



Representivity, Inclusion of Marginalized Stakeholders & Gender Mainstreaming

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Keys to Inclusivity:

Education

Literacy

Language

Power and Representation

Voice

Resources

Perceived Benefits

Gender Mainstreaming Tools

Gender
Analysis

Project Structure
&
Activities

Equitable Participation Approaches

Gender Analysis

- Stakeholder Analysis “ Value-added”
- Place-based
- Gender Relationships, not just women!
- Different roles means $1+1 = \text{More!}$
- Institutions: Who speaks for women?

Gender in Project Structure & Implementation

- TOR: Staff Skills & Capacity
- Dedicate Time & Budget
- Build in Gender Objectives
- Support Follow-through!
- Link GOs to project outcomes & Results!

Results-Based M&E for Poverty & Gender

Which measuring methods should we use?

*Not everything that counts can be counted and not
everything that can be counted counts ~Albert Einstein*

- Have gender and marginalized groups' interests been met?
- Catalytic impacts: track all unforeseen results!

Quantitative & Qualitative Methods

Quantifiable results relate to measurable issues: % women & men in parliamentary dialogues, male and female participation in workshops, project staff wage rates...

Qualitative results capture changes in opinions, attitudes & feelings - generally derived from qualitative processes such as focus group discussions...

Participatory methodologies apply the principle that all stakeholders should be the agents of their own development, contributing to decisions about what to measure, what indicators to use, and participating in project research themselves.

Tips for Inclusivity & Indicators

- To **track impacts** of project interventions on women & marginalized groups, **disaggregate** costs and benefits and general indicators by gender or socio-economic group
- **Develop indicators** that can be analyzed by gender and involve men & women in M&E **as a self-management tool** - rather than as a policing instrument!

Example: questions for selecting pro-poor or gender-sensitive indicators in the area of justice

Legal protections

- Are women and the poor effectively protected by the rule of law?
- Do women enjoy the same property rights as men?

Example: questions for selecting pro-poor or gender-sensitive indicators in the area of justice

Legal awareness

Are women and the poor aware of

- (i) their right to seek redress through the justice system;
- (ii) the officials and institutions entrusted to protect their access to justice; and
- (iii) the steps involved in starting legal procedures?

Example: questions for selecting pro-poor or gender-sensitive indicators in the area of justice

Adjudication

- How do women and the poor assess formal systems of justice as victims, complainants, accused persons, witnesses and jury members?
- Are men and women treated as equals by informal mechanisms of dispute resolution?

Conclusions

To increase and accelerate project results:

- Seek gender balance in project staffing & activities
- Use Gender Analysis in Stakeholder Analysis process
- Create Gender and Pro-poor Objectives and Indicators
- Choose Participatory approaches that facilitate equitable participation of women and men