



UN-SWAP Evaluation Performance Indicator

2014 Reporting Cycle Results

This document is issued by the UNEG Working Group on Gender Equality and Human Rights and was drafted by Isabel Suarez, UN Women Evaluation Specialist and UN-SWAP Evaluation Performance Indicator Focal Point.

July 2015

FOREWORD

The international community is calling for accelerating progress towards gender equality and the empowerment of women, including by strengthening the capacity of evaluation systems to inform the implementation of the Beijing declaration and platform for action. The proposal to include gender equality and women's empowerment in the post-2015 development agenda as a stand-alone goal, as well as integrated across all other goals, further elevates the strategic importance of establishing gender-responsive evaluation systems. In the third year of implementation of the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP), UNEG members have demonstrated their commitment to integrating gender equality in evaluation.

The report indicates that the UN-SWAP Evaluation Performance Indicator (EPI) has not only been an important accountability mechanism, but it has also catalyzed real change within UNEG members practices with respect to gender equality. This year was the first year of implementation of the revised UNEG UN-SWAP EPI Scorecard and Technical Guidance, developed and endorsed by UNEG. The next step is to ensure the rigour of the EPI assessment is par with the rigour of our evaluations! The report summarizes the current practices on reporting against the UN-SWAP EPI and good practices that UNEG members are employing to strengthen their evaluation systems, processes and staff capacities to integrate gender equality.

This June, the General Assembly, through Economic and Social Council Resolution "Mainstreaming a gender perspective into all policies and programmes of the United Nations system," stressed the need to leverage existing inter-agency networks such as UNEG to take increased responsibility for the implementation of the gender mainstreaming mandate by supporting relevant performance indicators. It is thus our responsibility to continue to deliver on this mandate and demonstrate UNEG members commitment to a gender-responsive approach.

I look forward to working together to strengthen our evaluation practices to ensure a truly gender-responsive approach that will enable achievement of the Sustainable Development Goals by 2030.

Marco Segone

UNEG Chair

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Summary

This document has been prepared to inform UNEG members on the United Nations System-Wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP) Evaluation Performance Indicator (EPI) results reported by the UN-SWAP reporting entities.¹ The document provides a brief background of the Chief Executive Board for Coordination (CEB) endorsed UN-SWAP and UNEG support to develop a methodology to help UN entities to comply with the annual reporting against its Evaluation Performance Indicator (EPI).

The document also provides an overview and analysis of the results of the reports submitted by the UN-SWAP reporting entities against the EPI in 2015 (2014 reporting cycle) and an additional follow up consultation that received responses from 14 reporting entities. It also includes brief information on the process for the UNEG review of the UN-SWAP EPI Technical Note and related Scorecard that took place in 2014.

Finally, the document reflects some of the challenges and the reported good practices identified in the 2014 reporting cycle and remedial actions to improve the integration of gender equality in the evaluation function committed by several UN entities and initial recommendations based on the analysis of results from all reporting entities.

Background

UN System Wide Action Plan on Gender Equality and the Empowerment of Women

In 2006, in response to the ECOSOC Agreed Conclusions 1997/2, in October 2006 the CEB endorsed a UN system-wide Policy on Gender Equality and the Empowerment of Women (CEB/2006/2). Between 2011-2012, UN Women coordinated the development of the UN-SWAP framework, involving an extensive consultative process with over 50 entities, Secretariat Departments, Offices and Commissions and piloted by 8 entities –ESCWA, IAEA, IOM, OHCHR, UNAIDS, UNDP, UNFPA, and UNICEF. On 13 April 2012, the CEB endorsed the UN-SWAP for application throughout the UN system. In its resolution E/RES/2012/24 of 27 July 2012, the ECOSOC welcomed the UN-SWAP and called upon the UN system to actively engage in its roll-out and report on the implementation of the resolution at its substantive session in 2013.

The UN-SWAP constitutes the first accountability framework for gender mainstreaming in the UN system. In Resolution E/RES/2014/12 the Economic and Social Council (ECOSOC) requests the United Nations system, including its agencies, funds and programmes, within their respective organizational mandates, to continue working collaboratively to enhance and

¹ This document is issued by the UNEG Working Group on Gender Equality and Human Rights and drafted by Isabel Suarez, UN Women Evaluation Specialist and UN-SWAP Evaluation Performance Indicator Focal Point: Isabel.suarez@unwomen.org Any future consultation on UN-SWAP Evaluation Performance Indicator (EPI) should be addressed to Sabrina Evangelista, current UN-SWAP Evaluation Performance Indicator Focal Point: sabrina.evangelista@unwomen.org

accelerate gender mainstreaming within the United Nations system, including by fully implementing the UN-SWAP.

The UN-SWAP is composed of 15 performance indicators for tracking 6 main elements on gender mainstreaming: accountability, results based management, oversight, human and financial resources, capacity, and knowledge exchange and networking. All UN entities are to self-assess and report on their implementation of the plan. UN entities are expected to meet all UN SWAP-performance standards by 2017, with an extended timeframe to 2019 for those entities with a mainly technical focus.

Reporting on the UN-SWAP commenced in 2013 and entities are expected to report on a yearly basis through the Report of the Secretary-General to ECOSOC on “Mainstreaming a gender perspective into all policies and programmes in the UN system”². UN Women’s Coordination Division coordinates UN-SWAP reporting and the Gender Departments of all entities also play a coordinating role, ensuring that the UN-SWAP reported results are disseminated and plans of action are developed when entities do not meeting UN-SWAP requirements. Accountability rests, as noted in the CEB policy, with senior managers of the different UN-SWAP reporting entities.

As a means to guide UN entities, the UN-SWAP framework is accompanied by a set of Technical Notes for each Performance Indicator that provide guidance on how to complete the assessment for each of the 15 Performance Indicators. While the UN-SWAP Performance Indicators approved by the CEB are set in stone, the Technical Notes are considered live documents that can be enhanced.

UN-SWAP Evaluation Performance Indicator (EPI)

The oversight element of the UN-SWAP is composed of three performance indicators, including one dedicated to evaluation that is linked to meeting the gender-related UNEG Norms³ & Standards⁴ and demonstrating effective use of the UNEG guidance on integrating gender equality in evaluation⁵.

In 2012 UNEG Human Rights and Gender Equality Task Force developed a Technical Note and Scorecard to support the Evaluation Offices of UN entities to comply with the annual reporting process against the CEB-endorsed UN-SWAP Evaluation Performance Indicator. The note also aimed to support more systematic and harmonized reporting through the use of a common tool that allows for improved comparability across UN entities.

Due to late completion of the finalization of the EPI Technical Note and the overall timeline for reporting against UN-SWAP, the Technical Note and Scorecard were not systematically

² For example see, United Nations, “Mainstreaming a gender perspective into all policies and programmes in the UN system,” April 2014; accessible online at: http://www.un.org/ga/search/view_doc.asp?symbol=E/2014/63&Lang=E

³ United Nations Evaluation Group, Norms for Evaluation in the UN system, 2005; accessible online: <http://unevaluation.org/document/detail/21>

⁴ United Nations Evaluation Group, Standards for Evaluation in the UN system, 2005; accessible online: <http://unevaluation.org/document/detail/22>

⁵ United Nations Evaluation Group, Guidance on Integrating Human Rights and Gender Equality in Evaluation, 2014; accessible online: <http://unevaluation.org/document/detail/1616>

used by UN-SWAP reporting entities during the first UN-SWAP reporting cycle (which was completed in January 2013).

Piloting and review process of the UN-SWAP Technical Note and Scorecard

During the UNEG 2013 AGM (New York, April 2013) the EPI Technical Note and Scorecard were formally endorsed for piloting and UN Women Independent Evaluation Office established a help desk function to support UN entities to report against the EPI. Hence, the Technical Note and its related Scorecard were formally piloted during the second UN-SWAP reporting cycle.

Once the piloting of the Technical Note and Scorecard was completed, it was decided during the UNEG 2014 AGM (Bangkok, April 2014) that a Task Force under UNEG Strategic Objective 3 would be composed in order to undertake the review process of the EPI Technical Note and related Scorecard.

A Task Force led by UN Women and composed of 15 UNEG members⁶ undertook the review (see Annex 1 “Members of the Task Force that participated in the EPI Technical Note and Scorecard review process under UNEG Strategic Objective 3”). The review was completed by August 2014 and took into consideration both the feedback gathered from entities after the piloting cycle and the results of a global survey administered amongst all the evaluation Focal Points of all the UN-SWAP reporting entities.

The original UN-SWAP Evaluation Scorecard was a reporting tool organized around 13 scoring criteria which were articulated around 3 headings that captured the overall elements related to mainstreaming gender equality throughout the evaluation process. Data sources for reporting against the 13 scoring criteria included: design documents (evaluability assessments, TOR, inception reports), evaluation reports, management responses, and evaluation guidance documents. The original UN-SWAP EPI Technical Note also specified that, as relevant, some entities may also include phone interviews in view of collecting data from evaluation managers and evaluation teams.

According to the survey and the direct feedback provided by UN entities after piloting the scorecard, it was concluded that it was not feasible for the great majority of the UN entities to assess the evaluation process and to undertake such a comprehensive assessment and consultation of multiple sources for each evaluation undertaken in a given year. It was therefore concluded that the unit of analysis for assessing the indicator should be restricted to the information included in the evaluation reports completed. Additionally, the need for simplifying the tool and avoiding redundancy and repetition was expressed.

Based on findings of the review process, the criteria for the assessment of integration of gender equality in the evaluation reports included in the revised Technical Note and Scorecard, were limited to the following:

- 1. GEEW is integrated in the evaluation scope of analysis and evaluation indicators are designed in a way that ensures GEEW-related data will be collected*

⁶ The following entities participated in the Technical Note and related scorecard review process: FAO, GEF, OCHA, UNCDF, UNCTAD, UNDP, UNECE, UNFPA, UNHCHR, UNICEF, UN Women, WFP, WIPO and WMO

2. *GEEW is integrated in evaluation criteria and evaluation questions specifically address how GEEW has been integrated into the design, planning, implementation of the intervention and the results achieved.*
3. *A gender-responsive methodology, methods and tools and data analysis techniques are selected.*
4. *The evaluation findings, conclusions and recommendations reflect a gender analysis.*

The revised Technical Note and Scorecard were circulated amongst UNEG Heads resulting in endorsement on a non-objection basis, and were thus uploaded on the UNEG website and broadly circulated amongst UNEG members in August 2014.

UN-SWAP EPI 2014 Reporting Cycle

Methodology

The following results are based on the data that was input for the UN-SWAP Evaluation Performance Indicator (EPI) by the UNEG member EPI focal point or the respective entity UN-SWAP focal point into the online UN-SWAP reporting database⁷, which is administered by UN Women. The UN Women EPI focal point accessed the information from the database, accompanying attachments (e.g. the meta-analysis, scorecard, etc.) and remedial actions and liaised with the respective EPI focal point to ensure the information is accurate. The UN Women EPI focal point undertook an additional follow-up consultation that received responses from 14 reporting entities to identify practices of UNEG members with respect to integrating gender equality in evaluation. It is important to keep in mind that the reporting practices of UNEG members against the UN-SWAP EPI varies greatly, limiting the ability to generalize results across entities.

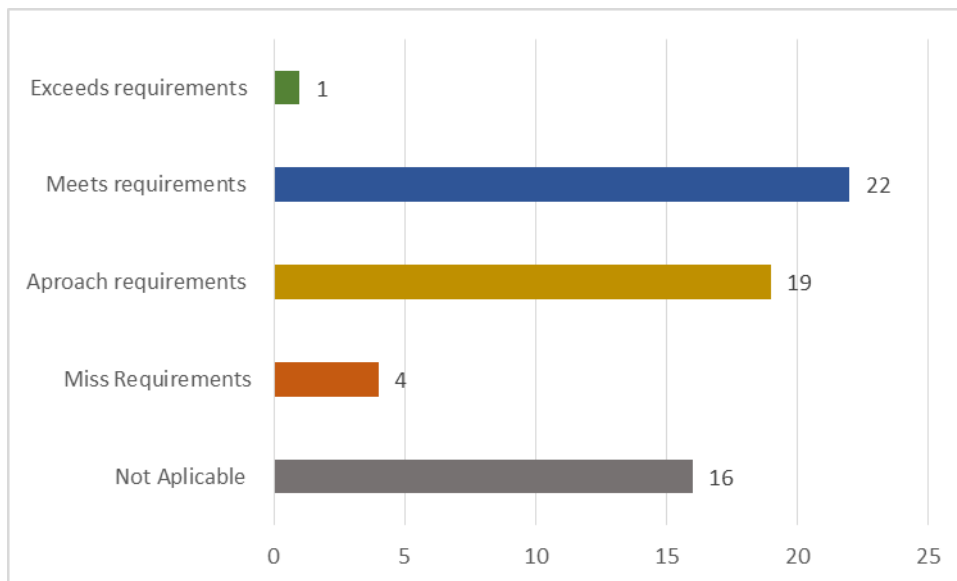
Disaggregated Results

Out of 69 entities that are mandated to report against UN-SWAP, in 2015 the following UN entities did not report against any of the UN-SWAP indicators: ICAOT, UNICRI, UNIDR, UNITAR, UNU, SVC and UNRISD and hence, in 2015 a total number of 62 entities reported against UN-SWAP.

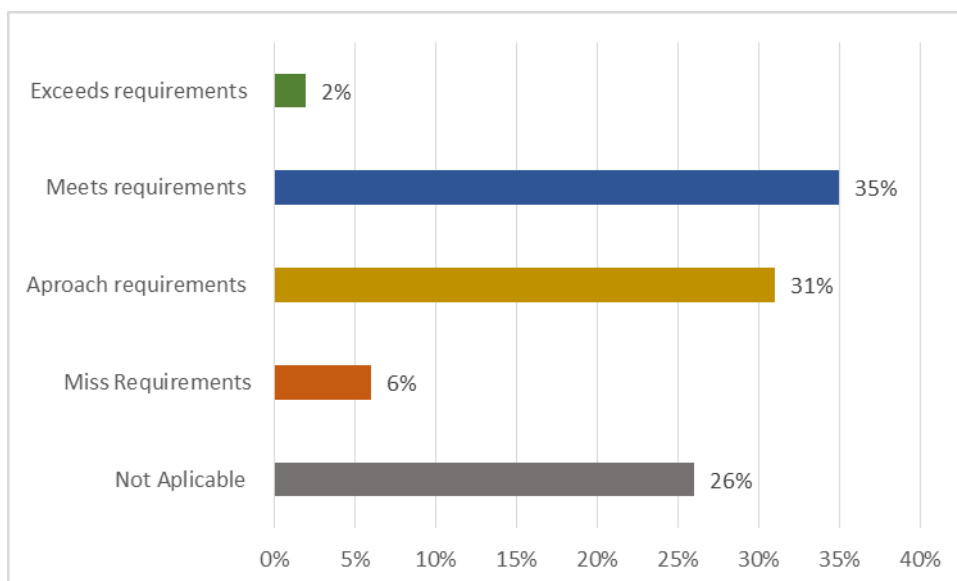
Regarding the UN-SWAP EPI, out of those 62 entities that submitted a report, 16 (26%) entities reported that the indicator was not applicable to them. This has been the case of the following UN-SWAP reporting entities: CAAC, DGACM, DM, IAEA, ITU, OAJ, OHLRLL, OLA, Ombudsman, OSAA, UNFCCC, UNISDR, UNOG, UNOPS, UNW-TO and WMO. In most of the cases the explanation provided by these entities was that they did not have an evaluation function within the entity, the entity does not conduct evaluations, or that they had not conducted any evaluation in 2014. In terms of those entities that reported on the EPI, a total number of 4 (6%) entities reported “missing requirements”; 19 (31%) entities reported “approaches requirements”; 22 (35%) entities reported meets requirements and only 1 (2%) entity reported “exceeds requirements”.

⁷ <https://unswap.unwomen.org>

UN-SWAP Evaluation Performance Indicator 2014 Reporting Cycle Global Results (frequencies)⁸



UN-SWAP Evaluation Performance Indicator 2014 Reporting Cycle Global Results (percentages)



The majority of the entities that reported the EPI was “not applicable” to them in 2014 were **Secretariat Departments** (11 out of 16). Besides those that reported that the indicator was “not applicable” from the 33 Secretariat Departments that reported against UN-SWAP it is important to note that 10 reported “meets requirements” and 9 reported “approaches requirements”, while 2 reported “missing requirements” and 1 reported “exceeds requirements”. The majority of **Funds and Programmes** reported “meets requirements” (7) or “approaches requirements” (6) and only 1 reported the indicator was “not applicable”.

⁸ DPKO and DFS submit only one report but it counts double for all UN-SWAP performance indicators. The same happens in the case of UNODC and UNOV

Regarding the **Entities with Technical Focus** 4 out of 9 reported the indicator was “not applicable”; while 3 reported “meets requirements” and the categories “missing requirements” and “approaches requirements” were reported by 1 each. In the case of the **Specialized Entities**, out of a total of 5, 3 reported “approaching requirements” while 2 reported “meets requirements”. The only **Training Institute** that reported against UN-SWAP in 2014, reported “missing requirements” for the EPI.

Disaggregated Results by Type of Entity (frequencies)

Type of UN Entity	Not Applicable	Missing Requirements	Approaching Requirements	Meets requirements	Exceeds Requirements	Total
Secretariat Departments	11	2	9	10	1	33
Funds and Programmes	1	0	6	7	0	14
Entities with Technical Focus	4	1	1	3	0	9
Specialized Entities	0	0	3	2	0	5
Training Institutes	0	1	0	0	0	1
Total	16	4	19	22	1	62

Use of the UN-SWAP EPI revised Technical Note and Scorecard

The UN-SWAP EPI reports can be classified in four main categories: 1) those that used the UNEG endorsed Technical Note and related Scorecard and conducted an external assessment; 2) those that used the UNEG endorsed Technical Note and Scorecard and undertook an internal assessment; 3) those that did not use the UNEG endorsed Technical Note and Scorecard and undertook a different type of assessment; and 4) those that did not use the UNEG endorsed Technical Note and Scorecard and based their reported result on self-perception of performance.

From the 62 entities that reported against UN-SWAP in 2014, if we exclude those entities that reported the EPI was ‘not applicable’, the total number of entities that reported against the UN-SWAP EPI is 46. Regarding the type of assessment undertaken (or lack of) and systems put in place to report against EPI, this varies significantly amongst entities.

A total of 28 (62%) entities that reported on the EPI based their reporting on the application of the UNEG endorsed UN-SWAP EPI Technical Note and Scorecard and undertook a meta-evaluation using the endorsed criteria; 3 (6%) entities used a different type of assessment, and 15 (33%) did not undertake any kind of assessment or analysis using the UNEG scorecard criteria. And it is also important to point out that ILO⁹, IMO and UNAIDS undertook a different

⁹ ILO noted, “... the Evaluation Office made an effort to see how the UN SWAP evaluation criteria could be integrated into our two-yearly external quality review of all ILO evaluation reports. At the end, since our two-yearly cycle for quality control (2012-13) did not align with the annual 2014 review, we were not allowed to use this data for the scorecard and made a more qualitative assessment.”

type of assessment to report against UN-SWAP EPI.¹⁰ It is also important to mention that, in addition to those entities that used the UNEG endorsed scorecard, The GEF, which is not a UN-SWAP reporting entity also used the scorecard to prepare a voluntary report against the EPI¹¹.

It is important to acknowledge that the following 28 entities used the UN-SWAP EPI UNEG-endorsed Technical Note and related scorecard to report against the EPI: DPI, ECE, ECLAC, ESCWA, FAO, IFAD, IOM, OCHA, OHCHR, OIOS, PSBO, UNCDF, UNCTAD, UNDP, UNEP, UNESCO, UNFPA, UN-HABITAT, UNICEF, UNIDO, UNODC, UNOV, UNRWA, UNV, UN Women, WFP, WHO and WIPO.

From those 28 entities that used the UNEG-endorsed scorecard, only UNDP¹², UN Women¹³ and WFP¹⁴ undertook external assessments¹⁵, while in the case of the other 25 reporting entities that used the scorecard, the assessments were undertaken internally. The level and quality of analysis and the perception of the level of rigour of the external assessments is generally perceived higher if we compare those with the assessments produced internally.

The reported result and level of substantiation varies amongst the 15 entities that reported against UN-SWAP but based their result on self-perception. While some entities reported, based on their self-perception, “missing requirements” others reported “approaches requirements” or “meet requirements”.

¹⁰ These reporting entities undertook assessments with different methodologies and time frames that are not aligned to UN-SWAP reporting cycle.

¹¹ The GEF results cannot be aggregated to the total results of the UN-SWAP reporting entities but are illustrated with details in a table below.

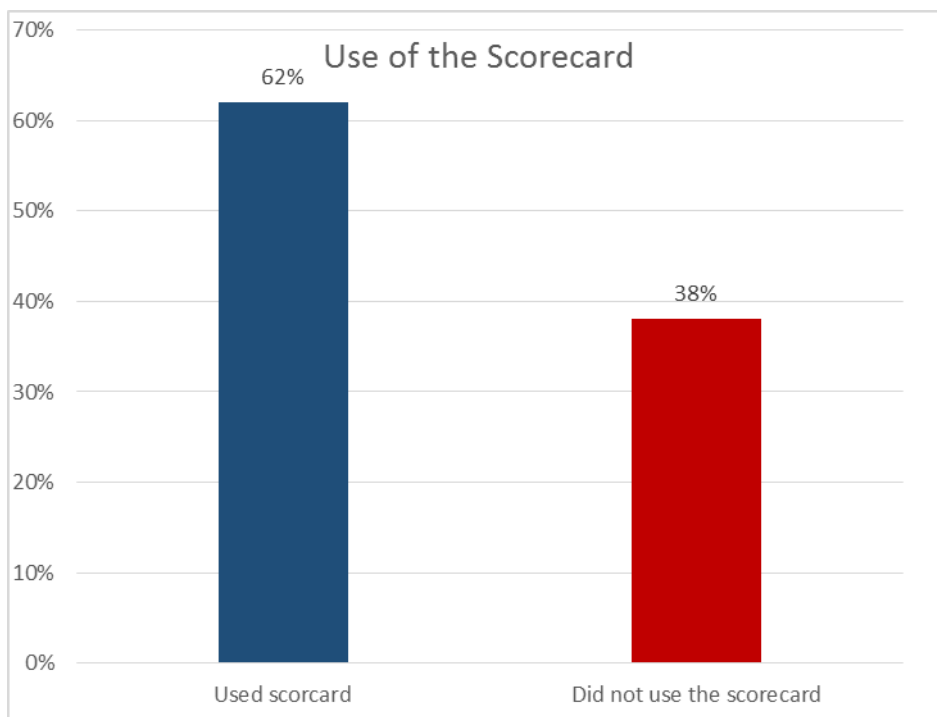
¹² External Assessment was undertaken by an independent consultant.

¹³ External Assessment was undertaken by an independent firm.

¹⁴ External Assessment was undertaken by an independent firm.

¹⁵ UNICEF also undertakes an independent assessment but it was clarified by the entity that “due to an issue of non-alignment of reporting cycles between the UN-SWAP and UNICEF it is not possible for UNICEF to submit the external quality review at the time of UN-SWAP reporting”. The UNICEF external quality review covering a 100 percent of UNICEF evaluations at centralized and decentralized level will therefore be submitted a year later. In 2013, 100 percent of UNICEF evaluation reports were externally reviewed using the UN-SWAP criteria. This exercise comprised the individual review of 81 evaluation reports and an accompanying analytical synthesis report. This report rated the performance indicator approaching requirements. It was also pointed out that “the EO will conduct a review of 100% of 2014 evaluations uploaded in the GEROS database by an external firm. That report will be submitted and uploaded as part of the 2015 reporting cycle. The analysis will this year also include a thematic analysis to identify how gender is integrated in various programmatic sector evaluations. Meanwhile, the EO has conducted an internal interim review of fifteen evaluation reports in line with the requirements outlined in the UN-SWAP technical notes and accompanying scorecard.”

Use of the Scorecard in the 2014 Reporting Cycle (percentages)



From those 28 entities (62% of the total) that used the UNEG-endorsed scorecard, it is important to note that the number of evaluations included in the analysis vary quite significantly amongst the different reporting entities. In most cases, entities that included a very limited amount of evaluation reports in their meta-evaluation was due to the fact that the entities only conducted this small number of evaluations in 2014, and, hence, more evaluations could not be included in the sample. This is, for instance, the case of DPI, UNCDF and OCHA since these entities confirmed only one evaluation study was completed in 2014.

It is also quite relevant to point out that some UN entities included a small number of evaluations because only those evaluations managed by the central evaluation office were included in the assessment; this was the case of UNODC and UNV. It is important to note that on the contrary, this year UNDP's external assessment included the 30 evaluations reports recommended in the EPI Technical note that included a very representative sample of both corporate evaluations conducted by the UPDP Independent Evaluation Office (4) and decentralized evaluations (26)¹⁶. It is indeed quite an interesting point to highlight that the sub-score for the 4 conducted by UNDP IEO was 11/Exceeds requirements and the sub-score for the 26 Decentralized evaluations was 5.12/Approaches requirements. Hence, the overall composite score for the 30 reports meta-evaluated by UNDP was 5.9/Approaches requirements. This variation in the level of integration of gender related considerations in the evaluation practice of corporate evaluations versus decentralized evaluations is also observed in the external assessment conducted by UN Women. In the case of UN Women, the score

¹⁶UNDP clarified that "With regard to the latter score, UNDP has embarked on a comprehensive programme to improve the conduct of decentralized evaluation drawing on the findings and recommendations of an Independent Review of the implementation of the current Evaluation Policy".

for the 1 corporate evaluation was 11/Exceeds requirements, while the sub-score for the 21 decentralized evaluations was 7.45/Approaches requirements.

Number of evaluations included in the assessments and scorings obtained by those entities that used the UNEG-endorsed Scorecard

Name of entity	Report against UN-SWAP EPE	Number of Evaluations included in assessment	Scoring obtained ¹⁷
DPI	Meets requirements	1	9
ECE	Missing requirements	7	2
ECLAC	Approaches requirements	4	7.25
ESCWA	Meets requirements	3	8.33
FAO	Meets requirements	28	7.68
IFAD	Meets requirements	15	9.66
IOM	Approaches requirements	11	4.73
OCHA	Meets requirements	1	9
OHCHR	Meets requirements	3	7.66
OIOS	Exceeds requirements	6	10.85
PSBO	Approaches requirements	3	6
UNCDF	Meets requirements	1	7.66
UNCTAD	Approaches requirements	7	6.71
UNDP ¹⁸	Approaches requirements	30	5.9
UNEP	Missing requirements	17	2.2
UNESCO	Approaches requirements	19	3.53
UNFPA	Meets requirements	11	9
UN-HABITAT	Approaches requirements	6	7
UNICEF	Approaches requirements	15	6
UNIDO	Meets requirements	18	7.78
UNODC	Approaches requirements	6	4
UNOV ¹⁹	Approaches requirements	6	4
UNRWA	Approaches requirements	6	6.25
UNV	Approaches requirements	2	6
UN Women ²⁰	Meets requirements	22	7.57
WFP ²¹	Meets requirements	19	7.26

¹⁷ The scoring is as follows: 0-3.5 = missing requirements; 3.51-7.5 = approaches requirements; 7.51-10.5 = meets requirements; and 10.51-12 = exceeds requirements. See the UNEG UN-SWAP Evaluation Performance Indicator Technical Note for more details: <http://www.uneval.org/document/detail/1452>

¹⁸ UNDP reported results are based on an external assessment.

¹⁹ UNODC and UNOV submit only one report that counts double, therefore results are identical.

²⁰ UN Women reported results are based on an external assessment.

²¹ WFP conducted an external assessment that used the UNEG endorsed Technical Note and Scorecard; however, the score obtained through the external assessment was “Approaches requirements” and the final score reported in the UN-SWAP database was “Meets requirements”. WFP noted that this was because they included in their final assessment “the additional work in 2014 to upgrade OEV’s evaluation quality assurance systems to reflect the latest guidance”.

WHO	Meets requirements	2	4.5
WIPO	Approaches requirements	3	4.67
The GEF	Missing requirements	5	2.6

Conclusions on EPI reporting practices after the third UN-SWAP reporting cycle

Overall reporting has improved across entities and there is an increasing tendency to use the UNEG-endorsed Technical Note and related scorecard for reporting purposes. However, on this end, there are still quite a number of challenges, and several entities still have not used the UNEG endorsed tool. Most of those that have used the Technical Note and scorecard, conducted the assessment of the reports internally and this still represents a challenge for comparability purposes amongst entities.

In addition, the number of the reports included in the assessment varies significantly across entities, and several entities have only included their assessments evaluations managed by the central evaluation offices in their assessments, meaning that decentralized evaluations have not been assessed, which affect comparability across entities. In those cases where the entities have included both corporate evaluations managed by central evaluation offices and decentralized evaluations there is a clear big gap between the quality of those managed by evaluation offices –which get higher marks- and those managed by country offices.

In addition, there is a general perception across entities that the UN-SWAP EPI is more demanding than any other UN-SWAP indicator, which represent a challenge for evaluation business owners in the different reporting entities when the performance against this indicators is compared with other indicators, for which a rigorous methodology for assessment has not been developed yet.

Identified Challenges, Good Practices and Remedial Actions to Improve the Integration of GE in Evaluation

After this reporting cycle, we can conclude that UN-SWAP Evaluation Performance Indicator is broadly perceived as a powerful tool to raise awareness of the importance of integrating gender equality in the evaluations conducted by the different UN entities. It is important to acknowledge that several UN entities have already taken remedial action to improve their internal evaluation systems to strengthen their capacity to conduct gender-responsive evaluations and some illustrative examples of those actions are included below.

Regarding identified good practices it is important to note that several entities have reviewed their evaluation policies since the adoption of UN-SWAP. In all cases, the entities have reported inclusion of GEEW considerations in the reviewed policies has improved. In other cases, where entities have not reviewed their policies recently but plan to do so, EPI Focal Points have indicated that the entities plan to reflect GEEW considerations in upcoming reviews.

Based on the details reported by entities during this reporting cycle, references to the integration of GEEW considerations in the different evaluation guidance/evaluation training materials in the reporting entities varies across the board. While in some cases this has been

reported in a very consistent manner, in other cases references on how entities have integrated those are vague and not systematically reported. This also applies to the inclusion of UN-SWAP Technical Note and Scorecard references and GEEW considerations in the ToR developed by the different entities and to the inclusion of gender background in the requested qualifications of evaluators/evaluation teams.

Some entities have also reported good practices on interagency work to promote GEEW in their evaluation practices. This has been mainly reported as a good practice by Rome-based entities (IFAD, FAO and WFP).

Detailed good practices and remedial actions reported/committed by entities include:

- Integration of GEEW considerations in newly adopted evaluation policies (ECE, ESCWA, UNESCO)
- Integration of UNEG HR&GE Guidance in different stages of the evaluation process (ECLAC, UNCDF)
- Planning capacity development action on GEEW responsive evaluation at the global, regional and country level (UN-Habitat)
- Internal coordination to improve the quality of decentralized evaluations (UNDP, WHO)
- Organization of interagency training (IFAD, FAO and WFP)
- Organization of training/workshop for field offices (UNFPA)

Recommended remedial actions for UN-SWAP reporting entities

UN Women IEO has acted as the Secretariat for the UN-SWAP EPI under the auspices of UNEG over the past two years. Looking forward and after completing 3 UN-SWAP reporting cycles, UN Women IEO believes that there is still much room for strengthening the integration of GEEW in the evaluation practices across the UN-SWAP reporting entities. As a good example, UN Women IEO should take leadership in demonstrating good practice for integrating gender equality in evaluation practice; after undertaking an external assessment to report against this indicator for two consecutive years, UN Women realized its decentralized evaluations are still far from “exceeding” the UN-SWAP requirements for this indicator.

After analysing the results and the reported remedial action and challenges still faced by UN entities to improve the integration of gender related considerations in evaluation practices, the following recommendations are proposed to the evaluation offices/departments of UN-SWAP reporting entities to improve the performance against this indicator:

- Make a clear reference to the UNEG Guidance Integrating Human Rights and Gender Equality in evaluations²² in evaluation ToRs.
- Clearly specify in all evaluation ToRs that the entity is a UN-SWAP reporting entity and that, hence, all evaluations are analyzed in the meta-evaluation conducted to report against the UN-SWAP Evaluation Performance Indicator.

²² United Nations Evaluation Group, Guidance on Integrating Human Rights and Gender Equality in Evaluation, 2014; accessible online: <http://unevaluation.org/document/detail/1616>

- Include in any evaluation-training event in the entity references and reflections on UN-SWAP requirements and the need for improving the integration of gender equality in all evaluations.
- Improve the methodological application of gender analysis by hiring gender experts in the evaluation conducted by the entity.
- Engage the Gender Units in the evaluation process to review evaluation products to gather their feedback on the incorporation of GEEW related considerations.
- Establish coordination mechanisms between central evaluation offices to liaise with relevant colleagues at the decentralized level to coordinate remedial actions to enhance reporting against UN-SWAP EPI.
- Develop a checklist that corporate and decentralized evaluation managers can use to assess the quality of evaluation reports from the UN-SWAP criteria point of view.

For further mutual learning and reflection on best strategies to move forward the gender responsive evaluation agenda, a Gender Equality & Human Rights working group has been created in the framework of UNEG SO3 work-plan. This working group will serve as a resource for UNEG by supporting the efforts of members to integrate gender equality and human rights in evaluation processes. The group will support UNEG members with the implementation of the mandated UN-SWAP EPI, helping ensure the intended outcome that UN evaluations are gender-and-human rights responsive, and overall output that gender equality and human rights are integrated in the evaluation systems of UNEG members, indicated by the proportion of UNEG members implementing the UN-SWAP EPI Scorecard and Technical Guidance, and meeting or exceeding requirements for the UN-SWAP EPI by 2017.

Annex I Members of the Task Force that participated in the EPI Technical Note and Scorecard review process under UNEG Strategic Objective 3

Entity	Appointed Member
FAO	Marta Piccarozzi
GEF	Anna Viggh
OCHA	Victoria Saiz-Omenaca
UNCDF	Nerea Sanchez
UNCTAD	Daniel Chen
UNDP	Chandi Kadirgamar
UNECE	Catherine Haswell
	Malinka Koparanova
UNFPA	Olivia Roberts
UNHCHR	Flaminia Minelli
UNICEF	Laurence Reichel
UN Women	Isabel Suarez
WFP	Cinzia Cruciani
WIPO	Alain Garba
WMO	Assia Alexieva