



United Nations Entity for Gender Equality
and the Empowerment of Women

Review of Corporate Gender Equality Evaluations in the UN System



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- Inform the implementation of the SDGs and QCPR, by providing evidence on what works and what does not work in mainstreaming GEEW in UN entities.
- Progress, but not yet evaluated

- Led by UN-Women, in consultation with UNEG, EvalPartners and EvalGender.
- 17 corporate gender equality evaluations completed between 2006 and 2014; 55% of UN-SWAP reporting entities
- UN-SWAP as the analytical framework:
 - accountability, results-based management, oversight, human and financial resources, capacity development, and coherence.

- Gender equality policies need to be further grounded and contextualized within UN entity mandates and strategic planning documents
- Gender responsive performance management systems need to be further developed and assessed for effectiveness.

- UN entities need to further strengthen inclusion of gender analysis within corporate and country-level strategic planning documents
- UN entities need to strengthen monitoring and reporting of gender mainstreaming results at the outcome level, including by better linking them to the overall organizational monitoring system

- More evaluative evidence is needed on gender mainstreaming performance and the linkages between gender performance and gender development results.
- UN entities would benefit from further methodological guidance for conducting corporate gender equality evaluations.
- Programme review processes should integrate GEEW criteria more systematically and compliance considered a key condition for approval.

- UN entities' gender architectures need to be made 'fit-for-purpose' to drive gender mainstreaming institutionally.
- There should be a shift in focus from gender parity rates to in-depth analysis of the factors that support/impede it.
- Enhance actual implementation of supportive policies that promote GEEW in the workplace.

GEEW capacity development strategies need to be developed, resourced, and implemented if UN staff is expected to effectively implement gender mainstreaming within their work.

- UN entities would benefit from developing formal knowledge management strategies and tracking the use of knowledge products.
- More focus is needed on improving coherence on GEEW at country-level.

Different methods and approaches need to be developed to address the specific challenges for gender mainstreaming in humanitarian settings.

- Gender mainstreaming is a complex undertaking
- Evidence of good practice in gender mainstreaming and challenges
- Validated the UN-SWAP performance indicators
- Momentum needs to be maintained and bar raised