

Programme/Project Monitoring/Evaluation

Data requirements

- *Ensure that base line studies with a high degree of data disaggregation and process and outcome monitoring indicators are used to explicitly gauge the impact on women.
- *Do they show how claim-holders and duty-holders actively participate at all stages?
- *Do they show that the extent to which women migrant workers can access and claim their rights and seek redress is improving?
- *Do they show how the factors that deter or promote the full realization of these rights have been addressed, resulting in palpable improvements?
- *Are those involved in designing these data requirements gender and rights sensitive?

Data collection and analysis

- *Ensure that the data is collected with sufficient frequency so that necessary programme/project adjustments can be made during the programme/project.
- *Ensure that the data is fed back to project personnel and beneficiaries in an understandable form and on a timely basis to allow programme/project adjustments.
- *Ensure that those involved in the collection and interpretation of data have a gender and rights orientation
- *Are data analyzed so as to provide guidance to other programmes/projects?

A gender and rights perspective can be mainstreamed into migration and development plans and programmes with the help of gender mainstreaming tools. Outlined below is an adaptation of the Harvard and Moser frameworks and tools that can be used to mainstream gender into all phases of a programme/ project cycle:



Finances

- ❖ Ensure adequate funding for proposed tasks and funding mechanisms to ensure programme continuity.
- ❖ Ensure that it is possible to trace funds for women from allocation to delivery with reasonable accuracy.

Flexibility

- ❖ Ensure that the programme/project has an information management system that enables it detect the effects of operations on women.
- ❖ Ensure enough flexibility to adapt programme/project structure and operations to meet changing situations of women



photo courtesy of Asian Disaster Preparedness Center



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Programme/Project Implementation

Personnel

- *Ensure that personnel have a sufficient understanding of the gender and rights dimensions of migration and development concerns
- *Ensure that gender-rights based training on delivery systems is provided to both male and female personnel.
- *Ensure an adequate number of women staff, including those in senior managerial positions

Organizational Structures

- *Ensure that the programme's/project's organizational form enhances women's access to, ownership and control over material and non-material resources.
- *Ensure that the programme/project is sufficiently well networked to obtain resources or refer women to other organizations for resources and services it cannot or does not provide
- *Ensure that it has the institutional capability to support women during the change process.

Operations and Logistics

- *Ensure that the service delivery channels are accessible to women in terms of personnel, timing and location.
- *Ensure that there are there built-in safeguards to ensure the dependable delivery of goods and services by staff to women, and that these are not being appropriated by males in house-holds and communities.

Ensure that service delivery is responsive to women's needs.

Checklist for Gender and Rights-based Programming at *all stages* of Programme/Project Cycle

Programme/Project Identification

- *Map and analyze migration trends with specific reference to men and women; current policies and programmes and their impact on men and women migrant workers; potential socio-economic, political opportunities and constraints to change.

This helps us understand the issue as comprehensively as possible in order to identify appropriate interventions, and provides base line data on the basis of which programme/project impact can be measured.

Identification of target group and assessing women's needs and rights violations

- *Identify the most vulnerable segments of the population migrating;
- *Identify the similarities and differences in the problems migrant women and men experience at all stages of the migration process (pre-recruitment, recruitment and transfer, on-site, return/resettlement), and how their dignity has been affected in similar and different ways;
- *Identify the needs and opportunities that exist to enhance women's productivity/production, especially those women compelled to migrate for survival.
- *Identify the needs and opportunities that exist to enhance women's ownership over, access to and control over resources and benefits throughout the migration cycle.
- *Ensure that these needs and opportunities relate to the country's other general and sectoral development needs and opportunities.
- *Consult women directly in identifying these needs and opportunities, and in assessing how to address constraints.

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photo courtesy of UNIFEM Project Office Nepal

Stakeholders analysis: identification of stakeholders, their strengths and limitations

- *Identify the primary claim holders and duty holders.
- *Identify the factors that prevent or facilitate the claim-holders from exercising their rights and the duty-holders from protect the rights of claim-holders effectively.
- *Identify the other stakeholders who affect the capacity of claim-holders and duty-holders.
- *Ensure the active participation of claim and duty-holders in the assessment of their own situation and how to address constraints.
- *Incorporate a capacity building component for claim-holders and duty-holders in the programme/project.

Strategic entry points

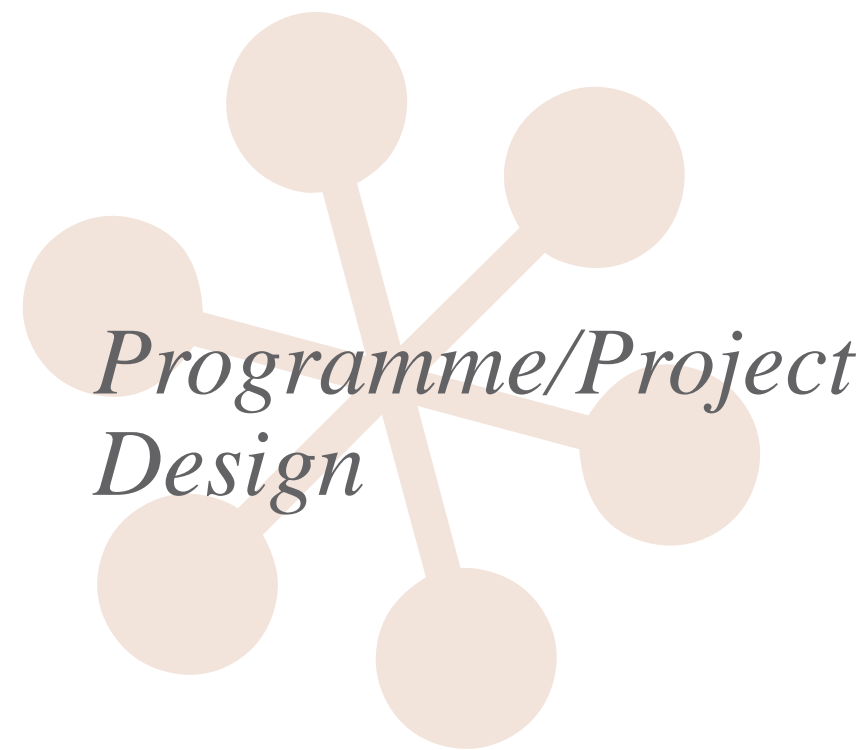
- *Identify strategic entry points to the programme/project.

Goal and objectives setting

- *Ensure that the programme/project goals and objectives reflect and address women's needs and rights.
- *Ensure that gender sensitive process monitoring and impact assessment indicators are developed.
- *Ensure that women actively participate in setting objectives and indicators.
- *Explore whether there have been any earlier efforts to address the same issue, and how the present proposal can build on earlier interventions.

Identifying possible negative effects

- *Examine whether the project may reduce women's access to, ownership and control over material and non-material resources and benefits at any stage of the migration cycle.
- *Explore whether the project may adversely impact women's situation in any other way (ghettoizing, stigmatizing them or leaving them more vulnerable to trafficking or re-migration)
- *Anticipate the short and long term effects on women



Programme/project focus and impact on women's and men's roles and access to resources

- *Identify whether the programme/project addresses the productive, reproductive or community roles of women migrant workers, socio-cultural attitudes and practice or provision of services.
- *Identify how the programme/project components affect women's access to, ownership over and control over resources and benefits in relation to the focus area.
- *Anticipate the possible positive or negative effects on women, if planned interventions aim at transforming gender trait or role stereotypes, better access to rights and resources or the performance of women's activities, in relation to migration, and ensure ways to address negative impacts.
- *How can the programme/project design be adjusted to increase the anticipated positive effects and eliminate the negative?

Identify how the programme/project components affect women's access to, ownership over and control over resources and benefits in relation to the focus area - the productive, reproductive or community roles of women migrant workers.

