



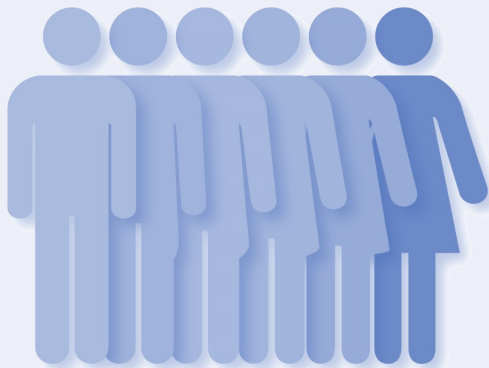
International Organization for Migration (IOM)

The UN Migration Agency

IOM GENDER AND EVALUATION

TIP SHEET

IOM is committed to overcoming gender discrimination and realising equal opportunities for all, regardless of sex or gender, to provide better and targeted services to its beneficiaries.



Integrating gender equality aspects in the overall Monitoring and Evaluation (M&E) processes will help IOM to:

1. Improve overall programming and gender mainstreaming by delivering relevant, targeted and efficient services to its beneficiaries; and,
2. Understand better what the Organization achieves and reports on in relation to its gender mandate and overall results.

This Tip Sheet provides a short guide to help staff involved in managing and conducting evaluations develop gender-sensitive M&E scope of work, methodologies and findings. For more detailed guidance, including examples of gender-sensitive criteria, indicators and findings, please refer to the full version of the:

- OIG/Evaluation Guidance for Addressing Gender in Evaluations;
- IOM Gender Equality Policy 2015-2019¹;
- IOM Project Handbook Module 6 on Evaluation²;
- United Nations Evaluation Group (UNEG) Handbook and Guidance³; and,
- UN Women Evaluation Handbook on How to Manage Gender-Responsive Evaluations 2015⁴.

To integrate gender equality into evaluations, IOM has made the UN System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP) a central aspect of the M&E tasks, demonstrating the Organisation's commitment to the UN-SWAP. This Tip Sheet focuses on concrete ways in which IOM can perform its evaluation functions per UN-SWAP. The four-step approach (where Step 1 aims at evaluation managers and Steps 2-4 aim at those who conduct the evaluations) consists of:

¹ www.iom.int/sites/default/files/about-iom/gender/C-106-INF-8-Rev.1-IOM-Gender-Equality-Policy-2015-2019.pdf

² <https://intranetportal/Pages/ControlNo.aspx?controlNo=IN/00250/Module6>

³ <http://www.uneval.org/document/guidance-documents>

⁴ <http://www.unwomen.org/en/digital-library/publications/2015/4/un-women-evaluation-handbook-how-to-manage-gender-responsive-evaluation>

STEP 1 Integration of Gender in Evaluation ToRs & Indicators



Checklist:

1. Does ToR reflect a gender perspective?
2. Any constraints to gender inclusion?
3. Are gender issues incorporated in the evaluation objectives and/or results?
4. Are gender-sensitive indicators elaborated, with a combination of quantitative and qualitative indicators?

Note: If data is not disaggregated by sex and age, it should be clearly stated why the data is missing.



Additional References:

- UNEG Guidance Integrating Human Rights and Gender Equality in Evaluations (pp. 69-76)
- UNEG Handbook for Conducting Evaluations of Normative Work in the UN System (pp. 30-33, 44-48)

Addressing Gender in Evaluation Criteria & Questions STEP 2



Evaluation Criteria	Example of questions:
Relevance	To what extent has gender been integrated in project design (i.e., gender analysis or gender-sensitive needs assessment), planning, implementation and results to be achieved?
Effectiveness	What were the gender equality results and objectives achieved (or likely to be achieved)? Were gender mainstreaming principles adhered to by the project?
Efficiency	How is gender reflected in budget reporting and the implementation of activities?
Impact	To what extent will the gender-sensitive approach lead to an improved impact of the project?
Sustainability	What is the likeliness of increased gender equality beyond project end?



Additional References:

- UNEG Guidance Integrating Human Rights and Gender Equality in Evaluations (pp. 76-88)
- UNEG Handbook for Conducting Evaluations of Normative Work in the UN System (pp. 23-27)

STEP 3 Making Evaluation Methodology & Data Analysis Gender Responsive



Checklist:

- During data collection, are persons being interviewed or surveyed gender-diverse and representative of all project partners?
- Do surveys, interview questions and other data collection instruments include a gender perspective?
- Were gender-sensitive data analysis techniques used, and were specific groups targeted during interviews to ensure all voices are heard?



Additional References:

- UNEG Guidance Integrating Human Rights and Gender Equality in Evaluations (pp. 91-110)
- UNEG Handbook for Conducting Evaluations of Normative Work in the UN System (pp.33-43, 48-51)

Reflecting Gender Analysis in Evaluation Findings & Recommendations STEP 4



Checklist:

- Does the evaluation report include a gender perspective?
- Is gender analysis included, i.e. analysis of sex-disaggregated data?
- Were there barriers to equal gender participation and was anything done to address these barriers?
- Are/were the needs and skills of all key groups adequately addressed and incorporated? Are/were all key groups satisfied with the project's activities?
- Is gender considered in the recommendations, discussion on successes and challenges, actions taken, lessons learned and best practices?



Additional References:

- UNEG Guidance Integrating Human Rights and Gender Equality in Evaluations (pp. 110-115)
- UNEG Handbook for Conducting Evaluations of Normative Work in the UN System (pp. 55-58)