

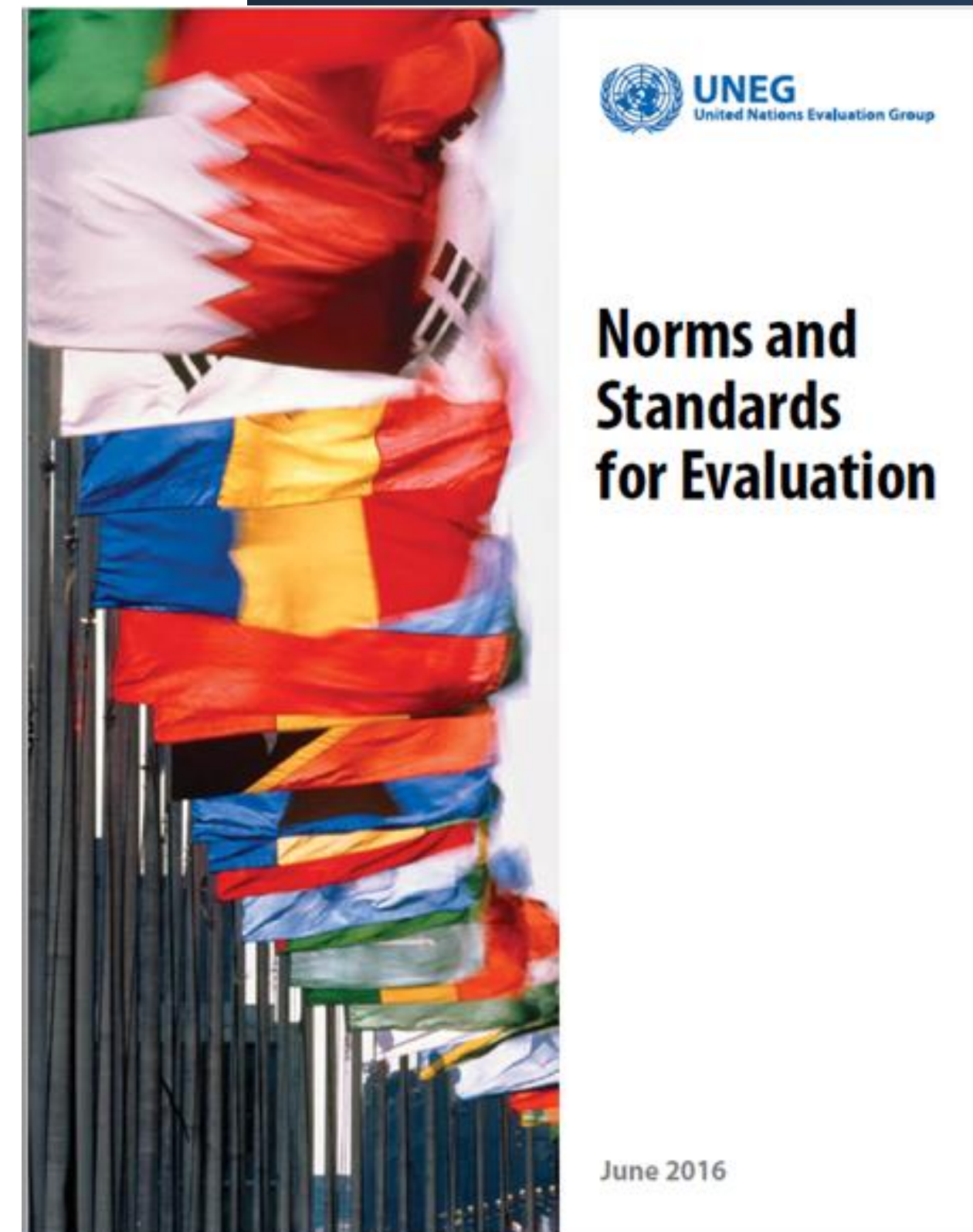
*UNEG Gender,
Disability and Human
Rights Working
Group*

GENDER AND DISABILITY INCLUSION IN EVALUATION



Human Rights and Gender Equality in Evaluations

- The UN Evaluation Group (UNEG) [Norms and Standards](#) for Evaluation highlight the need for the integration of human rights and gender equality in evaluation, underpinning the commitment to the principle of “no-one left behind” (Norm 8 and Standard 4.7).
- The UNEG Gender, Disability and Human Rights Working Group, co-convened by UN Women and OHCHR, develops guidance, disseminates it and facilitates the exchange of experiences
- The UN Administrative Instruction [ST/AI/2021/3](#) on Evaluation in the Secretariat requires UN Secretariat entities have an evaluation policy. Its accompanying [Guidelines](#) require that these policies include "gender, human rights and disability considerations".



Guidance Integrating Human Rights and Gender Equality in Evaluation (2024)

UNEG first published the Guidance Integrating Human Rights and Gender Equality in Evaluation in 2014.

- In 2021 the WG undertook a gap analysis of the 2014 Guidance and the update began in 2022

The key objectives of the update were to:

- Streamline the Guidance
- Address the gaps identified by the working group in the gap analysis
- Incorporate current theory, knowledge and good practices on the integration of human rights, gender equality across different phases of evaluation processes

Guidance
Document



UNEG
United Nations Evaluation Group

Integrating Human Rights and Gender Equality in Evaluations

January 2024

This document is an update of the [2014 Guidance](#), both of which were prepared by the UNEG Gender, Disability and Human Rights Working Group.

It was approved at the UNEG Annual General Meeting 2024 (1-2 February, Malaga, Spain) as a UNEG Guidance Document.

What's new in the Guidance?

Expanded definitions

Of groups in situation of vulnerability.

Leave no one behind (LNOB) & Intersectionality

The guidance highlights the importance of the LNOB principle in evaluation.

Updated tools and examples

The guidance emphasizes evaluating how different identities intersect to impact outcomes.

OECD new criterion

The guidance incorporates the OECD evaluation quality standards.

Disability inclusion

The guidance provides more details on including persons with disabilities.

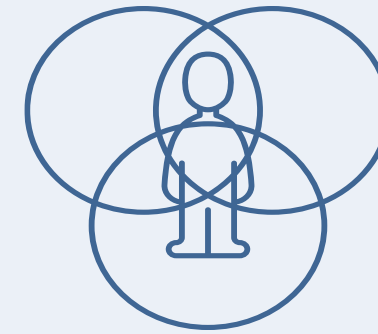
Key Takeaways from the Guidance



HR&GE responsive evaluations have two dimensions: they assess HR and GE results and they apply HR and GE mainstreaming practices in the evaluation process



All evaluations, regardless of whether they have a focus on HR & GE or not, are expected to be inclusive and to mainstream HR and GE principles.



The Guidance promotes an intersectional understanding of different vulnerabilities that people experience and the need for those vulnerabilities to be considered in evaluations.



UN evaluations that do not consider HR and GE, risk reinforcing patterns of discrimination and exclusion, or leaving them unchanged

The updated Guidance aims to reflect all groups in situations of vulnerability, including persons with disabilities, in line with the principle of “Leaving No One Behind” (LNOB), which is at the heart of the 2030 Agenda.



UN SYSTEM WIDE ACTION PLAN ON GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN

*UNEG Gender, Disability
and Human Rights
Working Group*

WHAT IS THE UN-SWAP EVALUATION PERFORMANCE INDICATOR?

Assesses the extent to which evaluation reports of an entity meet the gender-related United Nations Evaluation Group (UNEG) Norms and Standards and demonstrate effective use of the UNEG Guidance on integrating human rights and gender equality during all phases of the evaluation.

The UN-SWAP EPI technical note and scorecard establish guidance and a minimum set of criteria to capture the overall elements related to mainstreaming gender equality in evaluation.

PROPOSED CHANGES IN UN-SWAP 3.0

04. Performance Indicator: Evaluation



Approaches requirements

Entity meets some of the UNEG gender-related norms and applies some of the standards in the 2024 UNEG Guidance on Integrating Human Rights and Gender Equality in Evaluation



Meets requirements

Entity meets the UNEG gender equality - related norms and standards

and

Entity applies the 2024 UNEG Guidance on Integrating Human Rights and Gender Equality in evaluation during all phases of the evaluation



Exceeds requirements

Entity meets the UNEG gender equality - related norms and standards

and

Entity applies the 2024 UNEG Guidance on Integrating Human Rights and Gender Equality in Evaluation during all phases of the evaluation.

and

Entity conducts at least one evaluation to assess the entity's corporate performance on gender mainstreaming or equivalent every 5 years

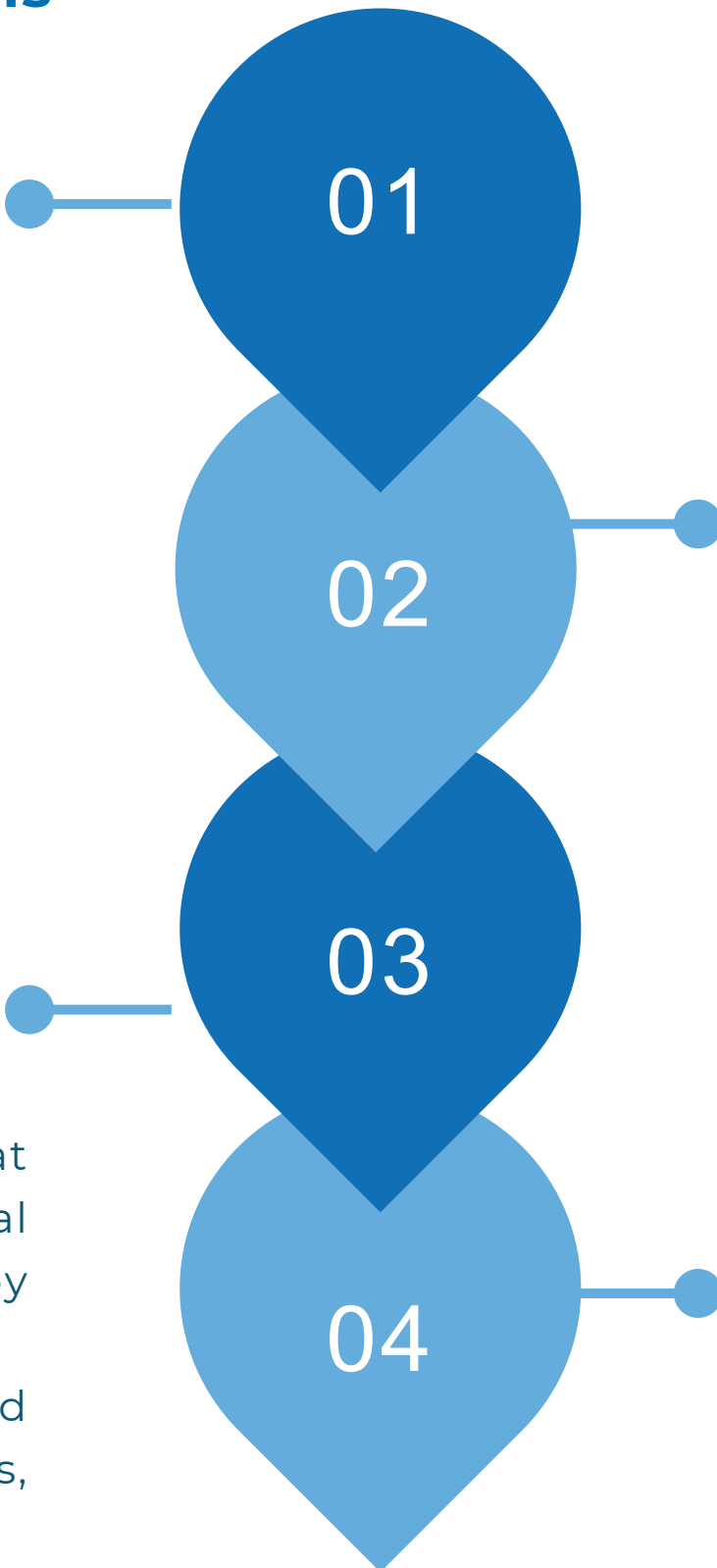
GEWE is integrated in the **evaluation scope** of analysis and **evaluation criteria and questions** are designed in a way that ensures GEWE-related data will be collected.

- a. Do the evaluation objectives and/or scope include analysis of the extent to which HR&GE were taken into consideration in the design of the programme/project/policy being evaluated and the achievement of HR&GE-related results?
- b. Does the evaluation assess whether sufficient information was collected during the implementation period on specific indicators to measure progress on HR&GE?

Evaluation **findings, conclusions and recommendations** reflect a gender analysis.

- a. Does the evaluation have a background section that includes an intersectional analysis of the specific social groups affected by the issue that is being addressed by the evaluation?
- b. Do the findings include data analysis that explicitly and transparently triangulates the voices of different groups, and/or disaggregates quantitative data?
- c. Are unanticipated effects of the intervention on HR&GE described?

Criterion



Gender-responsive **methodology, methods, tools and data analysis techniques** are selected.

- a. Does the evaluation methodology employ a mixed-methods approach, appropriate to evaluating HR&GE considerations? Are a diverse range of data sources and processes employed (i.e. triangulation, validation)? Was data disaggregated by sex?

At least one evaluation to assess corporate **performance on gender mainstreaming** is conducted every five years.

- a. In order to “exceed requirements”, an evaluation report’s average score must “meet requirements” and the entity must also conduct an evaluation of its corporate gender policy or equivalent.



THE UN DISABILITY INCLUSION STRATEGY (UNDIS) ACCOUNTABILITY FRAMEWORK EVALUATION INDICATOR



WHAT IS THE UNDIS EVALUATION INDICATOR?



The UNDIS evaluation indicator assesses extent on disability inclusion in evaluations



Assesses disability inclusion

Evaluates how entities address disability inclusion in all evaluation phases and types



Covers evaluation process

Looks at disability inclusion in terms of evaluation guidelines, teams, questions, data collection, findings, and recommendations



Applies to all evaluations

Relevant for all types of evaluations an entity conducts

The UNDIS evaluation indicator examines how entities incorporate disability inclusion throughout their evaluation processes and in all evaluation types.

APPROACHES REQUIREMENTS	MEETS REQUIREMENTS	EXCEEDS REQUIREMENTS
<p>10.a.i. Evaluation guidelines contain guidance on how to address disability inclusion</p>	<p>10.b.i. Evaluation guidelines contain guidance on how to address disability inclusion</p> <p>and</p> <p>10.b.ii. Disability inclusion is mainstreamed effectively throughout the evaluation process and reflected in the terms of reference, inception and evaluation report(s)</p>	<p>10.c.i. Evaluation guidelines contain guidance on how to address disability inclusion</p> <p>and</p> <p>10.c.ii. Disability inclusion is mainstreamed effectively throughout evaluation process and reflected in the terms of reference, inception and evaluation report(s)</p> <p>and</p> <p>10.c.iii. Meta-analysis of evaluation findings, conclusions and recommendations relating to disability inclusion is performed at least every five years</p>



HOW TO APPROACH, MEET AND EXCEED THE REQUIREMENTS



Guidance
Document



UNEG

United Nations Evaluation Group

Guidance on Integrating Disability Inclusion in Evaluations and Reporting on the UNDIS Entity Accountability Framework Evaluation Indicator

January 2022

This guidance document was commissioned by the UNEG Working Group on Gender Equality, Disability and Human Rights. It was prepared by Mireia Cano (consultant), with financial support from the UNDIS Secretariat.

Work was led by coordinators Tara Kaul (UN Women) and Sabas Monroy (OHCHR), with contributions by UNEG Working Group members Nicholas Kowbel (OIOS), Messay Tassew (UNFPA), Ksenia Temnenko (GEF), Naomi Asukai (ILO), Catrina Perch (WFP) and Katherine Aston (UNODC), as well as Gopal Mitra and Georgia Dominik, UNDIS Secretariat.

The preparation of this guidance document was informed and enriched by consultations with a number of individuals and organization, including organisations of persons with disabilities. We would like to thank all the contributors for providing valuable insights, tools and examples.

UNEG Guidance on the Integration of Disability Inclusion in Evaluations and Reporting on the UNDIS Evaluation Indicator

- ❑ In 2021, the UNEG Gender Equality, Disability and Human Rights Working Group commissioned the development of the guidance.
- ❑ The main expected users of the guidance launched in 2022 are evaluation commissioners and managers, as well as external consultants conducting evaluations.
- ❑ UNEG Guidance:
<https://unevaluation.org/document/detail/3050>

GUIDELINES



Placeholder text for the first guideline item.



Placeholder text for the second guideline item.



Placeholder text for the third guideline item.



Placeholder text for the fourth guideline item.



Placeholder text for the fifth guideline item.

Approaching UNDIS requirements

An entity's evaluation guidelines must contain guidance on how to address disability inclusion, addressing the elements in the next slide

Meeting UNDIS accountability framework

Entities must comply with the disability inclusion components of their evaluation guidelines and ensure the below;

01 | Terms of reference

Pay adequate attention to disability inclusion, requesting the integration of disability through the evaluation process

02 | Evaluation teams and management

Have relevant knowledge and/or experience on disability inclusion

03 | Evaluation objective, scope, criteria and questions

Cover different aspects of disability inclusion

04 | Methodology and stakeholder mapping

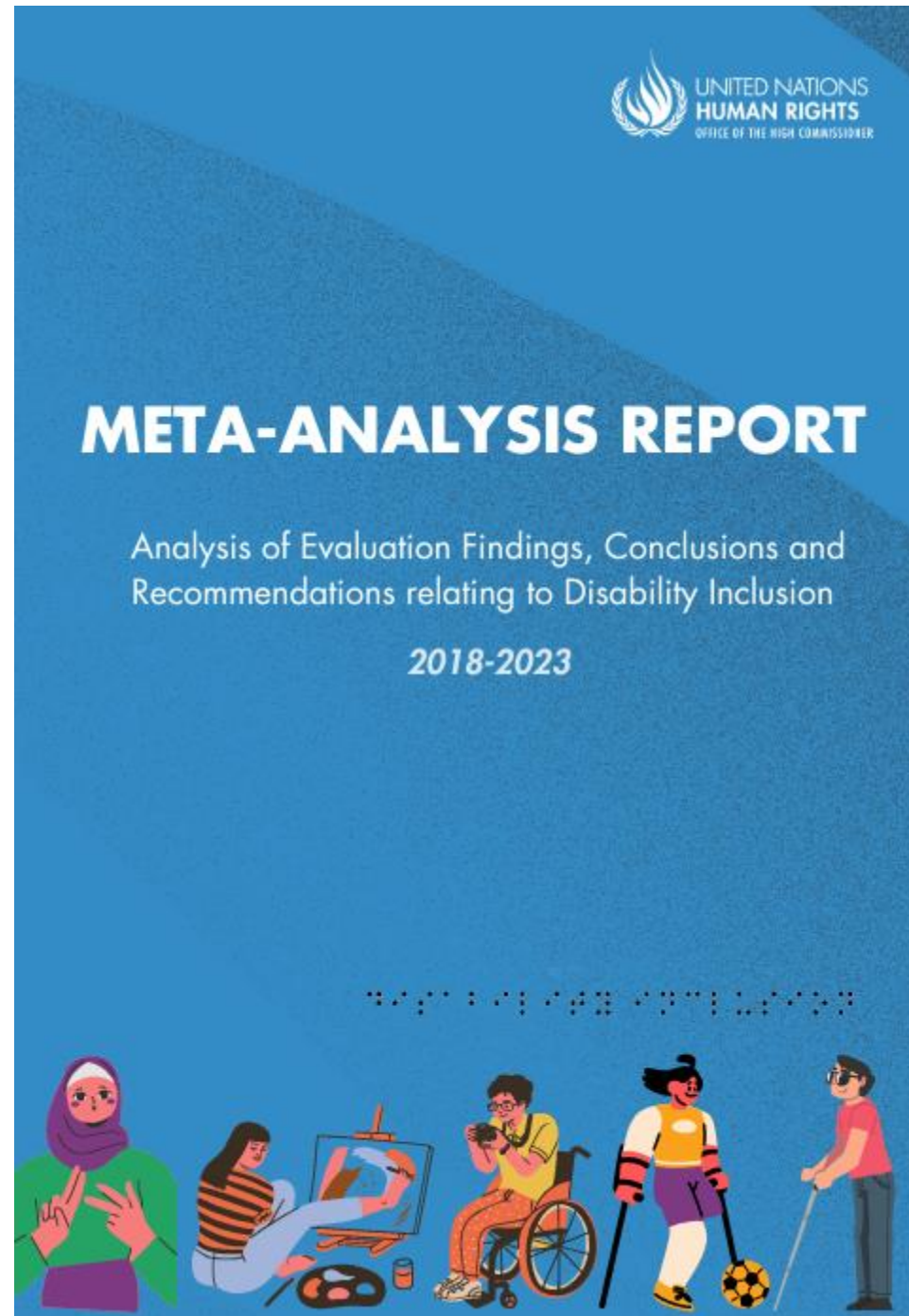
Data collection methods involve persons with disabilities and their representative organizations.

05 | Findings and analysis

Provide data and evidence on disability inclusion

06 | Conclusions and recommendations

Reflect their findings on disability inclusion.

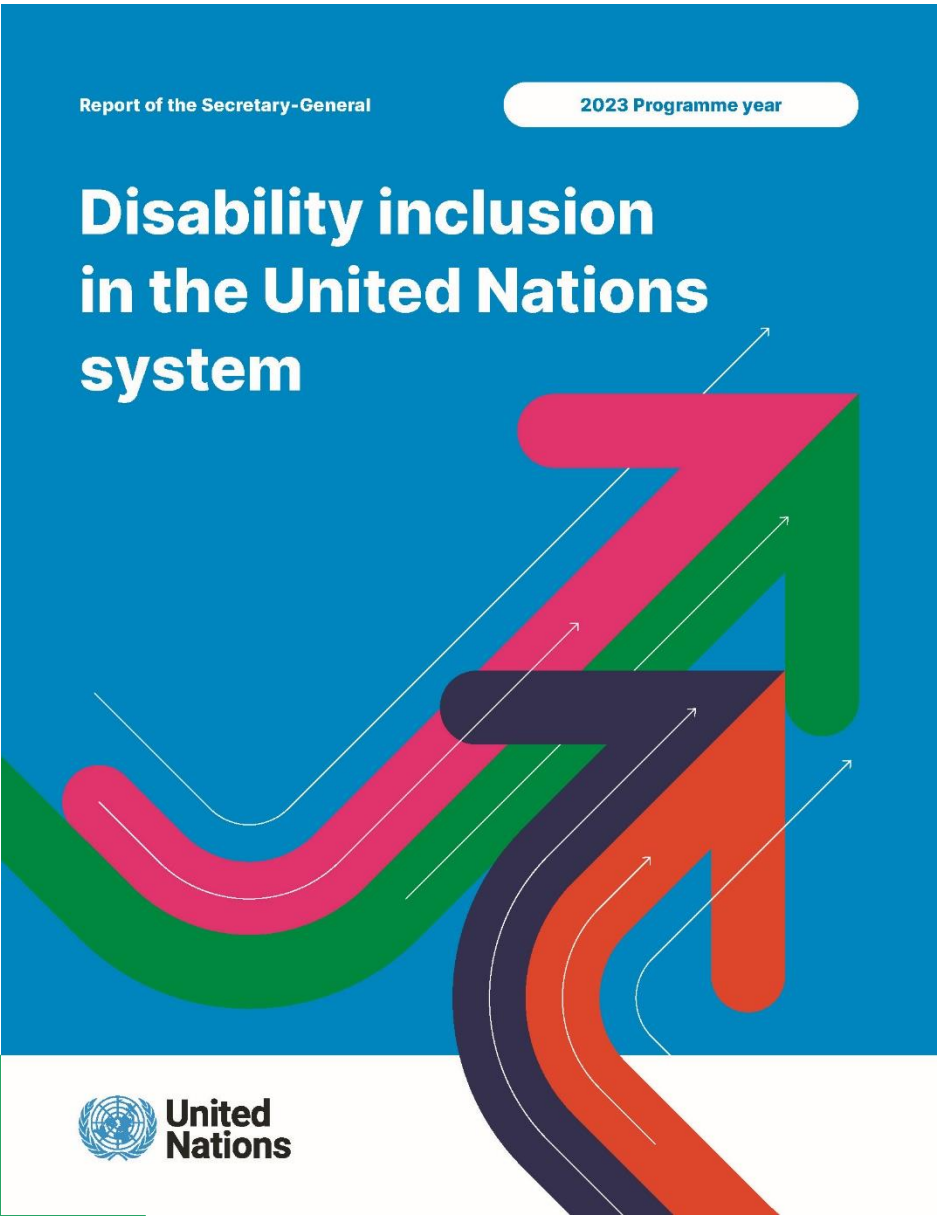


Exceeding UNDIS requirements

Every five years, UNDIS entities should conduct a meta-review that examines evaluation findings, conclusions, and recommendations to assess the extent of disability inclusion achieved and determine if any remedial actions are required.

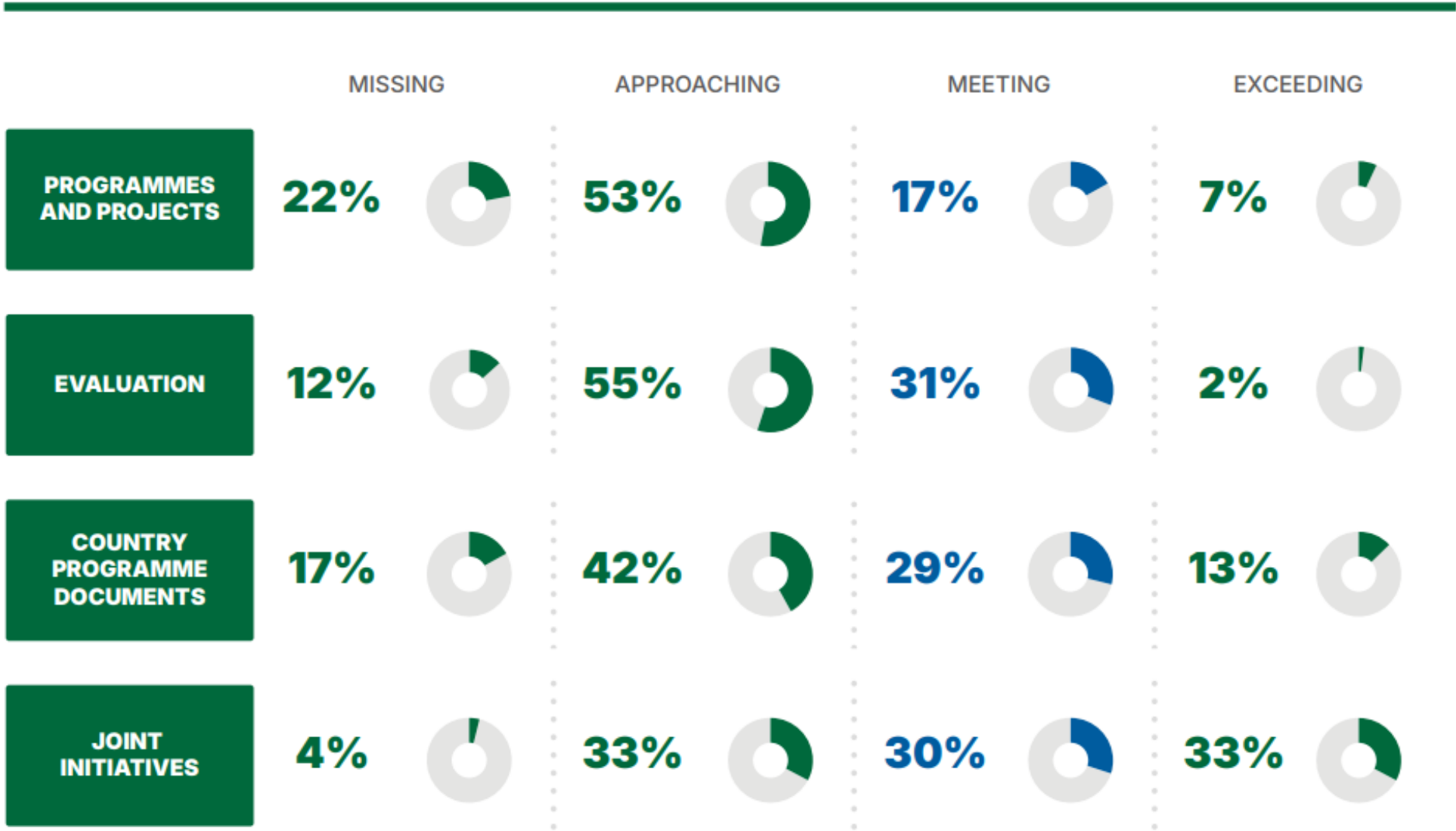
Disability inclusion in the UN system

[Report of the Secretary-General, 2023](#)



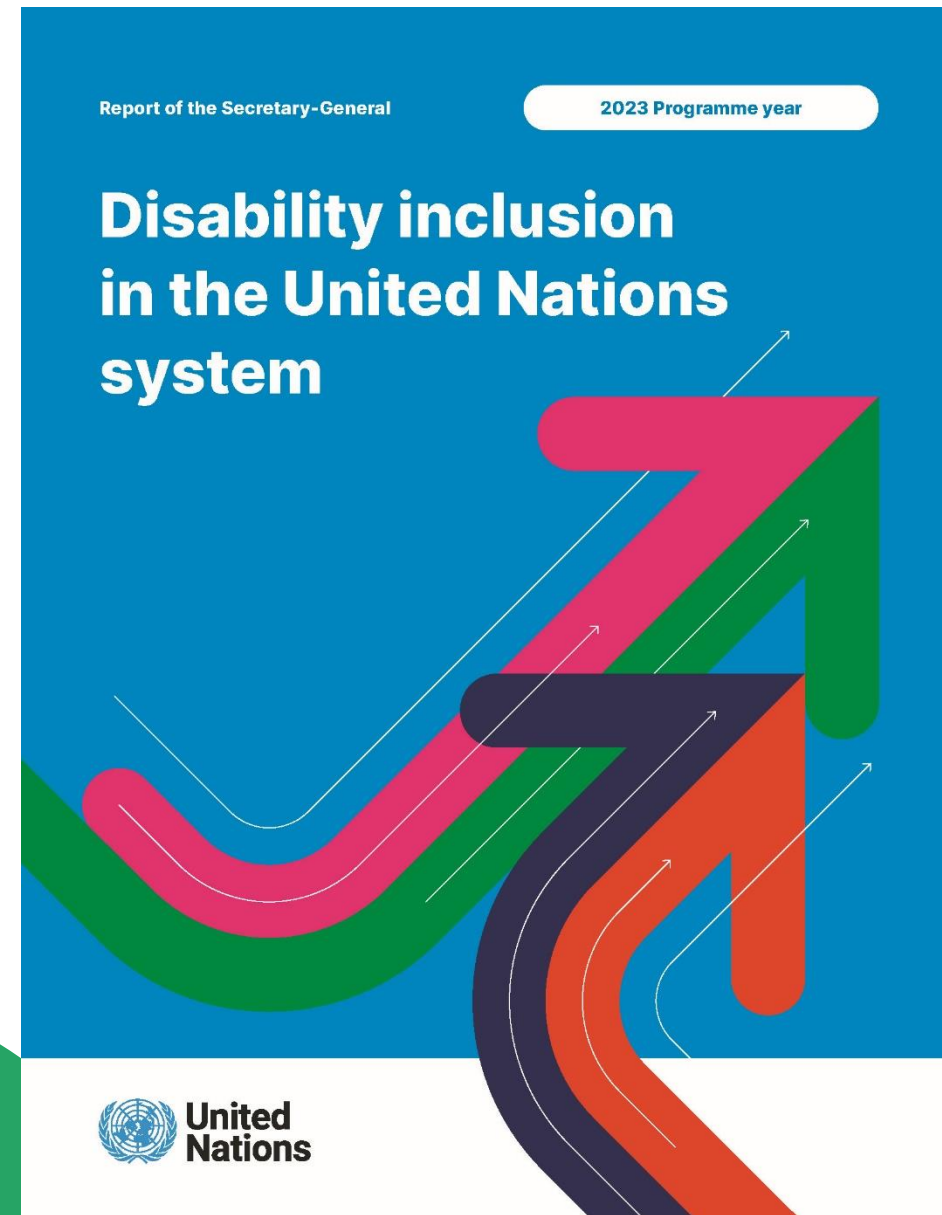
Core area 3 Programming

Figure V
2023 rating for United Nations entities in core area 3, by performance indicator



Disability inclusion in the UN system

[Report of the Secretary-General, 2023](#)



- Programmes and projects remained one of the lowest-performing areas, with just 24 per cent meeting or exceeding requirements. In the case of evaluations, many entities have adopted guidance but have not yet put it into practice systematically.
- A lack of capacity impacted the progress in this area. All staff involved in programme implementation and evaluation need to be equipped with an understanding of the importance of mainstreaming disability inclusion.
- The Strategy has spurred entities to take important initial steps towards mainstreaming disability in evaluations, critical to promoting institutional accountability and learning to strengthen disability-inclusive programming.
- Eighty-eight per cent of entities have adopted guidance on addressing inclusion in evaluations, benefiting in part from the UNEG Guidance on Integrating Disability Inclusion in Evaluations and Reporting.

UNEG Gender, Disability and Human Rights Working Group



Aditi.Bhola@un.org

Tara.Kaul@unwomen.org

Sabas.Monroy@un.org