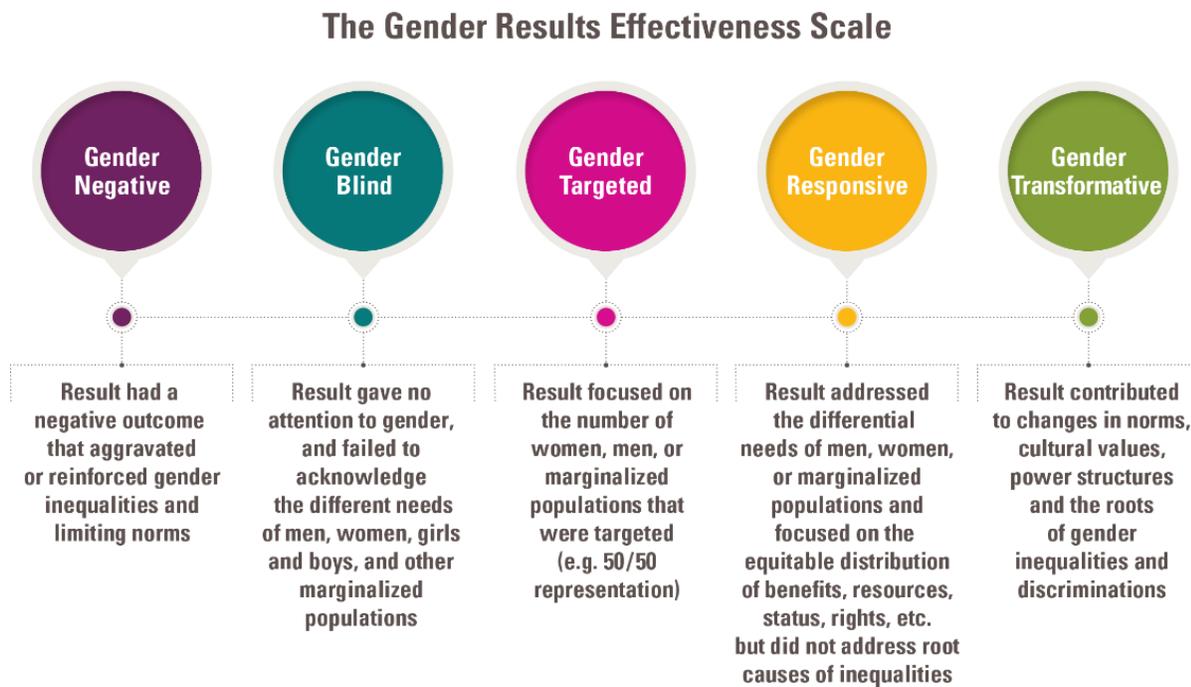




# The Gender Results Effectiveness Scale (GRES): A Methodology Guidance Note

This note provides an overview of the Gender Results Effectiveness Framework (GRES). The purpose is to provide evaluators with guidance on implementing a gender responsive analysis of results in evaluations or assessments.<sup>1</sup>

The GRES was created to capture variation in the type of gender results with five categories:



Source: Adapted from the Evaluation of UNDP Contribution to Gender Equality and Women’s Empowerment, IEO, UNDP, 2015

<sup>1</sup> Future Guidance Notes will focus on diverse use cases, highlighting how to integrate the GRES in programme design, implementation and evaluation phases and how different UN agencies and beyond have used the GRES tool.





## What is gender responsive evaluation?

*“Gender-responsive evaluation has two essential elements: what the evaluation examines and how it is undertaken. It assesses the degree to which gender and power relationships—including structural and other causes that give rise to inequities, discrimination and unfair power relations, change as a result of an intervention using a process that is inclusive, participatory and respectful of all stakeholders (rights holders and duty bearers). Gender-responsive evaluation promotes accountability to gender equality, human rights and women’s empowerment commitments by providing information on the way in which development programmes are affecting women and men differently and contributing towards achievement of these commitments. It is applicable to all types of development programming, not just gender-specific work.”* From UN Women. Independent Evaluation Office, 2015. [How to Manage Gender Responsive Evaluation](#). UN Women. pp 4.

## How to Classify Results According to the GRES

- *Create a database of results.* The database should contain results that have been validated with triangulated evidence.<sup>2</sup>
- *Apply the GRES categories to each result.* This can be done in excel. Alternatively, if you have results in text format, such as a report, then you can code using the GRES scale in a qualitative software and visualization tool, such as ImpactMapper<sup>3</sup> or NVivo<sup>4</sup>. Keep in mind the context that the results take place in, and code accordingly. What may be coded as a gender targeted result in a context where women enjoy greater rights and equality, may be gender responsive in a more politically repressive context for women and girls.
- *Aggregate results.* Calculate the number and percentage of results that fall in different GRES categories.<sup>5</sup>
- *Interpret the results according to the strategic or theory of change premise.* Often the stated aim in policy or project/programme theory of change or strategy document is to achieve gender transformative or responsive results. You now have data to assess the extent to which the combined results have effectively contributed to the achievement of norm and power shifting results or not. Use the high-level findings from the GRES to dig deeper into the nuances of the

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<sup>2</sup> Often this database is constructed in an excel file, with the organization, country, region, income status, and any other demographic data that would be interesting to conduct cross-tabs with included.

<sup>3</sup> <https://www.impactmapper.com/>

<sup>4</sup> <https://www.qsrinternational.com/nvivo-qualitative-data-analysis-software/home>

<sup>5</sup> Charts can be created for the number and percentage of different results in each GRES category generally. This could also be done for different demographic variables of interest, such as regional, issue/theme, SDG variation, etc.



programme implementation and results pathways and to highlight lessons learned or areas for future exploration.

- *Contextualize the results.* Dig deeper into the data to explore factors contributing to results with attention on the context. Describe what initiatives, strategies, approaches, and contextual factors influenced results and how. Be sure to contextualize the interpretation of results given the socio-political context. The aim is to analyze the context and describe the extent to which the results were responsive to existing or even challenging existing inequalities and discriminations and to understand if this resulted in women and girls having more power, influence, voice, decision-making, control over resources, etc, i.e., transformative.
- *Dive deeper into describing the reasons for any gender negative results or reversals in progress and reflect on why these occurred.* For example examine if there was backlash of successful previous efforts where there had been shifts in power, in which case the result might be actually be seen as a step in a progress trajectory,<sup>6</sup> or was this a result of the lack of gender analysis in the programme, exacerbating existing gender and power inequalities.
- *Provide recommendations on what to change, expand or scale up with focus on improving the quality of gender results in the scale.*



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<sup>6</sup> “When you work for women’s interests, it’s two steps forward - and at least one step back. And those steps back are...often evidence of your effectiveness; they represent the threat you have posed to the power structure, and its attempt to push you back. Sadly, even our ‘success stories’ are sometimes nothing more than ways the power structure is trying to accommodate and contain the threat of more fundamental change by making small concessions to us” (Sheela Patel, as seen in [Batiwala and Pittman 2010:7](#)).