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

September 16, 2020 Second Regular Session of the Executive Board
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
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

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

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Thank you!