FROM THEORY TO PRACTICE IN GENDER EVALUATION

A systematic review of approaches in International Development

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UTS

Overview

BACKGROUND

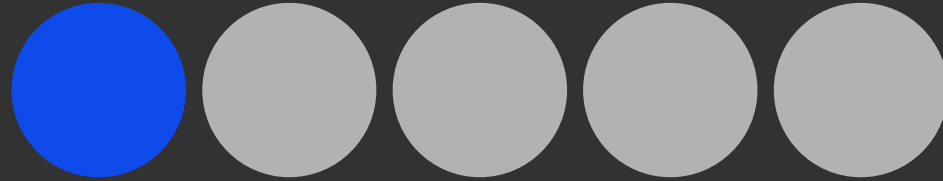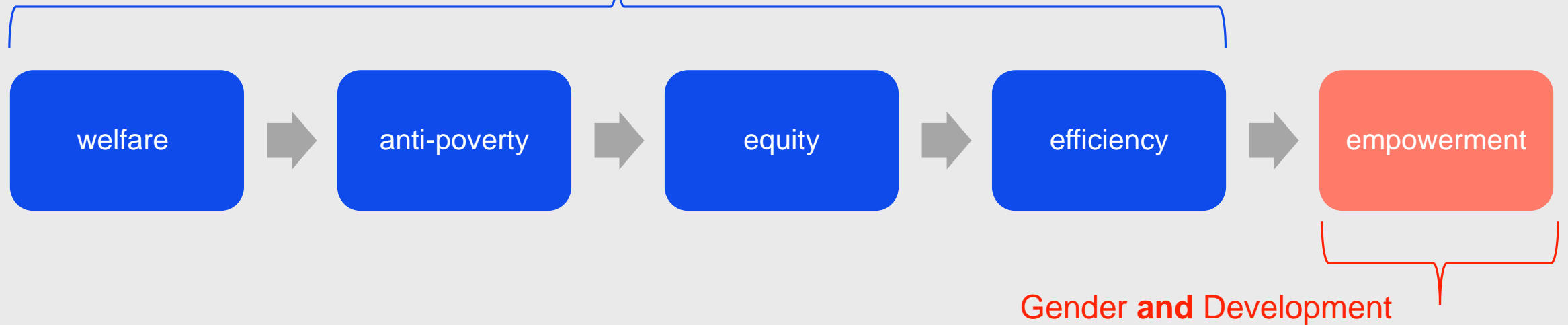Background ●●●●●

How are aspects of gender equality investigated in academic literature of international development programs?

Gender Equality in International Development

Women **in** Development

welfare → anti-poverty → equity → efficiency → empowerment

Gender **and** Development

Moser 1989

Gender Equality in International Development

practical changes

strategic changes

Moser 1989

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APPROACH

Systematic Search Strategy

Search Locations

- Scopus

- ProQuest

- Web of Science
  - Science Citation Index Expanded
  - Social Sciences Citation Index
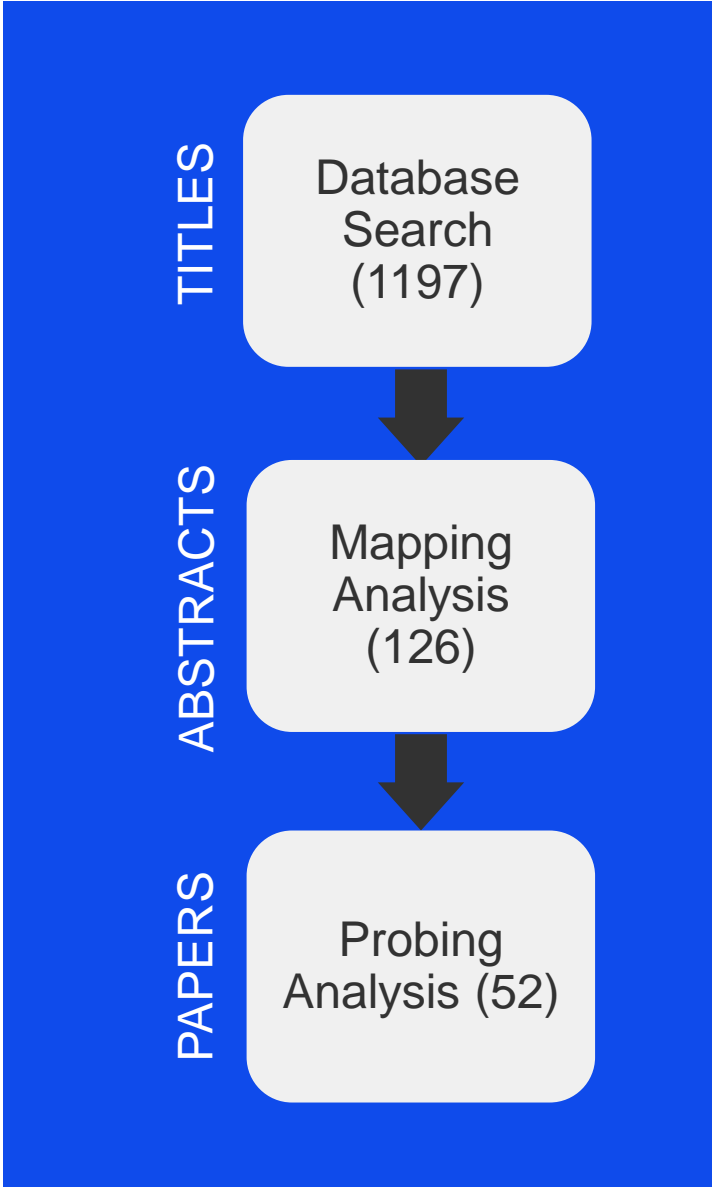 - Arts & Humanities Citation Index

Search Focus

- 2008-2018

- English

- Journals Articles
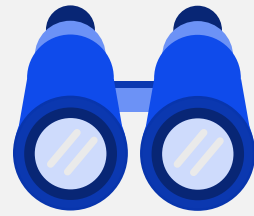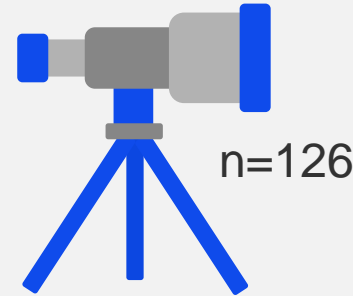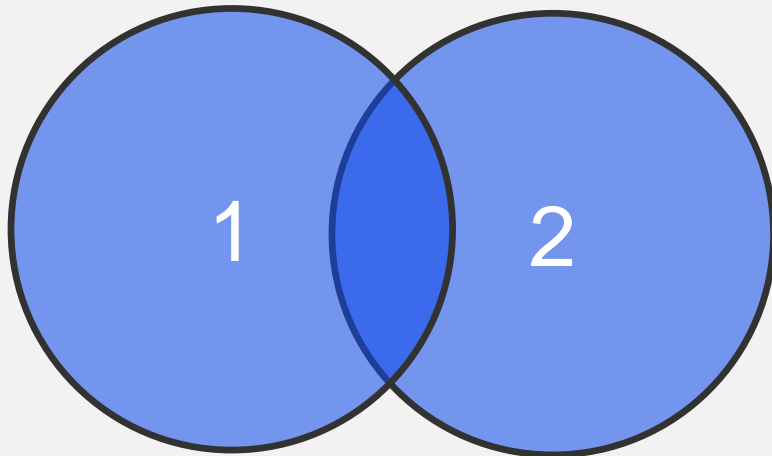
Systematic Search Strategy

TITLE gender* OR women* OR girls OR men OR boys

← Population

TITLE empower* OR equality OR equit* OR space* OR agency OR voice OR wellbeing OR safety OR privacy OR self-efficacy OR control OR resources OR power OR transform* OR responsive OR sensitive OR dignity

← Comparator

TITLE impact* OR research OR eval* OR assess* OR study OR analy* OR audit OR outcome* OR indicator* OR result* OR measure* OR monitor* OR change*

← Intervention

TOPIC development OR "international development" OR Afghanistan OR Albania OR Algeria OR "American Samoa" OR Angola OR Armenia OR Azerbaijan OR Bangladesh OR Belarus OR Byelarus OR Belorussia OR Belize OR Benin OR Bhutan OR Bolivia OR Bosnia OR Botswana OR Brazil OR Bulgaria OR Burma OR "Burkina Faso" OR Burundi OR "Cabo Verde" OR "Cape verde" OR Cambodia OR Cameroon OR "Central African Republic" OR Chad OR China OR Colombia OR Comoros OR Comores OR Comoro OR Congo OR "Costa Rica" OR "Côte d'Ivoire" OR Cuba OR Djibouti OR Dominica OR "Dominican Republic" OR Ecuador OR Egypt OR "El Salvador" OR Eritrea OR Ethiopia OR Fiji OR Gabon OR Gambia OR Gaza OR "Georgia Republic" OR Georgian OR Ghana OR Grenada OR Grenadines OR Guatemala OR Guinea OR "Guinea Bisau" OR Guyana OR Haiti OR Herzegovina OR Hercegovina OR Honduras OR India OR Indonesia OR Iran OR Iraq OR Jamaica OR Jordan OR Kazakhstan OR Kenya OR Kiribati OR Korea OR Kosovo OR Kyrgyz OR Kirghizia OR Kirghiz OR Kirgizstan OR Kyrgyzstan OR "Lao PDR" OR Laos OR Lebanon OR Lesotho OR Liberia OR Libya OR Macedonia OR Madagascar OR Malawi OR Malay OR Malaya OR Malaysia OR Maldives OR Mali OR "Marshall Islands" OR Mauritania OR Mauritius OR Mexico OR Micronesia OR Moldova OR Mongolia OR Montenegro OR Morocco OR Mozambique OR Myanmar OR Namibia OR Nepal OR Nicaragua OR Niger OR Nigeria OR Pakistan OR Palau OR Panama OR "Papua New Guinea" OR Paraguay OR Peru OR Philippines OR Phillippines OR Philipines OR Phillipines OR Principe OR Romania OR Rwanda OR Ruanda OR Samoa OR "Sao Tome" OR Senegal OR Serbia OR "Sierra Leone" OR "Solomon Islands" OR Somalia OR "South Africa" OR "South Sudan" OR "Sri Lanka" OR "St Lucia" OR "St Vincent" OR Sudan OR Suriham OR Suriname OR Swaziland OR Syria OR "Syrian Arab Republic" OR Tajikistan OR Tadzhikistan OR Tadjikistan OR Tadzhik OR Tanzania OR Thailand OR Timor OR Togo OR Tonga OR Tunisia OR Turkey OR Turkmen OR Turkmenistan OR Tuvalu OR Uganda OR Ukraine OR Uzbek OR Uzbekistan OR Vanuatu OR Vietnam OR "West Bank" OR Yemen OR Zambia OR Zimbabwe

← Context

PICO methodology (Waddington 2013)

TITLES

Database Search (1197)

↓

ABSTRACTS

Mapping Analysis (126)

↓

PAPERS

Probing Analysis (52)

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Analysis Strategy
3 Lenses

n=52

n=126

1 2

3

RESULTS

LENS 1 PARADIGMS

n=52

Research Paradigms

Worldview Framework

Pragmatic	Postpositivist	Constructivist	Transformative

Paradigms from Creswell 2014

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Research Paradigms

How are changes in gender equality being measured?

| Pragmatic 40% | Postpositivist 37% | Constructivist 15% | Transformative 8% |

Pragmatic Paradigm focuses on programs

Assess

Describe

Frame

Demonstrate

Postpositivist Paradigm

Measure

Verify

Validate

Constructivist Paradigm

Interpret

Explore

qualitative
ethnographic
abductive   observation
explore
contextualized
unstructured interviews
voice interpret
visioning
focus groups inductive thematic analysis
embedded
participatory mapping

Transformative Paradigm

Transform

RESULTS

LENS 2 THEORIES

n=52
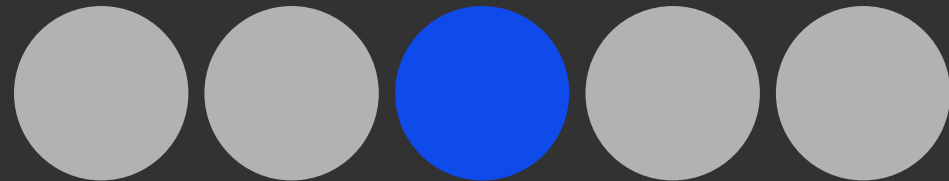
Research Theories

Conceptualizations

Human Development
red

Empowerment as Agency

Empowerment - Resources, Agency and Outcomes

Economic Development
green

Empowerment in Intra-household Dynamics

Beyond Economics

Psychology and Development
yellow and *blue*

Gender Equitable Attitudes

Power and Violence

Psychological Empowerment

Feminist Development
purple

Gender Roles and Power

Geography

Governance
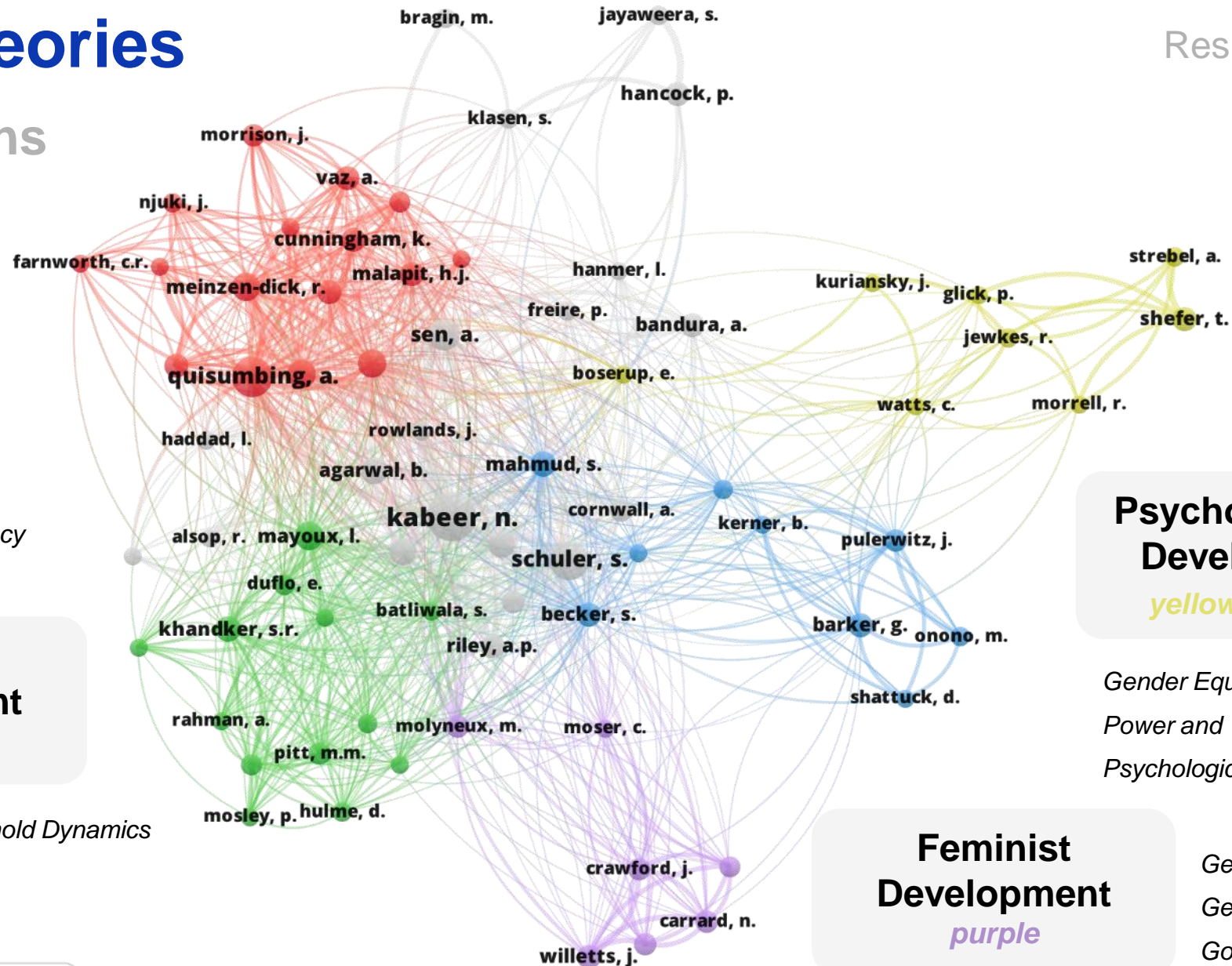
Research Theories

Conceptualizations of Gendered Change

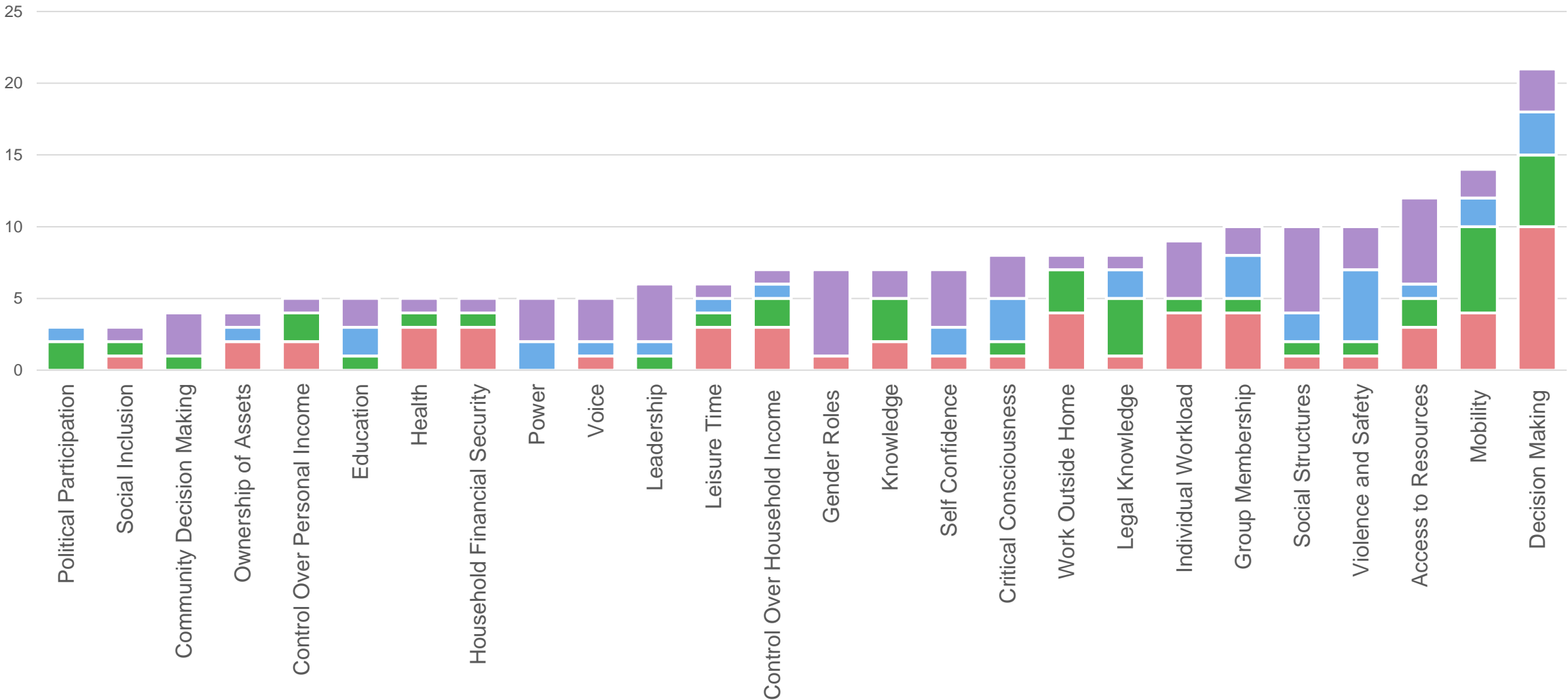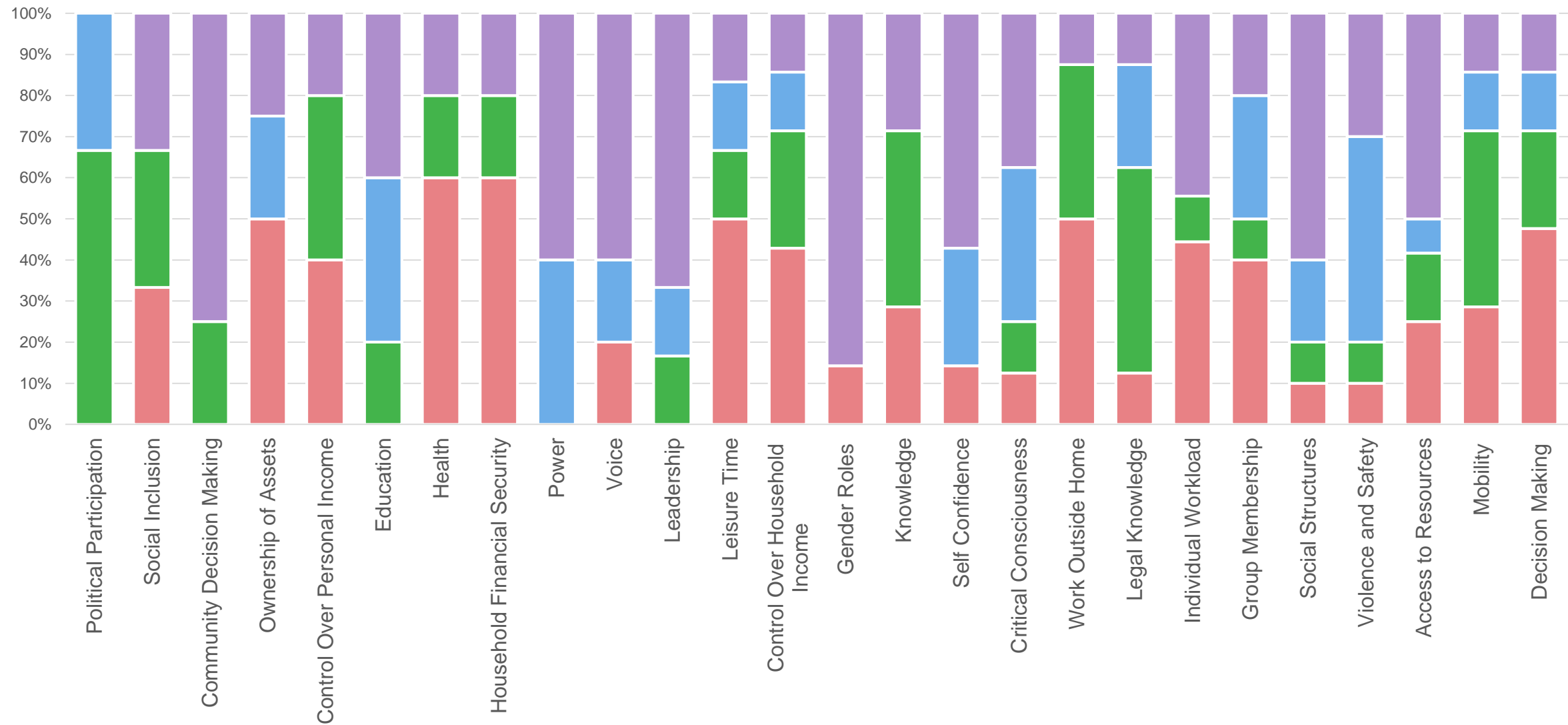| Human Development	Economic Development	Psychology & Development	Feminist Development
"Empowerment is about change, it refers to the **expansion in people's ability to make strategic life choices** in a context where this ability was previously denied to them" (Kabeer 1999)	Changes in "**production and consumption decisions** in household **allocation** as well as inform the determinants of household **decision-making** processes" (Bonilla et al. 2017, Doss 2013)	"Changes in **attitudes toward gender norms**… those related to intimate relationships, sexual and reproductive health, and disease and violence prevention" (Pulerwitz & Barker 2008)	Changes that engage with both **practical gender needs and strategic gender interests** that challenge oppressive **gender structures** (Moser 1993; Molyneux 1985)

Domains of Inquiry

Key Indicators and Themes

RESULTS

LENS 3 TRENDS

n=126

PUBLICATION YEAR

2018
2017
2015
2016
2013
2011
2012
2014
2010
2009
2008

JOURNAL DISCIPLINE

Development
Public Health
Gender Studies
Geography
Social Science
Business and Management
Medicine
Psychology
Philosophy and Law
Sociology
Cultural Studies
Agricultural Science
Education
Biological Sciences
Arts and Humanities
Nursing
Forestry
History
Engineering
Water Science and Technology
Environmental Science
Ecology
Communications
Animal Science

RESEARCH PARADIGM

Postpositivist
Pragmatic
Constructivist
Transformative

DATA TYPE

Qualitative
Quantitative
Mixed

GEOGRAPHIC REGION

South Asia
Sub-Saharan Africa
Southeast Asia
Central Asia
Central America
Middle East and North Africa
Pacific
East Asia
South America

INTERVENTION SECTOR

Agriculture and Nutrition
Public Health
Employment
Self-help Groups
Gender Based Violence
Education
Entrepreneurship
Water and Sanitation
Information and Communications Technology
Microfinance
Climate and Resilience
Cash Transfer
Peace and Resilience
Natural Resource Management
Energy
Rights and Advocacy
Governance

GENDER EQUALITY INQUIRY

Empowerment
Gender Equality
Gender Equity
Agency
Transformation
Partner Violence
Well-being
Gender Norms
Participation
Gender Equitable Attitudes
Decision-making
Gendered Power
Autonomy and Well-being
Confidence
Gender Dynamics
Gender Change
Peace
Gender Relations
Psychological Distress
Self-efficacy
Space

GENDER TYPE

Women
Gender
Girls
Men
Women & Girls
Women & Men

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PUBLICATION YEAR

2018
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JOURNAL DISCIPLINE

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Public Health
Gender Studies
Geography
Social Science
Business and Management
Medicine
Psychology
Philosophy and Law
Sociology
Cultural Studies
Agricultural Science
Education
Biological Sciences
Arts and Humanities
Nursing
Forestry
History
Engineering
Water Science and Technology
Environmental Science
Ecology
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Information and Communications Technology
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GENDER EQUALITY INQUIRY

Empowerment
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Gendered Power
Autonomy and Well-being
Confidence
Gender Dynamics
Gender Change
Peace
Gender Relations
Psychological Distress
Self-efficacy
Space

GENDER TYPE

Women
Gender
Girls
Men
Women & Girls
Women & Men

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DISCUSSION

Dominant Themes

Paradigm – Pragmatic and Postpositivist

Theory – Human Development

Focus – Empowerment

Gender – Women

Inquiry – Intra-household Decision-making

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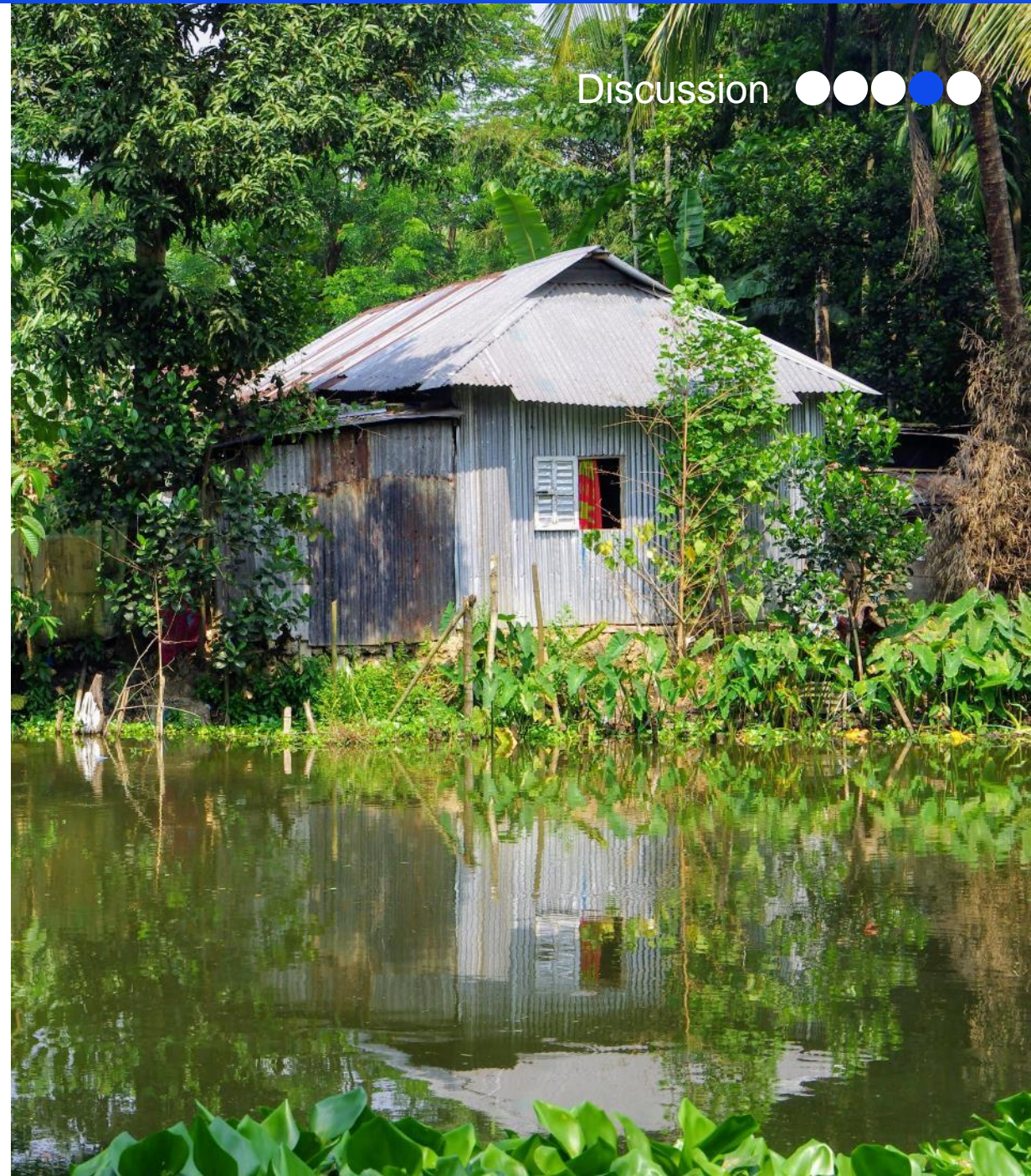
Missing Themes
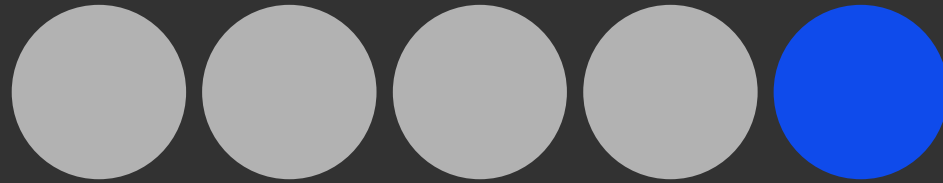
Paradigm – Transformative

Theory – Feminist Development

Focus – Strategic Gender Equality

Gender – Men and Boys

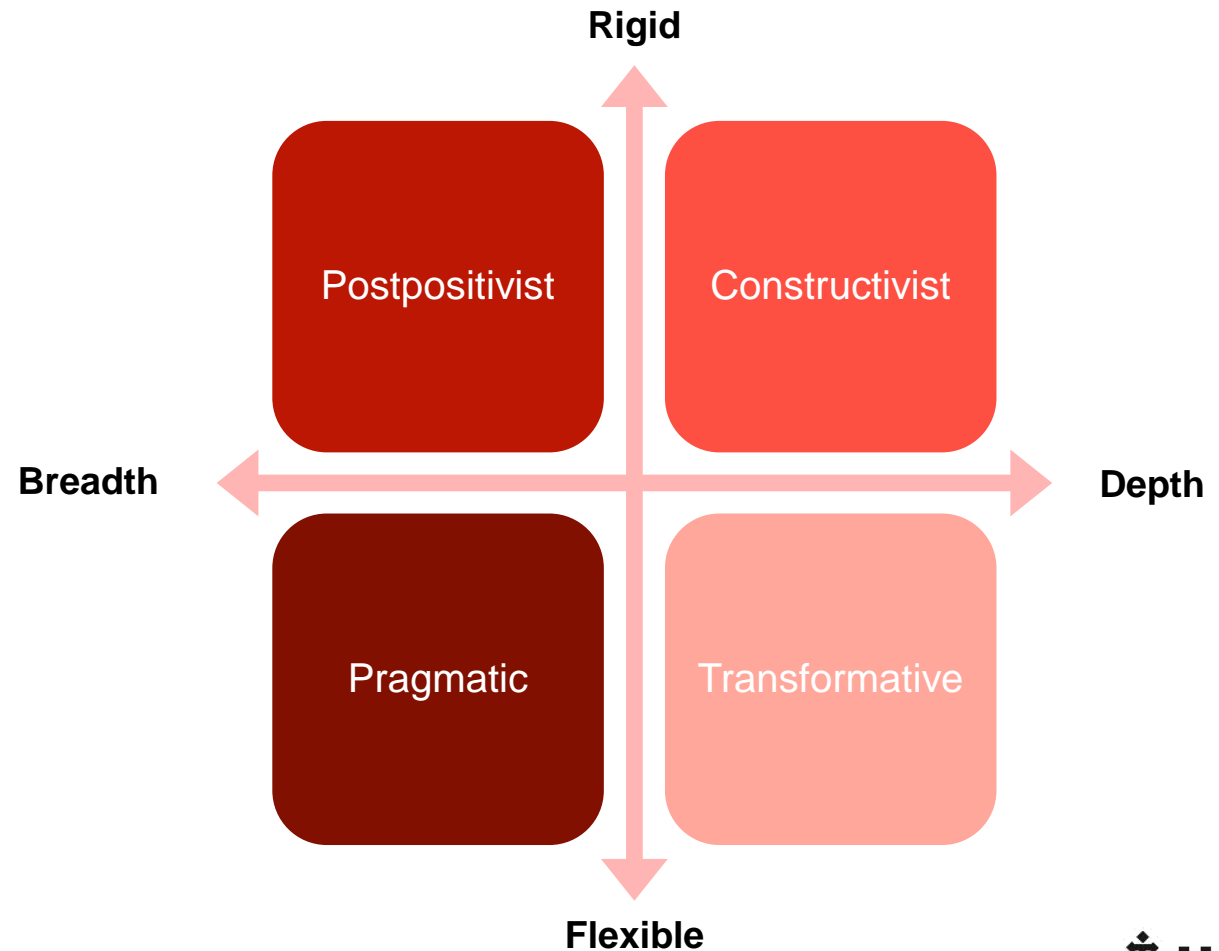**Inquiries –** Collective Action and Critical Consciousness

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IMPLICATIONS

Implications

1

Unspoken **paradigms** shape research methodologies.

Rigid

	Postpositivist	Constructivist	

Breadth ← → **Depth**

| | Pragmatic | Transformative | |

Flexible

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Conclusions and Implications

2

Evaluators should gain familiarity with foundational approaches to gender equality research.

Human Development

Ibrahim & Alkire 2007

Robeyns 2005

Kabeer 1999

Economic Development

Doss 2013

Duflo 2012

Kabeer 2001

Psychology & Development

Zimmerman 1990

Glick et al 2000

Cattaneo & Chapman 2010

Feminist Development

Moser 1993

Rowlands 1997

Clever 1998

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Conclusions and Implications

3

Change logic can support a stronger focus of inquiry.

4

Gender equality includes men and boys.

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20 YEARS Creating change towards sustainable futures

UTS

Additional Slides

ISF Research Areas

ISF conducts solutions-focused, transdisciplinary research in areas that address the most pressing sustainability challenges of our time.

ENERGY FUTURES
Accelerating the transition to more decentralised energy systems that are clean, affordable, reliable and empower communities

LANDSCAPES & ECOSYSTEMS
Enhancing ecosystem integrity and livelihoods by incorporating perceptions, values and practices into decision-making

RESOURCE FUTURES
Advancing responsible and efficient production and consumption by fostering stewardship and circular resource flows

WATER FUTURES
Developing restorative, sustainable and resilient water management solutions

TRANSPORT
Providing solutions for quality transport services that maximise productivity at least cost and lowest impact

CLIMATE CHANGE & ADAPTATION
Helping partners adapt to the challenges of a changing climate

INTERNATIONAL DEVELOPMENT
Working in partnerships to end poverty and ensure sustainable development for all

LEARNING & CHANGE
Facilitating individual, social and organisational transformation, learning and change

CITIES & BUILDINGS
Improving the liveability of urban environments with holistic and net-positive social, infrastructure and resource solutions

FOOD SYSTEMS
Transforming food systems to ensure healthy, thriving and food secure communities and businesses

20 YEARS

Creating change towards sustainable futures

Related Literature Reviews

Topical
Health (Taukobong et al. 2016)
Economic Empowerment (Pereznieto & Taylor 2014)
Child Nutrition (Carlson et al. 2015)
Maternal and Child Health (Pratley 2016)
Electricity (Winther et al. 2017)

Geographies
South Asia (Govinda 2012)
Sub-Saharan Africa (Pratley & Sandberg 2018)

Sub-domain - Empowerment
Gram, Morrison & Skordis-Worrall 2018
Malhotra, Schuler & Boender 2002
Richardson 2018
Sharaunga, Mudhara & Bogale 2019

General
Lam et al. 2018
Batliwala & Pittman 2010
Hillenbrand et al. 2015
Hunt & Brouwers 2002
Espinosa 2013

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Scopus
Web of Science
ProQuest

Search terms

Search electronic databases

1197 citations identified [imported into Mendeley]

1st level of inclusion/exclusi on criteria

1st screen cull
Culled on duplicates and relevance by title and abstract

289 duplicate or blanks

35 non-articles

171 citations irrelevant

116 citations from low cite-score journals

586 citations identified [imported in DistillerSR]

2nd level of inclusion/exclusi on criteria

2nd screen cull
Culled on relevance by title and abstract

84 citations irrelevant

176 non development or social change

200 non intervention or non-local

126 citations identified

Mapping categories

Quantitative mapping

Mapping analysis

4th level of criteria based on mapping

Final Selection
Selection of literature for further analysis

39 citations excluded on quality

26 weak link to intervention

61 citations mapped as relevant [imported into nVivo]

Research Paradigms

Qualitative analysis

9 citations excluded on quality

52 citations analyzed

Clustering and conceptual analysis

EXCLUSIONS

Criteria	Definition	Location
Exclusion Level 2		
Journal Quality (CiteScore 2017)	Study is published in a first, second or third quartile journal as per CiteScore 2017	Journal
Focus	Study is focused on measuring changes or a measuring a social construct Study is focused on development and social change Study discusses the connections between intervention and social construct	Abstract
Intervention	Study is empirically analyzing the changes or a social construct in the presence of an intervention	Title
Location (Fantom & Serajuddin 2016)	Study is in a developing or middle-income country or countries Study reviews a local or regional intervention, excluding national level policy changes Study frames gender equality as a pre-cursor and not a goal of the intervention	Abstract/ Article
Exclusion Level 3		
Study Quality (Northcote 2012)	Study is defensible with a clear logic of inquiry Study presents a demonstrated link between data and conclusion Study is contributory with accessible reporting	Article

QUALITY

Defensible in design by providing a research strategy suitable the questions posed	1.clear logic of inquiry	As seen in abstract (neutral or less)
Credible in claim, providing well-founded and plausible arguments about the significance of the evidence generated	6.demonstrate link between data and conclusions,	As seen in abstract (weak or less)
Contributory in advancing wider knowledge or understanding	3.accessible reporting,	As seen in abstract (weak or less)

AROSH HAS A LOT TO SMILE ABOUT

Under the shade off the tin roof, Arosh breaks into a big smile. Even after the smack of a pomelo on the roof causes us all all to jump and launches us to a fit of giggles, Arosh's smile doesn't go away.

Arosh has begun raising ducks with the Mogal Bazar poultry cluster with the support of her neighbor Kokila. Even though she only started recently, Arosh already has 18 ducks who are producing valuable quality eggs.

Ducks are more rare in this region, but their novelty helps to bring a good market price, but even with this good price she is only selling 40%. Another 40% go to feed her big family of eight members and 20% are raised for ducklings.

Arosh's husband has a vegetable nursery, but is happy to help her purchase feed for her ducks or to bring them to the nearby haor or wetland for natural feed. This new found partnership with her husband is helping to build Arosh's confidence.

Arosh hopes to buy a goat in the next six months and a cow early next year; converting her eggs to a cow would ensure that she can provide nutritious foods such as milk and cheese to her whole family on a regular basis.

AROSH ALI
Mogal Bazar, Bangladesh

Suchana Project - DFID

METHDOLOGIES

Post Positivist

Measure
- Impact Studies

Verify
- Impact Measures

Validate
- *Measure Design*

Pragmatic

Assess
- Mixed Assessments

Demonstrate
- Outcome Assessments

Frame
- *Indicator Design*

Describe
- Case Studies

Constructivist

Interpret
- Thematic Analysis

Explore
- Ethnographic Studies

Transform

Transform
- Transformative Studies

Research Paradigm	Research Approach	Typical Definition	Focus	Typical Methods	
Post Positivist **Public Health** **Psychology** **Economics**	**Measure** Impact Studies	Experimental or quasi-experimental studies using fit-for-purpose measures to provide evidence of intervention impact	Intervention impact	quantitative	Statistical analysis of survey data to establish treatment versus control impacts
	Verify Impact Measures	Experimental or quasi-experimental studies using modified pre-validated measures to provide evidence of intervention impact	Impact measurement		Statistical analysis of survey data using established measures
	Validate Measure Design	Quasi-experimental validation of measures to assess impact of future interventions	Measure validation		Measure validation through statistical analysis of survey data
Pragmatic **Education** **Management** **Development**	**Assess** Mixed Assessments	Parallel mixed-methods studies on program outcomes and processes to assess intervention progress	Outcome pathways	mixed	Regressions, descriptive statistics and thematic analysis of semi-structured interviews
	Demonstrate Outcome Assessments	Studies using existing frameworks to assess contextual outcomes of interventions	Intervention outcomes		Mixed-method deductive analysis of focus groups and/or unstructured interviews
	Frame Indicator Design	Design and validation of indicators and frameworks to assess outcomes of interventions	Future assessments		Mixed-method empirical validation of indicators
	Describe Case Studies	Narrative case studies describe the impact of an intervention	Intervention design		Theory based analysis using fit-for-purpose data collection
Constructivist **Anthropology** **Sociology** **Psychology**	**Interpret** Thematic Analysis	Inductive or abductive analysis of qualitative data for contextualized definitions of gender outcomes within an intervention	Individual voices	qualitative	Qualitative thematic analysis of focus groups and/or interviews
	Explore Ethnographic Studies	Embedded ethnographic case studies to explore impact of on intervention	Impact on people		Theory-based analysis using a data from observations, interviews and focus groups
Transform **Feminism** **Gender Studies** **Development**	**Transform** Transformative Studies	Studies which seek transformative change within the assessment itself alongside an intervention	Strategic change	mixed qualitative	Participatory focus groups and/or interviews with thematic or structured analysis

Pragmatic Paradigm focuses on programs

Assess
Parallel mixed-methods studies on program outcomes and processes to assess intervention progress

Describe
Narrative case studies describe the impact of an intervention

Frame
Design and validation of indicators and frameworks to assess outcomes of interventions

Demonstrate
Studies using existing frameworks to assess contextual outcomes of interventions

Postpositivist Paradigm

Measure

Impact studies which use fit-for-purpose survey items to provide evidence of intervention impact

Verify

Studies using modified pre-validated survey **measures** to provide evidence of intervention **impact**

Validate

Validation and **design** of **measures** to assess impact of future interventions

impact items control validate measure studies verify survey quantitative structured interview data index treatment measures scale measurement evidence quasi-experimental

Constructivist Paradigm

Interpret

Inductive or abductive analysis of qualitative data for contextualized definitions of gender outcomes

Explore

Embedded ethnographic case studies to explore impact of on intervention

Transformative Paradigm

Transform

Studies which seek transformative change within the assessment itself alongside an intervention

Research Theories

Conceptualizations of Gendered Change

Human Development	Economic Development	Psychology and Public Health	Feminist Development	Education and Management
Empowerment as Agency	*Empowerment in Intra-household Dynamics*	*Gender Equitable Attitudes*	*Gender Roles and Power*	*Educational Empowerment*
Empowerment - Resources, Agency and Outcomes	*Beyond Economics*	*Power and Violence*	*Geography*	*Empowerment in Management*
		Psychological Empowerment	*Governance*	

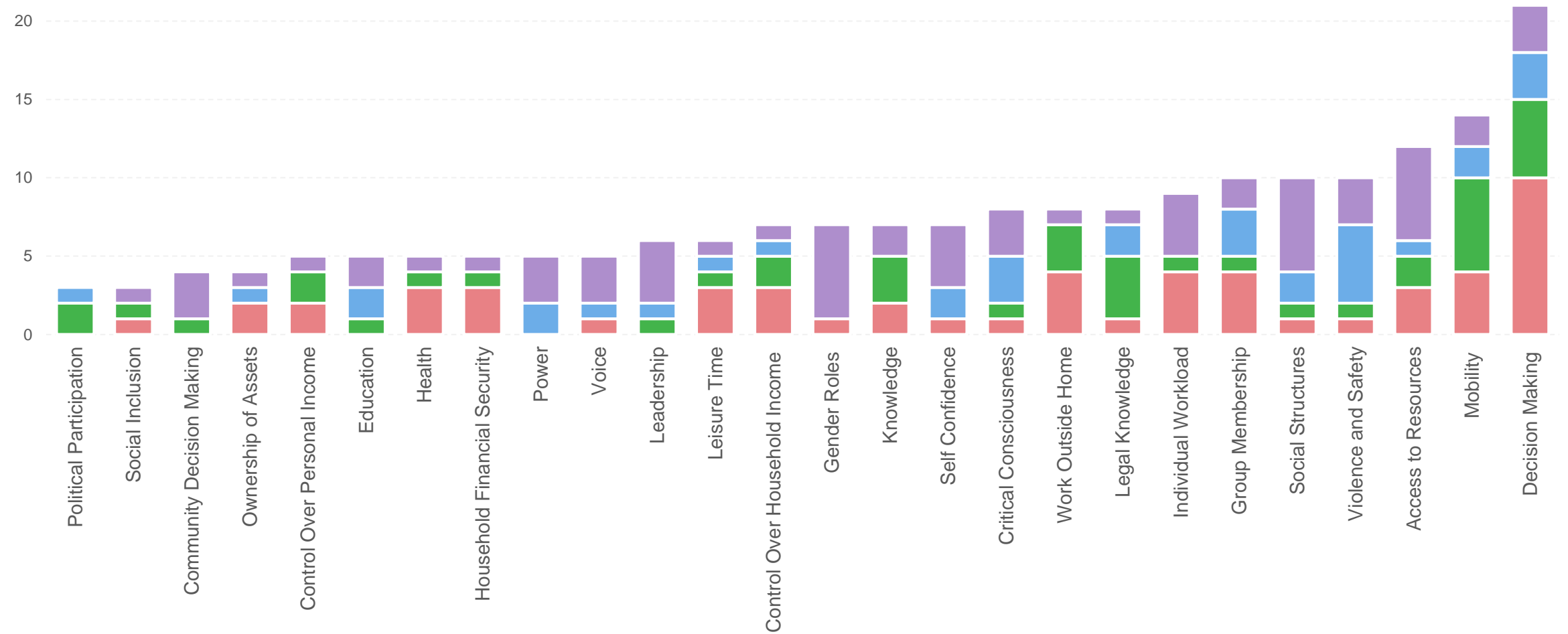| Theoretical Cluster (Key Theories)	Theoretical Sub-cluster	Definition of Gendered Change	Foundational Literature	Dominant Paradigm	Dominant 'Powers' (Rowlands 1997)
Human Development (Sen 1992; Nussbaum 2000; Robeyns 2005)	Empowerment as Agency	Changes in "empowerment focus not only upon the person's freedom to act, but upon the concrete material, social and institutional preconditions required to exert agency" (Ibrahim & Alkire 2007, p.385)	(Ibrahim & Alkire 2007; Alkire et al. 2012)	Postpositivist	Power-to
	Empowerment - Resources, Agency and Outcomes	"[E]mpowerment is about change, it refers to the expansion in people's ability to make strategic life choices in a context where this ability was previously denied to them" (Kabeer 1999, p.437).	(Kabeer 1999; Alsop & Heinsohn 2005)	Postpositivist Pragmatic	
Economic Development (Boserup 1970; Quisumbing & Maluccio 1999)	Empowerment in Intra-household Dynamics	Changes in "production and consumption decisions in household allocation as well as inform the determinants of household decision-making processes" (Bonilla et al. 2017, p.56; Doss 2013)	(Doss 2013; Duflo 2012; Kabeer 2001)	Postpositivist Pragmatic	Power-over
	Beyond Economics	Changes "aim not only to increase the incomes, but also the bargaining power, of poor producers through group activities" leading to empowerment (Mayoux 1995, p.4)	(Mayoux 1995; Hashemi, Schuler & Riley 1996)	Pragmatic	
Psychology and Development (Zimmerman 1990; Rappaport 1987; Bandura 1989)	Gender Equitable Attitudes	"Changes in attitudes toward gender norms…those related to intimate relationships, sexual and reproductive health, and disease and violence prevention" (Pulerwitz & Barker 2008, p.324)	(Pulerwitz & Barker 2008)	Postpositivist	Power-within
	Power and Violence	Both "changes in gender power relations" (Shefer et al. 2008, p.1) and "changes in the norms of masculinity with which IPV [intimate partner violence] is typically associated" (Schuler, Field & Bernholc 2018, p.670)	(Jejeebhoy 1995; Glick et al. 2000; Jewkes, Flood & Lang 2015)	Postpositivist Constructivist	
	Psychological Empowerment	"[P]sychological processes of empowerment such as self-capacity, agency, control and competence accompany the opening up of mental spaces" (Eger, Miller & Scarles 2018, p.209) for greater well-being.	(Zimmerman 1990; Diener 1984; Freire 1970)	Postpositivist Constructivist	
Feminist Development (Molyneux 1985; Moser 1989)	Gender Roles and Power	Changes that engage with both practical gender needs and strategic gender interests that challenge oppressive gender structures (Moser 1993; Molyneux 1985)	(Rowlands 1997; Moser 1989; Kabeer 1994; Batliwala 1993; Cornwall 2000a)	Transformative Pragmatic	Power-with
	Geography	Changes in the performance and negotiations of gender roles and gender relationships as expressed through changing space and resources (Van Houweling 2015)	(Pratt 2014; McDowell 1999)	Constructivist	
	Governance	Changes in local power dynamics "rules, norms, perceptions and endowments in a gender-progressive direction" (Agarwal 2001, p.1641) primarily through equitable participation in governance	(Agarwal 2001, 2009; Cleaver & Hamada 2010; Cleaver 1998)	Pragmatic	
Practice and Development (Freire 1970; Lukes 1974)	Educational Empowerment	A "process of change within the individual or the group, but on the outcome, thus equating empowerment with visible results" (Rocha 1997, p.39)	(Rocha 1997; Freire 1970)	Pragmatic	n/a
	Empowerment in Management	"[C]hanges in traditional family organisation, finances, decision-making processes, and gender dynamics" which "led potentially to an increase in the feeling of empowerment in that population and raised more questions about what factors contribute to and foster such feelings in the community and in individuals" (Hancock et al. 2014, p.298)	(Lukes 1974; Klasen & Schüler 2011)	Pragmatic	

Research Theories

Key Indicators and Themes

Legend:
- ■ Human Development
- ■ Economic Development
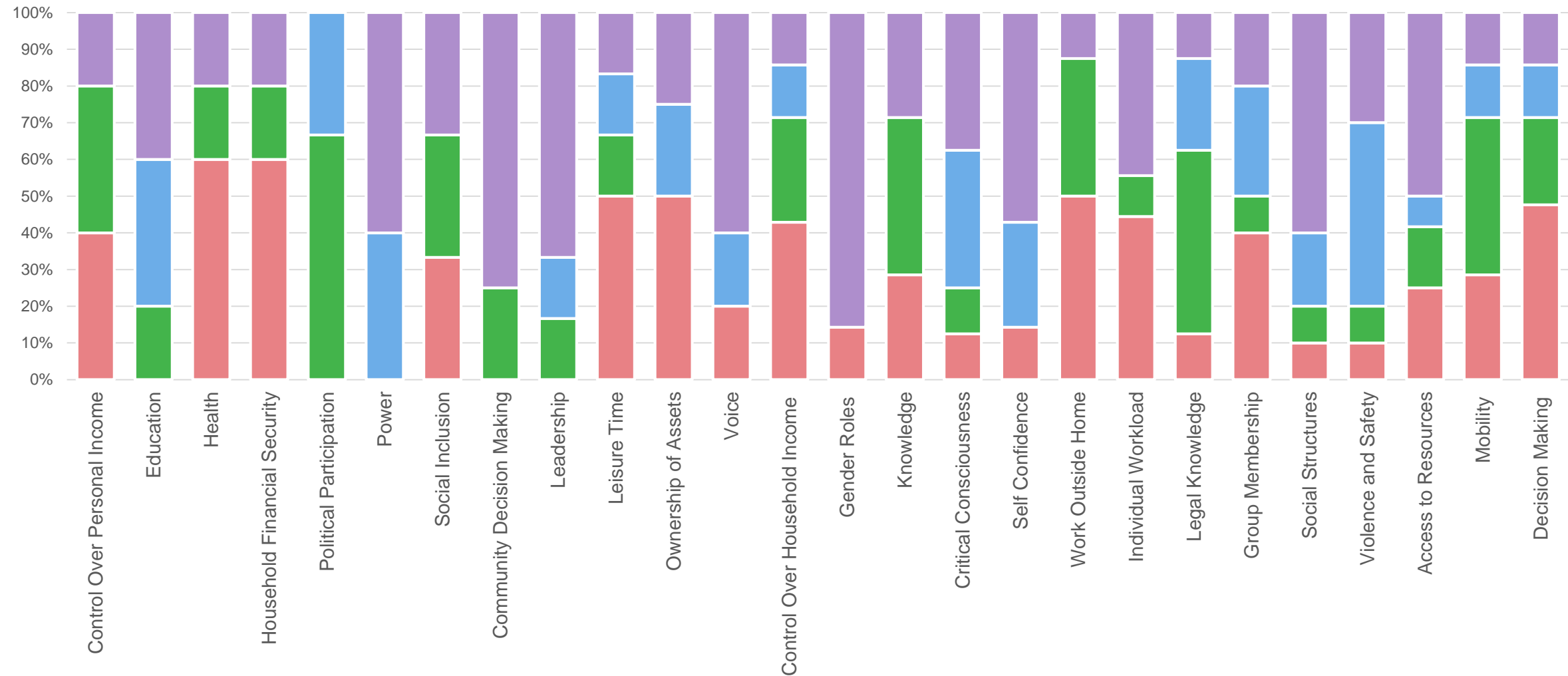- ■ Psychology and Public Health
- ■ Feminist Development
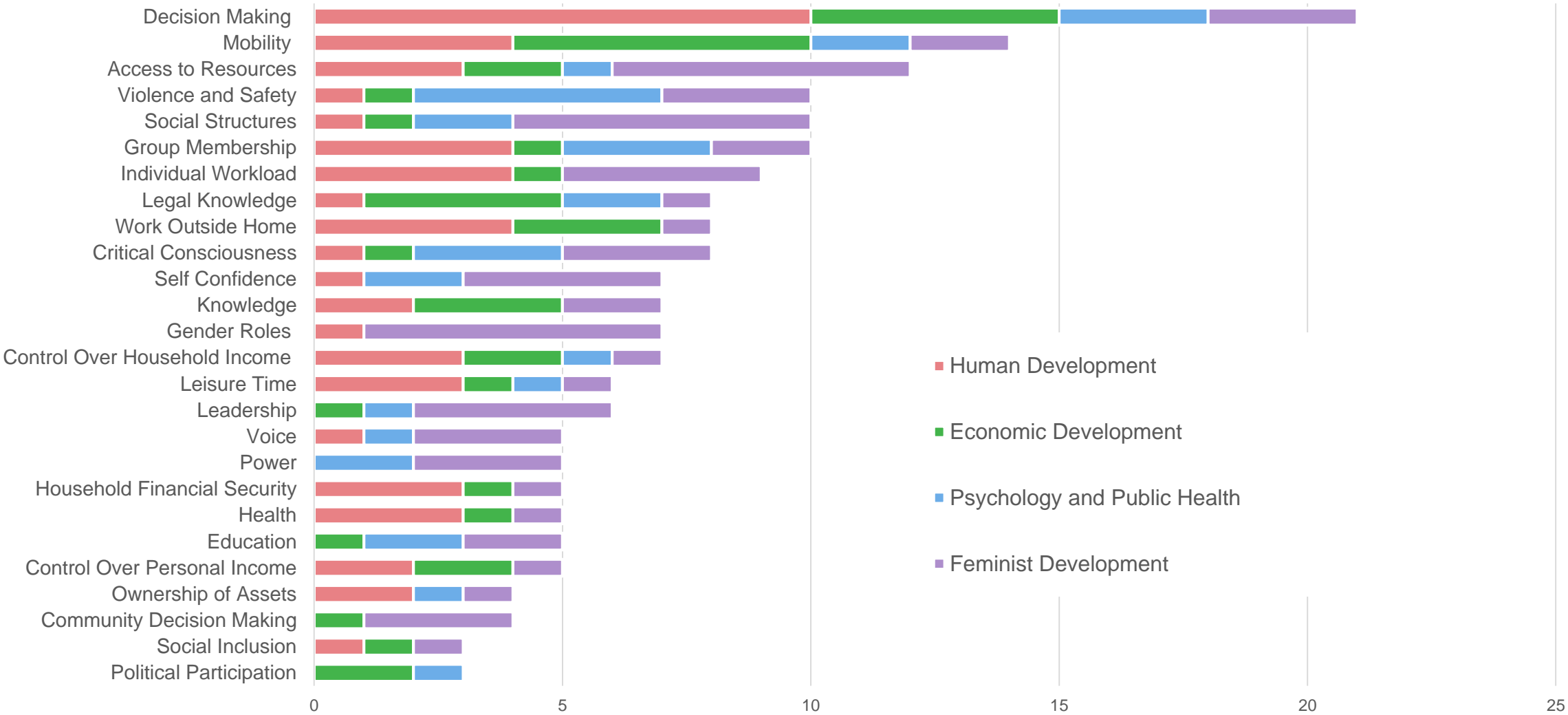
Research Theories

Key Indicators and Themes

Research Theories
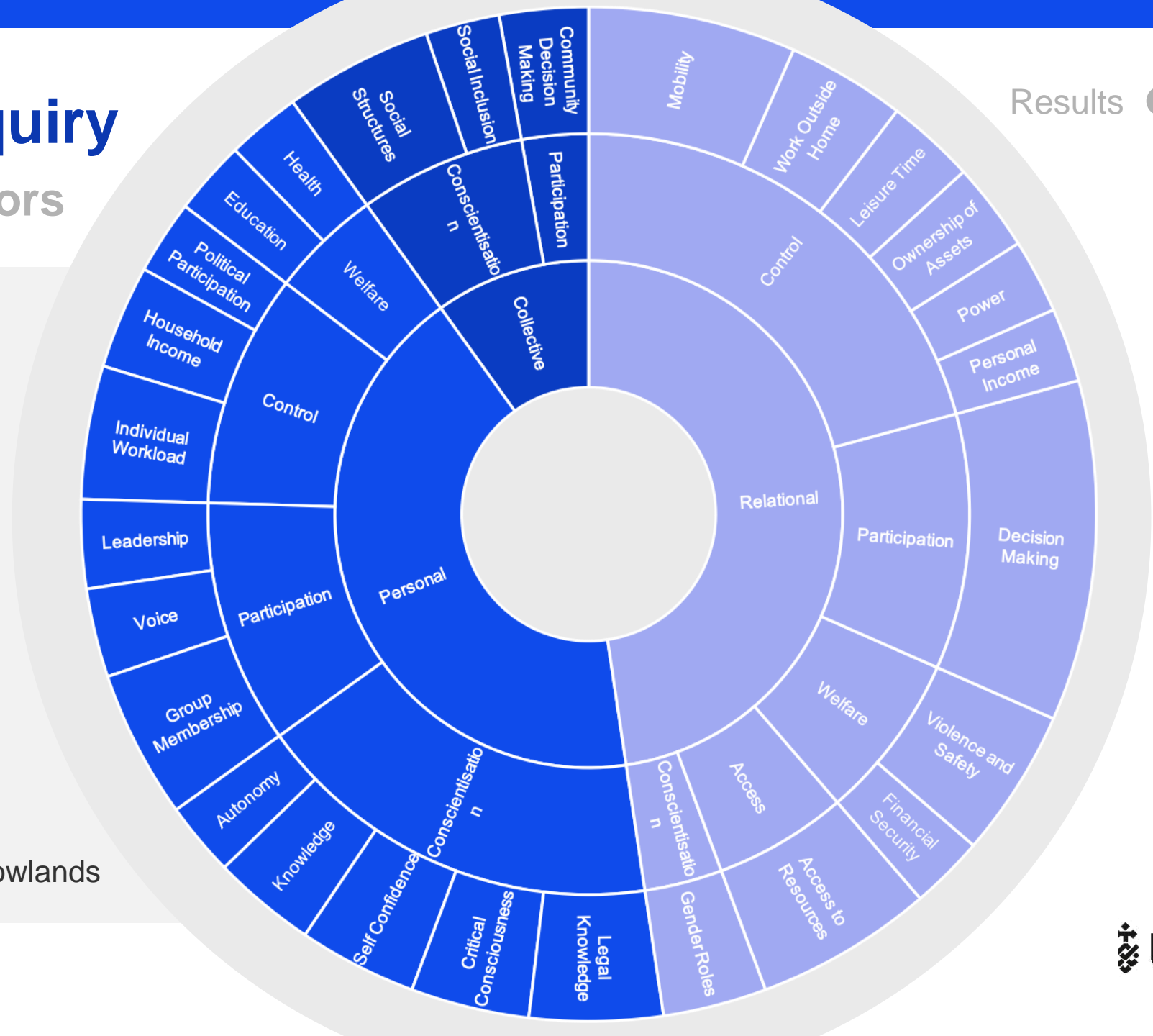
Key Indicators and Themes

Domains of Inquiry

Themes and Indicators

**Personal
Relational
Collective**

↑

**Control
Participation
Conscientisation
Access
Welfare**

n=52 – 62 themes
Frameworks from Longwe and Rowlands

Conclusions for Academics

Paradigm Reflexivity	Clear selection of paradigm
	Bridge paradigms where appropriate
	Connect paradigms through literature
Theoretical Reflexivity	Positioning in relevant theories
Gender Equality Reflexivity	Selection of inquiries – avoid dilution of empowerment
	Inclusion of men and and boys

Embedded responsibility in gender research.

Domains of inquiry

Structures

Resources

WASH-GE Index

Critical consciousness

Wellbeing

Agency

UTS:ISF
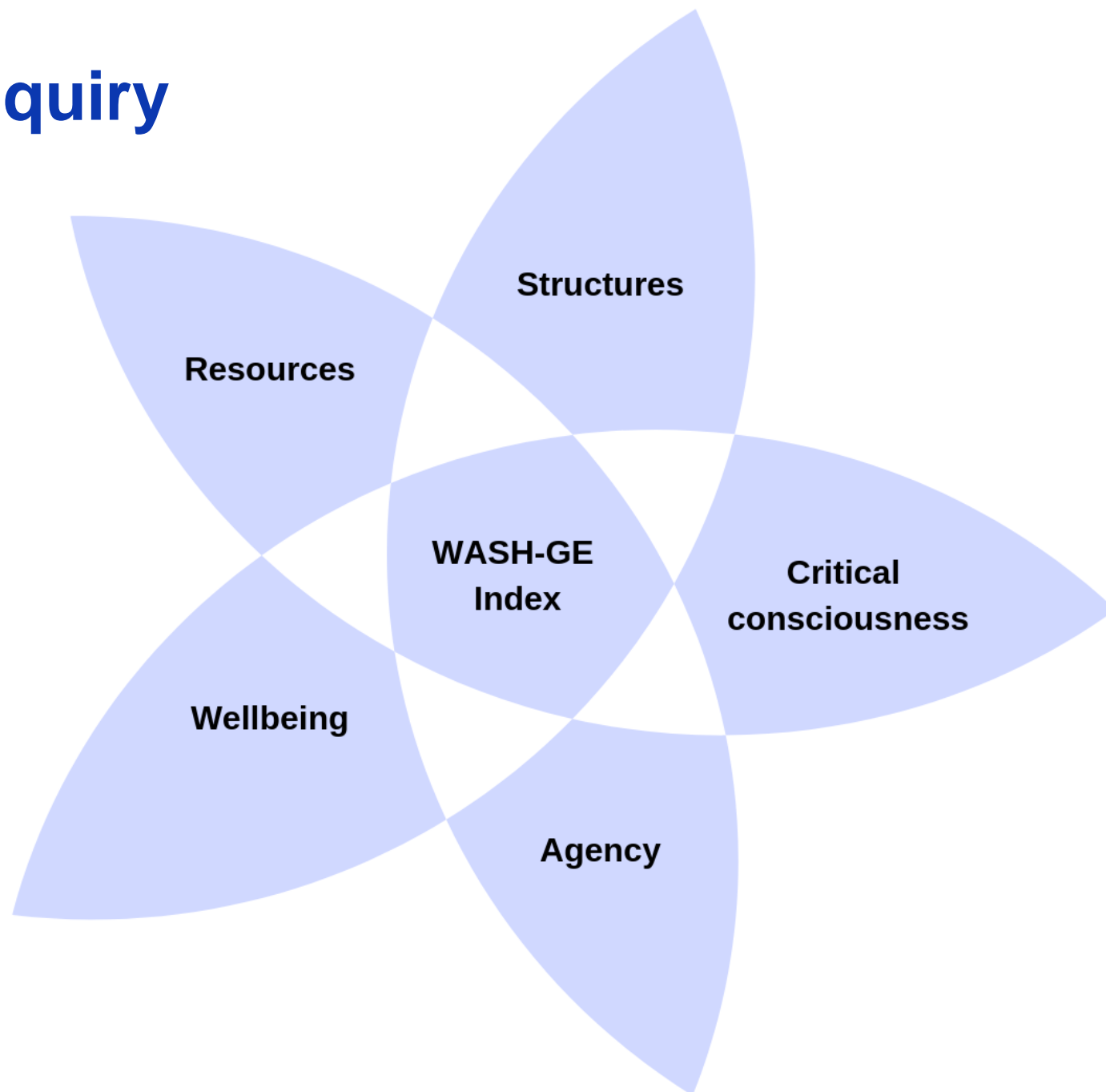
Moving Forward

Relevant WASH-Gender Types of Change

strategic
changes

practical
changes

Moser 1989

CONTROL

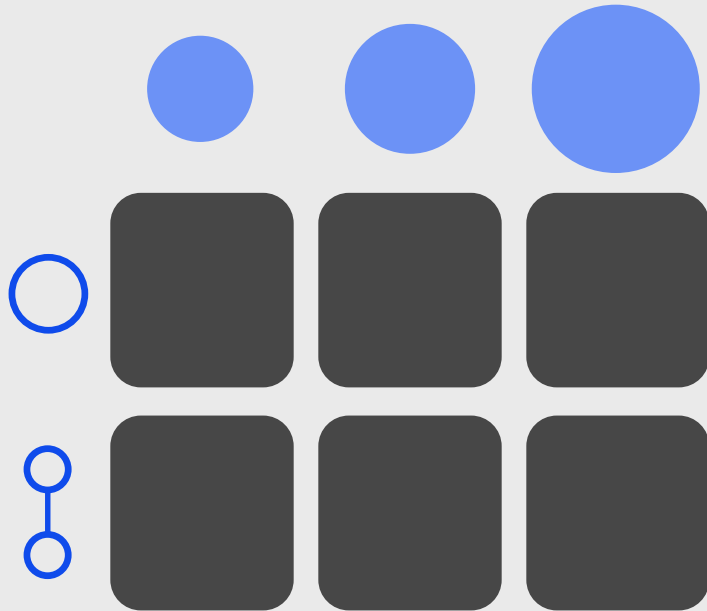PARTICIPATION

CONSCIENTIZATION

ACCESS

WELFARE

Longwe 1991

UTS Institute for Sustainable Futures
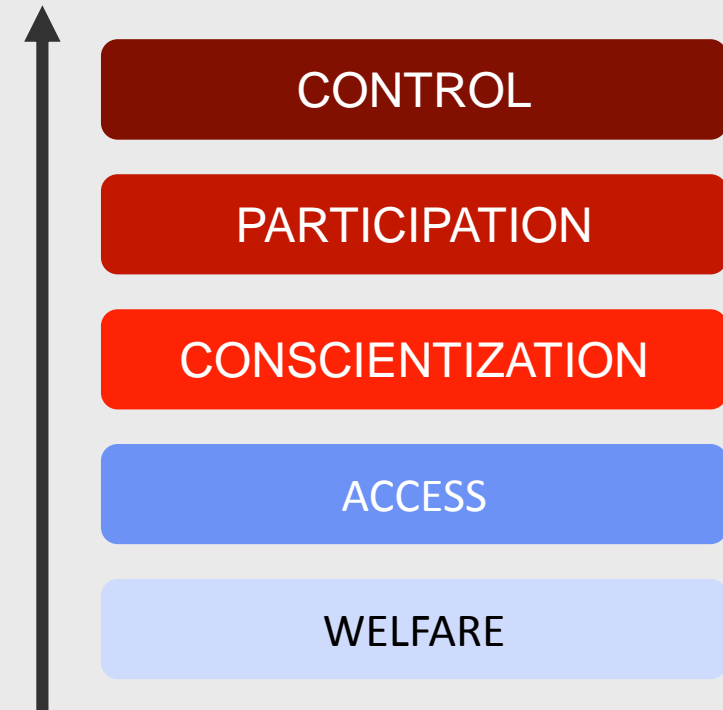
Moving Forward

Relevant WASH-Gender Outcome Frameworks
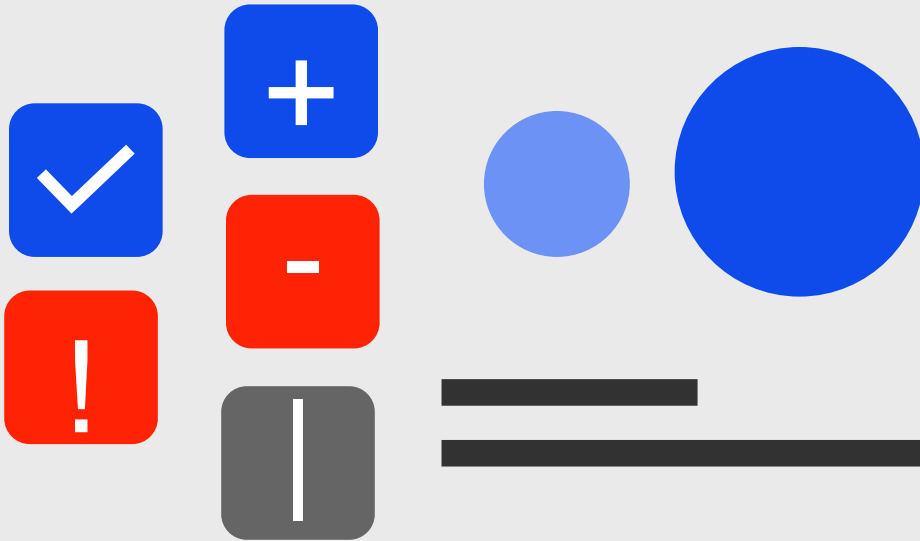
Jabeen 2018

Carrard et al. 2013

UTS Institute for Sustainable Futures
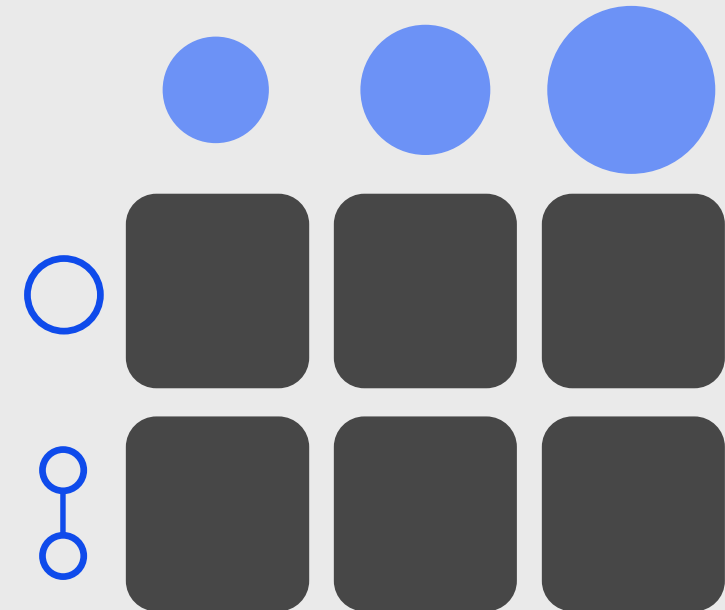
Moving Forward

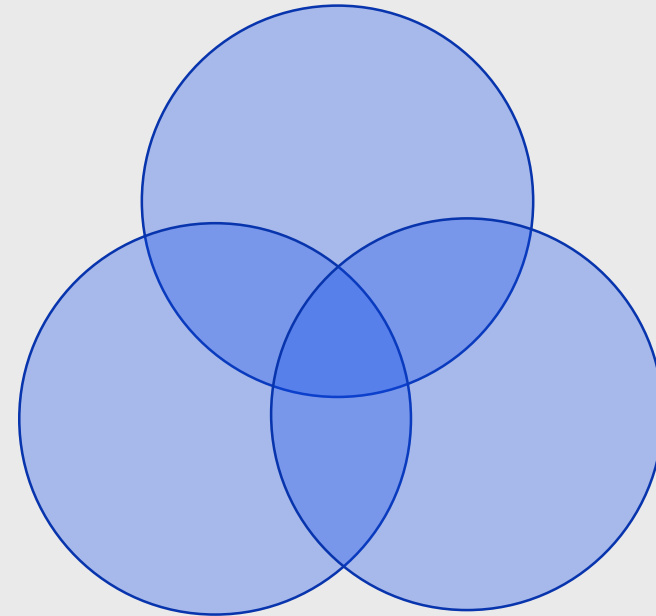## Levels and Types of Power
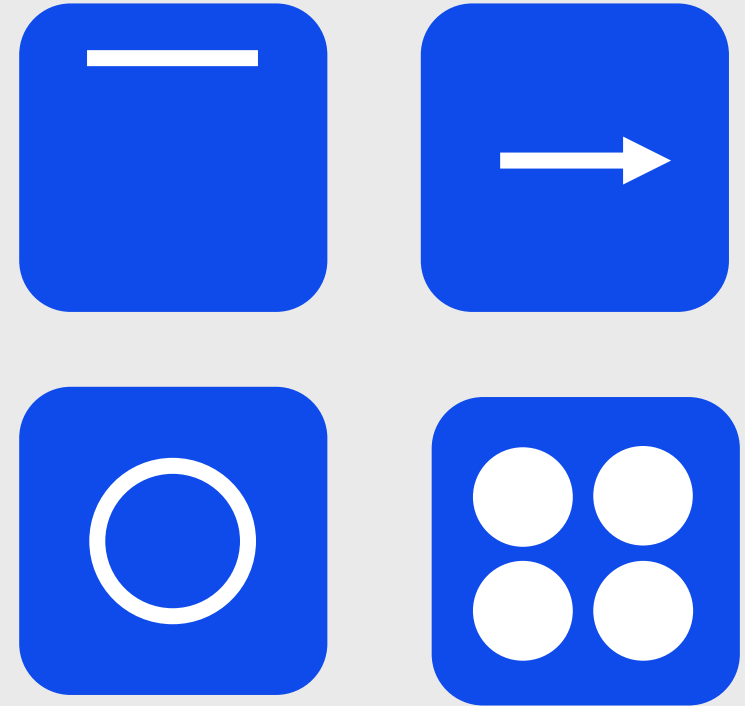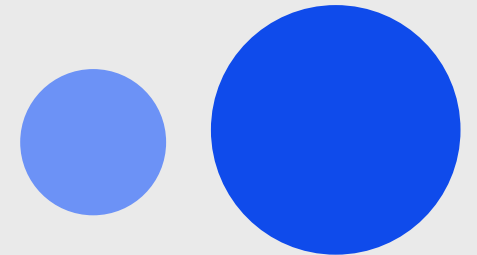
Rowlands 1995

Rowlands 1997

Moving Forward

Relevant WASH-Gender Outcome Frameworks

Carrard et al. 2013

Rowlands 1997