



United Nations Entity for Gender Equality
and the Empowerment of Women



Management perspective to the Meta-Synthesis of UN-Women evaluations








September 2019

UN-Women approach to comply by the evaluations' insights



UN-Women approach to comply by the evaluations' insights

-  **Skills:** RBM skills and practices
-  **Systems:** Planning, monitoring and evaluation systems
-  **Strategies & Guidance:** Corporate strategies, technical guidance and programme management policies and procedures
-  **Funding:** Grant making mechanisms for the most marginalized women
-  **UNDS Reform:** Support to inter-agency coordination and programming



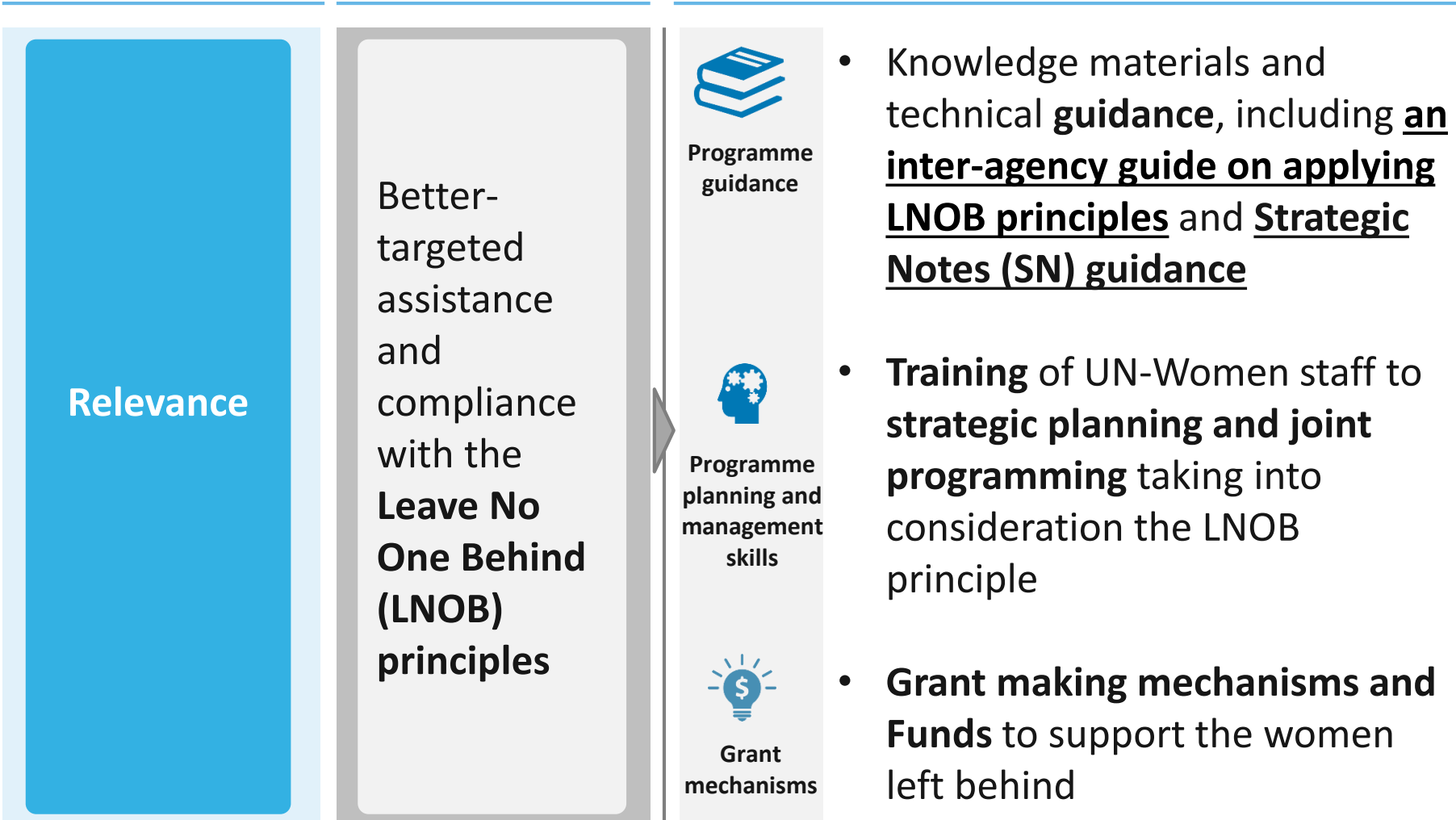
As a result UN-Women have already reached several achievements between 2015 and 2019

Evaluation's areas	UN-Women's achievements 2015-2019	KPIs 2015-2019
Relevance & sustainability	Strategic, focused and LNOB aligned planning	-41% # DRF Outcomes
Effectiveness	Stronger delivery	+8 pts DRF delivery rate
Efficiency	Integrated programme design and monitoring systems	+17 pts in IATI ranking ¹
	Effective Resources Mobilization Strategy	+39% in non-core funding
Results-Based Culture	Higher accountability	+33 pts timely donor reports ²
	Enhanced Programme Management (PM) and Resources Mobilization (RM) skills	X3.5 nbre of staff trained in PM/RM

¹ International Aid Transparency Initiative (IATI) is a global initiative to improve the transparency of development and humanitarian resources and their results to address poverty and crises.

Criteria

Recommendation UN-Women’s key initiatives



Criteria

Recommendation

UN-Women key initiatives

Effectiveness

Multi-pronged advocacy, capacity building and strategic and diverse partnerships, including through the UNSDCF



Support to the roll-out of the UNDS Reform



Skills building

- Support to the **UNDS Reform** through:
 1. **Knowledge materials and technical guidance** (e.g the UNSDCF guidance)
 2. Establishment of a **surge capacity** at the regional level
 3. Building of the staff's **skills** and knowledge
- **Skills building** on Strategic Partnerships and Resources Mobilization

Criteria

Recommendation

UN-Women key initiatives

Efficiency

Strengthen **programme design and monitoring systems**, and **viable human resources and resource mobilization strategy**



Integrated systems



Planning guidance



Enhanced HR capacities

- **Integrated and project-based systems**, including:
 - **Project Module** in Atlas and RMS
 - **Transparency Portal** of UN Women in 2019-2020
- **Planning/SN guidance** to ensure integration of Resources Mobilization strategy
- Strengthening of Human Resources regional capacities to the **recruitment of HR business partners in Regional Offices**

Criteria

Recommendation

UN-Women key initiatives

Results-Based Management Culture (RBM)

Explicit theories of change and knowledge management, including capturing and reporting longer-term results and lessons learned



RBM skills



RBM tools systems and procedures



SP Evaluation

- Training sessions on **Results-Based planning and programme management**
- **Project-Based tools, systems and processes:**
 - **Project based planning tool:** Revised prodoc template
 - **Project-based systems**
 - **Revised quality assurance checklist** for Project Appraisal Committees
- **Mid-Term Review of UN-Women Strategic Plan (SP) 2018-2021**

Criteria

Recommendation

UN-Women key initiatives

Sustainability

Exit strategies and sustainability plans



Planning guidance and tools



Planning skills

- Integration of sustainability and exit strategies in **project and programme guidance** (Strategic Note Guidance) and **tools** (Project Document or “ProDoc” template)
- Strengthening HQ and field staff’s skills and knowledge of sustainability and exit strategies through **webinars on revised prodoc template and on strategic planning**



UN Women is fully engaged to continue to improve its programmatic impact on GEWE worldwide

- UN-Women remains **fully committed to integrate evaluations insight into the programme cycle** through strategic planning and efficient, effective and Results-Based Management programme and project management, enhancing bridges between policy and programme expertise and leveraging the Programme Division's sets of service
- UN-Women will continue to **enhance internal synergies** between the Programme Division, the Policy Division and the Management and Administration Division with a view to improving its programme design, management and impact on Gender Equality and Women Empowerment
- **UN-Women will continue to leverage its network of partners** and its ability to engage national partners, Civil Society Organizations and nontraditional partners to enhance programmes' sustainability and impact
- **UN-Women has been fully engaged in the repositioning of the UN Development System (UNDS) and other reforms to ensure that ongoing changes further strengthen system wide accountability** and action for gender equality and women's empowerment