



UNEG
United Nations Evaluation Group

Working
Paper

UN-SWAP Evaluation Performance Indicator 2018 Reporting Cycle Results

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FOREWORD

Implementation of the second-generation United Nations System-Wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP) 2.0 started in 2018. The updated framework not only commits UN-SWAP reporting entities to mainstream gender equality in their evaluations, but also requires entities to commission corporate evaluations on the implementation of their respective gender policy, strategy or equivalent at least once during a five to eight-year period in order to qualify in the ‘exceed category’.

This new requirement is reported to have re-energized evaluation offices to conduct reviews of their entities’ gender policies as well as their progress and achievements in mainstreaming gender into core institutional strategies and programming. The recent guidance issued by UNEG on “*Evaluating Institutional Gender Mainstreaming*” is a major contribution to implementation of this requirement against a common analytical framework.

The annual synthesis report shows steady gains in the integration of gender equality in evaluations and a gradual shift to more systematic, rigorous and harmonized reporting, including through external and peer reviews. Tailored to specific context and needs, UNEG members have taken several steps to institutionalize gender equality in evaluation systems, policies, guidance and capacity development initiatives. There is also evidence that the UN-SWAP Evaluation Performance Indicator (EPI) and reporting process was leveraged to engage key internal stakeholders including gender units.

The UN Women Independent Evaluation and Audit Services (IEAS), being the secretariat for the UN SWAP EPI, will continue to work with all UN SWAP participating entities to ensure gender equality dimensions are integrated as an analytical lens in evaluations.

I hope the insights and lessons presented in this report will further strengthen UNEG member efforts in integrating gender in their evaluation activities which will help to accelerate achievement of the 2030 Agenda for Sustainable Development and a world where no one is left behind.

Lisa Sutton
Director
UN Women Independent Evaluation and Audit Services

Table of Contents

FOREWORD	i
Acronyms	1
Executive Summary	2
Key insights	3
Way forward	3
Background on the United Nations System-Wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP) 2.0.....	5
UN-SWAP Evaluation Performance Indicator (EPI).....	6
Methodology	6
Types of assessment and sampling	8
Evaluation Performance Indicator results – 2018 reporting cycle	9
Good practices and actions reported by entities to advance integration of gender equality in evaluations	13
Way forward	15
Annex 1: Overall 2018 UN-SWAP EPI trends	16
Annex 2: Overall rating by type of entity	16

Acronyms

CEB	Chief Executive Board for Coordination
EPI	Evaluation Performance Indicator
GEWE	Gender Equality and Women's Empowerment
HR&GE	Human Rights and Gender Equality
HR&GE WG	Human Rights and Gender Equality Working Group
IEAS	UN Women Independent Evaluation and Audit Services
IES	UN Women Independent Evaluation Service
JIU	Joint Inspection Unit
PLE	Peer Learning Exchange
TOR	Terms of Reference
UNEG	United Nations Evaluation Group
UN-SWAP	United Nations System-Wide Action Plan on Gender Equality and the Empowerment of Women

Executive Summary

2018 marked the first year of implementation of the second-generation United Nations System-Wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP 2.0). In accordance with the new framework, the [Technical Note and Scorecard for the Evaluation Performance Indicator \(EPI\)](#) was revised to increase clarity on interpretation of the criteria and reduce rating subjectivity. More importantly, the EPI scorecard departed from the previous framework by requiring entities to conduct at least one evaluation to assess corporate performance on gender mainstreaming (or equivalent) every five to eight years in order to qualify in the ‘exceed category’.

This report is part of a series of annual analyses performed by the UNEG Human Rights and Gender Equality Working Group (HR&GE WG) under the aegis of UN Women Independent Evaluation and Audit Services (IEAS). The findings highlighted in this report are chiefly drawn from the data and accompanying information submitted by UN-SWAP reporting entities in the online UN-SWAP reporting database¹. The report presents the drivers and initiatives that positively influence or constrain the integration of gender equality dimensions in evaluations. Good practices reported by different entities are also highlighted. The analysis acknowledges the diversity in:

- mandates – secretariat, funds and programmes, technical, specialized and training institutes;
- capacity – evaluation offices, units and co-located structures;
- number of evaluations – between 1 and 50 reports;
- type of evaluations – produced by central offices versus decentralized offices; and
- the vast range of approaches – internal, external and peer review – used by entities for their reporting against the EPI.

Insights highlighted in this report should be viewed in light of the above.

In 2018, of the 66 UN-SWAP reporting entities, forty-two entities (64 per cent)² submitted ratings and accompanying information on the UN-SWAP EPI. The majority of entities reported “meeting requirements” (40 per cent, N=17/42), followed by “exceeding requirements” (31 per cent, N=13/42) while 29 per cent reported “approaching requirements” (N=12/42). Twenty-four entities reported that the EPI was not applicable to their specific case either because no evaluations were conducted by the entity, or because their highly technical work³ meant

¹ UN Women Reporting Site (<https://unswap.unwomen.org/>).

² Of the 42 entities that reported against the EPI, 88 per cent (N=37/42) used the scorecard for the UN-SWAP EPI. Of this, 30 per cent (N=11/37) reported “exceeding requirements,” 43 per cent (N=16/37) “meeting requirements” and 27 per cent (N=10/37) reported “approaching requirements.”

³ For instance, DGACM has an Evaluation, Analysis and Monitoring Unit but reported “not applicable” due to its highly technical and administrative services. Hence, the evaluations undertaken by EAMU focus on indicators related to the timely and high-quality delivery of mandated activities in the most cost-effective manner, for example, productivity standards, number of pages translated per day, etc. Therefore, it is difficult to integrate gender considerations in the evaluations conducted by DGACM.

integrating gender considerations was not possible⁴. The majority of entities that reported “not applicable” (N=16/24, 66 per cent) were from the secretariat, followed by entities with a technical focus (N=5/24, 20 per cent). No entity reported missing the requirement.

Key insights

Insight 1: The UN-SWAP EPI remained an important vehicle to reinforce entities’ efforts to integrate gender analysis in evaluation activities.

Insight 2: Although the performance patterns of reporting entities varied considerably, almost three-quarters of the entities that used the revised UN SWAP scorecard (N=27/37) reached the established benchmark for gender-responsive evaluations.

Insight 3: Beyond mainstreaming gender perspectives in evaluations, 2018 saw a surge in the number of entities that conducted, or are planning to carry out evaluations of implementation of their corporate gender policies and related action plans.

Insight 4: The positioning of UN-SWAP EPI within the UNEG Human Rights and Gender Equality Working Group work streams was perceived as an effective strategy to sustain commitment to gender-responsive evaluation. This was clearly documented in the recently concluded Joint Inspection Unit (JIU) review on the performance of the UN-SWAP framework on Gender Equality and the Empowerment of Women 1.0.

Insight 5: Similar to other UN-SWAP performance indicators, the diversity of reporting entity mandates, inconsistent application of the scorecard and variance in assessment mechanisms remained a challenge to comparability across reporting entities.

Insight 6: A multitude of good practices and lessons were reported on the application of gender equality dimensions in evaluation processes. Internal steps and remedial actions taken by entities helped to further incorporate the gender-related UNEG norms, standards and guidance within their evaluation practices.

Way forward

In 2018, UNEG took a lead role in supporting revision of the Technical Note and Scorecard for UN-SWAP EPI in conjunction with UN-SWAP 2.0. The new framework requires entities to commission corporate evaluations on implementation of their respective gender policy, strategy or equivalent at least once during a five to eight-year period. In light of this requirement, the UNEG Working Group issued a [guidance document for evaluating gender mainstreaming](#). By elaborating UN-SWAP 2.0 as an evaluation framework, the guidance identified supplementary design resources, potential methods and tools that could help generate evidence on the linkages between institutional gender mainstreaming and gender results.

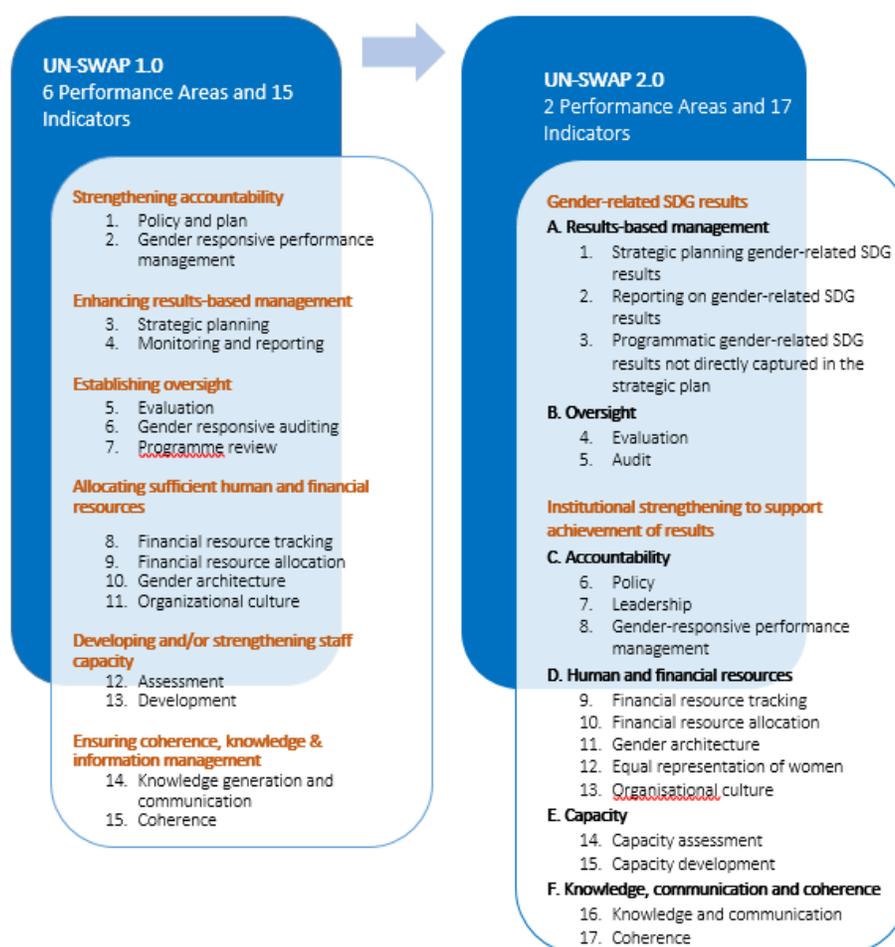
⁴ The following UN-SWAP reporting entities reported that the EPI was not applicable in 2018: UNOPS, CAAC, DESA, DGACM, DM, DPA, UNON, UNOG, United Nations Global Compact, UNISDR, UNFCCC, OSAA, Ombudsman, OLA, OHRLLS, ODA, OAJ, UPU, UNWTO, ICAO, IMO, ITU, UNU and UNSSC.

As more entities are embarking on different innovative initiatives, the UNEG HR&GE WG will facilitate a safe space through which knowledge, good practices and strategies to circumvent common challenges will be exchanged. Engagement will continue with particular focus on using gender as an analytical lens across all evaluation criteria and questions.

Background on the United Nations System-Wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP) 2.0

The EPI is one of the 17 performance indicators within the accountability framework of the [UN System-wide Action Plan \(UN-SWAP\) 2.0](#) to implement the Chief Executive Board for Coordination Policy (CEB/2006/2)⁵ on gender equality and the empowerment of women. In 2018, the [Technical Note for the Evaluation Performance Indicator](#) was revised to equally balance the weight of the overall [UN-SWAP score](#) between planning (evaluation framework), process (evaluation methods) and outputs (evaluative analysis). The revised scorecard also included a balanced number of guiding questions in each scoring criterion to foster coherence and minimize subjectivity in the interpretation and application of the scorecard across reporting entities.

Figure 1: Transition from UN-SWAP 1.0 to UN-SWAP 2.0



⁵ The CEB policy states that “notwithstanding the specific mandates of United Nations entities, the overall system must reinforce common goals and consistent working methods in promoting gender equality and the empowerment of women”.

UN-SWAP Evaluation Performance Indicator (EPI)

The UN-SWAP EPI is linked to meeting the gender-related [UNEG Norms and Standards](#). In particular, UNEG Norm eight calls on evaluators and evaluation managers to ensure that human rights and gender equality values are respected, addressed and promoted, underpinning the commitment to the principle of ‘no-one left behind’. Therefore, the UN-SWAP EPI serves both as a reporting tool and a benchmark to help UN entities integrate gender equality and women’s empowerment (GEWE) into their evaluations.

Methodology

UNEG developed and endorsed the UN-SWAP EPI Technical Guidance and Scorecard, which evaluation offices/units should use to report on progress. The Technical Note and Scorecard for the UN-SWAP EPI provides a means for establishing guidance and a minimum set of criteria that capture the overall elements related to mainstreaming gender equality in evaluation. The requirements are framed in line with UNEG norms, standards and guidance on how to integrate gender and human rights into evaluations.

The unit of analysis selected as most feasible was the evaluation report. Therefore, the EPI should be based solely on an assessment of evaluation reports completed in the reporting year, with few exceptions. The scorecard enables a more rigorous EPI assessment and promotes harmonized reporting across entities. As the underlying methodology and scorecard were revised in 2018, comparing past and current ratings may not accurately reflect changes or progress.

Similar to other UN-SWAP performance indicators, the EPI assessment is performed against a five-level rating system: ‘not applicable’, ‘misses requirements’, ‘approaches requirements’, ‘meets requirements’ and ‘exceeds requirements’.

The reporting categories for the EPI are as follows:

04. Performance Indicator: Evaluation		
 Approaches requirements	 Meets requirements	 Exceeds requirements
4a. Meets some of the UNEG gender-related norms and standards in the UNEG Guidance on Integrating Human Rights and Gender Equality in Evaluation	4bi. Meets the UNEG gender equality related norms and standards and 4bii. Applies the UNEG Guidance on Integrating Human Rights and Gender Equality in evaluation during all phases of the evaluation	4ci. Meets the UNEG gender equality D related norms and standards 4cii. Applies the UNEG Guidance on Integrating Human Rights and Gender Equality in Evaluation during all phases of the evaluation 4ciii. Conducts at least one evaluation to assess corporate performance on gender mainstreaming or evaluation of its gender equality policy/ strategy every 5-8 years

Table 1. UN-SWAP EPI criteria for assessing evaluation reports⁶

Scoring Criteria		Guiding questions for assessing integration
Criterion 1	GEWE is integrated in the evaluation scope of analysis and evaluation criteria and questions are designed in a way that ensures GEWE-related data will be collected.	<ul style="list-style-type: none"> a. Do the evaluation objectives and/or scope include analysis of the extent to which HR&GE were taken into consideration in the design of the programme/project/policy being evaluated and the achievement of HR&GE-related results? b. Does the evaluation assess whether sufficient information was collected during the implementation period on specific indicators to measure progress on HR&GE? c. Was a stand-alone criterion on gender and/or human rights included in the evaluation framework or mainstreamed into other evaluation criteria by being gender-disaggregated, gender-specific (relevant to a specific social group), or gender-focused (concerning relations between social groups)? d. Is there a dedicated evaluation question regarding how GEWE has been integrated into the design, planning and implementation of the intervention and the results achieved or integrated throughout other questions?
Criterion 2	Gender-responsive methodology, methods, tools and data analysis techniques are selected.	<ul style="list-style-type: none"> a. Does the evaluation methodology employ a mixed-methods approach, appropriate to evaluating HR&GE considerations? Are a diverse range of data sources and processes employed (i.e. triangulation, validation)? Was data disaggregated by sex? b. Were methods used for ensuring meaningful participation and the inclusion of women's voices as well as underrepresented groups, including the most vulnerable where appropriate, throughout the evaluation process (inception, data collection and reporting phases)? c. Does the sampling frame address the diversity of stakeholders affected by the intervention, particularly the most vulnerable? d. Were ethical standards considered throughout the evaluation and were all stakeholder groups treated with integrity and respect for confidentiality?

⁶ The first three criteria are based on assessment of evaluation report/s.

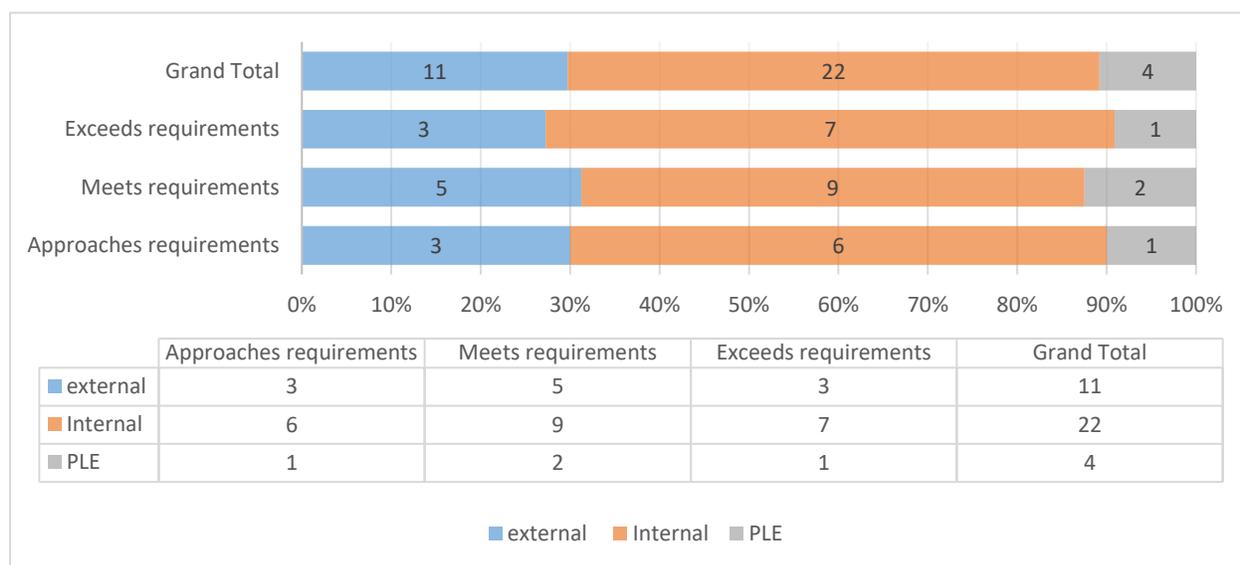
<p>Criterion 3</p>	<p>Evaluation findings, conclusions and recommendations reflect a gender analysis.</p>	<ul style="list-style-type: none"> a. Does the evaluation have a background section that includes an intersectional analysis of the specific social groups affected by the issue that is being addressed by the evaluation? b. Do the findings include data analysis that explicitly and transparently triangulates the voices of different groups, and/or disaggregates quantitative data? c. Are unanticipated effects of the intervention on HR&GE described? d. Do the findings, conclusions and recommendations explicitly address the gender and human rights dimensions assessed by the evaluation? e. Does the evaluation report provide specific recommendations addressing GEWE issues and priorities for action to improve GEWE of the intervention or future initiatives in this area?
<p>Criterion 4</p>	<p>At least one evaluation to assess corporate performance on gender mainstreaming is conducted every five to eight years.</p>	<p>In order to “exceed requirements”, an evaluation report’s average score must “meet requirements” and the entity must also conduct an evaluation of its corporate gender policy or equivalent.</p>

Types of assessment and sampling

The Technical Note provides three options for review of the UN-SWAP EPI: internal self-assessment, peer learning exchange (PLE)⁷ and external review (an independent consultant or firm). At a minimum, UN entities are highly encouraged to submit the UNEG-endorsed EPI Evaluation Scorecard to promote a harmonized approach and allow for comparability. In 2018, eleven entities carried out their assessment through external review (30 per cent, N=11/37), while the majority of entities conducted the review internally (59 per cent, N=22/37). Four entities participated in the peer-review mechanism facilitated through the HR&GE WG (11 per cent, N=4/37).

⁷ The PLE involves a minimum of two entities reviewing each other’s evaluation reports (or a sample) against the UNEG endorsed EPI Evaluation Scorecard, comparing results of the entities self-assessed EPI report, and providing feedback.

Figure 2: EPI rating by type of assessment (N=37)



The revised guidance requires an appropriate sample of evaluation reports for consideration in the UN-SWAP assessment. In conformity with this requirement, a large number of entities included the total universe of centralized evaluations and a sample of decentralized evaluations. The samples employed for assessment of the EPI rating covered different thematic areas representing a good coverage of the entities’ diversified programmes and a proportional number of evaluations.

Evaluation Performance Indicator results – 2018 reporting cycle

Insight 1: The UN-SWAP EPI remained an important vehicle to reinforce entities’ efforts to integrate gender analysis in evaluation activities.

Although establishing conclusive comparison across the entities is challenging due to the varied approaches and contexts, gender responsiveness in evaluations is nonetheless showing an incremental improvement. The ratings on the UN-SWAP EPI clearly show this pattern. Interestingly, entities are using a wide range of creative and innovative approaches to ensure gender equality dimensions are integrated at different stages of their evaluation processes.

Of the 42 entities that reported against the EPI, 88 per cent (N=37/42) used the scorecard for the UN-SWAP EPI, which was revised and endorsed by UNEG in 2018. This represents a 9 per cent increase from 2017. The remaining five entities (12 per cent) provided their rating without strictly following the criteria set out in the guidance. In 2018, four entities (UNIDO, UNCDF, OHCHR and UN-Habitat) benefited from the peer review exchange mechanism facilitated through the UNEG HR&GE WG. In addition to strengthening the rigor and stricter application of the criteria, the peer learning exchange has proven a potent approach in facilitating the exchange of knowledge and useful lessons among participating entities.

Table 2. Disaggregated results for UN entities using the UNEG Scorecard, 2018 (N=37)

# Reports → Rating ↓	1–2 Reports	3–5 Reports	6–10 Reports	11–15 Reports	16–20 Reports	21 or more Reports
Exceeds	DSS DGC OHCHR [^]	PBSO	OIOS ESCWA	IOM	IFAD*	FAO UN- WOMEN* WFP*
Meets	OCHA OSRSG- SVC UNCDF [^]	ECLAC ITC WHO* WIPO WMO	ESCAP UNHCR	UNFPA*	UNESCO UNODC* UNOV*	UN- HABITAT [^] UNDP* ⁸
Approaches	UNV UNCCD	IAEA UNCTAD UNRWA	ECE ILO*	GEF ⁹		UNEP* UNICEF* UNIDO [^]
[^] Participated in PLE [*] External Review						

Insight 2: Although the performance patterns of reporting entities varied considerably, almost three-quarters of UNEG-endorsed scorecard users (N=27/37) reached the established benchmark for gender-responsive evaluations.

Although the performance patterns of reporting entities varied considerably, almost three-quarters of scorecard users (N=27/37) reached the established benchmark for gender-responsive evaluation. Of the 37 entities that used the UNEG-endorsed scorecard in 2018, 30 per cent (N=11/37) reported that they were “exceeding requirements,” 43 per cent (N=16/37) reported “meeting requirements” and 27 per cent (N=10/37) reported “approaching requirements.” No entity reported missing the requirements, similar to 2017.

Another major improvement noted in 2018 was the number of entities fully complying with the UNEG-endorsed scorecard for reporting against the EPI¹⁰. The majority of entities (88 per cent, N=37/42) used the UNEG-endorsed process for reporting, representing a 9 per cent increase from 2017. Thirty per cent (N=11/37) of entities that used the UNEG scorecard also commissioned an independent external review: WFP, UNFPA, UNDP, IFAD, ILO, UNEP, UNICEF, UNODC, UNOV, WHO and UN Women. Four entities (11 per cent) participated in the peer reviews facilitated by the HR&GE WG: OHCHR, UNCDF, UNIDO and UN-HABITAT; and 22 entities (59 per cent) based their assessment on an internal review. However,

⁸ The average score for the total universe of 50 reports considered in the external assessment (19 centralized and 31 decentralized evaluations) was 8.44 – which is meeting requirements. Nonetheless, the score for IEO evaluations is 9.79 – which is exceeding requirements.

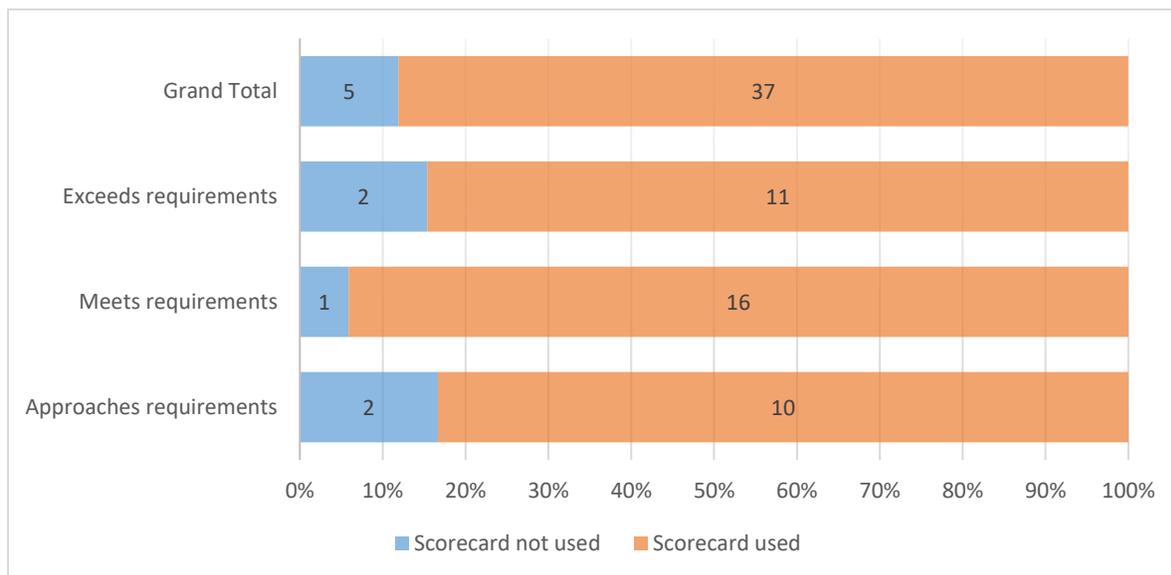
⁹The Global Environment Facility (GEF) is not an official UN-SWAP entity. However, as part of its continued commitment to gender-responsive evaluation, GEF voluntarily reports annually against the UN-SWAP EPI by strictly applying the UNEG-endorsed reporting process.

¹⁰ Some entities’ submissions (such as DSS, ILO and UNICEF) were based on review of evaluation reports in previous years.

even where the assessment was conducted internally, the entities reported that the review had improved both in terms of rigor and in the strict application of the Technical Note.

Nonetheless, it is important to keep in mind that UNEG members’ reporting practices vary greatly, limiting the ability to generalize results across entities or to compare with previous reporting cycles. Even when entities follow the UNEG reporting process or conduct an external review, there is much variation due to differences in approaches to assessments and the number (between 1–50) and type (produced by central offices versus decentralized offices) of reports reviewed.

Figure 3. UNEG scorecard usage as a percentage of total rating category (N=42)



Insight 3: Beyond mainstreaming gender perspectives in evaluations, 2018 saw a surge in the number of entities that conducted or are planning to carry out evaluations of implementation of their corporate gender polices and related action plans.

In recent years, several United Nations entities have conducted a review of their gender polices (or equivalent) and assessed their corporate performance on the institutional and twin-track approach for gender mainstreaming (e.g. WFP, UNESCO, FAO, IAEA, UNDP, DGC¹¹, ESCAWA and ILO). A good number of entities have indicated their plans to commission a review in the near future (UNECE, WIPO, ITC, ESCAP, WFP, WHO, UNICEF, UNIDO). This is encouraging and has opened up a great opportunity for evaluation offices to provide the much-needed evidence gap on entities’ performance on institutional gender mainstreaming and gender-targeted results.

The introduction of this requirement in the UN-SWAP 2.0 EPI and its quick traction by several entities is a step in the right direction to validate institutional progress on gender equality, particularly given that UN-SWAP annual reports are based on self-assessment. The recent JIU

¹¹ The Department of Global Communications (DGC) was previously known as the Department of Public Information (DPI).

review of the UN-SWAP 1.0 framework also echoed the need for an impartial validation system, such as evaluation and audit, to ensure a periodic independent assessment of UN-SWAP ratings and individual entities' progress towards GEWE.

Insight 4: The positioning of UN-SWAP EPI within the UNEG Human Rights and Gender Equality Working Group work streams was perceived as an effective strategy to sustain commitment to gender-responsive evaluation. This was clearly documented in the recently concluded JIU review on the performance of the UN-SWAP framework on Gender Equality and the Empowerment of Women 1.0.

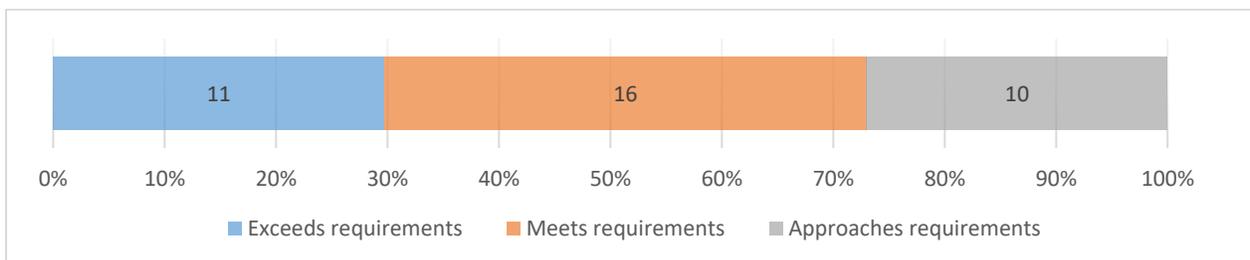
As highlighted in the recently concluded JIU review of UN-SWAP performance, the embedding of the UN-SWAP EPI framework within UNEG work streams helped to institutionalize the requirement and sustain the commitment of evaluation offices. The work of the HR&GE WG also facilitated exchange of tools and experiences on gender-responsive evaluations including UN SWAP EPI reporting.

In addition, the UN-SWAP EPI reportedly contributed to opening up an effective avenue of collaboration between evaluation offices and gender units. This collaboration is reported to serve a dual purpose: gender units are receiving independent evidence and insight from evaluations on their respective entities' performance on gender equality, while evaluation offices are benefiting from the gender units' expertise on gender analysis.

Insight 5: Similar to other UN-SWAP performance indicators, the diversity of reporting entity mandates, inconsistent application of the scorecard and variance in assessment mechanisms remained a challenge to comparability across reporting entities.

Reporting against the UN-SWAP EPI was not without challenges. Ensuring adequate resources, capacity of evaluation offices and consultants, complex situations, absence of disaggregated data and methodological understanding/rigor were mentioned as key factors inhibiting effective integration of a gender lens into evaluation processes. Entities also faced a distinct set of challenges due to their mandates and very technical nature of their work, which was reported to prove difficult to include gender considerations (e.g. ICAO, IAEA and UNCTAD). Programmatic evaluations tended to be more amenable to integrating gender issues than normative and organizational evaluations. Moreover, smaller entities face human and financial resource constraints, which not only limit the application of appropriate evaluation design, but also prevent recruitment of a gender expert.

Figure 4. Aggregate EPI rating among scorecard users (N=37)



Insight 6: A multitude of good practices and lessons were reported on the application of gender equality dimensions in evaluation processes. Internal steps and remedial actions taken by entities helped to further incorporate the gender-related UNEG norms, standards and guidance within their evaluation practices.

Reporting against the UN-SWAP EPI revealed a multitude of good practices and lessons on the application of gender equality dimensions in evaluation processes and remedial actions to address the challenges. Common actions taken by reporting entities to institutionalize gender equality perspectives in evaluation systems include updates to:

1. evaluation policy;
2. evaluation guidelines;
3. quality assurance systems;
4. evaluation training materials and capacity development initiatives; and
5. institutional evaluations of gender mainstreaming.

While the overall average score for decentralized evaluations remains lower than the overall score for centralized evaluations, positive improvements were noted in the decentralized evaluations in 2018. Some entities, including IOM, IFAD and WFP scored higher in decentralized evaluations compared to centralized evaluations. This could be due to a variety of reasons, including: the type of evaluation (targeted and non-targeted programmes); the level of support provided by evaluation offices to decentralized evaluations; the level of integration of gender and human rights dimensions and principles in corporate guidelines and capacity development initiatives; and the quality assurance and technical support from centralized evaluation offices to evaluation managers at the decentralized level.

Good practices and actions reported by entities to advance integration of gender equality in evaluations

A multitude of good practices and lessons were reported on the application of gender equality dimensions in evaluation processes and remedial actions to address common challenges. For instance, UNAIDS finalized specific guidance on gender and human rights responsive evaluations to support evaluators to account for these issues in all phases of evaluation (i.e. drafting of Terms of Reference (TOR), engagement of stakeholders, data collection, analysis and reporting). Similarly, UNFPA updated its handbook on how to conduct country programme evaluations to further strengthen the integration of gender equality and human rights in evaluation. UNITAR updated its monitoring and evaluation policy framework to include GEWE-specific principles, norms and standards in accordance with the UNEG Norms and Standards.

The UNDP Independent Evaluation Office has been expanding its country programme evaluation coverage and implementing a new approach with emphasis on the integration of GEWE such evaluations. The updated internal note on gender analysis for country programme evaluations aims to measure the extent to which UNDP has mainstreamed gender across its

programmes. As required in its Evaluation Policy, ECLAC made incorporation of human rights and gender perspectives mandatory in all its evaluations. The Evaluation Section of the Strategic Planning and Oversight and Results Division, ECA is working on a revised Evaluation Policy, which places due attention to the UN-SWAP EPI. Similarly, ESCAP is currently updating its gender policy in conformity with UN-SWAP 2.0. The ESCAP and OHCHR evaluation units have integrated gender mainstreaming as a criterion and sub-question into all evaluation TORs and consultants are required to use appropriate tools and methodologies to address gender dimensions.

In terms of data collection methods and tools, the Office of Evaluation (OED) at FAO has taken important steps to ensure collection of gender-related information and sex-disaggregated data to provide in-depth gender analysis. Similarly, UNAIDS and WHO published a tool to enhance gender-responsive data collection and dissemination to strengthen monitoring and evaluation systems. Efforts by UN Women's Independent Evaluation Service (IES) also resulted in evaluation reports clearly illustrating project gains and impacts with triangulated supportive evidence, statistics and quotes from stakeholders. UNHCR made positive gains in terms of adapting its TORs and methodologies for different evaluations by reflecting an age and gender approach, including particular focus on ensuring the views of persons of concern were heard in a gender-appropriate manner and that data was collected to allow for gender analysis.

To support both internal and institutional capacity building efforts on gender-responsive evaluations, UNEG members developed and hosted a wide range of training and learning initiatives. As part of their continuous capacity development initiatives, UNICEF and WFP placed an increased focus on gender from TOR development to stakeholder engagement and reporting. IOM's evaluation unit developed guidance on integrating gender in evaluations and organized learning events including an online course on monitoring and evaluation. Similar efforts were made by other members, such as UNICEF, IFAD, UN Women and UNITAR.

UNODC used the feedback from dedicated gender experts to further update and revise its guidelines and templates. These guidance briefs provide concrete actions to include gender in evaluations, as well as ways to address identified challenges in implementing gender-related evaluation recommendations. DPKO collaborated with the entity's gender unit to review and refine the gender equality and women, peace and security (WPS) indicators relevant across UN peacekeeping operations to ensure gender equality priorities are integrated throughout evaluations. ECLAC, UNHCR, FAO and UNITAR made good progress in terms of the gender balance of evaluation teams and the inclusion of gender expertise in evaluation teams.

In recent years, an increasing number of entities have conducted an independent evaluation of their entities' corporate gender policy or equivalent, e.g. WFP, UNESCO, FAO, IAEA, UNDP, DGC, ESCAWA and ILO. WIPO is embarking on a joint effort of the evaluation and audit section to assess its corporate gender policy. Similarly, the Evaluation and Communications Research Unit of DGC finalized a gender evaluation of the department's communications results and institutional commitments in accordance with the department's Strategy on Gender Equality and the Empowerment of Women. The evaluation incorporated a gender analysis of a wide range of communications content with the aim of establishing baseline statistics on the implementation

of the department's first GEWE strategy. UNDP published its third Gender Equality Strategy, 2018–2021, which builds upon lessons learned through implementation of the previous gender equality strategy. ESCWA conducted a participatory gender audit, while UNIDO commissioned a participatory gender audit of its Gender Policy 2016–2019. Gender-related information pertaining to centralized and decentralized evaluations is highlighted by WFP and IFAD as part of their reporting to their governing bodies. The ILO participatory gender audit manual has been used as a complementary tool by a number of entities as part of their corporate performance reviews on gender mainstreaming.

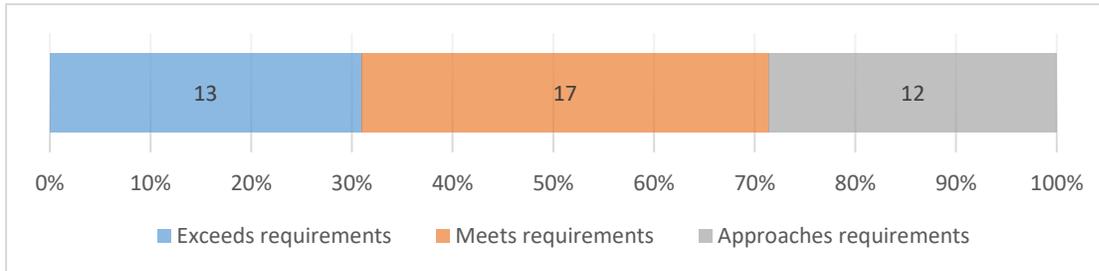
Way forward

In 2018, UNEG took a lead role in supporting the revision of the Technical Note and Scorecard for UN-SWAP EPI in conjunction with UN-SWAP 2.0. The new framework requires entities to commission corporate evaluations on implementation of their respective gender policy, strategy or equivalent at least once during a five to eight year period. In light of this requirement, the UNEG Working Group issued a [guidance document for evaluating gender mainstreaming](#). By elaborating the UN-SWAP 2.0 as an evaluation framework, the guidance identified supplementary design resources, potential methods and tools that could help generate evidence on the linkages between institutional gender mainstreaming and gender results.

As more entities are embarking on different innovative initiatives, the UNEG HR&GE WG will facilitate a safe space through which knowledge, good practices and strategies to circumvent common challenges will be exchanged. Engagement will continue with particular focus on using gender as an analytical lens across all evaluation criteria and questions.

Annex 1: Overall 2018 UN-SWAP EPI trends

(includes all entities that did and did not use UNEG scorecard, N=42)



Annex 2: Overall rating by type of entity

(including entities that did and did not use UNEG scorecard, N=42)

