Gender at Work Framework
What Are We Trying To Change?

- Women’s and men’s consciousness
- Informal cultural norms and exclusionary practices
- Women’s access to resources & opportunities
- Formal laws, policies, etc.

Individual Change

Institutional/Systemic change

www.genderatwork.org
Evaluation and the “Change Matrix”

Informal

Kind of change: Awareness

Org: Raise individual consciousness

Mvt: Individual attitudes

Eval: Qualitative and quantitative descriptive analysis

Kind of change: Transformative, sustainable social awareness

Org: Change cultural norms

Mvt: Change socio-cultural values, practices, norms, beliefs

Eval: Theory-driven analysis

Individual change

Kind of change: Access and services (Assimilation)

Org: Access to resources

Mvt: Access and control of resources

Eval: Qualitative and quantitative descriptive analysis

Kind of change: Accommodation (through adaptation)

Org: Institutions, laws, policies

Mvt: Institutions, laws, policies, resource allocations

Eval: Qualitative descriptive analysis of political forces

Formal

Institutional/systemic change

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Five Organizational Attributes of a Rights-Based Approach

<table>
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<tr>
<th>Intersectional Analysis</th>
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<td>• The group has an analysis of power dynamics in women and girls' lives. Understanding the political, economic, cultural, societal, and ideological context enables organizations to identify better strategies for human rights.</td>
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<th>Cross-Issue Awareness</th>
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<td>• While the group may focus on a single issue, its strategies demonstrate an awareness of connections across issues, sectors, and movements. (Having women in government is not only about women not running for office, but also reflects issues of economic opportunity, education, social norms, etc.)</td>
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<th>Capacity Building</th>
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<td>• The group is working to achieve a lived experience of human rights. It is building the capacities of individuals to advocate on their own behalf (not simply receive services) and to become advocates for their communities.</td>
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<th>Situational Analysis</th>
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<td>• The group pragmatically assesses the threats and opportunities it faces. It identifies and builds networks with partners and works to achieve shared goals. It can map the stakeholders in its work and incorporate this assessment into program design.</td>
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<th>Learning Organization</th>
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<td>• The group understands its strengths and weaknesses, engaging in organizational development, conducting evaluations of its programs and incorporating learnings into clear plans and strategies.</td>
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Global Fund’s Self-Evaluation:

*Our TOC is that action in all four quadrants is necessary to achieve transformative change. So, are we really funding in all four quadrants?*

All Grants

- **Individual Change**
- **Systemic Change**

Political Participation

- **Individual Change**
- **Systemic Change**

Economic Justice

Gender-Based Violence

[Graphs showing the distribution of funding across quadrants]