An Empowered Future:
Corporate evaluation of UN Women’s contribution to women’s economic empowerment 2011-2014

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Thematic evaluation of UN Women’s Contribution to Women’s Economic Empowerment: Innovations and Challenges
Outline

- Background
- Management
- Design & methodology
- Data gathering and synthesis
- Evaluation dissemination and utilization
- Conclusion
Purpose and Framework

Formative (forward looking)
27 countries + HQ
Management

- Extended preparatory stage of evaluation
- TOR comprehensive but open for methodological innovation
- “Hands on” management and engagement of IEO
- Multiple levels of validation and quality assurance
Design & Methodology

GE &HR Evaluation Criteria

• GE&HR mainstreamed across criteria (relevance, effectiveness and organizational efficiency)
• Included as a standalone criteria area to ensure full substantive consideration and analysis
• GE&HR related indicators included in evaluation matrix

Challenge: How to evaluate “gender responsiveness” of gender equality programmes?
Design & Methodology

Evaluation of GE&HR Approach/Scope

• Alignment with normative standards/treaty-body recommendations
• GE/HR approach in the planning/design, monitoring and reporting of WEE-related strategies and intervention
• Extent to which intervention theory considers GE&HR issues and addresses underlying causes of inequality and discrimination
Design & Methodology

Evaluation Design

- Mixed methods approach
- Systemic approach
- Utilization focused
- Theory-based
- Qualitative comparative analysis

Level 1
Desk review

Level 2
27 countries & survey

Level 3
6 counties & HQ
## Design & Methodology

**Challenge:** How to include the “voice” from case studies?

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<thead>
<tr>
<th>DATA</th>
<th>QUANT</th>
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<td>Quantitative (QUANT)</td>
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<td></td>
<td>Network analysis, fsQCA</td>
<td>Contribution analysis, Multiple lines and levels of evidence synthesis</td>
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<td>fsQCA, WEE scale, ToC frequency mapping</td>
<td>CORT case studies, Case study qualitative comparative analysis, Organizational capacities, Contribution analysis, Critical systems, Multiple lines and levels of evidence synthesis</td>
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Data collection

**CORT Approach:**

- Focused on participatory principles, and involved stakeholders in discussing and evaluating their situation

- Validated “performance story”
- Capacity development
- Voice of women and other community members
Data collection

Participatory Video Process:

• Led by InsightShare during Moldova case study with members from two communities
• Resulted in six stories of change videos that were selected, produced and analysed by women users of the Joint Information and Services Bureaux

Challenge: “Letting it go” – trusting the participatory process
## Fuzzy sets qualitative comparative analysis

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<th>Indicators</th>
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<td>Levels of coordination</td>
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<td>Work with the private sector</td>
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<td>Women’s agency (literacy, reproductive health, information)</td>
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<td>Economic opportunities</td>
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<td>Resources available for WEE programming</td>
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<td>12</td>
<td>Government capacity</td>
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<td><strong>Total</strong></td>
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**Dissemination and utilisation**

**Reporting**

- Multiple validation processes at various levels with internal and external stakeholders (designed to give all participants an equal voice)
- CORT – Summary matrix report (concise/accessible)
- Synthesis Report - GE&HR specific findings/conclusions and recommendations
- Decision-based approach to recommendations

*Challenge: Different report for different audience?*
QUICK REFERENCE

To aid reading, all findings in Section 3 are tabbed on the left hand side with the organizational business unit to which they are most relevant (policy, programme, coordination, partnerships and normative).

POLICY
Findings:
1; 2; 3; 4; 5; 6; 7; 11; 12; 21; 24; 35; 36; 39; 40; 41
Pages:
20; 23; 24; 26; 27; 29; 30; 36; 38; 55; 59; 73; 75; 78; 81; 82

PROGRAMME
Findings:
7; 8; 9; 11; 12; 16; 18; 19; 20; 21; 22; 23; 24; 25; 34; 37; 38
Pages:
30; 31; 33; 36; 38; 46; 49; 53; 54; 55; 56; 57; 59; 69; 77

COORDINATION
Findings:
11; 15; 16; 28; 32
Pages:
36; 44; 46; 63; 69

PARTNERSHIPS
Findings:
17; 26; 29; 30
Pages:
47; 60; 63; 66

NORMATIVE
Findings:
10; 13; 14; 24; 27; 31; 33
Pages:
34; 39; 41; 59; 61; 68; 70
Dissemination and utilisation

Management Response and Dissemination

• Specific GE&HR recommendations will ensure Management Response to address GE&HR questions

• Participatory workshops with key internal UNW stakeholders (including country-level) to discuss the Management Response and implementation strategy

• Presentation of findings in IEO Magazine
Coming soon!

TRANSFORM

Think beyond. Stay ahead

UN Women IEO Magazine for gender responsive evaluation
Conclusions

- Careful selection of evaluation design and sequencing of methods to ensure the GE&HR approach
- Importance of having stand-alone GE&HR approach
- CORT is a well-tested participatory approach with a solid process for seeking consensus on the analysis and synthesis of findings
- Participatory video useful to identify unintended outcomes and factors
- QCA is also a powerful methodology for the analysis of complex situations
Ambitious and entrepreneurial owner feels empowered

To what extent does her female employee feel empowered with decent work?

Capital and insurance needed for stock