



Management response to the
Meta-analysis of evaluations
managed by UN-Women in
2019

September 16, 2020 Second
Regular Session of the
Executive Board



Meta Analysis of the OEEF

- ❖ Evaluation of UN-Women's core functions, effectiveness and impact
- ❖ The evaluation is a useful tool as UN-Women transforms to a more nimble, effective and efficient organization, leading the gender equality agenda across the UN system and bringing together a wide range of multi stakeholder partners to advance gender equality and the empowerment of women
- ❖ UN-Women will continue to strive towards more streamlined and efficient systems, high quality programmes and policy guidance, both internally and for partners to strengthen their capacities
- ❖ UN-Women will strengthen the use of data, knowledge generation to create evidence-based solutions that can be taken to scale
- ❖ UN-Women will continue to increase multi stakeholder partnerships, with private, governmental and non-governmental entities to create impactful and catalytic change
- ❖ UN-Women is also ensuring that strained financial and human resources are used in the most effective manner, including through the change management process

OUTPUT 1: Enhanced coordination, coherence, and accountability of the UN system commitments to gender equality and women's empowerment



Findings:

- ✓ UN-Women plays a pivotal role in the UN system to enhance coherence on gender mainstreaming, gender parity and system-wide accountability
- ✓ Effective coordination between UN-Women and other UN entities is a key contributor to the delivery of successful programmes
- ✓ Improved operational efficiencies by streamlining systems and leveraging the operational capacities of other UN agencies
- ✓ Partnerships with established governance frameworks and clearly defined management functions were associated with better results



Challenges:

- Streamlined Communication across priority areas
- Joint programme management
- Ensure greater coherence among working groups
- Inadequate resources dedicated to UN coordination



Opportunities and Actions:

- ✓ Continue to strengthen UN coordination mandate, aligned to UN reform and COVID-19 response efforts
- ✓ Positioning the GEWE agenda at the core of decision making within the UN system
- ✓ Ensure RCs and UNCTs adequately prioritize gender equality and women's empowerment through the UNSDCF
- ✓ Lead on joint guidance articulating the roles and contributions of UNCT coordination structures for GEWE, including the Gender Theme Groups
- ✓ Mobilize resources for enhanced coordination function and foster a culture of collaborative work across the system

OUTPUT 2: Increased engagement of partners in support of UN-Women's mandate



Findings:

- ✓ Expertise in its ability to bring together diverse stakeholders to address issues related to gender equality and the empowerment of women in a comprehensive and efficient manner
- ✓ Key role in building synergies among gender-equality advocates, coordinating and reducing duplication
- ✓ Private Sector engagement
- ✓ Building capacities
- ✓ Establish multi stakeholder partnership networks



Challenges:

- Capacities of partners
- Outreach to partners



Opportunities and Actions:

- ✓ UN-Women will continue to enhance capacities of partners, including on RBM, reporting, etc.
- ✓ Support to the private sector in how to address COVID-19 in gender-sensitive ways
- ✓ Communication strengthened on the use, value, and return on investment of regular resources in the context of the COVID-19 pandemic
- ✓ Increased training of partners on RBM, Project Management, Financial and other areas
- ✓ Increase engagement of multi-stakeholder partnerships to drive change at scale
- ✓ Utilize the Action Coalitions to further enhance networks of partnerships

OUTPUT 3: High quality of programmes through knowledge, innovation, results-based management, and evaluation



Findings:

- ✓ Technical support to partners for the development of digital databases and information management systems
- ✓ Success in strengthening gender data and disseminating evidence from knowledge products
- ✓ Establishment of accountability mechanisms and strengthening of project oversight bodies
- ✓ Implementation of an adaptive approach to M&E that allowed for responsive management
- ✓ Strengthened RBM systems



Challenges:

- Improve results monitoring system
- Limited availability and validation of monitoring data
- Strengthen effectiveness and use of RBM and planning tools



Opportunities and Actions:

- ✓ Strategic Note assessment scores increasing (80%)
- ✓ Gender-Responsive Results-Based Management (RBM) training/e-learning modules (53% staff completion)
- ✓ PM trainings for regions
- ✓ Strengthened Data, Evidence and Knowledge' strategic approach across UN-Women's work
- ✓ Development of integrated RBM and PM systems with new ERP and RMS for more effective results planning, monitoring and reporting
- ✓ Portfolio review process initiated

OUTPUT 4: Improved management of financial and human resources in pursuit of results



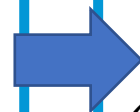
Findings:

- ✓ UN-Women offices were found to allocate resources in a responsive and efficient way
- ✓ UN-Women's supportive and responsive management, and efforts to remove operational bottlenecks were also identified as contributing to overall improvements
- ✓ UN-Women improved operational efficiencies by streamlining systems and leveraging the operational capacities of other UN agencies, where possible



Challenges:

- Insufficient financial resources that limit the scope, effectiveness and impact of UN-Women interventions
- High turnover rates in projects, delayed recruitments and high vacancy rates



Opportunities and Actions:

- ✓ Innovative financing mechanisms enhanced, partnerships expanded, pooled funding increased
- ✓ Multilateral engagement supported in multiple areas, to implement the Funding Compact commitments
- ✓ UN-Women continues to diversify funding channels, for example by dedicated support to policy dialogues with IFIs, to lay the groundwork for a funding partnership.
- ✓ Enhanced guidance and training to ensure that all offices consistently apply the cost recovery principles thereby reducing the burden on core resources
- ✓ Reducing costs and streamlining business models through BIG and common premises
- ✓ Improved workforce planning and oversight through regional HR Business partners including use of appropriate contractual modalities



Thank you!

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