



# Gender-responsive Evaluation for a Sustainable Future for All: GREENA step-by-step toolkit for a green and gender-equal Europe

The EU gender equality strategy <sup>(1)</sup> acknowledges that the policies under the European Green Deal affect women and men differently. To leverage the full potential of green policies it is crucial to recognise the synergies between the European Green Deal and the EU gender equality strategy, and thus address the gender and intersectional dimension of these policies.

The 'Better regulation' agenda sets out the Commission's approach to designing and evaluating EU policies transparently based on evidence and the views of citizens and stakeholders <sup>(2)</sup>. In 2020, the Commission committed to improving the assessment of gender impacts in evaluations and impact assessments within the 'Better regulation' framework, under the interinstitutional agreement signed by the European Parliament, the Council of the European Union and the European Commission <sup>(3)</sup>. Its aim was to enhance budgetary transparency, gender equality and gender mainstreaming in the implementation and monitoring of the 2021–2027 multiannual financial framework. In 2021, the

Commission built on this commitment with the communication on 'Better regulation' <sup>(4)</sup>, vowing to pay greater attention to gender equality and equality for all in all stages of policymaking <sup>(5)</sup>.

With the adoption of the European Green Deal, the European Commission pledged to ensure that the green transition is just and inclusive and leaves no one behind <sup>(6)</sup>. To make this commitment a reality, the European Green Deal recognises that all EU actions, policies and investments should pull together to help the EU achieve a successful, sustainable and fair transition.

A gender-responsive approach to the impact assessment and evaluation of policies and investments launched under the European Green Deal can contribute to the design of better and more transparent interventions that adequately respond to the different needs and priorities of women and men, in all their diversity, and a more efficient allocation of resources, and lead to more gender-equal results.

## What is a gender-responsive evaluation for a sustainable future for all?

A **gender-responsive evaluation for a sustainable future for all** aims to follow a transformative and intersectional approach and recognises the importance of a gender-equal green transition that is just and fair for today and for future generations.

As a gender mainstreaming method, **gender-responsive evaluation** goes beyond assessing interventions specifically focused on gender equality and **can be applied to all types of interventions** (policies, programmes, projects, legislation and fitness checks), making it a critical component of EU policymaking processes.

(1) Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions. A Union of Equality: Gender Equality Strategy 2020–2025.

(2) EIGE (2022), Gender-responsive evaluation, (<https://eige.europa.eu/publications-resources/publications/gender-responsive-evaluation>).

(3) 'Interinstitutional Agreement of 16 December 2020 between the European Parliament, the Council of the European Union and the European Commission on Budgetary Discipline, on Cooperation in Budgetary Matters and on Sound Financial Management, as Well as on New Own Resources, Including a Roadmap towards the Introduction of New Own Resources', OJ L 4331 § (2020), <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=uriserv:OJ.LI.2020.433.01.0028.01.ENG>.

(4) 'Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions, Better Regulation: Joining Forces to Make Better Laws', COM(2021) 219 final § (2021), <https://eur-lex.europa.eu/legal-content/EN/ALL/?uri=COM:2021:219:FIN>.

(5) Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions, Better Regulation: Joining forces to make better laws.

(6) Communication from the Commission to the European Parliament, the European Council, the Council, the European Economic and Social Committee, and the Committee of the Regions. The European Green Deal COM/2019/640 final (<https://eur-lex.europa.eu/legal-content/EN/TXT/?qid=1576150542719&uri=COM%3A2019%3A640%3AFIN>).

## Essential elements of gender-responsive evaluation for a sustainable future for all <sup>(7)</sup>

**Responsiveness to gender equality and environmental sustainability, aiming for transformation**

Seeks to challenge and transform norms and power structures which perpetuate gender and environmental injustices and destroy nature. It also focuses on shifting gendered attitudes and beliefs, promoting more equitable, intersectional gender-just policies and practices, and ecological sustainability.

**Gender analysis and intersectional approach**

Essential for identifying the different impacts between and among women and men in all their diversity. An intersectional approach recognises that gender intersects with other characteristics and that these intersections contribute to unique experiences of discrimination.

**Sex-disaggregated data and gender statistics**

Key to providing the evidence base for making gender inequalities visible and for reporting on differentiated gender impacts, including environmental impacts.

**Participatory approach**

Requires a proactive effort to identify, engage and consult those who may be typically excluded from the conversation, e.g., young women, or other groups traditionally excluded from decision-making spaces due to intersecting inequalities.

**Understanding the complexity of social change**

Gender-responsive evaluations recognise that achieving gender equality is a complex, non-linear process that is beyond the scope of any single intervention and that is influenced by various contextual factors.

**Flexible & context specific**

Ensures that an evaluation's methodological approach can respond flexibly to challenges and is context specific, avoiding a 'one size fits all' model.

**Gender - sensitive language**

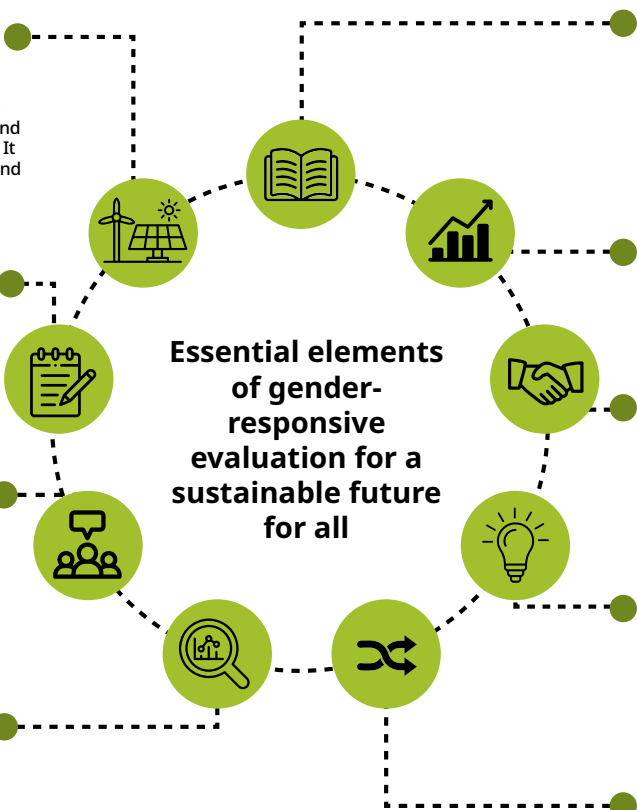
User-friendly and gender-sensitive language is crucial throughout the evaluation process to ensure that the evaluation is inclusive and accessible to all EU citizens and stakeholders

**Gender expertise and gender-balanced evaluation team**

There must be sufficient expertise in gender equality and gender mainstreaming within evaluation teams. A gender-responsive evaluation should aim to ensure gender balance (at least 40% of each gender) in the team.

**Mix-method approach**

Allows for capturing complex situations in which interventions are implemented, the existence of facilitating and hindering factors (such as the availability of data, competences, resources, etc.), and medium- and long-term changes related to gender equality that may be difficult to measure.



**Essential elements of gender-responsive evaluation for a sustainable future for all**

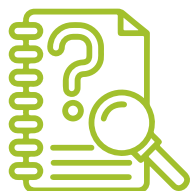
## Why is gender-responsive evaluation essential within the European Green Deal?



- **To address gender and intersecting inequalities and promote evidence-based gender-responsive policies.** Gender-responsive evaluation provides evidence of the gender impacts of interventions and ultimately helps make informed policy choices that advance gender equality and lead to a sustainable future for all.
- **To achieve the EU's objectives to identify and assess gender impacts under the 'Better regulation' framework, the EU gender equality framework, the EU's budget and funds and the European Green Deal in the context of the green transition.** By integrating a gender perspective into evaluation, progress towards these commitments, goals and objectives can be assessed, and a gender-equal and just green transition accelerated.
- **To strengthen transparency and accountability of EU policies.** Evaluations help to build trust and confidence among EU citizens in the EU's commitment to delivering results, which is essential for the sustainability and success of any policy, including those facilitating the green transition.

<sup>(7)</sup> EIGE (2024), Gender-responsive evaluation for a sustainable future for all: GREENA step-by-step toolkit, (<https://eige.europa.eu/gender-mainstreaming/toolkits/gender-responsive-evaluation-greena>).


## How to implement a gender-responsive evaluation for a sustainable future for all?



EIGE's step-by-step gender-responsive evaluation for a sustainable future for all (GREENA) toolkit provides:

- practical know-how and support to assess gender impacts and implement **gender-responsive evaluations** within the EU evaluation framework;
- concrete guidance on how to integrate a **gender and intersecting inequalities perspective into each step of the evaluation cycle**, for both **mid-term and ex post evaluations** and specific Tools relevant to those conducting **ex ante evaluations, impact assessments** and **strategic foresight**;
- specific examples in four European Green Deal policy areas: **transport, energy, agriculture** and **circular economy**.

The GREENA toolkit contains **11 individual tools**. The tools complement each other but may also be used independently.

Some tools will primarily benefit those who commit an evaluation (commissioners ) , while others are aimed at those who conduct an evaluation (evaluators ). Some tools will be helpful to both commissioners and evaluators  .

### Before starting the evaluation

#### Tool 1.



##### Assessing the gender evaluability of the intervention

- Step 1. Understand gender impacts.
- Step 2. Know when to analyse gender impacts in your evaluation.

#### Tool 2.



##### Attracting institutional support and engagement

- Step 1. Align with EU and/or national policy frameworks.
- Step 2. Secure support and resources.

### Preparing the evaluation strategy

#### Tool 3.



##### Establishing the evaluation team

This Tool will guide you on how to include gender expertise in your evaluation team, both in terms of an internal evaluation team and when working with external contractors.

#### Tool 4.



##### Defining the evaluation criteria, questions and indicators

- Step 1. Construct a gender-responsive intervention logic.
- Step 2. Set evaluation criteria.
- Step 3. Define evaluation (sub)questions.
- Step 4. Design indicators.
- Step 5. Prepare the evaluation matrix.

### Tool 5.



#### Designing the methodological approach and tools

Step 1. Adopt an (eco)feminist approach to your evaluation.

#### What is an (eco)feminist and transformative approach?<sup>(8)</sup>

An (eco)feminist and transformative approach aims to address the driving factors behind systemic gender inequalities and structural causes of climate and environmental problems.



An ecofeminist approach emphasises the interconnectedness of the climate crisis and structural gender inequalities, and the oppression of structurally disadvantaged groups of women and men based on intersectional inequalities.

A transformative approach aims to identify and address the systemic drivers of gender inequalities. In evaluations, an ecofeminist and transformative approach aims to inform and transform interventions to deliver on gender equality and environmental objectives, centring a gender-just future, a healthy planet and a care-based economy.

Step 2. Ensure your evaluation methods are gender responsive.

Step 3. Conduct a gender-responsive stakeholder analysis.

### Tool 8.



#### Identifying the gender implications of environmental impacts

Step 1. Select the environmental factors potentially affected by the intervention.

Step 2. Analyse the environmental impacts through a gender lens.

### Tool 6.



#### Evaluating gender equality as a horizontal principle

Step 1. Assess the impacts of your intervention on gender equality.

Step 2. Assess the extent to which the intervention has mainstreamed gender in its design, implementation and monitoring processes.

### Tool 7.



#### Using gender-responsive strategic foresight in your evaluation

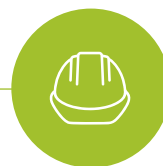
Step 1. Plan gender-responsive strategic foresight.

Step 2. Implement gender-responsive strategic foresight.

Step 3. Analyse the implications of gender-responsive strategic foresight.

## Conducting the evaluation

### Tool 9.



#### Embedding gender equality throughout your fieldwork

This Tool will allow you to reflect on how you can ensure that the process of data collection itself embodies gender equality and an intersectional approach.

<sup>(8)</sup> EIGE (2022), Gender-responsive evaluation, (<https://eige.europa.eu/publications-resources/publications/gender-responsive-evaluation>); EEB and WECF, 'Why the European Green Deal Needs Ecofeminism? Moving from Gender-Blind to Gender-Transformative Environmental Policies'; UN Women, 'Inclusive Systemic Evaluation for Gender Equality, Environments and Marginalized Voices'.

## Report writing and dissemination of the evaluation findings

### Tool 10.



#### Drafting the evaluation report and preparing lessons learned

Step 1. Report on the gender impacts of the evaluated intervention.

Step 2. Prepare the recommendations and lessons learned.

Step 3. Draft the evaluation report.

### Tool 11.



#### Dissemination of evaluation findings and follow-up actions

Step 1. Draft a plan for dissemination and capacity development for social change.

Step 2. Use various channels and media to communicate your evaluation's findings.

Step 3. Inform the decision-making process and facilitate positive changes.

Step 4. Monitor and evaluate the implementation of the recommendations.

For more detailed information on how to develop an effective and sustainable gender-responsive evaluation to address the gender dimension in green policies and maximise the full

potential of the European Green Deal, consult EIGE's [GREENA step-by-step toolkit](#).

### European Institute for Gender Equality

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.

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This factsheet was developed in cooperation with PPMI

Luxembourg: Publications Office of the European Union, 2024

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