Gender equality is an integral part of the AfDB’s development agenda. The Bank’s Gender Strategy (2014–2018) aims to make progress in women’s access to economic opportunities, close the gender gap between men and women, and improve knowledge and capacity on the continent.

Measuring the reduction of inequality gaps, however, remains a challenge for both the Bank’s operations and its independent evaluation. On the first day of Evaluation Week 2018, a professional development workshop targeted at Bank staff and local evaluators in Côte d’Ivoire, aimed to improve participants’ understanding of gender in evaluation as well as raise awareness of the need to generate and use sex-disaggregated data to measure distributional impacts in Africa.
Four sessions constituted the basis of this learning event:

**IDEV’s experience integrating gender in evaluations**

Lead: Monica Lomena-Gelis, Principal Evaluation Officer, IDEV

This session presented key concepts of Gender Responsive Evaluation, summarized in the Evaluation Cooperation Group Reference Document *Integrating gender into project level evaluation*. The session also presented pilot evaluations into which gender has been integrated, and reflected on the challenges found, as well as the way forward for IDEV as it continues to integrate gender in its evaluations and knowledge products.

Relevant materials available on the IDEV website [idev.afdb.org](http://idev.afdb.org):

- IDEV Evaluation synthesis on gender mainstreaming (2012)
- IDEV evaluation of the Bank’s country strategy and program in Cabo Verde (2018)
- IDEV Mid Term Evaluation of the Country Strategy and Program in Guinea Bissau (2018)
- Presentation IDEV’s experience integrating gender in evaluations (2018)

**Mainstreaming gender in operations: Experience from African Development Bank operations staff**

Over the past years, the Bank has strived to integrate gender at the onset of project designs, for instance in health and infrastructure (transport, water and sanitation) projects. Using the Bank’s Gender Strategy as a reference, this session provided Bank task managers, gender specialists and evaluators with a forum to honestly self-reflect and discuss what has worked and what could be improved to strengthen gender mainstreaming in Bank operations and strategies. The Bank's Gender Marker System was also discussed.
The session presented the World Bank’s rationale, challenges and approach to including gender into evaluations, more specifically the development of tools and resources to achieve that goal. The presentation reflected on the experience of implementing a Gender Flag in IEG’s validation of project completion reports and country strategy evaluations.
Participants’ reflections

Following the workshop, IDEV asked participants to provide their thoughts on what they had learned at the workshop and on the topics discussed:

Agniré Henriette KAKOU
Administrator, Gender Technical Secretariat at the Ministry for the Promotion of Youth and Youth Employment, Côte d'Ivoire

This workshop allowed us to deepen our knowledge of gender issues. In particular, it allowed us to understand how to include gender in the design of our development projects, which will be in turn taken into account by donors. The workshop also helped us to understand that the evaluation of any current project requires the inclusion of gender considerations, hence the importance of including it from the outset, when defining the objectives of these projects.

Esther Kouakou ADOU AKOUA N’GORAN
IEval member

This workshop allowed us to understand the importance of gender in development policies. Indeed, taking gender into account during the development of these projects, including in the conceptual phase of the project, enables more efficient work and produces better results. In the conceptual phase of the project, the beneficiary population will have to be taken into account. It is very important to include beforehand the anthropological and sociological aspects of the beneficiary populations. This allows for a better collaboration with them in order to anticipate certain difficulties that could come up during the execution phase of the project.

1 Initiative Ivoirienne pour l’Evaluation (Ivorian Evaluation Initiative)
The concept of gender is normally captured in our various studies under the term vulnerable groups (lumped together as women, children, the disabled and the elderly). At the workshop we learned of the gender approach applied to development actions, that allows for more equal participation and allocation of resources between women and men and that helps reduce initial gaps. This approach allows us to have a clear idea of the gender concept, which promotes the equality of women and men by taking into account differences and socially constructed hierarchies. This allows us to reorient our perception of the concept of gender in the realization of our sociological studies.

Kouadio Pierre N’DRI
Rural Engineer, 2IEval Secretariat

The main takeaway for me is the consideration of gender as a whole in evaluation. An evaluation must take into account both women and young people, as well as disadvantaged or marginalized people.

I am the Monitoring and Evaluation Manager for two agricultural projects, one of which is in the completion phase and the other at start-up. An agreed-upon definition of disadvantaged people is currently being validated by all project stakeholders, so that the project can target beneficiaries, and follow up on these target groups during project implementation. At the completion phase of the project, terms of reference of the final evaluation will focus on gender mainstreaming and the effects of the project on gender.

Yakiéma DIABATE KOUYATE
Engineer in Audit and Management Control, Head of the Gender and Human Rights Theme Group of the Ivorian Monitoring and Evaluation Network (RISE)

The workshop looked at gender issues in different sectors and various aspects of social, economic and political life (access to school, land, legal systems, infrastructure). Thus, we noted that inequalities (in Africa) are very noticeable in terms of land, property and labor. Women constitute 50% of the workforce, but they only have access to 1% of the land. These inequalities are visible on several levels, particularly at the level of wages where women are paid less than men with equal competence. We also noted that gender considerations in evaluation, operations and interventions is increasingly a priority for the African Development Bank, whose main objective is to reduce poverty.

Overall, we saw that gender issues are not related to women only but that the equality of men and women in access to power and decision-making is an imperative for better development. In addition, the evaluators must have tools to take gender into account and identify relevant indicators to measure the distributive impacts of interventions.
At the international level, a normative framework on gender equality has been put in place. This framework is based on a series of important resolutions and laws that have become part of the development policy of virtually all development actors.

The concepts discussed during the workshop are useful for the monitoring and evaluation of projects supporting the improvement of access to rights and justice in Côte d'Ivoire. Indeed, improving equitable access to justice for all, especially women and vulnerable people, is one of the five strategic axes of the sectoral justice policy adopted by the Council of Ministers on 6 June 2013.

For example, gender indicators have been incorporated into the periodic reports submitted to the Steering and Monitoring Committee. Our statistics can also be disaggregated by gender.

Including gender aspects in the evaluation of interventions fosters improved development outcomes. However, gender-specific objectives should not be limited to integrating women into activities and ensuring their access to the benefits of interventions; they must aim for qualitative changes. The changes made by the project on justice and women's rights are more noticeable.

As in many countries, mainstreaming gender in the implementation of interventions will ensure greater participation of vulnerable people, especially women's access to justice services, thereby guaranteeing their rights.