Terms of Reference

Country Portfolio Evaluation of UN Women Nepal Country Office

I. Evaluation Purpose and Use

The work of UN Women is framed by the Convention on the Elimination of All Forms of Discrimination Against Women, which is often called the "international bill of women's rights", and the Beijing Platform for Action, which sets forth governments' commitments to enhance women's rights. The spirit of these agreements has been affirmed by the Sustainable Development Goals; UN Security Council resolutions on women, peace and security and on sexual violence in conflict[1]; Economic and Social Council agreed conclusions 1997/2 and resolution 2011/5; and the UN System Chief Executives Board for Coordination policy on gender equality and women's empowerment and its corresponding system-wide action plan (SWAP).

The UN Women Evaluation Policy is the main guiding document that sets forth the principles for evaluation planning, conduct, and follow-up in UN Women. These principles are aligned with the United Nations Evaluation Group (UNEG) Norms and Standards for Evaluation (annex 3) and Ethical Guidelines (annex 2). Evaluation in UN Women is gender-responsive and utilizes the entity's strategic plan as a starting point for identifying the expected outcomes and impacts of its work and for measuring progress towards the achievement of results. The principles for gender-responsive evaluation at UN Women include fair power relations and empowerment; participation and inclusion; independence and impartiality; intentionality and use of evaluation. It is a priority for UN Women that the CPE will be gender-responsive and will actively support the achievement of gender equality and empowerment of women.

The purpose of the Country Portfolio Evaluation is to provide an independent and systematic assessment of the contributions made by UN Women to development results with respect to gender equality at the country level to feed into learning on what strategies work well and what needs strengthening. The Independent Evaluation Service (IES) is primarily conducting this CPE to assess the contributions of UN Women in advancing gender equality and women's empowerment in Nepal over the course of its Strategic Note 2018-2022, to support enhanced accountability for development effectiveness and learning from experience. A secondary purpose is to identify UN Women's comparative advantage in Nepal and support decision-making for the office strategy moving forward. Given the ongoing COVID-19 pandemic, this evaluation will take steps to capture how UN Women is responding and analyse how UN Women can best support efforts in the country moving forward.

As a high-level strategic evaluation, the CPE is primarily intended to be a formative (forward-looking) evaluation to support the CO and national stakeholders' strategic learning and decision-making, including evidence-based advocacy, when developing a new Strategic Note. The evaluation is expected to have a secondary summative (backward looking) perspective, to support enhanced accountability for development effectiveness and learning from experience. The primary intended users of this evaluation are UN Women Nepal Country Office and their key stakeholders including the government, civil society organizations, development partners and other UN agencies as well as UN Women Regional Office for Asia and the Pacific, Headquarters, including the Senior Management Team

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[1] UN Security Council resolutions on women, peace and security and on sexual violence in conflict include: 1325 (2000), and 1820 (2008), 1888 (2009), 1889 (2009), 1960 (2010), 2106 (2013), and 2122 (2013);

and IES. UNCT Nepal may also use the findings of this evaluation as key inputs to its new UNSDCF. The primary intended uses of this evaluation are:

- Support decision-making regarding the development of the next Strategic Note.
- Accountability for the development effectiveness of the existing Strategic Note in terms of UN Women's contribution to gender equality and women's empowerment as well as organizational effectiveness, learning, and knowledge management. And UN Women's contribution towards the implementation of the UNDAF/UNSDCF.
- Learning on effective, promising and innovative strategies and practices
- Capacity development and mobilization of national stakeholders to advance gender equality and the empowerment of women.

Primary & Secondary Intended Users	Primary Intended Use			
	Learning & Knowledge Generation	Strategic Decision-Making	Accountability	Capacity Development & Mobilisation
UN Women CO & ROAP Personnel	X	X	X	X
UN Women HQ Senior Management	X	X		
UN Women IEAS	X			
UN Coordination Partners	X		X	
Primary Target groups (individuals, communities, programme / project partners)	X		X	X
National and local governments	X		X	X
Civil Society Representatives	X		X	X
Donors & Multilateral Partners	X	X	X	

II.   Evaluation Objectives and Scope

The evaluation will apply Organisation for Economic Cooperation and Development/Development Assistance Committee (OECD/DAC) evaluation criteria (relevance, effectiveness, efficiency, coherence and sustainability) and a Human Rights and Gender Equality criterion. The evaluation has the following objectives:

1.   Assess effectiveness and organizational efficiency in progressing towards the achievement of gender equality and the empowerment of women results.

2.   Assess the relevance and coherence of UN Women programme vis-a-vis the UN system, the added value of UN Women, and identify contributions to Nepal UNDAF 2018 – 2022 outcomes.

3.   Analyse how a human rights approach and gender equality principles are integrated in the design and implementation of UN Women's work in Nepal and contribute to transformative change and sustainability of efforts.

4.   Provide lessons learned and actionable recommendations to support UN Women strategic positioning moving forward.

This CPE will answer the key questions below. During the inception phase after consultation with the Management and Reference groups the evaluation team will revise the questions to ensure they reflect the priorities of key stakeholders and elaborate the sub-questions in the evaluation matrix:

1. To what extent have UN Women's contributions across its integrated mandate advanced gender equality and the empowerment of women in Nepal, including through the UN system and the Nepal UNDAF 2018 – 2022 outcomes? [effectiveness]
2. Is UN Women's thematic focus and strategy for implementation the most relevant and coherent for advancing gender equality and women's empowerment in Nepal considering its added value vis-à-vis other development actors, the ongoing National federalization process, and its response to crises, such as the COVID-19 pandemic? [relevance and internal coherence]
3. To what extent is UN Women leveraging its coordination mandate to strategically position itself and influence the UNSDCF and other development actors to catalyze transformative change for women and girls and achieve gender equality in Nepal? [external coherence]
4. Has the portfolio been designed and implemented according to human rights, LNOB, including disability perspective, social and environmental safeguards and development effectiveness principles (ensuring national ownership and sustainability of programming efforts)? [human rights and gender equality, and sustainability]
5. Does UN Women Nepal have appropriate governance, capacity and capability to ensure good use of resources (personnel, funding, and assets) to deliver results? [organisational efficiency]

CPE scope

The CPE will focus on the current SN cycle (2018-2022) with the understanding that the SN cycle will not be complete, the CPE will analyse work completed through Q4 2021 and ensure a formative analysis of the NCO strategy moving forward. For the evaluation to feed into the planning process for the next strategic note it must be completed by July 2021.

The geographic scope will include all locations where UN Women Nepal is operating. The entire programme of work and UN Women's integrated mandate will be assessed, including its contributions in the operational, coordination and normative spheres. Given the current COVID-19 pandemic and ensuing economic downturn in Nepal, the CPE will include an analysis of ongoing efforts of UN Women to respond or adapt to the crisis while at the same time analyse UN Women's strategic positioning within this dynamic context. Furthermore, the evaluation is expected to be informed by the corporate and decentralized evaluations undertaken during the SN period and the Mid-Term Review (MTR). These include: (a) Evaluability Assessment of UN Women Nepal Strategic Note 2018 – 2022; (b) Developmental Evaluation of NCO SN 2018-2022 - Stage I (advisory report); (c) Developmental Evaluation of NCO SN 2018-2022 - Stage II; (d) Thematic Evaluation of Women's Economic Empowerment Programme; and (e) Final Global Evaluation of Joint Programme on Accelerating Progress towards the Economic Empowerment of Rural Women.

Limitations

Currently the global health emergency of COVID-19 (Coronavirus) is causing unprecedented measures both in Nepal and by international organizations to prevent the further spread of the virus, which may affect the conduct of this

CPE. It may cause delays and remote data collection may need to be the primary source of data collection. The evaluation team will remain in close contact with NCO to ensure that the CPE does not become a burden on the office, so that they can prioritize COVID-19 response efforts, and the CPE will integrate a lens to collect information that will be useful for the NCO. In addition, cultural aspects as well as the current political situation in the country, including upcoming elections in 2022, that could impact the collection of data will be analysed and integrated into data collection methods and tools.

III.   Context for gender equality and the empowerment of women in Nepal

Nepal's Constitution 2015, in its article 38, states that every woman shall have equal lineage right without gender-based discrimination. The 15th National Development Plan and the National Gender Equality (GE) Policy 2021 is also consistent with the constitution. The GE policy focuses on removing discriminatory barriers to the socio-economic development of women, children, and adolescent girls; ending gender-based violence; adopting gender-responsive governance system; and achieving economic empowerment of women. With the new federal structure, in 2017 more than 14,000 women were elected from the three phases of local elections—the highest number ever elected to public office of which over 5,000 are Dalit women. This was made possible with the temporary special measures and provisions of the constitution which mandates that at least 33% of members in federal parliament and provincial assemblies and 40% at the local government must be women. With this, women elected representatives made up nearly 41% (14,352) of those elected in the local government and more than 33% in the state and federal assemblies, which is higher than the global average of women's representation in parliaments (24%)[2]. However, the federalization process remains an unsettled issue with lack of coordination between the three tiers of governments in the initial years and the recent political instability, which led to dissolve and reinstatement of the House of Representatives, federal budget holiday for the first time and change of government in several provinces. Despite delays in transitional justice process, Nepal has undergone a profound reform of its legal system. The Criminal Code and Civil Code entered into force in 2018, brought major changes in laws and proceedings. Together with the adoption of 16 bills of Fundamental Rights[3] in September 2018, the Codes contain numerous provisions protecting rights of women and excluded groups.[4] The endorsement and thereby implementation of the second National Action Plan (NAP II) on United Nations Security Council Resolutions (UNSCRs) 1325, 1820 and its subsequent resolutions was delayed due to recent change in the federal government in September 2021. The document is currently being prepared for re-submission to the cabinet by the Ministry of Home Affairs.

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[2] Inter-Parliamentary Union. 2017. Women in National Parliaments, 2017. http://archive.ipu.org/wmn-e/world.htm

[3] The 16 Bills passed by the Parliament and authenticated by the President on 17 September 2018 include: (1*) Right to Safe Motherhood and Reproductive Health Bill*; (2) *Compulsory and Free Education Bill*; (3*) Right to Employment Bill*; (4) *Right to Food and Food Security Bill*; (5) *Right to Housing Bill*; (6) *Public Health Service Bill*; (7) *Protection of Victims of Crime Bill*; (8) *Individual Privacy Bill*; (9) *Disability Rights Act amendment Bill*; (10) *Children Act amendment Bill*; (11) *Land Act amendment Bill*; (12) *Environment Protection Act amendment Bill*; (13) *Consumer Protection Act amendment Bill*; (14) *Public Security Act amendment Bill;* (15) *Social Security Bill*; and (16) *Caste Based Discrimination and Untouchability Act amendment Bill*.

[4] (a) criminalising 'chhaupadi';[4] (b) adopting a law on sexual harassment in public and private spheres; (c) extending the statutory limitations; (d) modifying the definition of rape; (e)) increasing the sentence for murder after torture or rape and the sentence for rape convictions; (f) adding marital rape as a basis for a legal divorce; (g) giving equal ancestral property rights for married daughter; (h) introducing the same procedure for divorce for men and women; (i) provisioning for virtual hearing and strengthening the in-camera hearing system; (j) increasing the marriage age for girls at 20 years, harmonising with the age for boys; and (k) criminalising enforced disappearance, torture and discrimination, particularly caste-based discrimination.

On development indicators, Nepal ranks 142nd out of 189 countries on the Human Development Index (HDI) with a total score of 0.602 and 110th out of 162 on the Gender Inequality Index with a total value of 0.452. Nepal's HDI value has increased by 55.6 percent since 1990 (0.387). Poverty rates have declined from 31 per cent to 17.4 per cent between 2014 and 2019[5]. The country is experiencing a window of opportunity related to its youth, with 54.9 per cent of its population below the age of 25 in 2011[6]. In line with the recommendation from the United Nations Committee for Development Policy, the UN General Assembly has adopted the resolution on the graduation of Nepal from the Least Developed Country (LDC) category. With this, Nepal will graduate from the LDC category after an exceptionally extended preparatory period of five years (the standard period is of three years) to enable them to prepare for graduation while planning for a post-COVID-19 recovery and implementing policies and strategies to reverse the economic and social damage incurred by the COVID-19 shock[7].

Despite these historical changes at the policy level, women in general across Nepal have a weaker role in decision-making within family and community as compared to men, less control over resources and often have restrictions on their physical movements. Even among women, differences in position within the family affect roles, responsibilities, and decision-making opportunities[8]. While the constitution provides rights to sexual and gender minority citizens, political advances have not yet been fully translated into implementation, and lesbian, gay, bi-sexual, transgender and intersex and queer individuals experience discrimination and violence in numerous aspects of their life[9]. About 22% of women in Nepal (aged 15 to 49) have experienced physical violence since the age of 15. The percentage of ever-married women who have experienced spousal physical, sexual, or emotional violence is 26%. Of the women who have experienced any type of physical or sexual violence, 66% have not sought any help or talked with anyone about resisting or stopping the violence they experience, indicating silence or passiveness on such forms of violence[10]. The intimate partner violence including marital rape, domestic violence and gender–based violence was considerably increased during the COVID-19. Women from marginalised groups including women in the entertainment sector, gender and sexual minorities, wives of migrant workers, displaced women and adolescent girls are the among most affected[11].

Women and excluded groups have less control over or no access to resources. Limited land is available to the excluded groups, particularly women, in agriculture due to high landlessness among the excluded groups and low land ownership. In Nepal, only 19% of women have some form of legal ownership rights over land12. The majority of Dalits are dependent on land for their survival, but 15% of Hill Dalits and 44% of Madhesi Dalits own no land. Of Hill Dalits, 45% are farmers of small and marginal landholdings. Less than 50% of Tarai Janajatis have land of their

[5] Human Development Report, 2020. UNDP. Available at: http://hdr.undp.org/sites/default/files/Country-Profiles/NPL.pdf

[6] Government of Nepal, Ministry of Population and Environment (2016) Nepal Population Report 2016, available at: http://www.mope.gov.np/downloadfile/Nepal%20Population%20Report%202016_1481259851.pdf

[7] UN General Assembly, 24 November 2021: https://www.un.org/development/desa/dpad/2021/graduation-of-bangladesh-lao-peoples-democratic-republic-and-nepal-from-the-ldc-category/

[8] M. Lama and O. Gurung. 2012. Social Inclusion Survey, Caste, Ethnic and Gender Dimensions of Socio-Economic Development, Governance, and Social Solidarity. Kathmandu: Central Department of Sociology/Anthropology, Tribhuvan University. p. 167

[9] USAID, UNICEF, UNDP (2014) Being LGBT in Asia: Nepal Country Report: A Participatory Review and Analysis of the Legal and Social Environment for Lesbian, Gay, Bisexual and Transgender (LGBT) Persons and Civil Society, available at: https://www.usaid.gov/sites/default/files/documents/1861/Being_LGBT_in_Asia_Nepal_Country_Report.pdf

[10] Ministry of Health, Nepal. 2016. Nepal Demographic and Health Survey. Kathmandu. p. 16.

[11] Rapid Gender Analysis Report on COVID-19 Nepal, 2020. Care Nepal. Available at: https://www2.unwomen.org/-/media/field%20office%20eseasia/docs/publications/2020/11/np-rapid-gender-analysis-on-covid-19-nepal-2020-en.pdf?la=en&vs=5043

[12] Government of Nepal, National Planning Commission Secretariat, Central Bureau of Statistics. 2012. National Population and Housing Census 2011 (National Report). Kathmandu

own, majority of them are renting the land they cultivate13. A high percentage of women of Hill Dalit (66%) and Hill Brahmin (64%) do paid work while only 37% women of "other backward class" and 35% of Tarai Brahmin and Chhetri do so, indicating the conservative social norms of the Tarai which control women's abilities to access opportunities. More women (71%) than men (52%) are not paid for the agriculture related work they perform14. Further, a clear sign of regression on gender equality indicators was witnessed during the COVID-19 pandemic. The ongoing crisis both laid bare and intensified discrimination across intersecting identities based on gender, sexuality, disability, caste, ethnicity and economic status. Increasing maternal deaths, precipitated by lack of, or delayed access to services, an increased care burden for women and girls, and swelling statistics on GBV have been rapidly eroding the significant gains made on gender equality and women's empowerment in Nepal. Women's unpaid care workload was further increased as a result of the lockdown imposed by the government to contain the spread of COVID-19, as all the family members are staying back at home and more so with the return of migrant family members, school closure and hospitals not prioritising non-COVID-19 patients' admission and care15. Furthermore, social, and cultural beliefs have been barrier to women's access to resources. Gender discriminatory practices restrict the ability of women to be informed about available resources, access, and usage, including making responsible decisions relating to the income they make from their particular enterprises. Gendered decision-making within households, norms for women to seek permission from family gatekeepers, mobility restrictions, time poverty due to gendered division of labor, economic dependence on men, non-affordability of agriculture inputs, and distance to agriculture centers are some of the constraints women experience16.Description of UN Women Nepal programme

The Strategic Note is grounded in the standards, principles and obligations of the Convention to Eliminate all forms of Discrimination Against Women (CEDAW), Beijing Declaration and Platform for Action, Concluding Observations of the Commission on the Status of Women, SCR 1325 and the Sustainable Development Goals. The Country Office (CO) Strategic Note (SN) is the main planning tool for UN Women's support to normative, coordination and operational work in Nepal. The CO has been operational in Nepal since July 2013. This evaluation will consider the Strategic Note covering the period January 2018 to December 2021. The current Strategic Note will end in December 2022, and a new Strategic Note is due to start in January 2023 which will focus on programming across the post-conflict humanitarian-development continuum.

The Strategic Note is linked to the UN Women Global Strategic Plan 2018-2021, national development plans and country-level UNDAF/UNSDCF. The SN 2018 - 2022 is aligned with the national priorities as outlined in the 14th Three Year Periodic National Plan 2015/16 – 2018/19; 15th Four Year Periodic National Plan 2019/20 – 2023/24; Third Fifth Year Strategic Plan of the Judiciary, National Strategy for Disaster Risk Management 2009; National Position Paper for the Asia Ministerial Conference on Disaster Risk Reduction 2016; President Women Economic Empowerment Programme 2016; The SN 2018 – 2022 further contributes to all four outcome areas of the UNDAF 2018 – 2022 namely: Outcome Area 1 - Sustainable and Inclusive Economic Growth; Outcome Area 2 – Social Development;

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[13] Asian Development Bank. 2020. Gender Equality and Social Inclusion Diagnostic of selected Sectors in Nepal. Available at: https://www.adb.org/sites/default/files/publication/646661/nepal-gender-equality-social-inclusion-diagnostic.pdf

[14] Ibid.

[15] Rapid Gender Analysis Report on COVID-19 Nepal, 2020. Care Nepal. Available at: https://www2.unwomen.org/-/media/field%20office%20eseasia/docs/publications/2020/11/np-rapid-gender-analysis-on-covid-19-nepal-2020-en.pdf?la=en&vs=5043

[16] Asian Development Bank. 2020. Gender Equality and Social Inclusion Diagnostic of selected Sectors in Nepal. Available at: https://www.adb.org/sites/default/files/publication/646661/nepal-gender-equality-social-inclusion-diagnostic.pdf.

Outcome Area 3 Resilience, Disaster Risk Reduction and Climate Change Adaptation; and Outcome Area 4 - Governance, Rule of Law, and Human Rights.

The total planned budget of the Strategic Note was USD 22,022,528[17] (Core - USD 1,990,000, Non-core – USD 16,686,120, EXB – USD 187,050 and IB - USD 3,159,358). As of 3 December 2021, the total resources mobilised were USD 13,616,167 (Core – USD 2,065,000, Non-core – USD 9,966,953, EXB – USD 329,338 and IB - USD 1,254,876 and expenditure was USD 13,267,357. The Country Office is based in Kathmandu, Nepal, with 26 personnel (as of December 2021).

The SN Theory of Change (ToC) is "*If gender discriminatory social norms and practices are reformed, if state institutions and political support for gender equality and social inclusion are strengthened during and beyond the COVID-19 crisis and if women and girls—especially those from vulnerable and excluded groups—are politically and economically empowered with greater resilience and freedom from discrimination and violence to influence decision-making processes at all levels, then, better enjoyment of human rights by all Nepali women and girls will be achieved across the humanitarian-development continuum because an enabling environment for inclusive governance, non-discrimination, economic autonomy, decent work and a violence free society will have been created through profound changes in institutional capacities and practices, social norms, laws, policies and direct improvements in women's economic and political influence.*"

The CO Strategic Note supports and contributes towards the following new Strategic Plan Impact and Systemic outcomes[18]:

Long-term results (impact)	Systemic outcomes
1. Governance and participation in public life	1. Strengthening of global normative frameworks, and gender-responsive laws, policies, and institutions
2. Women's economic empowerment	2. Financing for gender equality
3. Ending violence against women and girls	3. Positive social norms, including by engaging men and boys
4. Women, peace and security, humanitarian action and disaster risk reduction	4. Women's equitable access to services, goods and resources
	5. Women's voice, leadership, and agency
	6. Production, analysis and use of gender statistics, sex-disaggregated data, and knowledge
	7. UN System coordination for gender equality and women's empowerment

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[17] Projected budget for SN 2018 – 2022 as of 4 July 2018
[18] UN-Women Strategic Plan 2022–2025, https://undocs.org/UNW/2021/6

UN Women is a member of the UN Country Team, supporting gender mainstreaming across thematic groups and/or leading the interagency gender thematic group (GTG). In line with the UNCT's decision and in recognition of the need for taking an intersectional approach to inclusion, the GTG has been converted into the LNOB (GESI) WG in November 2021. The WG is co-chaired by UN Women and UNDP. Further, UN Women chairs the Humanitarian Action Task Team and co-chairs Protection from Sexual Exploitation and Abuse Working Group and UNDAF Outcome 4 Working Group. The work of UN Women is focused on responding to its three core mandates:

1. **Normative work**: to support the formulation of policies, global standards and norms;
2. **Operational work**: to help Member States to implement international standards and to forge effective partnerships with civil society; and
3. **Coordination work**: entails both work to promote the accountability of the United Nations system on gender equality and empowerment of women (GEEW), including regular monitoring of system-wide progress, and more broadly mobilizing and convening key stakeholders to ensure greater coherence and gender mainstreaming across the UN.

The main interventions undertaken under the Strategic Note are:

SN	Programme/Project Title	Type	Implementation Status
1	Regional Programme on Empowering Women Migrant Workers in Asia	Regional	Completed
2	Accelerating Progress toward the Economic Empowerment of Rural Women in Nepal: A Joint Pilot Contributing to the Implementation of the Agricultural Development Strategy	National	Completed
3	UN Women Nepal Country Office SN and AWP 2014-2017- Outcome Area 2 (Women, especially the poorest and most excluded, are economically empowered and benefit from development) and Outcome Area 4 (Peace and security actions are shaped by women's leadership and participation)	National	Completed
4	The Future We Want: Creating Sustainable Foundations for Addressing Human Trafficking and Unsafe Migration of Women and Girls in Nepal	National	Completed
5	UN Women Nepal Country Office Annual Work Plan 2017 - Outcome area 2, 4 and 5.	National	Completed
6	Empowering Adolescent Girls and Young Women Through the Provision of Comprehensive Sexuality Education and a Safe Learning Environment in Nepal	National	Completed
7	Leveraging Women's Leadership and Empowerment in Value Chains-Transforming Social and Economic Norms for Planet 50:50 Nepal	National	Ongoing
8	UN Partnership to promote the Rights of Persons with Disabilities Multi-Donor Trust Fund (UNPRPD MDTF)	National	Completed
9	UNiTE 16 Days of Activism 2018 – Joint Advocacy Campaign		Completed
10	UN Women Nepal Strategic Note (2018-2022)		Ongoing
11	Promoting Gender Equality and Women's Empowerment in Disaster Risk Reduction and Preparedness		Completed
12	16 Days of Activism		Completed
13	Enhancing the quality of preparedness in Nepal: making preparedness pay-off		Ongoing
14	Reorienting public finance for SDGs acceleration and leveraging additional resources in Nepal		Ongoing

15	Preparedness and Response to COVID-19 in Nepal		Ongoing
16	Gender-sensitive and socially inclusive anticipatory actions for the mitigation and prevention of flood-related risks on women and other vulnerable groups (EAST)		Ongoing
17	Strengthening Urban Preparedness and Earthquake Response in Western Region of Nepal (SUPER)		Ongoing

The main rights holders' and duty bearers' capacities that the SN is attempting to develop are:

- Governance capacity of key duty bearers to implement and monitor gender responsive laws, polices, budgets, provision of essential quality services, including on EVAW, to advance women's human rights and promote inclusive governance and access to justice.
- Excluded groups' leadership capacity, voice and agency to demand accountability and transparency for inclusive governance and access to justice at the federal and local levels, advancing the implementation of SDG 5 and 16.
- Capacity of the government to implement the BPfA, supporting evidence-based dialogues among government and civil society and other relevant actors.
- Technical capacity of the government, civil society and other key actors to make gender data and statistics available, accessible, analysed and used to inform policy-making, advocacy and accountability for delivering gender equality and women's empowerment.
- Technical capacity of key line ministries and select local governments to develop and implement gender responsive macroeconomic policies (fiscal and budgetary) and sectoral policies (agriculture, energy, labour, industry and DRR) to advance the implementation of SDG 5 and 8.

Major changes during the SN period

In July 2018, the first amendment of the NCO's SN 2018 – 2022 was completed in light of the launch of the UN Women flagship programme initiative "Making Every Women and Girl Count (Women Count)". A total of three additional outcomes were added to the existing SN. They are outcome 1.2: Supportive and well-coordinated policy environment in place to ensure gender responsive localization and effective monitoring of SDG at the national and subnational level; outcome 1.3: Quality comparable and regular gender statistics are available to address national and subnational gaps and meet policy and reporting commitments under her SDGs, CEDAW and Beijing Platform for Action; and outcome 1.4: Gender statistics are accessible for all users and can be analyzed to inform research, advocacy, policy and programme and promote accountability. Further a total of eight corresponding outputs were added under these outcomes.

In April 2020, the NCO carried out an internal programme criticality exercise to review the implementation status of the AWP 2020 and SN 2018-2022. During the exercise, the NCO identified key implementation challenges and opportunities to repurpose activities to support the COVID-19 response. The COVID-19 pandemic led to the postponement of the proposed Violence Against Women (VAW) survey in Nepal. Further, the time-use survey and mapping of gender related SDG indicators under the Women Count portfolio for Nepal could not be completed. In addition, due to delays in signing of the Memorandum of Understanding (MoU) with the National Statistics Office additional, the remaining activities of the Women Count programme were either cancelled or re-adjusted under outcome 1.1. Hence, all outcomes (outcome 1.2, 1.3 and 1.4) and corresponding outputs related to Women Count programme were deactivated.

A preliminary assessment of existence and availability of relevant secondary data was completed by the Country Office as following (High, Medium, Low):

Baseline data	High
Activity reports	High
Output results monitoring data	High
Outcome results monitoring data	High
Information specifically on women's rights	High
Financial records	High
Evaluations, reviews, audit reports	Medium
Communications products	High

The evaluation team will undertake an evaluability assessment in the Inception phase. This will include the following:

1) Assessment of the CO SN Theory of change/logic model to examine its intervention logic and relevance, appropriateness and coherence;
2) Conduciveness of the context to conduct CPEs examining stakeholder involvement and socio-political conduciveness for the concerned CO;
3) Accountability including the management structure, leadership and staffing issues and performance management culture and practices at the CO.
4) Quality and completeness of DRF/OEEF

IV.   Evaluation Methodology

UN Women evaluations are gender-responsive meaning that both the process and analysis apply the key principles of a human rights-based approach: they are inclusive, participatory, ensure fair power relations, and transparent; and they analyse the underlying structural barriers and sociocultural norms that impede the realization of women's rights, including marginalized groups: such as persons with disabilities, and other groups that suffer from intersecting forms of discrimination (based on LGBTIQ status, ethnicity, and/or race). UN Women evaluations are also utilization-focused, which means that it will be tailored to the needs of the organization through a participatory approach from the inception through to the development of recommendations, which will facilitate production of a useful evaluation. The evaluation also takes a systemic perspective that recognizes that UN Women's contributions towards GEWE outcomes and its ability to implement its programme of work are affected by several key influencing factors, such as socio-cultural norms, harmful practices, international donor and financing environment, political environment, environmental risks or humanitarian crises, security concerns, and local partners capacity and commitment. Information on each of these factors will be collected to provide a coherent picture on the wider systems at play that affect the ability of the organization to contribute towards GEWE and reach the most vulnerable groups of women in Nepal.

The CPE is employing a non-experimental, theory-based approach. A re-constructed Theory of Change will be used as the basis for contribution analysis. Case studies will be the primary source of information for the assessment of contributions to outcomes in the selected thematic area. Primary data collection will be mainly qualitative, but some quantitative data will be collected. Possibility for participatory data collection methods will be explored during the inception stage. The evaluation will employ the following analyses and methods of data collection:

A. **Key document analyses** undertaken primarily during the inception phase will inform the evaluation approach and help to contextualize findings, conclusions and recommendations:
   I. *Evaluability assessment:* to help determine the evaluation approach and gaps in data, the quality of the programme logic (linkages between the outcomes, outputs and indicators) as articulated in the strategic note development results framework and organisational effectiveness and efficiency framework, the availability of baseline data, and the availability of documents necessary for the evaluation will be assessed.
   II. *Contextual analysis:* this will include an analysis of the key external influencing factors identified above and how they may affect realization of women's rights in Nepal.
   III. *Content analysis* on the extent to which gender-transformative approach is applied:
      • Portfolio Analysis of UN Women SN & Project Documents: The evaluation will undertake a desk-based portfolio analysis that includes a synthesis of secondary results data for the Development Results Framework and the Organizational Effectiveness and Efficiency Framework of the Country Office. This will cover all activities undertaken by the Country Office.
      • UNDAF/UNSDCF analysis
   IV. *UN Women financial analysis* will explore the budget, expenditure and trends in type of expenditures.
B. **Interviews** with key informants identified through the stakeholder analysis (across all stakeholder groups);
C. **Surveys** of UN Women personnel and UNCT partners.
D. **Focus Group Discussions**. To the extent possible outcome harvesting or storytelling with women and male rights holders that have participated in programming efforts of UN Women related to the selected case studies.

The methods will include a wide range of data sources (including documents, field information, institutional information systems, financial records, beneficiaries, staff, funders, experts, government officials, community groups etc.).

NVivo qualitative analysis software will be used to analyse interviews and focus group discussions. Multiple lines of evidence will inform the analysis. Sources and methods of information will be triangulated to ensure robust findings that can be used with confidence. The inception report will provide more details on the selected approach and methods based on desk review and evaluability assessment, scoping interviews, and consultations with the NCO and Evaluation Reference Group (ERG). Given the work to define and measure social norms, the evaluation will identify a suitable method for exploring progress in this area against a gender analytical framework (i.e. Gender at work) ensuring synergies with the ongoing developmental evaluation.

Data collection methods and processes should be gender-responsive[10] and data should be systematically disaggregated by sex and age and, to the extent possible, disaggregated by geographical region, ethnicity, disability, migratory status and other contextually relevant markers of equity[11]. Specific guidelines should be observed, namely the UNEG guidance on Integrating Human Rights and Gender Equality in Evaluations (2014) and UN Disability Inclusion Strategy Evaluation Accountability, 2019.

The CPE should adhere to and be guided by the UNEG Norms and Standards (2016) and the UNEG Ethical Guidelines (2020) at every stage of the evaluation process, observing the principles of integrity, accountability, respect and beneficence.

V.   Stakeholder Participation

A preliminary human rights-based stakeholder mapping has been completed, which will be refined and updated:

Stakeholder role	Specific groups (gender disaggregated)	Main contributions
Target Groups of rights holders	Muslim Women Dalit Women Single Women Conflict Survivors LGBTIQ+ Madhesi Women Women engaged in Sex Work Women with Disability Returnee Migrant Women Home-based Workers Rural Women Women living with HIV/AIDS Survivor of Human Trafficking Youth and Adolescent Girls	Direct beneficiaries and programme/project participants Implementation partners
Principle and primary duty bearers who make decisions and implement the SN	UN Women CO Ministry of Women, Children and Senior Citizen National Information Commission Ministry of Finance Ministry of Agriculture and Livestock Development Ministry of Labor, Employment and Social Security Ministry of Federal Affairs and General Administration National Planning Commission National Women Commission Government of Finland Zonta International UNESCO Chanel Foundation Swiss Agency for Development and Cooperation IOM UNDP MPTF-SDG Fund UNOCHA Central Emergency Response Fund.	Development, implementation, M&E of policies and programmes
Experts and consultants who have technical inputs into the SN	Members of the GTG Working Group UNDP (Co-chair of UNCT LNOB (GESI) WG) UNHCR UNRCO UNOPS ILO UNICEF FAO UNFPA UN Habitat UNCDF IOM	Technical and Advisory Support

	WFP	
	IFAD	
	UNESCO	
	UNV	
	WHO	
Representatives of secondary duty bearers and rights holders affected by the SN but not targeted for assistance	Women Friendly Disaster Management Group The Inter-Generational Feminist Forum Women Humanitarian and Disaster Risk Reduction Platform	Capacity building and policy advocacy

This is expected to be reviewed and updated by the evaluation team during the inception phase.

The evaluators are expected to discuss during the Inception Workshop how the process will ensure participation of stakeholders at all stages, with a particular emphasis on rights holders and their representatives:
1. Design (inception workshop);
2. Consultation of stakeholders;
3. Stakeholders as data collectors;
4. Interpretation;
5. Reporting and use.

The evaluators are expected to validate findings through engagement with stakeholders at stakeholder workshops, debriefings or other forms of engagement.

Ideally, rights holders who have directly participated in or are affected by UN Women programming efforts will be engaged in discussing the outcomes of the programming efforts from their perspective. However, the cost/benefits to the participation of rights holders as evaluation participants will be assessed during the inception phase, as the evaluation does not want to take time away from livelihoods activities and a do no harm approach will be applied also considering the current COVID-19 pandemic. In case where it would be too costly for rights holders to participate, a representative of the rights holders engaged by UN Women will be contacted for feedback and this may need to be done remotely. Limitations to the evaluation will be clearly explained in the final report.

A reference group will be established representing UN Women Nepal key government, civil society, donor and UN system partners. The reference group will be asked to engage and provide input at every stage of the evaluation process, from design to preliminary results and final draft report. The reference group plays a critical role through remote and in-person meetings in ensuring a high quality, transparent process, providing insights on the key questions and approach, ensuring factual accuracy, ensuring gaps and misinterpretation of information is avoided. They will also be key informants. The reference group also plays a key role in the dissemination of the evaluation findings and recommendations and ensuring the use of the information by UN Women and key partners.

## VI.   Management and quality assurance

All evaluation processes at UN Women establish mechanisms to ensure high quality evaluation processes and products as outlined in the UN Women Evaluation Policy and Handbook. The Evaluation Report will follow the standard outline as established in the UN Women Country Portfolio Evaluation Guidance and should also follow the United Nations Editorial Manual. The UN Women Evaluation Report Quality Assurance (GERAAS) criteria will be used

to assure quality (See Annex 1). All products are subject to quality assurance review by the peer reviewer, the ERG, and the evaluation management group.

This CPE will have the following structures (as seen in the figure below):

1. **Oversight:** The Director of the Independent Evaluation and Audit Service oversees all activities, while the Chief of Independent Evaluation Service is responsible for the evaluation related activities; both will review the key products of the CPE.

2. **Team Leader:** The Regional Evaluation Specialist of the Independent Evaluation Service will manage the coordination and day-to-day management, and serve as the team leader, leading methodological approach, collection of data, analysis and writing; as Team Leader, she will also be responsible for overseeing the work of the team members, managing the contracts and assuring quality of the work.

3. **Evaluation team**: The evaluation team members will include an evaluation analyst consultant responsible for key analytical tasks, systematization of information and contribution to analysis and report and presentation preparation; one international evaluation expert/s to develop case study on a thematic area or programme of UN Women NCO and contribute to the overall data collection, analysis and reporting; National evaluator(s) to support the data collection in country and provide key contextual information.

4. **CPE Management Group** for administrative support and accountability: Country Representative and/or Deputy Representative, Assigned CPE Focal Point, and the Team Leader.

5. **CPE Reference Group** for substantive technical support: UN Women programme, National government partners, Civil Society representatives, Development partners/donors, UNCT representatives.

6. **Peer Review** for methodological guidance and feedback: 1 IES staff will be engaged as peer reviewers of the CPE.

CPE Governance Structure
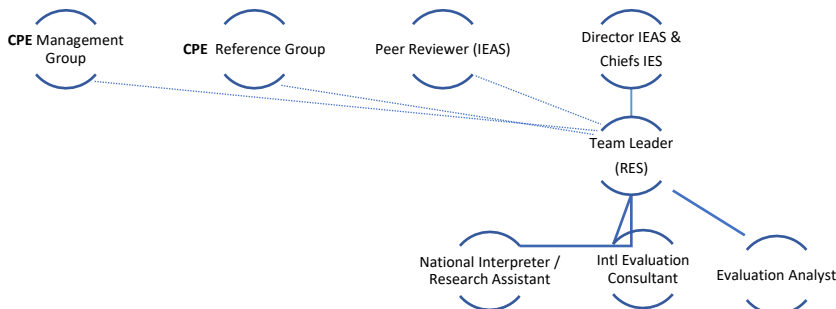
VII. Timeframe and key milestones

The CPE will take place between February and July 2022. The preparation stage was initiated in December 2021 through the drafting of the TOR. There will be a theory of change (TOC) workshop in March 2021 and an inception presentation in April, where the team will join through an online platform. Data collection and analysis phase will be implemented from April to May 2022, with the launch of the survey(s) in April and data collection in early May 2022.

The evaluation report will be drafted and validated by stakeholders between June and July 2021. The preliminary findings presentation will take place in early June and the draft evaluation report will be submitted to the ERG by early July for review. Final formatted products will be ready in August 2022 according to UN Women branding guidelines for technical publications. Evaluation dissemination and management response should be finalized by September 2022.

Table 5: Indicative timeframe and deliverables (updated)

Phase	Feb	Mar	Apr	May	Jun	July	Aug	Sept
Preparation								
Desk review								
Theory of Change Workshop with NCO								
Inception meeting with ERG								
Data collection & Analysis phase								
Survey								
Data Collection + Debriefing								
Analysis								
Report Phase								
Preliminary findings workshop with ERG								
Draft report shared with ERG								
Final report								
Communication products (brief + PPT)								

VIII.   Ethical code of conduct

UN Women has developed a UN Women Evaluation Consultants Agreement Form for evaluators that must be signed as part of the contracting process, which is based on the UNEG Ethical Guidelines. These documents will be annexed to contracts. All data collected by the team members must be submitted to the evaluation manager in Word, PowerPoint or Excel formats and is the property of UN Women. Proper storage of data is essential for ensuring confidentiality. The UNEG guidelines note the importance of ethical conduct for the following reasons:

1. Responsible use of power: All those engaged in evaluation processes are responsible for upholding the proper conduct of the evaluation.
2. Ensuring credibility: With a fair, impartial and complete assessment, stake- holders are more likely to have faith in the results of an evaluation and to take note of the recommendations.
3. Responsible use of resources: Ethical conduct in evaluation increases the chances of acceptance by the parties to the evaluation and therefore the likelihood that the investment in the evaluation will result in improved outcomes.

The CPE value added is its impartial and systematic assessment of the programme or intervention. As with the other stages of the evaluation, involvement of stakeholders should not interfere with the impartiality of the evaluation. The CPE team has the final judgment on the findings, conclusions and recommendations of the CPE report, and the team must be protected from pressures to change information in the report.

Annex 1 UN Women GERAAS evaluation quality assessment checklist
- http://www.unwomen.org/~/media/headquarters/attachments/sections/about%20us/evaluation/evaluation-geraasmethodology-en.pdf

Annex 2 UN Women Evaluation Consultants Agreement Form
- UN Women Evaluation Consultants Agreement Form
- UNEG Ethical Guidelines and Code of Conduct.

Annex 3 UNEG Norms and Standards for evaluation
- http://www.unevaluation.org/document/download/2787

Annex 4 UN Women Evaluation Handbook
- https://genderevaluation.unwomen.org/en/evaluation-handbook
- https://genderevaluation.unwomen.org/en/evaluation-handbook/country-portfolio-evaluation-guidance

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/
- Organisation 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