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# 8 Tips To Make Your Theory of Change (TOC) Gender Responsive

# WHY SHOULD YOU BRING A GENDER LENS TO YOUR THEORY OF CHANGE?

Whether your goal is reducing poverty, improving education, or boosting economic growth, gender dynamics play a huge role.

To ensure that change initiatives are truly effective and inclusive, integrating a gender-responsive lens in your TOC is essential.

Here's how you can create a TOC that not only recognises but actively incorporates gender-specific considerations so no one is left behind.



# 01 CONDUCT A COMPREHENSIVE GENDER ANALYSIS

Start by deeply understanding the gender dynamics relevant to your target population.

For a livelihood program for rural farmers, analyse who controls finances and mobility to tailor your approach to women farmers' real needs.



# 02

## INVOLVE A RANGE OF STAKEHOLDERS

Ensure your ToC reflects diverse perspectives by engaging stakeholders such as students, parents, persons with a disability and local leaders in the development process.

Pay special attention to including women and girls to enrich your programme's insights and solutions.



# 03

## SET INCLUSIVE AND SPECIFIC OBJECTIVES

Articulate clear, gender-specific goals. Instead of 'increased farmer incomes,' aim for 'empowered women farmers with equal access to resources and decision-making as men,' challenging and changing root inequalities.



# 04

## UNPACK YOUR GENDER ASSUMPTIONS

Identify and challenge assumptions about gender roles that might affect your initiative.

For example, if providing land rights to women farmers, consider if traditional household dynamics might negate the expected benefits.



# 05 DESIGN GENDER-RESPONSIVE INTERVENTIONS

Design your interventions to address gender inequalities comprehensively. Combine practical resources with transformative approaches, such as education that reshapes power dynamics or engaging community leaders in gender equality discussions.



# 06

## DEVELOP GENDER-SPECIFIC INDICATORS

Go beyond just counting the number of men and women; use gender-sensitive indicators to track changes in roles, access to resources, and social norms.

Incorporate qualitative methods to capture subtle shifts in attitudes and relationships.





# 07

## PLAN FOR GENDER-RESPONSIVE M&E

Ensure your monitoring and evaluation approach allows you to capture unintended positive or negative effects on gender equity along the impact pathway.



# 08

## EMBRACE AN INTERSECTIONAL LENS

Avoid treating gender as a binary by considering how gender intersects with other factors like age, ethnicity, disability status etc. in shaping experiences..





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