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

August 25, 2020 Informal Briefing to 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.

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Thank you!