



United Nations Entity for Gender Equality  
and the Empowerment of Women

# Results-based management and the new Strategic Plan

14 December 2016

UN-Women Executive Board  
Informal Consultation

## **Results Management and the Strategic Plan design**

Programme Management Information Systems

UNW programming vision – Approach to value for money

Link to country level programming

- UN Women uses Results Based Management (RBM) in order to improve the impact our work has on the lives of women and girls.
- The aim is to make sure that all our processes, products and services contribute to the achievement of the desired results. In other words, it is to ensure that the focus of our work and planning is on the results themselves.
- It is also to learn as we work, and to help our partners to learn with us - making every programme and project stronger than its predecessors and becoming increasingly effective as an organization.
- In order to do this, UN Women has been implementing its RBM strategy for two years, introducing a state-of-the-art RBM system and significantly improving the quality of planning, monitoring and reporting since 2013.
- With its unique mandate, UN Women's approach to RBM has had to be increasingly partnership and evidence based, because UN Women needs results frameworks that enable collective action and coordination around rights, norms and standards. (for example, the FPIs, joint gender programmes, and UN Women's approach to UNDAF reform).

- UN Women has most effectively integrated the RBM methodology into its Strategic Planning and linked the country level planning process to the corporate process. All results at all levels are now linked to the Strategic Plan results, and every result has an accountable person.
- UN Women has also linked its Enterprise Resource Planning system (Atlas) with a new Results Management System (RMS). In order to create a budget in the ERP, you now need to have an approved strategic plan with its results linked to the corporate SP. This is helping to push policy and programmatic coherence across themes and regions.
- As a result, UN Women is also able to link its financial resources to results on all levels. This means that UN Women is able to plan, monitor, and report much more effectively, including by tracking and developing strategies around funding gaps.
- UN Women is thus also in a stronger position to quality assure that both its Field and Headquarter programmes and operations are aligned with the Strategic Plan, and to track performance, delivery and gaps in real time.

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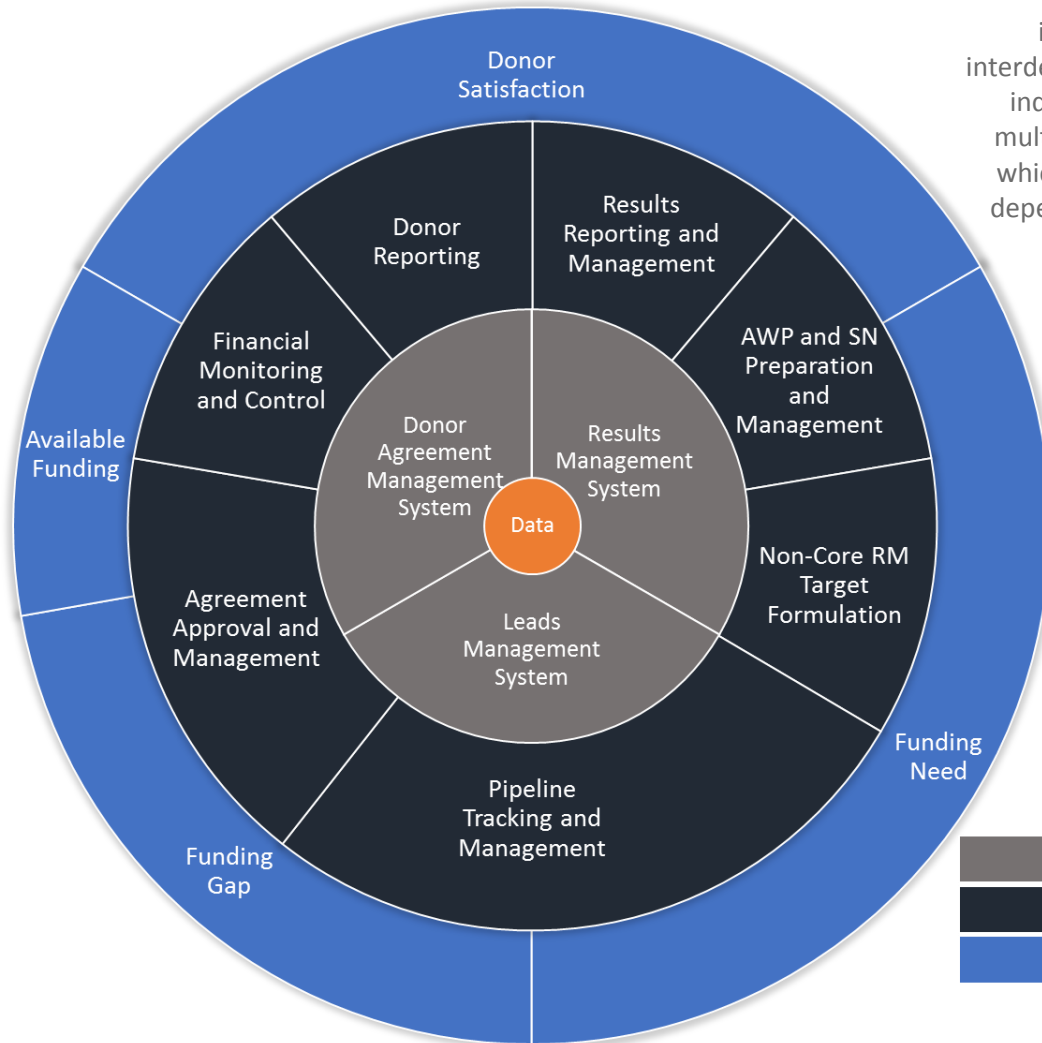
Link to country level programming

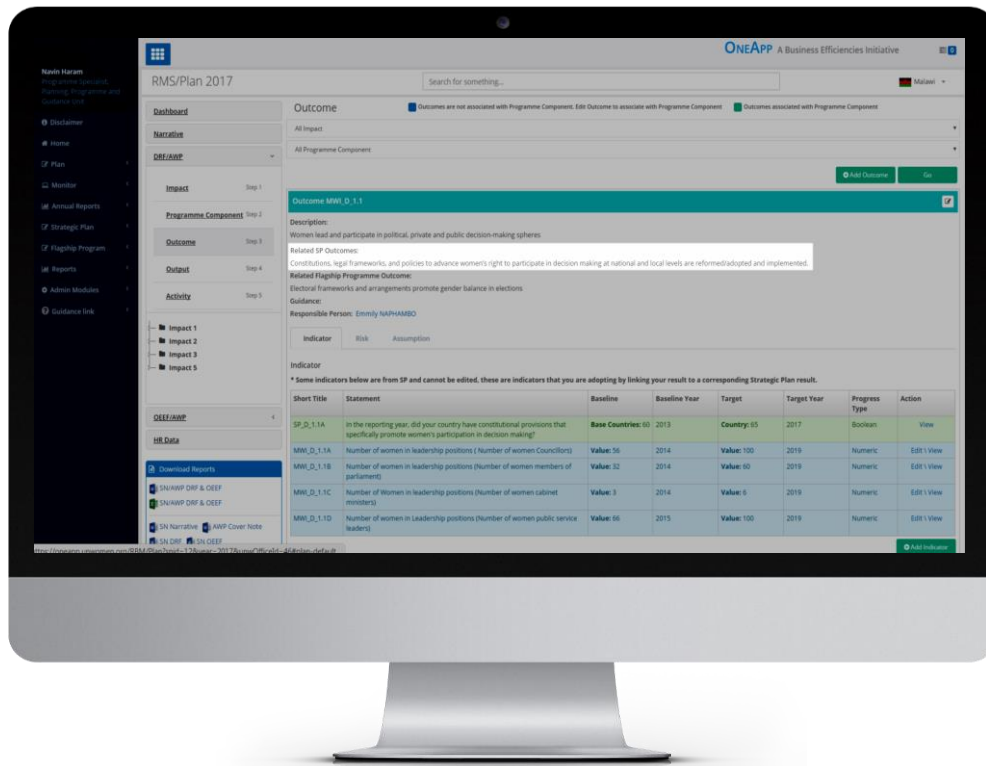
When fully developed and operationalized, the

- **Results Management System (RMS);**
- **Leads Management System;**
- **Non-standard Agreement Clearance System** and;
- **Donor Agreement Management System (DAMS),**

will provide a comprehensive view of UN Women’s progress toward funding, implementing, and reporting on the results to which we have committed in the Strategic Plan

UN Women’s systems, processes, and indicators are interlocked and interdependent: each indicator relies on multiple processes, which in turn often depend on multiple systems



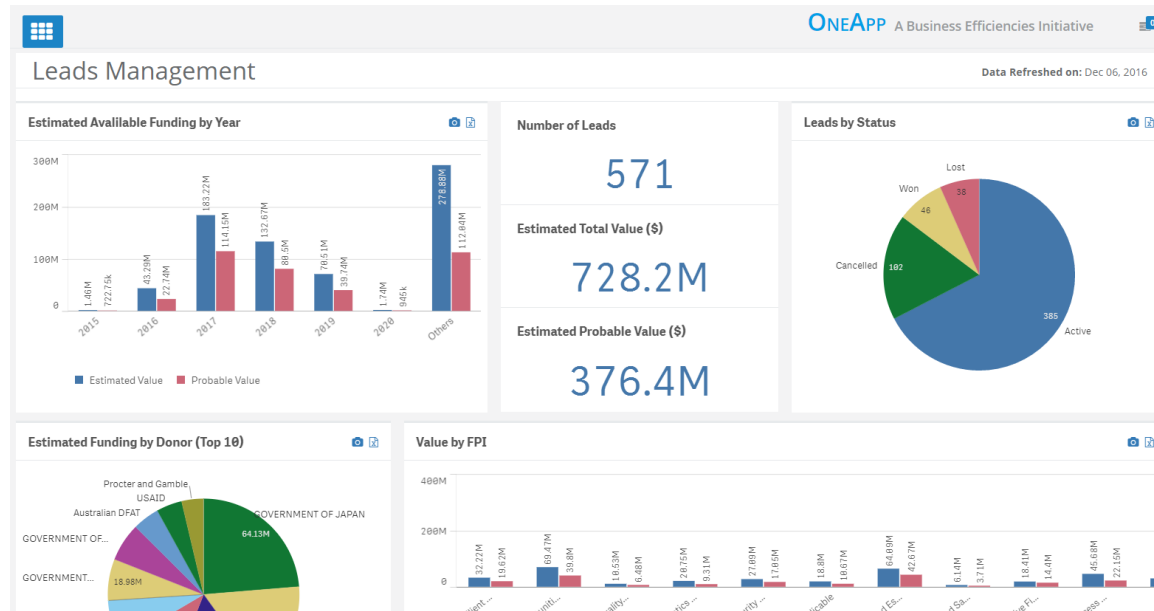


**UN Women’s Results Management System (RMS)**

- **RMS** allows country offices to link their country specific results (Outcomes and Outputs) with **Strategic Plan (SP)** results (Outcomes and Outputs).
- **RMS** allows country offices to upload monitoring data on their results and activities every quarter.
- **RMS** allows country offices to report on SP results (outcomes and outputs) and its indicators as part of UN Women annual reporting exercise.
- **RMS** is now linked with Atlas (ERP system) allowing UN Women to deliver corporately on the new Strategic Plan results.

- **Greater focus on results and value (in medium to long-term)**
  - Improved planning thanks to focus on results already at the planning stage.
  - Improved results monitoring and ability to oversight capability.
  - Development impacts have a clear link to inputs
- **Improved monitoring and reporting on indicators.**
- **Provides an aggregated view of results and financial data.**
- **Reduced transaction cost through simplified planning mechanism.**





- The corporate **Dashboards** are the go-to source for the financial, programmatic, legal, and HR information available to the organization.
- The dashboards aggregate data from a number of systems (Leads, DAMS, Atlas, RMS) and other sources (such as HR or procurement data) and present it through a convenient, visual interface.
- The dashboards are intended to serve as the single source for UN Women data and for the primary Key Performance Indicators of UN Women

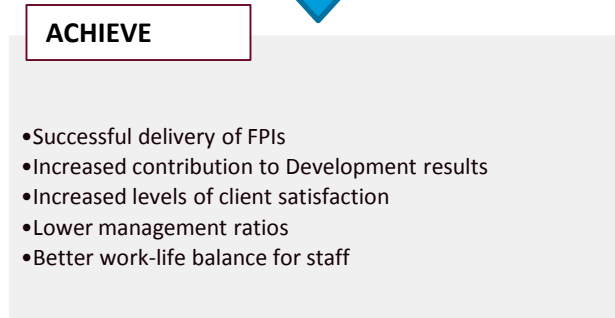
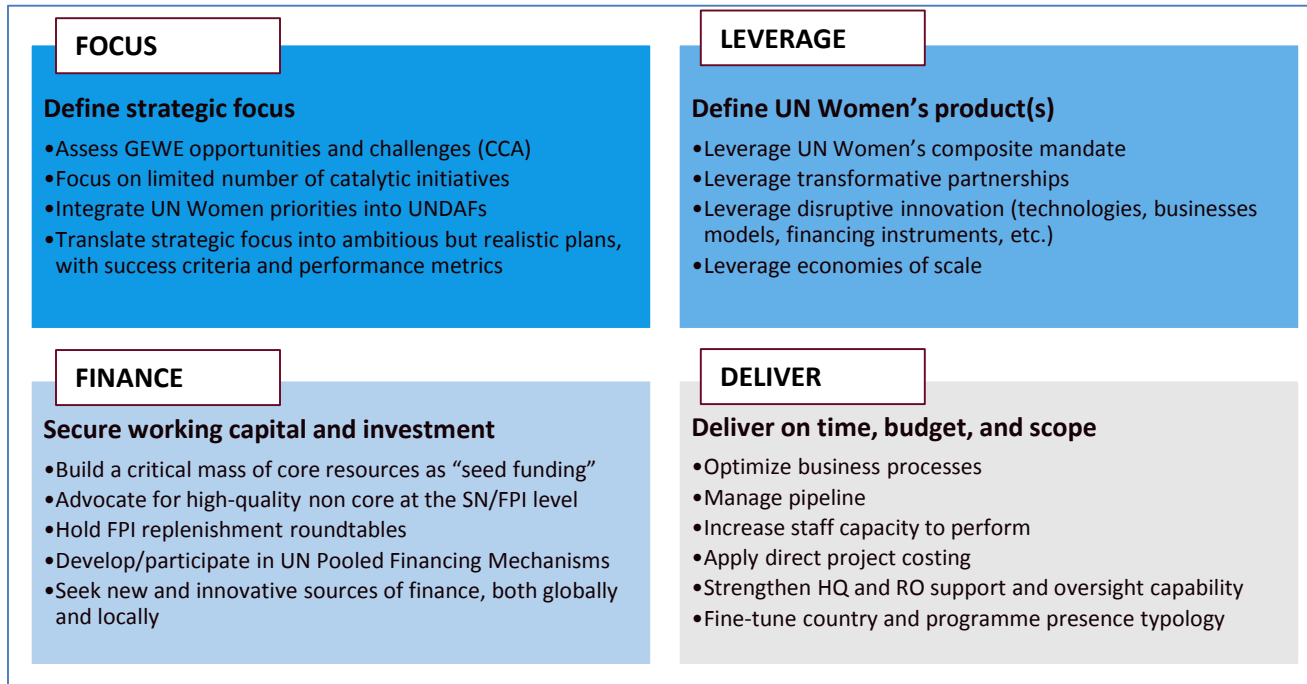
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Link to country level programming

- Core governing principle of UN Women is to obtain the best value for money.
- As part of its continuing operational and programmatic improvement, UN Women is looking improve on its value for money policies and principles in line with its mandate. This most often leads to efforts to increase value for money in terms of *programme efficiency*.
- More broadly speaking, at outcome level, UN Women’s full spectrum approach to programming through the FPIs for example, seeks to use every \$1 UN Women spends to leverage far greater resources outside the organization. This represents value for money in terms of *programme effectiveness*.



**Transform: Scale-up Gender Equality and Women Empowerment results**

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- UN Women has chaired the UNDG group that designed the new UNDAF guidance.
- UN Women is pleased to see a clear emphasis on GEWE in the guidance, as well as important new developments that promote strengthened analysis, development of theories of change, and enhanced coherence.
- These all provide opportunities for UN Women to engage the new UNDAFs as vehicles for promotion of GEWE, both for UN Women's programmes and to support UN Women's coordination role and the support we give to our sister agencies in ensuring that they deliver on gender equality.
- The Common Country Assessment and the Vision 2030 exercise are key entry points through which UN Women can ensure better attention to GEWE, moving from this foundation to strong attention in ToCs and UNDAF Results Frameworks. This includes through ensuring that our FPI country-level results are reflected in the UNDAF as collective UNCT results.
- Given the new guidance, we expect to increase the number of countries with an UNDAF Outcome on GEWE, and that this will be a level for more joint programming in this area.