



## **Terms of Reference**

### **Joint Systemic Review of Gender Equality in Development Draft 1.0**

#### **I. Introduction**

The year 2014 -2015 is an important one with several key forums taking place for determining global policy issues related to gender equality and women’s empowerment in development including the ICPD Beyond 2014 review, Beijing +20, the review of the MDGs, the development of a post-2015 development agenda and new sustainable development goals. It is also a landmark year for evaluation with the celebration of the first International Year of Evaluation in 2015.

The United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) in partnership with the United Nations Evaluation Group (UNEG) and EvalPartners is commissioning a joint systemic review of gender equality in development that will promote the use of evidence-based learning from evaluations to inform future global policy on gender equality and women’s empowerment and gender-responsive evaluation practice. The systemic review will focus on:

1. system-wide and corporate gender equality policies and strategies in the UN system.
2. the contribution to gender equality development results at country-level by UN entities towards three of the critical areas of concern of the Beijing Platform for Action: institutional mechanisms for the advancement of women, women and the economy, and violence against women.
3. gender responsive evaluation systems and structures in the UN system, national governments and Voluntary Organizations of Professional Evaluators (VOPEs).

#### **II. Background**

##### *Gender Equality and Women’s Empowerment*

In 1979, the United Nations General Assembly adopted the International Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), which entered into force two years later. It is one of the core international human rights conventions and outlines the basis for equality between men and women, specifically by requiring State Parties to address discrimination against women. In 1995, the United Nations Fourth World Conference for Women unanimously adopted the Beijing Declaration and Platform for Action which formally established gender mainstreaming as the preferred global strategy for achieving gender equality and called for work to be undertaken in twelve critical areas of concern:

women and poverty, education and training on women, women and health, violence against women, women and armed conflict, women and the economy, women and decision-making, institutional mechanisms for the advancement of women, human rights of women, women and the media, women and environment and the girl child.<sup>1</sup> Following Beijing, the United Nations Economic and Social Commission Agreed Conclusion 1997/2 defined gender mainstreaming and called for its integration in all policies and programmes of the United Nations system; subsequent ECOSOC Resolutions have reiterated the call for gender mainstreaming within the UN system.

The importance of the gender mainstreaming strategy was also reiterated in 2000 at the 23<sup>rd</sup> Special Session of the United Nations General Assembly (Beijing +5). That same year saw the adoption of the Millennium Declaration and the establishment of eight Millennium Development Goals (MDGs) to be achieved by 2015. In addition to a specific goal dedicated to gender equality and women's empowerment, gender was also to be mainstreamed across the other seven goals in recognition of the centrality of gender equality to development. In 2005, United Nations General Assembly Resolution 60/1 called on the Secretary-General to take further steps in mainstreaming a gender perspective in the policies and decisions of the Organization, which led to the Chief Executives Board on Coordination's System-Wide Policy on Gender Equality and the Empowerment of Women. In the last decades, United Nations entities have developed individual gender mainstreaming policies, strategies and action plans to implement the ECOSOC resolutions and the system-wide policy on gender mainstreaming.<sup>2</sup>

In 2010, the 54<sup>th</sup> Session of the Commission on the Status of Women (Beijing +15) was devoted to a review of the implementation of the Beijing Platform for Action and the 23<sup>rd</sup> General Assembly Special Session on Women and their contribution to the full realization of the Millennium Development Goals, with a focus on sharing experiences and good practices with a view to overcoming remaining obstacles and new challenges.

Also in 2010, as part of the United Nation's reform process and in recognition of the need to strengthen accountability, effectiveness and coordination of the UN system's work on gender equality and women's empowerment, General Assembly resolution 64/289 created the Entity for Gender Equality and the Empowerment of Women (UN Women) that became operational in 2011. In 2012, UN-Women led the development of the endorsed UN System-Wide Action Plan for the implementation of the CEB System-Wide Policy on Gender Equality and Women's Empowerment (UN SWAP). The QCPR Resolution in 2013 has also reiterated the call for strengthening the gender perspective in all the work of the UN system.

In 2014, the 58<sup>th</sup> Commission for the Status of Women reviewed the challenges and achievements in implementing the MDGs for women and girls and the Agreed Conclusions highlighted that action is needed to strengthen the evidence-base on gender equality and women's empowerment, including by developing and strengthening national monitoring and evaluation mechanisms to assess policies and

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<sup>1</sup> The rationale for selecting three of the twelve critical areas of concern to be included in the review is based on the availability of evaluative evidence in the UN Women Gender Equality Evaluation Portal. Further details are outlined in Scope and Methodology Section of the ToR and Annex 1; further information on the three critical areas selected is included in Annex 2.

<sup>2</sup> The UN Women Coordination Division maintains a repository of the gender mainstreaming policies, strategies and action plans of UN entities: <http://www.un.org/womenwatch/ianwge/repository/index.html>

programmes to achieve the Millennium Development Goals for women and girls and promote the sharing of best practices. Other initiatives are underway at global, regional and national levels to understand what has worked and what are the challenges and gaps in terms of mainstreaming a gender perspective to achieve results on gender equality, including the review of the implementation of International Conference on Population and Development (ICPD) at the UN General Assembly Special Session ICPD Beyond 2014 in September 2014. These are expected to inform Beijing +20, a review of the MDGs and the post-2015 development agenda, including the expected agreement on Sustainable Development Goals, all taking place in 2015 to ensure that these policy forums build on the lessons and experiences of the past towards achieving gender equality.

### *Gender-Responsive Evaluation in the UN system*

The purpose of evaluation is to provide credible evidence for accountability, decision-making and learning to improve policies, strategies, plans, programmes and projects. Gender responsive evaluation is the implementation of the gender mainstreaming mandate into evaluation practice. It requires that a gender perspective is integrated in evaluation by substantively assessing the gender aspects of the evaluand and conducting the evaluation in a manner that promotes gender equality and women's empowerment itself.

The United Nations Evaluation Group (UNEG) has developed Norms and Standards in response to GA resolution A/RES/59/2503. While the UNEG Norms seek to facilitate system-wide collaboration on evaluation by ensuring that evaluation entities within the UN follow basic principles, the UNEG Standards are intended to guide the establishment of the institutional framework, management of the evaluation function and the conduct and use of evaluations. The UNEG Norms and Standards integrate gender perspectives and the group has also developed specific guidance on to how to integrate gender equality in evaluation. Some UN entities also undertake periodic evaluations of their gender mainstreaming policies/strategies.

In 2013, UN-Women developed more specific technical guidance and a scorecard for promoting and harmonizing reporting against the UN SWAP Evaluation Indicator that tracks performance on gender-responsive evaluation by all UN entities. The current UNEG strategy and work plan also call for further initiatives on gender responsive evaluation by the group, as well as a revision of the UNEG Norms and Standards. UNEG will also be critically engaged in the 2015 International Year of Evaluation.

### *Engendering National Evaluation Systems*

National evaluation systems are crucial for providing evidence-based information and analysis to inform and improve national policies and strategies, including for the achievement of gender equality. There is a growing trend towards developing and strengthening the quality and credibility of these systems and for country-led evaluation.

National evaluation systems normally involve two main actors that both play a crucial role in generating demand for and supply of gender responsive evaluation: national governments and civil society. National governments create the demand for the conduct of gender-responsive evaluation by developing formal national evaluation policies or by commissioning gender responsive evaluations. The

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<sup>3</sup> Document A/C.2/59/L.63 of 17 December, paragraph 69.

independent evaluation offices of national governments can also contribute to the supply of gender responsive evaluation through the evaluations they conduct.

Similarly, civil society can also create the demand for gender responsive evaluation by advocating for the integration of gender in the evaluation of national policies and programmes, which is often a missing element. However, civil society is also crucial for enabling a supply of gender responsive evaluation to meet this demand, with Voluntary Organizations of Professional Evaluators (VOPEs) playing a specific and important role in this regard by supporting national evaluators to develop and strengthen gender-responsive evaluation capacities.

In 2012, “EvalPartners”, an innovative partnership to enhance national evaluation capacities, with a specific focus on equity-focused and gender-responsive evaluation, was launched. EvalPartners has supported research on national evaluation systems including a mapping of the status of national evaluation policies in 2013 and the development of case studies highlighting the role of VOPEs in fostering equity-focused and gender-responsive evaluations and evaluation systems. In 2014, EvalPartners has launched three Evaluation Challenge projects for VOPEs that specifically aim to promote and build capacities on gender responsive evaluation in the context of the International Year of Evaluation.

Finally, Member States have called for the UN system specifically to support the strengthening of gender-responsive national evaluation capacities<sup>4</sup>, and there is a similar interest to do so by international and regional VOPEs.

### **III. Purpose, scope and intended use**

The systemic review has a two-fold purpose with an overall goal of improving development results on gender equality and women’s empowerment through evidence-based learning. First, it is meant to enhance learning and contribute to knowledge management systems on what works and what does not for achieving gender equality and women’s empowerment in development initiatives by analyzing corporate gender mainstreaming policies/strategies and gender equality results within the UN system. Secondly, it is expected to enhance gender-responsive evaluation by analyzing the systems in place to promote it within the UN and at national level.

More specifically, the objectives of the joint systemic review are to:

1. Analyze practice on system-wide and corporate gender mainstreaming policies/strategies of United Nations entities.
2. Analyze the contribution to gender equality development results by UN entities at country-level on three of the critical areas of concern of the Beijing Platform for Action: institutional mechanisms for the advancement of women, women and the economy, and violence against women

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<sup>4</sup> QCPR resolution

3. Analyze the systems in place to promote gender-responsive evaluation practice in the UN system, national evaluation systems and among VOPEs.

The proposed joint systemic review will seek to answer the following key questions:

Objective 1:

- a. What has been the relevance and effectiveness of system-wide and corporate gender mainstreaming policies of UN entities? Do system-wide and corporate gender mainstreaming policies/strategies contribute to delivery of development results?
- b. What are the lessons learned and good practices that can strengthen the development and implementation of future UN entity gender mainstreaming policies/strategies?

Objective 2:

- a. What have been the contribution to gender equality development results achieved by UN entities at country-level on the three critical areas of concern of the Beijing Platform for Action?
- b. What has been the relevance of these results for national commitments to gender equality?
- c. How have these results been achieved? What were some of the contributing factors, bottlenecks, lessons learned and good practices?
- d. Are there lessons related to the pathways to achieve results overall and in each specific critical area? What are the commonalities, variations and adaptations? What, if any, are the inter-linkages between the three critical areas under review?

Objective 3:

- a. What are the systems and practices currently in place to promote gender-responsive evaluation within the UN system? What are the challenges and/or enabling factors?
- b. What are the systems and practices currently in place to promote gender-responsive evaluation in national evaluation systems? What are the challenges and/or enabling factors?
- c. What are the systems and practices currently in place to promote gender-responsive evaluation among VOPEs? What are the challenges and/or enabling factors?
- d. What are the lessons learned and good practices on gender-responsive evaluation among all three stakeholders (collectively and separately)?
- e. What are the most promising areas for collaboration on gender-responsive evaluation? Are there any untapped opportunities?

The joint systemic review is expected to be used to inform:

- the post-2015 development agenda, Beijing +20, and upcoming sessions of the Commission of the Status of Women (CSW);
- the implementation of the UN system *Guidance on the Development of Gender Equality and the Empowerment of Women Policies, Strategies and Plans*;
- the work of UNEG in promoting gender responsive evaluation practice in the UN system, including the revision of the *Norms and Standards for Evaluation in the UN system* and the *Peer Review Framework for UNEG Evaluation Functions*;
- EvalPartners' strategy for promoting gender-responsive national M&E systems and for strengthening regional and national VOPEs capacity to demand and supply gender-responsive evaluations; and
- the 2015 International Year of Evaluation (2015).

The main expected users of the systemic review are UN system entities (including UN-Women and UNEG specifically), national governments, international, regional and national VOPEs (including EvalPartners), and global policy-making forums (Beijing +20, MDGs review, CSW, etc.).

### ***Scope and Methodology***

The joint systemic review is proposed to be conducted by external independent evaluation/research consultants over a seven-month period from May – October 2014. It will be organized into three sections aligned to the three objectives and related questions and will be based solely on secondary data from existing evaluations, mapping studies and other relevant documents available.<sup>5</sup> It will be guided by relevant applicable guidelines for systemic reviews and qualitative and quantitative data analysis methods.

- **Section 1** will involve a meta-analysis of identified UN entities' evaluations of gender equality policies/strategies from 2006 onwards and annual reporting for the UN SWAP. A list of current evaluations and related meta-synthesis identified is included in Annex 1.
- **Section 2** will involve an in-depth systemic review and meta-analysis of the lessons learned from the contribution to gender equality results at country-level contained in evaluations of UN entities work from 2006 to date. The main, but not exclusive, source of information will be UN Women Gender Equality Evaluation Portal, which is a database that contains 191 evaluations of UN entities work on gender quality from 2006 to present on what works to achieve gender equality and women's empowerment organized around the 12 Critical Areas of Concern of the Beijing Platform for Action.<sup>6</sup> The analysis will focus on three of the twelve areas where there is a critical mass of evaluative evidence available: institutional mechanism for the advancement of women (61), women and the economy (41), and violence against women (18).<sup>7</sup> The evaluations selected will be further screened to ensure that only credible evaluations are included in the analysis. Further sampling criteria may also be developed.
- **Section 3** will consist of analysis and meta-analysis of UN entities individual evaluation policies/strategies/guidance as well as relevant UNEG ones; national evaluation policies; and policies/structures of VOPEs at the international, regional and national level. UN entities, national systems and VOPEs that demonstrate more scope for providing lessons learned and good practices related to gender-responsive evaluation may be selected for more in-depth analysis.

More specifically:

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<sup>5</sup> A preliminary list of data sources is included in Annex 1

<sup>6</sup> Additional relevant evaluations will be sourced directly from UN entities.

<sup>7</sup> Institutional mechanism for the advancement of women is linked to work in the other 11 critical areas and the Agreed Conclusions of the 58th CSW highlight that violence against women and issues related to women and the economy were not sufficiently addressed in the MDGs.

- *Criteria for inclusion and exclusion* will be established for each objective area. The criteria will be guided by UNEG Norms and Standards and will consider both published and unpublished works available from 2006 to present and will aim to reduce bias to the extent possible.
- *Structured search strategy* will be developed for evaluations/documents (Objective 1 and 2) and reviews, mapping, case studies and other relevant documents (Objective 3) on the basis of the established inclusion/exclusion criteria and will make use of the UN-Women gender and evaluation portal, individual UN entities evaluation databases, EvalPartners' documented case studies and website, direct solicitation from entities, and other sources. The search will also contribute to further populating the gender and evaluation portal.
- *Screening* of evaluations/documents will be conducted to ensure the quality and credibility of the evidence presented for meta-analysis to develop a final list of evaluations/documents to be analyzed for each objective/question. The systemic review will rely on quality screening already conducted by each agency.
- *Qualitative and quantitative data extraction* will be conducted on the screened sample of evaluations/documents against each review question.
- *Meta-analysis and summarization* of the qualitative and quantitative data extracted such as coding, content analysis, comparative analysis, contribution analysis, process tracing and statistical analysis.
- *Reporting* against an agreed final format.

#### **IV. Management**

The systemic review will be managed by a Management Group composed of representatives of UN Women, UNEG and EvalPartners. The UN Women Independent Evaluation Office (IEO) will chair the Management Group. The review will be conducted by external independent consultants. The MG will have responsibility for decision-making and quality assurance throughout the process and may request revisions of products until quality standards have been achieved.

Wider participation and inclusion will be promoted through the constitution of a reference group to provide feedback and validation to the ToR and key deliverables. It will be composed of representatives from UNEG, EvalPartners, UN entities, national evaluation functions and relevant CSOs. UN Women will also constitute an internal reference group to further inform the process.

#### **V. Systemic Review Team (Objective 1, 2 and overall report)**

A research and/or evaluation firm will have responsibility for the design and conduct of the systemic review against Objectives 1 and 2, but will be required to incorporate work conducted separately against Objective 3 into one cohesive overall report. A senior consultant with extensive experience in conducting systemic reviews will compose/lead a team that consists of at least three members, with balance in terms of gender and regional representation desirable. Each team members' expertise should include the following:

### ***Team Leader***

- A PhD related to any of the social sciences, preferably on gender equality or international development
- At least 10 years of working experience in designing and conducting systemic reviews, research or evaluation and specific experience in conducting meta-analysis/synthesis.
- Experience in a wide range of qualitative and quantitative approaches, methods and techniques.
- Experience and background in gender equality, specifically international normative frameworks, gender mainstreaming and gender analysis
- Experience and knowledge in human rights issues, the human rights-based approach to programming, human rights analysis and related UN mandates.
- Familiarity with United Nations Evaluation Group (UNEG) Norms and Standards
- Excellent analytical, facilitation and communications skills;
- Ability to work with the Management Group to produce a high quality report delivered in a timely basis, incorporating the work to be undertaken separately on Objective 3
- Knowledge and experience working with the UN system
- Familiarity with National Evaluation Policies and Voluntary Organizations of Professional Evaluators is a strong asset
- Fluent in English, other official UN languages (particularly Spanish and French) an asset

### ***Senior Gender Equality Expert***

- At least an MA related to any of the social sciences, preferably on gender equality or international development; PhD preferred;
- At least 7 years of working experience in designing and conducting systemic reviews, research or evaluation, especially in conducting meta-analysis/synthesis and on gender equality issues;
- Experience in a wide range of qualitative and quantitative approaches, methods and techniques;
- Demonstrated expertise in gender equality, specifically international normative frameworks, gender mainstreaming and gender analysis;
- Demonstrated knowledge/experience in the three critical areas of concern of the Beijing Platform for Actions selected for review: Institutional Mechanisms for the Advancement of Women, Ending Violence Against Women and Women, Peace and Security;
- Experience and knowledge in human rights issues, the human rights-based approach to programming, human rights analysis and related UN mandates;
- Familiarity with United Nations Evaluation Group (UNEG) Norms and Standards;
- Excellent analytical and communications skills;
- Ability to work with the Management Group to produce a high quality report delivered in a timely basis, incorporating the work to be undertaken separately on Objective 3;
- Knowledge and experience working with the UN system;
- Familiarity with National Evaluation Policies and Voluntary Organizations of Professional Evaluators is a strong asset; and
- Fluent in English, other official UN languages (particularly Spanish and French) an asset.

### ***Research Assistant***

- An MA related to any of the social sciences, preferably on gender equality or international development;
- At least 5 years of working experience in designing and conducting systemic reviews, research or evaluation, especially in conducting meta-analysis/synthesis and on gender equality issues;



- Experience in a range of qualitative and quantitative approaches, methods and techniques;
- Experience and background in gender equality, specifically international normative frameworks, gender mainstreaming, gender analysis and experience in any of the Beijing Platform for Action Critical Areas of Concern under review desirable;
- Experience in human rights issues, the human rights-based approach to programming, human rights analysis and related UN mandates;
- Familiarity with United Nations Evaluation Group (UNEG) Norms and Standards;
- Strong analytical and communications skills;
- Ability to work with the Management Group to produce a high quality report delivered in a timely basis, incorporating the work to be undertaken separately on Objective 3;
- Knowledge and experience working with the UN system;
- Familiarity with National Evaluation Policies and Voluntary Organizations of Professional Evaluators is a strong asset; and
- Fluent in English, other official UN languages (particularly Spanish and French) an asset.

## VI. Time Frame and Expected Products

The proposed timeframe and expected products will be discussed and finalized with the selected consultants. The MG reserves the right to ensure the quality of products submitted by the external consultants and will request revisions until the product meets the quality standards as expressed by the MG. The final products will be delivered in electronic format in both PDF and Word versions, with all text and images provided in formats that facilitate the copy-editing, format and design of products for publication.

Activity	Product to be delivered by consultants	General Timeframe
<b>Work Plan</b>	Detailed workplan outlining the timeframe and different products to be developed	May 2014
<b>Systemic Review Protocol (including two rounds of revision)</b>	A detailed protocol will be developed based on the initial proposal, an initial review of data sources, and refinement of the ToR. The protocol will include a detailed outline of the methodology and timeframe. A first draft report will be shared with the Management Group and, based upon the comments received; the team will revise the draft. The revised draft will be shared with reference groups and external advisors for feedback. The team will maintain an audit trail of the comments received and provide a response on how the comments were addressed in the final inception report.	May 2014
<b>Document List</b>	A final document list will be produced and shared with the Management Group. The team will populate the Gender and Evaluation Portal with the relevant documents to promote access.	June 2014

<b>Presentation of preliminary findings (one round of revision)</b>	A PowerPoint presentation detailing the emerging findings of the systemic review will be shared with the Management Group for feedback. The revised presentation will be delivered to the reference groups and external advisors for comment and validation. The consultants will incorporate the feedback received into the draft report.	August 2014
<b>Draft Report (including three rounds of revision prior to the final report)</b>	A first draft report will be shared with the Management Group for initial feedback. The second draft report will incorporate Management Group feedback and will be shared with the reference groups and external advisors for feedback. The third draft report will incorporate this feedback and then be shared with the reference group/external advisors for final validation. The consultants will maintain an audit trail of the comments received and provide a response on how the comments were addressed in the revised drafts.	September – October 2014
<b>Final Report</b>	The final report will include a concise Executive Summary and annexes detailing the methodological approach and any analytical products or tools developed during the course of the systemic review. The structure of the report will be pre-defined in the systemic review protocol by the Management Group and the consultants.	October 2014
<b>Summary Report (including two rounds of revision)</b>	The systemic review purpose, methodology, key findings and lessons learned will be summarized in an 8,000 word Summary Report.	October 2014
<b>Policy Brief</b>	A dissemination product/pamphlet extracting the key findings and lessons of the systemic review in a user-friendly format to be distributed at global policy-making forums.	October 2014
<b>Upload of additional evaluation in the UNW Gender evaluation portal</b>	<i>All additional evaluations identified during the search that are not already available in the UNW Gender evaluation portal will be uploaded</i>	October 2014
<b>Dissemination</b>	<i>IEO is responsible for presenting the report to the Executive Board, and coordinating the dissemination of the systemic review. The UNEG and EvalPartners are responsible for disseminating the systemic review with policy-makers and relevant stakeholders.</i>	November 2014– January 2015

## Annex 1: Proposed Sources of Information

### Objective 1

1. Evaluation of Gender Mainstreaming in UNDP (*forthcoming*)
2. Evaluation of WFP Gender Policy (2009 – 2013): *'This Time Around?'* (2014)
3. Annual Reporting on the UN System-Wide Action Plan for the implementation of the CEB System-Wide Policy on Gender Equality and Women's Empowerment (2013 & 2014)
4. African Development Bank Group: Mainstreaming Gender Equality: A Road to Results or a Road to Nowhere? (2012)
5. Evaluation Cooperation Group and IFAD: Gender Equality and Development Evaluation Units: Lessons from Evaluations of Development Support of Selected Multilateral and Bilateral Agencies (2012)
6. Review of Gender Mainstreaming in UNEP (2012)
7. Evaluation of FAO's role and work related to Gender and Development (2011)
8. UN Habitat's Evaluation of Gender Mainstreaming (2011)
9. Changing the way UNHCR does business?: An evaluation of the Age, Gender and Diversity Mainstreaming Strategy 2004 – 2009 (2010)
10. Thematic evaluation of gender mainstreaming in the United Nations Secretariat (2010)
11. Mid-term Evaluation of UNFPA Strategic Plan Organizational Goal 3 Phase I (2010)
12. Mid-term Evaluation of UNFPA Strategic Plan Organizational Goal 3 Phase II (2011)
13. IFAD's Performance with regards to Gender Equality and Women's Empowerment (2010)
14. End-of-Term Evaluation of WFP's Gender Policy (2003-2007): Enhanced Commitments to Women to Ensure Food Security (2008)
15. Evaluation of Gender Policy Implementation in UNICEF (2008)
16. Evaluation of Gender Mainstreaming in UNDP (2006)

## Objective 2

- Evaluation databases of different UN entities
- DFID systemic reviews:
  - What is the evidence of the impact of initiatives to reduce risk and incidence of sexual violence in conflict and post-conflict zones and other humanitarian crises in lower and middle-income countries? A systematic review
  - Providing access to economic assets for girls and young women in low-and-lower middle-income countries. A systematic review of the evidence.
  - The impact of economic resource transfers to women versus men: a systematic review.
- [UN Women Gender Equality Evaluation Portal](#), which to date contains:
  - 61 evaluations of UN work on advancement of women;
  - 41 evaluations of UN work on women and the economy; and
  - 18 evaluations of UN work on violence against women.
- The table below provides the current availability of evaluation reports by UN entities in the portal:

	1) Women and Poverty	2) Women and Education	3) Women and Health	4) Violence Against Women	5) Women and Conflict	6) Women and the Economy	7) Women and Power	8) Women and Advancement	9) Women and Human Rights	10) Women and the media	11) Women and the Environment	12) The Girl Child	Not specified	Total
FAO			1					1	1		2			5
IFAD						1		1						2
ILO	1					22		4						27
Joint UN	1		1	5	2	2	2	13	1					27
OIOS								1						1
UN Women	3		1	10	10	8	5	15	5					57
UNDG								1						1
UNDP	4		2	1		5	3	11						26

UNEC						1								1
UNEP								1					1	2
UNESCO								2		1		1	2	6
UNESCWA								1						1
UNFPA			5			1		3	2				1	12
UN Habitat								2						2
UNHCR					1			1						2
UNIDO						1								1
UNICEF		3	1	2				3				7		16
WEP			1					1						2
<b>Total per area</b>	9	3	12	18	13	41	10	61	9	1	2	8	4	191

### Objective 3

- United Nations Joint Inspection Unit: Analysis of the Evaluation Function of the United Nations System (*to be finalized* )
- Mapping/guidance note on integrating gender into national evaluation policies of developing countries (*in development*)
- EvalPartners' Evaluation Challenge project documents on gender responsive evaluation (2013 and ongoing)
- OIOS Inspection and Evaluation Division: UN Secretariat Evaluation Scorecards 2010-2011 (2013)
- Mapping the status of national evaluation policies (NEP) (2013)
- EvalPartners' Case studies of gender-responsive evaluation practice in VOPEs
- UNEG Peer Reviews (2006 - 2013)
- Independent Assessment of the United Nations Evaluation Group 2004-2012 (2013)
- African Development Bank Group: Mainstreaming Gender Equality: A Road to Results or a Road to Nowhere? (2012)
- Evaluation Cooperation Group and IFAD: Gender Equality and Development Evaluation Units: Lessons from Evaluations of Development Support of Selected Multilateral and Bilateral Agencies (2012)

## **Annex 2: Strategic objectives of the three BPA critical areas of concern**

### **Violence against Women Strategic Objectives**

1. Take integrated measures to prevent and eliminate violence against women
2. Study the causes and consequences of violence against women and the effectiveness of preventive measures
3. Eliminate trafficking in women and assist victims of violence due to prostitution and trafficking

### **Institutional Mechanism for Advancement of Women**

1. Create or strengthen national machineries and other governmental bodies.
2. Integrate gender perspectives in legislation, public policies, programmes and projects.
3. Generate and disseminate gender-disaggregated data and information for planning and evaluation

### **Women and the Economy**

1. Economic rights and independence, including access to employment, appropriate working conditions and control over economic resources.
2. Facilitate women's equal access to resources, employment, markets and trade.
3. Provide business services, training and access to markets, information and technology, particularly to low-income women. Actions to be taken.
4. Strengthen women's economic capacity and commercial networks.
5. Eliminate occupational segregation and all forms of employment discrimination.
6. Promote harmonization of work and family responsibilities for women and men. Actions to be taken.