

‘Add Women and stir’ is not enough

**Learnings about promoting gender equality
from a review of
DFAT program evaluations**

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What DFAT wanted

'Learnings' from 37 evaluations completed in 2017 in the area of promoting gender equality.

Realist Synthesis

- What works for whom in what circumstances and in what respects and *how*?
- Coding explanatory text
- Search for mechanisms and theory

Results: Promoting Gender Equality

1. Articulating a clear and realistic strategy to transforming gender norms based on sound gender analysis is critical
2. Add women and stir is not enough
3. Local ownership and leadership are crucial to success
4. Community mobilisation and supporting networks and coalitions are effective strategies
5. An influential critical mass is needed to sway norms and behaviours that support gender equality

1. Articulating a clear and realistic strategy to transforming gender norms based on sound gender analysis is critical



Pacific Women Shaping Pacific Development

Discussions at the Bougainville Male Advocates Forum in 2019

Photo credit: Harjono Djoyobisono/IWDA.

2. Add women and stir is not enough

Peace in Mindanao



[With the exception of OXFAM], BASIC partners limited their 'gender sensitivity' to a focus on women and did not mainstream or target activities that worked to systemically change power relationships and inequalities between women and men, boys and girls.

3. Local ownership and leadership are crucial to success



Photo: www.cardno.com/projects

Timor-Leste National Program for Village Development (PNDS) was able to amplify local demand for women's representation on village committees, with a flow-on effect at district level:

The enhanced capacity and leadership developed at community level was frequently reported to have contributed unexpectedly to positive changes in local governance after only two implementation cycles. In the recent Suku elections, large numbers of PNDS-trained community members were elected as Xefe Suku [village chief] or to Suku Council positions, of whom a significant number were women.

4. Community mobilisation and supporting networks and coalitions are effective strategies

Community mobilisation

Pakistan
Sindh
Development
Society



Photo: Sindh Development Society www.sdsngo.org

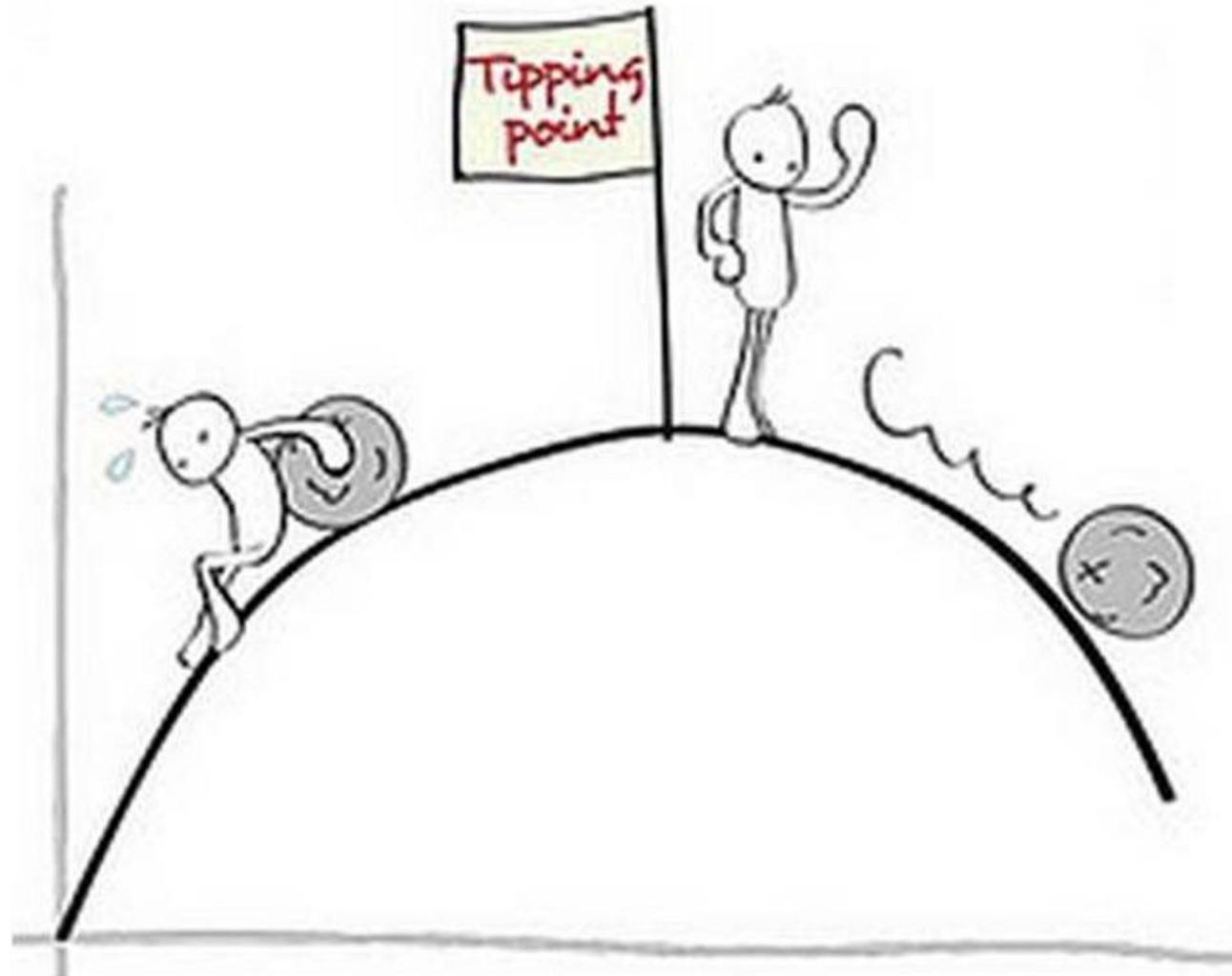
Coalitions

We Rise Coalition in Fiji



Photo: pacificwomen.org/stories-of-change

5. An influential critical mass is needed to sway norms and behaviours that support gender equality



www.forbes.com

Reflections

1. Paucity of theory
2. Little explanation in the evaluations
3. 'Add women and stir' is alive and well

dfat.gov.au/aid/how-we-measure-performance/ode/strategic-evaluations/Documents/review-of-2017-program-evaluations-gender-learning-paper.pdf