Gender & Evaluations
Quick Guide

What is a Gender in Evaluation

Evaluation is the rigorous assessment of a project, programme or policy to determine its impact, effectiveness, efficiency, sustainability and relevance.

Integrating gender into evaluations ensures that the contributions of a programme to gender equality and women’s empowerment (or not) are explicitly considered.

Gender is integrated into how the evaluation is carried out and into what the evaluation assesses.

Gender should be integrated into all WFP evaluations – Strategic, Policy, Country Portfolio, Impact, Operation or Annual Evaluations.

Why Integrate Gender into Evaluations

- **Quality evaluation**: By explicitly considering gender, evaluations can produce information and analysis that is of direct, practical value in informing WFP’s work.
- **Evidence-based decisions and actions**: Integrating gender into evaluations produces informed recommendations that can be used for designing and refining programmes that benefit women, men, girls and boys and advance gender equality.
- **Gender-Transformative Programming**: Gender-sensitive evaluations provide information for implementing programmes that produce empowering changes for women, men, girls and boys; and prevent reinforcement of discriminatory practices that fail to deliver sustainable, just outcomes.
- **Learning Organisation**: Gender-sensitive evaluations help us demonstrate that we are an effective, innovative and transparent learning organisation.
- **Transparency and Accountability**: Evaluation is a key strategy for ensuring that we are accountable to the women, men, girls and boys we serve, and our partners, in the communities in which we work. Evaluations are opportunities for stakeholders to express opinions and share experiences about WFP’s work.
- **Understanding**: Understanding who – which women, men, girls and/or boys – benefit from WFP programmes and operations; and why, how and to what extent.

Key Gender Evaluation Requirements

- **Integrate** gender in evaluation ToRs, objectives, questions, methodology, tools, team & deliverables. e.g. Inception and Evaluation Reports.
- **Include** culturally diverse women and men in the evaluation team. Provide training to build the gender competencies of the team.
- **Ensure** gender expertise among the evaluation team. Provide training to build the gender competencies of the team.
- **Collect** and analyse sex- and age-disaggregated data. Analyse and validate data across a range of sources.
- **Consult** with, and obtain the views of, women and men (and girls and boys, as applicable).
- **Evaluate** programme results (outputs, outcomes and impact) for women and men separately (and compare similarities and differences).
- **Assess** the contribution to gender equality. Use findings and recommendations to inform gender transformative programming.