

May 2020

# Continuous Improvement

## Gender Sensitivity Toolbox

### Objective:

Ex ante evaluation, analysis or assessment of a programme or project that makes it possible to identify, in a preventative way, the likelihood of a given decision having negative consequences for the state of equality between women and men. The central questions of the gender impact assessment: Does a programme or project reduce, maintain or increase the gender inequalities between women and men? Were there any unintended positive or negative changes in gender relations? What factors and strategies contributed to these changes?

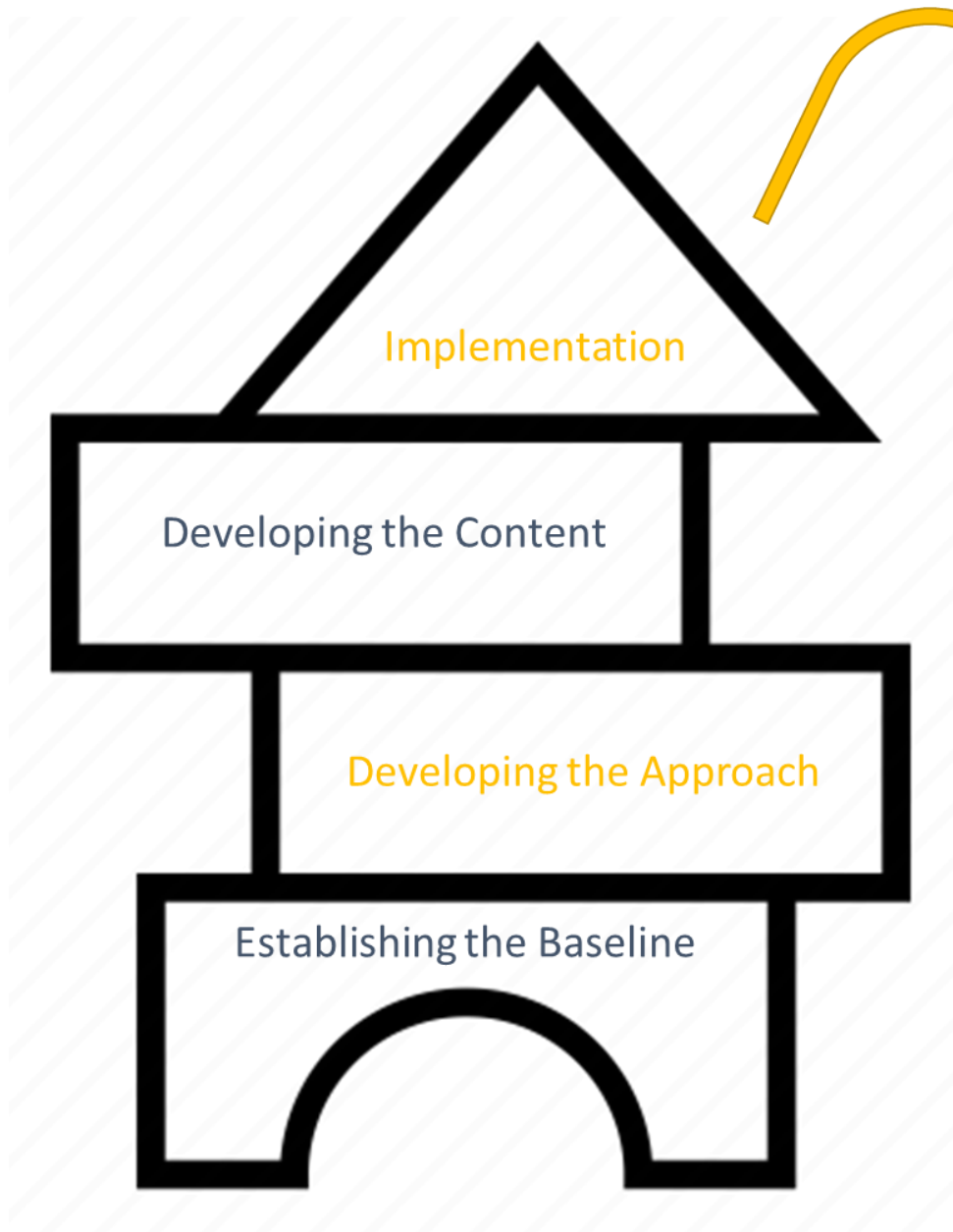
### How to Use:

At the end of a coaching cycle, project or programme, a gender-sensitive evaluation should take place. This tool gives an example of how to assess the gender impact of a business support measure. Data collection tools (such as questionnaires, surveys and interview checklists) need to be gender-sensitive, use gender-neutral language, and should make it possible to detect the different realities of men and women. This will help to avoid gender bias. Ensure women and men equally participate in monitoring and evaluation activities and decision-making processes and data is collected on women and men so that gender impacts are tracked to assess if the project/ programme/coaching concept equally benefits women and men.

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The evaluation helps in articulating gender aspects of an intervention and recognising gender related patterns in the delivery of interventions/business supports.



Make your evaluation publicly accessible and strategically disseminate its results to promote its learning potential. Institutions and departments that focus on gender should be included in the target groups for dissemination. Publications should use gender-neutral language.

# Continuous Improvement Cycle

A gender-sensitive evaluation is a systematic and objective assessment of the design and planning (objectives, results pursued, activities planned), the implementation and results of an ongoing or completed activity, project or programme from a gender perspective.



It can take place either upon completion of the project, when focus is placed on gender impacts and the contribution of the programme to promoting gender equality, or throughout project implementation, with the aim of seeking to have a process of continuous improvement.