



**FEMINIST EVALUATION: FIRST HAND  
EXPERIENCES AND REFLECTIONS**

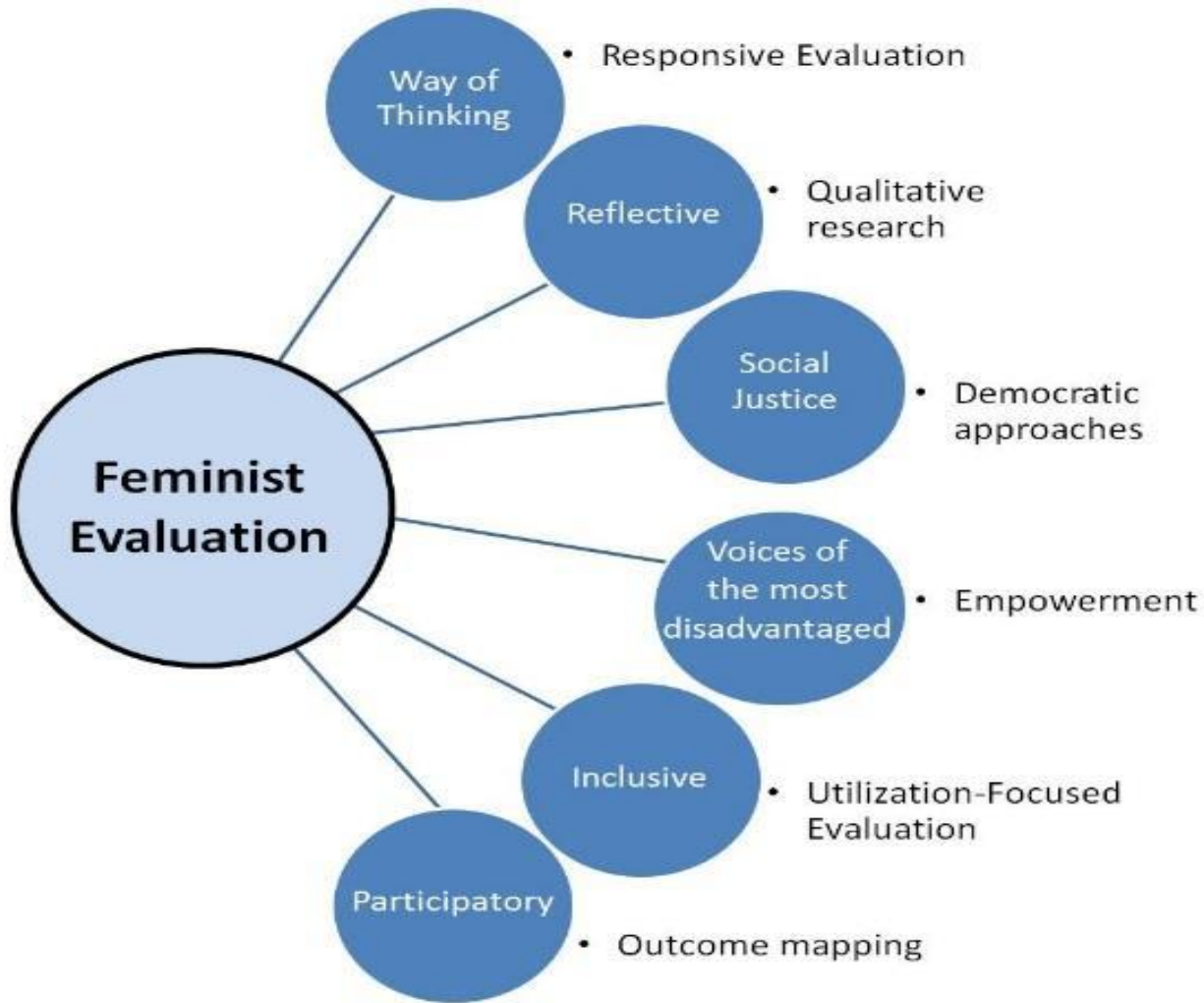
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GENDER APPROACHES	FEMINIST APPROACHES
<p><b>Identify the differences</b> between women and men in different ways.</p>	<p><b>Explore why differences</b> between women and men exist</p>
<p><b>Do not challenge</b> women's position in society, but rather map it, document and record it.</p>	<p><b>Challenge</b> women's subordinate position; empirical results aim to strategically affect women's lives, as well as the lives of marginalized persons.</p>
<p>View women as a <b>homogenous group</b>, without distinguishing other factors such as race, income level, marriage status, or other factors that make a difference.</p>	<p><b>Acknowledge and value differences</b>; do not consider women as a homogenous category.</p>
<p>Assume that <b>equality of women and men is the end goal</b> and design and value evaluations with this understanding.</p>	<p>Acknowledge that <b>women may not want the same things as men</b> and design and value evaluations accordingly.</p>
<p>Do not encourage an evaluator to reflect on her/his values or how their vision of the world influences their design and its findings</p>	<p><b>Emphasize</b> that an evaluator needs to be <b>reflexive and open</b>, and recognize overtly that evaluations are <b>not value free</b>.</p>
<p>Interpret gender as <b>“men” and “women”</b>.</p>	<p>Recognise <b>other gender identities</b> in addition to male and female</p>
<p>Collect <b>gender-sensitive data</b></p>	<p>When collecting data, value <b>different ways of knowing</b>, seek to hear and represent different voices and provides a space for women or disempowered groups within the same contexts to be heard.</p>



# PRINCIPLE: WAYS OF THINKING

## IMPLEMENTATION ELEMENTS & METHODS

- × Dialogic approach, understand different contexts beyond the “formal documentation”.
- × Embrace actors, in particular, marginalized’ perceptions and interpretations about the context (include testimonies).
- × Avoid ethnocentric bias or trend – self-awareness and evaluation as an inter-cultural dialogue.

### ASSUMPTIONS

- Evaluators are not experts
- Be aware of own bias in thinking and framing
- Realities differ so do world views

## SUCCESSES & DILEMMAS

- More realistic
- ‘success’ is multi-dimensional
- Takes time
- Need facilitation skills

## WAYS TO HANDLE

- relational methodologies that promote dialogue
- Include local expertise
- Manage differences

# PRINCIPLE: PARTICIPATORY

## IMPLEMENTATION ELEMENTS & METHODS

- × Open communication & dialogue,
- × Quantitative & qualitative methods
- × Collaborative decision making to promote involvement, ownership and participation of different actors in the.
- × Valuing and facilitating visibility of different perspectives, points of view, coincidences and differences of various actors.

### ASSUMPTIONS

- Have similar understanding of evaluation
- Cooperative relationship between evaluator and those being evaluated

## SUCCESSSES & DILEMMAS

- More ownership and use of findings
- Leads to 'real' change
- Takes time
- Need facilitation skills
- Too much participation?

### WAYS TO HANDLE

- Clarity of roles
- Acceptance of evaluator's expertise
- Manage conflict

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# PRINCIPLE: INCLUSIVE

## IMPLEMENTATION ELEMENTS & METHODS

- × Affirmative actions to ensure diverse and critical participation.
- × Simultaneously, everyone is given a real freedom not to participate.
- × Self-awareness of “inclusivity” as a form of power (who includes who).
- × Women perceived and treated as partners, activists and actors, not as “beneficiaries”.

### ASSUMPTIONS

- **Coherence with client, shared vies and ideas about “the others”..**
- **Evaluation can “deconstruct” established relations and ways of doing.**
- **There is enough time...**

## SUCSESSES & DILEMAS

- Most vulnerable groups/women’s voices captured
- Increased learning potential
- Participation: right or obligation?
- Retributing participation?
- Inclusiveness beyond fieldwork...

## WAYS TO HANDLE

- Methodological flexibility and adaptation.
- Stakeholder-power & interest map
- Strategies to deal with inequalities & power relations within communities/ target groups

# PRINCIPLE: REFLECTIVE

## IMPLEMENTATION ELEMENTS & METHODS

- × Openness for dialogue, self-reflection and self-criticism. Emphasis on qualitative research. Subjectivity not a “taboo”.
- × Self-awareness, visualization, joint analysis and dialogue on internal and external hierarchical power relations.
- × Learning approach, including “bad practices”.
- × Strict observance of ethical norms.

## ASSUMPTIONS

- **Dialogue and self-awareness can/will close power-gaps.**
- **We can de-construct our background.**
- **Key actors, feminist organizations, are open to hear and not punish “bad practices”.**
- **It is possible to have accountability of ethics in practice.**

## SUCCESSES & DILEMMAS

- Trust reinforced.
- Greater potential for ownership & use of the findings.
- “There is no such thing as a woman”.
- It is not individual, it is systemic.
- Ethics & culture.

## WAYS TO HANDLE

- Recognition of ones position and interests.
- Open frank dialogue.
- Room for dissent.



# PRINCIPLE: VOICES OF THE MOST DISADVANTAGED/ EMPOWERMENT

## IMPLEMENTATION ELEMENTS & METHODS

**KIIs and FGDs** with:

- women as leaders, collaborators, and project target group.
- Men related to the project

**Evaluation process:** dialogic and reflective, contributing to enhancing women's self-esteem and individual and collective empowerment.

**Valuing actions and achievements,** focusing on most disadvantaged groups, participation of women.

### ASSUMPTIONS

- Most disadvantaged are usually women
- Human Rights at the core- non-discrimination

## SUCCESSES & DILEMMAS

- Potential for high impact
- Ownership and learning
- Limited resources
- Languages

### WAYS TO HANDLE

- Group and individual interviews;
- Knowledge of context, local expertise

# PRINCIPLE: SOCIAL JUSTICE

## IMPLEMENTATION ELEMENTS & METHODS

**Inception – contextual analysis and scoping:**

- Generate knowledge and evidence to contribute to **strengthening the impact.**

**Consider all forms of inequality:** sexual orientation, disability, in addition to women and gender inequalities.

**Systemic and intersectional approach:** different manifestations in different settings

**Rights-based approach;** attention to rights violation by action or omission

### ASSUMPTIONS

- Wide range of disadvantaged and vulnerable, not just women
- Justice is context specific
- Human Rights at the core

## SUCCESSES & DILEMMAS

- Potential for wide scope and depth of lasting impact
- Context
- Weightage, prioritization

## WAYS TO HANDLE

- Group and individual interviews
- Dialogue around findings;
- Joint elaboration of ways forward.

# Advice for using Feminist Evaluation



You don't need to be a feminist to use feminist evaluation



Be knowledgeable about what feminist evaluation is, and is not; and how it relates to gender approaches



Consider removing the label while sticking to using elements of the approach



Adapt as needed, and combine with other approaches.



Get involved and take it one step further.

# Practical FE: Combining Principle-Focused Evaluation and FE

Gender inequities:  
manifestation of social  
injustice driven by values  
and principles

Frame gender inequities as a  
manifestation of social injustice.  
Discrimination cuts across race,  
class & culture, inextricably linked to  
all three.

Gender Discrimination is  
systematic and structural,  
based on application of  
principles and values

Examine how discrimination based  
on gender is systematic and  
structural.

Action and advocacy are  
morally & ethically  
appropriate responses of  
an engaged FE

Act on opportunities to create,  
advocate & support change,  
with morally & ethically  
appropriate responses of a FE

A hand wearing a grey knitted glove holds a lit sparkler. The sparkler is bright and glowing, with many sparks flying out. The background is dark and has a splattered, ink-like texture. The text is centered over the image.

A DIFFERENT  
PERSPECTIVE CAN  
CHANGE THE  
WORLD...!!!



Thank you!

Any questions?