

Personnel survey: UN Women Rwanda Country Portfolio Evaluation

Dear colleague:

The UN Women Independent Evaluation Service thanks you for participating in this survey, which is a key component of the **Country Portfolio Evaluation of UN Women Rwanda**. The purpose of this evaluation is to assess for the implementation period (2019-2023) the results achieved and to document lessons learned for the future.

In this context, the survey seeks to **better understand your perspective on UN Women's work in the country**. The survey will take between 10-20 minutes to complete; certain questions are optional in the case you are unable to answer.

All data will be treated as confidential without any attribution to your identity. If you have any questions, please contact the independent evaluation team at kay.lau@unwomen.org.

* Required

Background

1. What is your main area of work? *

Select all that apply.

- Project Management and Implementation
- Strategic Planning
- Human Resources
- Finances
- Administration
- Operations
- Communications
- Senior staff (representative)
- Other

2. What is your current position in the office? *

- Senior staff (Representative, Deputy)
- Programme staff
- Operations staff
- Other

3. What type of contract do you have? *

SSA (Special Services Agreement)

SC (Service Contract)

FTA (Fixed Term Appointment)

UNV (UN Volunteer)

Other

4. How long have you worked at the UN Women Country Office? *

Less than 1 year

1-3 years

3-5 years

More than 5 years

5. Your gender identification *

- Female
- Male
- Other
- Prefer not to say
- Other

6. What is your main thematic area of work? *

Select all that apply.

- Ending violence against women
- Women's political empowerment
- Women's economic empowerment
- Normative
- Coordination
- Not applicable
- Other

Relevance and strategic priorities

7. What is UN Women Sudan Country Office's comparative advantage, as compared to other agencies and stakeholders also working in the sector?

8. **Please indicate your level of satisfaction with UN Women's work regarding the following assertions?**

	Very unsatisfied	Somewhat unsatisfied
ALIGNMENT to the most pressing needs of women and girls in the country	<input type="radio"/>	<input type="radio"/>
Targeting the ROOT CAUSES of gender inequality and supporting structural changes	<input type="radio"/>	<input type="radio"/>
IDENTIFICATION of the most marginalised and vulnerable populations in line with the principle of "leave no one behind"	<input type="radio"/>	<input type="radio"/>
ENGAGE with the most marginalised and vulnerable populations in line with the principle of "leave no one behind"	<input type="radio"/>	<input type="radio"/>
ALIGNMENT to government priorities as set out in national policies and strategies	<input type="radio"/>	<input type="radio"/>
SUPPORT to sustainability of program outcomes	<input type="radio"/>	<input type="radio"/>

9. **What areas, if any, require MORE ATTENTION from UN Women to advance its mission for the empowerment of women and gender equality?**

Effectiveness

10. Has UN Women contributed to any unexpected outcomes, either positive or negative? Please explain.

11. **Please assess the extent to which UN Women has effectively ADAPTED its programme of work to the changing context in the country. ***

Not at all Fully

12. **Please provide 1 or 2 examples of where the Office's work has been effectively adapted to the changing context.**

Coordination and partnerships

13. How effectively has UN Women contributed to **STRENGTHENING COORDINATION** on gender with the UN system in the following areas?

The coordinating work of UN Women aims to promote the accountability of the UN system on gender equality and women's empowerment, and more broadly mobilize key stakeholders to ensure greater coherence and integration of the gender perspective. gender across the UN.

	Very ineffective	Somewhat ineffective
Mobilisation around the gender agenda through ADVOCACY with the government	<input type="radio"/>	<input type="radio"/>
Technical support for gender mainstreaming in UN INTERVENTIONS	<input type="radio"/>	<input type="radio"/>
COHERENCE of UN gender interventions	<input type="radio"/>	<input type="radio"/>
Conceptualisation and implementation of JOINT UN PROGRAMMES on gender	<input type="radio"/>	<input type="radio"/>
ACCOUNTABILITY on gender (e.g. with the UNCT-SWAP Gender Equality Scorecard)	<input type="radio"/>	<input type="radio"/>

14. Please indicate the extent to which you agree with the following statements regarding UN Women's coordination role.

	Fully disagree	Disagree	Not sure
UN Women's leadership in the GENDER THEMATIC GROUP has been effective in strengthening UN coordination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is a CLEAR SEPARATION of responsibilities regarding the gender agenda between UN agencies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
UN Women's work does not duplicate that of other UN agencies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
UN Women has effectively fulfilled its coordination role on gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

15. Please indicate the extent to which you agree with the following statements regarding UN Women's coordination role.

	Fully disagree	Disagree	Not sure
UN Women's leadership in the GENDER THEMATIC GROUP has been effective in strengthening UN coordination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is a CLEAR SEPARATION of responsibilities regarding the gender agenda between UN agencies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
UN Women's work does not duplicate that of other UN agencies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
UN Women has effectively fulfilled its coordination role on gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

16. **Please indicate how UN Women's support in coordination can be improved, if at all.**

17. **Please assess the effectiveness of UN Women's MANAGEMENT OF PARTNERSHIPS with the following actors in order to effectively fulfil its mandate.**

	Very ineffective	Somewhat ineffective
United Nations system	<input type="radio"/>	<input type="radio"/>
National government	<input type="radio"/>	<input type="radio"/>
Sub-national government	<input type="radio"/>	<input type="radio"/>
Civil society	<input type="radio"/>	<input type="radio"/>
International non-governmental organisations	<input type="radio"/>	<input type="radio"/>
Donors	<input type="radio"/>	<input type="radio"/>
International financial institutions	<input type="radio"/>	<input type="radio"/>

18. **Can you give examples of where UN Women's partnerships could be strengthened, if at all?**

Efficiency

19. Please indicate the extent to which you agree with the following statements regarding UN Women's efficiency.

	Fully disagree	Disagree	Not sure
The Country Office's management structure supports efficient resource mobilization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are systems in place to ensure efficient use of resources.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are effective systems to manage risks.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are effective systems to support results delivery.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Country Office has sufficient capacity (personnel) to deliver the portfolio.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Country Office has sufficient capability (skills) to deliver the portfolio.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
UN Women's leadership in the GENDER THEMATIC GROUP has been effective in strengthening UN coordination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is a CLEAR SEPARATION of responsibilities regarding the gender agenda between UN agencies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
UN Women's work does not duplicate that of other UN agencies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
UN Women has effectively fulfilled its coordination role on gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

20. **Please use this space to suggest how UN Women can improve its efficiency.**

Overall improvement

21. **Please use this space to suggest 2-3 ACTIONS for UN Women regarding its approach to achieving gender equality and women's empowerment in the country.**

22. Which initiatives have been the most effective, which UN Women should continue and scale up? Which initiatives have been less effect which UN Women should stop or scale back? Please explain.

Thank you!

This is the end of the survey. Thank you very much for taking the time to provide your thoughts, which will be extremely valuable in helping UN Women learn and improve its work going forward.

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