GENERA Roadmap - Step 6:

Description

The final evaluation of the GEP involves assessment of the effectiveness of the implementation process, and the progress made in achieving structural change. The main focus is on the outcomes of the implemented activities and the effectiveness of the applied measures. The evaluation combines ex-ante and ex-post perspectives.

All significant achievements and failures have to be indicated in the final evaluation. When analysing the implementation status, you can take advantage of the experience/lessons learned. Moreover, it is also essential to take a closer look at the measures that were adjusted during the lifetime of GEP (Step: Monitor & Adjust) and reflect whether the adjustment contributed to the improvement. A combined analysis of quantitative and qualitative results should be done to capture the new status quo.

Depending on the implementation status and the actions needed in your organisation, it is recommended to implement a follow-up Gender Equality Plan. In order to do so, you would begin with the analysis step and repeat the described process.

In conclusion, step 6 includes a final evaluation based on the outcomes of the implementation of customized GEP. It is necessary to monitor the implementation status of all objectives and defined measures and to evaluate the outcomes (quantitative and qualitative).

Key Actions

- Ask:
  Were the formulated objectives achieved?
  Who participated in formulating the GEP and the objectives of the chosen measures? Were there any trade-offs?
  Are particular structures and objectives necessary to improve the benefit and impact of GEP measures?
- Analyse the progress of your GEP by evaluating the past and the objectives/measures reached so far:
  //Did you reach all your objectives?
  Did you execute all your measures? //
- If not, the following questions, and the methods listed below can help you analyse the reasons for not reaching one or more objective(s):

- Structural/organisational reasons:
  Did the legal framework change so that you are not able to complete the measures?
  Did the structure of the organisation change so that you cannot implement the measures as intended?
  Did an incident happen to your organisation so that external factors force you to change strategy?
  Are the requirements of the management board still fitting?
- Financial reasons:
  How was the implementation of the measures financed so far?
  Will it also be possible the same way in the future?
  How much did the organisation spend on the gender equality measures? //</color>
  Personnel resources:
  How many persons worked together on designing of the GEP and the gender equality measures therein?
  Will the staff change? If yes, how can you save the knowledge of that person so that you can complete the measures coming up?
  *Which units/departments were involved in the implementation of the GEP and the gender equality measures therein? *These methods can help you to verify the current situation: *Evaluate and compare the percentage of the current state to your objectives stated in the GEP *Distribute surveys to all employees in order to check their opinion on specific measure to identify potential sources of resistance *Make interviews with management/leadership/employees in order to consider qualitative aspects, not only figures and data. ===== Hints & Resources ===== *Establish indicators to assess the success of the measures, adapt them to the purposes of the measures *Consider qualitative aspects, not only figures and data *Identify potential sources of resistance *Move forward and implement a follow-up Gender Equality Plan *Further resources: *INTEGER - Evaluation Checklist *INTEGER - Guidelines for the Self-Assessment ===== Individual Conditions ===== *What is specific for your organisation regarding **Step 6: Final Evaluation**? Please record here //(documentation of important steps, experiences, successes, challenges, solution approaches, etc.)* return to GENERA Roadmap overview

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