



RESULT BASED MANAGEMENT FACT SHEET

WHAT IS RBM?

- » It is a management strategy by which all actors, contributing directly or indirectly to achieving a set of results, ensure that their processes, products and services contribute to the achievement of desired results (outputs, outcomes and higher level goals or impact).
- » It is a tool to measure where we are, where we aim to be and how we are getting there.
- » RBM is influencing the entire life cycle of a programme or project, from the planning stage to monitoring, reporting, & evaluation.
- » A key component of RBM is performance monitoring which is to objectively measure how well result are being achieved, and report on measures taken to improve them.

WHY GENDER SENSITIVE RBM?

- » Projects and Programmes are often designed and implemented without taking into consideration the differences in needs and contributions by women, girls, men and boys.
- » Gender-blindness can cause harmful practices on individuals and entire sections of a community. Achieving gender equality and eliminating all forms of discrimination on the basis of sex are at the heart of a human rights based approach.
- » Through RBM gender equality is translated into strategic results chains and consequently into holistic programming for gender equality. Serious gender analysis and gender responsive strategies should lead to the formulation of specific gender outcomes and outputs.
- » RBM helps to guide the achievement of gender equality and women's empowerment by setting a framework for gender-responsive programme design and budgeting

Agriculture office give more emphasis for women to participate in the agricultural extension service.

Cooperatives office crated women friendly service. Education office focused on girls and women empowerment as a key intervention.

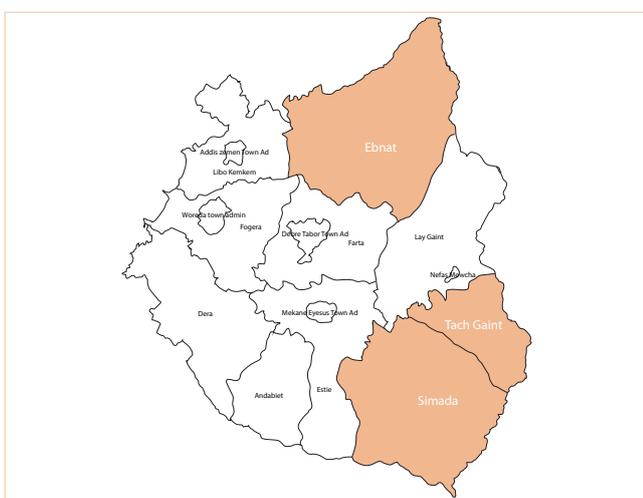
Currently more women actively participate and benefited from the government development plans in south Gondor districts.

LEARNING FOR CHANGE (L4C)

Strengthening Women's Voices is a cooperation project of the Austrian Development Agency (ADA) and CARE Austria. The regional program is applying an integrated program approach and is implemented by CARE Austria in cooperation with CARE country offices in Ethiopia, Uganda and Rwanda.

The overall aim is the promotion of meaningful participation of women in decision making processes at different levels. Women shall benefit of increased participation in decision making, better access to resources and equality in different parts of life."

WHERE WE WORK



THE INSPIRED TO INSPIRE OTHERS

Eshete is a staff of one of L4C partner office (Women and Children Affair) at South Gondor, Ebinat district Before the RBM training, "I was working traditionally and my sole purpose was to deliver the activities at my hand and I didn't have a clear path (picture) of what were the consequence of my work". For example, when I gave trainings to other government experts on gender, I did not know what they did with the knowledge afterwards. Eshete explained that the capacity building training on RBM was an eye opener to advance his professional work. "The RBM training helped me to look ahead. I tried to find out what happened after the gender trainings I conducted to my colleagues . I realized how much impact I had, that, for example, the agricultural office is now including more women in their extension services."



Eshete facilitating RBM training

CAPACITY BUILDING ACHIEVEMENTS

- ▶ Ebinat district 10 staffs and 107 cascade
- ▶ Tach gayint district 8 staffs and 195 cascade
- ▶ Simada district 8 staffs and 92 cascade
- ▶ South Gondor Zone 3 staffs and 149 cascade

I realize that beyond tracking activity, there are effects of activities (results) which equally important in our sectorial achievements. In collaboration with my team, I have developed a gender sensitive and result focused annual plan and a gender disaggregated data tracking system for my sector. This helped me to report changes and results of my work.

It would also be important for other government experts to know how to monitor outcomes and impact. However, in particular in rural areas they do not have opportunities to learn. Thus, I started to share my knowledge on RBM with staffs from different sectors. Even the leadership was really eager to learn more.

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