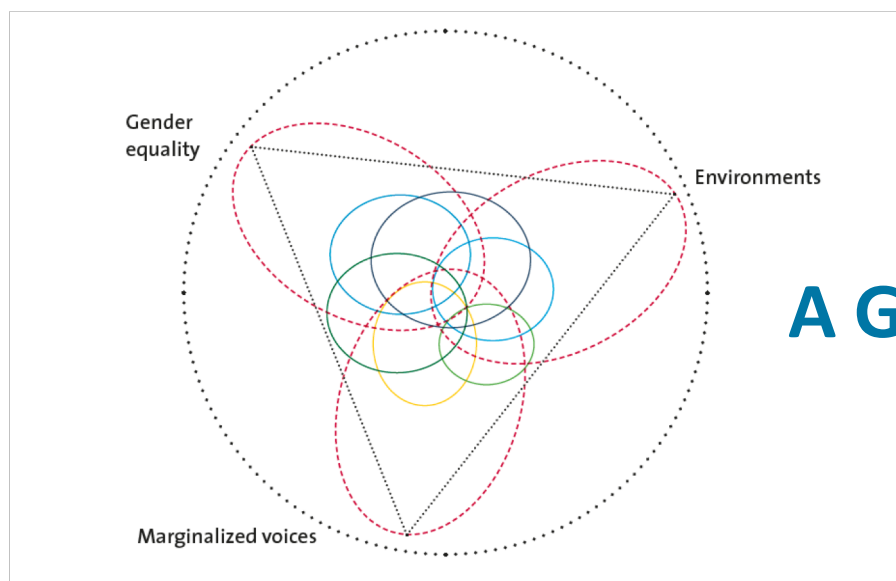


Inclusive Systemic Evaluation (ISE) for Gender Equality, Environments, and Marginalised voices (GEMs)



A Guidance for Evaluators

UN WOMEN IS THE UN ORGANIZATION DEDICATED TO GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN. A GLOBAL CHAMPION FOR WOMEN AND GIRLS, UN WOMEN WAS ESTABLISHED TO ACCELERATE PROGRESS ON MEETING THEIR NEEDS WORLDWIDE.

UN Women supports UN Member States as they set global standards for achieving gender equality, and works with governments and civil society to design laws, policies, programmes and services needed to implement these standards. It stands behind women's equal participation in all aspects of life, focusing on five priority areas: increasing women's leadership and participation; ending violence against women; engaging women in all aspects of peace and security processes; enhancing women's economic empowerment; and making gender equality central to national development planning and budgeting. UN Women also coordinates and promotes the UN system's work in advancing gender equality.



Planet 50-50 by 2030
Step It Up for Gender Equality

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www.unwomen.org
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Inclusive Systemic Evaluation for Gender equality, Environments and Marginalized voices (ISE4GEMS): A new approach for the SDG era.

UN WOMEN IES GUIDANCE SERIES



INCLUSIVE SYSTEMIC EVALUATION
FOR **G**ENDER EQUALITY,
ENVIRONMENTS AND **M**MARGINALIZED
VOICES (ISE4GEMS):

A new approach for the SDG era.



Introducing the authors

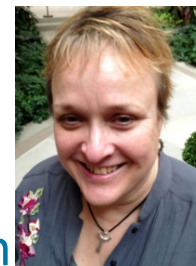
Anne Stephens, PhD, James Cook University

- Sociologist, critical systems thinking theorist, teacher and research manager, health/education evaluations for Northern Australian communities
- DFAT Endeavour Fellowship



Ellen Lewis, PhD, University of Hull Business School

- Global Organisation Development consultant, Latin American and the Caribbean
- Gender equality expert
- University of Hull Business School, Centre for Systems Studies Research Fellow



Shravanti Reddy, Evaluation Specialist, Independent Evaluation Office, UN Women

- UN Women and other UN agencies for a decade, development experience in Africa



Overview of the ISE4GEMs theoretical framework

Apply the ISE4GEMs framework to a fictional case study



1. Region A



2. Region B

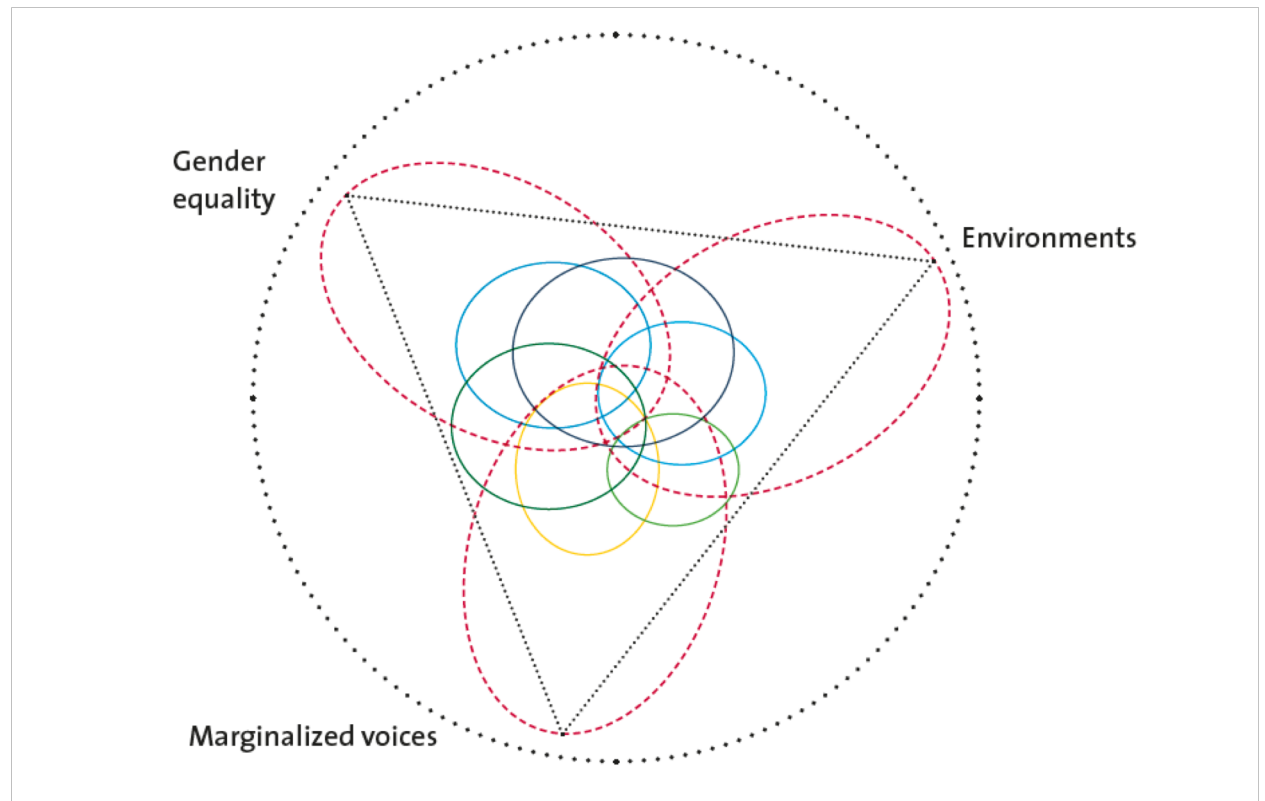


4. Region D



3. Region C

- 1) High levels of complexity
- 2) Systemic evaluation
- 3) Evaluation capacity building required



Why was it developed?

Understanding the inter-connections within the goals and targets of the Agenda 2030 Sustainable Development Goals (SDGs)

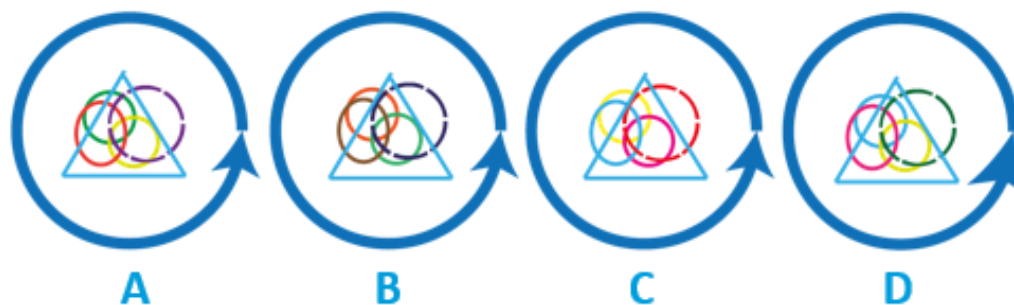
To promote social inclusion, this approach introduces the GEMs framework for intersectional systemic analysis

- **Goal 5:** Achieve **gender equality** and empower all women and girls (6 targets)
- **Goal 17:** Partnerships for the Goals – **capacity building and systemic issues**

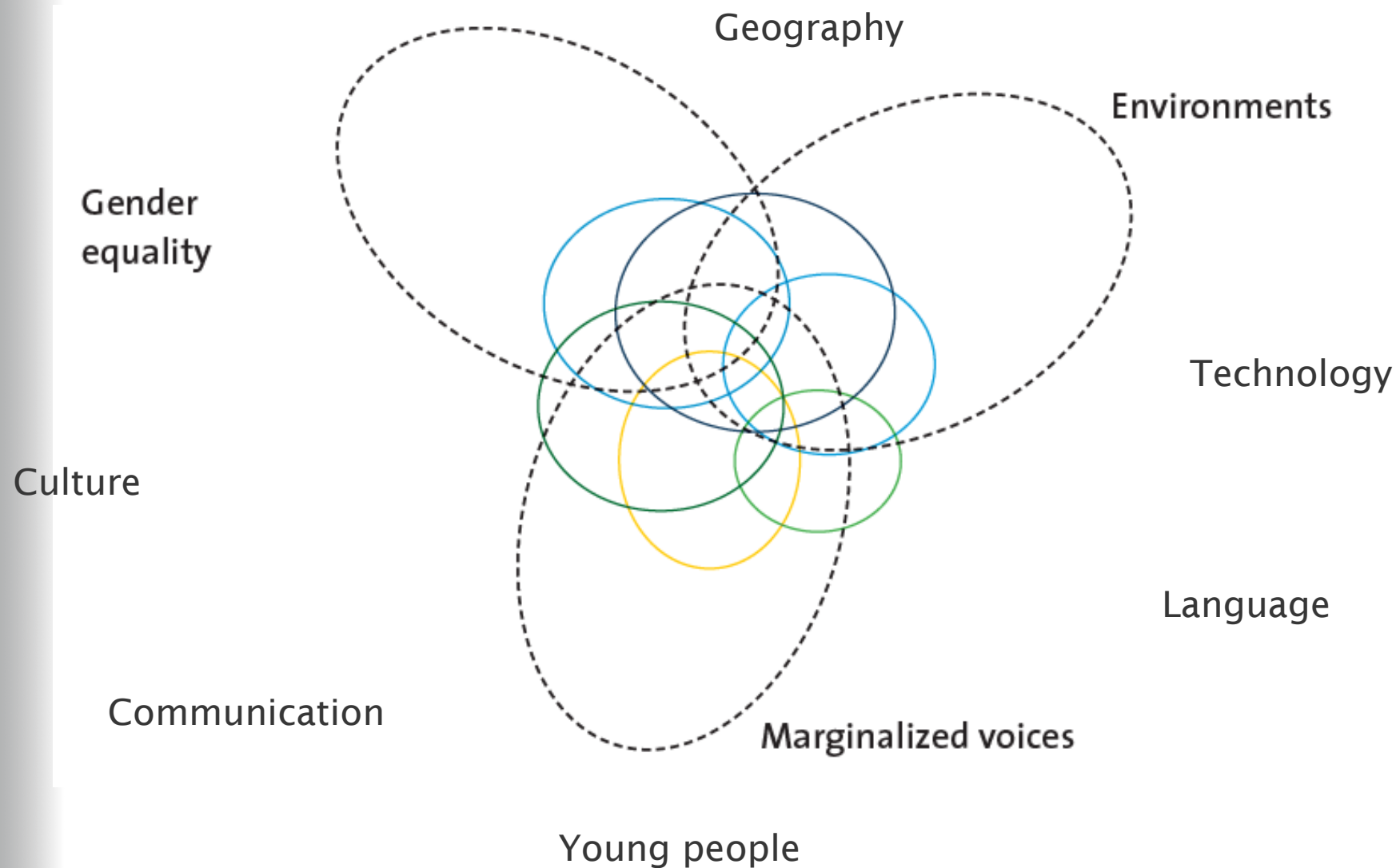
Systematic



Systemic



Intersectionality



Gender

- Views gender very broadly to contain a rich variation of identities and intersex possibilities outside the two rigidly fixed options of male or female
- Gender-responsive evaluation the task of revealing, describing and explaining different impacts of development interventions on men's, women's, boy's, girl's and transgendered people's lives

Environments

- The dual impact of the environment on social intervention and the impact of social interventions on the environment.
- Socio-environmental connectedness is at its core – which is both material and cultural.
- Human-made and natural: socio-ecological systems, ecosystems, and ecologies or environmental landscapes, non-human, more-than-human, and includes animals (domestic, agricultural and biodiversity)
- Marginalized stakeholder, without voice, and diminished by its non-human status yet it is always present on the margins of human activity

Marginalised voices

- Marginalised and silenced people of concern to an intervention
- Marginalisation is not pre-defined
- Practitioner tools including (e.g. vulnerability assessment, boundary critique, ethical considerations tools) to ensure the safety and security of all participants

Underlying values of GEMs framework



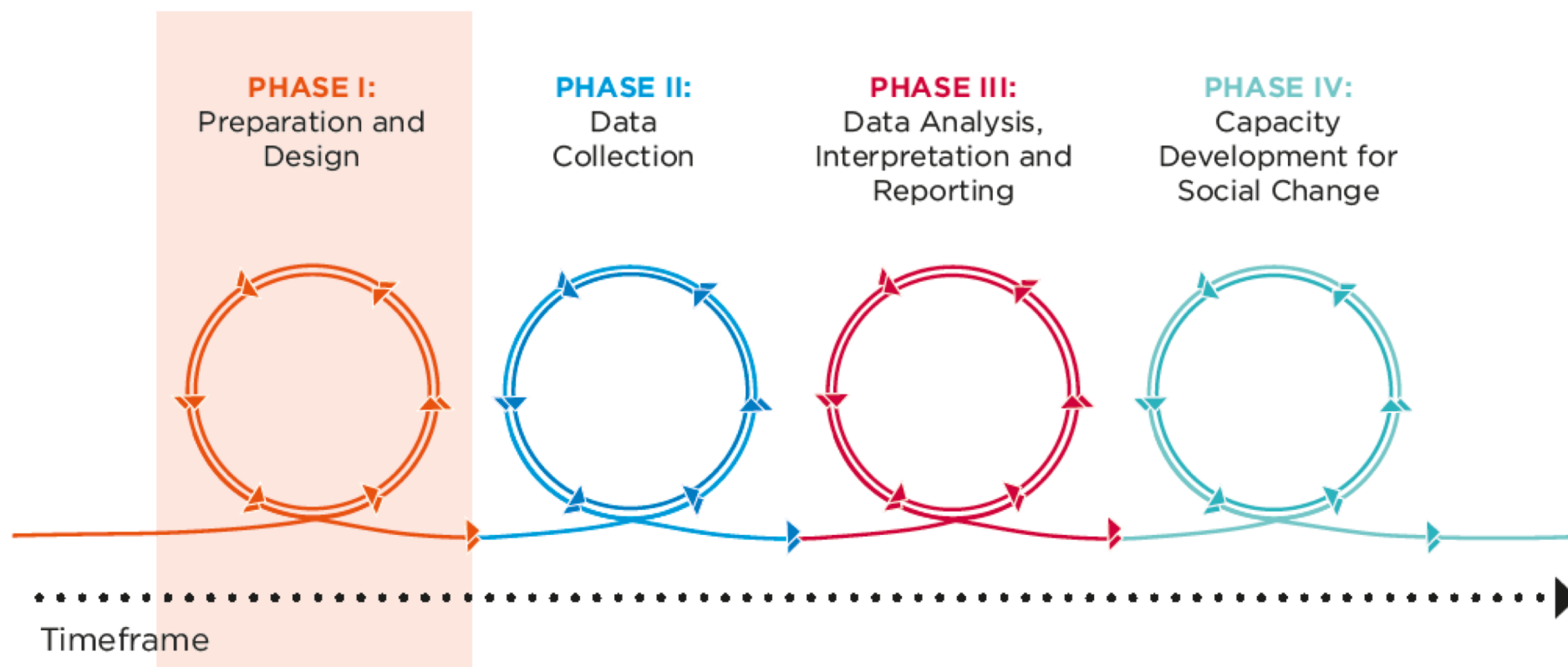
Sustainable
Development
Goals

Equity

Fairness

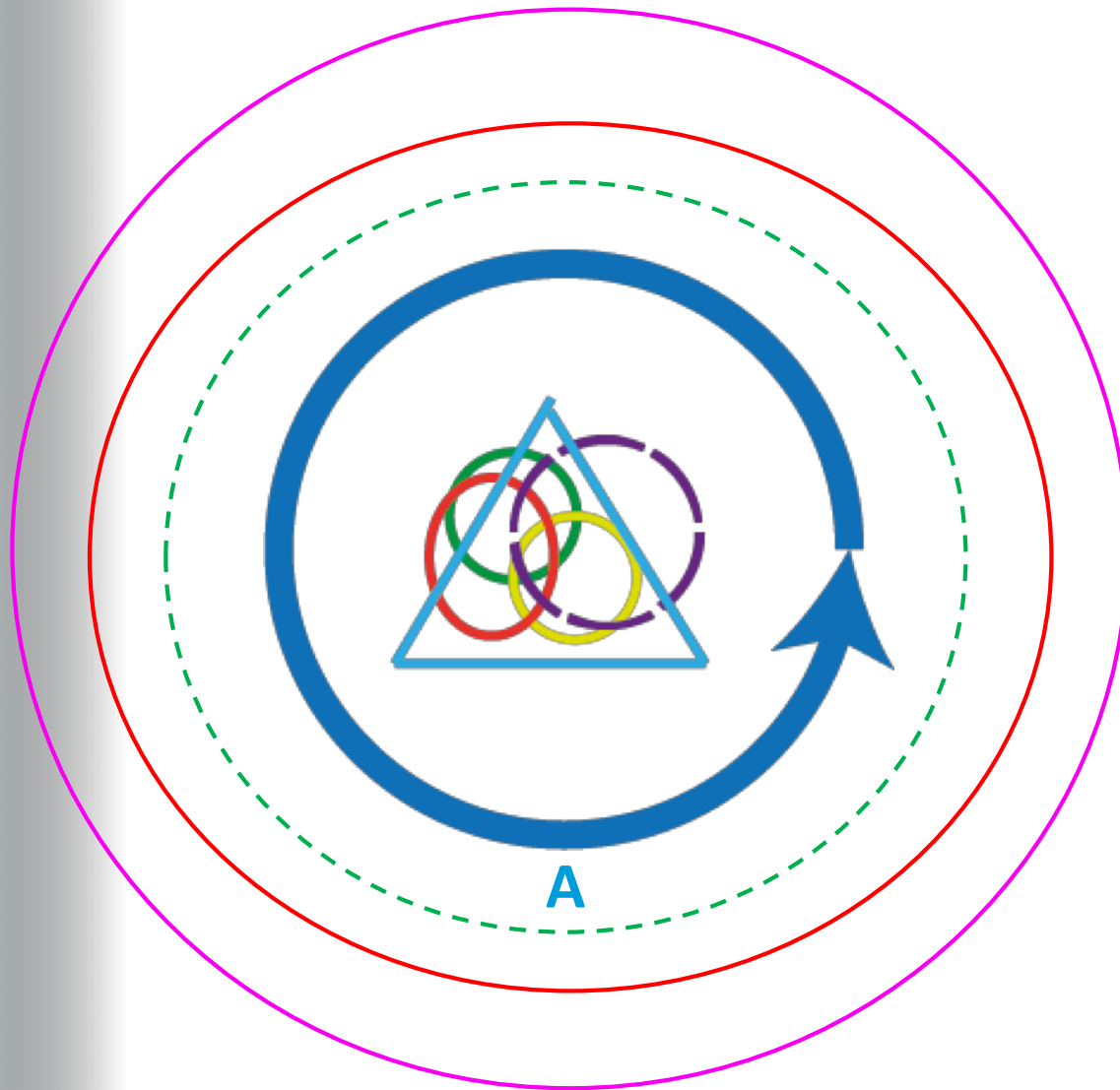
Sustainability

Inclusion



The 'plan, action, reflect' cyclical phases of Inclusive Systemic Evaluation

Phase 1



Establish boundary story

Define ideal boundary

A

B

Define actual boundary

C

D

Phase 2

**First data collection
cycle (desktop)**

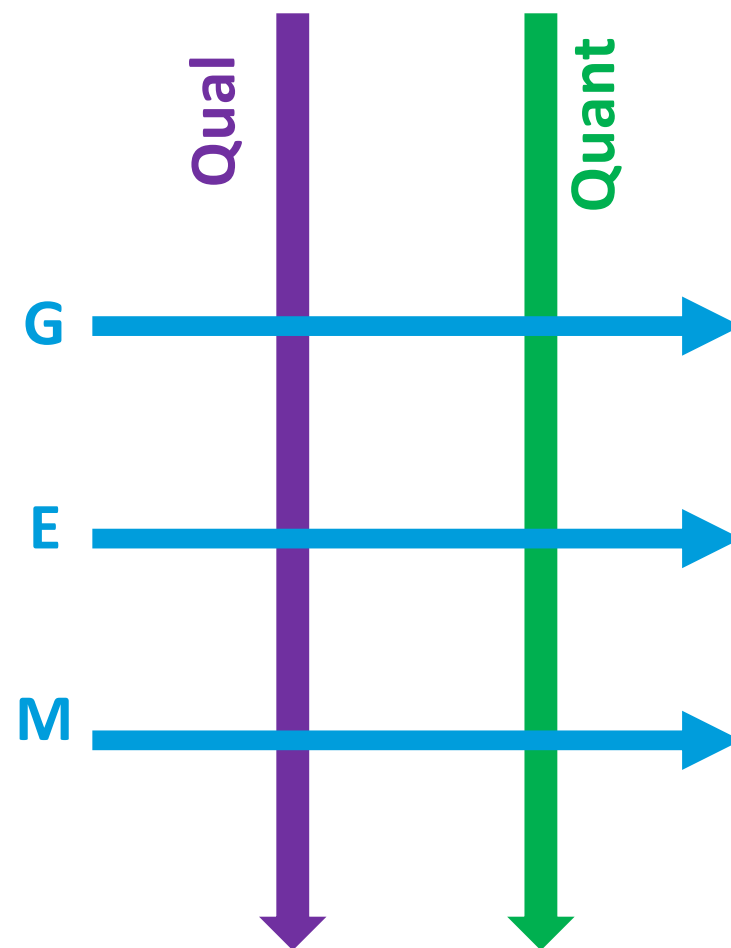
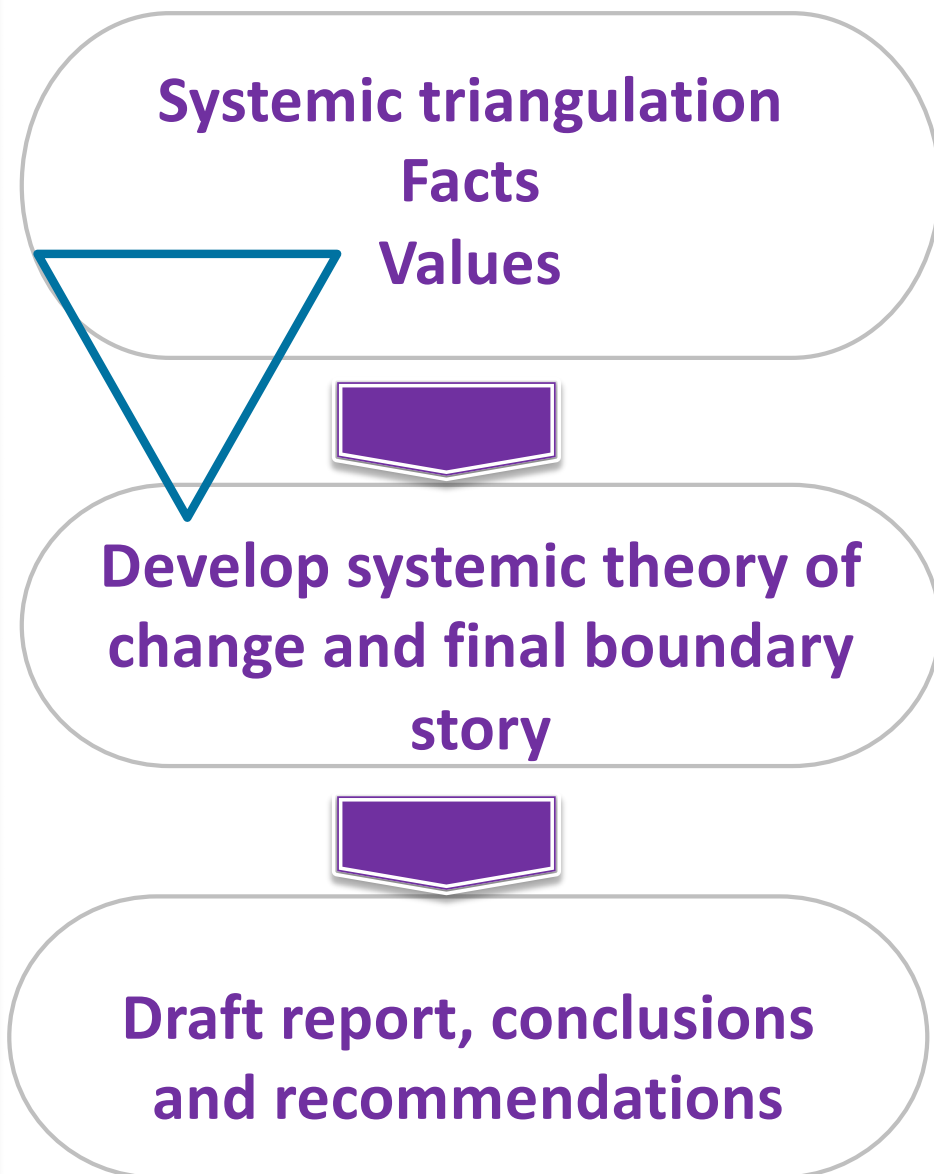


**Second data collection
cycle (field)**

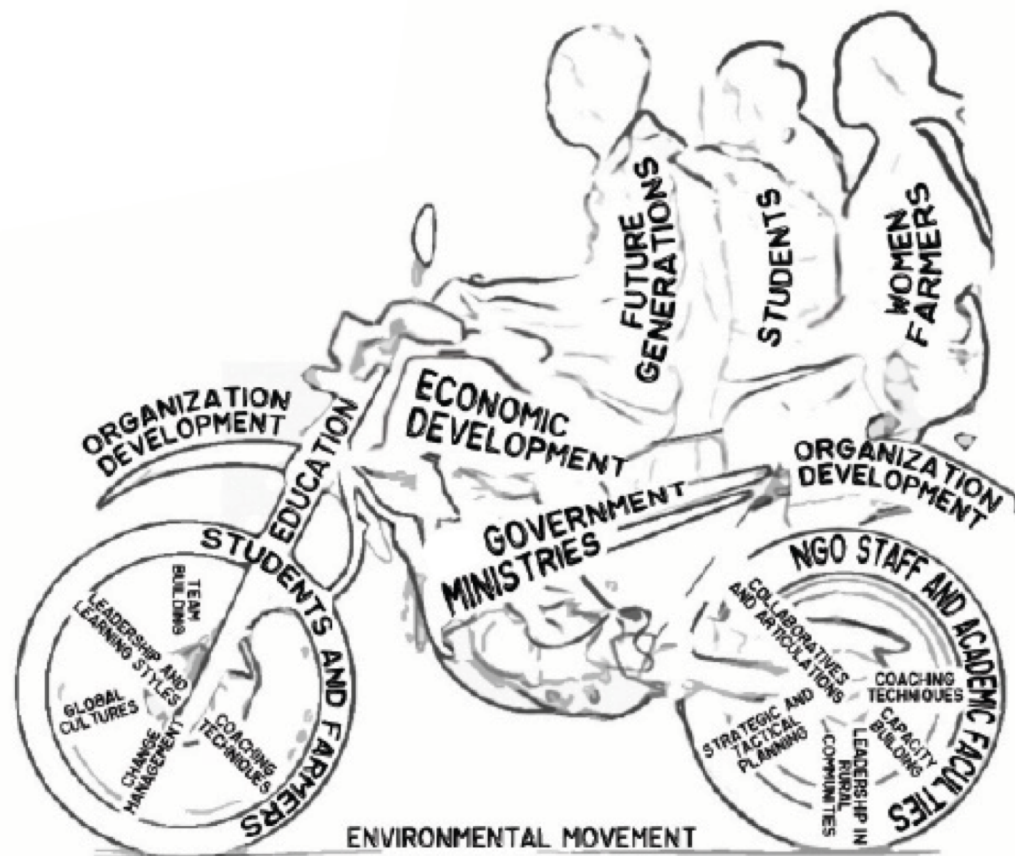


**Debriefing meeting and
practitioner reflection**

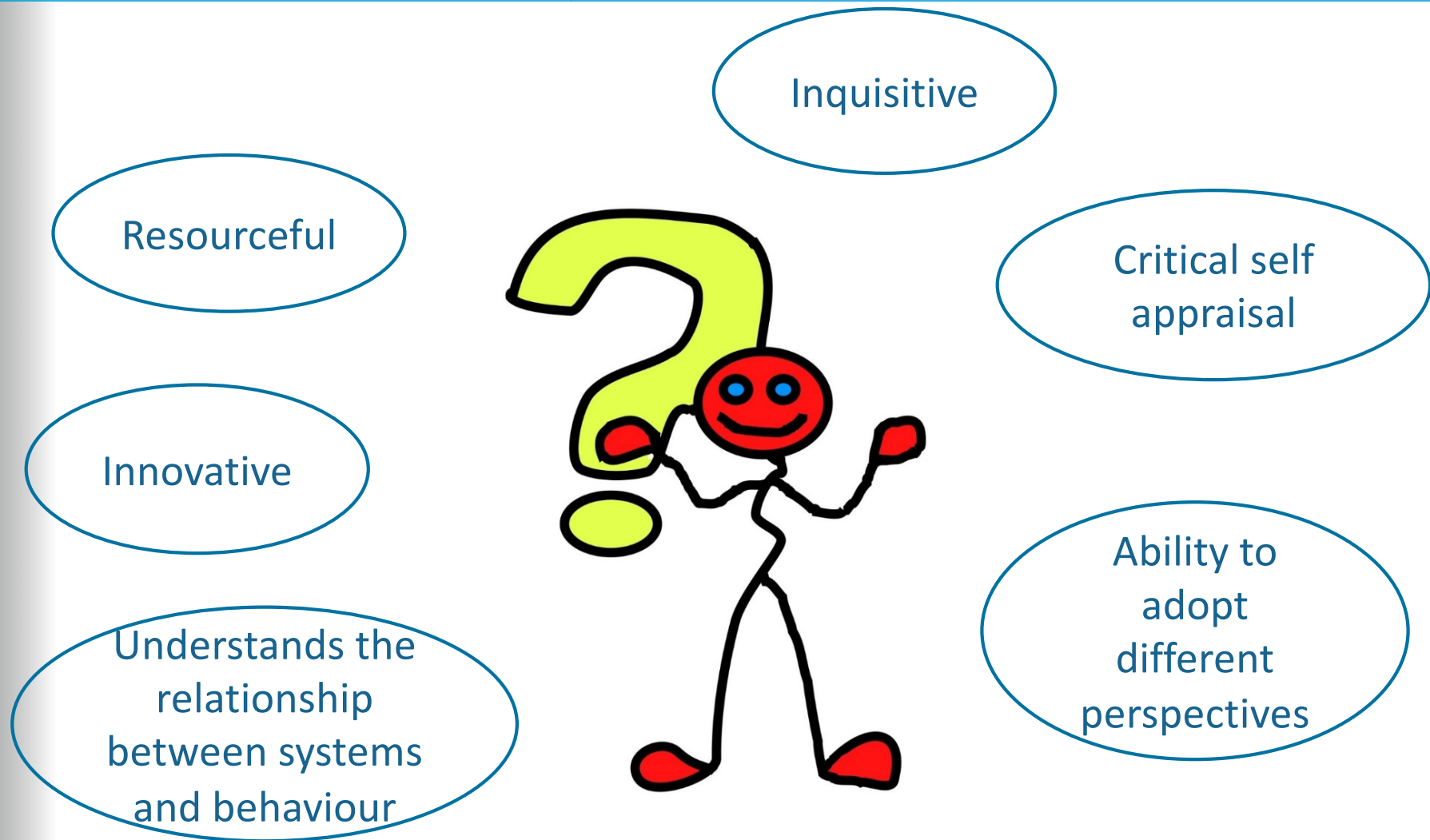
- Literature review
- Meetings
- Recruiting locals
- Gate keepers
- Translators



Participatory approach consult with each site about how they would like to receive and maximise findings



Attributes of a systems thinker





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Questions?

Thank you