



Office of  
Independent  
Evaluation



Guidelines for

# GENDER- RESPONSIVE EVALUATIONS

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# Glossary

<b>BMC</b>	Borrowing Member Countries
<b>BoD</b>	Board of Directors
<b>CBD</b>	Caribbean Development Bank
<b>CSP</b>	Country Strategic Paper
<b>EIGE</b>	European Institute for Gender Equality
<b>OIE</b>	Office of Independent Evaluation
<b>SAT</b>	Strategic Advisory Team
<b>ToR</b>	Terms of Reference
<b>UNEG</b>	United Nations Evaluation Group
<b>UN Women</b>	The United Nations Entity for Gender Equality and the Empowerment of Women

## Definitions

**Gender analysis:** Identifies, assesses and informs actions to address inequality that come from 1) different gender norms, roles and relations, 2) unequal power relations between and among groups of men and women, and 3) the interaction of contextual factors with gender such as sexual orientation, ethnicity, education or employment status. (Source: WHO) Gender analysis is a tool for identifying and addressing the different impacts of a policy, programme, action and initiative on women and men. The goal of gender analysis is to portray in detail the social processes, gaps, differences, and similarities in the situation of women and men in a particular sector. Additionally, the tool helps ensure that proposed development interventions equally meet women's and men's needs and have a beneficial impact on the gender equality situation in general. (UNDP)

**Gender-sensitive:** This approach acknowledges gender differences and inequalities but does not necessarily address them. It involves awareness of the implications of gender on individuals' roles and experiences without actively seeking to change existing dynamics. (UNWomen)

**Gender-responsive:** This approach goes beyond recognition and actively seeks to address gender inequalities. It involves designing and implementing policies and programmes that consider the different needs and experiences of all genders, aiming to promote gender equality and women's empowerment.

**Gender-transformative:** This approach aims to transform gender relations to promote equality. It challenges and seeks to change harmful gender norms, roles, and power relations that perpetuate inequalities, striving for systemic change towards gender equality.

These definitions reflect a progression from recognising gender issues to actively addressing and transforming them to achieve gender equality.



# About the CDB Gender Unit

CDB is fully committed to mainstreaming gender across all its work. The Bank conducts rigorous gender analysis and designs programmes and projects with specific gender equality outcomes.

CDB invests in projects and programmes that aim to provide equal opportunities for women, end gender-based violence, and support institutions and organisations that work towards gender equality.

## About the Office of Independent Evaluation (OIE)

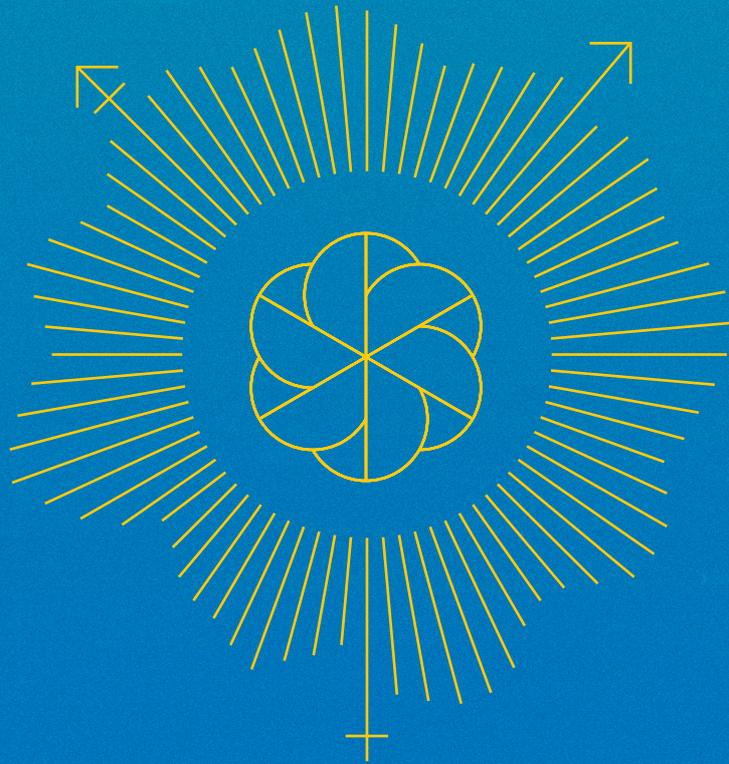
The Office of Independent Evaluation (OIE) reports to CDB's Development Effectiveness Committee, a subcommittee of the Board of Directors (BoD). It is charged with assessing the performance and results of the Bank's assistance to its Borrowing Member Countries (BMCs).

OIE generates evaluation knowledge to improve programmes and promote accountability for results. Working with qualified consultants, it gathers and analyses data and presents reports on CDB's major sectors, themes, and country programmes. It also validates self-evaluations by the operations. Reporting to the BoD, the OIE independently evaluates programmes, technical assistance, policies and other development initiatives financed by the CDB.

The evaluation function fosters learning and organisational development, supports policy and strategic decision-making, and ensures accountability for results.

With the development of the Gender Guidelines, the OIE seeks to contribute to mainstreaming gender in all the work being developed, promoted, and conducted by the OIE.

# INTRODUCTION

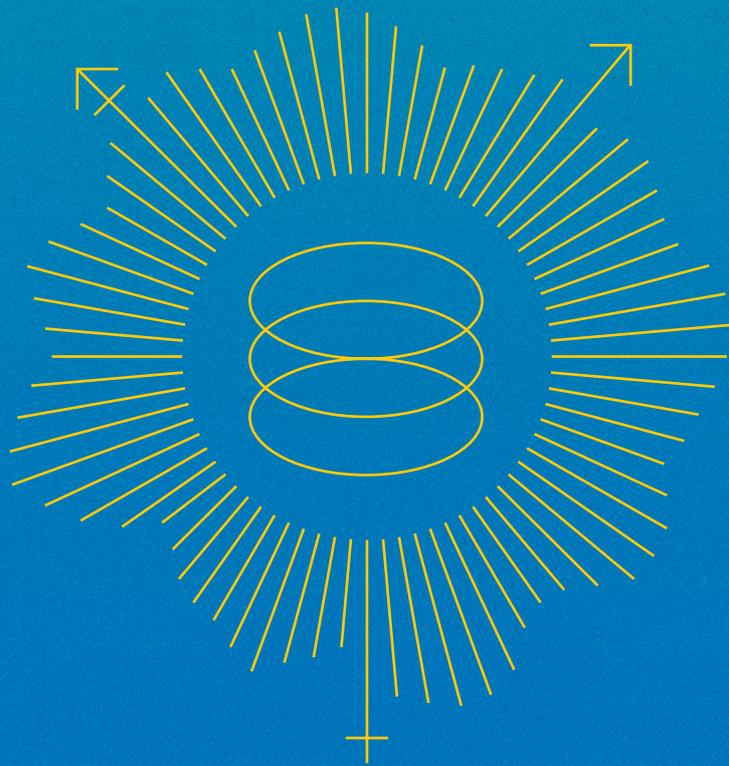


## This document aims to provide comprehensive information and guidance on conducting gender-responsive evaluations.

It is structured into seven sections, commencing with this brief introduction (Section 1). **Section 2** outlines the international framework surrounding gender evaluation, which informed the development of these guidelines. **Section 3** articulates the guidelines' objective, encompassing their general purpose and scope. **Section 4** details the various steps and elements necessary to plan an evaluation with a gender approach successfully. **Section 5** focuses on conducting or commissioning gender-responsive evaluations, which includes the inception and data collection phases. **Section 6** covers the conclusion of the evaluation process, addressing the utilisation of evaluation findings. Finally, **Section 7** provides a variety of tools that may be beneficial for individuals using these guidelines. It is advisable to review the entire document to fully grasp the process of conducting gender-responsive evaluations. However, readers may refer to specific sections according to their individual needs at different stages of the evaluation process.



# INTERNATIONAL GENDER EVALUATION FRAMEWORK



Gender has emerged as a key development priority within international organisations and across nation states, and it is being integrated into their work and processes.

Consequently, worldwide efforts have been made to create tools that aid in incorporating a gender perspective into daily operations. Regarding evaluation activities, the Bank has recognised two stakeholders that have made significant strides in transitioning toward gender-responsive and gender-sensitive evaluation practices. Their guidelines and criteria have served as a reference for developing the CDB's guidelines for gender-responsive evaluation. These institutions are UN Women and The European Institute for Gender Equality (EIGE).<sup>1</sup>

UN Women has created a handbook to direct gender-responsive evaluations within its organisation. This complements existing evaluation policies and strategies, and aligns with broader UN evaluation standards. The handbook offers pertinent information and insights for the development of this document.

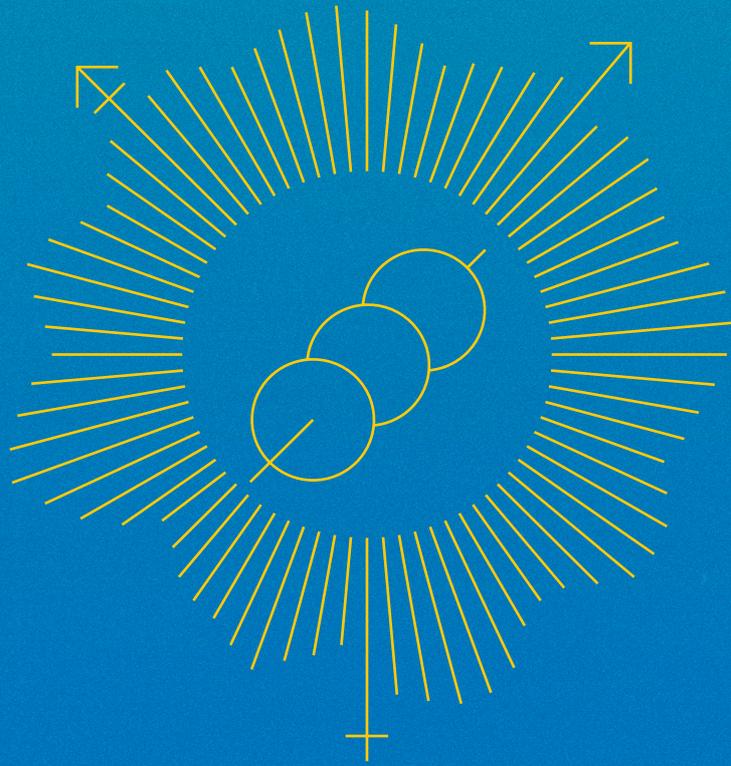
“Gender-responsive evaluation has two essential elements: what the evaluation examines and how it is undertaken. A gender-responsive evaluation assesses the degree to which gender and power relationships—including structural and other causes that give rise to inequities, discrimination, and unfair power relations—change as a result of an intervention using a process that is inclusive, participatory and respectful of all stakeholders (rights holders and duty bearers).”

#### UN Women, 2022

EIGE is an autonomous EU agency committed to advancing gender equality throughout the European Union. Their objective is to foster a society where all individuals, irrespective of gender, have equal opportunities and can actively engage in all aspects of life. EIGE considers gender mainstreaming essential for realising gender equality. This entails integrating the gender perspective at every stage of policy formulation, execution, and assessment. To this end, EIGE has formulated specific guidelines for gender-responsive evaluations.

<sup>1</sup> More information on UN Women and EIGE can be found in the Annex of this document or directly on their webpages: [www.unwomen.org](http://www.unwomen.org) and [www.eige.europa.eu](http://www.eige.europa.eu)

# OBJECTIVE



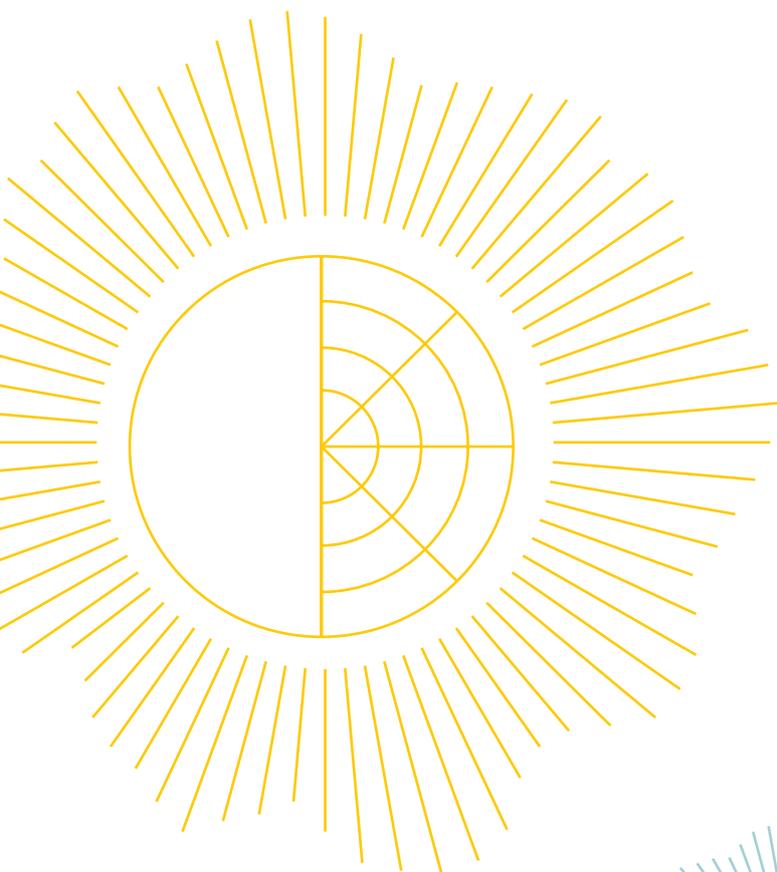
## The goal is to promote gender as a fundamental cross-cutting theme throughout CDB and its operations.

The OIE gender guidelines influence all evaluation processes and complement CDB's efforts to integrate a gender perspective into its operations, fostering participation and inclusivity. Ensuring that all evaluations by OIE are responsive to gender aims to improve accountability for human rights, gender equality, and women's empowerment. This includes producing evidence on how CDB's operations and supported programmes produce different outcomes for women and men. This applies to all of the Bank's operations, not just those specifically related to gender.

These guidelines will help ensure that all OIE evaluations comply with section 2.8.3.4 of the Evaluation Policy (2021), which focuses on Gender Equality and Inclusion. This section states that

**“Evaluators must be mindful of gender equality issues in the strategy, policy, process, project, or programme being evaluated. Approach papers and evaluation designs must address gender equality as a cross-cutting theme and require collecting gender-disaggregated data where available. Evaluations will consider the intersection of gender equality, diversity, and inclusion.”**

UN Women, 2022



# General purpose

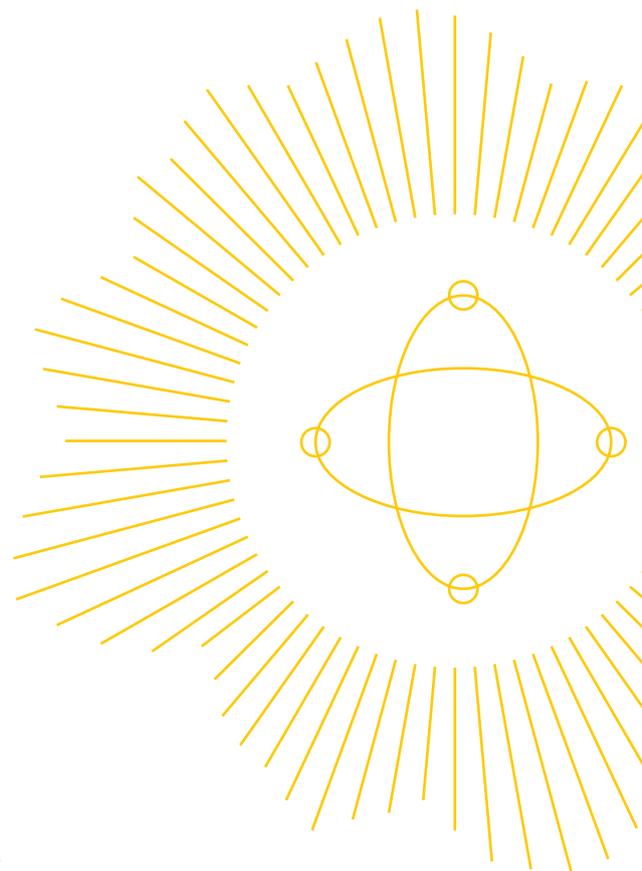
The aim is to guide evaluation commissioners and evaluators on how to integrate gender mainstreaming into their evaluation activities, ensuring that the outcomes are in line with and promoting CDB's commitment to gender equality.

Based on the UN Women's Handbook on gender-responsive evaluations, this evaluation approach serves three main purposes in supporting the achievement of results.

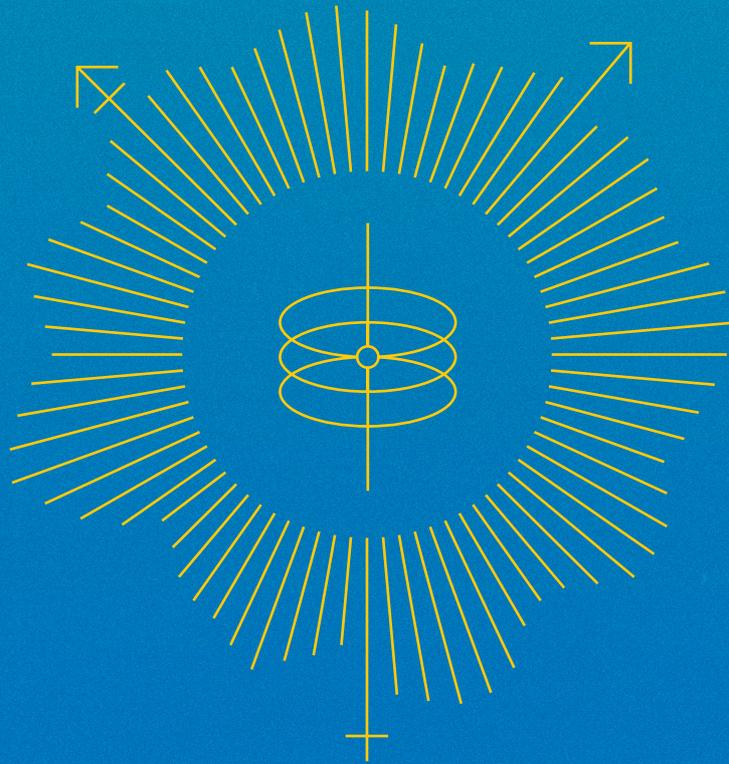
## Who are these guidelines for?

These guidelines, developed by the OIE, are addressed to all Bank units directly or indirectly engaged in evaluation processes and for the BMC. They also apply to external consultants and evaluators hired by the OIE or any Bank unit involved in evaluation development.

1. Gender-responsive evaluation is a means to demonstrate results and accountability by providing information to stakeholders, participants and donors about programme processes and the intended and unintended effects of the intervention on women's empowerment, gender equality and human rights.
2. It provides credible and reliable evidence for decision-making by providing: (a) information about programme design, implementation, and resource allocation; and (b) knowledge on participants and stakeholders' needs, programme functioning and programme effects.
3. It contributes important lessons learned about normative, operational and coordination work in gender equality and the empowerment of women – including what is working well, what is not, and what this means for the programme and other development efforts.



# PLANNING GENDER-RESPONSIVE EVALUATIONS

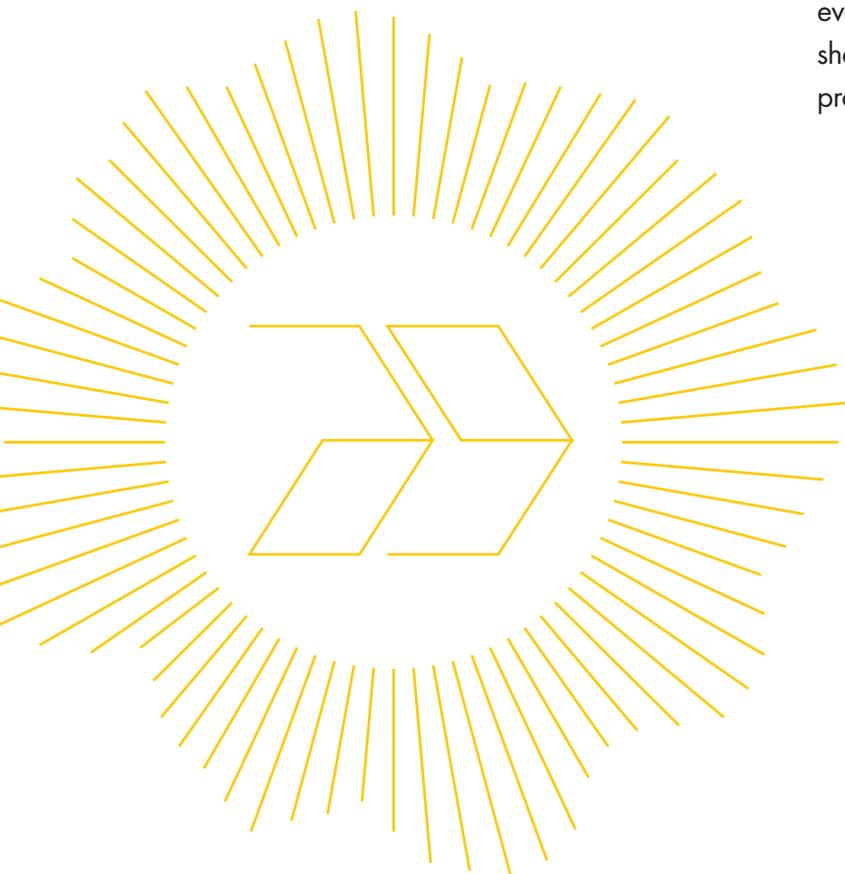


# Checking gender-relevance and evaluation criteria

As outlined in CDB's Evaluation Policy (Discussion Draft, 2021), all projects, programmes, strategies, policies, and initiatives funded by CDB will be evaluated against four mandatory criteria.

These criteria, standard across all MDBs for organising evaluation designs, include Relevance, Efficiency, Effectiveness, and Sustainability. The policy also allows for the inclusion of additional criteria as necessary depending on the programme or project being evaluated. This section offers guidance on integrating a gender perspective into the evaluation criteria mentioned above and adding the criterion of Coherence. This guidance is based on EIGE's Gender Responsive Evaluation Handbook and UNWomen's Handbook.

It is recommended that at least one of the evaluation criteria explicitly incorporate a gender perspective. This consideration should be present from the approach paper for the evaluation, and alignment with these criteria should be maintained throughout the evaluation process, including the procurement phase.



## Relevance

“Assessing the relevance of an intervention from a gender perspective requires verifying that the intervention responds to the gender-specific needs of the target population, and that its objectives are appropriate for addressing gender equality considerations in the intervention’s social, economic and cultural contexts. For instance, it requires examining whether the intervention is based on sound gender analysis<sup>2</sup> that uses sex-disaggregated data, captures gender gaps and reflects the different roles and needs of women and men.”

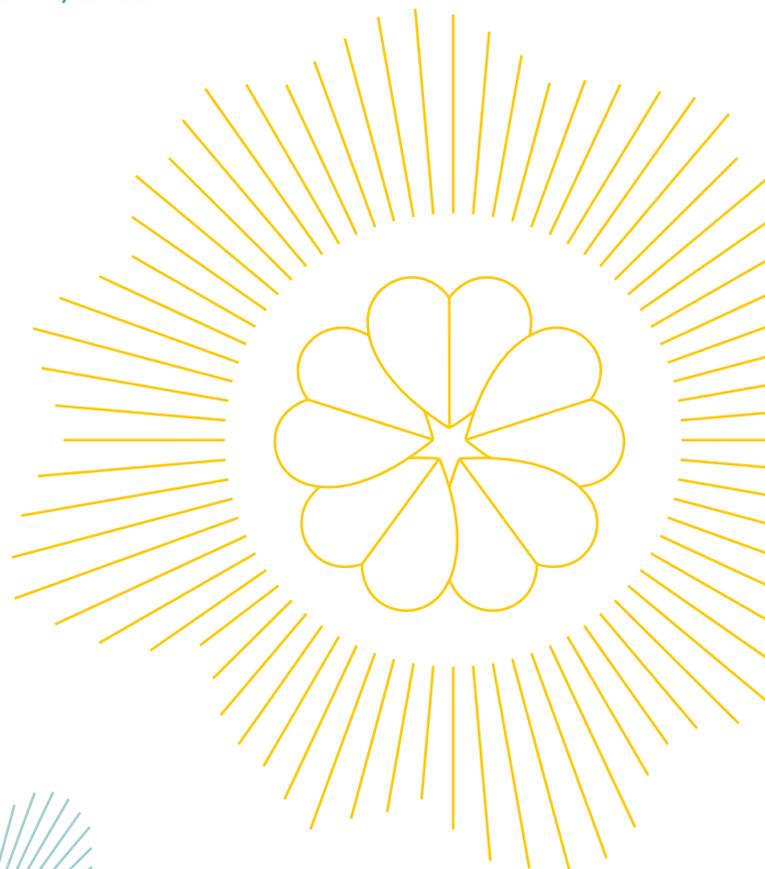
EIGE, 2022

## Effectiveness

“Evaluating the effectiveness of an intervention from a gender perspective requires assessing the extent to which, why and how the intervention contributed to the achievement of gender equality objectives and/or the reduction of gender inequalities (e.g. changes in perception on gender roles). It also provides evidence of how women and men benefited from these changes. Under this criterion, a gender-responsive evaluation also assesses whether the intervention or aspects of the intervention led to any unwanted (positive or negative) effects on gender equality.”

EIGE, 2022

2 See EIGE (2019), Gender Analysis, Publications Office of the European Union, Luxembourg (<https://eige.europa.eu/gender-mainstreaming/methods-tools/gender-analysis>).



## Efficiency

“Assessing the efficiency of an intervention from a gender perspective requires analysing if there was an equitable and efficient allocation of resources. This criterion also assesses the level and adequacy of resources used for tackling gender inequalities compared to other aspects tackled by the intervention. It can also include an assessment of the cost of not providing resources for gender equality, in other words, evaluating the enhanced benefits that could have been achieved with a certain amount of investment.”<sup>3</sup>”

EIGE, 2022

## Coherence

“Assessing the coherence of intervention from a gender perspective requires looking at the extent to which its various components are coordinated and complement each other to sustain advancements in gender equality (internal coherence) and to what extent they interrelate to other interventions to achieve gender equality in society (external coherence).”

EIGE, 2022

## Sustainability

“To what extent the capacity was developed to ensure the sustainability of efforts and benefits and how will the benefits of the intervention be secured for rights holders, for example, what accountability and oversight systems were established.”

UNWomen, 2022

To establish the specificity of the gender perspective in the criteria, please consult the Gender Markers document.

3 UNEG (2011), *Integrating Human Rights and Gender Equality in Evaluation – Towards UNEG guidance*, New York (<http://www.uneval.org/document/detail/980>).

# Defining the evaluation's purpose

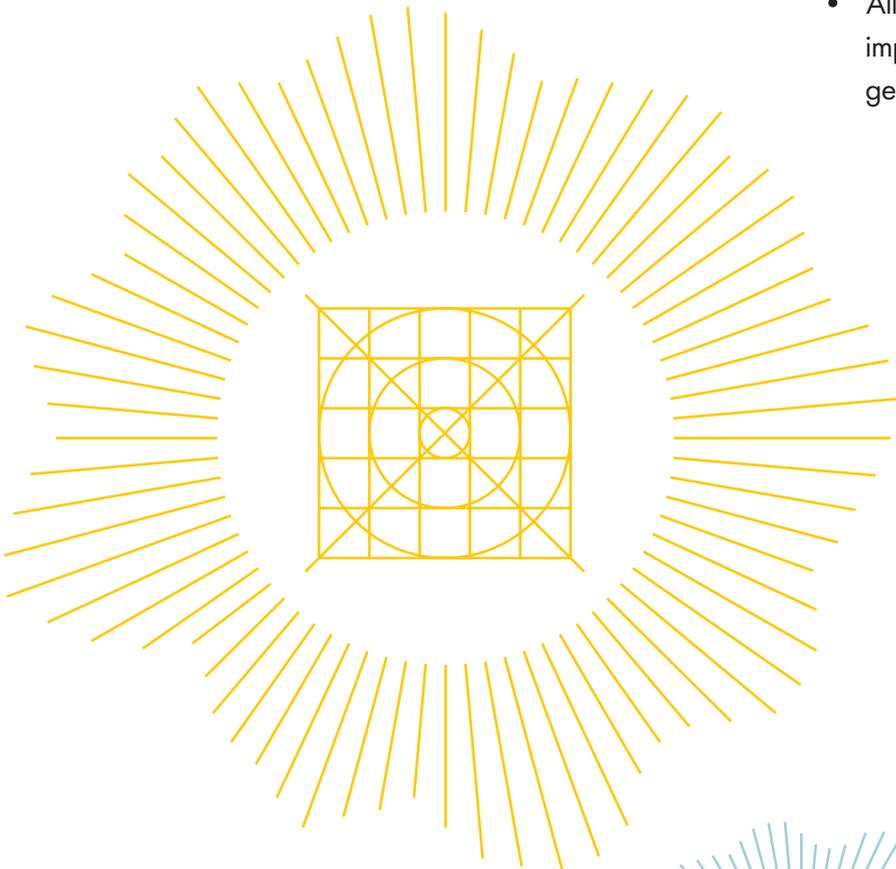
The evaluation process commences with consultations with the Board and CDB units to identify evaluation needs.

Based on the gathered information, OIE develops a medium-term plan and an annual evaluation agenda. In this process, OIE will incorporate gender-responsive considerations to ensure that the annual agenda is gender-oriented. The gender considerations of CDB's five-year working plan and annual programme will be considered, and the Gender unit will review the draft agenda for gender perspective assurance before its presentation by OIE to SAT and all CDB units.

To ensure that the OIE evaluations are gender-responsive, the following checklist should be completed when defining the project's purpose and drafting the approach paper and ToRs. Before the evaluation is commissioned and during the appropriation process, the checklist elements should be reviewed and validated by the OIE with support from the Gender unit when needed.

Please ensure the following points are considered:

- Clearly state the purpose and objectives of the assessed policy, project, or initiative in relation to gender.
- Include gender equality in the Terms of Reference (TORs).
- Identify the entity responsible for achieving gender equality results.
- Allocate adequate resources for implementing the evaluation's gender strategy.



# Gender-responsive evaluation questions and methodological approaches

Section 2.9.2 of the Evaluation Policy specifies that the questions to be addressed by the evaluators will be identified in an Approach Paper and/or in the ToR for the evaluation. These questions may be reviewed in the inception phase of the evaluation and restated in the Inception Report. Furthermore, evaluation questions will be aligned with the mandatory and complementary criteria defined for the evaluation. Evaluation questions serve to clarify the purpose of the evaluation. To adhere to the gender approach advocated by these guidelines, gender-sensitive or gender-responsive questions should be incorporated into all evaluations.<sup>4</sup>

As established by the EIGE (2022),

**“In a gender-responsive evaluation, the evaluation questions must allow all the relevant aspects of an intervention to be evaluated with a gender perspective including the processes, activities, outputs, outcomes, and impacts.”**

The evaluation questions outlined in the Approach Paper and the ToR for evaluations will direct the selection and/or design of the methodological approach for the evaluation. Thus, the inclusion of gender-sensitive and gender-responsive questions will be evident in the methodological approach. Mixed methods and participatory approaches typically align with gender-sensitive or gender-responsive evaluations as they aid in analysing complex subjects.

According to the EIGE (2022),

**“The use of participatory approaches and consultation of stakeholders, not only for data collection, but also to inform the design of the evaluation, echoes feminist principles about knowledge and value being culturally, socially and temporally contingent, and the importance of listening to those affected.<sup>5</sup> Gender-responsive evaluation methods also draw from feminist theory and methodologies that acknowledge gender roles and power dynamics, use gender analysis frameworks<sup>6</sup> and sex-disaggregated data.”**

<sup>4</sup> Examples of gender-sensitive evaluation questions from EIGE are included in the “Tools” section of this document.

<sup>5</sup> Bustelo, M. (2017). Evaluation from a gender+ perspective as a key element for (re)gendering the policymaking process. *Journal of Women, Politics & Policy*, 38(1), 84–101. <https://doi.org/10.1080/1554477X.2016.1198211>

<sup>6</sup> EIGE (2019), *Gender Analysis*, Publications Office of the European Union, Luxembourg (<https://eige.europa.eu/gender-mainstreaming/methods-tools/gender-analysis>).

# Learning and accountability for gender equality

Two alternatives could be considered in the Approach papers and ToR to promote learning and accountability through the evaluation exercises: the rating system and the contextual power analysis.

## Rating system

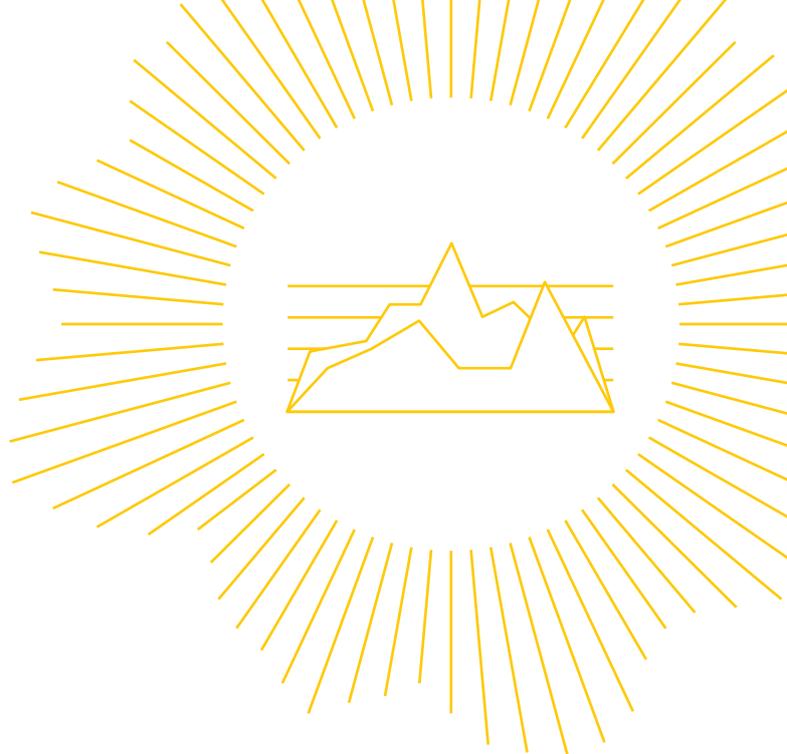
Evaluations should aim to identify and highlight innovative approaches to gender equality and the empowerment of women.

To achieve this, Approach papers and ToRs could indicate that the evaluation team will utilise a rating system to categorise the level of contribution of the evaluated portfolio/projects to gender equality. While the evaluation team may propose and adjust the rating system during the inception phase, we recommend the following rating system with four levels:

- **Gender Specific:** This level applies when the project's primary objective is to advance gender equality.
- **Gender Mainstreamed:** At this level, the project has significant potential to contribute to gender equality.
- **Marginally Mainstreamed:** This level indicates that the project has limited potential to contribute to gender equality.
- **No Contribution:** This level signifies that the project does not contribute to gender equality or does not reflect gender considerations.

## Contextual power analysis

Additionally, and given the objective of the evaluation, Approach papers and ToR could request that evaluation teams consider at least one of the following categories to analyse contextual power.<sup>7</sup>



### 1. Economic empowerment

- Equal pay for equal work
- Access to and control over productive resources (ex. land, credit, technology)
- Participation in decision-making processes related to economic policies and programmes
- Access to decent work and entrepreneurship opportunities
- Access to infrastructure services

### 2. Political empowerment

- Representation of women in political leadership positions (parliament, government, etc.)
- Participation in decision-making processes at all levels of governance
- Legal frameworks that promote gender equality in politics and public life
- Elimination of discriminatory laws and practices that hinder women's political participation

### 3. Social empowerment

- Access to quality education and lifelong learning opportunities
- Elimination of gender-based violence and discrimination
- Access to healthcare services, including sexual and reproductive health
- Equal participation in cultural, social and community activities
- Work-life balance

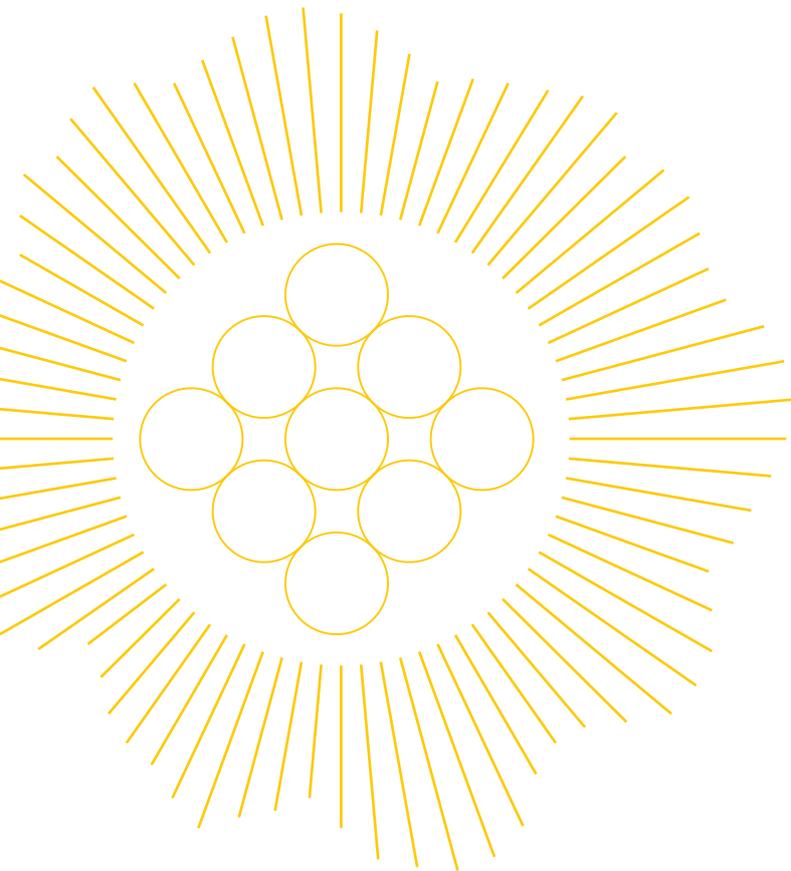
### 4. Legal empowerment

- Legal frameworks that protect women's rights and promote gender equality
- Access to justice and legal remedies for gender-based discrimination and violence
- Elimination of discriminatory laws and practices that hinder women's rights
- Implementation and enforcement of international conventions and agreements on women's rights

<sup>7</sup> Sub-categories are included to guide anyone developing an approach paper or ToR and to the evaluators; however, specific subcategories may be defined and agreed on during the inception phase of the evaluations.

# Establishing the evaluation team

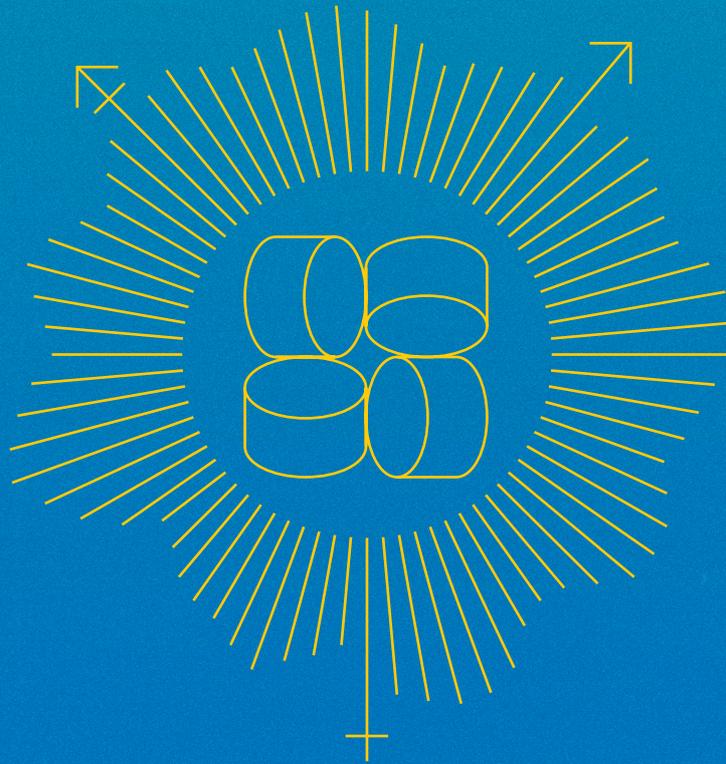
The foundation for assembling and selecting the evaluation team must be outlined in the ToR as it delineates the requirements.



The specific criteria will vary depending on the budget, availability, and size of the team:

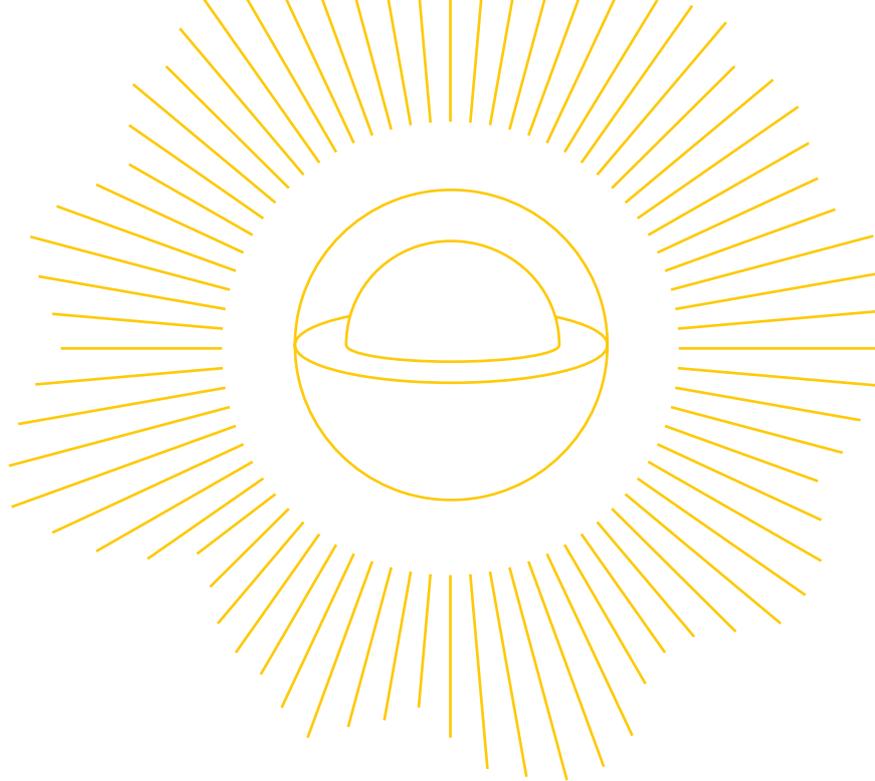
- One evaluation expert (preferably with gender analysis expertise).
- One thematic expert (preferably with gender analysis expertise).
- The team should be multicultural, with gender balance and geographic representation.
- Skills to consider include experience in conducting gender-responsive evaluations, extensive knowledge of qualitative and quantitative evaluation methods, experience in gender analysis and human rights-based approaches, a strong track record in designing and leading evaluations, data analysis skills, ability to communicate with stakeholders, technical competence in the sector or issue being evaluated, facilitation and communication skills (including management skills), language proficiency, country or regional experience, among others.
- Consideration should be given to the expertise required (which may not necessarily be found in a single person but could be present in a team) and consulting key stakeholders (especially the regional evaluation specialist) in defining the required skills.
- For potentially sensitive topics (e.g., gender-based violence, women's health), it may be necessary to include female data collectors on the team to speak with women and girls if consulting stakeholders at the community level.

# CONDUCTING OR COMMISSIONING GENDER-RESPONSIVE EVALUATIONS



# Inception phase

During the inception phase, the Approach paper and ToR should establish that the refinement of the evaluation questions, the development of the interviews and the inception report should consider the following:



- 1. Incorporating gender analysis into the evaluation framework:** When the evaluation concerns a CSP, specific questions should be proposed for assessing gender equality results linked to the Country Policy on Gender Equality objectives, if applicable. The evaluation should be country-driven and respond to the need for national ownership and leadership by rights holders and duty bearers.<sup>8</sup>
- 2. Analysing contextual power and gender relations:** Evaluations should be conducted with an understanding of contextual power and gender relations.
- 3. Including stakeholders (rights holders and duty bearers):** Evaluations can foster empowerment through the participation of stakeholders in the creation of knowledge about the intervention and other aspects of the evaluation process.
- 4. Defining indicators:** Indicators can be divided in two types:
  - Non-person-related indicators – political concepts and policies measure how gender mainstreaming and empowerment can be achieved.
  - Person-related indicators – document intended changes among men and/or women regarding their behaviour, knowledge, perceptions, opinions and assessments, and their consequences.

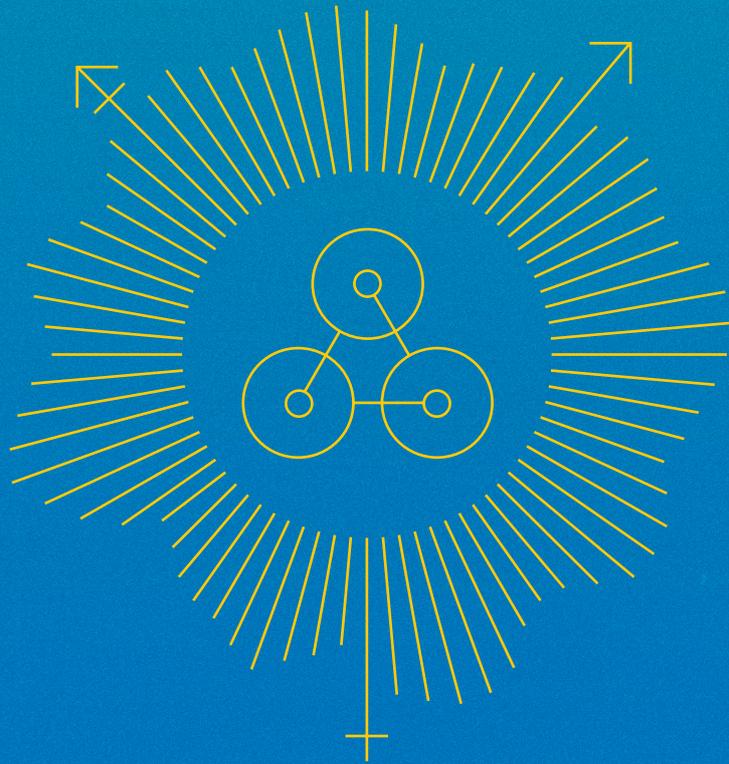
<sup>8</sup> For more detailed elements for CSP evaluation refer to [Handbook-on-gender-mainstreaming-for-gender-equality-results-en.pdf \(unwomen.org\)](#) page 36.

# Data collection

To develop a gender-responsive evaluation and given the evaluation questions, during the data collection phase, the evaluation team should take into account the following:

- 1. Triangulating information:** This helps obtain a comprehensive understanding of the intervention's impact on gender equality and women's empowerment. Data analysis that explicitly and transparently triangulates the voices of different social role groups and/or disaggregates quantitative data to ensure a gender analysis. Utilisation of diverse data sources and processes such as triangulation and validation to ensure inclusion, accuracy, and credibility.
- 2. Disaggregation of data:** Clearly describe stakeholders by sex, age, race, ethnicity, and socio-economic group. Compare the results achieved for women and girls to those achieved for men and boys. Identify the unanticipated effects of the investment on different genders. Use sex-disaggregated data in the analysis of evaluation findings and conclusions. Evaluations should incorporate a gender analysis to understand the differential impacts of interventions on women, men, girls, and boys and to identify gender inequalities and barriers to gender equality.
- 3. Examining rights holders and duty bearers:** Evaluations should address the diversity of stakeholders affected by the intervention, particularly the most vulnerable, in the evaluation methods and sampling frame. They should consider the intersecting identities and experiences of individuals and groups, recognising that gender intersects with other social categories such as age, ethnicity, disability, and socioeconomic status.
- 4. Participatory process:** Evaluations must be undertaken in an inclusive and participatory manner, involving internal and external stakeholders. They should promote the active participation and inclusion of diverse stakeholders, including women's organisations, marginalised groups, and rights holders.
- 5. Ethical principles:** Evaluations should adhere to ethical guidelines and principles, ensuring the protection of participants' rights, confidentiality, and informed consent. Evaluations should apply a human rights-based approach, ensuring that the evaluation process and findings are aligned with international human rights standards and principles. Respect for dignity and diversity, right to self-determination, fair representation, compliance with codes for vulnerable groups, redress, confidentiality, and avoidance of harm.

# GENDER-RESPONSIVE EVALUATION REPORTING AND USE



## Use-oriented

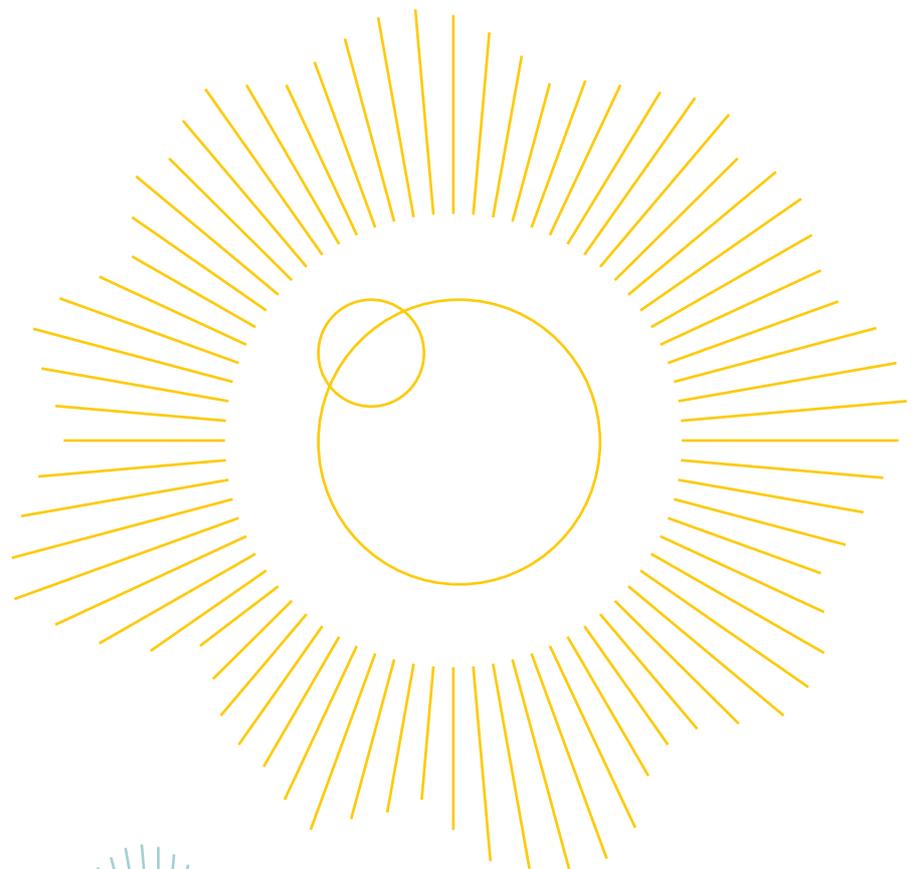
The aim is for findings and recommendations to be used for decision-making, therefore evaluation products must promote learning and knowledge sharing.

There should be clear, specific and actionable recommendations related to gender equality. To facilitate learning for future development initiatives, strategic lessons learned related to gender equality could be shared where relevant. During the inception phase, evaluation teams should develop a strategy for using information on gender equality results and disseminating it to different audiences.

## Gender-responsive reporting

The evaluation should integrate and reflect gender equality and human rights perspectives, principles, and approaches throughout the report.

It should offer recommendations on enhancing gender equality, human rights performance, and lessons learned. The report should be concise, avoid technical jargon, and ensure that language does not marginalise stakeholders.



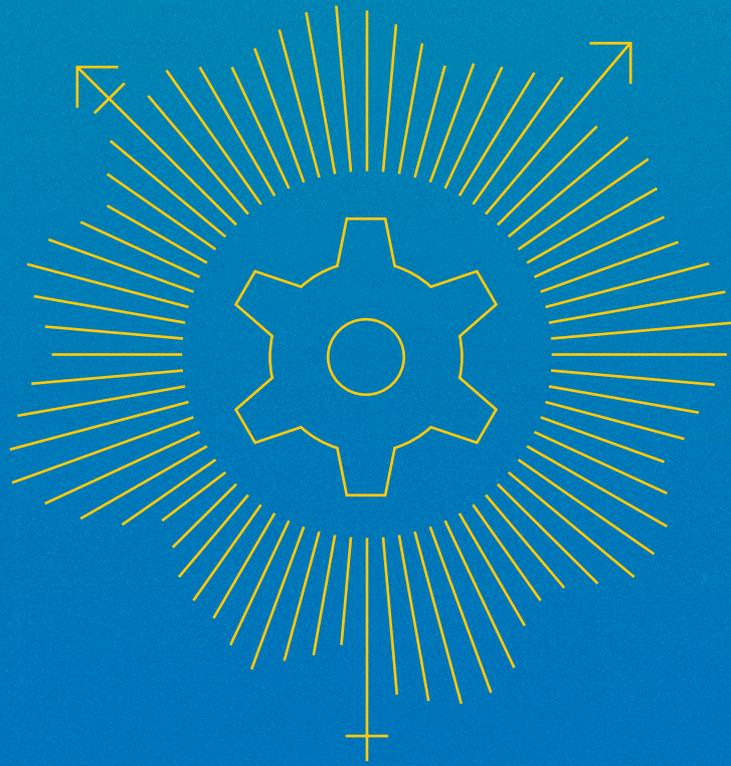
# Gender-responsive communication

To enhance gender-sensitive communication, consider the following actions:

- 1. Active Participation:** Engage stakeholders in the evaluation process beyond just providing information.
- 2. Respect:** Treat all stakeholders with respect for their culture, language, gender, location, and abilities. Develop appropriate ways to engage and be accountable to them, particularly those who are vulnerable.
- 3. Transparency and Accountability:** Seek informed consent from stakeholders regarding the use, storage, access, and publishing of data and information. Ensure that the evaluation results are publicly accessible in languages and formats that stakeholders can access, and provide feedback to stakeholders about the process, results, and use of the evaluation.
- 4. Incorporation of Gender Equality and Human Rights Perspectives:** The evaluation report should indicate how the methodology incorporated gender equality and human rights perspectives and approaches, and reflect them throughout the report.
- 5. Empowerment and Prevention of Discrimination:** Explain how the evaluation process may have helped empower stakeholders or prevented further discrimination and/or exacerbated existing uneven power relations.
- 6. Recommendations for Improvement:** Provide recommendations on improving gender equality and human rights performance, as well as highlight lessons learned regarding gender equality and human rights mainstreaming that go beyond the specific project or programme.
- 7. Language and Length of Report:** Ensure the final report is succinct, avoids technical jargon, and other language that could marginalise stakeholders.



# TOOLS



# UN Women

UN Women has developed a thorough handbook for conducting gender-responsive evaluations, guiding their work by the normative agreements that frame all of UN Women's work and strategic planning.<sup>9</sup>

This handbook adds to the UN Women Evaluation Policy and the UN Women Evaluation Strategy, recognised as the main guiding documents for evaluation within the institution and which are aligned to the norms, guides, handbooks, and standards of the United Nations Evaluation Group (UNEG).

UN Women defines a set of key principles for

gender-responsive evaluations that served as a guide for the development of this document. The principles that will be taken upon further in these guidelines are the following: National ownership and leadership; Coordination and coherence regarding gender equality and the empowerment of women; Innovation; Fair power relations and empowerment; Participation and inclusion; Independence and impartiality; Transparency; Quality and credibility; Intentionality and use of the evaluations; and Ethics.

UN Women defines gender-responsive evaluation following UNEG's definition of evaluation but incorporating various principles of gender equality, women empowerment, and women's rights. Therefore, this approach to evaluation considers that the evaluative process is able to enhance gender equality and empowerment by including gender dimensions in evaluation methodologies, processes, and uses.

As part of the handbook, UN Women shares a series of tools to facilitate the work when developing gender-responsive evaluations. Some of these tools are included here and the rest can be consulted directly in the Handbook.



<sup>9</sup> UN Women Evaluation Handbook on How to Manage Gender Responsive Evaluations (2022) is publicly available at: <https://www.unwomen.org/en/digital-library/publications/2022/05/un-women-evaluation-handbook-2022>

## The European Institute for Gender Equality (EIGE) is an autonomous body of the European Union established to strengthen gender equality across the EU.

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To advance their work, EIGE developed a gender-responsive evaluation document that not only defines gender-responsive evaluation but presents a set of guidelines on how this evaluation approach works and how it can be applied. EIGE considers that gender-responsive evaluations are assessments that:

“Independently measure progress towards achieving intended gender-related objectives and goals set out in policies, programmes and projects.”

“Evaluate from a gender perspective the relevant processes, activities, outputs, outcomes and impacts of an intervention.”<sup>10</sup>



<sup>10</sup> European Institute for Gender Equality, EIGE; Gender-responsive Evaluation, 2022, Lithuania, consulted on January 22nd, 2024 at [https://eige.europa.eu/sites/default/files/20223059\\_pdf\\_mh0722477enn\\_002.pdf](https://eige.europa.eu/sites/default/files/20223059_pdf_mh0722477enn_002.pdf)

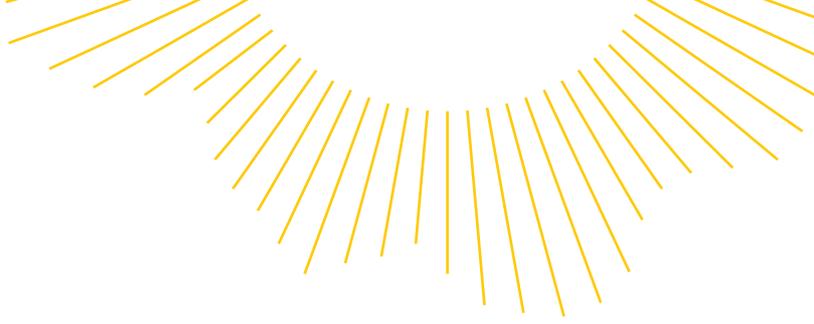
# EIGE's (2022) sets of guiding gender-responsive evaluation questions

## Relevance

- Did it contribute to the national, subnational and EU legal mandates and policy commitments regarding gender equality?
- Does the intervention align with the national gender equality strategy and goals?
- Was a gender impact assessment conducted before the design of the intervention? Were the findings of the gender impact assessment and its recommendations used to ensure the design of the intervention promotes gender equality?
- Was a gender analysis conducted to inform the design of the intervention?
- Was the design of the intervention informed by consultations with target groups and other relevant stakeholders?
- Did the design of the intervention consider the gender dimension throughout its objectives, outcomes, outputs and activities with a view to promoting gender equality?
- To what extent did the objectives, outcomes, outputs and activities address the causes of gender inequality relevant to the beneficiaries of the intervention, including the most disadvantaged or marginalised?
- Has the intervention effectively contributed to the creation of favourable conditions for gender equality?
- To what extent are the output and outcome indicators of the intervention gender-responsive?
- Were adjustments made to respond to external factors of the intervention (e.g. economic crisis, new government) that influenced gender relationships?

## Efficiency

- Were the means and resources being used efficiently to achieve results in terms of improved benefits for both women and men and girls and boys?
- How many resources were spent on women and men beneficiaries? How does this compare to the resources spent on everyone?
- What services, infrastructures and/or goods were received respectively by men and women and boys and girls as a result of the intervention?
- Have the results for women and men been achieved at a reasonable cost, and have costs and benefits been allocated and received equitably?
- Were resources (funds, human resources, time, expertise, etc.) allocated strategically to achieve gender-related objectives?
- Were resources (financial, time, people, technical and gender expertise) sufficient to address the gender inequalities defined during the design of the intervention?
- Did the intervention's monitoring, reporting and evaluation mechanisms include a gender perspective and allow relevant evidence to be collected?



## Effectiveness

- Did the intervention results turn out to be effective in achieving gender equality?
- Have the results contributed to the achievement of the planned gender-related results and outcomes? Have benefits favoured women and/or men as target groups? What kind of progress was made, and what were the obstacles? What factors played in favour or against the achievement of the expected results?
- Did the results (effects of activities and outputs) of the intervention affect women and men differently? If so, why and in which way?
- What effects (expected/unexpected) did the interventions have on power relations between women and men?
- In what way do the project's outputs and outcomes contribute to gender equality?
- Were specific risks and challenges inherent to the achievement of gender equality adequately taken into consideration and mitigated? If so, how?
- Did the evaluation team have adequate gender expertise?
- Did the project have a monitoring system in place that collected sex-disaggregated data and monitored gender-related results?
- Were the gender-related objectives and results of the intervention effectively communicated?
- Did stakeholders (organisations, institutions, indirect target groups) benefit from the interventions in terms of institutional capacity-building in the area of gender equality and the development of gender competence among their staff?

## Sustainability

- Are achievements in gender equality likely to be sustained after funding ends?
- To what extent have strategic gender needs of women and men and girls and boys been addressed through the intervention, and has this resulted in sustainable improvement of women's rights and gender equality?
- Did the intervention promote sustainable changes in the area of gender mainstreaming?
- To what extent has capacity for gender mainstreaming through the project been built and institutionalised?
- To whom and how are findings of the evaluation disseminated?

## Coherence

- Was the treatment of gender equality issues throughout the implementation phase logical and coherent?
- To what extent was the intervention coherent with the EU commitments in the areas of gender equality and gender mainstreaming?
- To what extent was the intervention coherent with the implementation of the EU gender equality strategy and/or national gender equality strategies and goals?
- To what extent was the intervention coherent with commitments to gender equality in other policy areas?



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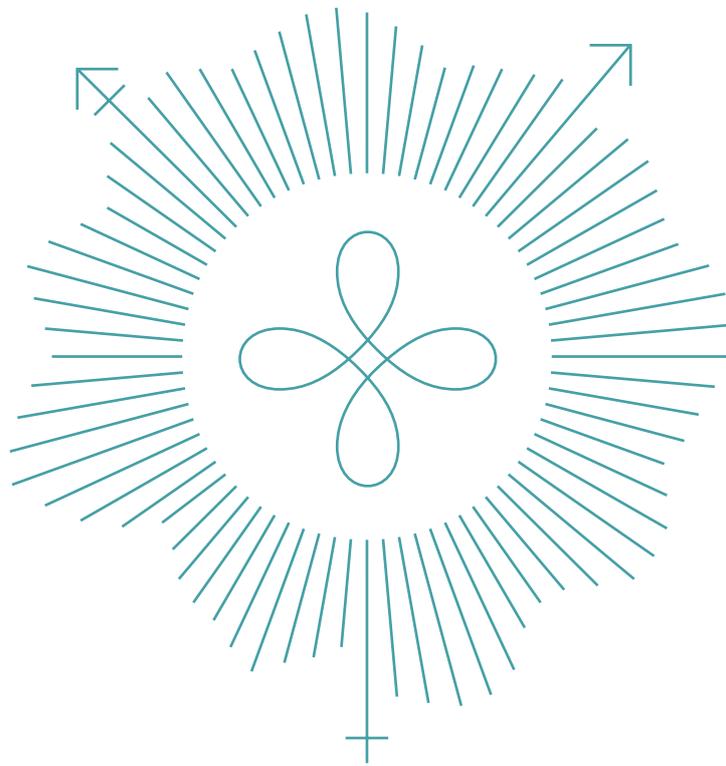
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# ANNEX 1: ADDITIONAL INFORMATION ON THE MAIN INTERNATIONAL REFERENCES USED TO DEVELOP THE GUIDELINES



# UN WOMEN as a benchmark for gender-responsive evaluation

UN Women has developed a thorough handbook for conducting gender-responsive evaluations, guiding their work by the normative agreements that frame all of UN Women's work and strategic planning.<sup>11</sup> This handbook adds-on to the UN Women Evaluation Policy and the UN Women Evaluation Strategy, recognised as the main guiding documents for evaluation within the institution and which are aligned to the norms, guides, handbooks, and standards of the United Nations Evaluation Group (UNEG).

UN Women defines a set of key principles for gender-responsive evaluations that served as a guide for the development of this document. The principles that will be taken upon further in these guidelines are the following: National ownership and leadership; Coordination and coherence regarding gender equality and the empowerment of women; Innovation; Fair power relations and empowerment; Participation and inclusion; Independence and impartiality; Transparency; Quality and credibility; Intentionality and use of the evaluations; and Ethics.

UN Women defines gender-responsive evaluation following UNEG's definition of evaluation but incorporating various principles of gender equality, women empowerment, and women's rights. Therefore, this approach to evaluation considers that the evaluative process is able to enhance gender equality and empowerment by including gender dimensions into evaluation methodologies, processes, and uses.

**“Gender-responsive evaluation has two essential elements: what the evaluation examines and how it is undertaken. A gender-responsive evaluation 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 using a process that is inclusive, participatory and respectful of all stakeholders (rights holders and duty bearers).”**

UN Women, 2022

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# European Institute for Gender Equality (EIGE) contribution to gender-responsive evaluation

The European Institute for Gender Equality (EIGE) is an autonomous body of the European Union established to strengthen gender equality across the EU.

**EIGE (About us):** We are an independent centre and the primary source for information on gender equality in the European Union. We contribute to making the European Union become a Union of Equality, where women and men, girls and boys in all their diversity are free to pursue their chosen path in life, have equal opportunities to thrive, and can equally participate in and lead our societies.

EIGE's unique expert knowledge, research, data and tools help policy makers design measures that are inclusive, transformative and promote gender equality in all areas of life. We communicate our expertise effectively and work closely with partners in order to raise awareness at the EU and national levels, as well as in EU candidate countries and potential candidate countries.

Among their main activities, EIGE develops methods to improve gender statistics and data collection as well as methodological tools and provide technical support for gender mainstreaming in all EU and national policies. Gender mainstreaming is seen by EIGE as key to making gender equality a reality. In this sense, EIGE promotes gender mainstreaming as an approach that applies gender perspective at all stages of the policy cycle and at all areas and processes within policies, including policy evaluation.

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