



CORPORATE EVALUATION OF UN WOMEN'S SUPPORT TO **GENDER STATISTICS 2018-2022**



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The evaluation was conducted by the UN Women Independent Evaluation Service (IES). The IES team included an evaluation specialist, Florencia Tateossian as Evaluation Team Leader; Ekaterina Dorodnykh, Evaluation Data Specialist; Tania Gatto as Research Assistant; Eleanor Brown, Independent Evaluation Consultant and gender and statistics expert; and Amy Weiss Independent Evaluation Consultant and gender equality expert. We would like to thank all colleagues involved in gender statistics at all levels of the organization, in particular Lauren Billi and Ahmed Hassan who were the focal points for this evaluation. Their invaluable insights and strong engagement were crucial to make this evaluation possible.

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INDEPENDENT EVALUATION AND AUDIT SERVICES (IEAS)

Independent Evaluation Service (IES)

UN WOMEN

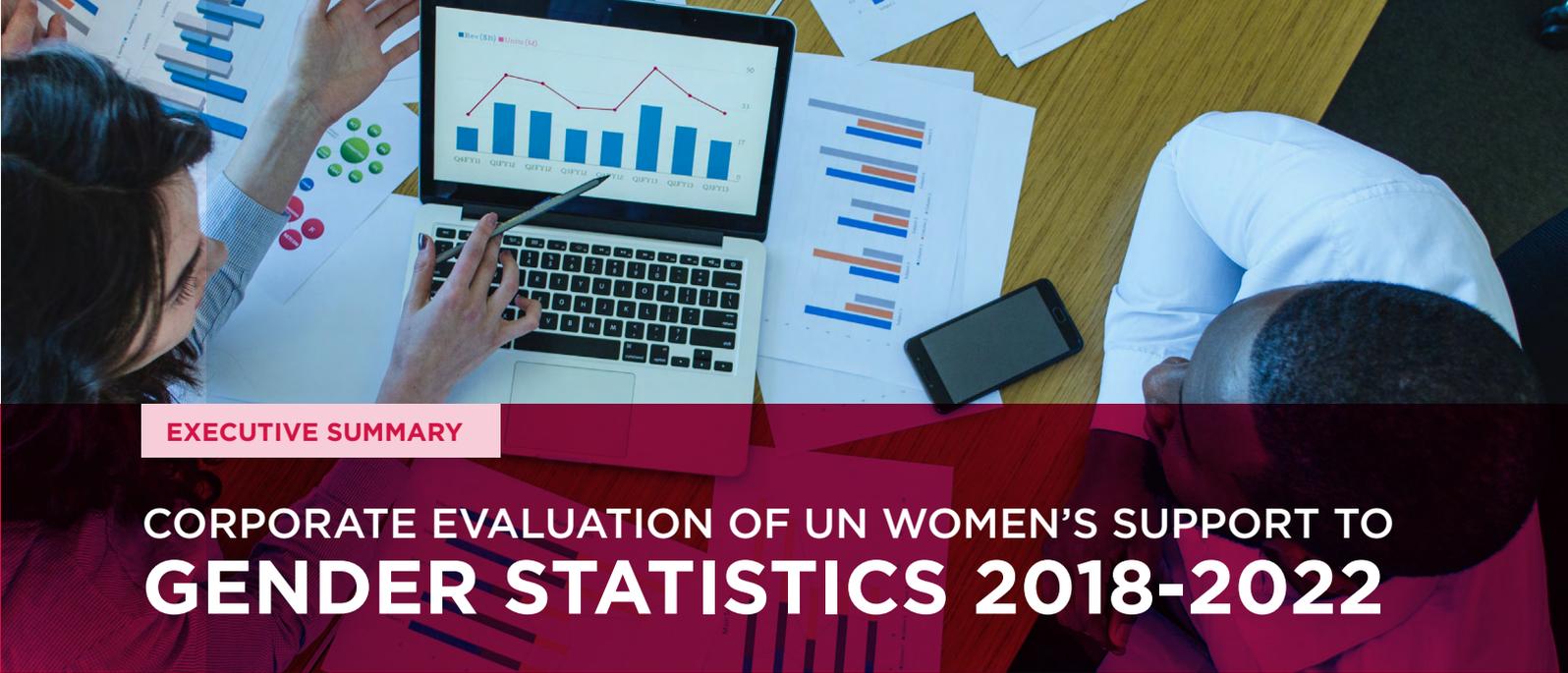
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CONTENTS

EXECUTIVE SUMMARY	VI
1. BACKGROUND	1
1.1 Purpose, objectives and scope	2
1.2 Evaluation approach and methodology	2
1.3 Ethics, gender equality and no one left behind	7
1.4 Evaluation constraints and limitations	7
2. EVALUATION CONTEXT	8
3. PORTFOLIO ANALYSIS	9
3.1 Financial analysis	9
3.2 Mapping of gender statistics activities	9
4. FINDINGS	12
4.1 To what extent does UN Women’s work on gender statistics respond to stakeholders’ needs at national, regional and global levels and is aligned with global frameworks?	13
4.2 What is UN Women’s strategic positioning in gender statistics vis-à-vis the UN system and other organizations working in the same field? What is UN Women’s added value?	15
4.3 How effective have UN Women’s approach and interventions been in terms of tangible results?	18
4.4 To what extent do UN Women’s human and financial capacities deliver sustainable results to support gender statistics? To what extent is work on gender statistics sustainable?	25
4.5 To what degree are human rights, leave no one behind (including disability inclusion) and gender equality principles integrated in support to the production and use of gender statistics?	29
4.6 How does UN Women identify, consolidate and share knowledge and learning on gender, data and statistics to achieve its goals?	31
5. LESSONS LEARNED	32
6. CONCLUSIONS	33
7. RECOMMENDATIONS	37

ACRONYMS

ABAAD	Resource Center for Gender Equality - Lebanon
CARICOM	Caribbean Community
CEDAW	Convention for the Elimination of Discrimination Against Women
COVID-19	Coronavirus Disease 2019
CSO	Civil Society Organization
EVAW	Ending Violence Against Women
FAO	Food and Agriculture Organization
IEAS	Independent Evaluation and Audit Services
IES	Independent Evaluation Service
ILO	International Labor Organization
IOM	International Organizations for Migration
LGBTQI+	Lesbian, Gay, Bisexual, Transgender, Intersex or Questioning
NGO	Non-governmental organization
SDG	Sustainable Development Goal
UNCT	United Nations Country Team
UNDP	United Nations Development Programme
UNEG	United Nations Evaluation Group
UN ESCWA	United Nations Economic Statistical Commission for Western Asia
UNFPA	United Nations Population Fund
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women



EXECUTIVE SUMMARY

CORPORATE EVALUATION OF UN WOMEN'S SUPPORT TO GENDER STATISTICS 2018-2022

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The corporate evaluation of UN Women's support to gender statistics between 2018 and 2022 was conducted by the UN Women Independent Evaluation Service (IES) of the Independent Evaluation and Audit Services (IEAS) as part of the UN Women Corporate Evaluation Plan (2022–2025). The evaluation was initiated in September 2022 and completed in November 2023

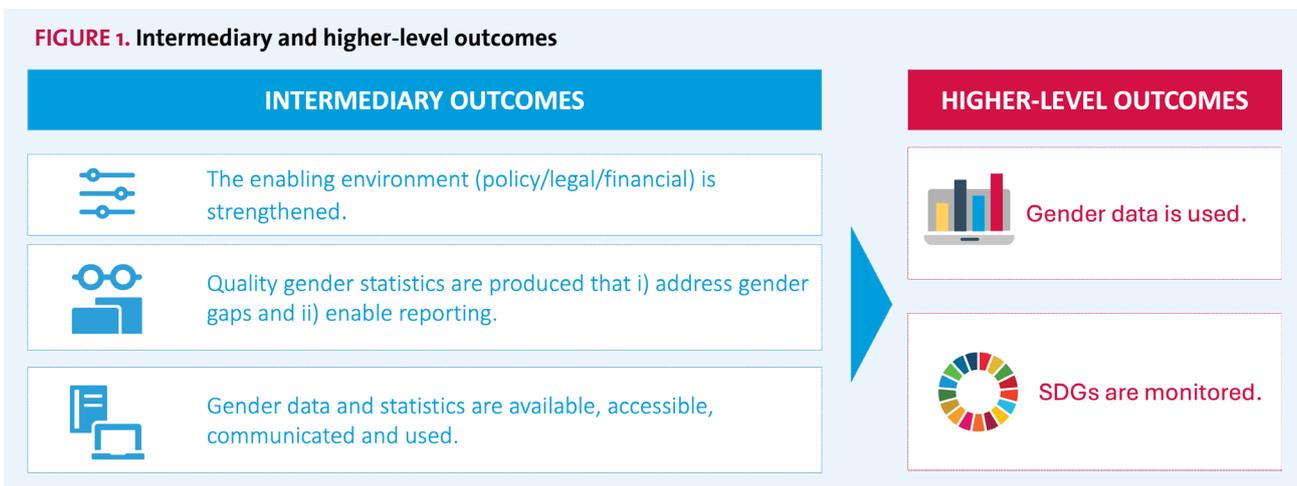
BACKGROUND

The evaluation assessed UN Women's support to gender statistics work between 2018 and 2022 as conceptualized in UN Women's Strategic Plan 2018–2021 output 6: *“More and better quality data and statistics are available to promote and track progress of gender equality and women's empowerment”*, and in the Strategic Plan 2022–2025 Systemic Outcome 6: *“Gender Statistics, sex-disaggregated data, and knowledge are produced, analysed and used to inform policymaking, advocacy and accountability for delivering gender equality and women's empowerment results.”* The evaluation focused on the support UN Women provided to gender statistics – including through UN Women's flagship programme on gender statistics, Making Every Woman and Girl Count programme (hereafter referred to as “Women Count”) and beyond. The evaluation assessed UN Women's strategic positioning in terms of the Entity's gender statistics work across the field of statistics and evaluated the relevance and effectiveness of this work with an emphasis on UN Women's support at national and regional levels; the efficiency of financial and human resources to deliver transformative results; and the sustainability of UN Women's work in gender statistics. The evaluation was utilization focused: it is intended for strategic decision-making and organizational learning. As such, the primary intended users of the evaluation are UN Women senior management and programme and policy personnel. The secondary audience includes other actors who work with gender statistics including country-level statistical offices, civil society, United Nations entities, non-governmental organizations (NGOs), national partners, and international and regional development partners.

EVALUATION APPROACH AND METHODOLOGY

The evaluation applied a utilization and learning-focused approach, combined with a realist-informed evaluation approach and contribution analysis to assess the support provided to gender statistics across UN Women. The evaluation used a theory-based model. It also applied gender-responsive evaluation principles and incorporated a “no one left behind” perspective, including disability inclusion. The evaluation used a cross-comparative methodology, carrying out six in-depth and eight light-touch case studies which allowed comparison across country contexts and thematic areas, as well as across countries with varying levels of financial support to gender statistics (i.e. countries financially supported by the global Women Count programme, partially supported or not supported). The evaluation team also reviewed the work of six external organizations to assess UN Women's position and value added in the gender statistics landscape.

The evaluation used a mixed-methods approach to data collection, combining primary and secondary data qualitative sources, as well as quantitative data. This included a survey to internal UN Women personnel represented by 101 business units and semi-structured interviews with 148 stakeholders (112 female stakeholders and 36 male stakeholders). In alignment with the UN Evaluation Group's (UNEG) guidance on Integrating Human Rights and Gender Equality in evaluation, a stakeholder mapping exercise was undertaken to identify internal and external rights holders and duty bearers.

FIGURE 1. Intermediary and higher-level outcomes

Source: developed by the Evaluation Team

The evaluation adapted and expanded the programme-based theory of change from Women Count to assess UN Women's support to gender statistics at the global level. The theory of change¹ centered around three outputs, three intermediary outcomes and two higher-level outcomes, including – as the intermediary outcomes: strengthening the enabling environment; producing quality gender statistics that address gender gaps and enable reporting; and ensuring that gender data and statistics are available, accessible, communicated and used – and that gender data is used and the Sustainable Development Goals (SDGs) are monitored as higher level outcomes (see Figure 1 above).

CONTEXT

Gender statistics are defined as statistics that adequately reflect differences and inequalities in the situation of women and men in all areas of life.² This definition is closely aligned with the Beijing Platform for Action, which recommends that national, regional and international statistical services ensure statistics related to individuals are collected, compiled, analysed and presented by sex and age and reflect problems, issues and questions related to women and men in society.^{3,4}

Global efforts to increase the availability, quality and use of gender statistics align with key global normative frameworks and international commitments, including the SDGs, the Beijing Platform for Action,⁵ the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), and others in their pursuit of gender equality.

The demand for gender data⁶ and statistics has increased over the years due to the adoption of the 2030 Agenda and gender mainstreaming policies. Gender statistics have a crucial role in all statistical systems due to the importance of data disaggregation by different variables (e.g. age, disability etc.) to meet the ambitions of the 2030 Agenda to “Leave No One Behind”.

Despite progress made in recent years to produce, share and use gender statistics, gender data gaps remain and can be linked to three challenges:⁷ (1) weak policy space, and legal and financial environments that are barriers to progress; (2) technical and financial challenges that limit the production of gender statistics; and (3) lack of access to data and limited capacity of users to utilize gender statistics to inform policies for gender equality improvements.

¹ The evaluation theory of change is available in Figure 5 below.

² *The World's Women 2005: Progress in Statistics* (United Nations publication, 2006).

³ *Report of the Fourth World Conference on Women, Beijing, Paragraph 206 (a) 4-15 September 1995* (United Nations publication, 1995).

⁴ There are several requirements that are included in the definition of gender statistics: first, gender statistics need to reflect questions, problems and concerns related to women and men's lives, including their specific needs, opportunities and contributions to society. The differences in what is expected, allowed or valued in a woman or a man have a direct impact on their lives, and can determine differences in health, education, work, family life or general well-being. Departing from this premise, producing gender statistics entails disaggregating data by sex and other characteristics to reveal those inequalities in the situation of men and women. UN DESA, Statistics Division, Integrating a Gender Perspective into Statistics, Studies in Methods, Series F No 11, 2016.

⁵ The 1995 United Nations Beijing Platform for Action identified 12 areas of concern related to strategic actions for achieving gender equality. These gender concerns identified what statistics need to be collected to provide a basis for policy and programmes and for their monitoring and evaluation.

⁶ Data are measurements or observations that are collected as a source of information. There are a variety of different types of data and different ways to represent data. Generally, after statisticians' compile, manage and analyse raw data, they generate statistics. Therefore, the concept of statistics, technically speaking, refers to numerical data that has been manipulated to generate estimates for a particular country, year and/or population group. For instance, while the process of birth registration might result in a set of data on the individual characteristics of newborns, sex-disaggregated birth registration rates for a certain country are statistics derived from these data. In practice, however, people often refer to data and statistics interchangeably or present the terms together, as both concepts are closely related. In this report, both concepts (gender statistics and gender data) are used interchangeably for ease of reference. See: UN Women. Training Syllabus, Curriculum on Gender Statistics Training, Module 1. What is gender data and how to use it for SDG monitoring? 2020. P. 3.

⁷ See UN Women's Women Count webpage at: <https://data.unwomen.org/women-count>

Where data is available, it is often not made accessible or shared in user-friendly formats, impeding their use in informing evidence-based advocacy and decision-making. When data are not used to inform policy and advocacy, it leads to low demand, which in turn reduces the incentive to produce gender statistics.

UN Women's work on gender statistics is conceptualized in both UN Women Strategic Plans for 2018–2021 and 2022–2025, and aims to address the challenges in the production, sharing and use of gender statistics. UN Women's work in gender statistics was articulated in the UN Women's flagship programme Women Count developed in 2016 to support Member States in implementing the 2030 Agenda by building supportive policy and institutional environments to prioritize the production, availability and use of gender statistics.

UN Women's support to gender statistics as highlighted in various reports and assessments has focused on strengthening institutional mechanisms that govern the production and use of gender statistics; improving coordination mechanisms and decision-making on gender statistics; and providing capacity building to national statistical offices and other data producers and users. UN Women has also worked on the creation of data platforms and dissemination of gender data.

FINDINGS

UN Women's work on the production, analysis, availability and use of gender statistics responded to national, regional and global needs by (a) facilitating reporting and monitoring of the SDGs, and national plans and commitments; (b) aligning with relevant global frameworks; (c) providing on-demand technical support; and (d) creating knowledge products on gender statistics to promote data use. UN Women utilized several relevant approaches to foster enabling environments (e.g. convening stakeholders, advocacy efforts) and to build capacities around gender data collection, analysis and use (e.g. developing methodologies and harmonizing approaches, funding surveys and providing other technical support). While Women Count provides a global vision on gender statistics work in UN Women, it has yet to be extended across all UN Women offices. This would strengthen recognition and visibility of all gender statistics work. Evidence from six comparator organizations confirmed that UN Women has a strategic advantage in the field of gender statistics. UN Women's comparative strengths, as highlighted by the comparator organizations, include its role in advocating for partners to more actively mainstream gender in their statistical work; its ability to convene different stakeholders through its global-level normative work and at the country level; and its distinct relationship with national statistical offices.

UN Women's ability to convene, mobilize and influence stakeholders has been pivotal in progressing from outputs to intermediary outcomes. The evaluation found evidence of fruitful cooperation between UN Women and its partners (e.g. UN Women's partnership in the World Bank's "Living Standards Measurement Surveys") and UN Women's effective convening role (e.g. forging new partnerships, joint work and improved coordination of gender-related activities as chair or co-chair in various development partner groups).

However, evidence from several case study countries highlighted some challenges, including duplication of efforts, non-collaborative relationships, lack of clarity regarding responsibilities among partners and missed opportunities or lack of engagement with relevant actors.

The evaluation underscores the importance of political will among government partners in advancing work on gender data and statistics and the sustainability of such efforts. National interests as outlined in SDG commitments, national strategies and plans, and other national efforts were major drivers of government buy-in of work on gender statistics. However, in a few instances, political will and institutional arrangements hindered UN Women's efforts, mostly in contexts where gender statistics have not been a priority.

Findings indicated that countries which received large-scale support from Women Count exhibited more progress with higher-level outcomes (i.e. gender data utilization and systems strengthening). Countries that received some regional-level support through Women Count and had some investment in gender statistics activities also made strong progress towards the higher-level outcomes. Countries that had limited external support exhibited very early-stage progress in these higher-level outcomes. Overall, between 2018 and 2022, UN Women successfully delivered on the three outputs outlined in the evaluation's theory of change: (1) gaps addressed, technical capacity improved and promotion of financing for gender statistics; (2) data production and analysis improved to monitor the SDGs; and (3) increased accessibility, use, dissemination and communication of gender data. Women Count was instrumental in the successful delivery of the three outputs. The evaluation found substantial evidence that UN Women has made significant contributions to creating enabling environments for data production (output 1), thereby enhancing the availability of gender data. Further, UN Women played a valuable role in advocating for inclusion of a gender lens in both data collection activities and national strategies and provided requisite technical guidance at global, regional and country levels.

Under output 2, UN Women invested in reprocessing of existing datasets from a gender perspective, time-use surveys, surveys related to Ending Violence Against Women (EVAW) and other thematic surveys as well as investments in specific policy-focused gender disaggregated analyses. Evidence related to output 3 was more limited, but there was evidence that gender data was used to craft more gender-equitable programmes. For example, time-use surveys have influenced unpaid care policies and EVAW surveys have strengthened policies related to protection against violence against women. Additionally, the approach to gender statistics and measures in the SDG monitoring system has been improved. Nevertheless, further data capture is required to gauge the impact of data utilization and the strengthening of statistical systems for gender equality and the empowerment of women.

Data on marginalized groups were gathered, analysed and disseminated; however, these efforts were often opportunistic, varied across countries and were not undertaken in an intentional or comprehensive manner. Between 2018 and 2022, UN Women's inclusivity and intersectionality efforts within gender statistics work were largely ad hoc rather than systematic.

Finally, a key component of UN Women's work in gender statistics is the financial and human resources needed for effective support. The evaluation highlights the need for more capacity building in gender statistics production, analysis and use among country-level personnel. Regional specialists played a pivotal role in translating normative efforts into practical implementation at the regional and country level. Nevertheless, these regional personnel often lacked resources to adequately respond to the demand for technical assistance. Technical capacity at headquarters has proven instrumental in supporting normative work. Most gender statistics-related positions are funded by non-core resources and the level of staffing from both core resources and non-core resources was unevenly distributed across regions. The dependence of gender statistics-related positions on non-core resources means work is susceptible to changing donor priorities.

CONCLUSIONS

CONCLUSION 1:

UN Women's work on gender statistics is relevant, but the organization needs to more effectively leverage the successes of the gender statistics work to date to strengthen and scale up implementation at all levels.

UN Women's work on gender statistics responded to global and regional commitments and country-level partner needs, policies and priorities for the production and use of gender statistics. However, UN Women's work in gender statistics needs to leverage the Women Count programme beyond programme-level to operationalize Systemic Outcome 6 of the UN Women Strategic Plan.⁸

Women Count played a large role in the recognition of UN Women as a leader in the gender statistics space. While less visible, efforts beyond Women Count have also fostered transformational change. In order to increase the coherence, effectiveness, efficiency, sustainability and visibility of UN Women's important contributions to gender statistics, there is a need to build from Women Count programme successful results to scale up implementation of gender statistics work.

CONCLUSION 2:

Roles and coordination at the global level are effective. Coordination efforts at the country level in gender, data and statistics had mixed results. Further guidance on mechanisms to support coordination are needed in some country-level contexts.

While evidence of fruitful cooperation exists among actors (UN and multilateral agencies, Civil Society Organizations [CSOs], academia), case study countries encountered issues related to duplication of efforts; challenging relationships; lack of clarity regarding which organization is responsible for leading certain efforts; and missed opportunities or lack of engagement with relevant actors. Further guidance is needed on mechanisms (e.g., using gender strategies, mapping and methodologies) to improve coordination support to national governments; create common visions for how gender statistics should evolve; and clarify how actors engage and cooperate within their countries, including clarity around duties and functions. More in-depth support is needed in some country contexts that have had less direct programme support.

UN Women has a proven track record of convening stakeholders and building partnerships to increase coordination of efforts. The skills acquired over time can be applied to supporting national governments' efforts on consensus building around strategy, and the duties and functions of actors working in gender statistics.

⁸ The Strategic Plan 2022-2025 Systemic Outcome 6 is "Gender statistics, sex-disaggregated data, and knowledge are produced, analysed and used to inform policymaking, advocacy and accountability for delivering gender equality and women's empowerment results."

CONCLUSION 3:

UN Women is well positioned to take on a leading role in gender statistics, but both technical and financial resources must be effectively distributed for the Entity to successfully execute a leading role in this area.

UN Women's triple mandate, comparative advantage and evidence of effective gender statistics work creates the opportunity for UN Women to become a reference and convening organization for gender statistics. However, financial and technical resources must be effectively distributed for UN Women to successfully execute a leading role in gender statistics. A focus on ensuring (a) adequate technical capacities of UN Women personnel; (b) effective distribution of UN Women personnel at global, regional and country levels; and (c) financial resources are effectively distributed to support gender statistics work across all Impact Areas is critical.

While distribution of UN Women personnel and effectively distributed financial resources are crucial components, adequate technical capacities are also critical as UN Women explores taking on a leading role in gender statistics at the global level. While UN Women personnel in general will not require deep technical expertise in gender statistics, all relevant UN Women personnel could benefit from basic technical capacity related to gender statistics to engage with and commission work. Therefore, it is essential that learning opportunities are built into personnel's professional roles (and are mandatory).

CONCLUSION 4:

National priorities and government buy-in underpin the success of larger-scale gender statistics work and are a core component of effective gender statistics work. However, sufficient government capacity (both financial and technical) is required for sustainable results.

Effective partnership strategies between UN Women and government counterparts led to enhanced government capacities and tailored and contextually appropriate gender statistics monitoring systems and mapping tools. However, high dependency on outside resources to support national efforts related to gender statistics remains a major challenge to sustainability.

UN Women activities such as building government capacity and supporting government ownership of gender statistics methodologies, tools and products is important to fostering sustainability, but national financial sustainability of this work is a more complex issue to tackle.

CONCLUSION 5:

UN Women has effectively contributed to the creation of stronger enabling environments and supported data production activities, but results were varied in countries supported by Women Count and those that were not. In all evaluation case study countries, there was a need to better track the impact of data utilization on women and girls' lives.

Support through Women Count – both country-level programming and regional technical support – was key to creating stronger enabling environments, supporting data production activities and data utilization. Capturing the impacts of data utilization in both Women Count and non-Women Count evaluation case study countries remained a challenge due to complexities around measurement.

Additional research is required to understand the potential of regional support to accelerate progress in gender statistics efforts, especially in areas without dedicated budgets to support additional on-the-ground personnel focusing on gender statistics.

CONCLUSION 6:

While there is evidence of integrating intersectionality into gender statistics work, UN Women does not have a clear strategy or set of approaches to systematically employ Leave No One Behind principles. This led to uneven coverage of marginalized groups within gender statistics efforts, particularly at the country level.

UN Women successfully integrated marginalized groups and performed intersectional analyses in gender statistics interventions during the period covered by the evaluation. However, the lack of a strategy to systematically employ Leave No One Behind principles as they relate to gender statistics meant that efforts were often opportunistic and consisted of independent studies that did not inform official government statistics. The lack of concerted efforts around intersectionality, inclusivity and equity within gender statistics led to uneven coverage across case study countries and highlighted the need for further clarity and socialization across the organization.

Based on the evaluation findings and conclusions, four recommendations are proposed to strengthen the support to gender statistics across Un Women.

RECOMMENDATION 1:

UN Women should build into the results of Women Count and use the UN Women Gender Equality Accelerator 10 – Women Count as the organizational roadmap to guide global, regional and country efforts in supporting the enabling environments, production and use of gender statistics.

The evaluation demonstrated that Women Count has been an effective global programme for advancing work in gender statistics. Drawing from the Women Count global programme, the UN Women Gender Equality Accelerator 10 – Women Count,⁹ provides the vision needed to scale up gender statistics work to all UN Women supported countries. Associated guidance developed as part of the Gender Equality Accelerator 10 – Women Count should be used to provide practical steps that Business Units at headquarters, regional and country levels can follow to implement the gender statistics agenda.

At global level, the Gender Equality Accelerator 10 – Women Count clearly articulates all work and approaches related to gender statistics conducted at headquarters, linked to the Strategic Plan's systemic outcome on the production, analysis and use of gender statistics. The Gender Equality Accelerator 10 – Women Count should clearly consider UN Women's placement within the larger system of work in statistics and reflect consideration of partner coordination and cohesion and should address all contexts within which UN Women operates, including development and humanitarian settings and include clear guides for countries with varying levels of capacities and resources. The supporting guidance should also include products related to quality assurance mechanisms as well as programmatic guidance.

The goal of utilizing the Gender Equality Accelerator 10 – Women Count and associated guidance should be to provide a common vision that encapsulates and guides all UN Women's efforts related to gender statistics at headquarters, regional and country levels, both within and beyond Women Count efforts.

RECOMMENDATION 2:

UN Women should strengthen its coordination and convening support role to national governments, in line with national ownership, to consolidate its strategic position in the gender statistics landscape, particularly at country level.

UN Women should strengthen its support to national governments, in line with national ownership and at member states' request, to coordinate and convene with other relevant actors to clarify and agree on respective roles to advance gender statistics work across all thematic areas (e.g. EAW, leadership and political participation, economic empowerment, gender and climate change). This will contribute to increased coordination of gender statistics activities at country level are coordinated and coherent to support national gender priorities.

RECOMMENDATION 3:

UN Women should strengthen areas of work in gender statistics to consolidate its strategic positioning.

UN Women should strengthen identified areas of work in gender statistics such as gender and climate change, humanitarian action, intersectionality, and artificial intelligence to reinforce and strengthen its competitive advantage and further consolidate its strategic positioning in the space. UN Women should investigate the feasibility of leading on intersectionality, inclusivity and equity in gender statistics. Areas of focus should be agreed in consultation with Thematic Units and within the framework of the Gender Equality Accelerator 10 – Women Count.

RECOMMENDATION 4:

UN Women should strengthen its internal human and technical capacities, and strive to further diversify its funding sources to advance gender statistics work.

In order for UN Women to consolidate its position in gender statistics, it should strengthen both its financial and technical resources. UN Women should ensure that regional and country offices have the appropriate level of technical expertise and knowledge to commission gender statistics work and meet other objectives as detailed in the road map (see Recommendation 1). UN Women should also ensure that gender statistics specialists are strategically placed at both regional and country levels to support this area of work. UN Women should ensure sufficient financial resources through resource mobilization strategies to diversify sources of funding for gender statistics.

⁹ The Gender Equality Accelerator 10 – Women Count was developed outside the temporal scope of the evaluation (2018-2022). Therefore, an analysis of the accelerator is not captured under this evaluation. However, the evaluation recommends that any forthcoming road map be guided by existing UN Women approaches such as the Gender Equality Accelerator 10 – Women Count.



Photo: UN Women/Fahad Kaizer

1. BACKGROUND

1. Purpose, objectives and scope

UN Women undertakes evaluations to enhance accountability, inform decision making and contribute to learning. Corporate evaluations at UN Women are conducted by UN Women's Independent Evaluation Service (IES), part of the Independent Evaluation and Audit Service (IEAS).

In line with the corporate evaluation plan for 2022–2025, IES conducted a corporate thematic evaluation of UN Women's Support to Gender Statistics 2018–2022. UN Women's Strategic Plan 2018–2021 conceptualizes the work on gender statistics under Output 6: *"More and better quality data and statistics are available to promote and track progress of gender equality and women's empowerment"*. The premise being that implementing the 2030 Agenda requires robust knowledge, and accurate and disaggregated data to contribute to gender equality. All knowledge products, including within capacity development efforts for the production and use of gender statistics and the generation of knowledge, are essential to identify the solutions that most benefit women and girls. This output is part of the organizational effectiveness and efficiency outputs that are needed to achieve the five Strategic Plan outcomes. UN Women's Strategic Plan 2022–2025 identifies the work on gender statistics as part of Systemic Outcome 6: *"Gender statistics, sex-disaggregated data, and knowledge are produced, analysed and used to inform policymaking, advocacy and accountability for delivering gender equality and women's empowerment results."*

The evaluation was utilization-focused and intended for strategic decision-making and organizational learning. The primary intended users of the evaluation are UN Women senior management, and programme and policy programmatic personnel working directly, or with an interest in gender statistics. The evaluation is also intended to be useful for other actors that work in this area, including country-level statistical offices, civil society, UN entities, NGOs, national partners, and international and regional development partners.

The purpose of this independent evaluation was to contribute to strategic decision-making, learning and accountability. The analysis included strategic aspects of the positioning of UN Women's gender statistics work and was informed by the recent Final Decentralized Evaluation of the Making Every Woman and Girl Count: Supporting the monitoring and implementation of the SDGs through better production and use of gender statistic. The evaluation assessed the work on gender statistics in UN Women, and beyond Women Count programming.

The purpose of the evaluation was three-fold:

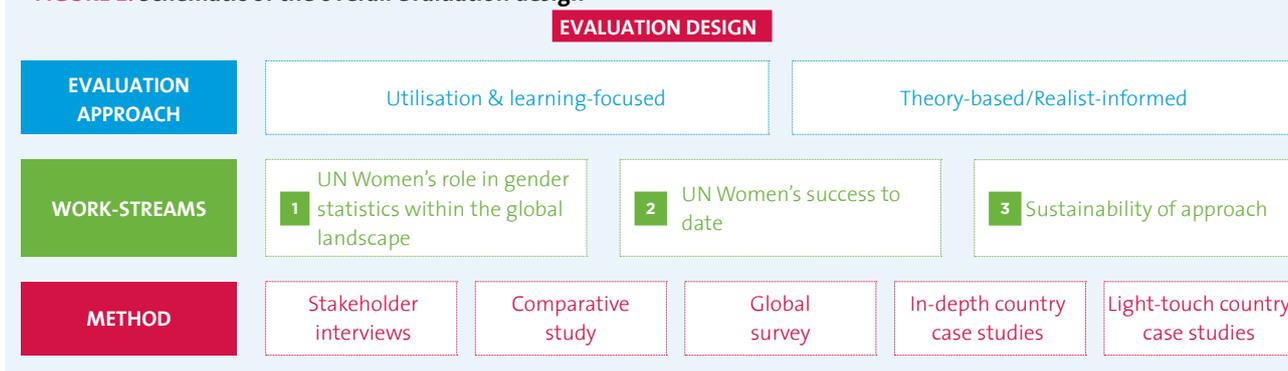
- Assess the strategic positioning of UN Women's gender statistics work across the global field of statistics.
- Evaluate the effectiveness of UN Women's gender statistics work with an emphasis on the Entity's support at national and regional levels; the efficiency of available financial and human resources to deliver transformative results; and the sustainability of UN Women's work in gender statistics.
- Develop lessons and recommendations to strengthen UN Women's gender statistics work, particularly at the field level.

1.2 Evaluation approach and methodology

The evaluation applied a utilization and learning-focused approach, combined with a realist-informed evaluation approach and contribution analysis to assess the support to gender statistics across UN Women. The evaluation used a theory-based model. It also applied gender-responsive evaluation principles and incorporated a "no one left behind" perspective, including disability inclusion. The evaluation used a cross-comparative approach, using both in-depth and light-touch case studies which allowed comparison across country contexts and thematic areas, as well as across countries which were financially supported by the global Women Count programme, partially supported or not supported. The evaluation design has been heavily informed by an understanding of data utilization for achieving development goals, particularly for gender outcomes. The key stakeholder inception interviews were also influential in determining the approach. Figure 2 below shows the overall evaluation design, including the approach, workstreams and methods used.

A core set of evaluation questions adapted from the OECD/DAC evaluation criteria guided the evaluation approach. Table 1 below shows the main evaluation questions.¹⁰

¹⁰ For questions in full including subquestions, see Annex 1 Inception Report.

FIGURE 2. Schematic of the overall evaluation design

Source: Created by the evaluation team

TABLE 1. Evaluation questions

OVERALL EVALUATION QUESTIONS / EVALUATION CRITERIA	
EQ1 – Relevance	To what extent does UN Women's work on gender statistics respond to stakeholders' needs at national, regional and global levels and is aligned with global frameworks?
EQ2 – Strategic Positioning	What is UN Women's strategic positioning in gender statistics vis-à-vis the UN system and other organizations working in the same field? What is UN Women's added value?
EQ3 – Effectiveness	How effective have UN Women's approach and interventions been in terms of tangible results?
EQ4 – Efficiency/Sustainability	To what extent do UN Women's human and financial capacities deliver sustainable results to support gender statistics? To what extent is work on gender statistics sustainable? (Efficiency/Sustainability)
EQ5 – Human Rights and Gender Equality	To what degree are human rights, leave no one behind (including disability inclusion) and gender equality principles integrated in support to the production and use of gender statistics?
EQ6 – Learning	How does UN Women identify, consolidate and share knowledge and learning on gender, data and statistics to achieve its goals?

Source: Created by the evaluation team

The evaluation adapted and expanded the programme-based theory of change from Women Count to assess UN Women's work on gender statistics. The theory of change¹¹ situates "mechanisms of change" between outputs and intermediary outcomes. Higher-level outcomes were integrated in the theory of change to assess a higher level of results related to "SDGs being monitored" and "gender data being used". Improved use of gendered data is assumed to translate into more targeted and equitable programming. Figure 5 details the theory of change, together with a synthesized findings story directly related to the different elements of the theory of change.

The evaluation was conducted in line with the UNEG Ethical Guidelines for Evaluation (2008) and the gender equality and human rights standards as set out in the CEDAW and Beijing Platform for Action (updated 2015).

Progress markers were used as a gender-transformative tool to assess the degree to which changes have a "gender transformational" effect or are "gender responsive". Progress markers are indicative of change that is expected to have an effect beyond the life of a programme and are pegged to the outcome level, e.g. investment in collecting gender statistics, or gender data being used to develop a more equitable programme. As the ways in which data are utilized are often unpredictable, with unclear impacts, progress markers acted as a flexible means to identify progress, without defining indicators which must be achieved. Progress markers were stratified by three levels: early, interim and embedded. Table 2 shows the progress markers used for the evaluation analysis.

¹¹ The full theory of change can be found in Figure 5 below.

TABLE 2. Progress markers for the evaluation – data utilization

EARLY	INTERIM	EMBEDDED
Responsiveness – gender data are used to be responsive to identified gender needs		
<ul style="list-style-type: none"> Evidence of gender data being used in decision-making to respond to gender needs. Evidence of targeted programming addressing identified gaps (barriers identified and addressed). 	Evidence of activity that may enable scaled approaches: <ul style="list-style-type: none"> Piloting of new approaches. New programmes which have responded to gender gaps. User–producer dialogues identify gender responses. Wider use of gender data by government/ CSOs. 	Evidence of more equitable gender programming (targeting and action improvements) or new policies/regulations which impact on women at scale.
Monitoring of gender SDGs is sustainable		
Targeted action on sustainability including: <ul style="list-style-type: none"> Capacity-building plans. Statistical plans include gender data. New policies and regulations are embedded. Handover plans for developing national expertise. Improved measurement of gender in pre-existing statistics/ administrative data. Capacity in new statistical methods. 	Meaningful progress to overcome barriers to sustainability including: <ul style="list-style-type: none"> Resourcing solutions proposed/ active. Significant progress in measuring gender SDGs. Evidence of political commitment to resource gender data. Capacity in new statistical methods is sustained. 	Evidence of plans for long-term sustainability: <ul style="list-style-type: none"> Monitoring processes are established. Long-term financing solutions. Learning systems active and nationally led. Long-term plans for development of gender statistics.

Source: Created by the evaluation team

The evaluation used a mixed-methods approach, including: a description of the model; comparative study among six external organizations;¹² case studies¹³ (six in-depth studies in every region and eight light-touch – see Annex 5 for case study criteria, selection and list); and an online survey. A desk review and a review of internal reporting systems also formed part of the data collection methods. All data was collected by evaluation team members during the data collection phase (April–June 2023) through virtual and in-person consultations. Analysis of the data collected was conducted through codification of desk review documentation, interviews and cases studies (see Figure 3 for the sources and methods used to conduct the evaluation).

The methods used allowed for triangulation, and to understand how UN Women implemented its gender data and statistics work through specific global programmes (such as Women Count) and country-level presence and programmes. A stakeholder mapping

exercise was conducted to identify duty bearers and right holders in UN Women’s work supporting gender statistics.¹⁴ This exercise identified groups and individuals at national, regional and global levels engaged in and/or affected by the creation of an enabling environment; the production, use and the dissemination of gender statistics; and those who could potentially be affected by the outcomes of this evaluation process. The analysis was based on an initial desk review of key documentation (in particular Women Count); a mapping exercise conducted to acknowledge other work UN Women is conducting beyond Women Count;¹⁵ and scoping/inception interviews with key internal and external stakeholders. The detailed stakeholder analysis matrix disaggregates stakeholders by their level of influence and contribution to UN Women’s gender statistics work at global, regional and country levels (see Annex 3). The analysis also indicated the proposed means of engagement of key stakeholders throughout the evaluation process.

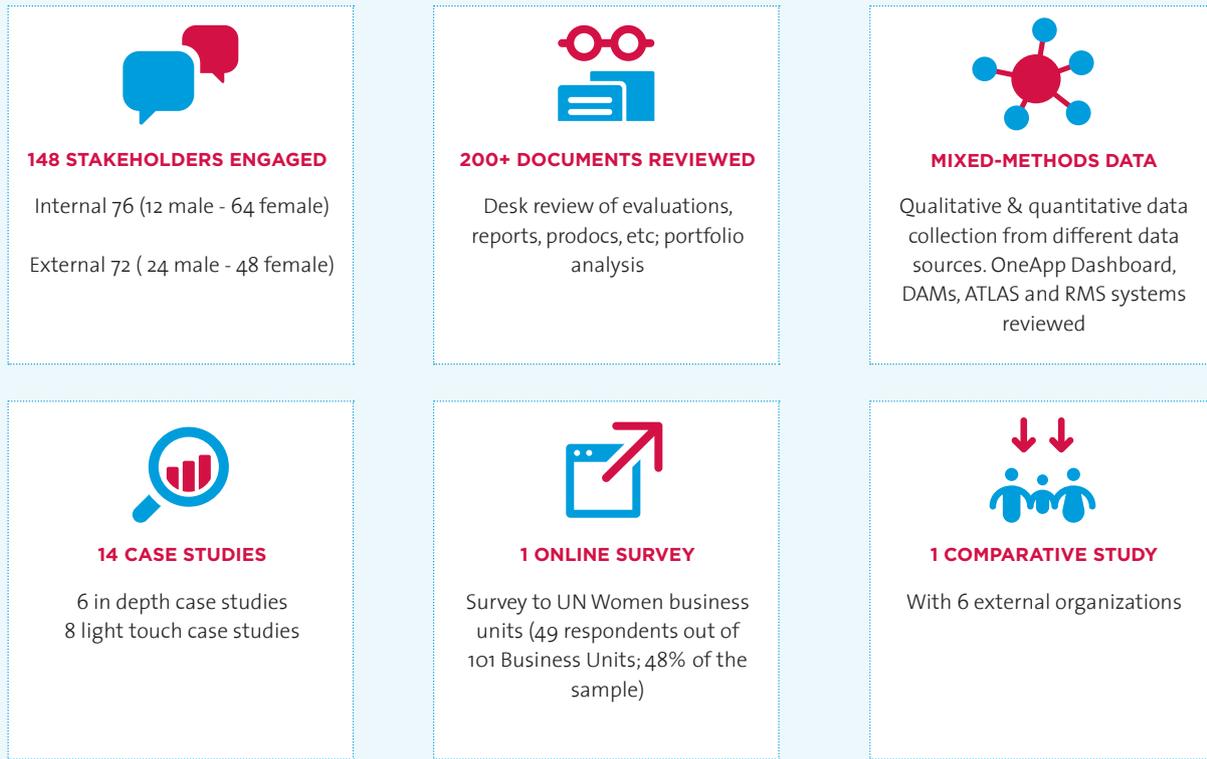
¹² The aim of the comparative study was to purposively sample organisations who also worked in the gender, data and statistics space, and to generate insights and learning to inform future facing recommendations. The external organizations include: UNFPA, UNSD, UNICEF, UNDP, Data2X and the Global Partnership for Sustainable Development Data.

¹³ The in-depth country case studies included: Barbados-Caribbean MCO, Tanzania, Niger, Pakistan, Tunisia-Libya Cluster Office, Kyrgyzstan. The light-touch case studies included: Ethiopia, Georgia, Albania, Kenya, Lebanon, Liberia, Viet Nam, Morocco.

¹⁴ See Annex 3 for full stakeholder mapping.

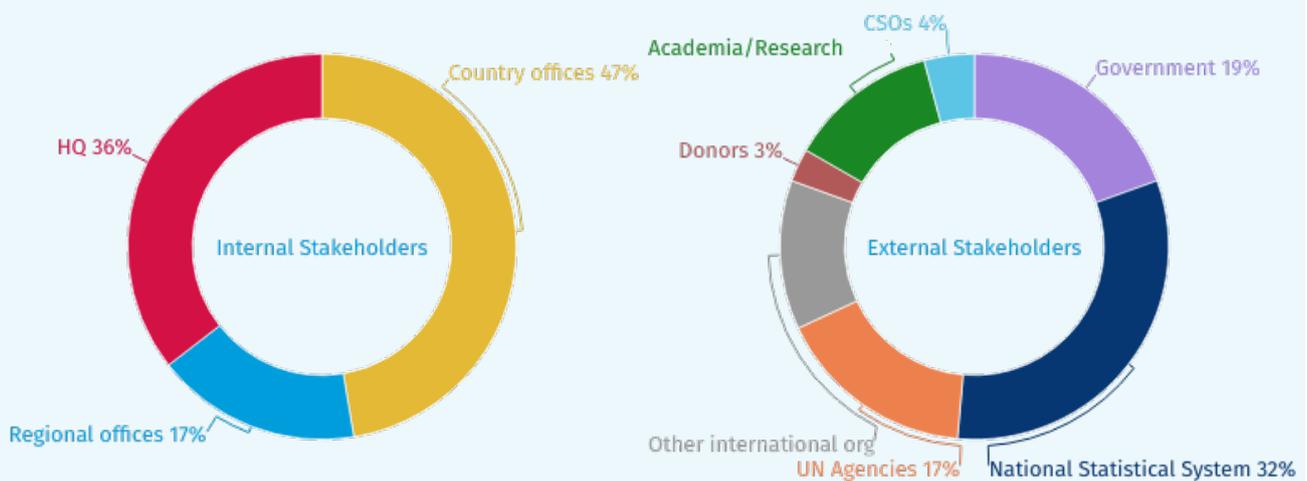
¹⁵ See Annex 4 for full mapping of activities.

FIGURE 3. Sources and methodology for data collection



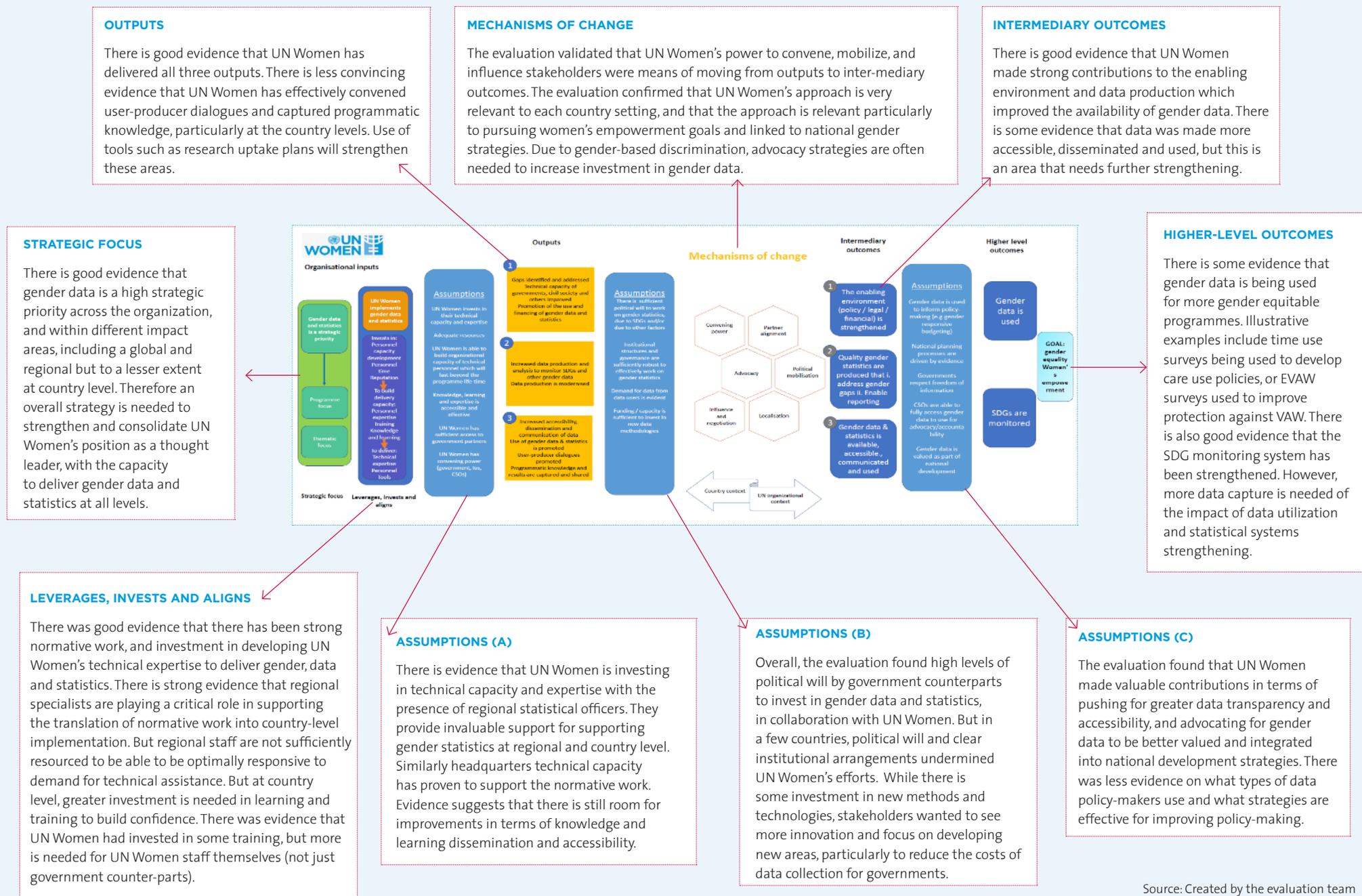
Source: Compiled by the evaluation team

FIGURE 4. Types of stakeholders consulted as part of the evaluation



Source: Compiled by the evaluation team

FIGURE 5. Mapping the theory of change



1.3 Ethics, gender equality and no one left behind.

The evaluation was conducted in alignment with the UNEG Ethical Principles, making sure evaluators followed ethical obligations and standards towards the stakeholders interviewed. UN Women personnel, partner UN and other development agencies, donor/development partner representatives, government representatives, academia and civil society organizations (CSOs) were consulted as part of the evaluation. Most of the targeted key informants are not identified as vulnerable.

In general, this evaluation focused on UN Women programme implementation and results which are not categorized as sensitive. However, descriptions of the context (conflict, social norms, pressure of different interest groups) or sharing stories from the past can be sensitive for some key informants. However, no such situation occurred during this evaluation. The evaluation was conducted with integrity and respect for the beliefs, manners and customs of the social and cultural environment; for human rights and gender equality; and for the “do no harm” principle.

Evaluators acknowledged the rights of institutions, organizations and individuals to provide information in confidence. Before collecting any data, evaluators provided an explanation of the purpose and the intention of the evaluation in the language of the interviewee and explicit oral consent was sought. This was included in all interview protocols.

The presentation of findings in the report ensures the anonymity of the key informants. Sensitive data is protected and cannot be traced to its source. Actual names of participants are not included in the Final Evaluation Report.

1.4 Evaluation constraints and limitations

The evaluation faced some limitations related to the availability and quality of reporting documentation related to gender statistics, which is self-reported and sometimes incomplete. Similarly, the country case studies (both in-depth and light-touch) were subject to availability, timelines and parallel processes taking place in some of the field offices selected. These constraints were in part mitigated by selecting a large sample of in-depth and light-touch case studies, as well as contacting countries to cross-check self-reported information.

To overcome the challenge of attribution, the evaluation used a cross-comparative methodology coupled with a theory-based approach which allowed the team to understand the differences in results achieved between countries with Women Count programmatic interventions, limited Women Count programmatic support and no support from Women Count.

2. EVALUATION CONTEXT

Gender statistics are defined as statistics that adequately reflect differences and inequalities in the situation of women and men in all areas of life. Global efforts to increase the availability, quality and use of gender statistics align with key global normative frameworks and international commitments, including the SDGs, the Beijing Platform for Action, CEDAW and others in their pursuit of gender equality.

The demand for gender data¹⁶ and statistics has increased over the years due to the adoption of the 2030 Agenda and gender mainstreaming policies. In addition, gender statistics have a crucial role in all statistical systems due to the importance of data disaggregation by different variables (e.g. age, disability etc.) to meet the ambitions of the 2030 Agenda to “Leave No One Behind”.

Despite progress made in recent years to produce, share and use gender statistics, gender data gaps remain and can be linked to three challenges:¹⁷

1. Weak policy space, and legal and financial environments are barriers to progress. In many countries, the production of gender statistics is not specified in statistics laws or national policies beyond disaggregation by sex and, as a result, the sector is under-prioritized and under-funded in national budgets.

2. Technical and financial challenges limit the production of gender statistics. Areas such as violence against women, sexual and reproductive health and rights, and unpaid care and domestic work are important to measure but are under-resource at country level. Emerging areas such as gender and poverty, gender pay gaps and women’s participation in decision-making are also at risk of not being adequately resourced, with more methodological work and data collection exercises needed.

3. Lack of access to data and limited capacity of users to utilize gender statistics to inform policies. Where data are available, they are not made accessible or shared in user-friendly formats, impeding their use in informing evidence-based advocacy in decision-making. When data are not used to inform policy and advocacy, this leads to low demand, which in turn reduces the incentive to produce gender statistics.

UN Women’s work on gender statistics is conceptualized in both UN Women’s Strategic Plans for 2018–2021 and 2022–2025, and aim to address the challenges in the production, sharing and use of gender statistics. This was also articulated in Women Count, the UN Women’s initiative developed to support Member States in implementing the 2030 Agenda. In Strategic Plan 2018–2021, it focused on prioritizing the availability, accessibility and use of data and statistics.

In the Report of the Under-Secretary-General/Executive Director of the United Nations Entity for Gender Equality and the Empowerment of Women on progress made on the Strategic Plan 2018–2021,¹⁸ including the mid-term review of the Strategic Plan, UN Women reported having helped strengthen institutional mechanisms governing the production and use of gender statistics in nine countries, integrating gender statistics in their national statistics strategies and in 14 countries improving coordination mechanisms and making decisions on gender data priorities more efficient and participatory. UN Women also reported providing technical capacity building for over 1,500 data producers and users. The Women Count Data Hub, launched in 2019, has also been reported as an important achievement for increasing the accessibility of gender-related indicators to the public. A considerable amount of this work was carried out within Women Count, although there is evidence of other work being undertaken in different thematic areas. According to the IES Evaluation Evidence Gap Mapping 2018–2021,¹⁹ work on data was mentioned in 17 evaluations (14 per cent) mapped to Thematic Area 3 (EVAW); 14 evaluations (11 per cent) to Thematic Area 2 (Women’s Economic Empowerment); and just eight evaluations (6 per cent) to both Thematic Area 1 (Governance and Participation in Public Life) and Thematic Area 4 (Women, Peace and Security and Humanitarian Action).

In response to the Beijing+25 review process to tackle the underlying discriminatory practices and structural barriers that slow progress on gender equality, UN Women’s 2022–2025 Strategic Plan elevated the production, analysis and use of gender statistics to a systemic outcome. The change from an output under Outcome 2 of the previous Strategic Plan (2018–2021) to an outcome that cuts across the plan’s four thematic impact areas acknowledges the importance of gender statistics and offers a more integrated approach to address the root causes of inequality.

¹⁶ See footnote 6 on data

¹⁷ See UN Women’s Women Count webpage at: <https://data.unwomen.org/women-count>

¹⁸ [Report of the Under-Secretary-General/Executive Director of the United Nations Entity for Gender Equality and the Empowerment of Women on progress made on the Strategic Plan 2018–2021](#), April 2020, UNW/2020/2

¹⁹ [Evaluation Evidence Gap Mapping \(EMG\) Mapping 2022](#), IES, May 2023

3. PORTFOLIO ANALYSIS

The portfolio analysis was conducted by identifying projects related to gender statistics implemented during the evaluation period 2018–2022. The evaluation team used data from the former Enterprise Resource Planning corporate system ATLAS (Project Financial Delivery Rate Report) for project IDs implemented between 1 January 2018 and 31 December 2022. The team revised project IDs titles by keywords (gender statistics, data, Women Count, Making Every Women and Girls Count, Output 6) and assigned the gender statistics and Women Count tags to identify the proportion of UN Women’s work on gender statistics that goes beyond Women Count. The evaluation team reviewed 12,751 ATLAS project IDs, of which 458 IDs related to gender statistics; 51²⁰ of these 458²¹ were identified as project IDs part of Women Count, and the remaining project IDs were related to gender statistics support beyond Women Count.

The portfolio analysis encountered some limitations such as inaccuracies due to the tagging process caused by the interpretation of the information presented in project titles. These limitations were mitigated by a peer-reviewing process with focal points for the evaluation from the Research and Data Section. They reviewed the quality of the tagging process and provided additional information on projects related to gender statistics and Women Count. To address the inaccuracies in the tagging process, the evaluation team also took a closer look at a group of projects according to their contribution to gender statistics.

3.1 Financial analysis

Financial analysis of the portfolio on gender statistics was conducted using information from the UN Women Executive Dashboard, the Women Count reporting system and ATLAS. It indicated a total budget of UN Women gender statistics projects at US\$ 53.2 million for 2018–2022, which accounted for approximately 1.9 per cent of the total UN Women budget for those years. Sixty per cent of the total budget for gender statistics was allocated to the Women Count programme. Expenditure over the period 2018–2022 by office/region was as follows: headquarters US\$ 20 million; ESARO US\$ 11 million; WCARO US\$ 4.4 million; APRO and ACRO both US\$ 4 million; ECARO US\$ 2.4 million; and ASRO US\$ 1.5 million. In terms of budget source, funding for this area during 2018–2022 came largely from non-core resources (87 per cent) with core resources accounting for 7 per cent of overall funds. The full financial analysis is shown in Figure 6²² below.

3.2 Mapping of gender statistics activities

The evaluation team mapped all gender statistics activities using information obtained from internal UN Women data systems, including the former corporate Enterprise Resource Planning system ATLAS, the Results Management System and country Strategic Notes, when available.²³ The team extracted all activities related to gender statistics between 2018 and 2022 reported at the regional, country and programme presence level when applicable. Information related to planning, reporting and financial information were not always fully aligned; however, the evaluation team was able to map and categorize the work according to the theory of change outcomes.

²⁰ Women Count projects in Atlas have 3 or 4 IDs per project. During the evaluation period (2018–2022), 51 project IDs related to Women Count were identified by the Research and Data Section, equal to 32 Women Count projects.

²¹ Two projects that are not tagged as Women Count but are/were implemented by Women Count personnel to collect data on COVID-19: PID 125817 – Building Back Better APRO project (led by Women Count Regional Gender Stats Specialist) and PID 124669 COVID-19 Violence Against Women Data headquarters project (supported by Women Count headquarters personnel and EAW section).

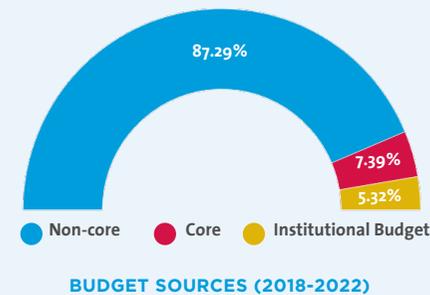
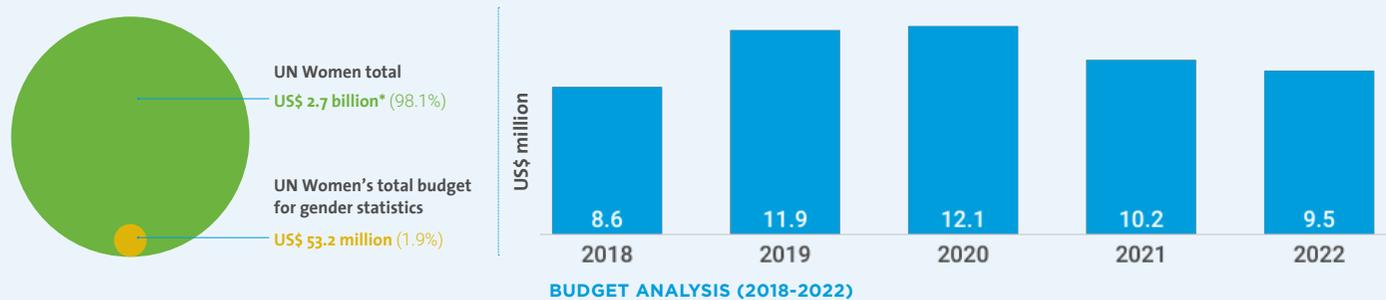
²² Data was extracted from the Corporate System Atlas (Project Delivery Rate Report) for projects implemented between January 1, 2018, and December 31, 2022. The team revised project titles for keywords (gender statistics, data, Women Count, MEGWC, Output 6) and assigned the gender statistics tag to identify the proportion of UN Women’s work on gender statistics that goes beyond Women Count. In addition, the team revised the projects and added to the sample projects funded by code – gender statistics (W3411). This list of gender statistics projects (including Women Count) was validated by Data and Research Section

²³ Strategic Notes are unavailable for Programme Presence and Non-Resident Agency countries.

FIGURE 6: Financial analysis of the gender statistics portfolio, 2018–2022

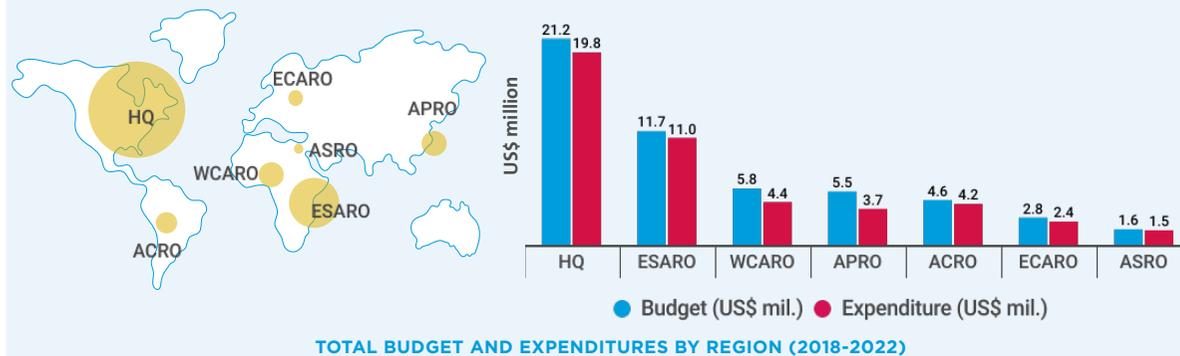
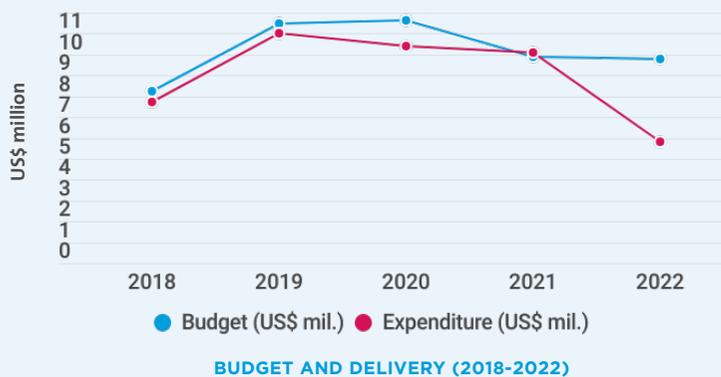
For the period 2018–2022, UN Women’s total budget for gender statistics was US\$ 53 million (1.9% of overall budget).
The highest budget for gender statistics by year (US\$ 12.1 million) was in 2020.

The vast majority of funding (87%) comes from non-core resources.



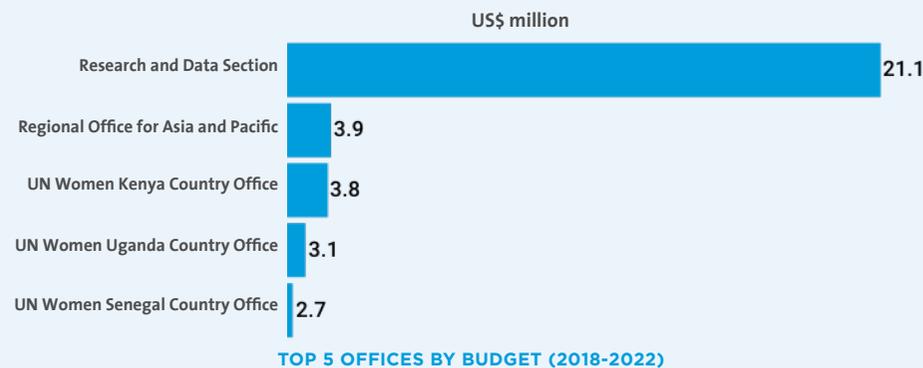
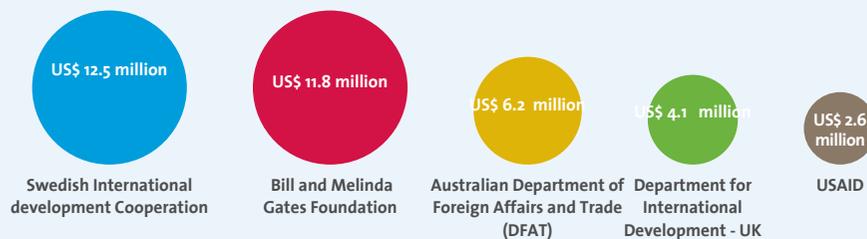
For the period 2018–2022, UN Women total expenditure on gender statistics was \$44.9 million, representing an 81% delivery rate.

HQ had the highest budget and expenditure on activities related gender statistics (mainly under Women Count), followed by ESARO.



Top 5 Donors for Gender Statistics Work (2018-2022)

The HQ Research and Data Section had the highest budget for gender statistics work



*This is aligned with the corporate reporting in Figure I: Regular and Other Resources, Actual 2011-2020, Projections 2021-2023 from [Integrated Budget estimates for the United Nations Entity for Gender Equality and the Empowerment of Women for the biennium 2022–2023](#)

Based on the mapping, the evaluation team established three categories of countries:

- **Pathfinder countries:**²⁴ These are countries that were selected for gender statistics programming within Women Count. The countries are part of the programme and usually report results in a parallel system within the programme and according to donor requirements.
- **Countries with reported activities on gender statistics supported by Women Count:** These are “Women Count limited support countries” where activities on gender statistics were supported through Women Count funds.
- **Other countries with limited external support:**²⁵ 37 countries not part of Women Count/or supported by Women Count but where gender statistics work is carried out.

The mapping aimed to understand the work on gender statistics at country office level beyond Women Count programming. The evaluation team developed a classification of gender statistics work based on the theory of change outcomes and type of outputs.

Among the results of the mapping, it was not possible to map around 30-32 per cent of outputs as there was no reference to gender statistics in the Strategic Notes or no Strategic Notes were available (countries where UN Women had a programme presence or was a non-resident agency) between 2018–2022. This means that some of UN Women’s gender statistics work may not be reflected or reported in all cases.

In terms of outputs, Data Production Support (26 per cent) and improving Data Accessibility and Use (24 per cent) account for most of the work conducted in countries where there is no support from Women Count programming (Limited external support countries). For Women Count limited support countries, Improving Data Accessibility and Use (26 per cent) and Data Production (23 per cent) account for most of the work carried out on gender statistics. In addition, two mixed outputs (Data Production/Enabling Environment and Data Production/Improving Data Accessibility and Use), confirm that UN Women supports various engagements with a focus on gender statistics, but the work is not always sufficiently categorized.

TABLE 3: Results from Strategic Notes based on Results Management System mapping of activities related to gender statistics 2018–2022.

Outcomes	Percentage of outputs based on mapping by type of country	
	Limited external support countries	Women Count – limited support countries
Unmapped work on gender statistics (no reference to gender statistics in Strategic Note or Strategic Note is not available)	32%	30%
Improving data accessibility and use	24%	26%
Data production	26%	23%
Enabling environment	8%	12%
Data production/Enabling environment ²⁶	6%	6%
Data production/Improving data ²⁷ accessibility and use	4%	3%

Source: Created by the evaluation team

²⁴ Pathfinder countries phase I (2016-2021) and phase II (starting from 2022). Under Phase II the term pathfinder is no longer used.

²⁵ In some cases these countries receive technical support from Regional Statistical Specialists even though it is not part of their scope of work.

²⁶ Evaluation Team refers to this as “mixed outputs” where it is not clear from the Strategic Notes what outcomes the Country Office is specifically contributing to.

²⁷ Idem.



Photo: UNMISS

4. FINDINGS

4.1 To what extent does UN Women's work on gender statistics respond to stakeholders' needs at national, regional and global levels and is aligned with global frameworks?

FINDING 1

UN Women's work on gender statistics was aligned to global, regional and partner needs, policies and priorities related to the production and use of gender statistics.

At the global level, UN Women's work related to the production, analysis, availability and use of gender statistics at national, regional and global levels (e.g. methodological work, data compilation and dissemination, improved data use) responded to and aligned with its monitoring and reporting roles as custodian/co-custodian for SDG indicators 5.1.1, 5.2.1, 5.2.2, 5.4.1, 5.5.1, 5.c.1. In addition to responding to the SDGs, UN Women's work on gender statistics also aligned with global frameworks, including the Beijing Declaration and Platform for Action, CEDAW, the Women, Peace and Security Agenda (United Nations Security Council Resolution 1325) and the Sendai Framework for Disaster Risk Reduction. Globally, UN Women utilized several relevant approaches to respond to SDG monitoring and reporting requirements (e.g. working with regional commissions, convening stakeholders, developing methodologies and harmonizing approaches, funding surveys, providing courses on VAW data in Eastern and Southern Africa and Arab States analysing data and providing other technical support) and to build capacities on the collection and analysis of gender statistics (e.g. the Gender Equality and Women, Peace and Security Resource Package and the UN Women Rapid Assessment Tool to Evaluate Gender Equality and Women's Empowerment Results In Humanitarian Contexts).

At the regional level, UN Women responded to Country Office and partner needs by providing on-demand technical support (e.g. capacity building workshops, support in reprocessing data to address gaps) and creating knowledge products (e.g. interactive dashboards, reports) on gender statistics to promote data use. For example, Regional Offices developed and carried out Rapid Gender Assessment surveys to assess the gendered impacts of COVID-19 on men and women through Women Count; and an online course tailored to the East and Central Asia region was developed (in both English and Russian) for data users to develop gender analysis skills among government actors, CSOs and other stakeholders.

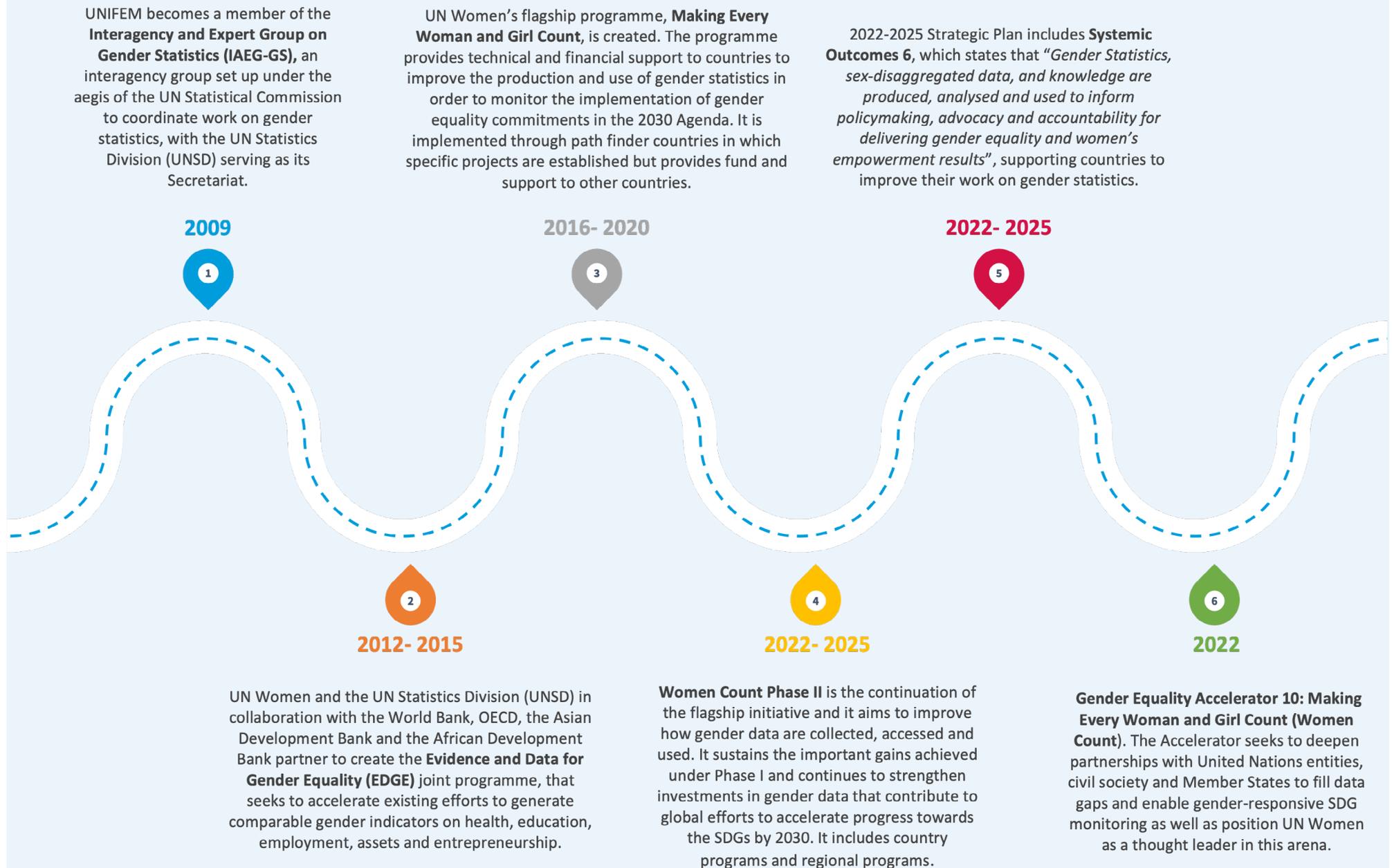
At the country level, UN Women's activities were aligned to partner needs, policies and priorities, and there was evidence that approaches were adapted to respond to changing circumstances. For example:

- UN Women responded to partner capacity building needs through workshops, training, knowledge exchanges and secondments of UN Women personnel to government partners.
- National plans and commitments to producing gender statistics – or commitments to gender equality objectives that required gender statistics to track progress – allowed UN Women to align its activities to these goals and support government partners through technical and financial support.
- In cases where UN Women did not have direct partnerships with the national statistical systems (e.g. Pakistan, Lebanon), UN Women supported work on gender statistics through other partners who had direct relationships with national statistical systems.

BOX 1.

Gender Statistics during COVID-19 pandemic

During COVID-19, there was a high demand and needs for data on how the pandemic would affect women and girls. UN Women produced guidance to conduct rapid gender assessments, which were rolled out across global programmes. Country offices were able to rapidly produce evidence in accessible and user-friendly formats for use by policy-makers. There is some evidence that this resulted in less gender-blind COVID-19 responses, for instance, in Uganda the government adapted procurement policies to be more inclusive of women to mitigate economic impacts.

FIGURE 7: Milestones UN Women's work on Gender Statistics

4.2 What is UN Women's strategic positioning in gender statistics vis-à-vis the UN system and other organizations working in the same field? What is UN Women's added value?

FINDING 2

UN Women is strategically positioned for work on gender, data and statistics, and there is increasing demand for UN Women to lead in this area. UN Women's comparative strengths, include its role in advocating for partners to more actively mainstream gender in their statistical work; its ability to convene different stakeholders at country level; and its distinct relationship with national statistical offices.

Six comparator organizations were reviewed to assess UN Women's relative positioning and development in terms of gender data and statistics. Findings were triangulated with evidence from 11 country case studies including country stakeholder's views. There was strong consensus between comparator organisations and key external stakeholder interviews at country level about UN Women's comparative advantage.

Four were UN agencies (UNSD, UNDP, UNFPA, UNICEF) and two were non-UN agencies (Data2x and the Global Partnership for Sustainable Development Data)²⁸. The data and statistics work of these organizations mainly focuses on the production of data to inform progress on the SDGs. Most (five) of these organizations have a gender data department and a strong focus on gender (the Global Partnership for Sustainable Development Data does not currently work in gender). The UN agencies have a strong normative mandate, though some lack the advantage of working through country programmes to embed this normative work, relying on organizations such as UN Women among others to do so. Partner UN agencies – such as UNDP and UNFPA – have very advanced statistical capabilities, coupled with country-level delivery. UNDP leads the Data Futures Platform which produces advanced statistical forecasting using SDG and other data; and UNFPA leads on demographic analysis, censuses and contributes to large-scale surveys including on violence against women. The non-UN agencies reviewed take an advocacy and mobilization approach, often working with CSOs to push for further use of data with a gender lens to inform progress on the achievement of the SDGs. The Global Partnership for Sustainable Development Data, for instance, produced a Data Inclusivity Charter to which governments pledge to make further use of their existing data for further intersectional analysis. The strengths of this approach include using strong technical guidance and working with CSOs and government partners to have better availability and governance over data.

The evidence from the desk review, interviews with comparator organizations and country level stakeholders confirmed that gender and statistics is a rapidly evolving field. There is high demand for expertise in gender data from UN Women both for further normative work to drive deeper analysis, and to support countries in filling gaps in gender data. The country case studies repeatedly confirmed that UN Women's technical gender data expertise was in high demand. As the same time, gender data is now viewed as essential to driving development work for advancing gender equality. It sits strongly within UN Women's mandate of supporting the development of national gender strategies and working with women's machineries to monitor progress. The following key drivers were identified as strengthening UN Women's comparative advantage in gender and statistics:

- The SDGs and gender-specific SDGs have mobilized attention and political will to address gaps in the availability of gender data.
- Gender equality development over the past few decades has raised awareness of the importance of gender data and statistics, particularly to track progress in implementation of gender strategies.
- There is growing recognition of the interrelationship between different SDG indicators from a gender perspective and for the gender data to extend beyond the SDGs. More sophisticated forecasting methods are also being used to improve policy decision-making, such as UNDP's Data Futures Platform.
- There is both a need to make greater use of available data for gender analysis and to fill gaps in gender data collection.
- Methods which do not rely on expensive surveys, such as administrative and citizen-generated data are increasingly in demand.

²⁸ Comparator organizations were selected at the inception phase and validated by the reference group through the inception report.

Evidence from interviews highlighted that UN Women has the potential to respond to these drivers due to its positioning and mandate, and is subsequently facing increasing demand.

At the global and country levels, comparator organizations and key stakeholders recognized the need for a singular organization to advocate for further gender mainstreaming in data and statistics for development. UN Women's comparative advantage was in applying the "gender lens" and pushing for deeper gender analysis. UN Women was also seen as effective in identifying the gaps in gender statistics and how can they be filled by reprocessing existing data. This was evidenced by the work of UN Women in reprocessing the World Bank's household poverty survey data to analyse the impact of childbearing on women's poverty. Global comparator organizations also viewed UN Women's strategic advantage in relaying global level normative work to the country level, and effectively integrating gender data practices into both national statistical offices and among wider development actors.

At the regional and country level, UN Women's comparative advantage both in mandate and convening power was to support governments in bringing different constituents together, including different ministries, national statistical offices, other UN agencies (through UN Country Teams [UNCT]), academics and civil society. This was strongly corroborated by the country case studies, where UN Women rapidly became the "go to" agency for gender statistics mainly due to its close relationship with national statistical offices. This was also the case where gender data teams were relatively small and under-resourced, but were able to leverage other support, especially at the regional level. The strong linkage to gender development strategies was recognized, as well as the critical importance of advocacy in influencing government partners to further invest in gender data. UN Women is uniquely positioned in this regard, having developed close working relationships with national statistical offices, and leveraging others, such as CSOs, due to the Entity's mandate. The links between data, advocacy and strategy are particularly strong in gender, where advocacy is often needed to further awareness, support and investment.

FINDING 3

UN Women's strategic position needs to be consolidated by improving alignment with partners; strengthening its technical reputation; and increasing the visibility of thematic gender statistical work.

UN Women is usefully positioned to further work in gender statistics, but there are a number of areas where technical reputation, alignment with partners and future development need strengthening and further clarity.

The field of gender data and statistics has evolved organically through the ownership of issues and data sets. This has been necessary to produce global-level reliable statistics that global trackers such as the SDGs rely on, and to attract investment.

In a few of the country case studies, UN Women did not demonstrate a comparative advantage, especially in contexts where the Country Office could not establish technical credibility or leadership in gender data. In these countries, UN Women was quickly crowded out by other agencies working in gender data and was not able to lead coordination among development partners.

While Women Count has shown strong results in linking gender and policy development and data utilization, there is still a need to strengthen this area beyond Women Count. It was noted that technical capacity related to gender data and statistics at the country office level was inconsistent especially in some sectors such as EAW. The links between gender data and policy development were not explicit, either because UN Women itself did not sufficiently capture or highlight this link or, in a few cases, because there was a lack of confidence in the way that UN Women country teams were using data to influence policy. UN Women's technical credibility and comparative advantage rests on it being flexible, quick to respond and adapt to government priorities. Lengthy review processes or insufficient support at the regional level (due to overstretch) undermined Country Offices' mandate and credibility. Reputational capital was quickly lost, and greater thought needs to be given on how to effectively respond and support country programmes.

There are several areas where UN Women's leadership and technical contribution in gender statistics requires greater organizational support to improve visibility. Several key informants stated that the results of UN Women's gender statistics work outside of Women Count were not as visible (e.g. gender statistics work within thematic units such as Leadership and Governance; Peace, Security and Resilience and Humanitarian Action at headquarters level). This lack of visibility has hindered UN Women's ability to build a global, holistic and cohesive approach to gender statistics. While Women Count is well recognized as an effective programme to advance gender statistics in UN Women, the breath of the work beyond Women Count still needs visibility and recognition. The current Gender Equality Accelerator – 10 Women Count based on the Women Count programme represents an opportunity to leverage that work and secure UN Women's position within the global gender statistics landscape.

However, there are areas of emerging need which fit well with UN Women's mandate, and where comparator organizations²⁹ as well as partner countries wanted to see more concerted leadership. This included in thematic areas such as gender and climate change, women and disaster risk reduction, women's economic empowerment and intersectional analysis. Women Count has already produced key tools to advance work in these areas such as the toolkit to measure the nexus between gender and the environment³⁰, and the toolkit on intersectionality "Counted and Visible Toolkit"³¹. Furthermore, these were areas of increasing demand, and where there was a willingness to "make space" for UN Women to take more leadership, both in conducting normative work at the global level and responding to country-level demands for guidance and support.

UN Women was recognized as having developed strong partnerships with a wide variety of stakeholders, but in an era of declining resources and increasing competition there are a few critical areas where greater alignment with partners is needed, which in turn, could promote more efficient use of resources. One area is EAW, where a lack of alignment has resulted in duplication of efforts and, at times, open competition over resources and mandate. Areas of duplication included work on social

norms, operational delivery of prevention and treatment services, and prevalence of violence against women surveys. There is clearly greater need to build partnerships which jointly agree areas of work such as the partnership with WHO on methodologies and production of the estimates used to monitor SDG data and the one with UNODC on femicide statistics. However, the country case studies demonstrated that there is strategic advantage in both UN Women and UNFPA being flexible about which agency leads the EAW agenda. In some country contexts which are hostile to focusing on EAW issues, tackling EAW can be linked to issues of bodily and sexual autonomy, and could be led by UNFPA. The leverage in this approach includes the health and bodily autonomy argument. However, in some cases, more traction and support for addressing EAW results from explicitly linking EAW to economic development and women's economic empowerment. More work is needed to encourage both agencies to work to a common agenda (furthering EAW) while considering the strategic advantage of each agency and where work on EAW is best placed.

There is a wider need to recognize UN Women's core role in coordination and alignment of an increasing number of actors working in gender data and statistics. This also underlines the importance of investing in new areas of work that deepen gender analysis. For instance, forms of forecasting and meta-analysis are needed for scenario planning and policy influence and have started to be established by comparator organizations. This fits well with UN Women's existing global analyses, such as the SDG Gender Snapshot reports. However, future development in this area will also rely on organizations agreeing to greater data access and use of data by partner agencies so that these kinds of analyses can be conducted. There is growing recognition that global stakeholders need to develop a common vision for how gender data and statistics should evolve, and what principles and ways of working (such as actively supporting data transparency) are needed in order to do so. UN Women should demonstrate thought leadership in coordinating and aligning these gender data actors to develop these common principles.

²⁹ The external organizations include: UNFPA, UNSD, UNICEF, UNDP, Data2X and the Global Partnership for Sustainable Development Data.

³⁰ UN Women, Women Count: [Sampling methods and survey operations: Measuring the nexus between gender and the environment](#), September 2023

³¹ UN Women, Women Count: [Counted and Visible Toolkit](#), December 2021

BOX 2.

Good Practices on data collection for SDGs monitoring at Headquarters**Gender Responsive Budgeting area**

UN Women together with OECD and UNDP are custodian of SDG Indicator 5.c.1 “Proportion of countries with systems to track and make public allocations for gender equality and women’s empowerment”. UN Women through the Gender Responsive Budgets Team at HQ supports national governments to develop and implement tracking systems on gender budget allocations and to make this information publicly available. The team, together with external gender responsive budget experts, developed a methodology for data collection. They also work together with national governments to convene meetings and capacity development sessions on how to track the allocations. UN Women provides technical assistance for identifying data gaps and supporting national government’s reforms to address them.

Women’s political participation area

UN Women is the sole custodian agency of SDG indicator 5.5.1b: “Proportion of elected seats held by women in deliberative bodies of local government.” The Women Political Participation team at HQ developed the methodology for data collection and, due to their strong connection with national statistical office, they regularly collate the data and input them on the global SDGs reporting (e.g. data on quota, electoral systems). The team also collaborates with UN Regional Commissions, not only compiling data but also supporting them on other statistical related activities, such as training sessions. UN Women’s support has allowed an increase in the reporting on this indicator from 0 countries in 2016 with comparable data to 100 countries in 2018. Currently there are 141 countries with data on local governments, which are consultable in a dedicated [data hub](#).

Human Rights area

UN Women, through the human rights team, leads the work as co-custodian agency, together with the World Bank Group and OECD Development Centre, for SDG indicator 5.1.1 “Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex”. UN Women led the development of the methodology and the 45 questions interactive questionnaire through which data are collected. Given the complexity of the indicator, the Human Rights team at HQ is involved in direct consultations with Ministries and National Gender Machineries, to collect and validate the data. Since the first time the indicator was reported against in 2019, the number of countries reporting on it has increased from 53 to 119.

Source: Compiled by the evaluation team from results management system reported information and interviews with stakeholders.

4.3 How effective have UN Women’s approach and interventions been in terms of tangible results?**FINDING 4**

UN Women has been effective in using gender data and statistics for gender empowerment goals, when sufficiently resourced. The Women Count programme along with its Theory of Change have proven to be successful to advance the gender statistic work.

There is good evidence that UN Women has been effective in leading work on gender, data and statistics to achieve higher-level results, which the evaluation labels “systems-level” changes. Changes included gender data and statistics being used to improve equitable programming which resulted in concrete differences to women and girls’ lives; and substantial changes to national statistical systems which demonstrated ongoing and long-term commitment to gender statistics.

The evaluation found that the Women Count programme has been effective across its own Theory of Change across the three outcome areas (enabling environment, data production and data utilisation). However, the evaluation found some areas where further progress is needed,

for instance, data utilisation. Women Count was well designed to be able to rapidly embed normative work and statistical guidance into statistical agencies, strengthening national data systems, and improving gender data collection for the SDGs. The evaluation used “progress markers,”³² which served as indicators in the theory of change of higher-level results, to better measure achievement of transformational results. Progress markers were used to map achievements in all 14 country case studies. The progress markers are an assessment measure developed for the evaluation based on the review of documents and evidence collected³³. The theory of change has two pathways to change: gender equitable programming and strengthened gender data statistical systems.

³² Please see full progress markers in Annex 6 Table 1.

³³ Progress markers were validated by the evaluation reference group during the inception phase.

The progress markers showed that UN Women had made significant achievements in a short amount of time in its support to gender statistics work. From the evaluation sample the Pathfinder countries³⁴ who receive large-scale support from Women Count achieved more in terms of gender data utilization and systems strengthening (the evaluation's higher-level outcomes). Countries who received some regional support from Regional Statistical Specialists – funded by Women Count – and often some investment in gender data activities were also able to make some strong progress. This suggests that targeted and focused external technical support is effective and impactful, even without dedicated budgets to support additional on-the-ground teams. Pathfinder countries also tended to focus on more SDG-specific work, which tends to need larger investment in terms of designing surveys to obtain data to monitor the gender-specific SDGs. However, countries in the sample with limited external support only achieved very early-stage progress in data utilization or very limited results in monitoring the SDGs. While few countries achieved late-stage progress, this is because these markers take longer to achieve, e.g. statistical legal reform to mandate the production of gender statistics is a long-term late-stage change and has only been achieved in a few countries.

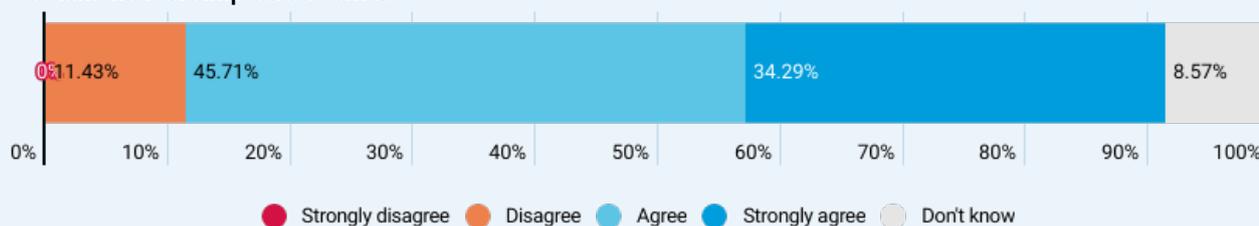
The progress markers measured the change that occurs with data utilization, from better data produced and used to data utilization translating into more equitable programmes. The evaluation found that, overall, strongest progress was made against early progress markers, but also significant achievement against “interim” and “embedded” markers. In the sample, 12 of the countries had achieved at least two progress markers, and there was not much variation between the types of countries receiving full Women Count support and limited Women Count support.³⁵ There was strong evidence of improved capacity to measure gender statistics (Kenya, Lebanon, Liberia, Tanzania, Tunisia, Pakistan and Viet Nam) with either specialized gender surveys or improved gender measurement within existing surveys. There was also significant evidence of gender statistical systems being improved, for instance through the production of gender statistical needs assessments (Georgia, Kenya and Kyrgyzstan); development of statistical quality assurance

frameworks (Kenya and Ethiopia); and gendered analyses of statistical law (Morocco and Ethiopia). There were also important contributions to the production of gendered data, especially in EAW (e.g. Georgia, Morocco and Zanzibar (Tanzania)); gender equality profiles (Kenya, Kyrgyzstan, Lebanon, Liberia, Morocco and Viet Nam); and time use surveys (Georgia and Tanzania).

At the interim level, there was also good evidence that gendered data systems were being strengthened. In many countries there was clear evidence of either improved commitments to monitoring and tracking gender strategies, or gender aspects of national development plans. In countries such as Kenya, Ethiopia, Georgia and Liberia this was explicitly done to monitor progress of national gender strategies. There was also some evidence of gender data directly feeding into the development of policy, particularly with draft care use policies in Kenya and Tanzania. However, the progress markers showed that while there were some efforts to improve data availability, there was less progress in user-producer dialogues or in developing innovative data collection methods. There were relatively few indicators of higher-level progress – gender data being used for equitable programming but this could also be a reflection of the lack of monitoring systems to measure it.

The progress markers captured the systems strengthening aspects of UN Women's work in supporting SDG monitoring work. There was less achievement against the progress markers as progress in supporting measurement of the SDGs suggests higher investment in financial and human resources. Furthermore, there was strong evidence of early targeted action to strengthen SDG monitoring through capacity-building efforts; improved gender measurement in statistical plans; and improved measurement of gender in existing surveys as this is part of UN Women technical and capacity building support activities. There was also good evidence of either significant progress in the measurement of the SDGs, or more longer-term commitments to resourcing gender data collection (e.g. in national statistical plans or strategies). There was relatively little evidence of long-term financing for gender statistical systems.

FIGURE 8: To what extent do you agree with the following statement: “UN Women’s efforts on gender statistics have led to demonstrable impact/outcomes.”



Source: Evaluation survey results, June 2023

³⁴ Pathfinder countries are countries that were selected for gender statistics programming within Women Count. These countries are part of the programme and usually report results in a parallel system within the programme and according to donor requirements. See Section 3.2.

³⁵ Ibid

The evaluation survey also corroborated the findings from country case studies, that UN Women's work in gender, data and statistics appears to be "transformational". As these measures are self-reported in the survey, they may be based on different understandings of transformational. However, the results show that personnel believe their work is achieving long-term results beyond simply producing data. A majority – 80 per cent – of survey respondents either strongly agreed (34.29 per cent) or agreed (45.71 per cent) that their work in gender, data and statistics was achieving transformational results.

There is good evidence that UN Women's support in gender statistics has led to:

- Increased monitoring of the gender-specific SDGs. Evidence from case studies indicates that most countries have achieved significant improvements in the measurement of SDG 5 with support from UN Women or increased user dialogues on gender indicators (Kenya, Morocco, Georgia, Tanzania, Albania, Ethiopia, Kyrgyzstan, Caribbean Multi-Country Office).
- Mainstreaming gender into national data systems and UN work (Kenya, Morocco, Georgia, Ethiopia, Viet Nam, Niger, Liberia).
- Supporting the development of national gender strategies with gender data (Kenya, Morocco, Georgia, Tanzania, Ethiopia, Viet Nam).

- Advocating for more gender statistics which has led to tangible investment in gender rights (Kenya, Georgia, Ethiopia).

There is evidence from a number of country case studies that UN Women's work in gender data is often tightly linked with national gender strategies, or integrated into national development plans. The work in gender data allows for progress of implementation of national gender strategies to be monitored and tracked. There is also good evidence that UN Women has been able to work flexibly and respond to government demands for assistance in gender data work. However, in some countries the lack of willingness to invest further in gender data also acts as a brake on the development of gender national strategies. For instance, in Viet Nam, despite advocacy from the Country Office, the national gender strategy was scaled back to a less ambitious version, which was less gender transformational. This underlines the importance of linking advocacy strategies with the development of gender data.

These results have a number of implications, including that we can learn what is working for the middle-tier of support with the potential to accelerate progress in gender, data and statistics. Strengthening the regional level's capacity to provide support is a key accelerator for UN Women's development of gender, data and statistics.

BOX 3.

Illustrative examples of higher-level changes

Gender-specific statistics and strategies

Kenya developed a specific costed gender statistics workplan which is linked to the national development plan.

Gender statistics in Kenya were also integrated into the County Integrated Development Plan so that progress on the gender indicators could be tracked and monitored.

Gender-specific statistics strategy developed in Georgia (for the first time).

Improving data availability and transparency

Gender-specific dashboards to improve data availability and monitor progress in Ethiopia, Georgia and Pakistan.

Data systems are gender-responsive and consequently programmes are more gender equitable

In Viet Nam, the disaster risk reduction monitoring system was made more gender responsive. Response to disasters can now be planned and acted upon according to improved data on vulnerable households in specific climate-change affected areas.

In Georgia, the 2019 Labour Code included clauses to prohibit sexual harassment of women in the workplace – this was based on a national survey on violence against women.

In Tanzania, more gender data are being used to monitor and address gaps in implementation of the EAW policy. The government now finances collection of monthly EAW statistics (using administrative data systems).

FINDING 5

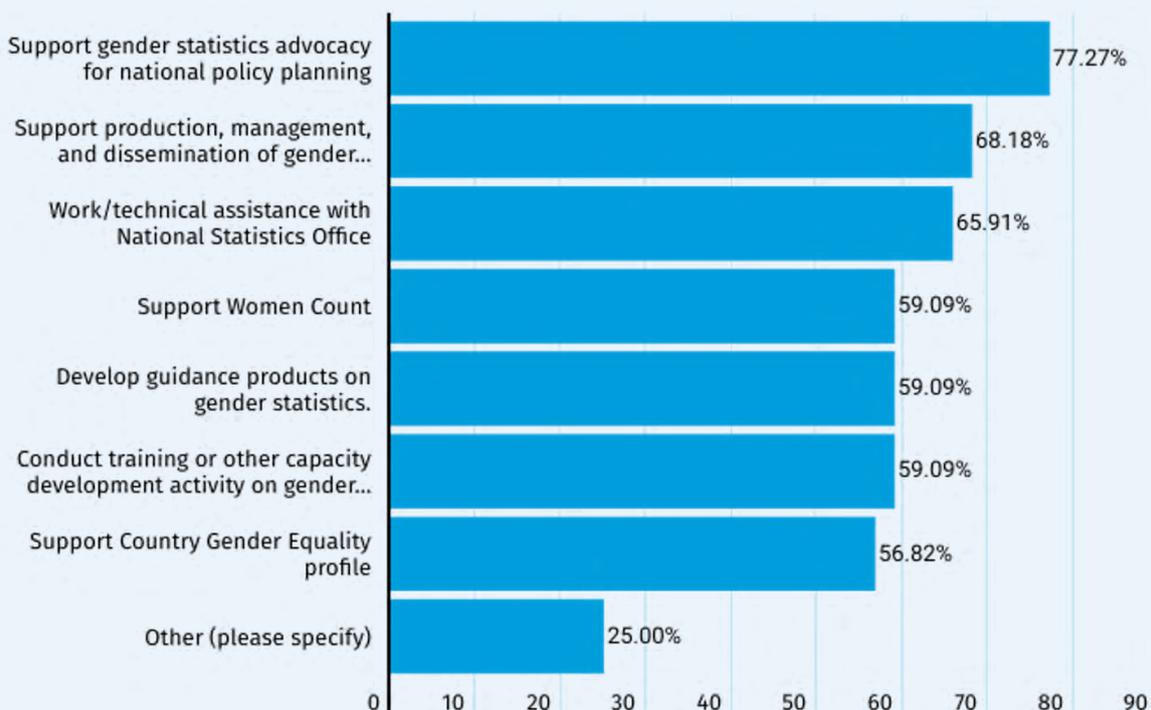
Advocacy and policy work are integral to how UN Women progresses gender data and statistics. But other “mechanisms” such as partnerships, convening and coordination, negotiation and influence are critically important means of achieving results in gender, data and statistics.

As part of the theory of change, the evaluation set to understand the “mechanisms of action” by which results were effectively achieved. These mechanisms of action are defined as the key factors that make a critical difference in the outcome once a level of effectiveness is visible. The mechanisms of action are situated between outputs and intermediary outcomes or higher outcomes, and are the processes which drive or facilitate change.

Evidence from the evaluation demonstrates that UN Women personnel at all levels were particularly strong in advocacy efforts, acting as a “critical mainstreaming friend” to integrate gender equality more fully into programmes, development strategies and data collection. This was corroborated by the survey where most respondents (77.3 per cent) indicated that “support gender statistics advocacy for national policy planning” was the main focus for personnel working in gender statistics.

There were numerous examples of UN Women personnel having to advocate, negotiate and influence the integration of a gender lens in both data collection and national strategies for gender equality. At the global level, evidence of UN Women effectively advocating and providing thought leadership for a more gendered approach include partnership with the World Bank on its Living Standards Measurement Surveys to develop methods to better capture the impact of childrearing on women’s poverty. UN Women provided the methodology and the funds through Women Count, as well as technical collaboration. Similarly, through Women Count, UN Women collaborated with ILO on women’s participation³⁶, with UN-Habitat on women in slums³⁷, and with FAS on women’s access to land³⁸. Women Count was catalytic in pushing the boundaries of other UN organizations to make gender statistics available.

FIGURE 9. What are the main types of activities that dedicated gender statistics personnel focus on?



Source: Evaluation survey results, June 2023

³⁶ <https://data.unwomen.org/features/womens-labour-force-participation-and-marital-status>

³⁷ <https://data.unwomen.org/features/covid-19-exposes-harsh-realities-gender-inequality-slums>

³⁸ <https://content.iospress.com/articles/statistical-journal-of-the-iaos/sj1220050>

Additional global work includes the development of a monitoring framework for the African Union on women, peace and security (led by the African Union); the Inter-Agency Standing Committee's Gender Handbook for Humanitarian Action (2018) and the creation of the Women's Resilience to Disasters women's hub. Advocacy work at global level also included a gender review of the Sendai Framework, which is the major instrument for addressing disaster risk reduction used in countries affected by climate change. The review explicitly mentioned the need for sex disaggregated data mainly as a result of UN Women disaster risk reduction advocacy efforts. Other global efforts included partnerships between the UN Women EAW Section and UNODC on femicide data through the development of the statistical framework for the measurement of gender-related killings of women and girls³⁹, and the first joint femicide research brief on femicide⁴⁰.

At the regional level, UN Women has convened and coordinated work with the UN regional statistical commissions. In particular in the region of Latin American and the Caribbean and East and Southern Africa, UN Women has collaborated actively with ECLAC and ECA on SDGs gender data. Within the ECA region, UN Women – under Women Count – works with partners to implement the Africa Programme on Gender Statistics which brings together various initiatives aimed at the development and strengthening of gender statistics in Africa. At the country level, country teams often advocated for more gender disaggregation of data. In Viet Nam, for instance, a health and economic survey was re-analysed with better sex disaggregation, and this fed directly into the development of a targeted health, social care and education package for ethnic minority women and girls. In some cases, these projects were undertaken with UN Women investments in partners' work to produce more gendered data.

At all levels, UN Women's ability to negotiate and influence stakeholders on the importance of gender data was also clear. Part of this success was enabled by UN Women finding a seat at the table in the right spaces; for instance, UN Women is now present at the Inter-Agency Standing Committee and pushed for a more gendered approach in the humanitarian sector. The committee recently updated the Gender Accountability Framework with UN Women's technical assistance. This support was mainly to assess the level of sex disaggregated data in humanitarian needs assessments, going beyond a simple count of the number of women and men in refugee settings to understand the number of female households and their specific needs in humanitarian settings.

The evaluation assessed a related mechanism of change in UN Women's convening and coordination work.

Particularly at country level, UN Women's convening role as chair or co-chair of various development partner groups related to gender statistics (e.g. with UNCTs or Gender Theme Groups) was especially useful in brokering partnerships, joint work and improving the coordination of gender work. In some cases, this actively led to improvements in alignment of partners; sharing of information and joint work on situation analyses; which, in turn, improved the integration of gender statistics in national development plans or national gender strategies. However, UN Women was not effective at convening in all settings. In the country case studies, the evaluation found examples where key stakeholders questioned the UN Women Country Office's technical credibility in gender statistics, which undermined the offices' capacity to convene.

There was similarly mixed evidence on partnerships. Partnerships have been critical in many areas to streamline the use of resources, promote the use of normative guidance and pool technical expertise. In many contexts, UN Women's presence in UNCT working groups has been a real driver of joint work at a systems level to improve statistical systems. Examples of this include Uganda, where UN Women worked within the UNCT to ensure a coordinated approach to integrating gender in the joint plan to develop the national statistical office; and in Kenya, where the creation of an inter-agency committee drove joint efforts to mainstream gender in development data. Successful partnerships with UN organizations include with the ILO (on time-use surveys and the burden of women's unpaid care work); with WHO (under the WHO-UN Women Global Joint Programme on Violence Against Women 2018-2022 EAW); and with UNDP on joint analysis of the SDGs from a gendered perspective. Similarly, the Country Gender Profile in both Niger and Kenya stand out as examples of robust joint work with UN and development banks (the African Development Bank in particular) which directly fed into more gender-responsive development plans.

However, partnerships with wider stakeholders, such as CSOs and academia were much less prominent. Current global level partnerships with organizations such as Data2x have built citizen-led engagement in demand for gender data, but in many of the countries reviewed these types of partnerships were less visible. UN Women personnel at the country level often appeared unclear about how they could engage with these constituents, or what the benefits of this type of engagement could be.

In a few select countries, the lack of competition or presence of partners and direct, well-established relationships with government counterparts was also a key enabler of UN Women's work.

³⁹ <https://data.unwomen.org/publications/statistical-framework-measuring-gender-related-killings-women-and-girls-also-referred>

⁴⁰ <https://www.unwomen.org/en/digital-library/publications/2022/11/gender-related-killings-of-women-and-girls-improving-data-to-improve-responses-to-femicide-feminicide>; <https://www.unwomen.org/en/digital-library/publications/2023/11/gender-related-killings-of-women-and-girls-femicide-feminicide-global-estimates-2022>

In several countries, UN Women walked into uncharted territory and consequently found there was a demand for technical expertise which the organization could fill. However, the EAW sector showed mixed results as a consequence of challenging relationships with partners in some cases. On one hand, there was potential perceived duplication of efforts with UNFPA around violence against women service delivery, and lack of clarity on the ownership of the EAW mandate related to gender statistics. On the other hand, the global joint programme on EAW data between UN Women and WHO has shown effective cooperation and effective results on increased attention to VAW, on availability of comparable VAW data, on increased capacities for technically sound and ethical and safe data collection and use and on new methods, standards and guidance for measuring different forms of VAW and using different data sources to understand VAW and inform policies and programmes⁴¹. These mixed results with different partners, show that

more fruitful cooperation could advance the EAW agenda, and receptiveness to further dialogue at the global level.

In many contexts, the relationships between the country office, national statistical offices and UNCT were key drivers of effectiveness. Relations with national statistical offices had often been relatively recently established, and were based on trust in UN Women's approach, which was very much focused on providing high-quality technical assistance.

However, key stakeholders pointed to the need to raise awareness in general among government counterparts on the importance of gender data. This shift in attitudes was both a result of UN Women's work, as well as a strong enabler of effectiveness, particularly in translating data into concrete policy developments. Examples of this include the work on time-use and care policies, where technical assistance was often required, and in some countries such as Kenya and Tanzania, rapidly translated into policies on unpaid care work.

FINDING 6

UN Women has developed an effective approach, methods and tools for its gender statistics work based on Women Count. While they are responsive to context, ways of working in under-resourced countries requires further thought and development to meet both strategic outcomes and programme goals.

Context matters in several critical ways for UN Women's work in gender, data and statistics. While meeting the SDG data reporting requirements was often a key driver, other contextual factors included local institutional arrangements; gender and development national plans; women's movements and rising pressure to realize gender rights; relationships between personnel and government counterparts, including female leaders; and links between economic and gender development.

The evaluation found several important global drivers in local contexts, including the SDGs and other targets such as meeting European Union accession requirements in Albania. In Pakistan, a recent report by the World Economic Forum downgraded the country's ranking due to the lack of gender data and this was a spur to mobilize political actors to make gender data more available. There is good evidence that these levers are being well-used to progress gender data. The normative guidance on the gender-specific SDGs has been particularly well received, and national statistical offices consequently seem very receptive.

There is good evidence that UN Women is working in politically sensitive and smart ways to develop relationships with national statistical offices, and wider realms of stakeholders. Tools such as the mapping tools used to assess gaps in national gender statistical systems from a gender perspective (as developed by Women Count) have worked particularly well in benchmarking country

capacity to produce gender statistics and mobilize political actors to start to address these gaps. In Pakistan, for instance, UN Women established a gender data dashboard to monitor progress in gender development with the National Commission on the Status of Women and the Ministry of Planning, pushing for greater data transparency against much resistance. In Viet Nam, UN Women personnel were able to pivot away from developing a gender-focused disaster risk reduction dashboard towards upgrading an existing government-owned disaster risk reduction monitoring system to be more gender-focused. Donor flexibility; the Country Office's responsiveness to government needs; and being able to leverage the right technical expertise were considered critical to achieving this.

The use of tools without a precise link to context could also undermine UN Women's potential to work in gender data. The evaluation focused on a few countries which had not received support from gender statistics programmes. In these contexts, the lack of clear government leadership on gender data and limited institutional arrangements meant that country office teams were unsuccessful in mobilizing and coordinating support agencies. Their approach was also viewed as being tokenistic, for instance, focusing on the production of gender profiles without a clear link to policy or development goals. Repeated use of local consultants without clear technical expertise also affected UN Women's technical credibility.

⁴¹ UN Women and World Health Organization Joint Programme on Violence Against Women Data final evaluation, June 2023, forthcoming.

However, the reverse was also found: rapidly sourcing the right expertise and working in ways which respected the capacity and needs of national statistical offices built trust in UN Women's technical credibility.

These findings strongly suggest that more could be done in countries with more complex gender data needs. Evidence from the representative sample of evaluation case studies showcased that in countries where demand and capacity were high, more was achieved in a short period of time.

FINDING 7

Good progress has been made in the enabling environment and data production, but much less in data utilization in gender statistics. This could reflect a lack of monitoring of the impact of data use and statistical systems strengthening.

The evaluation set out to understand what has been achieved in terms of intermediary outcomes in the evaluation's theory of change: the enabling environment, data production and data utilization. These are understood to be higher-level outcomes in the programme theory of change but are intermediary outcomes for the evaluation. This is because the evaluation sought evidence of data utilization/SDG monitoring systems strengthening, which are the higher-level outcomes for the evaluation.

There is evidence of good progress in intermediary outcomes one and two (enabling environment and data production), but to a lesser extent in data dissemination and utilization. Key achievements in the enabling environment include capacity building of national statistical office staff on different methodologies using UN Women normative guidance, including on EAW, time-use; and the development of specific methodologies for monitoring gender-specific SDGs, such as women's political participation (SDG indicator 5.5.1) and monitoring of discrimination on the basis of sex (SDG indicator 5.1.1).

However, the evaluation found that there was good progress in terms of attitudinal shifts, which UN Women contributed to, in terms of the value placed on gender data and statistics. The mapping of the gender and statistics system at national level led to a range of updated country-specific guidance on monitoring the gender-specific SDGs, gender statistical plans and, in a few cases, updated laws mandating the production of gender statistics. For the intermediary outcome on data production, good progress was noted in terms of investment in: reprocessing of existing datasets from a gender perspective to build capacity in gendered analysis; investment in time-use, EAW and other surveys; and specific policy-focused gender responsive analyses.

In terms of data utilization, evidence of its effectiveness was mixed. There has been rapid production of some high-profile data repositories and data dashboards, including the Women Count dashboard which has SDG and other gender-data specific products. Key stakeholders

In countries with more complexities and needs for data-driven gender policy development, programme support appeared more challenging. Strategic support to these countries could include building the capacity of project personnel to feel confident in gender data; learning from other contexts to build awareness of the need for gender data; and being able leverage external support, which is responsive to local needs.

stated they made some use of the Women Count website, but also tended to use other resources such as the World Bank's gender portal.

In several country contexts, UN Women pushed for greater data transparency for gender-specific data and worked to create data dashboards to make the data more widely available – evidence was mixed on the effectiveness of these efforts. Demand for such products may be difficult to identify, particularly if the products are housed within women's machineries but then become semi-parallel systems to other gender reporting. In a few cases, engagement with local levels was challenging, and dashboard development was usually top down. While UN Women was generally good at advocating for much needed data transparency, there appeared to be less fruitful collaboration on dashboard development with wider stakeholders.

There was also a lot less evidence of the impact of data utilization to showcase how gender data directly translated into impacts on women and girls' lives. The evaluation concluded that data utilization for impact – and ultimately how gender data directly leads to changes that affect women and girls' lives – is weakly captured. Many stakeholders were reluctant to attempt to capture data utilization for impact as this is a complex area of measurement. However, relatively low burden and rapid methods, such as stories of change, if used more widely may fill the gap in terms of understanding how and where change is happening. Women Count has captured stories of change using impact level examples as a result of successful interventions in select countries. These stories of change present a first-level account of how gender data has led to changes in women and girl's lives.⁴² There were good examples of some tools being used, such as mapping what types of data are being used by decision makers (conducted by the Asia-Pacific Regional Office). There was relatively little use of research uptake. While data utilization is the last stage in the production of data, earlier use of these types of methods may improve effectiveness both in capturing and promoting data utilization.

⁴² <https://data.unwomen.org/stories>

4.4 To what extent do UN Women’s human and financial capacities deliver sustainable results to support gender statistics? To what extent is work on gender statistics sustainable? (Efficiency/Sustainability)

FINDING 8

Human resources related to gender statistics are adequate to deliver results, but more technical gender data specialists are needed at regional and country level to respond to UN Women’s increasing needs in gender statistics.

Data from the former Enterprise Resource Planning system, ATLAS, suggested that as of December 2022, UN Women had a total of 2,532 positions, of which 2,532 (82.5 per cent/n=2,091) were occupied and 17.5 per cent (n=441) vacant. Of the total occupied staff positions at UN Women, 3.2 per cent (n=68) were identified as gender statistics-funded positions based on mapping with the OneApp Project Dashboard project and activity IDs. Twelve per cent (n=8) of posts within the Peace & Security, Prevention & Resilience

Section and Research and Data Section are headquarters staff, while 88 per cent (n=59.9) of staff posts are stationed in regional and field offices. As shown in Table 5, the East and Southern Africa region had the most gender statistics related staff positions at 38.6 per cent (n= 26.2); followed by the Asia and Pacific region at 28.1 per cent (n= 19.1); and the Americas and the Caribbean region at 12.9 per cent (n=8.7). The Arab States region, with just 1.5 per cent (n=1.0) of posts, had the smallest number of posts tagged to gender statistics funding.

TABLE 5. Human resources data on positions tagged to gender statistics funding by region (staff)

Region	Core resources (IB, Core programmable & RB)		Non-core resources ⁴³		Total	
	#	Per cent	#	Per cent	#	Per cent
Americas & the Caribbean	2.0	2.9%	6.7	9.9%	8.7	12.9%
Asia & the Pacific	1.0	1.5%	18.1	26.6%	19.1	28.1%
Arab States	1.0	1.5%	-	-	1.0	1.5%
Europe & Central Asia	-	-	2.8	4.2%	2.8	4.2%
East & Southern Africa	5.0	7.4%	21.2	31.2%	26.2	38.6%
Headquarters	1.0	1.5%	7.0	10.3%	8.0	11.8%
West & Central Africa	-	-	2.0	3.0%	2.0	2.9%
Total	10.0	14.8%	57.9	85.2%	67.9	100%

Source: Categorized and compiled by the evaluation team based on UN Women ATLAS HR data as of 15 December 2022

Most positions tagged to gender statistics funding (85.2 per cent) were funded by non-core resources. Positions that were funded by core resources (i.e. institutional budget, core programmable allocation and regular budget) were mostly located within the East and Southern Africa region (n=5) and Americas and the Caribbean region (n=2). There were no gender statistics-related positions funded by core resources in the West and Central Africa region. Positions that were funded by non-core resources were mostly located within the East and Southern Africa region (n=21.2) and the Asia and the Pacific region (n=18.1); followed by Europe and Central Asia (n=2.8). There were no gender statistics-related positions funded by non-core resources in the Arab States region.

As shown in Figure 10, most gender statistics-related positions (69 per cent, n=29) were held by National Officers and International Professionals.

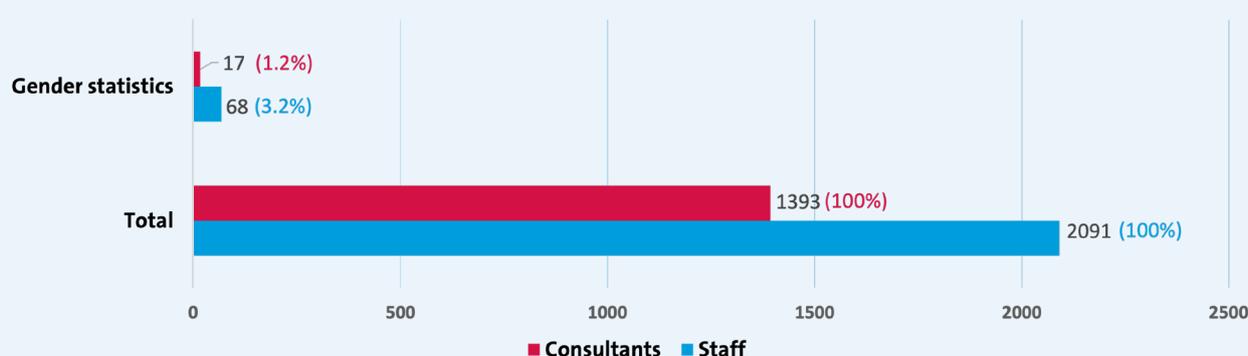
Based on the ATLAS data, as of December 2022, UN Women had a total of 1,393 non-staff-personnel, including Consultants, UN Volunteers, Fellows, Experts on Mission and Interns. Of these 1,393 (1.2 per cent, n=17) were identified as positions supporting gender-statistics activities based on key search mapping (see Figure 11).

Consultants accounted for 82.3 per cent of non-staff positions (n=14); most were based in the Americas and the Caribbean region (n=4), the Asia and Pacific region (n=4) and East and Southern Africa region (n=3) (see Table 6).

⁴³ One post is on loan from UNDP. Cost of such personnel may or may not be reimbursed by UN Women to another agency through another mechanism. For current estimation, this post was included in non-core resources.

FIGURE 10. Number of gender statistics-related positions by type (staff)

Source: Categorized and compiled by the evaluation team based on UN Women ATLAS HR data as of 15 December 2022

FIGURE 11. Proportion of staff and personnel gender statistics-related positions (as December 2022)

Source: Categorized and compiled by the evaluation team based on UN Women ATLAS HR data as of 15 December 2022

TABLE 6. Human resources data on positions tagged to gender statistics funding by region (non-staff)⁴⁴

	Consultants	Interns	UN Volunteers	Total	
	#	#	#	#	Per cent
Americas & the Caribbean	4	-	1	5	29.4%
Asia & the Pacific	4	-	-	4	23.5%
Arab States	1	-	-	1	5.9%
Europe & Central Asia	-	-	-	-	-
East & Southern Africa	3	-	-	3	17.6%
Headquarters	2	2	-	4	23.5%
West & Central Africa	-	-	-	-	-
Total	14	2	1	17	100%

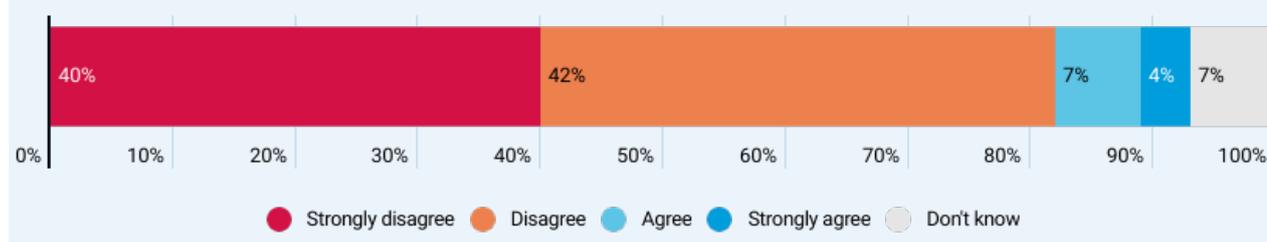
Source: Categorized and compiled by the evaluation team based on UN Women ATLAS HR data as of 15 December 2022

⁴⁴ Some positions are funded from multiple sources and map to more than one thematic area. Thus, the metric on number of positions tagged to gender statistics funding includes partially funded posts, represented in decimals.

Even with allocated human resources (staff and non-staff), evidence from interviews and country case studies demonstrate a need to increase technical personnel at country level. UN Women has been effective in achieving results with the present configuration of personnel working in gender statistics, but the survey cites limited human resources as one of the main constraints of country office work in gender statistics, together with limited financial resources. Furthermore, 82.2 per cent of survey respondents disagreed or strongly disagreed that “the number of personnel working in gender statistics is sufficient to support UN Women’s work in this area” (see Figure 12).

Regional Statistics Specialists, funded under Women Count, work beyond the scope of the Women Count programme and address region and country-level technical needs. Evidence from the evaluation confirmed that the presence of dedicated, technical gender data specialists at the country level significantly improves collaboration with national stakeholders and the capacity of the national statistical offices (e.g. in Georgia, Kenya, Tanzania, Ethiopia, Niger).

FIGURE 12. Answers received from 36 business units: To what extent do you agree with the following statement: “In my office or region, the number of personnel working in gender statistics is sufficient to support UN Women’s work in gender statistics”?



Source: Survey results, June 2023

FINDING 9

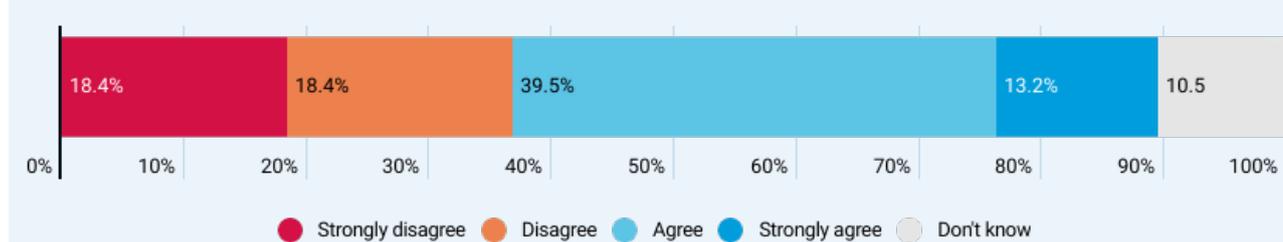
Although financial resources for gender statistics are limited, they have led to the achievement of results.

Data from the portfolio analysis (See Section 3) indicated that the proportion of UN Women’s total budget for gender statistics between 2018 and 2022 was only about 1.9 per cent of UN Women’s total budget. The survey results also confirmed that limited financial resources were one of the main constraints to UN Women’s gender statistics work. On average, 64 per cent of respondents (38 business units of 101) disagreed and strongly disagreed with the statement that “financial expenditure and human resources combined are adequate to achieve the results in different outcome areas;” while 80.5 per cent of respondents (36 business units of 101) agreed and strongly agreed that UN Women’s efforts on gender statistics have led to demonstrable impact/outcomes, highlighting the efficiency of UN Women to deliver with limited resources.

This was also confirmed through the expenditure delivery rate with 81 per cent for gender statistics versus 69 per cent for all other work for the period 2018-2022⁴⁵.

Despite limited financial resources, evidence from the survey and country case studies confirm that UN Women was able to deliver transformative results (See Finding 5 under effectiveness). Fifty three per cent of survey respondents (36 business units of 101) agreed or strongly agreed with the statement that “Limited resources for work in gender statistics have allowed transformative results”. Country case studies in Georgia, Liberia, Viet Nam and Kenya confirmed these results with important changes such as legislative advances, resource mobilization, new gender indicators and improved capacity of policymakers to use gender data.

FIGURE 13. Answers received from 36 business units: To what extent do you agree with the following statement: “Limited resources for work in gender statistics have allowed transformative results”?



Source: Survey results, June 2023

⁴⁵ Data was obtained from PDR (Atlas) as of December 31, 2022

FINDING 10**The sustainability of UN Women's gender statistics work depends on national priorities and interests, and the availability of financial resources.**

The survey results show that the sustainability of UN Women's work on gender statistics depends on: national priorities and national statistics system interest (17.2 per cent); and Women Count financial support (13.4 per cent). According to survey respondents (36 business units of 101 units) these are the top enabling factors. The evidence from country case study analysis shows that, in some countries, a strong gender statistics, data-driven agenda is promoted by the national government (e.g. Georgia, Albania) in line with the EU accession process and requirements; while in other countries, the sustainability of efforts is a major concern where the government does not have the funds to support work on gender statistics (e.g. Tanzania) or there is no political will (Lebanon, Tunisia). Furthermore, evidence suggests that, in most cases, national statistical offices need financial support for gender statistics as approximately 50 per cent of gender-focused surveys depend on donors, and single-gender surveys have high costs.

Regarding financial sustainability, most funding for gender statistics comes from non-core resources (87 per cent), depending on few major donors (SIDA, Bill & Melinda Gates Foundation, and DFAT). Changes in donors' priorities and reduced funding might affect the sustainability of work on gender statistics. To overcome challenges related to financial sustainability, UN Women works on technical sustainability, integrating gender components into existing national surveys to ensure that data can be collected on an annual basis and are owned by the national statistical office (e.g. Kenya, Georgia). The findings from the case studies also confirm that UN Women is working on building capacities to re-use administrative data which enhances sustainability (e.g. Tunisia) and uses a flexible approach and other projects such as the Spotlight Initiative, joint programmes (e.g. Kyrgyzstan) to develop capacity and support gender statistics work. Furthermore, UN Women is using a peer-to-peer approach to transition from one context to another in its work on the time survey in Senegal to support Nigeria in developing its own time survey.

FINDING 11**Advocacy, capacity building and data ownership are key ingredients for ensuring sustainability in gender statistics work.**

A sustainable pathway for gender statistics is based on creating an enabling environment through advocacy, capacity building and data ownership. Advocacy is one of the main elements of UN Women's work with national partners to promote understanding of gender statistics, creating the demand for gender statistics and mainstreaming gender data in policy development (e.g. Kyrgyzstan, Georgia). Based on the country case studies, the thematic areas of ERAW and Women's Economic Empowerment were among the main areas for raising public awareness of UN Women's work on gender statistics. Advocating for more gender data in these two areas has proven to contribute to increasing ownership and provides a solid path to sustainability.

In addition to advocacy, evidence from case study countries revealed that UN Women's capacity development activities were key to fostering sustainability. UN Women is highly involved in training national governments and institutions and building the technical capacity of national statistical offices (e.g. Tanzania, Kyrgyzstan, Albania, Morocco). Evidence from this evaluation suggested that building in-house national technical

capacity for data collection and analysis of gender statistics was more sustainable, instead of reliance on external in-out experts. This allowed expertise at national level to be solidified and built the conditions for gender statistics to become mandatory. Regarding technical capacity development, there is a strong demand from national statistical offices for violence against women methodologies (e.g. Kyrgyzstan, Georgia) and work on time-use surveys, which in some settings achieved higher-level policy-change results, a key indicator for sustainability.

UN Women works closely with national statistical offices to develop gender statistics databases and ensure the sustainability of work on gender statistics; however, results are mixed. Gender portals can ensure data ownership, gender data accessibility and data dissemination; and improve the enabling environment for raising awareness among various users, including policymakers, civil societies, researchers and journalists (e.g. Georgia, Pakistan). However, when gender data are not produced and updated in a timely manner, the gender portals are not effective, useful or sustainable.

4.5 To what degree are human rights, leave no one behind (including disability inclusion) and gender equality principles integrated in support to the production and use of gender statistics?

FINDING 12

The degree to which human rights, leave no one behind and gender equality principles were integrated into UN Women's support to gender statistics production and use in the case study countries between 2018 and 2022 was mixed.

Key informants in case study countries recognized the importance of equity and inclusion in data production and use. However, country contexts – including political will as well as resources (both human and financial) – often acted as barriers to implementation, especially related to inclusion and equity issues. Other barriers included methodological limitations as many data collection tools in case study countries (e.g. censuses, household surveys) gather data at the household level, not individual level, which limits analyses related to equity and inclusion.

While data on marginalized groups were gathered, analysed and disseminated, these efforts were often opportunistic, varied across countries and were not undertaken in an intentional or comprehensive manner. In some case study countries, UN Women supported governments to reprocess or further disseminate existing official government data, which yielded some promising results (e.g. Ethiopia, Tanzania). In other case study countries, UN Women collected, analysed and disseminated data on marginalized groups including LGBTIQ+ communities (Lebanon) and female migrants (Niger) but these were examples of independent studies and did not inform official government statistics.

Despite the lack of a clear concerted effort to support the collection, analysis and use of gender statistics as they relate to different equity and inclusion dimensions, there is evidence that UN Women successfully supported the production and use of gender data related to marginalized groups between 2018 and 2022, as gathered during evaluation data collection and confirmed by desk review documentation:

- **Ethiopia:** UN Women and the national statistics office produced a report regarding persons with disabilities in the labour force: Representation of Persons with Disabilities in Ethiopian Labour Force: A Review of National Surveys on Disability Statistics.

The report assesses the existing national surveys and censuses undertaken by the national statistics office in the last 20 years to quantify the prevalence of disability in Ethiopia and workforce by sex and age disaggregation. Of the available existing data sets, only 30 per cent included indicators related to disability.⁴⁶

- **Lebanon:** The Rapid Gender Analysis of the August 2020 Beirut Port Explosion: An Intersectional Examination – carried out by UN Women, CARE, UN ESCWA, ABAAD and UNFPA included LGBTIQ+ communities, in part due to UN Women's advocacy.⁴⁷
- **Caribbean Multi-Country Office:** UN Women and CARICOM developed the Minimum Gender Indicators roster which consists of 52 quantitative indicators and 11 qualitative indicators that measure gender equality and progress towards closing gender gaps. This context-relevant set of Gender Equality Indicators enable the production of gender statistics, disaggregated by sex.⁴⁸ These were adopted as a tool in the Regional Strategy for the Development of Statistics 2019–2030 in 2018. This included indicators that are disaggregated by disability, wealth quintile, urban/rural.⁴⁹ UN Women also produced a gender analysis of labour-force data and policy frameworks in six CARICOM countries to explore the status of women and men as it relates to employment.⁵⁰
- **Niger:** In response to the lack of sex-disaggregated data and gender statistics on international migration in Niger, UN Women piloted a survey instrument on the situation of women migrating from, into, through and returning to Niamey, which was developed in collaboration with the National Institute of Statistics and IOM.⁵¹

⁴⁶ Ethiopia Central Statistics Agency and UN Women. Representation of Persons with Disabilities in Ethiopian Labour Force: A Review of National Surveys on Disability Statistics. 2020.

⁴⁷ UN Women, CARE, UN ESCWA, ABAAD, UNFPA. A Rapid Gender Analysis of the Beirut Port Explosion: An Intersectional Examination. 2020.

⁴⁸ Caribbean Community. CARICOM Gender Equality Indicators. 2019.

⁴⁹ Caribbean Community. Caribbean Community (CARICOM) Regional Strategy for the Development of Statistics (RSDS) - 2019-2030, The Strategic Framework. 2018.

⁵⁰ UN Women. Status of Women and Men Report: Productive Employment and Decent Work for All, A gender analysis of labour force data and policy frameworks in six CARICOM Member States. 2019.

⁵¹ UN Women. Making Migration Safe for Women, Final Report. 2022.

- **Tanzania:** In Zanzibar, UN Women reprocessed existing surveys – including survey data from the DHS, Household and Budget Survey and the Integrated Labour Force Survey – to generate statistics by sex, residence, region, district, age, education and disability which were unavailable in previous reports. This reprocessing led to an increase in data available for 34 of 54 gender-related SDG indicators.⁵²
- **Viet Nam:** As part of the Empowering Ethnic Minority Women in Viet Nam through Gender-responsive Ethnic Minority Policies and Programmes, UN Women supported the capacity development of government partners to institutionalize the collection, analysis and use of data disaggregated by sex, ethnicity and types of vulnerability. A key achievement of this programme (as highlighted by the 2020 Country Portfolio Evaluation) was the use of a UNCT data software to analyse comprehensive data and information about the development status of ethnic minority groups in Viet Nam to inform comprehensive policy development and a UN leave no one behind database.⁵³ UN Women also worked with the Committee for Ethnic Minority Affairs and the General Statistics Office on findings of the Survey on the Socio-economic Situation Amongst 53 Ethnic Minorities in Viet Nam in 2019.⁵⁴

Overall, there is uneven coverage and a lack of concerted efforts to include intersectionality, inclusivity and equity, and gender statistics within UN Women. Between 2018 and 2022, UN Women's inclusivity and intersectionality efforts within gender statistics work were largely ad hoc rather than systematic. Guidance produced at the headquarters level such as the Counted & Visible Toolkit to Better Utilize Existing Data from Household Surveys to Generate Disaggregated Gender Statistics, published in November 2021, aims to promote and advocate for institutionalized and systemic changes to better utilize household surveys to produce disaggregated gender statistics (e.g. by income, gender, age, race, ethnicity, migratory status, disability, geographic location and other characteristics). The guidance is strong and includes videos on how to use it. However, UN Women's approach to gender statistics on marginalized populations requires further clarity and socialization at all levels (inter-agency, headquarters, regional and country) to ensure personnel are implementing the guidance.

⁵² UN Women. 2019 Annual Report: Mid-term Review. Annex VIII. In Brief: Making Every Woman and Girl Count in Tanzania. 2019.

⁵³ UN Women. Country Portfolio Evaluation and Audit, Viet Nam, Synthesis Report. 2020.

⁵⁴ UN Women, Institute of Labour Science and Social Affairs and Department of Ethnic Minorities Committee for Ethnic Minority Affairs.

Figures on Ethnic Minority Women and Men in Viet Nam 2015-2019 from the Findings of Surveys on the Socio-economic Situation amongst 53 Ethnic Minority Groups 2015-2019. 2021.

4.6 How does UN Women identify, consolidate and share knowledge and learning on gender, data and statistics to achieve its goals?

FINDING 13

There is a strong need for accessible and targeted knowledge sharing and capacity building related to gender statistics, particularly at country office level.

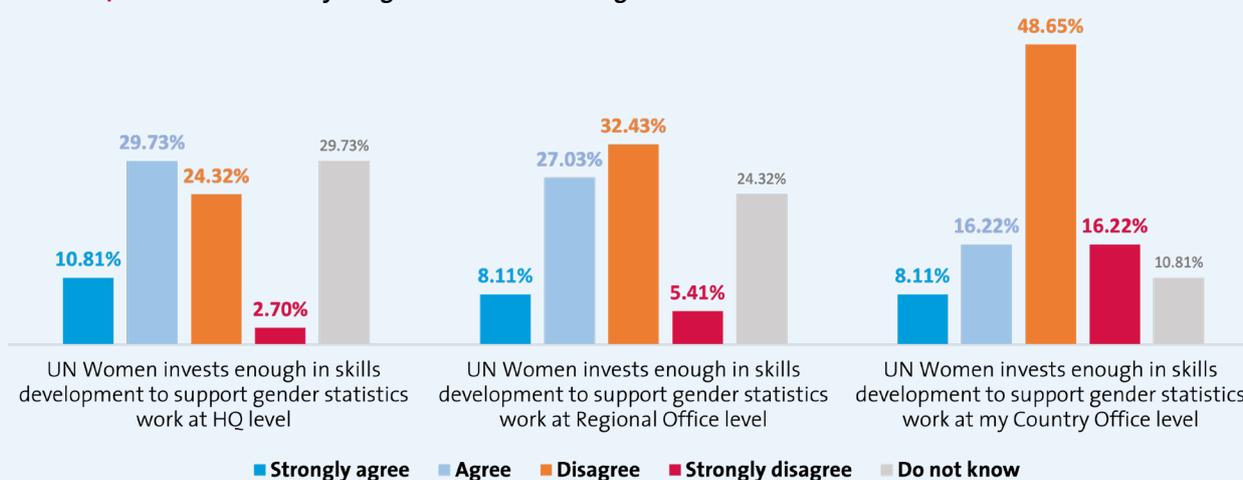
In relation to learning, evidence suggests that Country Offices have a high need to develop in-house capacities to address the demands of national partners on gender statistics. Despite some exceptions (i.e., Georgia, Kenya, Niger), where technical personnel are available, country case studies revealed challenges for Country Offices in delivering support to gender statistics. There was also a need for capacity building in different areas of gender statistics, such as methodologies and indicators. Currently, Regional Statistical Specialists are filling the gaps in terms of capacity needs related to gender statistics beyond their scope of work. This support is strongly valued by Country Office personnel not only for technical advice but also to build Country Office capacities and to engage in South-South learning opportunities (such as in the case of Albania which participated in the APRO training on Gender Statistics Communication). Consultancies are also used to fill the gaps; however, their use is mixed. Finding experienced consultants is sometimes challenging and their reliability is affected by the temporary nature of this work modality, which makes it harder for Country Offices to deliver the work consistently.

While some access to learning is available through Women Count for UN Women personnel, there is no structured, easily accessible way of sharing knowledge and learning on gender statistics, nor established

mechanisms to share good practices among different countries and regions. Most personnel reported that the majority of their learning happens individually, i.e. “on the job” or through attending workshops and training that Regional Specialists or consultants deliver to partners. Time constraints also hinder personnel’s ability to receive learning, especially as it is often pursued on personal time.. Willingness to learn appears higher when personnel are put in the position to easily engage in learning opportunities. Country case studies showed that the desire and need to be more confident in gender statistics is deeply felt by personnel in charge of programming this work (Albania, Georgia, Pakistan). There is no expectation of acquiring highly-specific expertise, but there is a need to gain basic knowledge to engage and commission work related to gender statistics.

Lack of access to learning is evident mainly at the country level. At regional and headquarters level, while learning opportunities are available, the main issue is said to be finding time to access them. This is confirmed by the survey results (see Figure 13). Compared to the regional and headquarters levels, where values were more nuanced, 66 per cent of survey respondents disagreed and strongly disagreed that “UN Women invests enough in skills development to support gender statistics work at Country Office level”.

FIGURE 14: To what extent do you agree with the following statements?



Source: Evaluation survey results, June 2023

5. LESSONS LEARNED

A number of lessons were learned from the evaluation, highlighting new knowledge gained and applicable to other similar contexts.



Country needs assessments of national statistical systems have proven to be an essential product for planning a gender statistics intervention. Developing and using these assessments across all Country Offices, is a good practice for prioritizing gender statistics work. They enhance coherence with the environment and lead to sustainability and ownership of the work.



Building strong relationships at different country levels is necessary for the uptake of gender statistics work. While relationships with national statistical offices are the basis for comprehensive and long-standing work, it is also fundamental to involve other actors such as line ministries, CSOs and the academic sector.



Given the high costs of collecting gender data, and in the context of limited resources, **use of alternative data sources** such as administrative data or the reprocessing of already collected data for select indicators is an effective way of contributing to the achievement of results and advocating for more gender statistics⁵⁵.



The role of Regional Statistical Specialists is critical to high-quality, technical support to Country Offices beyond Women Count. Their availability and ability to support countries enhances the effectiveness of results achieved and increases in-house learning opportunities.



Capacity and learning on gender statistics vary based on the availability and ease of access to resources and exchange opportunities. When learning opportunities are offered and provided to personnel, there is a more positive attitude and greater willingness to learn, especially in the context of heavy workloads.



Financial resources are a key factor that drives effectiveness, particularly in terms of the availability of gender data. However, strategies such as partnerships and joint programmes, co-planning and co-design of interventions with governments, peer learning and accompaniment are effective alternatives in a context of scarce resources and to enable sustainability.



Cross-comparative analysis among countries with different types of Women Count support (or no support) offers valuable insights to compare work under different resource modalities.

⁵⁵ It is important to clarify that this alternative might not always apply as for many indicators it is necessary to collect new data from surveys.

6. CONCLUSIONS

CONCLUSION 1:

UN Women’s work on gender statistics is relevant, but the organization needs to more effectively leverage the successes of the gender data work to date to strengthen and scale up implementation at all levels.

(Linked to findings 1, 2, 3)

UN Women’s work on gender statistics responded to global and regional commitments and country-level partner needs, policies and priorities for the production and use of gender statistics. However, UN Women’s work in gender statistics needs to leverage the Women Count programme beyond programme-level to operationalize Systemic Outcome 6 of the UN Women Strategic Plan.⁵⁶

Women Count played a large role in UN Women’s recognition as a leader in the gender statistics space. While less visible, efforts beyond Women Count have also fostered transformational change. In order to increase the coherence, effectiveness, efficiency, sustainability and visibility of UN Women’s important contributions to gender statistics, there is a need to expand the common global vision for how UN Women approaches gender statistics and build from Women Count to scale up implementation of gender statistics work.

UN Women’s work related to the production, analysis, availability and use of gender statistics responded to national, regional and global needs by (a) facilitating reporting and monitoring of the SDGs, and national plans and commitments; (b) aligning with relevant global frameworks (e.g. Beijing Declaration and Platform for Action, CEDAW, Women, Peace and Security Agenda, Sendai Framework for Disaster Risk Reduction); (c) providing on-demand technical support; and (d) creating knowledge products on gender statistics to promote data use. However, stakeholders reported that the lack of a corporate gender data strategy hindered appropriate and consistent approaches to UN Women’s work on gender statistics. Further, stakeholders expressed that lack of alignment among UN agencies in some areas (e.g. data and statistics as they relate to ERAW) has led to duplication of efforts and recognized the need to develop a common vision.

CONCLUSION 2:

Roles and coordination at the global level are effective. Coordination efforts at the country level in gender, data and statistics had mixed results. Further guidance to country level on mechanisms to support coordination are needed in some contexts.

(Linked to findings 2, 5)

While evidence of fruitful cooperation exists among actors (UN and multilateral agencies, CSOs, academia), case study countries encountered issues related to some duplication of efforts; challenging relationships; lack of clarity regarding which organization is responsible for leading certain efforts; and missed opportunities or lack of engagement with relevant actors. Further guidance is needed for UN Women country offices on mechanisms (e.g., using gender strategies, mapping and methodologies) to improve coordination support to national governments; create common visions for how gender statistics should evolve; and clarify how actors engage and cooperate within their countries, including clarity around duties and functions. More in-depth support is needed in some country contexts who have had less direct programme support.

UN Women has a proven track record of convening stakeholders and building partnerships to increase coordination of efforts. The skills acquired over time can be applied to supporting national governments’ efforts on consensus building around strategy, and the duties and functions of actors working in gender statistics.

Evidence of fruitful cooperation included UN Women’s partnership in the World Bank’s Living Standards Measurement Surveys and UN Women’s joint work with the African Development Bank on country gender profiles in Kenya and Niger.

There was also evidence that, in many country contexts, UN Women’s convening role (e.g. as chair or co-chair in various development partner groups) led to new partnerships, joint work and improved coordination of gender-related activities.

⁵⁶ The Strategic Plan 2022-2025 Systemic Outcome 6 is “Gender statistics, sex-disaggregated data, and knowledge are produced, analysed and used to inform policymaking, advocacy and accountability for delivering gender equality and women’s empowerment results.”

CONCLUSION 3:

UN Women is well positioned to take on a leading role in gender statistics, but both technical and financial resources must be effectively distributed for the Entity to successfully execute a leading role in this area.

(Linked to findings 3, 4, 5, 8, 9, 13)

UN Women's triple mandate, comparative advantage and evidence of effective gender statistics work creates the opportunity for UN Women to become a reference and convening organization for gender statistics. However, financial and technical resources must be effectively distributed for UN Women to successfully execute a leading role in gender statistics. A focus on ensuring (a) adequate technical capacities of UN Women personnel; (b) effective distribution of UN Women personnel at global, regional and country levels; and (c) financial resources are effectively distributed to support gender statistics work across all Impact Areas is critical. All these elements should be detailed in the common global vision referred to in Conclusion 1.

While distribution of UN Women personnel and effectively distributed financial resources are crucial components, adequate technical capacities are also critical as UN Women explores taking on a leading role in gender statistics at the global level. While UN Women personnel in general will not require deep technical expertise in gender statistics, relevant UN Women personnel could benefit from basic technical capacity related to gender statistics to engage with and commission work. Therefore, it is essential that learning opportunities are built into personnel's professional roles (and are mandatory).

While there was evidence of UN Women's comparative advantage and proven track record of the Entity taking a leading role in gender statistics work (see Conclusion 5 for a summary of relevant evidence on this point), the evaluation found cases where key stakeholders in select case study countries questioned the UN Women Country Office's technical credibility which undermined the offices' capacity to convene key stakeholders. Further, country case studies revealed challenges in Country Offices' ability to deliver support to gender statistics and highlighted the need for increased learning on gender statistics. Regional Statistical Specialists and consultants helped to fill capacity gaps. In terms of gender statistics-related human resources, most were funded by non-core resources. The level of staffing from core resources was unevenly distributed across regions (e.g. no gender statistics-related positions were funded by core resources in West and Central Africa region). Positions funded by non-core resources were also unevenly distributed; most positions were located within the East and Southern Africa region and the Asia and Pacific region. There were no gender-statistics-related positions funded by non-core resources in the Arab States region. Findings indicated that stakeholders felt more personnel were required at the country level (e.g. 82 per cent of survey respondents disagreed or strongly disagreed that "the number of personnel working in gender statistics is sufficient to support UN Women's work in gender statistics"). Limited financial resources were also highlighted as one of the main constraints to work in gender statistics (e.g. 64 per cent of survey respondents disagreed or strongly disagreed that "financial expenditure and human resources combined are adequate to achieve the results in different outcome areas").

CONCLUSION 4:

National priorities and government buy-in underpin the success of larger-scale gender statistics work and are a core component of effective gender statistics work. However, sufficient government capacity (both financial and technical) is required for sustainable results.

(Linked to findings 6, 10, 11)

Effective partnership strategies between UN Women and government counterparts led to enhanced government capacities and tailored and contextually appropriate gender statistics monitoring systems and mapping tools. However, high dependency on outside resources to support national efforts related to gender statistics remains a major challenge to sustainability.

UN Women activities such as building government capacity and supporting government ownership of gender statistics methodologies, tools and products is important to fostering sustainability, but national financial sustainability of this work is a more complex issue to tackle.

National interests as outlined in SDG commitments, national strategies and plans, and meeting other targets (e.g. meeting European Union accession requirements in Albania) were major drivers of government buy-in related to gender statistics. In case study countries where there was a lack of clear government leadership or commitment to gender statistics, country teams were unsuccessful in mobilizing and coordinating support agencies. Survey results supported these findings: respondents shared that the top two enabling factors for sustainability of UN Women's work on gender statistics were national priority/ interest of national statistics systems (17.2 per cent) and Women Count financial support (13.4 per cent). Importantly, evidence also suggests that national statistical offices require financial support for gender statistics as approximately half of gender-focused surveys depend on donors and have high associated costs. Building national governments' capacities – and especially the capacities of national statistical offices – offers a more sustainable pathway than reliance on external consultants.

CONCLUSION 5:

UN Women has effectively contributed to the creation of stronger enabling environments and supported data production activities, but results were variable between the countries that were supported by Women Count and those that were not. In all evaluation case study countries, there was a need to better track the impact of data utilization on women and girls' lives.

(Linked to findings 4, 7)

Support through Women Count – both country-level programming and regional technical support – was key to creating stronger enabling environments, supporting data production activities and data utilization. Capturing the impacts of data utilization in both Women Count and non-Women Count evaluation case study countries remained a challenge due to complexities around measurement.

Additional research is required to understand the potential of regional support to accelerate progress in gender statistics efforts, especially in areas without dedicated budgets to support additional on-the-ground personnel focusing on gender statistics.

Findings indicated countries that received large-scale support from Women Count exhibited more progress in the evaluation's higher-level outcomes (i.e. gender data utilization and systems strengthening). Countries that received some regional-level support through Women Count and had some investment in gender data activities also made strong progress towards the higher-level outcomes. Countries that had limited external support exhibited very early-stage progress in these higher-level outcomes.

Findings indicated UN Women personnel were effective in advocating for inclusion of a gender lens in both data collection activities and strategies, and provided the requisite technical guidance at both global and regional levels (e.g. the World Bank's Living Standards Measurement Surveys; monitoring framework for the African Union on Women, Peace and Security; Inter-Agency Standing Committee Gender Handbook for Humanitarian Action; Women's Resilience to Disasters Knowledge Hub) and at the country level (e.g. reprocessing of health and economic survey data in Viet Nam). UN Women's convening and coordination work (e.g. with UNCTs or Gender Theme Groups) helped to strengthen enabling environments and contributed to gendered data collection and analyses by (a) improvements in alignment of partners; (b) data sharing; and (c) joint work on situational analyses. However, there were examples from some case study countries where UN Women was less effective at convening as key stakeholders questioned the technical credibility of UN Women Country Offices.

Specific key achievements related to the enabling environment included the capacity building of national statistical office staff on different methodologies using UN Women normative guidance and the development of specific methodologies for monitoring gender-specific SDGs. In terms of data production, UN Women made good progress in reprocessing existing data sets from a gender perspective, time-use surveys, surveys related to EVAW and other thematic surveys, as well as investments in specific policy-focused gender disaggregated analyses.

While UN Women pushed for greater transparency in gender statistics via dashboards, there was mixed evidence of effectiveness in terms of this approach. Some of the demand for these dashboards was top down and, in some cases, they became semi-parallel systems to other gender reporting. While UN Women were generally good at pushing for much needed data transparency, there appeared to be less fruitful collaboration on dashboard development with wider stakeholders. Further, stakeholders reported a reluctance to capture data utilization due to the complexities of measurement.

CONCLUSION 6:

While there is evidence of integrating intersectionality into gender statistics work, UN Women does not have a clear strategy or set of approaches to systematically employ Leave No One Behind principles. This led to uneven coverage of marginalized groups within gender statistics efforts, particularly at the country level.

(Linked to finding 12)

UN Women successfully integrated marginalized groups and performed intersectional analyses in gender statistics interventions during the period covered by the evaluation. However, the lack of a strategy to systematically employ Leave No One Behind principles as they relate to gender statistics meant that efforts were often opportunistic and consisted of independent studies that did not inform official government statistics. The lack of concerted efforts around intersectionality, inclusivity and equity within gender statistics led to uneven coverage across case study countries and highlighted the need for further clarity and socialization across the organization.

Data on marginalized groups were gathered, analysed and disseminated; however, these efforts were often opportunistic, varied across countries and were not undertaken in an intentional or comprehensive manner. Between 2018 and 2022, there was uneven coverage and a lack of concerted efforts around intersectionality, inclusivity and equity and gender statistics within UN Women. For example, independent studies and efforts were undertaken (e.g. data on LGBTIQ+ communities in Lebanon and female migrants in Niger), but they did not inform official government statistics. In Tanzania, in partnership with the government, UN Women reprocessed existing survey data to generate statistics by sex, residence, region, district age, education and disability which led to an increase in the data available for 34 of the 54 gender-related SDG indicators.



Photo: UN Women / Manjeeta Gurung

7. RECOMMENDATIONS

The following recommendations are based on the evaluation framework, findings and conclusions. To ensure the clarity of proposed actions, the recommendations identify priority, timeline, responsible actors, impact, perceived difficulty and what could happen if the recommendations are not implemented. The recommendations were discussed with Evaluation Reference Group members. The suggested key actions should be determined based on their feasibility within the UN Women Strategic Plan 2022–2025 and available resources.

RECOMMENDATION 1.

UN Women should build into the results of Women Count and use the UN Women Gender Equality Accelerator 10 – Women Count as the organizational roadmap to guide global, regional and country efforts in supporting the enabling environments, production and use of gender statistics.

The evaluation demonstrated that Women Count has been an effective global programme for advancing work in gender statistics. Drawing from the Women Count global programme, the UN Women Gender Equality Accelerator 10 – Women Count, provides the vision needed to scale up gender statistics work to all UN Women supported countries. Associated guidance developed as part of the Gender Equality Accelerator 10 – Women Count should be used to provide practical steps that Business Units at headquarters, regional and country levels can follow to implement the gender statistics agenda.

At global level, the Gender Equality Accelerator 10 – Women Count clearly articulates all work and approaches related to gender statistics conducted at headquarters, linked to the Strategic Plan's systemic outcome on the production, analysis and use of gender statistics. The Gender Equality Accelerator 10 – Women Count should clearly consider UN Women's placement within the larger system of work in statistics and reflect consideration of partner coordination and cohesion and should address all contexts within which UN Women operates, including development, conflict or crisis affected and humanitarian settings and include clear guides for countries with varying levels of capacities and resources. The supporting guidance should also include products related to quality assurance mechanisms as well as programmatic guidance. The goal of utilizing the Gender Equality Accelerator 10 – Women Count and associated guidance should be to provide a common vision that encapsulates and guides all UN Women's efforts related to gender statistics at headquarters, regional and country levels, both within and beyond Women Count efforts.

Suggested steps that could be taken:

- Research & Data/PPID and Thematic Units at headquarters level to socialise the Gender Equality Accelerator 10 – Women Count, 2022–2025 Strategic Plan) to guide all business units (headquarters and regional and country level) on how to advance and/or scale up gender statistics work across all UN Women.
- Research & Data/PPID and Thematic Units at headquarters level to create a dissemination and socialization roadmap for Gender Accelerator, in coordination with key regional and country-level personnel.
- The Gender Equality Accelerator 10 – Women Count results framework should provide a structured approach to measuring and tracking progress and impact, and guide potential programmatic work at the country level.

Priority
HIGH

Timeline
SHORT-TERM

To be led by: Research and Data / PPID in coordination with Thematic Units at headquarters and Regional Offices

Impact: Strengthened articulation of the common approach to gender statistics across the organization which would allow UN Women to capture the overall impact of its work beyond Women Count efforts.

Difficulty: Medium – it involves a concerted action among different levels of the organization on how to articulate, socialize and implement gender statistics work at global, regional and country levels.

If not implemented: Missed opportunities as UN Women personnel will be left without clear and cohesive guidance on how UN Women approaches gender statistics at all levels of the organization. Capturing the overall impact of UN Women's work on gender data and statistics will continue to be challenging. There is a risk that resources may not be efficiently distributed to address gender statistics needs at headquarters, regional and country levels.

RECOMMENDATION 2.



UN Women should strengthen its coordination and convening support role to national governments, in line with national ownership, to consolidate its strategic position among partners in the gender statistics landscape, particularly at country level.

UN Women should strengthen its support to national governments, in line with national ownership and at member states' request, to coordinate and convene with other relevant actors to clarify and agree on respective roles to advance gender statistics work across all thematic areas (e.g. EVAW, governance and participation, economic empowerment, gender and climate change, women, peace and security, humanitarian, disaster risk reduction). This will ensure that gender statistics activities at country level are coordinated and coherent to support national gender priorities.

Suggested steps that could be taken:

- In their convening role, UN Women Country Offices should spearhead/join gender data technical groups at UNCT level. This could be aligned with the soon-to-be published Guidance Note on the establishment of an inter-agency coordination mechanism (e.g. Inter-Agency Committee or Technical Working Group on Gender Statistics as part of the Gender Equality Accelerator 10 – Women Count). Personnel should be placed to coordinate and lead this group at country level, possibly with direct support from Regional Statistical Specialists. This country-level support should be guided by guidance (e.g., strategies and methodologies) developed at the global level (see Recommendation 1).
- In its coordination role at the country level, UN Women should support national governments in aligning partners to drive improvements and investments in improving enabling environments; producing gender statistics; and monitoring progress of gender statistics activities in line with gender development plans, national gender strategies and national strategy for the development of statistics (NSDS). UN Women should play an active role in supporting national governments in facilitating agreement of roles and responsibilities among partners to advance the field of gender data and statistics across all thematic areas.

Priority

MEDIUM

Timeline

SHORT-TERM

To be led by: Research and Data/EVAW Section/PPID – Regional Offices – Country Offices in close collaboration with national government partners

Impact: Improved positioning of UN Women in the gender statistics landscape as 1) the lead coordinator and convenor at the UNCT level and 2) lead supporter to national government efforts. Improved ability of UN Women to align partners and support alignment of partners through government efforts for advancing gender statistics work. Increased clarity around roles and responsibilities of relevant actors. Enhanced coordination and coherence between actors working in gender statistics.

Difficulty: Context may affect implementation of this recommendation as well as Country Office capacities to ensure UN Women is able to lead coordination and convening efforts at the UNCT level and support government efforts related to gender statistics.

If not implemented: Risk of UN Women losing a strategic position in the gender statistics landscape. Risk of duplication of efforts and challenging relationships, which may have significant implications in the formulation and implementation of robust regional and national gender development policies, and national gender strategic plans.

RECOMMENDATION 3



UN Women should strengthen emerging areas of work in gender statistics to consolidate its strategic positioning.

UN Women should strengthen identified areas of work in gender statistics such as gender and climate change, humanitarian action, women, peace and security, and disaster reduction and resilience, intersectionality, and artificial intelligence to reinforce and strengthen its competitive advantage and further consolidate its strategic positioning in the space. UN Women should investigate the feasibility of leading on intersectionality, inclusivity and equity in gender statistics. Areas of focus should be agreed in consultation with Thematic Units and within the framework of the Gender Equality Accelerator 10 – Women Count and UN Women Strategic Plan 2022-2025.

Suggested steps that could be taken:

- Research and Data/PPID to operationalize guidance based on the Gender Equality Accelerator 10 – Women Count and the UN Women Strategic Plan 2022-2025 related to the selected areas of focus to build UN Women and partner capacity. Operationalization could include the development of online or in-person training courses or manuals, certification courses and other technical resources specifically tailored to gender statistics in every thematic area. This could be designed with thematic units at HQ with regional statistics and thematic specialists
- Research and Data/PPID with Intersectionality Facility to operationalize UN Women's Counted and Visible Toolkit which provides a compilation of tools and mechanisms used by several countries to produce evidence to inform gender-responsive policies and catalyse actions to leave no one behind. This toolkit could be operationalized at country level through webinars and/or hands-on virtual or in-person training.

Priority

MEDIUM

Timeline

MEDIUM-TERM

To be led by: : Research and Data / PPID –with inputs from Regional Offices/ Disability Inclusion and Intersectionality portfolio hosted by UN Women UN Coordination Division/ Global LGBTIQ+ Specialist/ HeadquartersThematic Units

Impact: : Increased clarity of UN Women's emerging areas regarding gender statistics. Strengthened capacities of UN Women personnel and partners to increase gender statistics work organization-wide.

Difficulty: High as it requires a concerted effort across the organization to use, operationalize and socialize new guidance and capacity building measures at country level.

If not implemented: Risk of losing a potential strategic position in the gender statistics landscape that could potentially hinder strengthening of regional and national gender development policies, and national gender strategies.

RECOMMENDATION 4



UN Women should strengthen its internal human and technical capacities, and strive to further diversify its funding sources to advance gender statistics work.

In order for UN Women to consolidate its position in gender statistics, it should strengthen both its financial and technical resources. UN Women should ensure that field offices have the appropriate level of technical expertise and knowledge to lead and commission gender statistics work and meet other objectives as detailed in the road map (see Recommendation 1). UN Women should also ensure that gender statistics specialists are strategically placed at both regional and country levels to support this area of work. UN Women should ensure sufficient financial resources through resource mobilization strategies to further diversify sources of funding for gender statistics.

Suggested steps that could be taken:

- Research and Data/PPID with inputs from Regional Offices should ensure gender statistics specialists are strategically placed across the organization. This includes Regional Statistical Specialists as they have a key role in supporting the work across Regional and Country Offices.
- Research and Data/PPID should develop a roster of gender statistics consultants for technical assistance. The roster could include process guidance with roles and responsibilities across the organization on how to submit a request for roster use, approvals and hiring (EVAW and Evaluation Rosters could serve as a model to follow). This should be done by thematic area, utilizing the programmatic design tools of the Gender Equality Accelerator 10 -Women Count to conceptualize thematic/gender statistics programmes. Some examples are presented below:
 - This could be done accessing specific thematic type of funding and developing programmes that address the need for gender statistics.
 - Utilise the MTF Funds/ Climate and Environment Funds / Joint SDG information to identify specific funds that could be used for grants related to gender statistics in the area of gender equality and climate change (The UN Women Model Questionnaire for measuring nexus between gender and environment could be used as a specific output to get funded), humanitarian action, and LNOB.
- Research and Data/ Training Centre / PPID in collaboration with Regional Offices should offer learning approaches for all personnel in charge of programmatic work to commission gender statistics work. A basic training course on how to manage and commission gender statistics work based on the Women Count training module could be part of mandatory UN Women training.
- Communities of practice on gender statistics should be activated across UN Women with particular emphasis at country and regional levels, with cross-fertilization with headquarters units.

Priority

MEDIUM

Timeline

LONG-TERM

To be led by: : Research and Data - PPID – Training Centre

Impact: Enhanced internal technical capacity on gender statistics would allow UN Women to accelerate results in the area of gender statistics across the organization.

Difficulty: Strengthening capacities and ensuring gender statistical specialists across the organization have resource implications and meeting these demands may be difficult in a stretched environment. Strengthening capacities requires that UN Women personnel have the time to participate in capacity building activities which may be challenging in some circumstances given the workload of some personnel.

If not implemented: UN Women personnel may be more challenged to commission and/or lead work related to gender statistics.

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The UN Women Independent Evaluation Service is co-located with the Internal Audit Service under the Independent Evaluation and Audit Service. The UN Women Independent Evaluation Service's main purpose is to enhance accountability, inform decision-making, and contribute to learning about the best ways to achieve gender equality and women's empowerment through the organization's mandate, including its normative, operational, and coordination work. The Independent Evaluation Service also works to strengthen capacities for gender-responsive evaluation within UN entities, governments, and civil society organizations.

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**UN WOMEN IS THE UN ORGANIZATION
DEDICATED TO GENDER EQUALITY AND
THE EMPOWERMENT OF WOMEN. A GLOBAL
CHAMPION FOR WOMEN AND GIRLS, UN
WOMEN WAS ESTABLISHED TO ACCELERATE
PROGRESS ON MEETING THEIR NEEDS
WORLDWIDE.**

UN Women supports UN Member States as they set global standards for achieving gender equality, and works with governments and civil society to design laws, policies, programmes and services needed to ensure that the standards are effectively implemented and truly benefit women and girls worldwide. It works globally to make the vision of the Sustainable Development Goals a reality for women and girls and stands behind women's equal participation in all aspects of life, focusing on four strategic priorities: Women lead, participate in and benefit equally from governance systems; Women have income security, decent work and economic autonomy; All women and girls live a life free from all forms of violence; Women and girls contribute to and have greater influence in building sustainable peace and resilience, and benefit equally from the prevention of natural disasters and conflicts and humanitarian action. UN Women also coordinates and promotes the UN system's work in advancing gender equality.



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