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Gender Equality and Evaluations

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Gender equality



- Gender equality is the goal of **equal rights, responsibilities and opportunities** for women and men and girls and boys.
- Takes into account the **interests, needs and priorities** of women and men and girls and boys
- Considers the different characteristics of women and men, such as **race, poverty level, nationality and ethnicity**.

Gender (in)equality worldwide

• Employment:

- Global women's labor force participation hovers around 52% vs. 77% for men
- Women in paid work earn on average 10-30% less than men

• Education:

- Women account for two thirds of the world's 774 million adult illiterates
- In tertiary education, women are throughout the world severely underrepresented in the fields of science and engineering

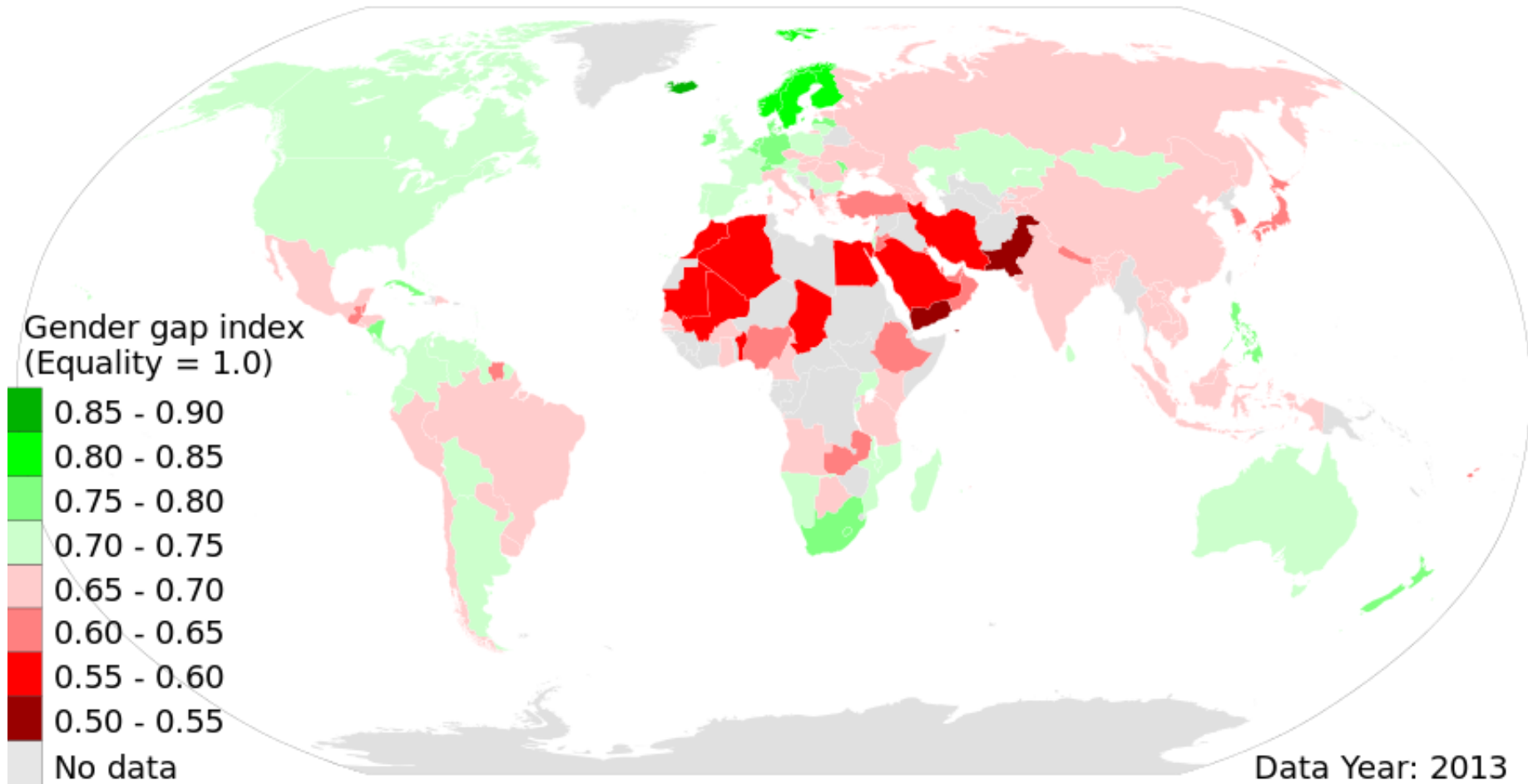
• Financial Inclusion:

- 58% of women have bank account versus 65% of men

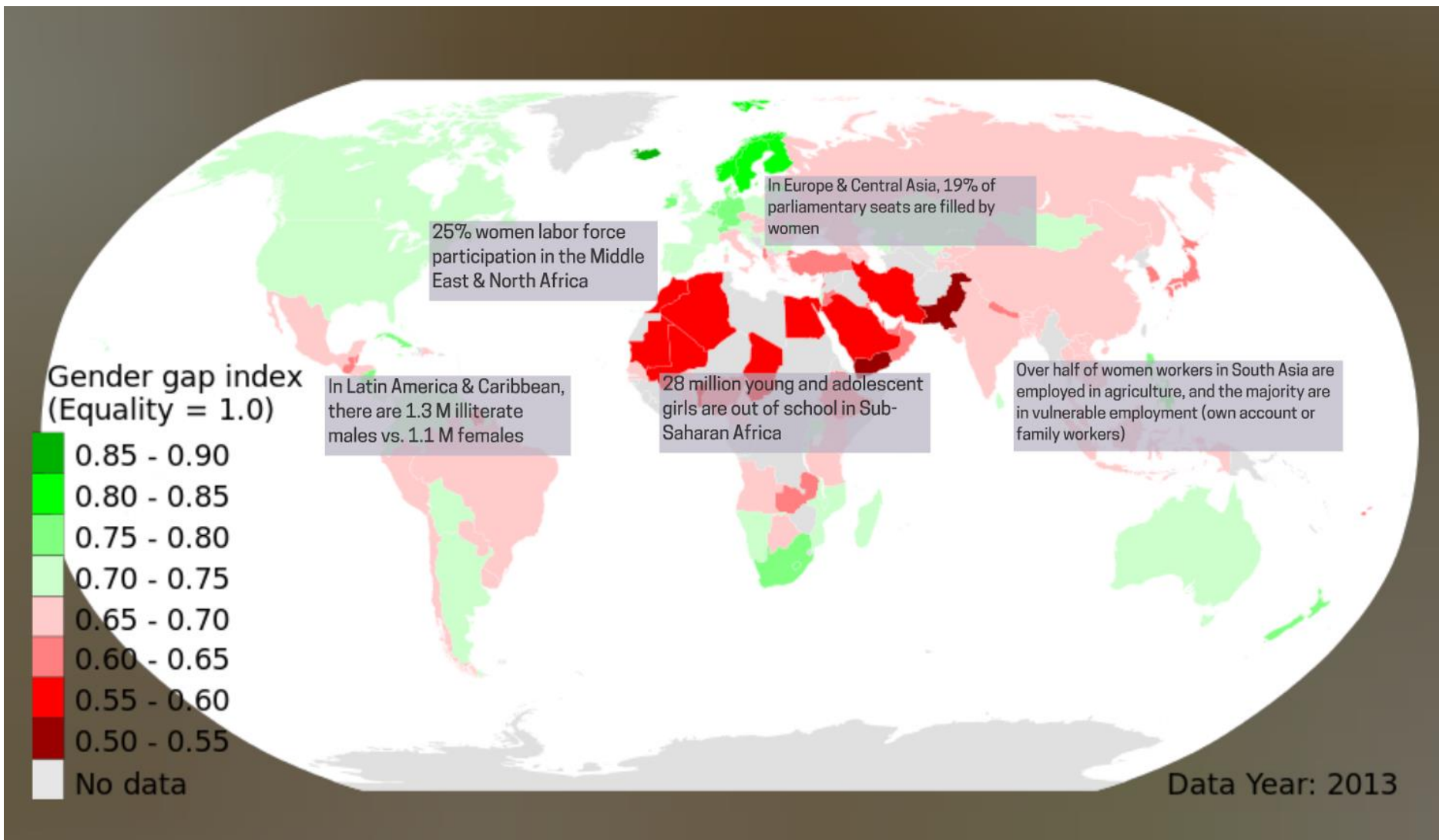
• Entrepreneurship & Decision-making:

- Of the 500 largest corporations in the world, only 13 have a female chief executive officer
- Women occupy on average 17 % of parliamentary seats worldwide.

Global gender index (World Economic Forum)



Global gender index (World Economic Forum)



Gender (in)equality in the European Union

- Employment rate is 75% for men and **63.5%** for women*
- The gender pay gap is approximately **16.4%**
- **1 in 10** board members of the largest publicly listed companies in the EU are women
- **34%** women in R&D as share of total of researchers
- Only **19%** of full professors in EU universities are women

Source: EC Strategy for Equality Between Women and Men and UNESCO.

Gender Equality Policy

- Equal treatment legislation
- EC Strategy for Equality Between Women and Men (2010-2015)
- Gender Action Plan (2016-2020)
- EU targets:
 - **33%** women in top executive roles within EU
 - **44%** women in top non-executive roles within EU
 - **25%** women in leading positions in public research within EU

Gender mainstreaming- what is it?

"Gender mainstreaming... is the process of **assessing the implications for women and men of any planned action**, including legislation, policies or programs, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres...**The ultimate goal is to achieve gender equality**"

-Economic and Social Council of UN, 1997

Gender mainstreaming- how has it performed?

Widely adopted concept

- 1995 Fourth World Conference in Beijing established global consensus on gender mainstreaming
- Adopted by the UN, EU, WBG, ILO, development banks, donor agencies and governments
- ...BUT in practice, very few organizations have fully mainstreamed gender into their "DNA"

Gender mainstreaming- how has it performed?



- **Wide use of gender analysis** at sector and country level (sector and country gender profiles)
- **Sector-specific gains** in education, vocational training, health, water supply and sanitation, agriculture and rural development
- **Progress greater in public sector operations**



- **Leadership and Resources**
 - Lack of commitment from leadership
 - Gender inequality in leadership positions within organizations
 - Insufficient human and financial resources
 - Inconsistent tracking of financial flows dedicated to gender objectives
- **Results Reporting**
 - Weakness in policies and results frameworks
 - Lack of system-wide good practices
 - Inconsistent monitoring and data collection.
 - Underreporting of results
- **Little focus placed on strategic objectives of women**
 - Most difficult sectors have been infrastructure, transport, program loans, and private sector development

What drives effective gender mainstreaming?

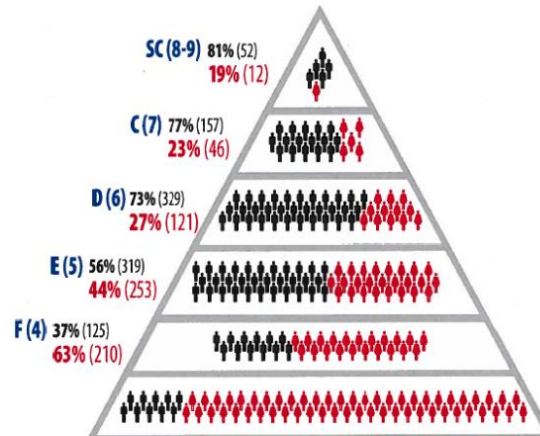


What drives effective gender mainstreaming?

Leadership

EIB Gender Pyramid Year end 2014

How do YOU think we look ?



Mainstreaming gender at the project level

EIB's Financing Envelope in ACP countries

- Gender-responsive:
- Sector and country analysis
 - Disaggregated data
 - Stakeholder identification
 - Entry-point checklists

- Gender-responsive:
- Stakeholder analysis and engagement
 - Impact analysis
 - Safeguards
 - Project requirements



- Gender-responsive:
- Process and results
 - Analysis framework
 - Stakeholder identification, analysis and engagement
 - Evaluation questions, judgement criteria and indicators

EIB: Environmental and Social Handbook

Assessment and Management of Environmental and Social Impacts and Risks

- Projects-Affected-Persons: "gender dynamics need to be duly observed and taken into account"
- Compensation and income restoration measures must be implemented without gender discrimination
- Consultations with affected persons should be carried out, paying particular attention to the "full participation of women in the consultation process"

Rights and Interests of Vulnerable Groups

- Where vulnerable individuals/groups are identified, screening will include the "legal status regarding gender relations and the rights and status of women and girls"
- In indigenous communities, a gender-sensitive approach to promote the rights and interests of women and girls is required in due-diligence
- Regarding anti-discriminatory procedures, promoter must ensure that human resources' decisions are not affected by "reproductive role of women"
- All relevant stakeholders, including marginalized groups on account of gender, must be given equal opportunities to express opinions and concerns



“Nacala Corridor” project (AfDB)



“Jiji Mulembwe Hydropower Burundi” project (EIB)

Projects



“Amenagement Bassin Versant de Lowé-IAI Libreville” project (EIB)



Road construction in Bamako (AfDB)

Projects with gender focus or component

SECTORS

Mobility

Transport corridor project in Mozambique, Malawi and Zambia provided gender-sensitization training to communities impacted by the civil works; women made up 20% of unskilled labor during construction and 10% during implementation (AfDB)

Environment & Regional Development

Installation and maintenance of water supply and sanitation in 200 communities in Mexico included provisions for income-generating activities particularly for women (WBG)

Education & Credit Lines

USD 10 million **syndicated loan to Multibanco**, in Peru, to benefit female micro entrepreneurs through access to finance and business training (IADB)

Projects without gender focus

SECTORS

Mobility

- **Road construction** in Bamako (Mali) improved enrollment rate of girls thanks to easier access to the related facilities (AfDB)

Environment & Regional Development

Water basin project in Gabon to decrease floods and waterborne diseases. EIB is launching study to measure the health impact of the project on girls and women; it will also consult with women regarding resettlement (EIB)

Energy

Construction of hydro power plants in Burundi to increase supply of clean electricity, including in rural communities. This is expected to have positive impacts on the life standard of women and girls, due to time savings in fuel provision (EIB)

How to include gender in evaluations

Determining gender relevance

- **Determining gender component in projects that were not designed with gender objectives (appear gender-neutral)**

Mobility



Energy



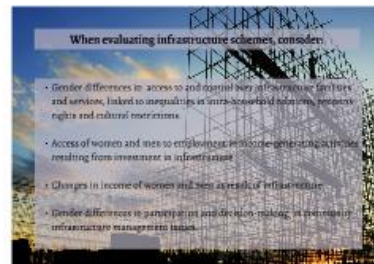
Credit lines & Entrepreneurship



Environment and Regional Development



Infrastructure



Sources:

A Guide to Gender Impact Assessment, European Commission;
 Gender and Energy in the Pacific, UN Women;
 Survey of IFI experience in mainstreaming gender, EBRD
 Gender Toolkit- Issues Relevant to Sector, EBRD
 Gender Toolkit- Issues Relevant to Performance Requirements, EBRD
 Enterprise Development: Micro-credit, OECD
 Checklist For Gender Mainstreaming in the Infrastructure Sector, AfDB

When evaluating a mobility scheme, consider:

- Women are more frequent users of public transportation than men.
- Women's reliance on public transportation poses time constraints, less flexible schedules and routes.
- Women and men may have different priorities and concerns regarding safety features of public transportation and roads; issues such as street lighting, accessibility, pedestrian crossings, as well as design of transports.
- Gender differences in employment in urban and transport planning.

When evaluating an energy scheme, consider:

- Women are the main providers of household energy in many regions and hence are key stakeholders in provision of household energy.
- Access to modern energy services impacts on women's economic opportunities, as without it women might spend 2 to 20 or more hours a week collecting fuelwood or other traditional energy sources.
- Tariff levels disproportionately affect households headed by lower-income women.
- Women are underrepresented in engineering & management and technical positions in energy sector

Credit lines & Entrepreneurship

When evaluating credit lines and entrepreneurship schemes, consider:

- Gender differences in access to finance (ex: collateral requirements)
- Where women hold an unequal position within the family, women's loans may be ultimately controlled by male family member
- Poor women face specific obstacles to both participating in and benefiting from micro credit and micro enterprise programs
- Gender differences in composition of companies boards in which IFIs invest

Environment and Regional Development

When evaluating environmental and regional development schemes, consider:

• **Water & waste management:**

- Different needs and priorities of women and men regarding services in water & waste management.
- Breaks in supply of municipal impact women and men differently (timetable, safety concerns, displacement).
- Women's participation in planning and management of municipal water and waste management.

• **Natural resources & agro-industry:**

- Women's access to benefits of resource extraction for women and men along entire supply chain.
- Gender differences in potential loss of land use rights and livelihoods.
- Women's negotiating position regarding the sale and leasing of land.
- Impact of large-scale production on women's small-scale production and access to markets.
- Gender-specific health risks of certain industrial activities.

When evaluating infrastructure schemes, consider:

- Gender differences in access to and control over infrastructure facilities and services, linked to inequalities in intra-household relations, property rights and cultural restrictions.
- Access of women and men to employment in income-generating activities resulting from investment in infrastructure.
- Changes in income of women and men as result of infrastructure.
- Gender differences in participation and decision-making in community infrastructure management issues.

Evaluation process

Gender analysis frameworks



Gender-sensitive implementation process

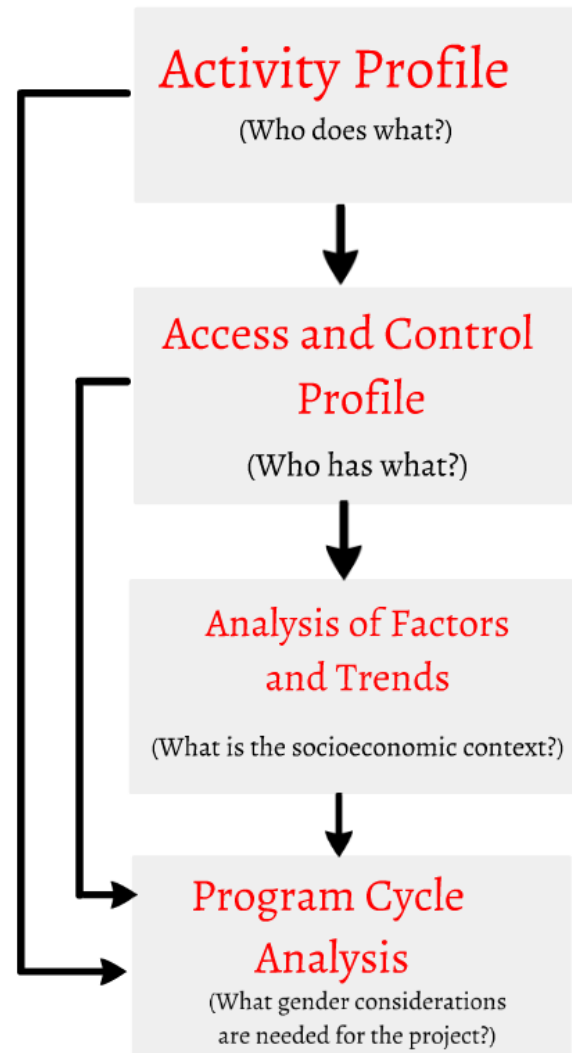
(see Tools Group B in report)

- **Gender-sensitive stakeholder analysis and engagement**
 - include all groups, disaggregating women, men and vulnerable groups
 - engage stakeholders throughout evaluation process
 - consider expectations and needs of the stakeholders regarding evaluation
- **Sex-disaggregated data**
 - consider advantages and disadvantages of different data collection methods
- **Explore and question gender roles and power relations**
- **Ensure cultural and context sensitivity**

Gender-responsive report:

- Indicate how methodology incorporated gender equality
- Discuss the extent to which evaluation design included ethical safeguards (confidentiality, respect for dignity and rights and values of beneficiaries)
- Explain how evaluation process has included and empowered stakeholders
- Make recommendations on how to improve gender equality performance

Gender analysis framework



What men and women (adults, children, elders) do, where and when these activities take place

Who has access and control of resources, services and decision-making?

How activity, access, and control patterns are shaped by structural factors (demographic, economic, legal, and institutional) and by cultural, religious, and attitudinal ones

Gender-sensitive project planning, design, implementation, monitoring and post evaluation

Gender-sensitive implementation process

- **Gender-sensitive stakeholder analysis and engagement:**
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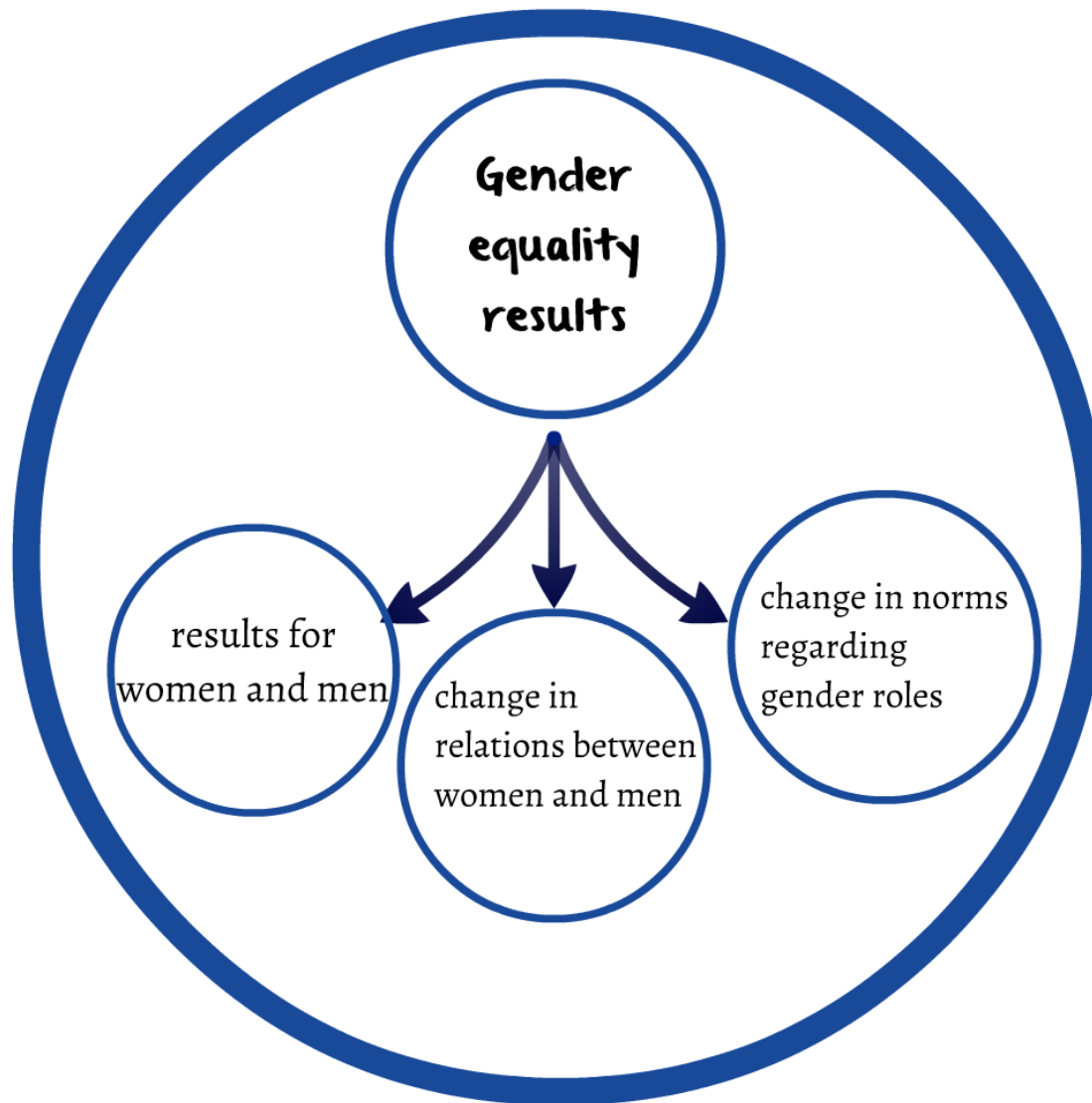
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Evaluation stakeholders

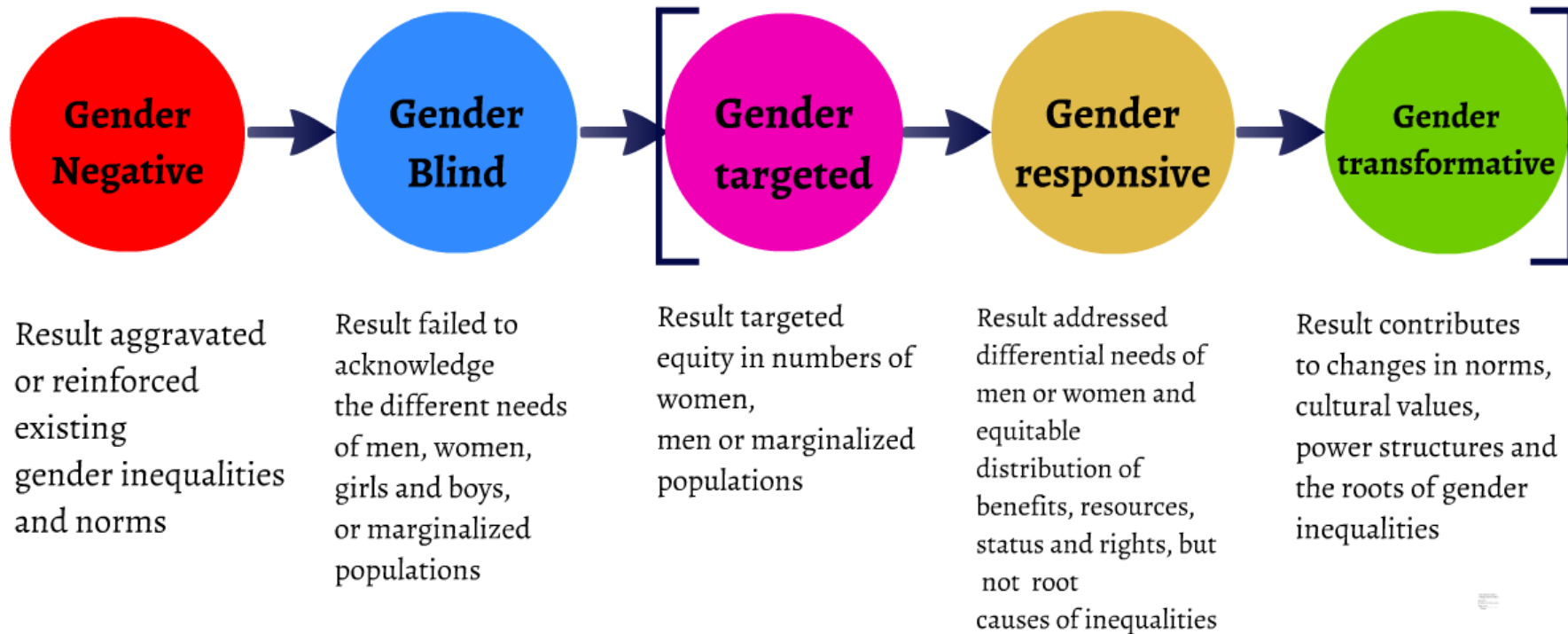
Stakeholders	Gender-specific expectations from evaluation
EU & Member States	Interested in impacts of the intervention, and whether they contribute to EU gender equality priorities, such as equal economic opportunity; gender balance in decision-making, among others
Beneficiaries	Expect evaluation to contribute to future interventions delivering measurable and concrete results for women's immediate needs and more equitable gender relations.
Promoters	Expect evaluation to take into account the nature and context of the project (gender cultural values, legislation, etc)
EIB colleagues	Interested in key lessons on how to mitigate potential negative impacts for gender equality and/or how to identify best practises in future interventions
Civil society & gender advocacy groups	Expect evaluation to inform how EIB's intervention(s) contribute to systemic change in gender power relations and attend to women's and other vulnerable groups' immediate and strategic needs

Evaluation of results



Evaluation of results

Gender results effectiveness scale (GRES)



Source: UNDP

Practical gender needs vs. strategic gender interests

Practical gender needs:

- *access*
- immediate necessities, such as food, water, shelter and work

Strategic gender interests:

- *control*
- results that bring about structural change to eliminate gender inequality

Evaluation of results

Practical gender needs vs. strategic gender interests



	Practical Gender Need	Results	Strategic Gender Interest	Results
Women can't own property	<ul style="list-style-type: none"> • Income 	<ul style="list-style-type: none"> • More income-generating opportunities for women 	<ul style="list-style-type: none"> • Control over assets, resources, life options 	<ul style="list-style-type: none"> • Change law • Change traditional inheritance practices • Change societal attitudes and norms
Men's participation in reproductive health issues is low	<ul style="list-style-type: none"> • Access to information and services 	<ul style="list-style-type: none"> • Extend information and services to men 	<ul style="list-style-type: none"> • Control over personal health decision-making 	<ul style="list-style-type: none"> • Change social norms to engage more men
Women are not allowed to visit the health clinic alone	<ul style="list-style-type: none"> • Access to information and care 	<ul style="list-style-type: none"> • Mobile units come to households 	<ul style="list-style-type: none"> • Control over mobility and personal health decision-making 	<ul style="list-style-type: none"> • Change attitudes toward women's mobility and control over health

Evaluation indicators and criteria

What should gender indicators measure?

- Differences in access, participation, benefits, outcomes, and impacts for women, men, boys, and girls;
- Changes in gender relations between men and women, and between girls and boys;
- How these changes impact on the achievement of development objectives, particularly economic growth, poverty, reduction, and sustainable development.



Criteria for gender assessments

- **Participation**
 - gender-composition of the target/population group(s) in the sector
 - representation of women and men in decision-making positions
- **Resources:**
 - distribution of crucial resources such as time, space, information, political and economic power, education and training, job and professional career, access to technologies, health care services, housing, means of transport.
- **Norms and values**
 - norms that influence gender roles, division of labor by gender and inequalities in the value attached to men and women or to masculine and feminine characteristics
- **Rights**
 - direct or indirect sex-discrimination, human rights and access to justice, in the legal, political and socio-economic environment

Evaluation indicators and criteria

What should gender indicators measure?

- Differences in access, participation, benefits, outcomes, and impacts for women and men, and girls and boys;
- Changes in gender relations between women and men;
- How these changes impact on the achievement of policy objectives, such as balance in equal economic opportunities, inclusive growth and balance in decision-making power.

Evaluation indicators and criteria

Gender-responsive criteria

- **Participation:**
 - Gender composition of target/population group(s) in the sector;
 - Representation of women and men in decision-making.
- **Resources:**
 - Distribution of crucial resources, such as time, space, information, political and economic power, productive resources, education and training, work, health care services and mobility.
- **Norms and values:**
 - Norms that influence gender roles, division of labor by gender and inequalities in the value attached to women and men or to feminine and masculine characteristics.
- **Rights:**
 - Direct or indirect discrimination, human rights and access to justice in the legal, political and socio-economic environment.

Example: energy sector

Output/Outcome: Increased access by women and men to time-saving, affordable, renewable and nonpolluting technologies

- number of poor households connected to energy service
- number or percentage of poor households headed by women among those households
- number of poor households subsidized (or credit provided) for connection
- number or percentage of poor households headed by women among them
- number of households adopting clean cookstoves and other workload-saving technologies
- women's and men's satisfaction with electricity services or renewable energy technologies (reliability, affordability, convenience, efficiency, reasons for not taking up new services or technologies)

Outcome: Increased employment and enterprise opportunities for women and men

- number and percentage of jobs (person-days) generated by the project for women and men
- number and percentage of women and men employed, by type of job and pay rates;
- proportion of women employed in unskilled, technical, management, and supervisory roles (e.g., meter-readers, technicians, bill collectors, customer service staff)
- number of women-owned or -managed energy sector enterprises established
- number of women receiving technical and skills development training provided to women

Impact: Women's economic empowerment

- reduction in energy expenditure by households
- time saved by women and girls on collecting fuels and performing household chores
- number and percentage of women and men with increased incomes due to improved energy facilities and services
- increase in time spent by women on skill and vocational training and learning activities
- improved working conditions for teachers at school

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