The GENOVATE evaluation model: evaluating gender organizational change together

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EVALUATION AS A TOOL for enhancing LEARNING AND THINKING COLLABORATIVELY ABOUT STRATEGIES AND WAYS of making organizations MORE GENDER-RESPONSIVE.
The evaluation pursues to inform the decision making processes, facilitate organizational learning and produce a shared knowledge on evaluating GEAPs in research institutions.

The evaluation has a double role inside GENOVATE:

- Evaluation of the GENOVATE project as a whole
- Evaluation of Gender Action Plans (GEAPs)
Guidelines for Evaluating Gender Equality Action Plans: “Evaluating Gender Structural Change”
Evaluation step by step

- Seek new understanding
- Delimitate the project
- Engage stakeholders
- Develop questions
- Create strategy for collecting data
- Analyze data
Joint work in defining how to evaluate GEAPs

### Evaluation step by step

<table>
<thead>
<tr>
<th>Evaluation question</th>
<th>Attributes that define the general</th>
<th>Indicators</th>
<th>Tools</th>
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<tbody>
<tr>
<td>1. Criteria adopted to define the monitoring programme</td>
<td>(self-assessment of the academic staff on the basis of the Sustainable Development Goals)</td>
<td>1. Stage of academic career at the number of female university students in each field</td>
<td>1. Statistical analysis of the proportion of female faculty at the University's female staff (based on the UNICEF guidelines)</td>
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### THIRD - GUIDE -

**Evaluating Gender Structural Change**

**Guidelines for Evaluating Gender Equality Action Plans**

Coordinated by

**Evaluation Stop & Share Session**

Review of evaluation questions, attributes and indicators
‘Gender Organizational Change Matrix’

Source: GENOVATE’s adaptation of Tichy’s framework.
Main lessons learned
• **Capacity building in evaluation** is key but not easy to promote.
  – Evaluation is a **very abstract field** that requires specific capacities.
  – Partners have been very interested in evaluating but not all of them had previous **evaluation skills**.
  – More **time, spaces and resources** are necessary to train in evaluation.
  – Specifically, **more training to partners** with less expertise in this field.
• A broad understanding of gender issues is necessary to design an evaluation of a GEAP.
  – There is not a pre-defined and unique model for evaluating gender change.
  – Complexity of gender dynamics in each context have to be reflected in the definition of evaluation questions, indicators and techniques.
  – Attention to resistances, non expected results and unnoticed changes is required.
  – Intersections of gender inequalities with other kinds of inequalities has to be analyzed.
Thank you so much for your attention!

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