

# TRANSFORM



**Insights on organizational effectiveness and efficiency: META-SYNTHESIS OF UN WOMEN EVALUATIONS**

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## Dear Readers,

This year's meta-synthesis captures evidence-based progress and lessons related to UN Women's organizational effectiveness and efficiency outputs. The analysis includes 68 corporate and decentralized evaluations conducted between 2017 and 2019, with a well-distributed geographical coverage. The synthesis showcases evidence of progress in key organizational effectiveness and efficiency areas, including UN coordination efforts, strategic partnerships, knowledge management, results-based management and improvements in the management of financial and human resources.

The synthesis presents results, good practices and impediments for each of the four organizational effectiveness and efficiency outputs identified in the UN Women Strategic Plan 2018–2021. The report also highlights opportunities for the way forward in the areas of effective UN coordination, enhanced partnerships, diverse networks, improved monitoring systems, strengthened gender databases and improved efficacy of business processes.

The meta-synthesis aims to contribute new insights to UN Women's knowledge base and learning. We hope that colleagues will find the analysis interesting and make use of the emerging lessons and good practices.

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## **Think Beyond. Stay Ahead.**

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THE META-SYNTHESIS ISSUE



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ON THE COVER - Indonesia - Community Peacebuilding Discussions: Discussions on how women contribute to peacebuilding in their communities at a massive gathering in Pesantren Annuqqayah, Indonesia.

Photo ©UN Women/Ryan Brown



A woman with dark hair, wearing a black textured sweater, is shown in profile, looking towards the left. She is standing in front of a wall with a complex geometric pattern of black lines forming various triangles and polygons. Some of these shapes have small red dots at their vertices. The lighting is soft, highlighting her features and the texture of her clothing.

# **Insights on organizational effectiveness and efficiency:**

## **A META-SYNTHESIS OF UN WOMEN EVALUATIONS**

## ***Why meta-synthesis?***

*To get better results, we need to know what works. We also need to know what doesn't work and how to fix it.*

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This meta-synthesis brings together evidence on UN Women's organizational effectiveness and efficiency outputs. In alignment with UN Women Strategic Plan 2018–2021, the synthesis focuses on issues related to UN coordination efforts, strategic partnerships, knowledge management, innovation, results-based management, resource mobilization, streamlining business processes and improvements in the management of financial and human resources. In addition to highlighting progress, the synthesis captures commonly identified drivers of change in the form of good practices, innovations and impediments.

The purpose of this synthesis is to contribute to UN Women's knowledge base and learning on the organizational effectiveness and efficiency outputs of the Strategic Plan. The findings are also intended to inform the forthcoming evaluation of Flagship Programme Initiatives and thematic priorities, as well as other corporate processes.

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**OVERVIEW****UN WOMEN STRATEGIC PLAN****2018–2021:****ORGANIZATIONAL  
EFFECTIVENESS AND EFFICIENCY  
OUTPUTS**

- **OUTPUT 1:** Enhanced coordination, coherence and accountability of the UN system commitments to gender equality and women's empowerment
- **OUTPUT 2:** Increased engagement of partners in support of UN Women's mandate
- **OUTPUT 3:** High quality of programmes through knowledge, innovation, results-based management and evaluation
- **OUTPUT 4:** Improved management of financial and human resources in pursuit of results



Insights on organizational effectiveness and efficiency:

[A meta-synthesis of UN Women evaluations](#)

## Scope and methodology

*Given the specialized focus of this synthesis, a wide sample of evaluations was selected to provide sufficient context and capture any changes in approach during the current Strategic Plan period. The scope of this synthesis covers all evaluations conducted by UN Women between 2018 and 2019, as well as corporate evaluations in 2017.*

This meta-synthesis is theory-based and used an analytical framework to map the pathways of progress on organizational effectiveness and efficiency. It began by constructing a theory of implementation describing the approach of UN Women using elements from the Strategic Plan 2018–2021 and the accompanying Integrated Results and Resources Framework. This was then used to design a coding structure to analyse and map evaluation evidence.

A combination of quantitative and qualitative methods was used to identify emerging trends and

highlight good practices and impediments. The quantitative analysis assessed the strength of evidence on emerging insights and lessons by mapping relative frequencies and geographical coverage. The qualitative analysis used a structured synthesis with a view to refining trends, identifying common lessons and highlighting any innovative approaches to achieving the outputs. Given the focus on organizational effectiveness and efficiency, the analysis and findings were organized around the related four outputs of the UN Women Strategic Plan.

**68**  
evaluations  
2017-2019



Combination of quantitative and qualitative methods



Coding structure to analyse and map evaluation evidence

**53** country-level evaluations

**9** global evaluations

**6** regional evaluations



Theory-based analytical framework



Reconstructed theory of implementation

What methods and tools are available to advance gender-responsive evaluation?

What can we learn from successful gender-responsive evaluation approaches?

How can we empower rights holders and maximize their participation?

## GOOD PRACTICES IN GENDER-RESPONSIVE EVALUATIONS

Download the interactive PDF [here](#)



 UN WOMEN



Photo ©UN Women

## KEY FINDINGS

# What did the meta-synthesis find?



UN Women plays a pivotal role in the United Nations system to enhance

Through its convening power, UN Women brings together diverse UN

预览已结束，完整报告链接和二维码如下：

[https://www.yunbaogao.cn/report/index/report?reportId=5\\_21792](https://www.yunbaogao.cn/report/index/report?reportId=5_21792)

