



Deliverable Report

D.2.4 RE-WIRING TEA policy evaluation checklist to identify and tackle gendered law- and policymaking processes



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Table of contents

Table of contents.....	3
1. Introduction.....	4
2. The checklist in light of the RE-WIRING Transformative Equality Approach.....	5
3. How to Use the Checklist.....	8
4. Detailed RE-WIRING TEA Policy Evaluation Checklist.....	10
1. Agenda Setting.....	10
2. Policy Formulation (ex-ante evaluation).....	12
3. Decision-Making.....	14
4. Implementation Phase.....	15
5. Monitoring and Evaluation (ex-post evaluation).....	17
5. Conclusions.....	20

1. Introduction

Gender stereotypes, biases and disparities often permeate legal frameworks and policy decisions, resulting in systemic inequalities that disadvantage women and other marginalized groups. This checklist aims to provide a structured approach to identify and mitigate these stereotypes and biases, thereby fostering gender-transformative policymaking.

This checklist is designed for a wide range of policymakers, including government officials, legislators, policy advisors, and public administrators, who are involved in the development, implementation, and evaluation of laws and policies. It is also intended for use by civil society organizations, advocacy groups, and researchers who aim to scrutinize, monitor or influence law and policy processes to ensure they are gender-sensitive and can be transformative.¹ By offering a tool to guide the evaluation of laws and policies at various stages of the policy cycle, this checklist serves as a resource to improve their responsiveness and transformation to the needs of all genders. This checklist has been developed hand in hand with deliverable D.2.3, which has also been discussed by various stakeholders.²

The primary objective of this checklist is to guide policymakers in evaluating and making sure that laws and policies are not only gender-sensitive, but also transformative. The checklist is designed to be applicable at various stages of the policy cycle, from agenda-setting, policy-formulation and decision-making to implementation and evaluation. By systematically integrating gender perspectives, this checklist aims to improve the responsiveness of policies to the needs of all genders.

We use the policy cycle model to describe the various stages involved in the law- and policy-making process. It provides a structured approach to understanding how policies are developed, implemented, and evaluated. The main stages of the policy cycle include:

1. **Agenda Setting:** Identifying and prioritizing issues that require policy intervention.
2. **Policy Formulation:** Developing legislative and policy proposals and solutions to address the identified issues.
3. **Decision-Making:** Selecting the most appropriate policy options and ensuring they are not only gender-sensitive, but also transformative.
4. **Implementation:** Putting the selected policy into action through various mechanisms and processes.
5. **Monitoring and Evaluation:** Assessing the effectiveness of the policy and its impact on the target population.

2. The checklist in light of the RE-WIRING Transformative Equality Approach

Importantly, this checklist builds on the RE-WIRING Transformative Equality Approach (TEA), as detailed in deliverable D.1.3. To ensure effective policy formulation and implementation, it is thus proposed that a three-dimensional multidisciplinary approach is implemented, which targets transformation at the institutional, symbolical and experiential levels. As such, this checklist covers all aspects that are considered crucial for bringing about transformative equality change.

a. Institutional Dimension (Regulative Pillar):

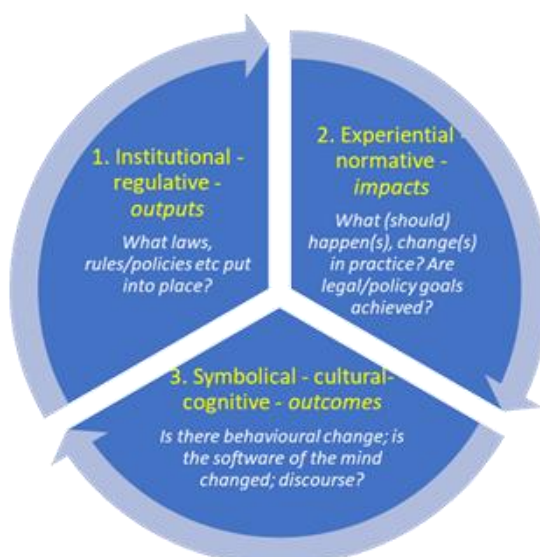
- *Laws and Regulations:* Develop and implement laws and policies that promote transformative gender equality, by taking into account the RE-WIRING TEA benchmarks set for this. This includes identification of possible gender stereotypes and biases, intersectional, (cross-)cultural and decolonial relevance, crisis-proofness/resilience, multi-stakeholder perspective and potential resistance.³
- *Compliance and Enforcement:* Establish robust monitoring, compliance and enforcement mechanisms to ensure adherence to gender equality laws and policies and in securing the gender-transformative nature of laws and policies.

b. Experiential Dimension (Normative Pillar):

- *Normative Goals:* Set clear normative goals at governmental and organizational level aimed at achieving gender equality and transforming societal norms, including in the development of laws and policies. This includes promoting values of inclusivity, equity, and social/gender justice.
- *Practical Implementation:* Ensure that policies are effectively implemented on the ground, addressing practical challenges and barriers to achieving gender equality.

c. **Symbolical Dimension (Cultural Pillar):**

- *Cultural Change*: Promote a shift in societal attitudes and beliefs towards gender equality. This includes public awareness campaigns, education initiatives, the sharing of stories and of lived experiences of gendered law- and policymaking and the challenging of gender stereotypes that underlie them.
- *Behavioral Change*: Encourage behavioral change within institutions and among individuals to support gender equality. This includes promoting inclusive leadership and gender-sensitive practices.



By integrating these dimensions, law- and policymakers can develop strategies that not only promote gender equality but also enhance the resilience and inclusivity of their policies. This holistic approach enables the creation of laws and policies that are capable of addressing the multifaceted nature of gender disparities, thereby fostering a more just and equitable society. This framework thus provides a robust foundation for transformative change, ensuring that gender-sensitive and – transformative law- and policymaking is grounded in a deep understanding of the diverse and dynamic contexts in which it is applied.

- *Takeaways from D.2.2. and D.2.3:*

One of the significant gaps highlighted in D2.3 is the lack of comprehensive data collection and analysis. Effective policy evaluation requires sound data to determine the scope and scale of gendered law- and policymaking issues. The checklist should incorporate mechanisms for identifying and addressing data gaps, emphasizing the inclusion of indigenous and non-Western knowledge systems to reveal inconsistencies and fill voids in existing data.

Additionally, administrative capacity must be strengthened to overcome existing difficulties in the effective consideration of gender equality in national law- and policymaking (processes). Developing and implementing good practices, such as mandatory ex-ante impact assessments and gender budgeting, is therefore crucial. These tools, coupled with awareness-raising and training programs, enhance the effectiveness and transformative capacity of policies. The checklist must assess the implementation and effectiveness of these tools, ensuring they contribute to significant progress towards gender equality.

Effective de-gendering of law- and policymaking processes requires the active involvement of diverse stakeholders, including governments, political parties, national gender equality bodies, women's movements, civil society organizations, and academics. The checklist should evaluate the extent and quality of stakeholder consultation and participation, ensuring that these processes are inclusive, accessible, and meaningful.

Moreover, aligning with international obligations such as CEDAW, the Beijing Platform, and the Istanbul Convention is crucial. The checklist must incorporate mechanisms to reinforce and integrate these international standards into national policies, ensuring that gender equality efforts are grounded in globally recognized frameworks. By doing so, the checklist will not only assess but also enhance the transformative potential of gender equality initiatives, leading to sustainable and inclusive policy reforms.

3. How to Use the Checklist

a. Applying the Checklist:

- For each policy under development or evaluation, go through the checklist step-by-step.
- Ensure that all relevant stakeholders are involved in the process.
- Use the checklist to identify gender stereotypes, biases and disparities, and to propose corrective actions.

b. Recording Observations

- Document your findings and the steps taken at each stage of the policy cycle.
- Use the checklist to create a comprehensive report that highlights gender-specific impacts and proposed measures to address them.

c. Measuring Compliance

To measure compliance with the checklist, follow these steps:

- *Compliance Scoring:*

Assign a score to each item in the checklist based on its implementation. For example:

- Fully Met (2 points)
- Partially Met (1 point)
- Not Met (0 points)

Calculate the total score for each stage and the overall policy process.

- *Prioritization of Points*

Two steps are required:

a. Critical Points Identification:

- Identify critical points that must be met for a policy to be considered gender transformative, by reviewing the checklist and identifying key actions and questions

that have the most significant impact on ensuring gender equality transformation. Examples of critical points may include stakeholder engagement, comprehensive gender analysis, and the inclusion of gender equality objectives.

b. Weight Assignment:

- Assign higher weights to critical points to reflect their priority.
- Adjust the compliance scoring to ensure that meeting these critical points significantly impacts the overall compliance level.

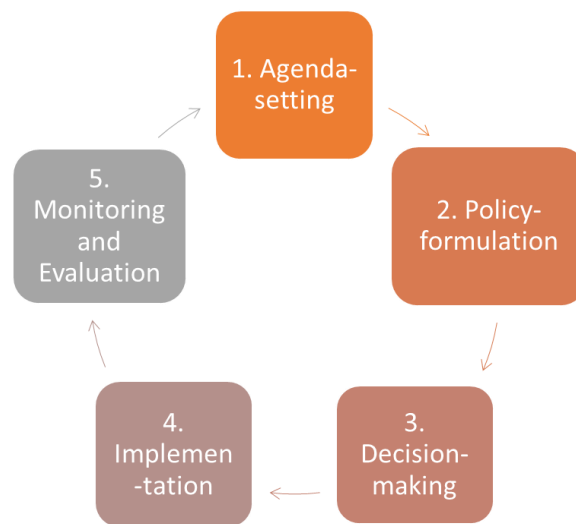
One may use a compliance table and prioritization to identify areas for improvement.

Example of Compliance Scoring Table

<i>Item</i>	<i>Compliance Score (0-2)</i>	<i>Weight</i>	<i>Weighted Score</i>
Stakeholder Engagement	2	2	4
Comprehensive Gender Analysis	1	3	3
Inclusion of Gender Equality Goals	0	3	0
Development of Policy Options	2	1	2
Gender-Responsive Budgeting	1	2	2
		TOTAL	11/15

In this example, the policy would have a moderate compliance level with a total weighted score of 11 out of a possible 15 points.

4. Detailed RE-WIRING TEA Policy Evaluation Checklist



1. Agenda Setting

Agenda setting involves defining the precise policy needs and understanding the context in which the policy will operate. This requires a comprehensive approach to assess how the policy affects different genders and addresses existing disparities. During this phase, establishing a diverse and knowledgeable evaluation team, defining relevant criteria and indicators for gender analysis, and collecting comprehensive documentation are essential steps.

- ✓ **Integration of Gender Equality Objectives**
- Review the policy objectives to ensure they explicitly address gender equality and women’s empowerment, taking an intersectional perspective.
- Ensure that policy goals align with broader (political) gender equality commitments and legal frameworks and rights and obligations.
- Ensure gender equality considerations are embedded throughout all stages of policy making, including design, implementation, and evaluation.

- Ensure that gender mainstreaming is crisis-proof and resistance is addressed
- ✓ **Stakeholder Engagement**
 - Identify key stakeholders, including women’s organizations, gender experts, and marginalized groups.
 - Conduct consultations and focus groups to gather diverse perspectives on pressing issues.
 - Ensure inclusive participation in agenda-setting meetings by providing accessible locations, times, and materials.
- ✓ **Issue Identification**
 - Identify issues where gender disparities are evident, such as wage gaps, access to healthcare, educational opportunities, and gender-based violence.
 - Investigate also technical issues where gender disparities are not immediately evident, such as standardization policies, economic regulations (e.g., supply-chain logistics), and pension reforms, to uncover hidden impacts on different genders.
 - Consider the intersectionality of gender with other factors like race, age, disability, and socio-economic status.
- ✓ **Priority Setting**
 - Assess the urgency and significance of identified issues through a gender lens.
 - Prioritize issues that disproportionately affect women and marginalized genders, considering both short-term and long-term impacts.
- ✓ **Evidence Collection**
 - Gather and review existing research, reports, and case studies on gender-related aspects in the policy domain at issue.
 - Commission new studies or surveys if necessary to fill knowledge gaps and provide up-to-date information.
- ✓ **Public Awareness**
 - Raise public awareness about the identified gender aspects through campaigns, media, and community outreach.
 - Encourage public debate and discussion to build support for addressing these issues, highlighting their importance and potential benefits of intervention.

✓ **Policy Environment Assessment**

- Analyze the current policy environment to identify existing laws and policies and their possible gendered-ness and gaps related to gender issues.
- Assess the political and social willingness to address gender-specific issues, considering the potential for support or opposition.

✓ **Review of Existing Policies**

- Regularly review existing laws and policies to identify and address embedded gender stereotypes and biases.
- Update and revise policies that perpetuate gender stereotypes, biases, disparities, ensuring they align with the overarching vision for gender equality.

✓ **Alignment with International Standards**

- Ensure the identified issues align with international gender equality standards and commitments, such as the CEDAW, the SDGs and EU law (where applicable).
- Highlight any international obligations or recommendations that support addressing these issues.

✓ **Resource Identification**

- Identify the resources needed to address the identified issues, including financial, human, and technical resources.
- Consider potential funding sources and partnerships to support the agenda-setting process and subsequent policy development.

✓ **Preliminary Gender Impact Assessment**

- Conduct a preliminary assessment of the potential impact of addressing the identified issues on different genders, securing an intersectional approach to this.
- Consider both positive and negative impacts and identify strategies to maximize benefits and mitigate any adverse effects.

2. Policy Formulation (ex-ante evaluation)

During the policy formulation stage, it is crucial to continue and evaluate stakeholder consultation processes to ensure inclusivity, accessibility, and meaningful participation in and impact from diverse groups on the actual policy development. Conducting thorough gender analysis helps identify gender-specific needs and impacts, utilizing gender-

disaggregated data to inform policy development. Integrating gender equality objectives aligns policy goals with broader commitments, embedding gender mainstreaming principles throughout all stages. Developing multiple policy options, ensuring gender-responsive budgeting, and drafting policies with clear, inclusive language are essential steps. Additionally, conducting regulatory impact assessments, establishing robust monitoring frameworks, and promoting policies through inclusive communication strategies and legislative advocacy are vital for fostering gender-transformative law- and policymaking.

- ✓ **Continuation and Evaluation of Stakeholder Consultation and Participation**
 - ❑ Ensure consultations are inclusive, accessible, and meaningful, allowing for active participation from all stakeholders.
 - ❑ Document feedback and input from stakeholders to ensure their concerns and suggestions are considered in the policy formulation.
 - ❑ Evaluate the extent and quality of stakeholder consultation processes, by internal and/or external control mechanisms.

- ✓ **Gender Analysis/Test**
 - ❑ Conduct a thorough gender analysis to identify gender-specific impacts, needs, concerns, and opportunities, ensuring an intersectional perspective.
 - ❑ Analyze how different genders are affected by the issue and how proposed policies may impact them differently.
 - ❑ Collect and use gender-disaggregated data to inform policy development.
 - ❑ Ensure data collection methods are gender-sensitive and capture relevant information about various genders.

- ✓ **Development of Policy Options**
 - ❑ Develop multiple policy options to address the identified issues, incorporating gender perspectives in each option.
 - ❑ Ensure each policy option considers the potential impacts on different genders and includes the intersectional, decolonial and crisis-resilience dimension.

- ✓ **Drafting Policy Proposals**
 - ❑ Draft policies with clear gender equality goals and measurable outcomes, including the intersectional dimension and that stand the test of decoloniality and crisis-resilience.

✓ **Budget Allocation**

- Ensure the proposed policies include gender-responsive budgeting to allocate adequate resources for addressing gender equality impacts and initiatives.
- Include specific budget lines for activities aimed at reducing gender disparities and promoting women’s empowerment.

✓ **Regulatory Impact Assessment**

- Conduct a regulatory impact assessment to foresee the implications of the proposed policies on various genders.
- Identify and mitigate any potential negative impacts on different genders.

✓ **Monitoring and Evaluation Framework**

- Develop a monitoring and evaluation framework with gender-specific indicators to track progress and impact.

✓ **Language and Terminology**

- Evaluate the language used in the policy for inclusivity and avoidance of harmful gender stereotyping and bias.
- Check for the use of gender-neutral and non-discriminatory terminology.

3. Decision-Making

During the decision-making stage, it is important to ensure that the process of selecting policy options is inclusive and considers gender impacts. The following questions should guide the decision-making process:

✓ **Continuation and Evaluation of Stakeholder Representation and Inclusivity**

- Are women and marginalized groups adequately represented in the decision-making bodies and process?
- Are there mechanisms in place to ensure their voices are heard and considered?

✓ **Alignment with Gender Equality Goals and Legal Duties**

- Does the selected policy option align with national, European (where applicable) and international gender equality goals and legal duties?
- How does the policy contribute to long-term gender equality outcomes?

- ✓ **Unintended Gender Impact Analysis**
 - Are there any unintended gender consequences that need to be addressed?

- ✓ **Inclusivity and Support**
 - Does the selected policy option and the framing of the law/policy ensure that they work towards eradicating harmful gender stereotyping and biases?
 - Does the policy address intersectional concerns and avoid colonial effects?
 - Can the policy count on the best possible support of all genders, including men?
 - Are there measures to ensure that the policy does not disproportionately benefit or harm any particular gender group, especially in times of crises?

- ✓ **Transparency and Accountability**
 - Is the decision-making process transparent and open to scrutiny?
 - Are there (binding) accountability mechanisms in place to ensure that gender considerations, in its different dimensions, are upheld?

- ✓ **Resource Allocation**
 - Are resources being allocated in a manner that supports gender-transformative implementation?
 - Are sufficient resources allocated for monitoring and enforcing the intended gender impact of the policy decision?

4. Implementation Phase

The implementation phase involves amongst others establishing clear guidelines, mechanisms, oversight bodies, and financial tracking systems to ensure qualitative, consistent and coherent attention for the implementation of gender equality considerations from its multiple dimensions into daily law- and policymaking. Adequate resource allocation and (administrative) capacity-building initiatives are essential to support effective implementation. Training programs and continuous learning opportunities must be available to enhance the skills of those involved in policy execution. Additionally, providing technical assistance, facilitating knowledge sharing, and promoting best practices help to ensure that gender-transformative policies are effectively integrated and sustained across all relevant agencies and stakeholders.

✓ **Mechanisms for Implementation**

- Verify the existence of clear, structured mechanisms for implementing gender-sensitive and -transformative policies.
- Ensure mechanisms are well-documented and communicated to all relevant stakeholders.
- Develop and distribute detailed guidelines for the implementation of gender-sensitive and -transformative policies.
- Ensure guidelines include specific steps, timelines, and responsibilities.

✓ **Evaluation of Budget Allocation**

- Evaluate the allocation of resources and budgetary provisions specifically for gender equality initiatives.
- Ensure adequate funding is allocated and monitored to support gender-sensitive and –transformative policy implementation.

✓ **Financial Tracking**

- Implement financial tracking systems to monitor the expenditure on gender equality initiatives.
- Ensure transparency and accountability in the use of allocated funds.

✓ **Administrative Capacity Building**

- Review and establish provisions for capacity-building initiatives aimed at enhancing gender mainstreaming within implementing agencies.
- Ensure initiatives are tailored to the specific needs and contexts of the agencies involved.

✓ **Technical Assistance and Support**

- Offer technical assistance and ongoing support to implementing agencies to enhance their capacity for gender-sensitive and –transformative implementation.
- Ensure access to gender experts and resources as needed.

✓ **Communication Strategy**

- Develop a communication strategy to promote the proposed policies and their gender equality benefits.
- Use inclusive messaging to reach diverse audiences, ensuring the information is accessible to all.

✓ **Training Programs Availability**

- Assess the availability and accessibility of training programs on gender-sensitive and -transformative law- and policymaking.
- Ensure training programs cover key aspects of gender analysis, gender budgeting, and gender impact assessment.

✓ **Training Program Development**

- Develop new training programs if necessary to fill gaps in existing offerings.
- Collaborate with gender experts and training institutions to design comprehensive and effective training modules.

✓ **Continuous Learning Opportunities**

- Provide and facilitate continuous learning opportunities for staff involved in drafting laws and in policy development, implementation and monitoring.
- Encourage participation in workshops, seminars, and courses on gender equality and gender-sensitive and –transformative law- and policymaking.

✓ **Evaluation of Training Effectiveness**

- Implement mechanisms to continuously evaluate the effectiveness of training programs and take steps for their adjustment where necessary.
- Collect feedback from participants to improve future training sessions.

✓ **Knowledge Sharing and Networking**

- Facilitate knowledge sharing and networking opportunities among implementing agencies and stakeholders.
- Promote the exchange of best practices and lessons learned in gender-sensitive and –transformative policy implementation.

5. Monitoring and Evaluation (ex-post evaluation)

The monitoring and evaluation phase involves verifying the presence of a structured monitoring and evaluation plan with clear timelines and responsibilities, utilizing gender-sensitive and -transformative indicators and benchmarks, and ensuring comprehensive data collection and analysis. Regular reporting mechanisms and inclusive feedback channels are essential for capturing the experiences of all stakeholders, particularly women and marginalized groups. By

analyzing feedback and making necessary policy adjustments, law- and policymakers can continuously improve and adapt policies to remain effective in promoting gender equality.

✓ **Monitoring Framework**

- ❑ Verify the presence of a structured monitoring and evaluation (M&E) plan specifically for assessing the policy's impact on gender equality, in line with the gender equality objectives set at the policy formulation and decision-making phases.
- ❑ Ensure the M&E plan includes clear timelines and responsibilities for regular monitoring activities.

✓ **Gender-Transformative Indicators and Benchmarks**

- ❑ Evaluate the availability of gender-sensitive and -transformative indicators that measure the policy’s impact on different genders, including an intersectional dimension.
- ❑ Ensure that benchmarks are set to track progress towards gender equality goals.
- ❑ Verify that indicators cover various aspects such as economic participation, health outcomes, education access, and social inclusion.

✓ **Data Collection and Analysis**

- ❑ Confirm that data collection methods are gender-sensitive and include sex-disaggregated data.
- ❑ Ensure regular data collection and analysis to monitor changes and trends in gender equality.

✓ **Oversight and Coordination Bodies**

- ❑ Establish oversight and coordination bodies responsible for monitoring the implementation of gender-sensitive and –transformative policies.
- ❑ Ensure these bodies include representatives from gender-focused organizations and experts.

✓ **Reporting Mechanisms**

- ❑ Establish mechanisms for regular reporting on the policy’s gender impacts, including to the political level.
- ❑ Ensure reports are accessible to all stakeholders, including policymakers, implementers, and the public.

- ✓ **Regular Feedback Collection**
 - ❑ Implement regular intervals for collecting feedback to continuously assess the policy’s impact.
 - ❑ Encourage ongoing engagement and dialogue with beneficiaries to identify emerging issues and areas for improvement.
 - ❑ Ensure that men are also involved in the feedback process, highlighting their perspectives and contributions to gender equality initiatives.

- ✓ **Mechanisms for Soliciting Feedback**
 - ❑ Assess the existence of formal mechanisms for soliciting feedback from beneficiaries, particularly women and marginalized groups.
 - ❑ Ensure that men are actively engaged and feel included in the feedback process
 - ❑ Ensure feedback mechanisms are inclusive, accessible, and actively promoted to all relevant stakeholders.
 - ❑ Provide multiple feedback channels, such as surveys, focus groups, community meetings, and digital platforms.
 - ❑ Ensure feedback channels are user-friendly and culturally appropriate.

- ✓ **Analysis of Feedback**
 - ❑ Establish processes for analyzing feedback to identify common themes, concerns, and suggestions.
 - ❑ Ensure feedback analysis is conducted in a gender-sensitive manner, considering the specific experiences and needs of different genders, including men.

- ✓ **Revision and Adjustment Mechanisms**
 - ❑ Ensure the presence of mechanisms for revising and adjusting laws and policies based on feedback and evaluation results.
 - ❑ Develop a clear process for making law and policy amendments that incorporates stakeholder input and evidence-based findings.

- ✓ **Documentation and Communication of Revisions**
 - ❑ Document all revisions and adjustments made to the policy, providing a rationale for changes.
 - ❑ Communicate policy revisions to all stakeholders, ensuring transparency and maintaining trust in the policymaking process.

- ✓ **Continuous Learning and Improvement**
- ❑ Promote a culture of continuous improvement in gender-sensitive and – transformative law- and policymaking.
- ❑ Encourage regular reviews and updates of the policy to ensure it remains relevant and effective in achieving gender equality goals.

5. Conclusions

This policy evaluation checklist provides a comprehensive framework for integrating gender-transformative equality perspectives throughout the entire law- and policymaking process. By considering and addressing harmful gender stereotypes and biases and disparities at each stage—from agenda-setting to monitoring and evaluation—, the checklist ensures that laws and policies are developed, implemented and assessed with a focus on tackling root causes of still persisting gender inequalities and exclusions in many policy domains.

The steps and recommendations provided in this checklist aim to enhance the gender responsiveness and transformation of newly proposed as well as existing laws and policies, by embedding gender equality considerations into every aspect of the policy cycle. By following this checklist, policymakers can create laws and policies that address the needs of all genders, including from an intersectional and decolonial perspective, in the shorter as well as the longer term and in normal times as well as times of crises. The final goal is to create a policy environment that is inclusive, equitable, and responsive to the diverse needs of all individuals, thereby fostering a more just and balanced society.