GOOD PRACTICES in gender responsive evaluations
OBJECTIVES & APPROACHES

Promote gender responsive evaluations as an agent of change for supporting enhanced implementation of gender equality commitments in the Beijing Platform for Action and the 2030 Agenda.

Showcase good and promising practices on gender-responsive evaluation approaches and methods & highlight good practices on how evaluations with gender-lens are impactful.

Intended audiences
Intended for UN system and national partners as well as broader evaluation communities who may wish to incorporate gender-responsive evaluations in their evaluation practices.

Approaches & methodology
- Based on a desk review of 35 UNEG partners evaluations, through a Call for Gender Responsive Evaluations (2019) & UN Women evaluations (on GATE) & a targeted web search for GRE/impact evaluations.
- Each evaluation was screened against a set of criteria to identify general trends and good, innovative practices.
Beijing Platform for Action: blueprint for achieving gender equality and women’s empowerment (GEWE).

2030 Agenda: SDG 5 and mainstreaming

However, progress in closing gender gaps in politics; the economy and the world of work; violence against women; and unpaid care work to name a few, has lagged considerably behind the rhetoric.
A systematic and impartial assessment that provides credible and reliable evidence-based information about the extent to which an intervention has resulted in progress (or the lack thereof) towards intended and/or unintended results regarding GEWE.

TWO MAIN COMPONENTS

RESULTS

It assesses the “degree to which gender and power relationships – including structural and other causes that give rise to inequities, discrimination and unfair power relations – change as a result of an intervention.”

PROCESS

A gender-responsive evaluation entails a process that is inclusive, participatory and respectful of all stakeholders, especially in ensuring that women’s voices, including different groups, are prevalent throughout the evaluation.
Good Practices in Gender Responsive Evaluation

- Approaches
- Method and tools
- Impact Evaluation
- Country-led evaluations and partnerships for GRE evaluation
GENDER RESPONSIVE EVALUATION APPROACHES

Mainstreamed across the OECD-DAC evaluation criteria of relevance, coherence, effectiveness, efficiency and sustainability.

APPROACHES FOR FOSTERING PARTICIPATION AND INCLUSIVENESS

**Utilization-focused**
Promotes intended use by intended users.

**Appreciative inquiry**
Highlights good practice in association with evaluation.

**Feminist**
Addresses the gender inequities that lead to social injustice and examines opportunities for reversing gender inequities.

**Empowerment**
Programme participants conduct their own evaluations. An outside evaluator often serves as a coach or additional facilitator.

**Most significant change**
Sharing stories of lived experiences and selecting those most representative of the type of change being sought.

Strong focus on participation of users throughout the evaluation process.

Promotes a high level of stakeholder participation.

Prioritizes women’s experience and voices, including women from groups discriminated against and/or marginalized.

Most appropriate where the goals of the intervention include helping participants become more self-sufficient and personally effective; could therefore support capacity building of rights holders and duty bearers.

Project stakeholders are involved both in deciding the sorts of change to be recorded and in analysing the data.
GENDER RESPONSIVE EVALUATION APPROACHES

Linking theory-based approaches with gender analytical frameworks

**Longwe Women’s Empowerment Framework**

- Enables a feminist context analysis highlighting the political dimensions of gender inequality.
- Allows negative impacts to be located and analysed.

**Harvard Analytical Framework**

- Useful for mapping and identifying the gendered division of work as well as access and control over community resources.
- Highlights the need for gender disaggregation in measuring programme impact to identify if there are differential outcomes for men and women receiving the same programme intervention.

**Social Relations Framework**

- Highlights the systemic causes and structures of gender inequalities.
- Useful for mapping actors/stakeholders involved in gender power dynamics to understand the importance of social relations to systemic inequalities.
- Helps pinpoint the places where structural catalysts to inequality can be disrupted.

**Strengths**

- Assumes that women’s empowerment follows a linear process.
- Treats women as a homogenous group. May lead to a de-contextualized perspective of women’s empowerment.
- Excludes men and institutions from framework.

**Limitations**

- As resources, not power, are seen as central, it does not identify the source of power or inequality nor challenge existing gender relations.
- No mechanism for assessing pathways of change thereby limiting understanding of why an intervention works.
- This approach uses an institutional lens to assess and improve policies, which may not include multiple voices or fully account for grassroots’ experiences or the contextual specificities of particular minority groups within an institution.
Systems thinking and complexity-responsive designs

Inclusive Systemic Evaluation for Gender Equality, Environments and Marginalized Voices: ISE4GEMs

Feminist evaluation approaches

Applying feminist approaches to identify levers for transformative change

Participatory Democratic Evaluation

Engaging grantee communities (e.g. rights holders) in processes of dialogue and action and empowered them to monitor and evaluate their own performance
Development of Gender Results Effectiveness Scale to determine the type/nature of results

Gender@work quadrants of change

Contribution analysis table

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<th>Changes found by the evaluation</th>
<th>Link to UN Women (performance indicators)</th>
<th>Other contributing factors</th>
<th>Likely contribution of other factors</th>
<th>Feasible contribution of UN Women to this change</th>
<th>Summary of evidence</th>
<th>Gender and human rights implications</th>
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The majority of UN system evaluations tend to focus on the achievement or contribution to outputs, and short and medium-term outcomes. Few evaluations assess or measure the impact criterion of the OECD-DAC standard evaluation criteria, in part because impact evaluations are concerned with attribution (i.e. cause and effect chains) to show if an intervention has worked primarily through the establishment of a counterfactual (“what would have happened in the absence of the intervention(s)?”).

Impact evaluations seek to address the following questions:

- Did the intervention make a difference?
- What specific part of this difference can be attributed to the project?
- How was the difference made?
- Can the intervention be expected to produce similar results elsewhere?

**GOOD PRACTICES**

What works to reduce child marriage and adolescent pregnancy: UNICEF–IKEA Foundation Programme on Improving Adolescent Lives in Afghanistan, India and Pakistan (ongoing)

What works to promote women’s economic empowerment: WB-ILO Unpacking the determinants of entrepreneurship development and economic empowerment for women in Kenya (2019))

What works to reduce intimate partner violence against women: Impact evaluation of an intervention with male partners of women survivors of conflict-related rape and intimate partner violence, Promoudo (2016)
National Gender Equality Strategies and Actions Plans

Important role of country-led evaluations of National Gender Equality Strategies and Actions Plans (NAP) in building national evaluation capacity

Ownership for the generation and use of evaluative evidence

Ownership for the generation and use of evaluative evidence to support national-level follow-up and review processes of SDG progress.

Gender-responsive country-led evaluations

Summary of common findings & Lessons learned based on the country-led evaluations (Jordan, Serbia, Colombia and Nepal)
Gender-responsive evaluations can support the imperative shift to more systemic, complexity-responsive and adaptive evaluations needed to bring about the transformative changes for all as envisioned in the 2030 Agenda.

**KEY INSIGHTS AND CONCLUSIONS**

**MOST COMMON APPROACHES**

Incorporation of gender equality and human rights as a stand-alone criterion or mainstreamed across the OECD-DAC evaluation, and combination of gender analytical framework as most common approach.

**TRANSFORMATIVE CHANGES**

If any transformative changes were evidenced, they occurred at the level of the individual, household or in communities.

**IMPACT EVALUATIONS**

Impact Evaluations hold the promise of generating more rigorous evidence on gender equality approaches to take to scale, especially in areas where structural barriers or catalysing social norm and behaviour change need to be addressed.

**COUNTRY LED EVALUATIONS**

Can foster greater national ownership of and accountability for realizing commitments to gender equality, human rights and the empowerment of women and girls.
CONTENTS

UN Women: Good Practices in gender responsive evaluations (2020)

IFAD: What works for gender equality and women’s empowerment – a review of practices and results

UNECE: Assessing gender mainstreaming in the United Nations Economic Commission for Europe


African Development Bank: Investing in Gender Equality for Africa’s Transformation
THANK YOU

LINKS TO THE PRODUCTS:


• [https://www.youtube.com/watch?v=7OPdJ7OeAnI](https://www.youtube.com/watch?v=7OPdJ7OeAnI)
Gender@work quadrants of change

**INDIVIDUAL CHANGE**

- **Consciousness and awareness**
  Changes that occur in women and men’s consciousness, capacities and behaviour.

- **Access to resources and opportunities**
  Changes that occur in terms of access to resources, services and opportunities.

**INFORMAL CHANGE**

- **Informal cultural norms and deep structure**
  Changes that take place in deep structure and the implicit norms and social values that underpin the way institutions operate, often in invisible ways.

**SYSTEMIC CHANGE**

- **Formal policies, laws, and institutional arrangements**
  Changes that occur in terms of formal rules, adequate and gender equitable policies and laws and in place to protect against gender discrimination.
Use of contribution analysis to assess contributions to outcome-level, strategic GE results

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