm that women are more involved with agriculture and their on-farm workload has increased, the studies also found that farmers are selling high quality locally produced cereals for high prices in return for low quality, cheaper rice. This is impacting adversely on the nutritional health of women and children (Gurung & Bisht, 2014).

Water collection is also the main responsibility of women and girls in households in South Asia and this can take hours of physical work. Class, caste or ethnicity makes access to water even more difficult in some cases. For example, members of the Dalit⁵ caste in some parts of Nepal are prohibited from accessing certain springs near villages, forcing

them to either travel even further afield or use poorer quality water sources.

These examples highlight the importance of undertaking a deeper analysis of the issues that may seem evident at face value. Closer analysis of the experiences of women, girls and men will expose the vulnerabilities specific to the local context. Context analysis is essential to ensure the proposed project does not exacerbate these vulnerabilities and inequalities inadvertently.

Design Step 2. Objective formulation (Box 4)

The objective formulation step is critical to ensuring that the differential needs of women, girls and men are addressed. If gender issues are overshadowed by other priorities in Steps 1 and 2, then the likelihood of project objectives being gender-neutral or gender-blind are significantly increased.

Clear objectives can address this. Objectives should be explicit about the specific needs of different beneficiaries of a project and must be framed carefully. For example, the two objectives below may lead to very different outcomes depending on how they are implemented:

- enhanced capacities for adapting to climate change
- enhanced capacities of **women, girls and men** for adapting to climate change.

Box 2: Five steps for applying a gender lens to project design

- **Step 1 Context analysis / problem identification:** Understanding inequality issues and identifying the different needs of women, girls and men are critical for gender-responsive project design.
- **Step 2 Objective formulation:** The project objectives must clearly articulate the gendered outcomes and impacts which will address identified gender inequality issues.
- **Step 3 Stakeholder analysis:** A stakeholder analysis will consider the inclusion of gender-responsive organisations such as women's associations, women's groups, gender networks, women's ministries etc., in order to facilitate gender mainstreaming in the delivery of the project.
- **Step 4 Setting up outcome and impact strategies:** It is essential to establish context-specific strategies to ensure that benefits (outcomes and impacts) are realised for women, girls and men. Change is complex and a 'one size fits all' approach may not deliver gender-responsive outcomes where inequality exists.
- **Step 5 Risk analysis:** The potential risks of creating adverse gender impacts as a result of a project, are identified and a risk management strategy is established.

5. Dalit caste structure in Nepal is comprised of: *Hill Dalits* (Viswarkama: Kami, Lohar, Sunar, Ode, Chunara, Parki, Tamata; Sarki: Mijar, Charmakar, Bhul; Pariyar as Damai, Darji, Suchikar, Nagarchi, Dholi, and Hudke; Gandharva as Gaine; Badi); and *Terai Dalits* (Chamar, Musahar, Tatma, Bantar, Dhusadadh/Paswan, Khatway, Dom, Dhobi, Halkhor, Kalar, Natuwa, Dhandi, Dhanikar/Dharikar, Kori and Sarbariya) (Government of Nepal, 2014).

The first objective is gender-neutral, and it presents a risk that the strategies chosen in the project may not explicitly address the needs of target beneficiaries such as women, girls and men. The second objective requires attention to strategies that must address gender concerns because it is explicit about who the target beneficiaries are.

Design Step 3. Stakeholder analysis (Box 5)

Stakeholder analysis during the design stage will identify people or institutions with particular interests, skills, experience, power and networks in mainstreaming gender. This helps us find the right partners to engage with in the delivery of projects.

Alongside this analysis of stakeholder capacity, it is also important to examine the power relations between stakeholders and to develop appropriate strategies to manage any associated risks that may impact the effective implementation of a project. Women's associations, women's groups, gender networks, women's ministries, 'gender champions' or academic institutions can be the right allies for effective mainstreaming of gender in terms of their mandate, capacity and interest.

For example within SDIP, ICE WaRM has partnered with TERI University in India to design a study unit in 'Gender, Equity and Water Management' as both a standalone for professional development and as part of a Masters Program.

The intent is to increase the number of water resource management professionals with exposure to gender-responsive practices (ICE WaRM, 2016).

Design Step 4. Setting up outcome and impact strategies (Box 6)

It is essential to establish outcome and impact strategies to ensure that project benefits are experienced by women, girls and men. Applying a gender lens to the standard M&E questions in Box 6 may help practitioners design a gender-responsive strategy that will ensure benefits are delivered.

Examples of context-specific gender-responsive strategies include:

- the adoption of gender and performance-based budgeting
- the development of gender-responsive knowledge products and policy recommendations
- the provision of wider or more targeted opportunities for the participation of women, poor, and other marginalised groups
- the promotion of time-saving and efficient technologies
- the enabling of access to resources, including microcredit to access energy solutions or purchase agricultural inputs
- the creation of opportunities to empower and hear from 'voiceless' members of communities.

Design Step 5. Risk analysis

Risk analysis is essential for the early identification and establishment of risk mitigation strategies. Adverse impacts can occur during project implementation or as a direct or indirect result of a project. Identifying these potential adverse impacts is often overlooked. For example, women participating in community-level activities may subsequently need to work longer hours to cover their regular home duties, but this negative impact on the workload of female participants may not be recognised. In certain contexts, there may be social or professional consequences for women who gain access to opportunities such as training. These examples illustrate how important it is to analyse the potential consequences of a project for women, girls and men and to plan against such risks with systematic mitigation strategies.

Box 3: Analysis/ problem identification

- Are there inequality issues present in this context?
- What are these issues?
- What are the different needs of women, girls and men?

Box 4: Objective formulation

- Is it clear from the objectives who is expected to benefit from the project?
- How will these benefits be realised for each group?

Box 5: Stakeholder analysis

- Who are the potential stakeholders that can make a positive difference in mainstreaming gender in the project?
- What is their current capacity (expertise, experience etc.) for mainstreaming gender concerns in the context to ensure the distribution of benefits to all women, girls and men?
- What is the nature of their interest and the power relations with other stakeholders in terms of working together?

Box 6: Outcome and impact strategies

- Is there a strategy aimed at bringing about equitable (or shared) benefits to women, men and vulnerable social groups as a result of this project/program?
- How can the gender-responsive recommendations from this project/program be out-scaled/ up-scaled over the longer term?
- Who is going to lead this process and how?



2.1.2 Define

Gender-sensitive indicators are vital for measuring gendered outcomes and the impact of projects—both positive and negative—on women, girls and men. Defining gender-sensitive indicators in SDIP projects is critical to understanding differential outcomes and impact, because different projects affect different population groups in different ways. Further, identifying gender-sensitive indicators helps practitioners to shape and sharpen the intervention.

To define gender-sensitive indicators is not easy, and it is essential to have an in-depth understanding of the gender issues on the ground. For example, the 'level of household income' is commonly used to measure poverty, but it does not accurately measure poverty for women, girls and men individually. It assumes that all members of the household share the income and decisions regarding income equally. We cannot assume this, and so measuring 'women's and men's shares in total household income' would be a gender-sensitive and more accurate poverty indicator.

Further, gender issues in South Asia are complex (Appendix 4) and numbers alone cannot measure a project's impact on different groups. Both quantitative and qualitative indicators are important to measure and track gendered results. Simply recording the number of women participating in particular activities cannot provide a measure of their social and political empowerment.

It would be more telling to track: how often, and when, women participate in decision-making processes, and to what extent they are able to influence those decisions. Such qualitative information, used alongside quotas, could help explain why women are able, or unable, to influence decision-making (Box 7).

Knowing how success is going to be measured in a project is very important for defining and selecting appropriate indicators. While measuring change is often considered to be a technical exercise, it is also a political process (BRIDGE, 2007). What people value, makes a difference to how they select indicators for measuring success. It is important to acknowledge who has a role in defining indicators and the agendas that might be influencing their selection. For this reason, it is critically important that those targeted as beneficiaries participate in defining and selecting the right indicators to measure their success.

The SDIP strategic indicators outlined in Section 1.1 provide an excellent starting point for developing and embedding gender-sensitive indicators across SDIP activities. This stage, *Define*, also includes making a clear distinction between input, output and outcome indicators. Appendix 5 provides a detailed description of these different types of indicators with SDIP-relevant examples. All partners have been asked to strengthen their focus on outcome-level reporting in SDIP2.

Outcome indicators reflect the outcome-level (medium and longer-term/systemic) changes that partners are seeking to influence in terms of gender equality and women's economic empowerment with respect to enhancing water, energy and food security. Outcome indicators refer specifically to the objectives of an intervention, that is, its results. These indicators give us the reason why it was decided to conduct certain interventions in the first place. They are the result of both the quantity (how many?) and quality (how well?) of the activities implemented.

Within the SDIP2 context, outcome indicators should capture the SDIP partner focus on mechanisms for regional cooperation, knowledge generation, policy influence, capacity building and private sector engagement. It may take time before final outcomes can be measured. Therefore, a number of intermediate outcome indicators should be identified to capture evidence of the changes that we see 'along the way'. This helps us know whether we are on track to achieve the expected final outcome and allows us to capture evidence to support that view. Given the strong focus on outcome-level reporting in SDIP2, Box 8 provides partners with useful examples of gender-sensitive outcome indicators.

Box 7: Gender ratios are an insufficient indicator for gender equality

Not only numbers but the substance counts—representation versus participation

In order to measure advancements in gender equality, indicators relating to the ratio of female-to-male participation or representation are very often used. Equal participation and representation are supporting factors for achieving gender equality but are insufficient if used alone. Gender equality is more qualitative in nature and more oriented toward the outcomes of policies, processes, and interventions. Therefore, adequate indicators for gender equality will focus on the substance and the quality of outcomes.

REPRESENTATION

Female-to-male ratios in decision-making functions (parliaments, company boards, union leadership etc.) are important indicators for women's and men's access to voice and power. However, it is not enough to simply count women and men. It is equally important to consider the actual outcomes of decisions taken by decision-making entities and their effects on gender equality.

PARTICIPATION

Achieving higher participation of an under-represented or disadvantaged sex in a given activity (training course, discussion of a new policy etc.) is always desirable. Nonetheless a project is not necessarily gender-responsive or contributing to gender equality based solely on the number of women participants.

Example: A rate of 65% women participants in a 'Start your business' training course does not necessarily mean that the course is tailored to the needs of women, or that women and men have benefited equally from it, or that the participating women and men are equally likely to create a successful enterprise and generate an income. The ability of participants to apply these skills after the training, will be affected by roles they already play in society, their workload, how they use their time, their decision-making capacity, existing income and various other factors. It is important to acknowledge the impact of these contextual factors on the outcomes for women and men.

(International Labour Organization (ILO), 2014)

2.1.3 Plan

This stage describes how the indicators defined in the previous stage are operationalised and how feedback is managed for effective implementation of a project for gendered outcomes. A gender-responsive M&E plan consists of two parts: **1.** a plan for collecting quantitative and qualitative sex-disaggregated data in accordance with selected indicators. The key elements needed to establish a gender-responsive M&E plan are identified in Table 1.

The M&E Plan is then supported by **2.** an M&E activity schedule describing key M&E events/activities along with a gender-responsive budget plan, clear responsibilities and methods.

A detailed breakdown of key activities and resourcing is required (Table 2). Frequently, critical M&E activities are not scheduled or resourced appropriately from the outset.

For example, conducting a gender audit might prove useful in providing project or policy feedback, but may require a dedicated budget to contract the services of an independent gender specialist. Where appropriate expertise does not exist in-house, this will always be a critical consideration at any stage of the M&E framework. Having an M&E activity schedule as part of the planning process helps ensure the right support at the right time.



IFC's Lighting Asia/India brings quality assured solar lights to rural Uttar Pradesh © Sayantoni Palchoudhuri/IFC

TABLE 1: M&E PLAN FORMAT

RESULTS	GENDER-SENSITIVE INDICATORS	SEX-/CLASS-DISAGGREGATED DATA REQUIRED	SOURCE OF INFORMATION	METHODOLOGY TO COLLECT THE DATA	RESPONSIBILITIES FOR COLLECTION, ANALYSIS AND REPORTING	FREQUENCY OF DATA COLLECTION
Outcomes						
Outputs						

TABLE 2: M&E ACTIVITY SCHEDULE

GENDER-RESPONSIVE M&E ACTIVITIES	DELIVERABLES	TARGET	GENDER-RESPONSIVE BUDGET	TIMELINE	RESPONSIBILITY
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Box 8: Examples of SDIP-relevant gender-sensitive outcome indicators

Example: *training water professionals in river basin modelling*

- The outcome of such training should be an improved quality of data.
- Quality data underpins water management decision-making in government agencies and builds organisational capacity to engage with gender.
- Over time, using data of improved quality may improve agricultural production (through water allocation regimes targeting households headed by women) and ultimately contribute to increased food and nutritional security for a population (where the proportion of women and girls who benefit from the intervention is captured).

Example: *measuring the policy uptake of ‘new knowledge’ that addresses gender issues*

- The extent to which new flood management protocols are gender-responsive, or the extent to which gender equality or gendered livelihoods perspectives are incorporated into modelling science by national water agencies.
- Over time, indicators should aim to capture how gender is reflected in water management decision-making by national/subregional agencies.

Example: *sex-disaggregated uptake of new technology (energy- or water-efficient) as a result of mechanisms to improve access*

- Over time, this may lead to associated measurements of changes in livelihoods for men and women as a result of their improved access to energy or increased agricultural yield or similar.

Example: *adopting gender-responsive approaches to energy or market access*

- The extent to which private sector or government agencies, with whom SDIP partners are engaged, approach access to energy and markets gender-responsively. For example, do agencies enable women to access microfinance tied to energy technology, business skills or post-harvesting technology?

Example: *formal commitments or collaboration by national and regional stakeholders*

- Incorporating an explicit focus on gender as a result of transboundary dialogue and knowledge-sharing.

Box 9: Elements of a gender-responsive M&E plan

- Provides clarity about what sex-disaggregated data to collect for gender analysis and the assessment of a project's outcome and its impact on women, girls and men.
- Both quantitative and qualitative data are collected for gender analysis.
- Selected methods are gender-responsive.
- Activities will strengthen the intersection of M&E and gender (that is, mainstream gender into M&E processes).



2.1.4 Measure

This stage describes how the M&E plan is implemented. This includes regular collection of both quantitative and qualitative sex-disaggregated data, its verification and analysis. Experience suggests that systematically documenting and discussing this data with a focus on gender outcomes, means we address inequality more effectively and realise better gender outcomes.

Analysing the data is also important for learning and the adaptive management of the project. Conducting a gender-sensitive baseline analysis as a benchmark for ongoing monitoring and evaluation should also be undertaken at this stage. What is particularly transformative is undertaking this approach within an organisational culture that values and embeds gender equality in all of its work.

The fieldwork example (Box 11) highlights how unconscious bias among the staff working with women and girls may actually be limiting women farmers' access to scientific knowledge and technology. Women farmers may know less about science and technology than male farmers because they have less opportunity to attend such discussions, or that more men attend technical training because extension workers assume that women cannot understand science.

In SDIP1, partners explicitly sought to address this risk of bias. For example, ICE WaRM integrated gender and social inclusion content in their training programs to offer positive examples of women's engagement in the Australian water sector which includes many female leaders. A visit by the Indian Water Secretary to the Victorian Government

Water Department was hosted by senior female officials in order to provide an entry point for a gendered discussion. This was a very successful—triggering in-depth discussion during and following the meeting.

Similarly, at the SDIP 2016 Annual Dialogue, technical experts from the IFC working on hydropower in Pakistan tabled their experience of working in a male-dominated environment. Acknowledging the status quo, or even small shifts in viewpoint, can play an important role in recognising and then realising gender equality.

Box 10: Elements of gender-responsive measurement

- Documents the collection and analysis of sex-disaggregated data.
- Collects in-depth information to understand and identify gendered project outcomes and impacts.
- The data collection methods are gender-sensitive, for example, the use of flexible timing with survey delivery or focus groups or the use of voiceless-to-voice approach.
- M&E staff understand how to mainstream gender into M&E systems, and are given the skills to collect sex-disaggregated data, conduct gender analysis and produce gender-sensitive reporting.
- Baseline data is collected to capture the status of women, girls and men.
- Gender targets are clear and progress against them is evidence-based.

Box 11: Effective tracking of gendered outcomes requires a gendered approach by all staff

During a field trip to Kavre, Nepal to observe an action research project that uses local hydrological knowledge to recharge groundwater systems, some women participants expressed the view that they did not understand the science behind the project.

One of the male field staff who was listening to the women, said, 'Poor women, few of them participated in the training, I know, but it's difficult for them to understand science.'

We must question whether the issue at play is the women's capacity to understand science or whether the training was not tailored to the needs of women participants (of which there may have been few). The field staff's statement unintentionally revealed a personal view that was gender-blind to the design and impacts of the project.

(From a fieldwork group interaction in Kavre, Nepal, 2015)

2.1.5 Evaluate

A project can affect women, girls and men in the same community very differently. Reviving Dry Springs, an SDIP project implemented by ICIMOD, has reduced the time women spend fetching water. This has increased their availability to participate in project meetings and discussions. Men, on the other hand, now have more free time. They need to help out less at home and, because women no longer have to travel as far to collect water for the household, men spend less time escorting their female family members to the springs.⁶

Evaluation systems often subsume gender under categories such as 'Social' or 'Livelihoods' and as a result, gender can be hidden in the evaluation of project outcomes. Approaching gender

from a livelihoods perspective can be a valuable way in to engaging with gender in SDIP through the use of scenario planning and so on. However, the focus on gender must remain explicit at all times as SDIP partners design and implement their work program.

It is critical to measure how the project may have impacted differently on beneficiaries. This is only possible if the evaluation that is undertaken is responsive to gender. In addition to gender-responsive evaluation design, the capacity of an evaluation or assessment team to work in a gender-sensitive and responsive way is vital for increasing our understanding of the differential impacts of projects.

Ideally, gender-responsive evaluation or impact assessment begins from the design stage. Evaluation of a project is normally carried out by an independent consultant using a set of agreed Terms of Reference (TOR). It is important, therefore, that the TOR account explicitly for gender issues. If this is done well, and if the evaluating team is gender-balanced and brings the right mix of expertise—which includes gender expertise—the evaluation findings tend to be more gender-sensitive (USAID, 2014). This is enhanced through the use of mixed methods such as the analysis of sex-disaggregated data to identify differential impacts and benefits, and the implementation of processes that capture and represent the voices of stakeholders identified in the design stage.

Box 12: Key questions for gender-responsive evaluations

- What is the nature of gender relations?
- What gender inequalities exist and what are the structural causes of inequality, particularly within the program context?
- What are the gender effects of structural conditions, policies and programs?
- What can be done to reduce gender inequalities and to empower both women and men to engage more fully in social and political life?

(USAID, 2014)

Box 13: Gender-responsive evaluation and impact assessment design

- Clearly articulate needs of women, girls and men in evaluation TOR so as to identify differential impacts.
- Use methods and tools that facilitate the collection, compilation and analysis of both quantitative and qualitative sex-disaggregated data in a safe environment.
- Build a gender-balanced evaluation team that has gender expertise.
- Think outside the box and make an effort to identify any potential adverse consequences.
- Document these efforts!

Opposite page: Quality assured solar lighting helps children study longer in rural Uttar Pradesh © Sayantoni Palchoudhuri/IFC

6. From a fieldwork group interaction in Kavre, Nepal, 2015.



2.1.6 Report and communicate

When we adjust and improve our practice as a result of learning from and sharing project experiences, our practice is greatly enhanced if we also communicate effectively about our efforts. Communicating evaluation findings can also inform new policy development and practice. For example, the risk of subsuming gender within a livelihoods framework, or as a component of social engagement, carries significant risk to the success of projects. Not least because failing to maintain an explicit gender focus will diminish the attention gender receives in the reporting and communication of vital findings, including in communications with key policy and other stakeholders.

Promoting an organisational culture that values gender concerns at both personal and professional levels, also helps to demystify gender and M&E. This is especially important in organisations with a strong focus on the technical and physical sciences. Senior management can play a significant role here by regularly bringing gendered findings into discussion. Naturally, this can only happen if the systematic collection and reporting of such evidence has been

prioritised. Where required, special attention given to the subject will help to nudge organisational culture.

For example, during SDIP1, within CSIRO, there was a reported change in how scientists thought about gender considerations in relation to their work. There was a perceptible shift from a baseline position—where gender was routinely considered beyond or outside, the domain of water modelling science—to a position where the scientists were beginning to conceptualise links between the application of their science and potential long-term impacts on vulnerable populations, for example between water quality and life expectancy.

Similarly, ICIMOD has allocated a dedicated section in their report and review format which has helped to increase staff attention on gender issues. This practice—together with the establishment of a specialist gender team and mandatory training on gender sensitisation at ICIMOD—has been instrumental in changing the organisational culture to one that recognises and values gender issues more highly.

Box 14: Elements of gender-sensitive reporting and communication

- Clearly articulates a project's performance against identified gender targets.
- Identifies the challenges of and learnings from the design and delivery of a gender-responsive project.
- Includes gender as a standard agenda item at meetings, review and planning workshops, when conducting evaluations, designing capacity building, etc.
- Based on available evidence, identifies how gender-based actions and recommendations are developed and implemented.



Working in the field of Yuanmou, China © Alex Treadway/ICIMOD

2.1.7 Learn and adjust

Gendered data collected through an M&E process is critically important for iteratively adjusting project design and implementation so as to better manage gendered outcomes.

The application of a gender-integrated standard results-based M&E cycle can improve the management of results and evidence-based decision-making.

There have been some very good examples of gender-based evidence collated by SDIP partners. The challenge is to create the space to document and share this within the SDIP to support more informed responses to gender inequality and to improve gender outcomes. Of course, partner interventions are context-specific, but they are all focused on the same objective. Consequently, individual and collective efforts could be maximised if SDIP partners actively and openly shared their learnings, including any unanticipated negative consequences.

Box 15: Women as agents of change, moving beyond participation: a learning.

Women's participation in decision-making is not sufficient to bring about gender equality. This has been a key learning for ICIMOD. That learning is now being reflected in a climate adaptation program with three parallel approaches: women's empowerment, men's support, and partners' capacity building on gender transformation. Together these are being used to develop 'Women as Agents of Change' for better managing mountain resources.



Woman and child collecting fish in Maguri Motapung Beel, Assam, India © Jitendra Raj Bajracharya/ICIMOD



Chapter 3: Selecting gender-sensitive indicators for the SDIP

There are a range of SDIP-specific concerns that we must address within the end-to-end process for mainstreaming gender into existing partner M&E systems.

We have already observed that partners:

- work at different scales of intervention and therefore take different pathways in order to achieve outcomes for the key beneficiaries
- work within and across water–energy–food systems and therefore may use different but interlinked pathways to reach those key beneficiaries
- have variable capacity to undertake gender analysis and gender-responsive program design and implementation.

We can use these three organising principles to move from applying the gender lens to our generic M&E systems, to where we want to achieve the most impact, that is, the pathways we will use to achieve the impact. These pathways are where our practice is likely to differentiate itself.

Chapter 2 identified defining indicators as critical to measuring the success of our programs and activities. This chapter presents a collection of gender-sensitive indicators that we have sourced from a literature review and collated to provide an initial picklist of SDIP-relevant indicators. Ideally, the picklists will be adapted, or improved, and then applied within—and potentially across—the portfolio.

Mainstreaming gender is rarely an off the shelf activity and the indicators presented here are merely a shortlist based on themes that align with Australian Government aid policy and the structure of the SDIP investment. The literature provides many more gender-sensitive indicators than are presented here and we recognise that partners may find it best to develop their own entirely new indicators. However, if extensive collections of gender-sensitive indicators are not available to any partner within the SDIP, these picklists provide a starting point for those who wish to refine and improve their practice. Note that, in selecting these indicators for partner consideration, our broad aim was to address scale within and across water, energy and food whilst being inclusive of the wide range of gender-specific programs and activities that are funded within the SDIP.

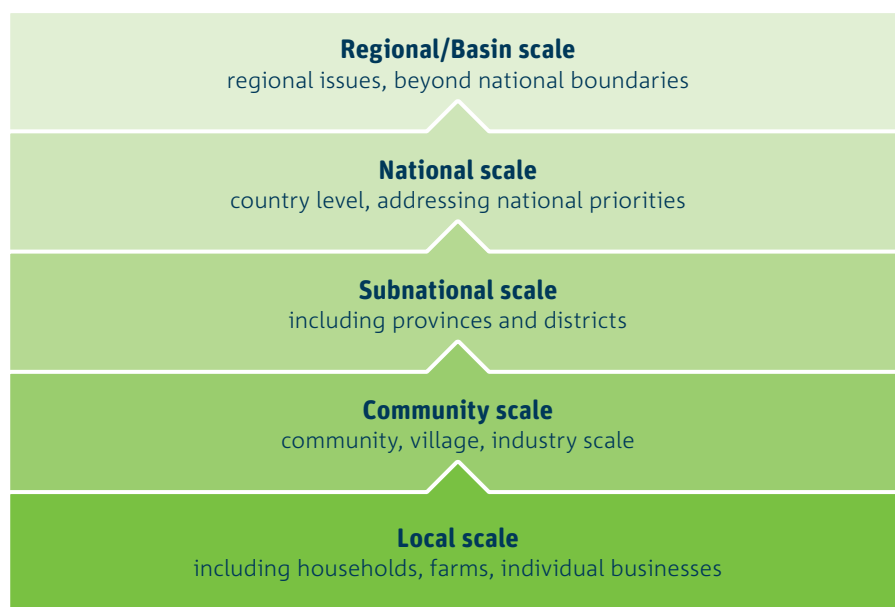


Figure 2: Scales of intervention

3.1 Gender from the local to the regional scale

The scale of an SDIP intervention is critical to how we consider, capture and report gender impact. Where is the partner intervention targeted? Where is gender impact realised and at what point? In the literature review, we identified and adapted five broad scales of intervention as a reference point (Figure 2).

As we look through these scales, it is clear that some partner interventions are designed to directly influence the individual agency of women at the local scale. Other partner interventions are designed to influence the institutional changes that will broadly benefit gender equality at the regional or basin scale, and potentially address gender relations in society.

The literature overflows with examples of gender-responsive interventions designed for delivery at the local and community scales. In such cases, intervention and impact are co-located and tend to be more easily observable than higher scale interventions, and often within a shorter timeframe. At the local scale, there has been extensive attention devoted to developing and using indicators to capture local perspectives and impact.

A significant number of guidelines, checklists, trainings, working papers and toolkits have been developed to assist practitioners to design, implement or evaluate gender impacts in the field. All this work is very focused on the agency of women and girls, along with some examination of the impact of institutional structures at the grassroots level.

Once we move beyond the local and community scales of engagement, however, and start to conceive how to improve gender equality at subnational, national and regional scales, examples tend to become more conceptual and the available indicators are much less developed and more difficult to operationalise.

Under SDIP2, all partners are tasked with delivering gendered impacts at the higher scales of intervention. At higher scales, examples tend to focus more on integrating gender considerations into policies through the facilitation of dialogue between practitioners and governments. This is also where we see a range of high-level indicators developed by, for example, the UNDP (2004), the Asian Development Bank (2012; 2013) and The World Bank (2009; ESMAP, 2013). This work seeks to effect institutional change which will influence gender outcomes.

But the SDIP partners working in this domain also have to be able to plot a pathway to impact—from their engagement with intermediary beneficiaries, through to their key beneficiaries. This is challenging and is frequently not done well, if at all.

For gender equality to be delivered and adverse impacts identified and mitigated, partners *must clearly articulate* the expected gender benefit to key beneficiaries, even if gender benefits are delivered via intermediary beneficiaries and regional partners. This holds true whether an SDIP partner engages in interventions delivered at local and community scales, or at subnational, national and regional scales.

In all cases, key beneficiaries, or end users, in the SDIP *are the poorest and most vulnerable, especially women and girls*.

As mentioned, lower-scale interventions are likely to have a direct attribution pathway to individual women and girls. For those partners engaged at local scales, the challenge is how that impact for women and girls can be scaled up to deliver institutional and societal change.

On the other hand, higher-scale engagements seek to influence institutional regimes or systems to benefit women and girls in the region. The challenge for partners engaging at the higher scales might best be described as how best to influence intermediary partners and beneficiaries to deliver the desired change for women and girls, as well as empowering women to engage at regional level.

3.2 Tracking gender in water, energy and food interventions

In Chapter 1, we outlined the SDIP's deliberate focus on the regional (basin) scale and the need for cooperative, considered and calculated trade-offs between water–energy–food in the region. We introduced the five common themes that emerged from our literature review of how gender has been variously addressed in those domains. The literature shows that many indicators developed within these broad themes were designed to support the collection and analysis of sex-disaggregated data during planning and evaluation phases.

A reminder that these five themes are not presented as an exhaustive list; they have been selected because they are broadly relevant to the work of SDIP partners across scales and sectors. Each theme is described for partner consideration.

PARTICIPATION

The first category of indicators measures the level of men's and women's participation in activities and applies at all stages of interventions. For example, this may include assessing the level of political empowerment of women and men, in terms of their participation and voice in decision-making processes throughout an intervention. Participation indicators also measure the degree to which training strengthens the capacity of men and women to influence the path of an intervention—in other words, how the capacity of various members of a community to make decisions and express their needs, aspirations and local knowledge, is nurtured or realised. This category of indicators may also include measuring women's leadership and voice represented at subnational, national and regional scales, so as to influence policy settings. Whose voice is being heard? Whose perspective is represented?

ACCESS/CONTROL

The second category of indicators analyses power relations based on gender roles, including any cultural constraints. It measures how interventions affect power relations that allow, or block, access to certain resources or opportunities for women and men. This can include land access and water rights. Access to, and control over, resources and opportunities must be assessed throughout the whole project cycle. For example, it is important to understand who has access to, and control over, resources and how available these resources are. When we make certain resources and opportunities available, we need to use a gender lens to gain a clear understanding of the impacts of doing so. This category of indicators may also identify opportunities created by providing access to finance and economic resources such as microcredit schemes. Access indicators are especially common in the energy sector, where they tend to measure connectivity to energy resources but not necessarily how connectivity improves living conditions.

HEALTHCARE/SAFETY

The third category of indicators includes measuring health impacts including: the use of cook stoves and the issue of indoor pollution in the energy sector; the impacts of water and sanitation on child and maternal health; and, the increasing recognition of women's roles in nutrition and food security.

This category of indicators also includes issues of security and safety. The distance women travel to collect water or biomass is often acknowledged as a factor that exposes them to increased violence when they travel alone or in isolated environments. But indicators developed around water collection may also include the negative health impacts associated with workload and injuries caused by working or travelling in difficult terrain, particularly in mountain areas.

Examples of indicators from the energy sector include: improved street lighting contributing to reduction in violence against women; and, increasing women's participation in social events. Addressing domestic violence against women has also been examined in agricultural settings.

ECONOMIC EMPOWERMENT

The fourth category of indicators is critical for assessing economic empowerment in terms of actual outcomes for women and men. For example, it is important to be able to assess the gradual changes in the roles of women and men in decision-making about the allocation and use of economic and financial resources made available as a result of intervention. In the energy and agriculture sectors, there is a well-developed literature on microcredit schemes and women-only farmer groups or energy collectives, acting as pathways to empower women and increase access to financial resources and therefore reduce poverty. Similarly, at the local level, there is an increasing focus on market mechanisms and entrepreneurial schemes to increase uptake of efficient technology solutions and provide alternative livelihoods. Increasingly, market-based approaches that promote uptake of small-scale distributed water technologies are emerging.

How do these localised interventions contribute to stronger and more equal participation in markets at subnational, national and regional scales?

GENDER CAPACITY OF IMPLEMENTING/PARTNER ORGANISATIONS

The fifth category of indicators adopts a slightly different focus but an equally critical one for the SDIP. Rather than looking outwards in the direction of the program or activity, it takes into account the capacity of partner organisations to promote gender equality among their staff and through the design and delivery of interventions. It assesses organisational capacity to provide training that supports the adoption of gender-responsive approaches and monitoring tools throughout the project life cycle. This category of indicators also

evaluates the presence of pro-gender policies within a sector or at the national level—these policies being essential to facilitate the implementation of gender-responsive projects.

In the SDIP, it is acknowledged that partners have different levels of expertise in designing and delivering projects to achieve gender outcomes. However, all partners should understand the limits of their capacity and how to access the skills or expertise required to meet their commitments to the SDIP.

Picklists of gender-sensitive indicators

We have developed three picklists; one for each of the core sectors of water, energy and food. Each picklist draws together a selection of relevant gender-sensitive indicators from the literature. These sample indicators are organised in line with the common themes above and referenced against scales of intervention (Figure 2). The picklists aim to provide partners with useful examples that have been developed for use in other contexts.

Each picklist is preceded by a short description of the nature and scale of relevant projects—including some currently being delivered within the SDIP.

This material was presented at the 2016 Annual Dialogue so that partners could:

- compare indicators taken from the literature with their own existing gender-sensitive indicators (that is, those already applied in SDIP1)
- identify indicators that may be relevant to apply within their existing projects
- identify the need to develop new gender-sensitive indicators applicable to their projects in SDIP2.



Women and men planning water management in Kavre, Nepal © Jitendra Raj Bajracharya/ICIMOD

3.3 The nature and scale of water security projects in the SDIP

From the SDIP Guidance Note, *Maximising gender equality, maximising impact* (Olsen, 2015), we know that women in South Asia are often the primary users and managers of water in their households. Women also play a key role in managing the health, hygiene and sanitation in their households and in communities. Water-related disasters are also considered to have a disproportionate impact on women and girls. However, women remain under-represented in decision-making about water management and access to new technologies and policies. How does the work of SDIP address these concerns?

The partners engaged in bringing about change through water projects include ICIMOD, ICE WaRM, CSIRO, SAWI, TAF and IFC (as per self-selection at the 2016 Annual Dialogue). This collective expertise is:

- delivering local-scale projects that target improved water access for communities
- building the technical capacity of regional decision-makers
- engaging with citizens to gain perspectives; undertaking advocacy work; and, creating alternative dialogue spaces
- providing inputs and advice to inform basin-scale Integrated Water Resources Management (IWRM) and planning

- supporting the development of large-scale infrastructure, including hydropower, that will have regional impact
- engaging in and shaping high-level dialogues to address gender equality in the region.

Gender-sensitive indicators at the higher scales of engagement for the water sector appear to be limited in the South Asian context. For that reason, we have incorporated recent work undertaken in South East Asia on hydropower development (Oxfam, 2013) to provide additional indicators partners can consider. In particular, adapting work from the Mekong may prove valuable in this context, but will require sensitivity.



Women pumping water for household use in a Climate Resilient Village, Kavre, Nepal © Jitendra Raj Bajracharya/ICIMOD

TABLE 3: A PICKLIST OF GENDER-SENSITIVE WATER INDICATORS ACROSS SCALES

		WATER
Household/Farm to Community/Sector	Participation	<ul style="list-style-type: none"> • Level of women's consultation on projects (Udas & Zwarteveen, 2010) • Decision-making power and processes within households (UN-DESA & UNW-DPC, 2009) • Gender of households by gender or decision-maker (van Koppen, 2002) • Proportional women's/men's participation in formal settings (UN-DESA & UNW-DPC, 2009) • For irrigation institutions, inclusion in forums and ability to function as leaders (women/men) (Udas & Zwarteveen, 2010) • Community satisfaction (disaggregated by gender) regarding water distribution schedules and access (World Bank et al., 2009) • Level of women's participation in water users' associations (or similar) (Gunchinmaa, Hamdamova & van Koppen, 2011)
	Access/Control	<ul style="list-style-type: none"> • Gender and modes of transportation in water collecting (UN-DESA & UNW-DPC, 2009) • Linear distance to water source (before and after water project) (Sorenson, Morssink & Campos, 2011) • Gender differences in access to clean and safe water (UN-DESA & UNW-DPC, 2009) • Roles played and efforts expended by women in safeguarding water and sanitation access (UN-DESA & UNW-DPC, 2009) • Property/land rights for men and women (Udas & Zwarteveen, 2010; van Koppen, 2002) • Access of landless women and men to water (World Bank et al., 2009)
	Healthcare/Safety	<ul style="list-style-type: none"> • Gender-specific water/sanitation priorities (UN-DESA & UNW-DPC, 2009) • Gendered views of the safety of access to water supplies or sanitation facilities (UN-DESA & UNW-DPC, 2009) • Social and behavioural change training program on toilet demand creation, social leadership, health, hygiene and sanitation conducted for women and men (ADB, 2014b)
	Economic empowerment	<ul style="list-style-type: none"> • Use of water within households (productive/reproductive use) (UN-DESA & UNW-DPC, 2009) • Gender of households by person carrying out household/paid work activities (van Koppen, 2002) • Distribution of households by gender of decision-maker with male or female landowner (van Koppen, 2002) • Distribution of households by gender of decision-maker on small/large farms (van Koppen, 2002)
Subnational, National, Regional/Basin	Participation	<ul style="list-style-type: none"> • Number and percentage of women involved in project development and implementation—especially for projects with regional-scale impact such as hydropower or river basin planning and management—including scenario analysis (Sorenson, Morssink & Campos, 2011; Oxfam, 2013) • Constraints to participation of men and women are identified (Oxfam, 2013) • Regular consultation sessions with: communities, community-based organisations, vendor associations, labour union federations, schools for the purpose of disseminating gender-sensitive information; building awareness and stakeholders' participation (ADB, 2015) • Inclusion of women (and women's perspectives) in policy, planning and legislative frameworks (UN-HABITAT, 2005) • Gender considerations clearly included in the principles of IWRM (Oxfam, 2013)
	Access/Control	<ul style="list-style-type: none"> • Percentage of public funding directed towards women's groups working towards water security/the benefit of women (UN-DESA & UNW-DPC, 2009) • Proportion of seats held by women in parliament (UN-HABITAT, 2005) • Evidence of women's representation in higher levels of decision-making in IWRM (Oxfam, 2013) • Equitable sharing of the benefits and costs of water resources management (male/female) (Oxfam, 2013) • Existence of grievance mechanism for impacted citizens (Oxfam, 2013)
	Healthcare/Safety	<ul style="list-style-type: none"> • Zero tolerance of workplace harassment and other forms of gender-based discrimination in the workplace—before and after intervention (ADB, 2014a) • Possible long- and short-term benefits identified for women and men (and monitored) (Oxfam, 2013) • Risk of loss of land/livelihood/ecosystems health identified and mitigated (if regional-scale impact predicted) (Oxfam, 2013)
	Economic empowerment	<ul style="list-style-type: none"> • Jobs offered to local people, especially poor people and women; capacity of people in affected areas to contribute to the project (ADB, 2015) • Impact on livelihoods identified for women and men, that is, projects that require resettlement or may change availability of water or water management regimes—particularly in terms of downstream impacts of interventions (Oxfam, 2013)
All scales	Gender capacity of organisations	<ul style="list-style-type: none"> • Access to/ability to collect sex-disaggregated data (sex, caste, social strata, economic status) on a sample size for household-/community-level indicators (ADB, 2015) • Ability to incorporate gender indicators in project management systems, that is, gender-relevant indicators and sex-disaggregated data for reviews and quarterly progress reports can be provided (ADB, 2015) • Level of female consultation on implementing partner projects, with perspectives of end or intermediary users/beneficiaries represented (Udas & Zwarteveen, 2010) • Participation of women—including perspectives of beneficiaries—throughout complete project cycle (UN-DESA & UNW-DPC, 2009) • Baseline socio-economic survey and poverty mapping of Distribution Network Improvement (DNI) areas in adequate sample size within desired basin; develop indicators of: female-headed households, poor and socially excluded households, income, health/nutrition, education, existing water source, caste, ethnicity (ADB, 2015)

3.4 The nature and scale of energy security projects in the SDIP

From the SDIP Guidance Note, *Maximising gender equality, maximising impact* (Olsen, 2015), we know that women in South Asia are almost entirely responsible for biomass collection, which limits their ability to participate in education or income generating activities. The use of biomass by 58–89% of the population across various countries in the region also contributes to significant health problems in the population.

Women can be disadvantaged by a lack of access to credit, information and decision-making about energy. This reduces their ability to influence energy production policy, energy supply, and how interventions or policies are developed. When seeking to increase equitable access to electricity in the region, we must recognise the risk that women will be excluded from these processes.

The partners engaged in bringing about change through energy projects are IFC, ICIMOD, TAF and CSIRO (as per self-selection at the 2016 Annual Dialogue).

Their engagement incorporates a variety of scales and focuses on:

- delivering local-scale projects that will provide improved street lighting in communities
- exploring how increased energy supply to communities may also move beyond the provision of basic lighting to support the creation of new livelihood opportunities for women
- engaging with citizens to gain perspectives; undertaking advocacy work; and, creating alternative dialogue spaces
- increasing the resource efficiency of local/national industries, that is, textiles, concrete, and brickmaking industries
- supporting the development of large-scale infrastructure that will have regional impact, for example, hydropower
- supporting the creation of transboundary energy markets including the construction of transmission lines.

Gender-sensitive indicators in energy projects tend to be dominated by a focus on energy access. While this is an important focus, a broader range of indicators are presented here for consideration. These include gender-sensitive indicators developed by NORAD for the construction of transmission lines in Uganda (ENERGIA, 2012) and UNEP's efforts to mainstream gender considerations into resource efficiency projects (UNEP, 2015). As with hydropower, any large infrastructure projects may raise the possibility of resettlement and significant upheavals to the men and women impacted. These are additional impacts that may be relevant when incorporating a strong gender focus to existing or proposed energy engagements.

TABLE 4: A PICKLIST OF GENDER-SENSITIVE ENERGY INDICATORS ACROSS SCALES

ENERGY	
Household/Farm to Community/Sector	Participation <ul style="list-style-type: none"> • Total daily workload of women (UNDP, 2004); reduced time spent by women on household chores (Dutta, 2003; ADB, 2012; UNDP, 2013) • Level of participation of women and men in the planning, monitoring and evaluation of projects (Dutta, 2003; Clancy et al., 2007) • Number and percentage of women involved in decision-making on tariff arrangements, including identification of poor and vulnerable households for free or subsidised access (ADB, 2013) • Number and percentage of women and men who attend participatory planning and consultation meetings (ADB, 2013) • Number and percentage of women and men in energy user groups, cooperatives, committees, utility/energy boards—and in decision-making positions in these entities (ADB, 2013; ADB, 2012) • Percentage of women's representation in local decision-making bodies (ADB, 2012)
	Access/Control <ul style="list-style-type: none"> • Degree of increased access to and control of income and resources and decision-making; expressed aspirations of men and women (Dutta, 2003) • Number of households adopting workload-saving and energy-efficient technologies (ADB, 2013) • Number of poor households subsidised (or credit provided) for connection and equipment; number or percentage of poor households headed by women among them can also be monitored (ADB, 2012; ESMAP, 2013; UNDP, 2013) • Improved affordability for poor households (ADB, 2012) • Number of poor households that are project beneficiaries, headed by male/female (UNDP, 2004) • Access to news and information about income generating activities, health, safety and family planning (Ramani & Heijndermans, 2003)
	Healthcare/Safety <ul style="list-style-type: none"> • Number and percentage of households using clean energy cooking facilities (ADB, 2013) • Access by women to time-saving, affordable, renewable, and non-polluting energy technologies (ADB, 2013; ADB, 2012) • Perception of improved security by women due to better lighting (Clancy et al., 2007)
	Economic empowerment <ul style="list-style-type: none"> • Increased male/female income from renewable energy enterprises (ESMAP, 2013) • Increased energy efficiency at household level (domestic productivity) (ADB, 2012) • Number of small and micro-enterprises developed by both women and men (ESMAP, 2013) • Ability to set up micro-enterprises with the energy service or equipment provided (Clancy et al., 2007) • Number and percentage of women and men purchasing more energy-efficient, labour-saving technologies (ADB, 2013)

Subnational, National, Regional/Basin	Participation	<ul style="list-style-type: none"> Percentage of women participating in policy formulation and public consultation meetings, including siting decisions and mitigation arrangements (ADB, 2012; ENERGIA, 2012) Regular consultation sessions with communities, community-based organisations, vendor associations, labour union federations, schools for the purpose of disseminating gender-sensitive information; building awareness and stakeholders' participation (ADB, 2015) For resource efficiency projects, percentage of women represented in the development of partnerships, policies and tools to create more sustainable products/industries and to reduce gender inequality in the distribution of costs and benefits from production and use of associated goods and services (UNEP, 2015) Types of energy sources prioritised by women and men, including gender-differentiated consumption patterns and resource utilisation (ADB, 2012; UNEP, 2015) For (potentially) resettled populations, male/female participation in design of livelihood restoration strategy (ENERGIA, 2012) For transmission lines or other large-scale infrastructure, number of people (male/female) compensated, with and without spousal consent, with cash versus compensation in kind (ENERGIA, 2012)
	Access/Control	<ul style="list-style-type: none"> Evidence of energy access benefiting previously marginalised gender in economic, political, social spheres (Clancy et al., 2007) Proportion of population using the service (Ramani & Heijndermans, 2003) Percentage of male/female adopting energy-saving technologies, increased ability of the poor to upgrade to energy-efficient appliances (ESMAP, 2013) Level of awareness of energy-efficient use (disaggregated by sex) (ADB, 2012) Improved social services for men and women due to availability of electricity (ESMAP, 2013) Change in number of men-owned and women-owned businesses using electricity (ENERGIA, 2012) Sector policy or strategy adopted, explicitly highlighting gender equality (ADB, 2012) For resource efficiency projects, demonstrated increase in energy access for women and men, as a result of efficiency measure—that is, efficiency dividend improves access or life experience of particular group/community (ENERGIA, 2012)
	Healthcare/Safety	<ul style="list-style-type: none"> Decrease in number of workdays lost by women and men due to bad health (ADB, 2012) Improved quality of health services, especially maternal health and children's health services, in dispensaries, clinics, and hospitals (ADB, 2012) For resource efficiency projects, product life cycles take account of differential gender impacts of production processes (UNEP, 2015) For prevention of child labour, number of school age children (male/female) involved in construction activities (ENERGIA, 2012)
	Economic empowerment	<ul style="list-style-type: none"> Increase in time spent by women on skills and vocational training and learning activities (ADB, 2012) Number and percentage of enterprises established or expanded using new energy sources, by type of enterprise and male/female (ADB, 2013) Number of women-owned or -managed energy sector enterprises established or number of women trained in these enterprises (and percentage of total) (ADB, 2012) Number of women receiving technical and skills development training (and percentage of total) (ADB, 2012) Evidence of women's and men's rights protected, in relation to jobs lost due to the decommissioning of polluting and inefficient energy plants; number and percentage of women and men who lost their jobs; number and percentage of affected women and men who were retrained; or, who restored their livelihood and income; or, who were re-employed in renewable or clean energy generation (ADB, 2013)
All scales	Gender capacity of organisations	<ul style="list-style-type: none"> Number and percentage of male/female facilitators and field staff working with community groups on planning, consultation, or implementation (ADB, 2013) Number of women staff in resettlement teams (ENERGIA, 2012) Implementation of gender-responsive monitoring and evaluation schemes (Dutta, 2003) Sex-disaggregated data routinely collected and applied to policy, planning, implementation, monitoring and evaluation (ADB, 2013) Number of gender-specific recommendations for mitigating impact of policy decisions on women (UNIDO, 2014)

3.5 The nature and scale of food security projects in the SDIP

From the SDIP Guidance Note, *Maximising gender equality, maximising impact* (Olsen, 2015), we know that women in South Asia are increasingly responsible for agricultural production. This phenomenon has been described as the ‘feminisation of agriculture’ and has arisen as men increasingly leave rural areas to seek alternative off-farm employment in urban and peri-urban areas. For women farmers, access to resources including land ownership or participation in water management groups, decision-making and other opportunities (such as microcredit, extension support and access to markets) remains restricted. The emergence of nutritionally sensitive agriculture may represent an opportunity for policy development in this sector.

The partners engaged in bringing about change through food projects are ACIAR, TAF, ICIMOD and CSIRO

(as per self-selection at the 2016 Annual Dialogue). Their engagement has a local focus on the experience and opportunities of women at the farm scale, but also explores the potential to influence gender-responsive institutional structures and policy development. More specifically, their work contributes to:

- facilitating the sustainable intensification of cropping using conservation agriculture technologies on the Eastern Gangetic Plains (where there are high levels of male out-migration)
- increasing female participation in all aspects of Conservation Agriculture System Intensification (CASI) practices
- engaging with citizens to gain perspectives; undertaking advocacy work; and, creating alternative dialogue spaces
- facilitating the scaling up and scaling out of these efforts (that is, field practice to policy and the institutional strengthening of markets).

In the literature on agriculture production and food security, a range of indicators have been developed to capture gendered participation in: research and extension; agricultural policy formulation; media coverage; and, the employment of women as scientists, technicians and extensionists. However, increasing attention is being paid to nutritional security for women and girls and preventing violence against women in this context. At the national scale in particular institutional strengthening of markets and changes aimed at increasing nutritional security have the potential for long-term and sustained benefits for the regional population of the Himalayan river basins.



Women vendors selling dried fish at Ima Keithel – the mother’s market – in Imphal, Manipur, India © Jitendra Raj Bajracharya/ICIMOD

TABLE 5: A PICKLIST OF GENDER-SENSITIVE FOOD INDICATORS ACROSS SCALES

		FOOD
Household/Farm to Community/Sector	Participation	<ul style="list-style-type: none"> Number of women and men actively involved in participatory research and extension (Dixon-Mueller, 1985; SRFSl, 2016; World Bank et al., 2009; Rola-Rubzen & Murray-Prior 2016; Rola-Rubzen et al., 2015a; Rola-Rubzen et al., 2016a; Rola-Rubzen et al., 2016b) Percentage of women and men among those actively participating in agricultural committees and agricultural policy setting at the national, regional and local levels (World Bank et al., 2009) Community satisfaction with access to agricultural innovations (disaggregated by gender), such as seeding or processing equipment and new seed varieties (SRFSl, 2016; World Bank et al., 2009; Rola-Rubzen et al., 2016c; Rola-Rubzen et al., 2016d) Participation in civil society and/or solidarity groups (CARE, 2006) Pattern of women's participation in farming activities and farming and household decision-making (Dixon-Mueller, 1985; Choudhury et al., 2015; Rola-Rubzen et al., 2016a; Rola-Rubzen et al., 2016b) Deepened participation of farming women in farmer groups/clubs and village/community government (Darbas et al., 2015; Datta, 2015; Rola-Rubzen et al., 2016d)
	Access/Control	<ul style="list-style-type: none"> Uptake of new and adapted technologies and management strategies (disaggregated by gender) and size of land holding (World Bank et al., 2009; Rola-Rubzen et al., 2015a) Enhanced women's access to conservation agriculture technologies (FAO, 2016; SRFSl, 2016; Rola-Rubzen et al., 2015a; Rola-Rubzen et al., 2016c; Rola-Rubzen et al., 2016d) Availability of women's self-help groups and microfinance programs (UNDP, 2012; Darbas et al., 2015; Datta, 2015)
	Healthcare/Safety	<ul style="list-style-type: none"> Number of months/years household is self-sufficient in food (Darbas et al., 2013; Choudhury et al., 2015) Recognition of vulnerability of women and girls to violence within rural communities (World Bank et al., 2009)
	Economic empowerment	<ul style="list-style-type: none"> Increase of x% in incomes from land-based activities (such as agriculture or forestry) among women-headed households in program areas (World Bank et al., 2009) Equal economic opportunity in land, labour, livestock, credit etc. (CARE, 2006; Rola-Rubzen et al., 2016c; Rola-Rubzen et al., 2016d) Recognition of need for economic empowerment of farming women within rural communities (Darbas et al., 2013; Darbas et al., 2015; SRFSl, 2016; Rola-Rubzen et al., 2015a; Rola-Rubzen et al., 2015b) Extension of rural entrepreneurship opportunities to farming women as well as men (Darbas et al., 2015; SRFSl, 2016; Rola-Rubzen et al., 2015a)
Subnational, National, Regional/Basin	Participation	<ul style="list-style-type: none"> Percentage of women among total scientists, technicians and researchers in government agricultural institutions and universities (World Bank et al., 2009) Agricultural research and extension curriculum change undertaken by agricultural universities to reflect need for gender analysis skills (Darbas et al., 2015) Improved career prospects for women researchers and extensionists provided by state departments and universities (World Bank et al., 2009; SRFSl, 2016) The interests of women-headed households and farming women represented in regional forums on the trade of agricultural inputs, equipment and commodities (SRFSl, 2016)
	Access/Control	<ul style="list-style-type: none"> Influence on formal and informal decision-makers about pro-women decisions (CARE, 2006; Rola-Rubzen et al., 2015a) Regional water sharing ensures sustainable and equitable availability of surface and artesian irrigation water to women-headed farming households and producers (Lahiri-Dutt, 2014; Darbas et al., 2015; SRFSl, 2016; Rola-Rubzen et al., 2016a)
	Healthcare/Safety	<ul style="list-style-type: none"> Changes over x-year period of project activities in household nutrition, health, education, vulnerability to violence; and, happiness disaggregated by gender (World Bank et al., 2009) Incidents of violence against women and active prosecution of incidents (CARE, 2006) Change in profile of nutritional balance in household diet (male/female) (WHO, 2014) Change in profile of nutritional balance in household diet by women- and men-headed households (male/female) (WHO, 2014)
	Economic empowerment	<ul style="list-style-type: none"> Recognition and mitigation of unequal access to capital by farming women, for example, formal credit and financial advisory services (UNDP, 2012; Darbas et al., 2015; Rola-Rubzen et al., 2015a) Regional economic cooperation facilitates trade of affordable high quality inputs and conservation agriculture equipment between South Asian nations (Darbas et al., 2013; Darbas et al., 2015; SRFSl, 2016)
All scales	Gender capacity of organisations	<ul style="list-style-type: none"> Collection, analysis and promotion of sex-disaggregated data to national and international partners in South Asia (SRFSl, 2016) Number of gender-specific recommendations included for mitigating impact of policy decisions on women (UNIDO, 2014) Participation of women—including perspectives of beneficiaries—throughout complete project cycle (UN-DESA & UNW-DPC, 2009)



Chapter 4: Lessons learned

Some important lessons have emerged from our collaboration and subsequent SDIP partner input. These lessons will guide our next steps.

1. THE IMPORTANCE OF EMPOWERING ALL SDIP PRACTITIONERS TO ENGAGE WITH GENDER

One early lesson—indeed the one which prompted us to undertake this work—was that there was a critical need to demystify gender, and in turn M&E, for every person in SDIP partner organisations. We realised it was limiting to have M&E and gender specialist staff working in isolation. Such expertise is essential for all partner organisations, but we learned that it is equally important to empower everyone engaged in the design, implementation and management of SDIP projects. Most of all, we wanted to provide practical guidance for those who were not trained as experts so they could embed gender in their work in a way that would deliver tangible outcomes for women and girls.

It was important to us that any framework we developed to do this was adaptable, accessible, practical and useful. Because it was initially SDIP M&E practitioners who identified this need in our own organisations, we decided to focus on how best to use our existing M&E systems as an entry point for mainstreaming gender into the design, delivery and evaluation of SDIP interventions. We also knew it was important to identify solutions that all partners could access and which, if adopted, would not require them to build completely new systems or institute entirely new ways of working. Using existing partner M&E systems was about building on strengths to enhance the gendered outcomes of the SDIP investment. This is also in keeping with the wider portfolio approach.

As stated earlier, the audience for this framework was always intended to be the practitioners, not just gender and M&E specialist staff. Our aim was to help all practitioners understand what is required of them to ensure gender equality and that women's economic empowerment outcomes can be delivered and reported effectively. Our belief is that this framework enables practitioners to embed gender explicitly in all aspects of SDIP investment. Further, our hope is that the framework will empower practitioners to challenge organisational cultures in SDIP partner agencies where it is required.

2. TRANSLATING GENDERED OUTCOMES ACROSS SCALES AND UNDERSTANDING NETWORKS OF INFLUENCE

Our collaboration has shown that SDIP interventions are delivered at multiple scales across the nexus of water, energy and food in South Asia. Because partners are working at and across different scales of intervention, their activities necessarily take different pathways for delivering positive benefit for the key beneficiaries. Some SDIP partners work directly with those affecting change for women and girls at the local scale. Other partners work through intermediate beneficiaries to influence the social and policy environments at the subnational, national or regional scales. In all cases, these efforts are aimed at implementing changes that will ultimately benefit women and girls.

What we know from the literature is that measuring gender outcomes at the local scale has been practised and refined over a longer time period. Our understanding of how to achieve gender outcomes at the local scale is nuanced and we often see the positive benefits of interventions at the local scale within a shorter timeframe. By contrast, interventions at higher scales have not been as well understood; in many cases, the theory and practice of managing and measuring gendered outcomes at these scales is still being developed. Nevertheless, all partners are required to demonstrate how their SDIP activities advance gender equality at a subnational, national or regional scale.

We believe that within SDIP all partners need to think about their networks of influence within the complex social and political systems of the region. Then they need to think about how their learnings across scales and across shared networks might translate to improved outcomes for women and girls. Mapping and understanding those networks and pathways of influence in both directions within the subregion will likely emerge as a key learning over the course of SDIP2.

3. RECOGNISING THAT EVERY INDICATOR HAS A COST

One of the lessons that emerged from partner engagement with this framework at the 2016 Annual Dialogue, was that every indicator has a cost. While the range of activities underway means there are multiple ways of collecting evidence and multiple gender-sensitive indicators that might have relevance, some partners were quick to point out that more data and more indicators did not always translate to greater or better impact. Rather, partners helped us understand that the resources required to design, monitor, collect, analyse and assess a range of data needed to be strategic and carefully focused on which data would most effectively track the story of change. Some partners were able to identify many indicators of relevance to their SDIP activities. However, our discussion about relevance and impact identified that it is often more strategic to choose fewer indicators and to understand how that impact can be tracked reliably over time. This includes thinking about how such data might be analysed throughout the course of an intervention, so as to identify how activities might be adapted to increase their value within the region. The bottom line is that more data does not always translate to better outcomes for women and girls.

A useful suggestion put forward by ACIAR and ICIMOD at the Annual Dialogue, was a commitment to develop or focus on 'nexus indicators' in their SDIP2 activities. They consider this a way of strategically focusing on multiple domains of gendered impact within their interventions and harnessing resources toward better capturing change. This approach will be of great benefit to the portfolio and there may be opportunities to share the ACIAR and ICIMOD experience of working with nexus indicators to identify the most strategically important indicators.

4.1 Next steps

ICIMOD and CSIRO have committed to implementing this framework within their own activities in SDIP2. Over the course of SDIP2, we intend to test and refine this framework and in turn influence the gender capacity of our own organisations. We also want to improve the way we currently capture evidence of changes in gender inequality. Accordingly, we wish to increase our effectiveness in outcome-focused monitoring so as to enable robust learning and deeper understanding of the impact of our interventions.

At the beginning of this collaborative journey we were focused on coming together to solve a shared challenge. That challenge has been articulated to all of us by DFAT numerous times over recent years but it is the reason that we continue to come together to do this work—the challenge to better design, deliver and report on SDIP activities that change the lives of our key beneficiaries—women and girls in South Asia.

We encourage all partners to work alongside us, take this framework, adapt it to their own needs and share their reflections along the way.

The strength of working in this portfolio is most evident when we move together to achieve a common goal. We firmly believe that there is potential to harness the portfolio collective and tell a cohesive story about gender in regional investment. But first, each of us needs to be equipped to understand our own individual efforts.



Woman feeding chickens on her poultry farm in Kavre, Nepal © Jitendra Raj Bajracharya/ICIMOD

Appendices



Appendix 1: SDIP2 partners⁷

ACIAR—Australian Centre for International Agricultural Research

ACIAR will work towards removing the key constraints preventing the adoption of sustainable intensification – conservation agriculture technologies; focusing specifically on state and national policies of agricultural mechanisation, farm-level water use efficiency and green energy.

CSIRO—Commonwealth Scientific and Industrial Research Organisation

CSIRO will use repeatable, quality assured, evidence-based approaches (including modelling and multi-issue analysis) to improve policy development and planning in the water sector at the intersection with issues of energy and food security. This will build institutional capacity and improved regional cooperation.

ICE WaRM—International Centre of Excellence in Water Resources Management

ICE WaRM will design and deliver technical and policy-level capacity-building programs (including sharing and promoting Australia's integrated water resources management experience) to strengthen essential skills and knowledge and to provide a platform for improved cross agency–cross border relationships between current and emerging decision-makers and institutions in the region.

ICIMOD—International Centre for Integrated Mountain Development

ICIMOD will focus on coordinating science, policy and practice to overcome the critical knowledge gaps required for sustainable development of mountain regions, considering specifically upstream–downstream relationships, climate change impacts and adaptation, gender transformative change and the water, energy and food sectors.

IFC—International Finance Corporation

IFC will use its technical and transaction expertise to improve government process and regulatory requirements for energy sector project development and approval. IFC will work with the private sector to build capacity in the identification and accurate appraisal of energy and water related projects.

SAWI—World Bank: South Asia Water Initiative Phase II

SAWI aims to support increased regional cooperation in the management of the major Himalayan river systems to deliver sustainable, fair and inclusive development in addition to climate resilience. It progresses this objective through capacity development, promoting dialogue, undertaking analyses to guide water management, and disseminating best practice to inform the design of important new water sector investments. SAWI is currently in its second phase (2013–2017) and is funded through a multi-donor trust fund financed by the governments of the United Kingdom, Australia and Norway.

TAF—The Asia Foundation

TAF will contribute to improved regional cooperation on water, energy and food security in South Asia by expanding stakeholder engagements between state, civil society and market actors and providing them with alternative dialogue spaces.

7. The seven Australian and South Asian partners funded under SDIP1 were: Australian Centre for International Agricultural Research (ACIAR); Commonwealth Scientific and Industrial Research Organisation (CSIRO); CUTS International (CUTS); International Centre of Excellence in Water Resources Management (ICE WaRM); International Centre for Integrated Mountain Development (ICIMOD); International Finance Corporation (IFC); and, World Bank: South Asia Water Initiative Phase II (SAWI). Any future funded third phase of the SDIP might have a different mix of partners.

Appendix 2: Standard stages in a results-based M&E framework

These seven stages correspond to the generic stages present in most results-based M&E systems. Each stage can be modified to accommodate the complexity of a project or program. Descriptions of each stage are provided for reference.

1. **Design:** The design stage is the initial stage of a project where major stakeholders come together to define project goals, outcomes and strategies. In other words, this is when the project's TOC/Impact pathway is developed.
2. **Define:** This is the stage of a project where stakeholders establish the parameters for project performance and clarify the results they hope to achieve. They define indicators which can effectively measure project performance over a set period of time and select appropriate methods of measurement.
3. **Plan:** During this stage, stakeholders develop a comprehensive plan to collect, compile and analyse data systematically over the life of the project. It comprises the production of a results-based M&E plan and selection of tools for its implementation.
4. **Measure:** This stage requires implementation of the M&E plan produced in the third stage and includes the collation, compilation and analysis of M&E data. Baseline studies are conducted to provide a good basis for ongoing monitoring and evaluation of change over time.
5. **Evaluate:** The evaluation stage is where project efficiency, effectiveness, impact and sustainability are assessed using both baseline and monitoring data. Evaluations can be undertaken for various reasons at any stage during implementation of the project. Impact evaluations are generally conducted at the end of the project but they are planned and designed from the beginning. This ensures data is systematically collected to test whether claims of changes attributed to the project are evidentially supported by scientific methodologies.
6. **Report and communicate:** Reporting and communicating is continuous throughout project implementation. Generally, M&E results are reported internally and externally at regular intervals to relevant stakeholders in prescribed formats. These results are reviewed and shared for reflection and where appropriate, communicated through various media sources and other channels. Results can be used to improve project design and delivery but also to influence decision-making.
7. **Learn and adjust:** The final stage is when stakeholders learn from the project and consider adjusting or refining future plans based on those learnings. Evaluation findings are also helpful to inform the evidence-based design of a new project and may have a role in influencing policy development.
- 8.

Appendix 3: Applying a gender lens to a standard results-based M&E framework (matrix)

M&E STEPS	M&E QUESTIONS	GENDER LENS	EXAMPLES/GOOD PRACTICE	GENDERED DELIVERABLES
1 DESIGN				
1.1 Context analysis/ Problem identification	<p>What is the core problem the program is going to address?</p> <p>What are major causes of the problem?</p> <p>Who are the people most affected by the problem?</p> <p>How are they being affected by the problem?</p>	<p>Are there any inequality issues?</p> <p>What are the different needs of women, girls, men and other vulnerable groups in this context?</p>	Inequality issues are clearly identified. For example, women and children are increasingly suffering from malnutrition despite women being more involved in agricultural production. The Dalit in South Asia have limited access to water sources.	Core gender issues are identified in relation to the major problem.
1.2 Objective formulation	<p>What positive change does the program aim to achieve?</p> <p>Who benefits from the change?</p> <p>Whose priorities are considered?</p>	<p>Is it clear from the objectives who among women, girls, men are expected to benefit from the program and to what degree?</p>	<p>Gender-sensitive objectives with clear targets: 'Enhanced capacities of women and men in adapting to climate change.'</p> <p>Difficult or sensitive issues are often overlooked by setting gender-neutral targets.</p>	Clear articulation of women, girls and men as beneficiaries in objectives. Difficult or sensitive issues receive proper attention.
1.3 Stakeholder analysis	<p>Who are the potential stakeholders needed to bring about the expected changes at different levels?</p> <p>What is their level of interest and do they have the capacity to influence this change?</p> <p>What are the power relations between stakeholders that will influence outcomes either positively or negatively?</p>	<p>Who are the potential stakeholders who will make a difference in gender and equity issues, either positively or negatively?</p> <p>How gender-sensitive are these stakeholders? What is their current capacity for mainstreaming gender and equity concerns into the program to ensure equality at results level?</p>	Gender-responsive organisations with a track record of producing gendered outcomes including: women's associations, women's groups, gender networks, women's ministries etc. identified at the beginning and involved strategically. These organisations have made a difference in better managing a gendered outcome.	Stakeholders' capacity for mainstreaming gender and equity concerns into programs (skills, networks etc.) is identified along with relevant power relationships in the network.
1.4 Setting up outcome and impact strategies	<p>What are the key strategies that have been developed for transforming outputs to outcomes and impacts?</p> <p>How will that change happen?</p>	<p>Is the strategy aimed at bringing about equal benefits to women, girls and men?</p> <p>How will the gendered recommendations be out-scaled or up-scaled over the longer term?</p>	Gender-responsive strategies: performance-based gender budgeting; targeting women, girls or men in the specific context; promotion of time-saving technologies; promotion of women as change agents, etc.	Gender-responsive strategy to influence change.
1.5 Risk analysis	<p>What are potential risks along the change pathway?</p> <p>Is there a chance of negative consequences of project or program in the short or long term?</p> <p>How important are the negative consequences?</p> <p>What are the mitigation strategies that need to be put in place?</p>	<p>Is there the chance of any negative impact on women, girls, men as a result of this program being delivered and the result achieved?</p>	High demand for women's participation in a program may unintentionally contribute to longer hours of work for those women. Time-saving technologies might address this risk.	Any potentially negative impacts on women, girls, men are identified and mitigation strategies developed.

M&E STEPS	M&E QUESTIONS	GENDER LENS	EXAMPLES/GOOD PRACTICE	GENDERED DELIVERABLES
2 DEFINE				
2.1 Define gender-sensitive indicators	How are the success and expected changes brought about by the program going to be measured? Quantity and quality of changes? Who benefits and when?	How are the different effects of the program on women, girls and men measured?	Availability of sex-disaggregated data. Inclusion of both quantitative and qualitative indicators, for example: 'Women's share in total HH income' may better capture different poverty status of women and men, as the household income measure is, in practice, gender-neutral. Likewise, participation alone is not enough to measure women's empowerment—it is important to see how much women are able to influence decisions. Qualitative information like why/why not women, girls or men are practising entrepreneurial skills after participating in a training course. It could be because of difference in roles, workload, time use, decision-making, or the income of women, girls and men in a social group.	Gender-sensitive indicators (both quantitative and qualitative) are developed.
3 PLAN				
3.1 Gender-responsive M&E plan	How will the indicators be operationalised? Are targets clearly set? What data is collected? What is the source of information? How is data collected, compiled and analysed? Who collects, compiles, analyses? How often?	Is the plan clear about the need for disaggregated data for gender analysis? Is there a clear target with the aim of making positive changes for women, girls or men individually? How gender-responsive are the proposed methods? How inclusive and equity-based? Has triangulation and validation of data been planned?	Gender-responsive M&E plan. Clear plan for collecting sex-disaggregated data as necessary for analysis of gender and social equity issues. Plan for collecting both quantitative and qualitative information. Proposed methods are gender-responsive such as data will be collected from all women, girls and men in a safe environment.	Gender-responsive M&E plan.
3.2 M&E activity schedule	What M&E activities are required to roll out M&E functions effectively, that is, for measuring and managing the results systematically? When and how often are these activities conducted? Is the budget for these activities adequate?	Does the M&E activity schedule address capacity issues related to the team's understanding of the M&E gender interface? Is the budget gender-responsive?	Activities are planned to strengthen capacity for understanding M&E and gender interface. Gender-responsive budgeting is implemented.	Gender-responsive M&E activity schedule.
3 PLAN				
3.1 Gender-responsive M&E plan	How will the indicators be operationalised? Are targets clearly set? What data is collected? What is the source of information? How is data collected, compiled and analysed? Who collects, compiles, analyses? How often?	Is the plan clear about the need for disaggregated data for gender analysis? Is there a clear target with the aim of making positive changes for women, girls or men individually? How gender-responsive are the proposed methods? How inclusive and equity-based? Has triangulation and validation of data been planned?	Gender-responsive M&E plan. Clear plan for collecting sex-disaggregated data as necessary for analysis of gender and social equity issues. Plan for collecting both quantitative and qualitative information. Proposed methods are gender-responsive such as data will be collected from all women, girls and men in a safe environment.	Gender-responsive M&E plan.
3.2 M&E activity schedule	What M&E activities are required to roll out M&E functions effectively, that is, for measuring and managing the results systematically? When and how often are these activities conducted? Is the budget for these activities adequate?	Does the M&E activity schedule address capacity issues related to the team's understanding of the M&E gender interface? Is the budget gender-responsive?	Activities are planned to strengthen capacity for understanding M&E and gender interface. Gender-responsive budgeting is implemented.	Gender-responsive M&E activity schedule.

M&E STEPS	M&E QUESTIONS	GENDER LENS	EXAMPLES/GOOD PRACTICE	GENDERED DELIVERABLES
4 MEASURE				
4.1 Collect, compile and analyse data	<p>Is the data collected against each indicator as described in the M&E plan being validated and properly managed?</p> <p>Has baseline data been collected?</p> <p>Is data not only collected and compiled but also analysed and used?</p>	<p>Is the collected data disaggregated by sex? Is it adequate for gender analysis?</p> <p>Does the baseline data collected capture the different status of women, girls and men in line with anticipated changes?</p> <p>Are methods of data collection gender-sensitive? Is the collected data robust?</p>	<p>Gender-responsive indicators include:</p> <p>data disaggregated by sex;</p> <p>both qualitative and quantitative data as per identified need;</p> <p>gender-balanced team with capacity in responding to gender issues;</p> <p>flexible and gender-responsive data collection methods.</p>	<p>Gender-responsive M&E tools and sex-disaggregated data.</p> <p>This can facilitate gender-responsive M&E practice within the organisation but is most effective where there is a gender-responsive management structure in place.</p>
5 EVALUATE & ASSESS				
5.1 Evaluation TOR	<p>What do we aim to evaluate? Why?</p> <p>What is the level of precision required?</p>	<p>Does the evaluation aim to identify the differential impacts of a program on women, girls and men?</p>	<p>Clear articulation of the need to identify differential impacts on women, girls and men in evaluation TOR.</p>	<p>Gender-responsive evaluation TOR.</p>
5.2 Evaluation design	<p>What methods and tools are the best fit for purpose?</p> <p>What are the appropriate tools for data collection, triangulation and analysis?</p> <p>Is the design strong enough to capture robust learnings from the process?</p>	<p>Are the proposed methods and tools gender-responsive and strong enough to capture both quantitative and qualitative sex-disaggregated data?</p> <p>Is gender capacity contained within the evaluation team?</p>	<p>The evaluation design is gender-responsive if:</p> <p>the methods and tools are able to collect both quantitative and qualitative disaggregated data to analyse differential impacts on women, men and vulnerable groups; it applies gender-sensitive mixed methods; it is performed by a gender-balanced evaluation team; and any potential negative consequences or risks are identified and managed.</p>	<p>Gender-responsive evaluation design.</p>
5.3 Analysis and reporting	<p>Is all collected data properly analysed?</p> <p>Is the report evidence-based and all learnings captured?</p>	<p>Are gender and equity concerns thoroughly analysed and gender-specific learnings captured well?</p>	<p>Gender-sensitive report and analysis includes:</p> <p>differential impacts of program on women, girls and men;</p> <p>gendered learnings with evidence.</p>	<p>Gender-responsive evaluation report with clear articulation of differential impacts on women, girls, men and other identified groups.</p>
6 REPORT & COMMUNICATE				
6.1 Progress reports	<p>Is the report evidence-based, or is it only reporting on activities and process?</p> <p>Does the report capture enough evidence of change and learning?</p>	<p>Does this report capture project performance on gender and equity issues?</p> <p>Are learnings about better managing the expected gender outcomes/impact presented in enough detail?</p> <p>Do any learnings and recommendations inform better future management of gendered outcomes?</p>	<p>Good example includes:</p> <p>evidence showing that the separate section dedicated to gender in the report format has changed organisational culture to recognise the value of gender analysis;</p> <p>program performance on gender and equity issues is clearly articulated and reported;</p> <p>challenges and learnings for effective management of gender outcomes/impact are identified and reported.</p>	<p>Gender-responsive and evidence-based report.</p>
6.2 Review, reflect and share	<p>Is M&E data periodically analysed?</p> <p>Are the learnings coming from M&E widely shared and discussed?</p> <p>Are programs reviewed periodically and decisions made based on evidence provided?</p>	<p>Are gender and equity issues considered as a priority agenda item in reviews and shared in different forums? Are these topics discussed in enough detail?</p> <p>Is gendered evidence identified through the M&E process and discussed?</p>	<p>Gender is a priority agenda item at meetings, reviews and planning workshops.</p>	<p>Gendered evidence is discussed and shared in different forums. Such discussions are supported by senior management.</p>
7 LEARN & ADJUST				
7.1 Consider M&E evidence in decision-making	<p>Are changes or adjustments to a program based on evidence?</p> <p>How many of the recommended actions are implemented?</p>	<p>Are learnings being used to address gender issues better?</p>	<p>Evidence shows that senior management are effectively tracking the implementation of gendered recommendations, so as to better manage gendered outcomes.</p>	<p>Status update on gender-responsive recommendations.</p>

Appendix 4: Gender in South Asia

South Asia is a multi-ethnic, multi-religious and multilingual region with nation states of different sizes and capabilities. The region's political and economic influence has grown in recent years. However, this region is marked by deeply-rooted inequalities and discrimination based on caste, class, religion, ethnicities and gender. Patriarchal social systems, values, customs, norms and practices that subjugate women to the power of male heads of households, are still very evident in most cultures and societies within the region. These restrict women's mobility and limit or often deny their decision-making rights, even those pertaining to women's own health and labour (Agrawal, 1988; Tamang, 2000; Dwivedi, 2014).

Gender inequality exacerbates the impacts of other social differences in South Asia. This means that women who belong to poorer, lower caste, marginalised ethnic, or other social groups experience a 'double-marginalisation.' As women, they are not only a subaltern group within their community or group, but also part of a larger community or group that is marginalised (Gilles & Debarbieux, 2012). Gender issues in South Asia are complex and challenging.

Greater recognition of gender inequality across the region has led to social movements, developmental activities focused on women, and reserved seats for women in the political sphere—all of which have also led to shifting social norms. In most South Asian countries, however, substantial gender inequality still persists. The UNDP Human Development Report's new Gender Inequality Index shows that South Asia trails behind other regions on many of the critical measures of gender equality (UNDP, 2015).

It is reasonable to conclude that, not only is gender inequality prevalent in South Asia, but that it manifests in complex ways—emanating from, and interlinked with, other deeply-embedded social hierarchies. This is the broad context upon which all SDIP partners must focus, if they are to improve gender outcomes for the region.

Appendix 5: Defining different types of indicators for SDIP2 activities

This summary of indicator types and examples was provided to all partners as part of the gender workshop session at the 2016 Annual Dialogue in New Delhi. The summary was intended as general guidance for thinking about the types of indicators that are relevant to partner program activities. It is reproduced here for reference.

There are different kinds of indicators for different purposes. The work of defining indicators also means understanding which kinds of indicators are useful for what, when and why. Although each partner might not have time to identify and categorise a full suite of gender-sensitive indicators during the workshop session, these definitions provide some guidance around the types of indicators that might be included.

CONTEXT: SDIP2 STRATEGIC INDICATORS FOR ALL PARTNERS

The SDIP2 strategic indicators reflect [gender-responsive] institutional/process indicators—and may be embedded at input, output and outcome levels in partner M&E systems. They enable all SDIP partners to track changes within their own institutions/systems, as well as in others, through their longer term engagement and capacity building efforts.

For example, these may relate to issues around embedding behavioural change in partner institutions, gender-responsiveness in systems, including technology, policy discussion and decision-making processes, engagement of decision-makers, and embedding/institutionalising/operationalising systems for collating, analysing, using and making publicly available sex-disaggregated data.

Outcome 1: Strengthen mechanisms for regional cooperation

1. Increased participation by women in key forums and the differing impacts in respect of gender factored into policy discussions
2. Increased opportunities for civil society, including women's groups, to engage in policy dialogue
3. Regional disaster risk reduction strategies and early warning flood systems increasingly accommodate and directly address the differential impacts and needs of women and men

Outcome 2: Critical new knowledge

4. A gender lens is applied to knowledge products generated by partners
5. Progress in addressing gender related gaps in current knowledge and approaches e.g. developing basin-wide knowledge systems that are gender-sensitive and can provide development solutions for empowering women and, disadvantaged groups

6. Ensuring the collection of sex-disaggregated data, helping to address the paucity of such data in the region

Outcome 3: Improved enabling environment

7. Improved resource management contexts from national through to municipal levels increasingly address women's unique needs in terms of access to water and energy especially for agricultural (food) purposes
8. Gender is meaningfully considered and increasingly incorporated in the development of water, food systems and energy policies and regulations at subnational, national and regional levels.

These strategic indicators, proposed in the SDIP2 design document, are a good starting point for developing and embedding gender-sensitive indicators across partner activities. An explanation of different types of indicators is provided below.

Input indicators

These indicators refer to the resources needed for the implementation of an activity or intervention. Policies, human resources, materials, financial resources are examples of input indicators.

Example: inputs to conduct a training course may include facilitators, training materials, funds, number of women invited to examine networks, etc.

Output indicators

Output (or operational) indicators include participation and inclusion indicators directly controlled through partner activities. Many partners easily identify with these, and they represent a way for them to build in some evidence and way of tracking 'change' in terms of their own engagement with issues around gender etc.

Output indicators refer to indicators that measure whether planned activities took place and add detail in relation to the product ('output') of the activity. Examples include holding meetings, conducting training courses, distribution of products/services, undertaking consultations, development and testing of education materials.

Example: the output of a training course on river basin modelling may be the number of water professionals trained and, consequently, the number or proportion of them with improved knowledge and skills in this area. Disaggregating the participant data allows for examination of the number of men and women who benefited. A similar process could be applied to consultation processes that aim to increase inclusion of diverse perspectives (i.e. m/f engagement and inclusion).

Indicators should also monitor the **quality** of the activities conducted, based on quality criteria or standards.

Example: indicators to monitor the quality of a consultation process may include the effectiveness of reaching vulnerable or target audiences, the number of m/f participating in forums as representation of population/ socio-economic groups, accessibility of consultation processes to a range of populations, quality of feedback provided, ability to adapt solutions based on feedback collected, and assessment of consultation experience by participants (m/f).

These indicators are useful management tools to monitor implementation and its quality. However, they do not provide information on the **outcomes (i.e. results) and impact of the activity.**

Outcome indicators

Outcome indicators reflect the outcome-level (medium and longer-term/systemic) changes that partners are seeking to influence around gender equality and women's economic empowerment in relation to water, energy and food security. **Ability to report effectively against outcomes is critically important for all partners within the life of SDIP.**

These indicators refer more specifically to the objectives of an intervention, i.e. its 'results'. These indicators refer to the reason *why it was decided* to conduct certain interventions in the first place. They are the result of both the quantity ('how many') and quality ('how well') of the activities implemented.

Within the context of the SDIP2, examples of outcome indicators should aim to capture the SDIP partner focus on knowledge generation, policy influencing, capacity building and private

sector engagement. It may take time before final outcomes can be measured. Therefore, a number of intermediate outcome indicators should therefore be identified for all the intermediate changes that the intervention is expected to bring about and that will eventually lead to the final outcome. This helps us know whether we are progressing towards achieving the expected final outcome.

Example: the outcome of training water professionals in river basin modelling should be improved quality of data which underpins water management decision-making in government agencies, including an ability to engage with gender (in both data and decision-making). Over time, this may reflect an improvement to agricultural production (through water allocation regimes targeting women headed households), and toward an impact that reflects increased food and nutritional security for a population (where the proportion of women and girls who benefit from the intervention can be captured).

Example: policy uptake of 'new knowledge' that addresses gender issues. For example, the extent to which new flood management protocols are gender-responsive, or the extent to which gender equality or gendered livelihoods perspectives are incorporated into modelling science by national water agencies. Over time, indicators should aim to capture how this gender focus is reflected in water management decision-making by national/ subregional agencies.

Example: (sex-disaggregated) uptake of new technology (energy, water-efficient) as a result of mechanisms to improve access. Over time, this may lead to associated measurements of changes in livelihoods of men and women as a result of their improved access to energy/agricultural yield etc.

Example: the extent to which the private sector or government agencies (with whom SDIP partners may be engaging) are adopting gender-responsive approaches to energy or market access (such as through enabling women to access micro-finance tied to energy technology, business skills or post-harvesting technology).

Example: formal commitments or collaboration by national and regional stakeholders that incorporate an explicit focus on gender as a result of transboundary dialogue/ knowledge-sharing.

For indicators examining effects on local populations, surveys are a useful data collection tool. Such coverage indicators measure the extent to which the target population (e.g. women and girls) has benefited, and therefore has been reached by, the intervention. However, other types of indicators may require policy analysis (both government and private sector), media surveys, examination of sustainable uptake of microfinance opportunities and technologies, etc.

Impact indicators

Impact indicators refer to the long range goals of a program and may include health status of the target population, reduction in child mortality, reduction in child morbidity, improved nutritional status, etc. These indicators do not show progress over relatively short periods of time. It is the logical flow of indicators described above which enables a more regular and frequent monitoring of changes.

Source: *The Authors, 2016*

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