

TERMS OF REFERENCE

Title:	Senior Evaluation Consultant
Project:	End-term evaluation of the WSSCC/UN Women Joint Programme on Gender, Hygiene and Sanitation
Application Deadline:	July 24, 2017
Type of Contract:	SSA
Post Level:	P5 (international consultant); NOC (national consultant)
Languages Required:	French, English
Starting Date	August 10, 2017
Typology of the consultancy:	1 international consultant and 3 NOC level national consultants
Duration of Contract:	60 working days
Duty station:	Home based
Section/Unit:	Evaluation
Supervisor:	UN Women Evaluation Specialist in the Regional Office for West and Central Africa (WCA)

1. General Background

Water Supply and Sanitation Collaborative Council (WSSCC)

The mission of the Council is to ensure sustainable sanitation, better hygiene and safe drinking water for all people, with focus on the poorest and most marginalized members of society in low- and middle-income countries in Africa and Asia. To achieve its mission, WSSCC facilitates sector coordination at national, regional and global levels, and engages rights holders and duty bearers to adopt policy guidelines on menstrual hygiene and disability.

The Council also supports national sanitation and hygiene improvement programmes through its Global Sanitation Fund, coordinates knowledge platforms, and advocates on behalf of the 2.4 billion people without access to improved sanitation. For more information on WSSCC, please go to <http://wsscc.org/>.

WSSCC entered into a partnership with the United Nations Entity for Gender Equality and the Empowerment of Women, also known as UN Women. UN Women is a United Nations entity and the global champion for gender equality, working to develop and uphold standards and create an environment in which every woman and girl can exercise her human rights and live up to her full potential. For more information on UN Women, please go to <http://www.unwomen.org>

UN Women West and Central Africa Regional Office (UN Women WCARO)

UN Women WCARO, through its regional offices in Dakar and Nairobi and several country offices, implements programmes tailored to individual countries, in close collaboration with governments, the UN system and civil society. UN Women promotes the integration of gender in national planning and budgeting, trains national officials and provides technical support to the monitoring progress. It also carries out advocacy initiatives to promote and strengthen the empowerment of women. For more information on UN Women WCARO, please go to <http://africa.unwomen.org/en>.

About the WSSCC/UN Women Joint Programme on Gender, Hygiene and Sanitation (Joint Programme hereafter)

UN Women and the WSSCC launched a partnership aimed at accelerating women and girls' right to sanitation and hygiene in West and Central Africa on 9 March 2014, as part of the celebrations for International Women's Day in Senegal. The *Joint Programme on Gender, Hygiene and Sanitation* was designed to support governments in West and Central Africa to formulate evidence-based policies, laws, regulations and programmes to achieve the human rights of women and girls to sanitation and hygiene. Furthermore, using Menstrual Hygiene Management (MHM) as an entry point to challenge historical gender inequalities, the programme made a commitment to ensure women and girls' right to dignity and wider developmental outcomes such as health, education, decent jobs and well-being. With a budget of approximately USD 2 million covering the three-year programme period, the programme has been functional in three countries to date: Cameroon, Niger and Senegal.

Driven by the complementary technical skills and political expertise of two members of the United Nations family, the programme has worked to fill a critical gap in policy, practice and research on Gender and WASH in West and Central Africa.

To achieve the above-stated goals, the Joint Programme is designed to deliver on four key objectives at the level of public policies, knowledge and practice, research and inter-agency learning:

- **Objective 1:** to ensure that the specific needs of women and girls regarding sanitation and hygiene are integrated into policies, laws and regulations, and are budgeted for in the target countries- Senegal, Cameroon and Niger
- **Objective 2:** to identify good practices in the field of sanitation and hygiene for women and girls and integrate it into training materials
- **Objective 3:** to identify knowledge gaps to improve the programme
- **Objective 4:** to identify lessons learned to equip the two organisations to work more effectively towards a progressive reduction of inequalities

WSSCC has been responsible for the oversight and overall management of the programme and UN Women led the strategic, operational and programmatic coordination at the local, national and regional level for effective implementation of the programme activities. Both organisations have also worked in partnership to carry out advocacy at strategic global platforms such as the Commission for the Status of Women (CSW).¹

2. Evaluation Objectives/Purpose

As specified in the programme design, the Joint Programme is required to undergo an independent end-term evaluation that is both a summative and a formative/forward-looking exercise, aimed at supporting WSSCC and UN Women for their learning, reflection and future decision-making. The evaluation intends to identify lessons and share them widely; report to donors on whether project objectives were met and resources were prudently utilized; identify areas of improvement and future opportunity; highlight and resolve problems; get feedback, appraisal; and attract recognition. To this end, the end-term evaluation will seek to measure the impact made in the West and Central Africa Region based on the objectives and original programme definition of impact. The evaluation will measure the extent to which the Joint Programme has fully implemented its activities, delivered outputs and attained planned as well as unplanned/un-intended outcomes. It will also generate substantive evidence-based knowledge by identifying any unplanned results and provide forward-looking recommendations to sustain and build on the achievements of the programme.

The evaluation will uphold the UNEG Norms and Standards for Evaluation. It will attempt to answer questions related to the evaluation criteria of the Organization for Economic Co-operation and Development (OECD),

including relevance, development efficiency, effectiveness and sustainability, in addition to assessing the programme on Gender, Equity and Human Rights principles. The evaluation is expected to be utilization-focused, providing key lessons and clear, concrete, feasible recommendations.

The evaluation questions will be finalized during the inception phase. As part of the inception meeting, the evaluation team is required to develop an evaluation matrix identifying a set of indicators, sources, sampling methods, and methodology for answering each evaluation question. The overall objective will be to assess the following evaluation questions:

Relevance:

1. What does the project evaluation tell us regarding the relevance of the programme and its strategy, paying specific attention to the partnership arrangement and cooperation between a WASH and a Non-WASH UN organization to achieve mutually complementing objectives outlined in the Inter-Agency Agreement?
2. Are the activities and outputs consistent and aligned with the defined and documented overall goal and objectives of the programme?
3. Is the programme responding to a need in the countries/region?

Effectiveness:

1. To what extent were the results achieved against what was originally planned or subsequently officially revised?
2. What were the major factors influencing the achievement or non-achievement of planned results? What are the elements of success or failure?
3. Which activities are yielding desired results, which are not and what are the reasons for differences in performance?
4. How appropriate are planning, monitoring, and reporting systems and procedures working?

Efficiency:

1. To what extent were planned outputs achieved on time?
2. To what extent was the time put in to the activity proportionate to the outcome?
3. Does the programme offer a plausible value for money proposition?
4. What activities were achieved as a result of the cooperation of both organisations (UNW-WCARO & WSSCC)?

Sustainability:²

1. What processes are in place to disseminate learning to other contexts? To what extent has the programme contributed to strengthening capacities of Ministries, non-governmental organizations in the region on gender equality in WASH?
2. Which initiatives and/ or Government programmes benefited from the programme and how?
3. What information was available on MHM in the three countries before the start of the programme in 2014 and what were the existing projects or initiatives on gender equality in WASH?
4. What information is available on MHM and/or WASH for women and girls in the three countries to date? What initiatives and/projects emerged since 2014?
5. Has the programme contributed to strengthening existing government programmes or other initiatives? If yes, how?

Gender, Equity and Human Rights

1. To what extent were the principles of gender equality integrated into programme objectives and processes?

2. In what ways did the programme address the underlying causes of gender inequality, the situation of women and marginalized groups?
3. To what extent has the programme contributed towards transforming the gender relations and power differentials between different groups?
4. Has the programme been implemented as per the principles of human rights and development effectiveness through participation/empowerment; inclusion/non-discrimination; national accountability/transparency?

UN SWAP Evaluation Performance Indicator:

The evaluation report must demonstrate compliance with the [UN SWAP Evaluation Performance Indicator](#) in accordance with the following evaluation quality criteria:

1. Gender Equality and the Empowerment of Women (GEEW) is integrated in the evaluation scope of analysis and evaluation indicators are designed in a way that ensures GEEW related data will be collected.
2. GEEW is integrated in evaluation criteria and evaluation questions are included that specifically address how GEEW has been integrated into the design, planning, implementation of the intervention and the results achieved.
3. A gender-responsive methodology, methods and tools, and data analysis techniques are selected.
4. Evaluation findings, conclusions and recommendations reflect a gender analysis.

Key lessons:

1. What are the key lessons from the programme- what has worked, what has not worked and why?
2. Are there lessons that can be applied in a different context?
3. What are some of the key lessons to consider to embed the programme objectives firmly in the West, Central Africa Region, and globally?
4. Identify and document unexpected or unplanned issues that may have facilitated or hindered the success of the programme.

Joint Evaluation Modality

WSSCC believes in the principles of participatory evaluation, shared learning, reflection and overall programme improvement. The joint evaluation arrangement aims to collectively assess the relevance, efficiency, effectiveness and sustainability of the programme while ensuring shared ownership of the findings and recommendations. The evaluation findings will also help address broader evaluation questions, beyond the results of one individual agency. It is also intended to limit the number of different evaluations and their associated costs and avoid the risk of duplication. Following these principles, the UN Women - WCA Regional Office will lead the Joint Evaluation with the HQ (IEG-Independent Evaluation Group, UN Women) assuming Advisory responsibilities. The joint evaluation will be co-led by WSSCC. An Evaluation Technical Committee will be set up to manage the Evaluation, including quality control and adherence to the UNEG Principles. An Evaluation Steering Committee will be set up to approve the TORs and other deliverables. In addition, an Evaluation Reference Group will be set up to facilitate the participation of the relevant wider public in the design and scope of the evaluation, raise awareness of the different information needs, and to disseminate the evaluation results. The Evaluation Reference Group will be composed of experts in the subject area drawn from education, government, civil society, etc. For a breakdown of the roles and responsibilities of each group in the management structure for the evaluation, please refer to Table 2 labelled *Management Structure and Responsibilities*.

This arrangement would maximize the likelihood of using recommendations addressed to both parties. The independent consultant or team will report to and be managed by the Evaluation Unit at the UN Women WCA

Regional Office.

Proposed Methodology

The evaluation will employ a mixed method approach that includes document reviews, key informant interviews, and field visits of the three countries.

1. Document review:

- a. The evaluators shall familiarize themselves with the programme through a review of relevant documents. These documents will include, but not be limited to:
 - Joint Programme Work Plan
 - Annual progress reports
 - Project procurement and financial documents
 - Reports of the Steering Committee meetings
 - Policy briefs, studies and any other technical reports
 - Joint Programme case study conducted as a part of the WSSCC Medium-Term Strategic Plan (MTSP) Review, and completed in 2016

2. Key Informant Interviews:

- a. The evaluator shall do a comprehensive stakeholder mapping in the beginning to identify the key informant interviewees.
- b. The evaluator shall carry out key informant interviews, including with UN Women country offices in Senegal, Niger and Cameroon, Ministerial-level government officials and other senior government officials. In addition, hold interviews with the WSSCC Geneva-based Joint Programme portfolio team, as well as UNOPS focal point for grant - support.
- c. During site visits, the evaluator will carry out interviews with the community, making sure that the perspective of the most vulnerable group is included in the consultation.
- d. The interviews should be organized in a semi-structured format to include, e.g. focused group discussion; individual interviews; surveys; and/or participatory exercises with the community/individuals.

3. Field visits:

- a. A sampling strategy should be selected to elaborate on the sampling techniques that will be applied choosing the sites to visit for field visits and observation.

Limitations to the evaluation

The End-Term Evaluation aims to evaluate the programme against its planned outcomes as well as to identify and document its significant unexpected or unplanned results. It is, however, limited in its scope to carry out an impact evaluation at this stage.

3. Scope of work and deliverables

The deliverables expected for the scope of work for this assignment are as follows, along with a detailed list of deliverables and timeline in Table1 labeled *Proposed list of deliverables*:

1. A detailed inception report, including a work plan that will respond to the TOR with clear links between the proposed evaluation approach and evaluation questions.
2. A briefing and report with preliminary findings.
3. A draft evaluation report for a 360-degree review and feedback

4. A final evaluation report incorporating the 360-degree feedback.
5. A compliance note against the comments/360-degree feedback
6. A presentation of the final evaluation report to the primary stakeholders of the evaluation.
7. A power point presentation of key findings and recommendations that can be shared internally by WSSCC and UN Women with their Steering Committee and Board respectively.
8. A succinct, user friendly learning document that captures the main evaluation messages and can act as a standalone summary of the evaluation report for broader dissemination.

All draft and final outputs, including supporting documents, analytical reports and raw data should be provided in electronic version compatible with Word for Windows. All evaluation report submissions must include a MS Word and a PDF version. All deliverables must be submitted in French. The translated versions in English must be validated by the independent consultant.

The evaluation must be completed to the highest standards and in a timely manner in order to qualify for the shortlist of outstanding annual corporate evaluations in UN Women HQ. In addition, the key lessons /emerging findings should be available for sharing for a regional event in Senegal in October and the evaluation should be completed by November.

The independent consultant shall submit a draft report to UN Women and WSSCC within 30 days following completion of the evaluation mission. UN Women will solicit and revert promptly with collective feedback from WSSCC, Joint Evaluation Steering Committee and the Reference Group for the evaluator to finalize the report. The evaluator is required to append the following items to the final report:

- Terms of Reference
- Data collection instruments
- List of meetings/consultations attended
- List of persons or organisations interviewed
- List of documents/publications reviewed and cited
- Any further information the independent consultant deems appropriate

The procedures for the submission of the final report will be as follows in consecutive order:

1. The consultant will submit a draft evaluation report to the UN Women Evaluation Unit using the proposed Evaluation Report Outline in Table 4 as a guidance/reference document.
2. The UN Women Evaluation Unit will forward a copy to the three Committees for review and feedback.
3. The UN Women Evaluation Unit will consolidate the comments and send them to the evaluator.
4. The consultant will finalize the report incorporating any comments deemed appropriate and providing a compliance note explaining why any comments might not have been incorporated. He/she will submit the report in track changes along with the compliance check to the UN Women Evaluation Unit.
5. UN Women Deputy Regional Representative jointly with WSSCC Representative along with WSSCC's Senior Evaluation Officer and the UNW- WCA Regional Evaluation Specialist approve the evaluation products. Both UN Women and WSSCC will abide by the principles of independence, impartiality, transparency, quality and credibility.
6. The Evaluation Steering Committee will officially complete a management response within six weeks of receiving the evaluation.
7. The evaluation will comply with UN Norms and Standards and UNEG ethical guidelines.

Budget and Level of Effort

The budget should be realistic, with consideration given to the comprehensiveness of the evaluation topics, size of the team and resource constraints. The consultancy service is planned for a maximum of 60 days level of effort.

4. Qualifications and Experience

a. Education

- Advanced university degree (Master) in International Development, Human Rights, Gender Studies, Social Science, Water and Sanitation, Community Development, or Public Health

b. Work Experience required

- Minimum of 15 years of proven experience in International Development particularly in Gender and Human Rights and Water, Sanitation and Hygiene (WASH) is required
- Knowledge and understanding of gender and public health and MHM is desirable
- Previous experience and knowledge of the region is required
- A national member from the West & Central Francophone Africa region is required
Knowledge and country experience of Cameroon, Niger, and Senegal related to Gender, WASH and Human Rights is required
- Demonstrated track record of designing and leading complex evaluations of regional/multi-country programmes that aims to achieve policy and programme transformation on the issues of equality, non-discrimination and Human Rights is required
- Substantive experience in reviewing and evaluating similar technical assistance projects, preferably those involving UN Women and WSSCC or other United Nations development agencies and/or other major donors is required
- An ability to assess policy and governance framework and institutional capacity is required
- Relevant experience with UN organizations, major donors, INGOs, local NGOs, national and local governments, etc. is required
- Proven expertise in applying innovative and creative evaluation approaches and methodologies such as high-level Ministerial round table dialogues to evaluate initiatives and programmes that are transformative in nature is desirable
- Understanding of governance, political, economic and institutional issues associated with WASH and gender issues in the region is required
- Proven experience to engage in high-level dialogue with Policy makers and Senior Government Officials to seek their inputs, facilitate their endorsement of the evaluation process, its results and utilisation of the recommendation(s) is required
- A reasonable level of expertise in assessing the value for money of programmes
- Excellent English and French writing and communication skills and demonstrated ability to assess complex situations to succinctly and clearly distil critical issues and draw well supported conclusions is required
- Good mastery of information technology required for organized presentation of information, including quantitative information and graphical presentations, and for organizing information and materials is desirable
- A strong commitment to ensuring the dissemination and use of evaluation findings is desirable

c. Key Competencies

- Excellent management skills, negotiation, communication, and interviewing skills, ability to work in a team and independently, ability to deliver results within strict deadlines, and report writing skills is required
- Ability to work in a multicultural and multidisciplinary team environment
- Ability to be flexible and adaptable
- The ability to maintain confidentiality
- Respect and trust of other programme stakeholders
- Respect for UN Values and Principles

Table 1: Proposed list of deliverables and level of effort

Proposed list of deliverables				
Evaluation Phase	Description of deliverable	Short description of the process expected	Disbursement percentage upon submission of deliverables	Days proposed
Inception Phase 1: Evaluation tools Inception report and work plan, desk review	Submission of the draft inception report within three weeks of signing the contract to include the following: <ul style="list-style-type: none"> • Inception report to include a methodology plan, evaluation matrix (data collection plan, questionnaires, work plan and timeline) • Itinerary for the mission, along with any instructions • Presentation of inception report 	<ul style="list-style-type: none"> • Reach an agreement on objectives, measures, procedures, deliverables, timeline, and work plan • Desk review of programme documents • During the inception phase, we will decide if and where to hold a presentation on the inception report, preliminary briefing, and final report. 	20%	15
Implementation Phase 2: Data collection	<ul style="list-style-type: none"> • Mission to interview stakeholders in Senegal, Niger, Cameroon, and Geneva • Fortnightly progress updates on the work plan • Preliminary findings workshop – submitted within two weeks after completion of the country mission 	<ul style="list-style-type: none"> • Findings are generated based on the analysis of data collected • Data collection, including set-up meetings for key informant interviews with government officials, and communities in Senegal, Niger and Cameroon. If stakeholders are unavailable, employ alternative means to interview them. • Data analysis • Validation of findings • Manage logistics to ensure adequate involvement of programme staff, key partners, senior management, and community leaders and members. 	40%	20
Drafting report phase 3: Analysis and report drafting	<ul style="list-style-type: none"> • Submission of the following within 30 days after the country missions: <ul style="list-style-type: none"> ○ Draft report ○ Draft evaluation brief 	<ul style="list-style-type: none"> • Analyse data collected from the field and documents • Submit report within 30 days after country visit 		15
Feedback Phase 4: Stakeholder	<ul style="list-style-type: none"> • Submit a revised report in track changes with a compliance note addressing the 360-degree 	<ul style="list-style-type: none"> • Give at least 20 working days to solicit feedback on the draft final report 		5

review of report	feedback submitted within 8-10 days after receiving the feedback	<ul style="list-style-type: none"> Revise and submit the final report based on feedback 		
Completion Phase 5: Completion & dissemination phase	<ul style="list-style-type: none"> Submit the approved final Evaluation Report A succinct, user friendly learning document that captures the main evaluation messages and can act as a standalone summary of the evaluation report for broader dissemination A power point presentation of key findings and recommendations that can be shared internally by WSSCC and UN Women with their Steering Committee and Board respectively Conduct a presentation of the final Evaluation Report Present the Evaluation at two external dissemination events organised by WSSCC/UN Women 	<ul style="list-style-type: none"> Finalize all deliverables in close collaboration with the Evaluation Technical Committee 	40%	5

Table 2: Management Structure and Responsibilities

Management Structure and Responsibilities		
The roles and responsibilities are arranged in line with the Joint Evaluation modality		
	Partner	Responsibilities
Evaluation Technical Committee	<ul style="list-style-type: none"> • UN Women WCA Evaluation Specialist (Cyuma) • UN Women Programme Coordinator (Dienaba) • WSSCC Senior Evaluation Officer (Chaitali) • WSSCC Evaluation Support Officer (Valerie) • WSSCC Programme Officer (Rockaya) • WSSCC Documentation Focal Point (Anthony) 	<p>Finalizes the TOR; contracts and manages the evaluation team; ensures deadlines and milestones are met; supports data collection activities; consolidates and solicits feedback that will feed into the key deliverables; provides the following lists: key informants in HQ, region offices, and country offices, sub grantees; provides key programme documents, and list of locations for site visits; accountable for its robustness; meticulously reviews all deliverables based on their role in the evaluation, provides substantive comments and approves on the context of the joint programme; ensures the quality and independence of the evaluation are in alignment with UNEG standards and principles; ensures evaluation questions, findings, and recommendations are in alignment with the OECD/DAC evaluation criteria; endorses the evaluation dissemination process; contributes to the management response; and provides logistical support for mission; provides logistical support in Geneva for the presentation of the inception report and the final report; participates in meetings on: progress updates on the work plan, preliminary findings briefing, key informant interview, and final report presentation</p>
Evaluation Steering Committee	<ul style="list-style-type: none"> • Women Deputy Director (Corinne) • WSSCC/UN Women Programme Manager (Archana) • Senior Government officials: <ul style="list-style-type: none"> ○ 3 Senegal, Niger, Cameroon – UN Women Senior Management representative 	<p>Provides substantive inputs on the context of the joint programme and on the strategic design throughout the evaluation process; offers advice on methodology design, reviews drafts and provides specific and constructive inputs to the quality of the work submitted; secures the acceptability of the products of the evaluation to ensure that they address the purpose of the evaluation of the Joint Programme; accountable for the robustness of the deliverables; committed to meeting deadlines and milestones; participates in meetings as a key informant interviewee; participates in meetings on: progress updates on the work plan, preliminary findings briefing, key informant interview, and final report presentation; approves the final report, identifies strategic opportunities for sharing and learning within UN Women HQ and WASH sector and wider evaluation sector</p>
Evaluation Reference Group	<ul style="list-style-type: none"> • Representatives from: <ul style="list-style-type: none"> ○ Government line ministries ○ Joint Programme Steering Committee ○ Academic ○ Programme participants 	<p>Plays a key role based on their expertise providing their perspective as an external individual on the way the programme has rolled out their work on policy change on gender and WASH; shares views on the feasibility of the recommendations; makes recommendations on the dissemination of the findings of the evaluation; makes recommendations on the implementation of the management response; and participates in</p>

	<ul style="list-style-type: none"> ○Development partners ○Donors ○UNCT ○Civil society ○UN Women 	meetings as a key informant interviewee
External consultant (s)	Independent consultant (s)	Carries out the external evaluation; prepares evaluation reports, including the inception report, work plan, bi-weekly progress updates, preliminary results briefing, final report, and holds a dissemination presentation. The independent consultant(s) will report to the UN Women WCA Evaluation Specialist.

Table 3: Draft Timeline and list of task

Timeline and list of task			
Preparation			
1.	Advertisement of the TOR	April/May	Evaluation Technical Committee
2.	Recruitment for the TOR	June	Evaluation Technical Committee
Evaluation begins			
3.	Inception Phase 1: Inception report and work plan, desk review	July	Independent Evaluation Team
4.	Implementation Phase 2: data collection, key informant interviews	August	Independent Evaluation Team
5.	Drafting phase 3: Analysis and drafting- submission of the draft report	September	Independent Evaluation Team
6.	Feedback Phase 4: 360-degree stakeholder review of the draft report	October	Independent Evaluation Team
7.	Completion Phase 5: Completion & dissemination phase	November	Independent Evaluation Team

Table 4: Evaluation Report Outline

- I. Table of Contents**
- II. List of abbreviations and acronyms**
- III. Executive summary**
- IV. Background and context**
- V. Evaluation purpose**
- VI. Evaluation objectives and scope**
- VII. Evaluation methodology and limitations**
- VIII. Evaluation findings**
 - a. Design
 - b. Relevance
 - c. Efficiency
 - d. Effectiveness
 - e. Sustainability
 - f. Gender, Equity and Human Rights
- IX. Conclusions**
- X. Recommendations**
- XI. Lessons learned**
- XII. Annexes**
 - a. Terms of Reference
 - b. Documents consulted
 - c. List of institutions interviewed and sites visited
 - d. Evaluation tools (questionnaires, interview guides, etc.)
 - e. Summary matrix of findings, evidence, and recommendations
 - f. Evaluation brief
 - g. Translated version into English

Annex 1 UN Women GERAAS evaluation quality assessment checklist

Guidance on the UN Women Global Evaluation Report Assessment and Analysis System (GERAAS) is available at: <http://www.unwomen.org/en/about-us/evaluation/decentralized-evaluation>

Annex 2 UN Women Evaluation Consultants Agreement Form

UN Women Evaluation Consultants Agreement Form: <http://gate.unwomen.org/>

UNEG Ethical Guidelines and Code of Conduct for Evaluation in the UN system <http://www.uneval.org/document/detail/100>

Annex 3 UNEG Norms and Standards for evaluation^[SEP]

UNEG Norms: UNEG website <http://unevaluation.org/document/detail/21>

UNEG Standards: UNEG website <http://unevaluation.org/document/detail/22>

Annex 4^[SEP] UN Women Evaluation Handbook

UN Women Independent Evaluation Office website <http://genderevaluation.unwomen.org/en/evaluation-handbook>

Annex 5 Resources for data on gender equality and human rights

- UN Office of the High Commissioner for Human Rights (OHCHR) – Universal Human Rights Index: <http://uhri.ohchr.org/en>
- UN Statistics – Gender Statistics: <http://genderstats.org/>
- UNDP Human Development Report – Gender Inequality Index: <http://hdr.undp.org/en/content/gender-inequality-index-gii>
- World Bank – Gender Equality Data and Statistics: <http://datatopics.worldbank.org/gender/>
- Organization for Economic Co-operation and Development (OECD) Social Institutions and Gender Index: <http://genderindex.org/>
- World Economic Forum – Global Gender Gap Report: <http://www.weforum.org/issues/global-gender-gap>
- A listing of UN reports, databases and archives relating to gender equality and women’s human rights can be found at: http://www.un.org/womenwatch/directory/statistics_and_indicators_60.htm

Project Authority (Name/Title):		Contract holder (Name/Title):	
Signature	Date	Signature	Date

¹ For more information on the Joint Programme, please visit- Best Practices in Menstrual Hygiene Management (MHM) by UN Women and WSSCC; UN Women and WSSCC Promote Menstrual Hygiene Management
² Sustainability definition: Through the sustainability criteria, we want to see how the learning, techniques and tools from this programme have been used/leveraged by other actors (State and non-State) to improve their programming and the way they tackle gender equality in WASH.