

**FINAL EVALUATION OF THE SAFE MARKETS PROJECT EMPOWERING
WOMEN THROUGH SAFE, RESILIENT, GENDER RESPONSIVE FOOD
MARKETS AND SYSTEMS IN RESPONSE TO COVID 19 IN ZIMBABWE**

FINAL REPORT

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LIST OF ACRONYMS

AIDS	Acquired Immunodeficiency Syndrome
CoH	City of Harare
COVID-19	Coronavirus Disease
CSO	Civil Society Organisation
DAC	Development Assistance Cooperation
FGD	Focus Group Discussion
GBV	Gender Based Violence
HIV	Human Immunodeficiency Virus
ILO	International Labor Organization
KII	Key Informant Interview
LGBTQ	Lesbian Gay Bisexual Transgender and Queer/Questioning
MOA	Memorandum of Agreement
NSSA	National Social Security Authority
OSH	Occupational Safety and Health
SGBV	Sexual Gender Based Violence
SOPs	Standard Operating Procedures
UNCT	United Nations Country Team
UNDP	United Nations Development Programme
ZLFCS	Zimbabwe Labour Force and Child Labour Survey

EXECUTIVE SUMMARY

This section provides an executive summary of a report that delivers findings, conclusions, and recommendations from a final evaluation of the safe markets project. The evaluation was commissioned by UN Women and data collection was conducted in Hatcliffe, Highfield and Mbare markets in Harare Zimbabwe between September and October 2022.

Overview of the Intervention

UN Women, ILO and UNDP implemented a joint programme under the United Nations Country Team (UNCT's) coordinated response to COVID-19. The programme aimed to empower vulnerable women marketers for recovery and build resilience from socio economic shocks. This was done through promoting effective participation in safe, inclusive and violence free markets as last mile food distributors. Gender responsive safe markets were constructed in addition to development of women entrepreneurship skills. The project also focused on strengthening food supply systems.

Intended audiences

The evaluation report will be used to inform the implementation of the remainder of the project's implementation period and the design of future project. Specific users will include UN Women Project staff, government ministries, relevant constitutional commission, UN Agencies, and development partners. UN Women will be specifically responsible for developing management responses and action plans to the evaluation findings and recommendations.

Evaluation purpose

The purpose of the evaluation was to assess progress towards achievement of goals and objectives of the project at national level against the standard evaluation principles of relevance, effectiveness, efficiency, sustainability, and outcome since its inception in 2020. The evaluation intended to provide an in-depth assessment of the results against outcomes of the project and performance in terms of the relevance, effectiveness, efficiency, sustainability, and impact. The evaluation further identified lessons learned, good practices, and factors that facilitated or hindered achievement. Through this, it aimed to contribute to accountability, learning and decision-making including practical recommendations to inform the management and coordination of best practices.

Evaluation objectives

The specific objectives of the evaluation were guided by Development Assistance Cooperation (DAC) evaluation criteria of relevance, effectiveness, efficiency sustainability and impact. The table below provides the criteria and questions.

Evaluation methodology

The evaluation was conducted using a non-experimental design that used a before and after comparison using findings from a baseline study conducted at project inception. The design used mixed methods, was gender responsive and participatory. The quantitative component of the evaluation used a cross-sectional prevalence study design that allows generalizability. The evaluation employed mixed method approach. Data collection was conducted using an individual survey questionnaire, key informant interview guide as well as a focus group discussion guide. The evaluation reached 236 respondents with the individual interview questionnaire, conducted 6 focus group discussions and 14 key informant interviews. The sample was stratified by location at the first level then was the second strata and thereafter by age. The evaluation team selected actual respondents for the survey through random number generation within Microsoft Excel.

FINDINGS

Relevance

The project specifically prioritized the participation of women in food markets as evidenced by the fact that 80% of the beneficiaries were women and 20% men. The project is in line with Zimbabwe's National Development Strategy 1, which has a thrust to empower women. Standard Operating Procedures (SOPs), for markets were designed to ensure that OSH standards were adhered to in all markets. The project was highly relevant as women who were supported reported that the project addressed multiple challenges that included their limited access to safe and clean marketplaces. The project contributed towards improving knowledge about safe markets. The proportion of respondents with knowledge of safe markets increased from 19.7 percent at baseline to 49.7 percent at endline.

Effectiveness

Out of 13 indicators, the project surpassed the target for one indicator, achieved its targets for 9 indicators, achieved 75% for two indicators and achieved 53 percent for one indicator. The evaluation documented that the theory was valid though some of the assumptions will require more time. The evaluation documented that outcomes such as improved livelihoods and resilience will need more time to be achieved and evaluated. However, the evaluation could not access information on the number of women in leadership. The project exceeded targets for the number of women working in established safe markets, the number of action plans implemented by women trained in transformative leadership to increase their influence in decision making structures within markets and relevant institutions and the number of women's engagements with key decision makers. Achievements were recorded in terms of establishing a platform that ensured regular supply of information on where women marketers could find suppliers of commodities and prices. The platform facilitated electronic sales to a broad range of consumers. Training was done to collect data in 8 districts and these fed into the provincial data base and data collected was made available for women across the country.

Moderate achievements were recorded in facilitating access to financial credit lines for women (53 percent of the target was achieved). The target was to facilitate access to finance for 280 women and 148 managed to access finance. This was corroborated by key informants who reported that financial institutions, mainly micro finance companies were facing challenges due to the shocks caused by COVID-19 and could not meet the requirement for credit by women traders. The evaluation documented that the main reason why the target was not achieved was that the bank (Women Micro Finance Bank) failed to cope with the demand for credit facilities nationwide. The evaluation documented that space barons felt threatened by the new design of the safe market, and they viewed the project as contributing towards disempowering them as it took away income they illegally collected from market traders. This contributed towards delays in allocation of spaces to traders and opening of the farmers market in Mbare.

Efficiency

The joint effort amongst agencies made it efficient to delegate roles and to mitigate challenges, collectively coming up with solutions based on each agency's experience and area of expertise. City of Harare Engineers provided technical assistance to ensure the quality of materials used during construction of the markets were durable and safe for large numbers of people. They conducted fitness tests on the construction sites based on their standards and matrices this was provided for in the MOA between the City of Harare and UN Women. Quality of materials and workmanship were used as key determinants of structural integrity and the quality control framework provided by Engineers contributed towards enhancing efficiency. This is also critical in contributing towards occupational safety and health which were key dimensions of the project. In Mbare for example the market has an estimated flow of 5,000 customers per day directly benefitting from a safe and gender responsive and Covid-compliant trading environment and improved market linkages. The Highfields market ablution facility is evidence that value for money was achieved as the whole community now relies on the

market's ablution facilities and they pay to access them. Despite the financial records being kept by the City Council, the market is in a public space and the respondents during focus group discussion stated that it is accessible to the whole community. Implementation of the project was done during COVID-19 a time when Government restrictions on movements was high with some periods of complete lockdown as measures of preventing the spread of COVID-19. The evaluation documented lost opportunities to enhance efficiency. This was mostly because there were delays in setting up some of the infrastructure for the safe markets due to COVID 19 lock downs and movement restrictions which meant contractors could not easily procure the materials they needed for construction.

Outcomes/Impact

The project contributed towards improving the sensitivity of local markets to women's needs and compliance with occupational health and safety. The proportion of participants who reported that markets were sensitive to women's needs increased significantly from 8 percent to 54.7 percent ($p=0.025$). This was in part attributed to the gender sensitive nature of facilities specifically provision of ablution facilities, play areas for children and lactating rooms for mothers. The project contributed towards improved compliance with OSH regulations by beneficiaries. The proportion of participants who reported that the marketers were compliant with OHS regulations increased significantly from 21 percent to 63.5 percent ($p<0.0001$). This points to improved safety within the workspaces where mostly women spend time. During focus group discussions, women who received the OSH training reported that they were cascading the information by sensitizing their own communities on the importance of safety within places of work as well as within homes.

The project contributed towards reducing prevalence of GBV in the market. It was noted during the focus group discussions that sharp objects were now being stored away safely to reduce chances of them being used during fights in the markets. Also, before the training there was a culture of shaming women according to dressing or how they looked which was a trigger for gender based violence. This was reported to have ceased as men now respect women. Some men during focus group discussions mentioned that they now know that it is not right to force their wives to have sexual intercourse with them as it is a form of gender-based violence. The proportion of respondents who reported that GBV was prevalent in markets reduced by almost half from 45.2 percent at baseline to 17.6 percent at endline. This was attributed to the knowledge they received during training.

The proportion of women marketers that reported that they had access to some form of financial security instruments such as loans and grants increased from 44 percent at baseline to 68 percent at endline. A total of 148 women accessed loans for about \$40 and through the collaboration with financial institutions, women became aware of other alternative sources of finance other than the informal lenders with exorbitant interest rates that made their businesses less profitable. The project contributed towards increasing knowledge and awareness of legal frameworks that affected women marketers. At baseline 15.7 percent were aware of legislation that regulate and monitor food supply systems in their local markets. The proportion more than tripled to 56.7 percent at endline. The project contributed towards improvements in women's participation in market leadership. The proportion of respondents that reported proper inclusion of women was 37.3 percent at baseline. This increased significantly to 54.4 percent at endline.

Sustainability

The project managed to put in place systems and structures to promote sustainability. The project partnered with the City of Harare, and this provided scope for outcomes to be sustained beyond the implementation phase. Respondents from the City of Harare outlined that the project was aligned with its growth plans and its own expansion plans will borrow lessons from the Safe Markets project. The project deliberately included men as champions for gender equality. During their training men were trained on gender-based violence and its different forms. Through trainings, the traders were made aware of the growth potential their businesses had and they were linked with other financial institutions which they would consider as alternative sources of finance for their businesses. A sense of ownership

was observed in all markets as they have put in place committees that will ensure that infrastructure is maintained and any repairs that were needed, were paid for collectively. The use of digital platforms during COVID-19 made the project sustainable as it ensured that farmers and traders were not exposed to COVID-19 as they could access market information digitally and could trade digitally. The development of OSH manuals for the markets will ensure sustainability of health standards in markets as they can refer to manuals when necessary to make decisions on health and safety in the markets. The project developed gender responsive policy frameworks and SOPs that will be used by the local authorities for monitoring purposes and enforcement of by laws. The project also supported development of gender responsive mechanisms that will act as referral documents in case of GBV incidences and access to referral pathways.

Gender equality and human rights

Women are now included in the leadership structures of the market and can actively represent their own interests when committees make decisions, this was reported during focus group discussions. The rights to work in clean and safe environments are now being observed. The ability for women to work in safe and clean environments has resulted in the increase of more women working in the markets as traders as witnessed in the Mbare farmers' market the leadership reported that there were more women in the market than they previously had. The availability of ablution facilities and OSH protocols in markets encourage women traders to continue working in the markets. During the training of women, reusable pads were distributed to them to ensure menstrual hygiene this was in line with the objective to promote human rights. For women traders they appreciated the initiative and during focus group discussions they said that it has helped them with personal hygiene making them able to work better during times they are experiencing their menstrual cycles. Collaboration amongst agencies and their partners ensured that market traders received COVID-19 vaccinations whilst at work. This was done not to inconvenience them as the nature of their work entails one being on their market stall all day hence moving to vaccination points was inconveniencing for the traders in as much as they needed to protect their health. As a result of the safe markets project, a gender responsive mechanism was developed that will act as referral document in case of GBV incidences and access to referral pathways.

Conclusions and Recommendations

CONCLUSION	RECOMMENDATIONS	PRIORITY	OWNER
The project was well appreciated by all stakeholders and addressed needs of women. However, it was limited in scope given the number of women who work in markets and need support similar to what was provided by the project. Women in markets stressed the need to access affordable finance with flexible payment terms and this can be done through further engagement with financial institutions.	Fundraise for a follow-on project that builds on lessons learned from the safe markets project and is broader in scope and focus.	High	UN Women/UNDP/ILO
The project experienced delays in construction the safe market in Hatcliffe. This was despite the contractor having been paid. This was attributed to capacity constraints within the selected contractor. This affected the project as vendors could not use the safe market within the planned timeframe.	Engage the partner responsible for the Hatcliffe safe market so the funds paid to the contractor can be reimbursed.	High	UN Women
	Future similar projects should explore possibilities of direct contracting by UN agencies and ensure that payments are tied to specific milestones.	High	UN Women
The project was relevant and addressed the needs of women such as access to clean and safe working environments that ensure that their commodities are not affected by weather elements and above all access to clean ablution facilities as some women sleep in the markets waiting to sell their commodities. Relevance was aided by a strong focus on addressing the multi-dimensional needs of women involved within markets.	Future similar projects should build on the design strength of providing a combination of training, infrastructure support and linkages for access to finance.	Medium	UN Women/UNDP/ILO
The evaluation documented factors that constrained achievement of objectives. The project was affected by the deteriorating macro-economic conditions which resulted in limited access to financial credit.	Future similar projects should explore possibility of including a micro-finance fund which is managed by micro-finance institutions but focusing on women being supported under the project.	High	UN Women/UNDP/ILO
The political nature of markets, that has different interest groups embedded within market structures and having power to interfere in market activities, made it difficult to achieve some of the intended goals. The evaluation documented that space barons felt threatened by the new design of the safe market and they viewed	Prioritize engagement of different power holders within the ecosystem related to the safe markets project. This contributes towards ensuring harmony during implementation.	High	UN Women/UNDP /ILO, Government Ministries

CONCLUSION	RECOMMENDATIONS	PRIORITY	OWNER
the project as contributing towards disempowering them as it took away income they illegally collected. This contributed towards delays in allocation of spaces to traders and opening of the market in Mbare.			
The evaluation documented that there was scope for improving efficiency with designs for the farmers' market in Mbare. Farmers in Mbare reported that they preferred an open space that facilitated free movement within the constructed space. However, the space had cubicles, and this affected movement.	There should be strong user engagement in processes of designing infrastructure to be utilized by beneficiaries.	Medium	UN Women/UNDP/ ILO, Implementing partners, City of Harare
The evaluation documented potential efficiency gaps emanating from the 18-month timeframe for project implementation. The project scope included construction of infrastructure, and this required more time or expedited processes in terms of approvals and construction. A combination of limited timeframes, delays in approvals, procurement challenges and movement restrictions for contractors resulted in inefficiencies.	Design interventions and allocate timelines that take cognizance of the practical realities of seeking approvals, procurement, and construction.		UN Women/UNDP /ILO, Implementing partners
The use of digital platforms during COVID-19 contributed towards sustainability as it ensured farmers and traders were not exposed to COVID-19 since they could access market information digitally and could trade digitally.	Build on the technology introduced by the project and facilitate easy access to critical market information for users so that they do not have to travel.	Medium	UN Women/UNDP/ ILO, Government ministries, Implementing partners.
The evaluation concluded that the project strongly contributed towards promoting gender equality and human rights. More women had access to safe workspaces, information, and some capital. Women also had access to information, and skills as a result of trainings. This contributes towards promoting the financial independence of women. The evaluation also concluded that the project contributed towards upholding human rights specifically by reducing gender-based violence especially as FGD participants reported that women would sometimes be abused while trying to open spaces for sanitation purposes.	Future similar projects can build on the skills developed by the project especially on financial management, GBV prevention and OSH.	Medium	UN Women/UNDP/ ILO, Government ministries, Implementing partners.

1. INTRODUCTION

This report provides findings, conclusions, and recommendations from a final evaluation of the safe markets project. The evaluation was commissioned by UN Women and data collection was conducted in Hatcliffe, Highfield and Mbare in Harare Zimbabwe.

1.1 CONTEXT

In Africa, over 1.3 million people have been infected by the coronavirus in 44 countries, with 33,828 deaths as of 19th September (Africa CDC, 2020). Zimbabwe was not spared by the pandemic and COVID-19 has had a strong impact on health systems, formal and informal economies and supplies of essential goods and services. Steps taken to prevent and contain COVID-19, such as restricted movement and quarantine impacted on the lives of all Zimbabweans, and to a greater extent on women and girls, the elderly, people living with various communicable and noncommunicable diseases, persons with disability and other marginalized groups.

African women are key participants in food security projects, despite operating under significant constraints such as inadequate institutional support in agricultural and non-agricultural activities that promote food security and strengthening food markets¹. Women have been previously, to some extent excluded, systematically from participation in development thereby minimising their economic roles and opportunities². Inclusion of women is argued that it is often time granted on a peripheral basis which results in inequalities between men and women not being sufficiently addressed³. It is essential for women to participate in the development processes and they need to be given opportunities and support to take part in key economic activities. Economic opportunities that are usually available to women are those found in the informal sector and women are often working in environments considered to be detrimental to their health due to the unfavourable working conditions they sometimes work in⁴.

Financial inclusion is another important aspect to supporting women as it is the process of providing access to affordable and appropriate financial products and services in mainstream financial institutions. This in turn enhances the ability of women to engage in income generating activities and manage risks associated with their livelihoods. Socially, women have been viewed as secondary to men hence they have been left marginalised when it comes to opening bank accounts and accessing credit. Land is generally owned by men hence financial systems view men as having collateral for them to be able to access financial products in the end women were left out. Even though studies show that women invest 70% of their financial resources in the social well-being of their families, particularly in education and health care, they are still to receive adequate support to increase their capacity in participating in economic activities.

Zimbabwe has the second largest informal economy in the world and COVID-19 restrictions brought the economy to a virtual standstill. The restrictions had removed the limited livelihood opportunities of the population which had found refuge in the informal economy. The

¹ Butt, T. M., Hassan, Z. Y., Khalid, M., & Sher, M. (2010). Role of rural women in agricultural development and their constraints. *Journal of Agriculture and Social Sciences*, 6(3), 53-56.

² Young, Z. P. (2016). *Gender and development*. Handbook on Gender in World Politics: Edward Elgar Publishing.

³ Crenshaw, K. (2018). Demarginalising the intersection of race and sex: a Black feminist critique of antidiscrimination doctrine, feminist theory, and anti-racist politics [1989]. In *Feminist legal theory*. Routledge, 57-80.

⁴ Sidh, S. N. & Basu, S. (2011). Women's contribution to household food and economic security: a study in the Garhwal Himalayas, India. *Mountain Research and Development*, 31(2), 102-112.

Zimbabwean context includes vulnerabilities such as poverty, over population in some communities, sub-optimal border control and inadequate health facilities (in terms of drugs, supplies and human resources). High levels of HIV/AIDS and low crop productivity also undermine food security. As a result, during the pandemic, Zimbabwe was experiencing one of its worst acute food insecurity crises, with significantly high humanitarian food assistance needs. The COVID19 pandemic worsened challenges faced by the country, aggravating pre-existing vulnerabilities and existing inequalities in the process.

In Zimbabwe, markets are central to the lives and livelihoods of many women and marginalized groups, where urban sellers are engaged in selling 6-7 days a week, and where rural producer – sellers trade at markets each week. However, vendors largely operating in the informal economy have a low ability to adapt to changes in market conditions and to cope with any external shocks and vulnerabilities. COVID-19 depleted coping mechanisms, eroded their resilience, and left this group extremely vulnerable. The 2022 Zimbabwe Labour Force and Child Labour Survey (LFCLS) estimated that around 1,463,209 of the working population aged 15 years and above were in the informal sector. Seventy-seven percent of the employed persons earned income of RTGS\$20,000⁵ and below during the month of January 2022 (2022 LFCLS). The devastating impact of the COVID restrictions on the informal economy, and markets in particular, brought national attention to the need to invest in safe markets: in terms of preventing markets from becoming disease hotspots, ensuring food safety standards, upscaling occupational safety and health standards (OSH) and promoting the safety and security of women and girls from GBV/SGBV and others forms of harassment in the public space as the main actors in this economy. This also presented an opportunity for integrating green energy solutions and digital financial services in food markets as a critical strategy for ensuring more robust recovery and resilience.

1.2 Description of the Safe Markets Project

UN Women, ILO and UNDP implemented a joint programme under the United Nations Country Team (UNCT’s) coordinated response to COVID-19. The programme aimed to empower vulnerable women marketers for recovery and build resilience from socio economic shocks. This was done through promoting effective participation in safe, inclusive and violence free markets as last mile food distributors. Gender responsive safe markets were constructed in addition to development of women entrepreneurship skills. The project also focused on strengthening food supply systems. The project budget is provided below.

Programme budget		
Total amount (in US dollars)	USD 848,908	
Budgets by Agency		
UN Women	USD 416,075	
UNDP	USD 296,408	
ILO	USD 136,425	

The overall objective of the joint programme was to enhance the role and participation of women as key actors in the establishment and operationalization of resilient last mile distribution markets. The project ensured that food market systems were safe, responsive to the needs of women and were fully functional during the Covid-19 outbreak and beyond. This was done through a twin approach. One dimension was the design and building of gender-

⁵ This was equivalent to USD181 at the RBZ auction rate for January 2022

responsive infrastructure compliant with occupational health and safety standards in response to COVID 19 whilst integrating dimensions responding to women’s concerns. The other dimension focused on supporting the economic and social empowerment of market vendors, in particular women, and strengthening of local government institutions and community leadership to become gender responsive.

The project’s focus on women and marketplaces was due to the central role the markets play in the lives and livelihoods of both urban and rural women. Further, markets can be supported to play a central role in economic recovery and resilience from current socio-economic shocks. The joint programme aimed also to support government efforts towards decentralization or decongestion of mass markets through development of coordination mechanisms. The programme targeted the most vulnerable women vendors who operated in the informal sector and had lost their sources of livelihoods due to the lockdown and disruption of food supply chains.

1.2.1 Theory of Change

The section provides an overview of the project theory of change. Depending on evidence from the evaluation, the theory of change will be refined.

Outcome 1: Improved livelihoods of women marketers and vulnerable groups through safe, gender responsive market infrastructure and systems.

Outcome 2: Enabling a gender responsive policy framework and institutions responsible for administration, regulation, and monitoring of food supply systems.

IF markets are functional, safe, inclusive, integrate green energy and digital financial services solutions, and are violence free, **AND** if women have access and participate in last mile food distribution markets, are economically empowered including through e-solutions, and influence decisions on governance of food supply chain management **THEN** women’s livelihoods are improved, and they can recover from the impacts of COVID 19 and become more resilient to socio-economic shocks. A copy of the log frame is provided as an annex.

1.2.2 Project results framework

The project covered two evaluation overed two outcomes and their accompanying outputs as illustrated in the table below. A comprehensive populated log frame is provided and Annex 5.

Table 1: Project outcomes and inputs

Outcome	Outputs
Improved livelihoods of women marketers and vulnerable groups through safe, gender responsive market infrastructure and systems	Creation of safe markets
	Facilitating financial security
	Developing inclusive E-solutions for safe markets.
Enabling a gender responsive policy framework and institutions responsible for administration, regulation and monitoring of food supply systems	Institutional capacity strengthening
	Influence and decision making

1.2.3 Project Implementation Timeframe

The safe markets project was implemented from 2020-2022 in Harare province specifically Mbare, Hatcliffe and Highfields.

1.2.4 Project Stakeholders

The project was implemented by multiple stakeholders who contributed differently towards achievement of objectives. The table below shows stakeholders and their roles.

Table 2: Stakeholders and roles

Institution	Role
UN Women	Coordinating partner
UNDP	UN partner
ILO	UN partner
Ministry of Public Service Labor and Social Welfare	Partner government ministry
Ministry of Local Government and Public Works (MLGPW)	Partner government ministry
Ministry of Women Affairs, Small Medium Enterprise Development (MOWASMED)	Partner government ministry
Ministry of Lands, Agriculture Water and Rural Resettlement (MLAWRR)	Partner government ministry
Harare City Council	Administrative authority
National Social Security Authority	Occupational health partner
Community Water Alliance	Implementing partner
Knowledge Transfer Africa	Implementing partner
DEG	Implementing partner

Direct beneficiaries comprised of 3149 market traders including informal vendors (at least 80% women) in urban and peri-urban areas participating in the food supply chain. To ensure that the diversity of women was fully integrated, the programme considered all vulnerable women as well as survivors of sexual gender-based violence, women with disabilities and young women who are survivors of harmful practices such as child marriages and sex workers who are or have potential to participate. The secondary group of beneficiaries consisted of national and local level institutions who were capacitated to develop guidelines and regulations to support safe markets and local economic development.

1.3 Overview of the Evaluation

1.3.1 Intended Users of the Evaluation

The evaluation report will be used to inform the implementation of the remainder of the project's implementation period and the design of future safe markets projects. Specific users will include UN Women Project staff, government ministries, commissions, UN Agencies, and development partners. UN Women will be specifically responsible for developing management responses and action plans to the evaluation findings and recommendations.

1.3.2 Purpose of the Evaluation

The purpose of the evaluation was to use a gender responsive evaluation approach to assess progress towards achievement of goals and objectives of the Project at national levels against the standard evaluation principles of relevance, effectiveness, efficiency, sustainability, and outcome since its inception in 2020.

1.3.3 Evaluation Objectives

The specific objectives of the evaluation were guided by Development Assistance Cooperation (DAC) evaluation criteria of relevance, effectiveness, efficiency sustainability and impact. A comprehensive evaluation design matrix showing linkages between objectives, questions and data collection methods is provided as Annex 3. The matrix guided data analysis and report writing. The table below provides the criteria and questions.

1.3.4 Evaluation Questions

Table 3: Evaluation criteria and questions

Criteria	Questions
Relevance	To what extent were project activities and outputs consistent with the intended impacts and effects? How relevant is the project to the needs and priorities of the beneficiaries, national, regional and international priorities?
Effectiveness	To what extent has the project made sufficient progress towards its planned objectives and results /has the project achieved its planned objectives and results within its specified period? Has the project been appropriately responsive to political, legal, economic, institutional, etc., changes in the country? In which areas does the project have it's the least achievements? What have been the constraining factors and why? How can they be overcome? In which areas does the Project have the greatest achievements? How can UN Women build on or expand these achievements? What were the major factors influencing the achievement or non-achievement of the objectives? What, if any, alternative strategies would have been more effective in achieving the Project objectives?
Efficiency	Has the project implementation strategy and execution been efficient and cost effective? To what extent does the management structure of the intervention support efficiency for project implementation? Has there been an economical use of financial and human resources? Have resources (funds, human resources, time, expertise, etc.) been allocated strategically to achieve outcomes? Have resources been used efficiently? Have activities supporting the strategy been cost-effective? In general, do the results achieved justify the costs? Could the same results be attained with fewer resources? Have Project funds and activities been delivered in a timely manner? Does Project governance facilitate good results and efficient delivery?

Criteria	Questions
Sustainability	How are the achieved results, especially the positive changes generated by the project in the lives of women and girls, going to be sustained after this project ends?
Project Outcomes and Impact	What are the main effects (positive/negative, intended/unintended, direct/indirect) of project activities?
	To what extent can the changes/results that have been achieved be attributed to the inputs, strategies, actions and outputs of the project?
Gender Equality and Human Rights	To what extent has gender and human rights considerations been integrated into the project design and implementation?
	How has attention to/integration of gender equality and human rights concerns advanced the area of work?

1.3.5 Evaluation Scope

The evaluation was done from September- October 2022 and focused on Harare province specifically Mbare, Hatcliffe and Highfields markets. The primary respondents for the evaluation were women traders in the three food markets in the areas that the project was implemented. In terms of technical scope, the evaluation had emphasis on infrastructure constructed as well as the skills trainings provided by different partners such as UN Women, the International Labor Organization (ILO), UNDP and the implementing partners engaged in the project.

The evaluation provided an in-depth assessment of the results against outcomes of the project and performance in terms of the relevance, effectiveness, efficiency, sustainability, and impact. The evaluation is expected to identify lessons learned, good practices, and factors that facilitated or hindered achievement. Through this, it aims to contribute to accountability, learning and decision-making including practical recommendations to inform the management and coordination of best practices and key lessons to inform future programmes.

2. EVALUATION METHODOLOGY

The evaluation was conducted using a non-experimental⁶ and there was no random assignment of participants. The design also used mixed methods, was gender responsive and participatory. The evaluation focused on a larger sample of women in line with proportions adopted during project implementation. It focused on exploring relevance, effectiveness, efficiency, impact, coherence, sustainability and learning from the project. The design facilitated exploration of factors behind trends observed with quantitative data. The quantitative component of the evaluation used a cross-sectional prevalence survey design that allows generalizability. To deal with potential non-response, the evaluation slightly inflated the sample. The study employed a concurrent mixed method approach, the transformative design. The transformative variant of mixed methods incorporated both qualitative and quantitative approaches. The data sources included primary data which was gathered from the market traders, implementing partners and key informant interviews with officials from the City of Harare, UN Women, UNDP and ILO. Secondary data was also used to gather data on women in markets to capture the context of inequalities of women in markets as well as the impact of COVID -19 on the informal sector. Analysis of quantitative data was done using SPSS and the statistics in this report were drawn from the results. Qualitative data was analyzed using ATLAS.ti.

⁶a before after comparison without random assignment

2.1 Sampling for Quantitative Sampling

In order to ensure a sufficient level of precision of the survey results, an adequate sample had to be drawn from the communities where the project was implemented. To calculate the sample size needed, the following factors were taken into consideration:

- Desired level of confidence of the survey results.
- Acceptable margin of error of the survey results.
- Design effect of the sampling methodology.
- Estimated baseline levels of the indicators we wanted to measure.

Additionally, the sample size was adjusted for:

- Anticipated non-response.

The actual parameter used to calculate the sample size for the survey using the questionnaire are: Population of 3149 direct beneficiaries, 95% confidence interval, margin of error of 0.05, assumed prevalence of 50%, and anticipated response rate of 95%. This gave a minimum statistically significant sample size of 343 respondents. The sample was rounded off to 350. The sample was stratified by gender at the first level and thereafter by age with youth (18-35) and those above 35. The evaluation team selected actual respondents for the survey through random number generation within Microsoft Excel.

2.2 Sampling for Qualitative Data Collection

The evaluation collected data through focus group discussions/group interviews and key informant interviews. The evaluation used non-probability sampling techniques specifically purposive sampling to select respondents. A total of 1 key informant interviews with respondents purposively drawn from the following organisations:

- City of Harare
- Hatcliff Market Leader
- Highfields Market Leader
- Knowledge Transfer Africa
- Helpline Zimbabwe
- UN Women
- ILO
- NSSA
- UNDP

Further, a total of 6 focus group discussions were conducted. An overall sample by gender and designation is provided in annex 6.

In addition, the evaluation ensured approaches did not leave no one behind. This was done by ensuring that people with disabilities were included. At total of 11.9 percent of respondents has disabilities.

2.3 Data Collection Methods

The evaluation collected primary qualitative data with a focus on explaining trends in quantitative data. Qualitative methods focused on answering the “how” and “why” of the evaluation.

2.3.1 Individual survey questionnaire

The evaluation utilized an individual questionnaire to collect key quantitative data. The evaluation used mobile gadgets for collecting quantitative data. Questionnaires were administered by enumerators. The electronic data collection template was developed using CSPro with both online and offline data collection capabilities. Electronic data collection mobile gadgets ensured logical checks were programmed into the device and only required data was captured (irrespective of whether the enumerator wrongly collected the data). All these allowed real time and offline data collection, seamless data backup and export of data to the data analysis software Statistical Package for Social Scientists (SPSS).

2.3.2 Focus Group Discussions (FGDs)/Group Interviews

Based on literature cited above^{1,2}, focus group discussions were conducted with participants disaggregated by sex, that is, males and females separately. This segregation of respondents allowed the different sexes to open and freely discuss the issues. Each FGD will have between 8 and 15 participants. The FGDs were conducted by one facilitator and a note-taker aided by a voice recorder to capture insights.

2.3.3 Key Informant interviews

A key informant interview guide was developed and guided collection of information from selected respondents in positions of authority who provided high level input into the evaluation.

2.4 Data Analysis

Secondary quantitative data was analyzed using SPSS and descriptive statistics were used. These were predominantly frequencies and means. The analytical approach focused on analysing difference in means. This allowed for comparing means from baseline to endline then drew conclusions for specific evaluation questions. The evaluation used the same questionnaire used for the baseline. Qualitative data was analysed using Atlas.ti[®] and using thematic analysis. Themes were derived from evaluation questions though latitude was provided for exploring themes which emerged from the data.

2.5 Ethical Considerations

The evaluation observed ethical issues associated with collecting data and the following were taken into consideration to ensure that all protocols were observed while respondents' rights were safeguarded.

- a. *Confidentiality and anonymity:* The evaluation team treated each respondent with respect and information gathered was confidential. For each respondent in the study, they were not required to state their name to ensure anonymity.
- b. *Informed Consent:* Participation during the evaluation, from the market traders to the key informants, was entirely up to the respondent and there was room for them to withdraw from the study at any given moment.
- c. *Risks and Benefits:* Participation during the evaluation was designed to have no or very minimal risks associated. Participants did not receive any monetary benefits for participating in the evaluation and this was explained to them, prior to discussions.

During the evaluation, it was noted that the nature of business in the markets was time sensitive and the traders have certain hours which their clients are in the market, as a result, they were not able to take part in the evaluation fully. Participation in the evaluation was going to lead to them risking loss of income, hence we mitigated this risk by rescheduling the hours of the evaluation and it was conducted during less busy hours more traders were able to participate in the discussions.

2.6 Evaluation Limitations

- The evaluation could not meet the targeted sample size as some of the selected respondents were busy at the time of data collection. However, the data collection team had to revisit the markets for three days to try and meet the sample size.
- One of the four safe markets was not yet completed, and this affected the extent to outcomes for that specific market. The evaluation focused on other aspects of the project such as trainings.

3. FINDINGS

3.1 Demographics

The endline study covered three food markets of Mbare, Hatcliffe and Highfield-Lusaka. The sample size for the evaluation was 350 and it was proportionally distributed per market based on the population of beneficiaries within each market. The evaluation reached 236 respondents which translates to a 67 percent response rate. The evaluation could not reach the required sample size as some of the people who benefitted were reported to have been busy while in Mbare some of them could not attend due to their trading schedules. Most of the participants were female (73.9 percent) whilst 25.5 percent were male. Most participants were aged between 36 years and 45 years (33.6 percent). 61.6 percent were married and the highest level of education for most participants were 71.4 percent.

Table 1: Background Information

	Percent	Number
Sex		
Female	73.9	236
Male	25.5	81
Age		
18-35	30.2	96
36-45	33.6	107
46-55	20.4	65
56-65	11.6	37
65 and above	4.1	13
Highest level of Education		
None	3.8	12
Primary	18.9	60
Secondary	71.4	228
Tertiary	5.0	16
Disability Status		
No	88.1	281
Yes	11.9	38
Market		
Hatcliff	36.5	116

	Percent	Number
Lusaka Highfields	24.2	77
Mbare market	39.3	125

3.2 Relevance

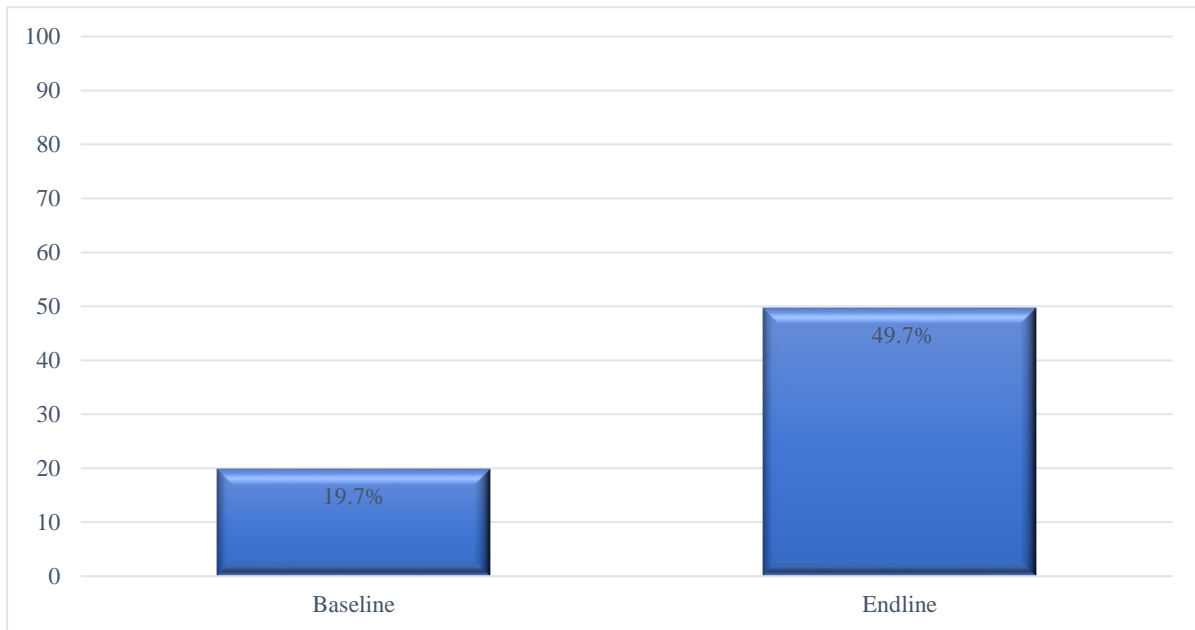
Finding number 1: Safe market project activities were consistent with the intended impacts and effects.

EQ1: To what extent were project activities and outputs consistent with the intended impacts and effects?

The project was highly relevant as women who were supported reported that the project addressed multiple challenges that included their limited access to protected marketplaces. Participants in FGDs highlighted that construction of safe market infrastructure responded to challenges they were facing including their produce being damaged by weather. Further, the project was relevant as it addressed challenges related to limited access to market information especially among female farmers. In all focus group discussions women reported previously having had challenges in accessing market information and this had reportedly resulted in some losses. The project also ensured access to ablution facilities for female farmers who utilized marketplaces.

Relevance was further illustrated by the fact that the project contributed towards improving knowledge about safe Markets. The proportion of respondents with knowledge of safe markets more than doubled from 19.7 percent at baseline to 49.7 percent at endline. Most of the participants were able to give examples of safe markets with Chitungwiza market, Domboshava and Lusaka market being some of the most mentioned markets. The figure below shows respondents knowledge of safe markets at baseline and at endline.

Figure 1: Knowledge of safe markets



Finding number 2: The Safe market project was relevant to the needs and priorities of beneficiaries, national, regional and international priorities.

EQ2: How relevant is the project to the needs and priorities of the beneficiaries, national, regional, and international priorities?

The project design included women with different forms of vulnerabilities including those living with disabilities, those living with HIV as well as LGBTQ communities. The project also specifically prioritized women in participation as evidenced by the fact that 80% for beneficiaries were women and 20% men. Respondents outlined that this approach ensured that women were prioritized in accessing trainings as well as in accessing safe spaces to work in. The project is in line with Zimbabwe’s National Development Strategy 1, which has a thrust to empower women specifically item 742 which outlines that “during the NDS1 Period, priority will be accorded to Gender Mainstreaming, through visible initiatives that confer equal opportunities to women”. Standard Operating Procedures (SOPs), for markets were designed to ensure that OSH was adhered to in all markets.

This ensured that the markets became a safe place to work for traders and the SOPs became tools that could be used to guide how markets operate. This can also be replicated in similar projects in the country. After conducting a risk assessment of the markets, the designing of the safe markets took into consideration hazards faced by traders in markets such as having a single entry and exit point. The new design of the Mbare market now has an alternative exit point which can be used by traders in the event of a fire or any emergency.

3.3 Effectiveness

Finding number 3: The project has made sufficient progress towards its planned objectives and results.

EQ3: To what extent has the project made sufficient progress towards its planned objectives and results /has the project achieved its planned objectives and results within its specified period?

The safe markets project made strong progress towards achieving targets for its objectives. Out of 13 indicators, the project surpassed the target for one indicator, achieved its targets for 9 indicators, achieved 75% for two indicators and achieved 53 percent for one indicator. However, the evaluation could not access information on the number of women in leadership. Progress made towards achieving targets for indicators is shown in the table below.

Table 4: Progress towards achieving targets for indicators.

	<u>Baseline</u>	<u>Target</u>	<u>Achieved</u>	<u>% Achievement</u>
Indicator: Number of resilient food and vegetable markets and systems that are safe, responsive to women's needs and fully functional during the COVID-19 outbreak and beyond	0	4	3	75%
Indicator: Number of markets adhering to public and occupational health and safety requirements (including COVID-19) and standards for gender sensitive infrastructure and including green energy solutions.	1	4	3	75%
Indicator: Number of gender responsive mechanisms established to prevent and address GBV and harassment in public spaces	1	8	8	100%
Indicator: Number of women supported to access financial credit facilities	0	280	148	53%
Indicator: Number of women with increased capacity in business management including e-commerce	0	1800	1800	100%
Indicator: A platform that ensure regular supply of quality produce to women marketers and facilitate electronic sales to a broad range of consumers established	0	1	1	100%
Indicator: Number of women trained on utilization of the E-platform	0	1800	1800	100%

	<u>Baseline</u>	<u>Target</u>	<u>Achieved</u>	<u>% Achievement</u>
Indicator: Number of gender responsive laws, policies and strategies effectively implemented to facilitate last mile food supply management system in compliance with OSH standards, and address gender differential needs.	0	2	2	100%
Existence of gender responsive policy and guiding framework for safe markets in place	0	1	1	100%
Number of institutions supported to develop and/or review policies, regulations, legal frameworks, by-laws with a gender lens.	0	10	10	100%
Indicator: Number of action plans implemented by women trained in transformative leadership to increase their influence in decision making structures within markets and relevant institutions.	0	4	4	100%
Number of women's engagements with key decision makers	0	24	130	125%
Improved women's participation in market leadership structures	0	20	20	100%

The evaluation managed to achieve planned objectives and results within the specified period. The only exception was for one of the safe markets in Hatcliffe which was not yet constructed. In addition, targets for other two other outputs linked to the safe market were subsequently not met.

Finding number 3.1: The Safe Markets project was appropriately responsive to political, legal, economic, institutional, environment in the country.

The extent to which the project was appropriately responsive to political, legal, economic, institutional, environment in the country

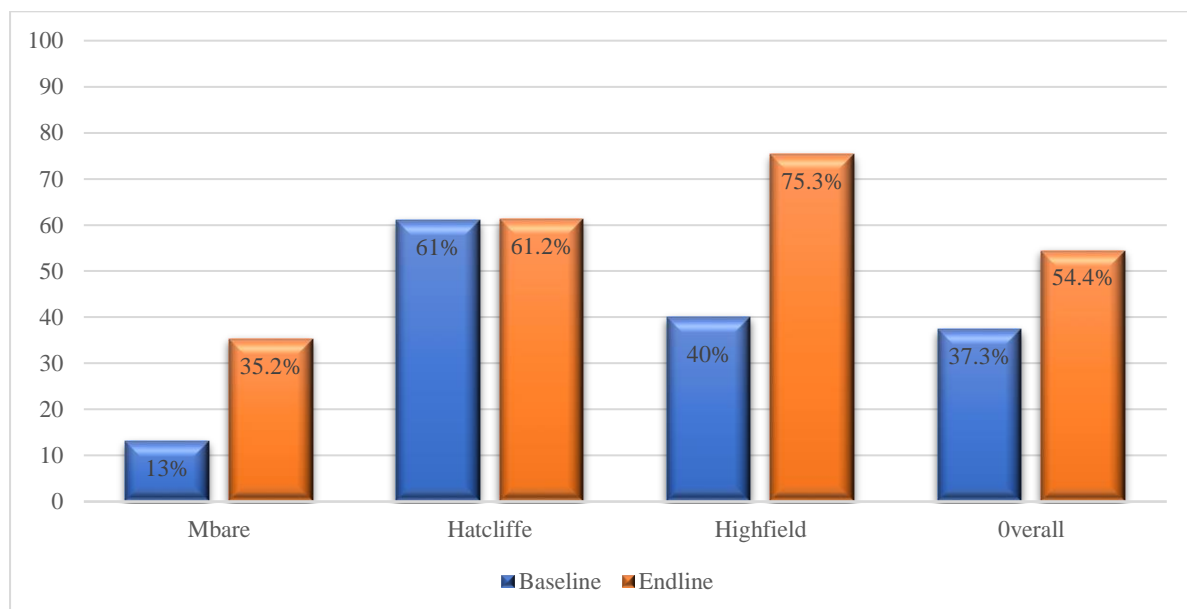
The project was highly responsive to the political, legal, economic, and institutional changes in the country. Key informants outlined that there is strong political will towards promoting gender equality and women empowerment. Supporting access to safe working spaces as was done by the project was critical towards attaining that political aspiration. In all the

“Markets that are safe for women are important for bringing women into the mainstream economy. The Government is very clear on the importance of enhancing the participation of women in all aspects of life”

marketplaces, Councilors⁷ outlined that safe markets were important towards strengthening the role and participation of women. Further, the project contributed towards promoting economic inclusion where most women are predominantly economically excluded.

The project contributed towards involving women in leadership processes. The evaluation documented that the project contributed towards improving women’s involvement in market-oriented leadership structures in their community. However, the evaluation could not obtain information on the actual quantitative composition of leadership structures. The proportion of respondents who reported that women were included in market-oriented leadership structures improved from 37.3 percent at baseline to 54.4 percent at endline. Further, there was a decline in respondents who felt that women were included to a lesser extent in market-oriented leadership structures. The figure below shows respondents’ perspectives on the involvement of women in market-oriented leadership structures as illustrated below.

Figure 2: Women and Leadership in markets by area



Finding number 3.2: There are different areas where the Safe Project had the greatest achievements.

Areas where the Project had the greatest achievements.

The evaluation used monitoring data to determine the areas where the project had the greatest achievements. The achievements are related to achievement of indicators. In this regard, the evaluation focused on indicators where the project achieved its targets as those where the project had the greatest achievements. The greatest achievements were recorded in facilitating women’s engagements with key decision makers, creating gender responsive mechanisms to prevent and address GBV and harassment, establishing a platform that ensured regular supply of quality produce to women marketers and facilitating electronic sales to a broad range of consumers. In addition, the project was equally successful in ensuring gender responsive laws,

⁷ Elected representatives of communities

policies and strategies were effectively implemented to facilitate last mile food supply management system in compliance with OSH standards and addressing gender differential needs.

Other key achievements were recorded in terms of ensuring the existence of a gender responsive policy and guiding framework for safe markets. The project also achieved the most in terms of supporting institutions to develop and/or review policies, regulations, legal frameworks, and by-laws with a gender lens. In the context of the project, the key outcome were the policies themselves and levels of implementation were not yet evaluable by the time of evaluation. The table below shows the key indicators where the project had the greatest achievements.

Table 5: Areas where the project had the greatest achievements.

	<u>Baseline</u>	<u>Target</u>	<u>Achieved</u>	<u>% Achievement</u>
Indicator: Number of resilient food and vegetable markets and systems that are safe, responsive to women's needs and fully functional during the COVID-19 outbreak and beyond	0	4	3	75%
Indicator: Number of markets adhering to public and occupational health and safety requirements (including COVID-19) and standards for gender sensitive infrastructure and including green energy solutions.	1	4	3	75%
Indicator: Number of gender responsive mechanisms established to prevent and address GBV and harassment in public spaces	1	8	8	100%
Indicator: Number of women supported to access financial credit facilities	0	280	148	53%
Indicator: Number of women with increased capacity in business management including e-commerce	0	1800	1800	100%
Indicator: A platform that ensure regular supply of quality produce to women marketers and facilitate electronic sales to a broad range of consumers established	0	1	1	100%
Indicator: Number of women trained on utilization of the E-platform	0	1800	1800	100%
Indicator: Number of gender responsive laws, policies and strategies effectively implemented to facilitate last mile food supply management system in compliance with OSH standards, and address gender differential needs.	0	2	2	100%

	<u>Baseline</u>	<u>Target</u>	<u>Achieved</u>	<u>% Achievement</u>
Existence of gender responsive policy and guiding framework for safe markets in place	0	1	1	100%
Number of institutions supported to develop and/or review policies, regulations, legal frameworks, by-laws with a gender lens.	0	10	10	100%
Indicator: Number of action plans implemented by women trained in transformative leadership to increase their influence in decision making structures within markets and relevant institutions.	0	4	4	100%
Number of women's engagements with key decision makers	0	24	130	125%
Improved women's participation in market leadership structures	0	20	20	100%
	<u>Baseline</u>	<u>Target</u>	<u>Achieved</u>	<u>% Achievement</u>
Indicator: Number of gender responsive mechanisms established to prevent and address GBV and harassment in public spaces	1	8	8	100%
Indicator: Number of women with increased capacity in business management including e-commerce	0	1800	1800	100%
Indicator: A platform that ensure regular supply of quality produce to women marketers and facilitate electronic sales to a broad range of consumers established	0	1	1	100%
Indicator: Number of women trained on utilization of the E-platform	0	1800	1800	100%
Indicator: Number of gender responsive laws, policies and strategies effectively implemented to facilitate last mile food supply management system in compliance with OSH standards, and address gender differential needs.	0	2	2	100%
Existence of gender responsive policy and guiding framework for safe markets in place	0	1	1	100%
Number of institutions supported to develop and/or review policies, regulations, legal frameworks, by-laws with a gender lens.	0	10	10	100%

	<u>Baseline</u>	<u>Target</u>	<u>Achieved</u>	<u>% Achievement</u>
Indicator: Number of action plans implemented by women trained in transformative leadership to increase their influence in decision making structures within markets and relevant institutions.	0	4	4	100%
Number of women's engagements with key decision makers	0	24	130	125%
Improved women's participation in market leadership structures	0	20	20	100%

Finding number 3.3: There are various ways through which UN Women can build on or expand these achievements.

How can UN Women build on or expand these achievements?

The evaluation analysed opportunities for UN Women to build on or expand. A key area to build on relates to partnerships created as part of the projects. These are partnerships with government ministries, the City of Harare as well as with CSOs and women in the informal sector. This provides opportunities for broadening support to women in the informal sector even beyond vendors. In addition, relationships with micro finance entities raises opportunities for UN Women to develop programmes aimed at promoting financial inclusion for women as this is a key gap.

Finding number 3.4: There are areas where the project had its least achievements.

Areas where the project has its least achievements.

The evaluation also assessed areas where the project recorded the least achievements. These were also determined by the performance against indicators set at project inception. The least achievement was recorded in terms of facilitating access to financial credit lines for women (53 percent of the target achieved). This was corroborated by key informants reported that banks were facing challenges and could not meet the need for credit from women. Key informants further highlighted that the microfinance partner could not cope with the demand for credit from women across the project areas.

“The project tried to facilitate access to credit lines for women. However, the general macro-economic challenges prevailing in the country and the uncertainty brought about by COVID meant that banks were not able to provide credit as was expected or envisaged at the beginning”
Key Informant

Table 6: Areas where the project had its least achievements

	<u>Baseline</u>	<u>Target</u>	<u>Achieved</u>	<u>% Achievement</u>
Indicator: Number of women supported to access financial credit facilities	0	280	148	53%

Major factors influencing the achievement of objectives.

The evaluation documented major factors which contributed towards achievement of most objectives. These are outlined below:

Strong buy-in from the women

Achievements were facilitated by high levels of buy-in and willingness to participate by women. This was attributed to the fact that the project addressed key challenges affecting women and the general population. This is more important especially in Zimbabwe where there are high levels of poverty and evidence showing that 75.6 percent of Zimbabweans are poor with 47.2 percent of them being extremely poor.⁸ The means projects such as the safe markets ensure that women, a vulnerable group are equipped with knowledge to improve their businesses as well as linked to other partners who can support with access to finance reducing their exposure to poverty. Women who participated in the project highlighted that they participated fully since they benefitted immensely from the project.

“The project was very good because we were trained but we also got space where we can sell and also keep our stuff. We also now have sanitation facilities, and this is very important since we previously did not have these” FGD participant.

Support from local authorities

The project benefitted from strong support from local authorities in all the areas where implementation was conducted. This was critical as it fostered sustainability and contributed towards reducing tensions especially as access to markets is highly politicized and contested. The support also ensured that project infrastructure was integrated within existing local infrastructure. The project successfully built and leveraged on existing structures and systems.

A multi stakeholder approach with willing partners

Respondents further outlined that achievements recorded by the project were a result of a multi-stakeholder approach adopted throughout project implementation. The project was coordinated by UN Women but brought in other UN agencies with specialized expertise such as ILO and UNDP. This ensured that the project had sufficient technical expertise to be able to deliver on its outcomes. Further, the project also involved the National Social Security Authority which has strong expertise around OSH. Collaborations with NGOs also facilitated access to beneficiaries utilizing the NGOs mobilizing competencies and networks.

All the three UN agencies, through the knowledge and expertise of some of their expert staff, provided advice and guidance for quality work to be achieved when implementing the project. Women traders now use platforms such as WhatsApp business accounts to market their products and communicate with clients. Through the trainings women are now able to make orders online using their phones to communicate with farmers who supply them with commodities. Use of digital technologies such as the platform developed by E Mukambo for Agritex allowed women to get market information including prices of commodities before they

⁸ZimStat, (2017). Zimbabwe Poverty Report 2017

go to the market. During COVID-19, the availability of digital platforms, such as the E Mukambo WhatsApp groups and website, facilitated the continuation of business amongst women traders and encouraged the dissemination of information on market prices and demand on certain commodities.

Integrating hardware with software

The evaluation documented that project success was also a result of the deliberate design focus on integrating hardware and software components. The hardware component included provision of infrastructure such as market stalls, drilling boreholes and sanitation facilities. This was complimented by software components such as trainings on business management inclusive of e-commerce, transformative leadership, access to markets as well as creation of e-platforms. In addition, the project built in components such as access to finance. Respondents confirmed that most of the projects that they had participated in only provided trainings without support towards aspects such as hardware or access to finance.

Constraining factors

The evaluation also documented factors that constrained achievement of objectives. These contributed towards sub-optimal achievement. Key informants highlighted that the project was affected by the deteriorating macro-economic conditions which resulted in limited access to financial credit. Further, the project was implemented during the COVID-19 era with its accompanying movement restrictions. This affected the extent to which women could move around as well as transport their produce. In addition, the lockdown affected the extent to which customers could travel and purchase from markets. Respondents further outlined that the project was affected by delays in executing some of the project components and infrastructure such as boreholes.

The political nature of markets, that has different interest groups embedded within market structures and having power to interfere in market activities, made it difficult to achieve some of the intended goals. Respondents outlined that space barons felt threatened by the new design of the safe market, and they viewed the project as contributing towards disempowering them as it took away income they illegally collected. This contributed towards delays in allocation of spaces to traders and opening of the market in Mbare.

Bureaucratic processes of the authorities such as the City of Harare, delayed the signing of the Memorandum of Agreement between City of Harare and UN Women to commence the construction of the safe markets. The impact of COVID-19 affected all institutions in conducting their day-to-day business. However, the time taken for the Hatcliffe market to receive its MOA was long. Construction processes of the market were delayed because the contractor who was paid did not deliver. At the time of evaluation, the project implementing partners were still trying to get the contractor to finish the work or to reimburse the funds. However, the ablution facilities, borehole and children's play center were achieved. At the time of the evaluation, the contract between UN Women and the Implementing Partner had been terminated and the Partner had requested to return the funds.

Finding number 3.5: There are alternative strategies which would have been more effective in achieving project objectives.

What, if any, alternative strategies would have been more effective in achieving the project objectives?

The strategy assessed if there were any alternative strategies which could have more effective in achieving objectives. The key alternative identified relates to direct contracting especially for infrastructure projects. The CSOs may not have had sufficient capacity to directly contract for construction of safe markets.

Finding number 3.6: There are opportunities for overcoming constraining factors.

How can constraining factors be overcome?

The evaluation analyzed ways through which constraining factors could be overcome. With regards to limited access to credit, there could be opportunities to introduce activities such as internal savings and lending which could facilitate raising of capital within the groups. Further, there could be value in ensuring that projects strongly engage political actors at local level who may oppose infrastructure development if they feel like they will lose their power and/or income. Challenges related to non-delivery by contractors could be remedied by ensuring UN Women invests in direct procurement and there is strong monitoring as well as milestone-based payment mechanisms for contractors.

3.4 Efficiency

Finding number 4.1: The Safe Markets implementation strategy and execution was efficient and cost effective.

Has the project implementation strategy and execution been efficient and cost effective?

The project implementation strategy was efficient and cost effective. Key informants highlighted that the project benefitted from existing networks and competencies. These are both technical and financial resources. The project utilized engineers from the city of Harare who have an intimate understanding of the city infrastructure. In addition, the project utilized the expertise of NSSA in OSH which contributed towards cost-effectiveness.

Finding number 4.2: The management structure of the intervention supported efficiency in multiple ways.

To what extent does the management structure of the intervention support efficiency for project? Does Project governance facilitate good results and efficient delivery?

The joint effort amongst agencies made it efficient to delegate roles and to mitigate challenges, collectively coming up with solutions based on each agency's experience and area of expertise. The agencies worked together consistently managing the budgets to avoid overspending. Bi-weekly meetings were conducted, and all Resident Coordinators and Heads of Agencies shared updates on progress with the project. Implementing partners were also trained on report writing as well as monitoring and evaluation. This was done to ensure that they had capacity to implement the project while standardizing reporting.

Finding number 4.3: The Safe Markets project had economical use of financial and human resources.

Has there been an economical use of financial and human resources? Have resources been used efficiently?

The evaluation documented lost opportunities to enhance efficiency. This was mostly because there were delays in setting up some of the infrastructure for the safe markets due to COVID 19 lock downs and movement restrictions which meant contractors could not easily procure the materials they needed for construction. As a result, traders in Highfield for example reported that they lost their perishable commodities they had stored in rented cold rooms with the hope that construction would be completed in four weeks hence there was loss of income.

The city of Harare Engineers played a pivotal role in ensuring that the quality of materials used met the required standards and were safe for markets. Quality of materials and workmanship are key determinants of quality and the quality control framework provided by Engineers contributed towards enhancing efficiency. This is also critical in contributing towards occupational safety and health which were key dimensions of the project.

“Engineers from the City of Harare volunteered technical services during construction of markets, and this contributed towards ensuring that contractors adhered to standards that would make the safe markets safe for market traders”.

Finding number 4.4: Activities supporting the Safe Markets implementation strategy were cost-effective.

Have activities supporting the strategy been cost-effective? Have resources (funds, human resources, time, expertise, etc.) been allocated strategically to achieve outcomes?

The activities supporting the strategy were cost effective. This was evidenced by the fact that constructed infrastructure for example was utilized by people beyond project beneficiaries. The Highfields market ablution facility is evidence that value for money was achieved as the people other than direct beneficiaries were also using the market’s ablution facilities and they pay to access them. The payment facility ensures that there are funds to fund repairs and ensure the facilities are self-sustaining. In Mbare for example 5000 people use the market daily and respondents confirmed that they also use the facilities. Implementation of the project was done during COVID-19 a time when Government restrictions on movements was high with some periods of complete lockdown as measures of preventing the spread of COVID-19. This resulted in the project delaying in achieving some of its goals as contractors had to seek travel permits to move from construction sites to their offices. The resources were allocated strategically to achieve outcomes as three out of the intended four safe markets were successfully constructed and are benefitting communities.

The evaluation documented that there was scope for improving efficiency with designs for the farmers’ market in Mbare. Participants in FGDs confirmed that they were initially consulted in the design process, but the consultations did not continue as iterations were made to the designs. Farmers in Mbare reported that they preferred an open space that facilitated free movement within

“We want to say that we are very happy and grateful for the market. The only challenge is that we would have wanted it to be open without cubicles. This will make it easy to move”. FGD participant

the constructed space. However, the space had cubicles, and this affected movement. Users of the market outlined that there were sub-optimal consultations in the design stage, and this could have contributed towards challenges with the design.

Finding number 4.5: The results achieved by the Safe Markets project justify the costs incurred.

Do the results achieved justify the costs? Could the same results be attained with fewer resources?

The evaluation concluded that the results achieved justified the costs incurred. This emanates from the fact that all the support provided was not there prior to the project. In addition, the project was designed and implemented in the context of an emergency where there was limited understanding of how the pandemic would evolve. However, most of the targets were met and the evaluation documented verifiable results. The evaluation could not ascertain if the same results could be attained with fewer resources because there was no comparator.

Finding number 4.6: Safe Markets Project funds and activities were delivered in a timely manner.

Have Project funds and activities been delivered in a timely manner?

The evaluation documented potential efficiency gaps emanating from the 18-month timeframe for project implementation. The project scope included construction of infrastructure, and this required more time or expedited processes in terms of approvals and construction. A combination of limited timeframes, delays in approvals, procurement challenges and movement restrictions for contractors resulted in some potential inefficiencies. The contractor for one of the sites did not complete construction of the market despite having been paid. Further, construction of the children's play center had not been completed. The materials for the play center have been procured and installation was put on hold as the proposed site of the play center is along the construction vehicles delivery of materials zone.

3.5 Outcomes

Finding number 5.1: There are key main effects (positive/negative, intended/unintended, direct/indirect) that emerges out of project activities.

Main effects (positive/negative, intended/unintended, direct/indirect) of project activities

The construction of the market resulted in the disruption of business for the market traders as they could not access the market. Traders in the Mbare market had to store their commodities in rented cold rooms and the anticipated time for completion of the market was more than what the contractor had estimated. This resulted in the loss of their commodities as they had exceeded their shelf life. The Hatcliff market also experienced unintended negative effects during construction of the market as their fence was taken down to accommodate construction vehicles that were offloading building materials. This resulted in the need for the traders to hire more security guards to ensure that their stocks were not stolen overnight.

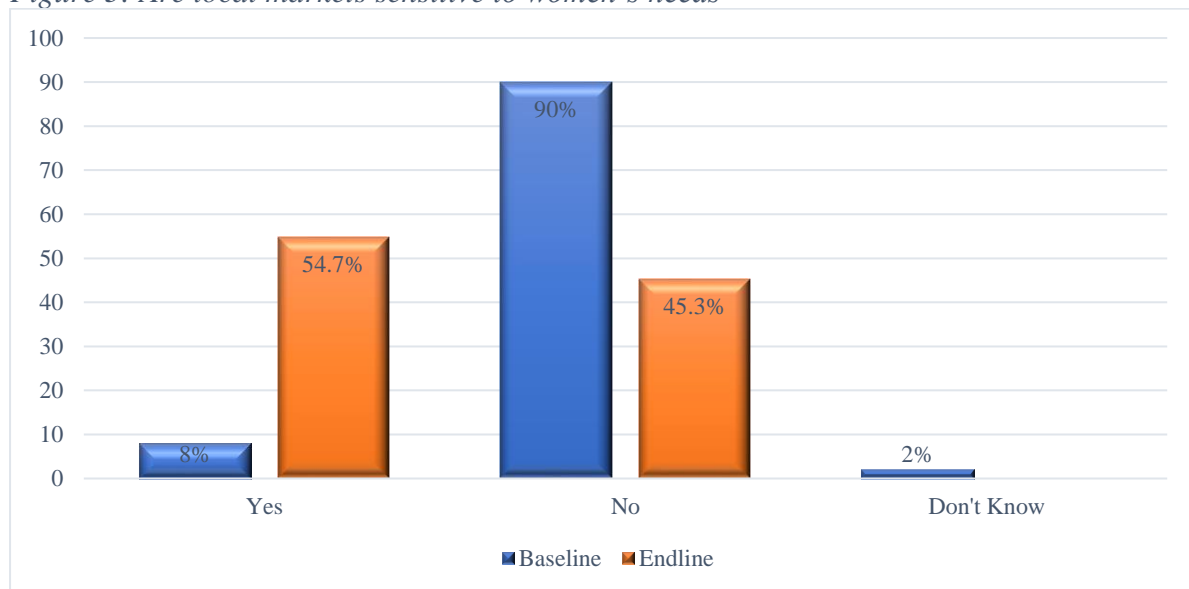
The evaluation also documented outcomes and impacts emerging from implementation of the safe markets project. This section outlines the key outcomes.

Finding number 5.2: The Safe Markets project was sensitive to women’s needs and was compliant with occupational health and safety regulations.

Sensitivity of local markets to women’s needs and compliance with occupational health and safety regulations.

The project contributed towards improving the sensitivity of local markets to women’s needs and compliance with occupational health and safety. Construction of markets ensured that women had safe spaces from where they could conduct their business. Key informants from the city of Harare and FGD participants highlighted that the project had been important in providing infrastructure where women were safe and had proper sanitation facilities. Participants also outlined that the project contributed towards ensuring that they sold their commodities in clean environments. In addition, the project supported the process of decongesting the market while protecting traders from harsh weather elements. The proportion of participants who reported that markets were sensitive to women’s needs increased significantly from 8 percent at baseline to 54.7 percent (p=0.025) at endline.

Figure 3: Are local markets sensitive to women’s needs



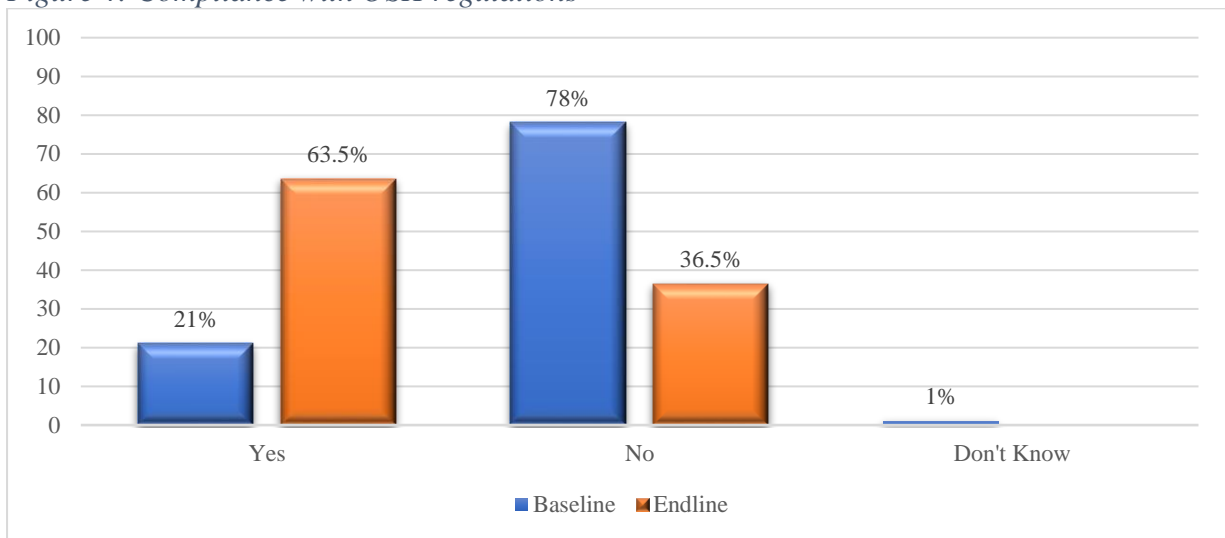
Finding number 5.3: The Safe Markets project was compliant with OSH regulations.

Compliance with OSH regulations

The project contributed towards improved compliance with OSH regulations by beneficiaries. Trainings provided on OSH as well as accompanying simplified materials assisted in strengthening awareness of and adherence to OSH standards. The proportion of participants who reported that the marketers were compliant with OSH regulations increased significantly from 21 percent during the baseline to 63.5 percent (p<0.0001) at endline. This points to improved safety within the workspaces where mostly women spend time. Women who were trained on OSH reported that they were cascading the information by sensitizing their own communities on the importance of safety within places of work as well as within homes. The evaluation did not document the number of community members who benefitted from cascaded training. An example is women in the Hatcliffe market who mentioned that after the training, they were educating women in their communities on the importance of having precautions to

store away sharp objects such as knives and switching off their gas stoves to avoid accidental fires.

Figure 4: Compliance with OSH regulations



Women in the Hatcliffe market now sell their products online applying their eMarketing skills and can access the online platform provided by Knowledge Transfer Africa working with Agritex for information on market prices. This ensured that during COVID-19 lock downs women did not stop trading and reduced loss of revenue.

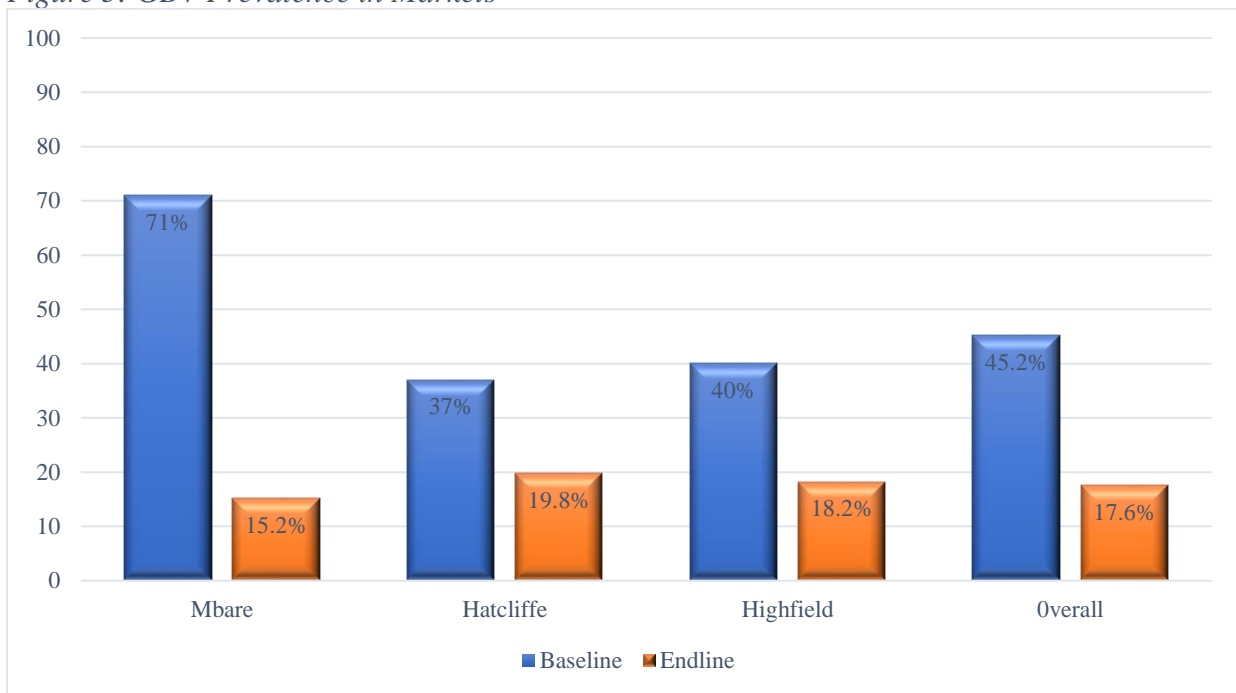
Through the OSH training in markets, the project supported development of a policy document on formalizing the informal sector according to the recommendations of the ILO. The draft document was submitted to Parliament for it to be passed as a bill. If it is successfully passed as a bill, NSSA will be required to include informal traders in their budget for Occupational Safety and Health as they will now be recognized as part of the workforce the same way that formal sector employees are recognized.

Finding number 5.4: The Safe Markets contributed towards addressing gender-based violence within market spaces.

Gender Based Violence and Safety of Markets

The project contributed towards reducing prevalence of GBV in the market. Construction of protective infrastructure as well as training on GBV contributed towards increased awareness of as well as reporting mechanisms for GBV within the markets. The proportion of respondents who reported that GBV was prevalent in markets reduced by almost half from 45.2 percent at baseline to 17.6 percent at endline. Mbare had the greatest reduction in GBV prevalence, reducing from 71 percent to 15.2 percent. Highfield and Hatcliffe both almost halved reported GBV prevalence from 37 percent to 19.8 percent and from 40 percent to 18.2 percent respectively. Respondents’ perspectives on the prevalence of GBV in Markets. This was due to the impact of the trainings; they had a mindset shift on how to resolve disputes as well as practicing self-control. Punitive measures were also put in place such that any gender-based violence engaged in would result in traders being banned from the markets for life. Again, cases of gender-based violence were quite prevalent because men and women shared the same ablution facilities.

Figure 5: GBV Prevalence in Markets

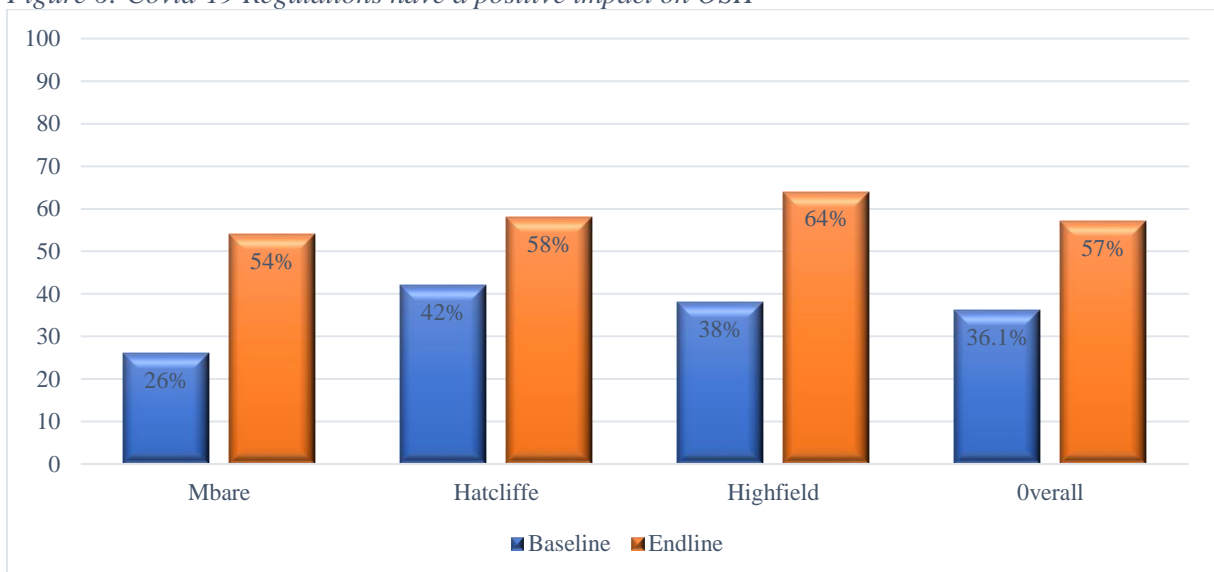


Finding number 5.5: The Safe Markets project complied with COVID-19 Health Protocols and Safety of Markets.

COVID-19 Health Protocols and Safety of Markets

The proportion of marketers who reported that local health protocols put in place to control the spread of COVID-19 had a positive effect on the safety of local markets by increased from 36.1 percent to 57 percent at endline. The marketers seemed to now appreciate the importance of containment of the spread of COVID-19, reduced congestion in the market, wearing of masks and use of sanitizers as direct results of applying these protocols after health trainings. The figure below shows respondents’ perspectives on the extent to which COVID-19 regulations had a positive impact on OSH.

Figure 6: Covid-19 Regulations have a positive impact on OSH

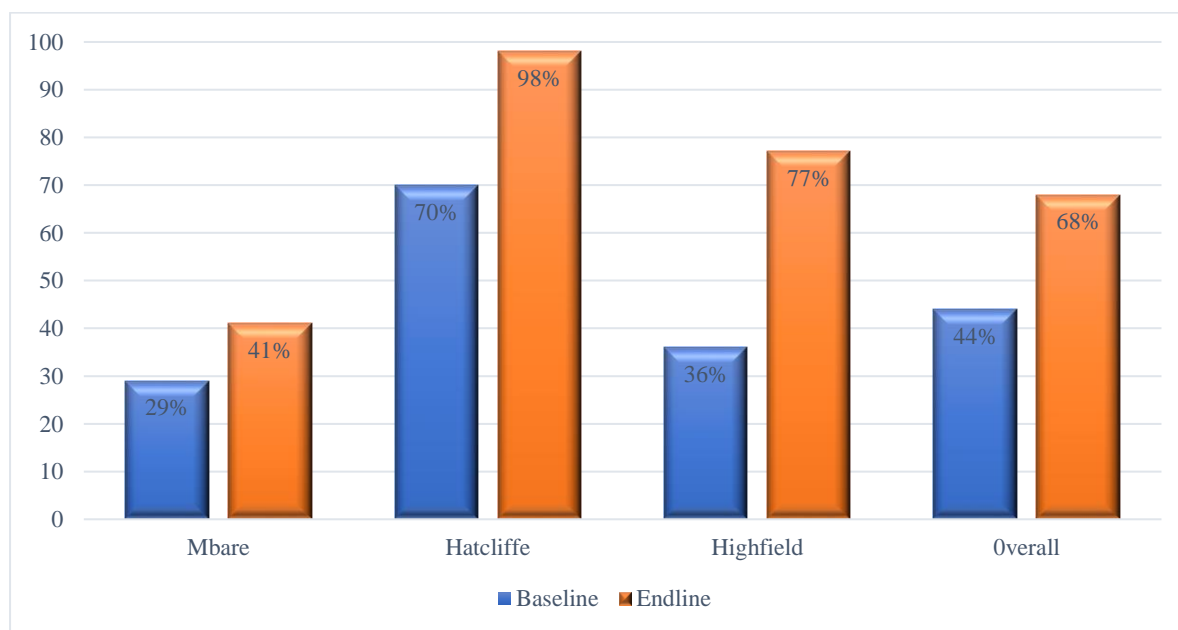


Finding number 5.5: The Safe Markets contributed towards responding to COVID- 19 and promoted Financial Security for female marketers.

COVID- 19 and Financial Security Available for Female Marketers

The proportion of women marketers that reported that they had access to some form of financial security instruments such as loans and grants increased from 44 percent at baseline to 68 percent at endline. Collaboration with financial institutions made women aware of other alternative sources of finance other than the informal lenders with exorbitant interest rates that make their businesses less profitable. Engagement with the Women’s Bank ensured that the bank was made aware of the financial needs of women and allowed them to design financial products that are inclusive of women in the marketplace. Women reported being more knowledgeable about the commodities to sell. Through financial literacy training, women attained skills which they now use to project their profit margins before purchasing commodities. This has reportedly allowed them to keep track of and forecast demand trends. The average loan values were reported to be between USD40 and USD 60. The figure 5 below shows the proportion of women in each market with access to loans.

Figure 7: Proportion of respondents with access to loans by market



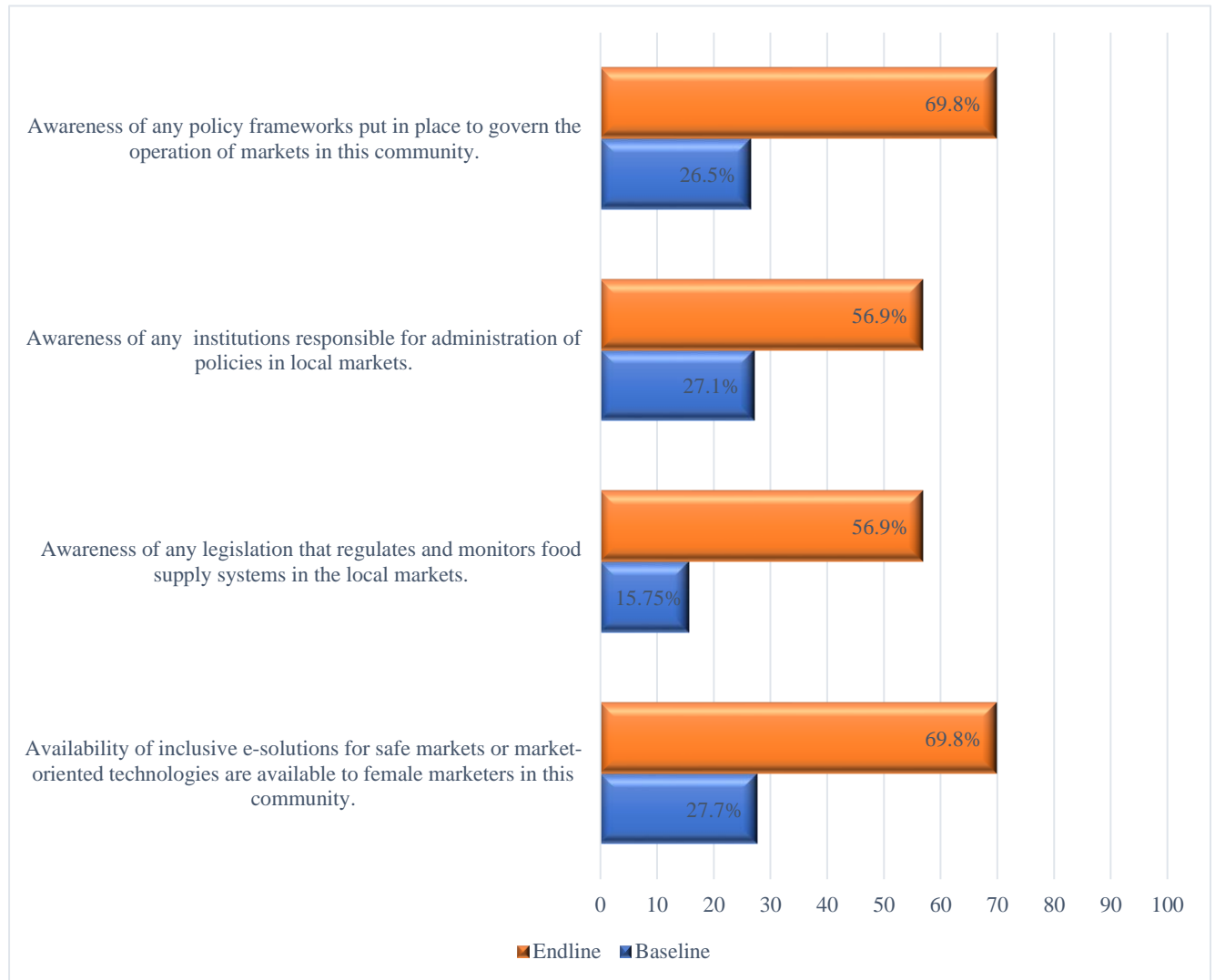
Hatcliffe market had the highest proportion of respondents who had access to loans at both baseline and endline (70 percent and 98 percent respectively). Highfield-Lusaka increased from 36 percent at baseline to 77 percent at endline. Mbare had the smallest proportion 29 percent of women who accessed financial support at baseline (29 percent) although the proportion increased to 41 percent at endline.

Finding number 5.6: The Safe Markets contributed towards improving knowledge and awareness of legal frameworks that affect women marketers.

Knowledge and Awareness of Legal Frameworks that Affect Women Marketers

The Project contributed towards increasing knowledge and awareness of the policy and legal frameworks that affect women marketers. At baseline 15.7 percent were aware of legislation that regulate and monitor food supply systems in their local markets. The proportion more than tripled to 56.7 percent at endline. The proportion of those women who were aware of institutions for administering policies in the local markets increased from 27.1 percent at the baseline to 56.9 percent at endline. Those who knew of policy frameworks governing operation of markets in their communities were 26.5 percent at baseline and increased to 69.8 percent at endline as shown in the figure below.

Figure 8: Knowledge and awareness of policy and legal environment



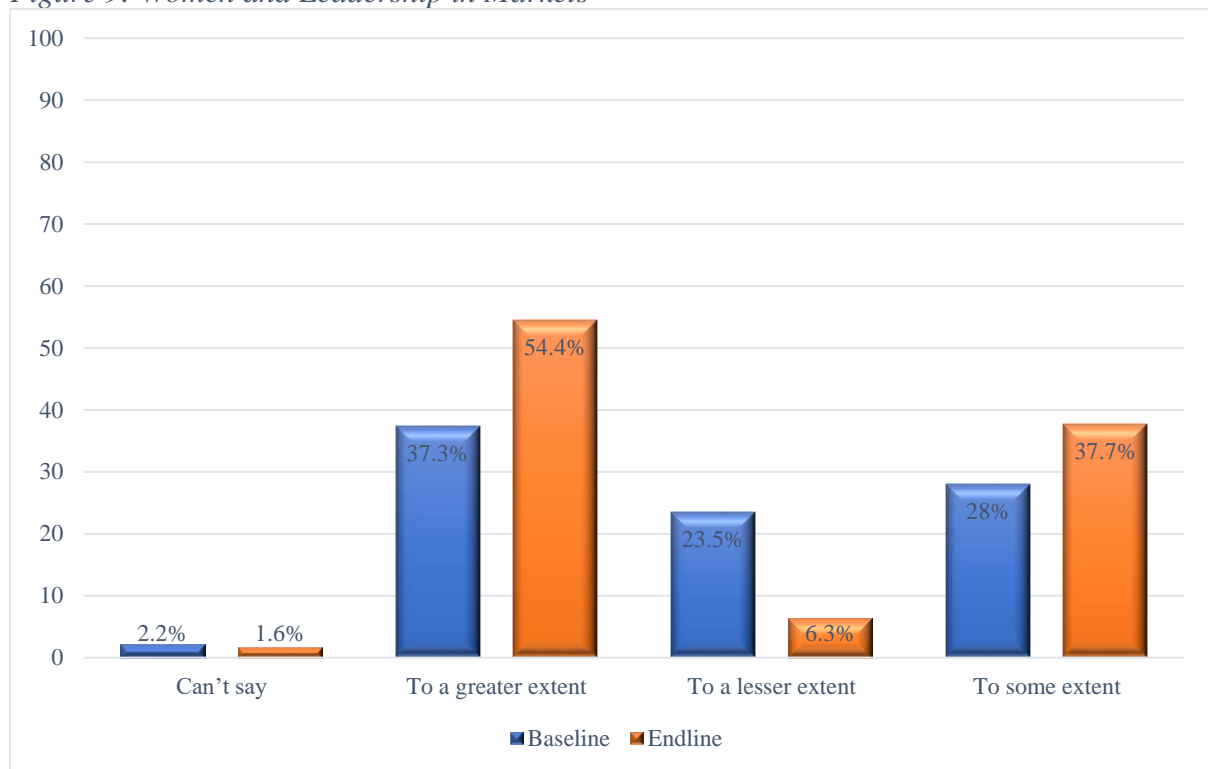
At baseline 58.6 percent of women did not know if the existing policy frameworks are responsive to the needs of women marketers and the proportion decreased to 11.6 percent at endline. Only 3 percent of women thought these policy frameworks were responsive to their needs to a greater extent at baseline, however at endline the proportion increased to 22.6 percent.

Finding number 5.7: The Safe Markets contributed towards improving participation in women and leadership in markets.

Women and Leadership in Markets

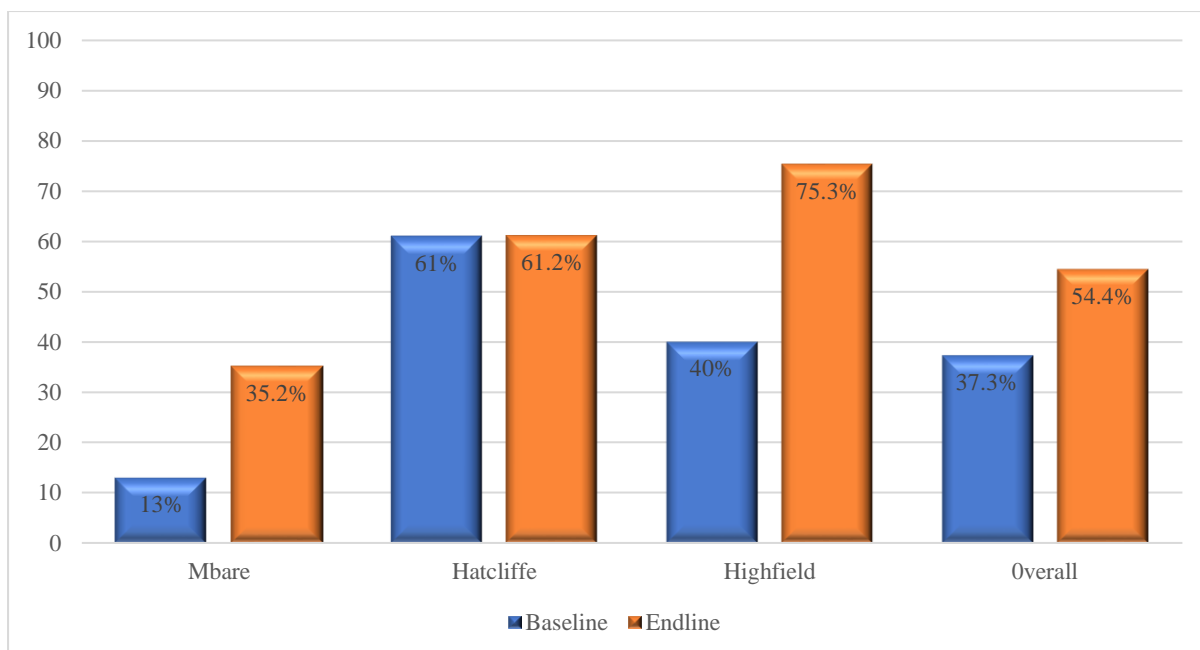
The project contributed towards improvements in women’s participation in market leadership. The proportion of respondents that reported proper inclusion of women was 37.3 percent at baseline. This increased significantly to 54.4 percent at endline. 23.5 Percent at baseline reported that women are included to a lesser extent compared to 6.3 percent at endline who reported the same. Those who reported to some extent increased from 28 percent at baseline to 37.7 percent at endline.

Figure 9: Women and Leadership in Markets



Hatcliffe had the greatest proportion (61 percent) of women who believed that women were involved in leadership structures. At endline, Highfield had the greatest proportion (75 percent) of respondents who reported that reported that women were involved in leadership structures to a greater extent. The evaluation did not document the actual representation of women in these structures. The figure below shows respondents perspectives on women’s involvement in women structures.

Figure 10: Women and Leadership in Markets by Area

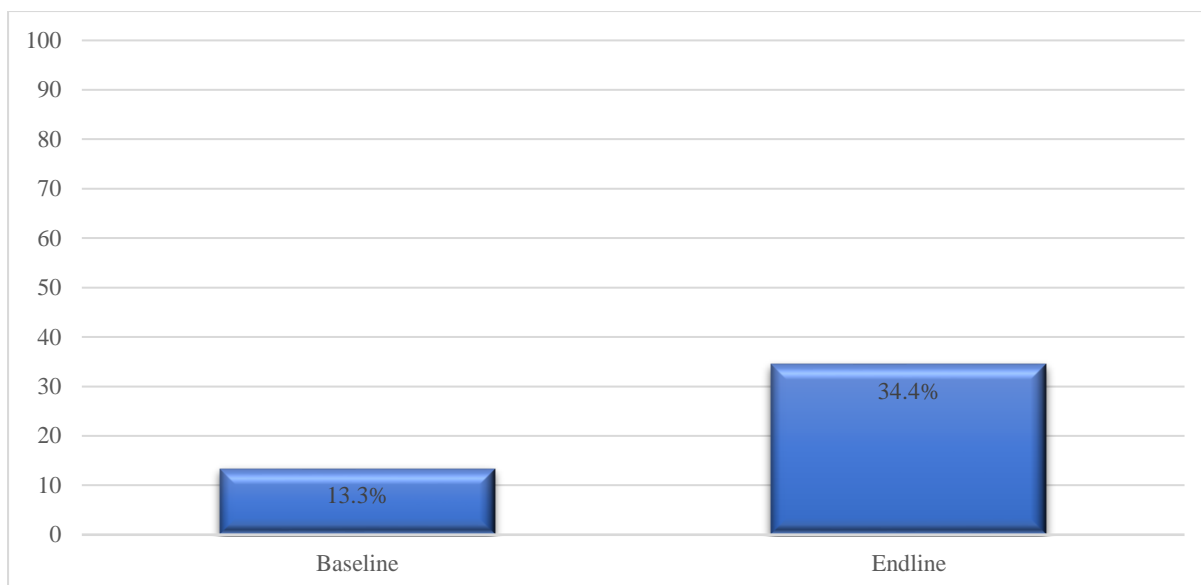


Finding number 5.8: The Safe Markets contributed towards increasing women’s voice and agency in market leadership.

Women’s voice and agency in market leadership

The project contributed towards improving women’s voice and agency in market leadership. The proportion of respondents who believed that women had voice and agency in market leadership increased from 13 percent at baseline to 34 percent at endline. This was corroborated by women in focus group discussions who highlighted that the project had significantly improved their voice and agency where they are now contributing towards decision making. Women highlighted that previously their spouses owned the market stall which affected power dynamics in terms of utilization of proceeds from operations within market stalls. The figure below shows the voice and agency of women in market-oriented leadership structure.

Figure 11: voice and agency of women in market-oriented leadership structure.



Finding number 5.9: The Safe Markets project was sensitive to the needs of women living with disability.

Sensitivity to the needs of women with living with disability

Across all the four markets, infrastructure is suited for people living with disability in general and women with disability. The ablution facilities has ramps and concrete surfaces for easy access with wheelchairs. However, the women living with disability interviewed (38) during the study outlined that at times their wares are stolen as people take advantage of their visual impairments.

3.6 Sustainability

Finding number 6: The Safe Markets contributed towards ensuring results, especially the positive changes generated by the project in the lives of women and girls were sustained after this project ends.

The project managed to promote sustainability through skills transfer facilitated by trainings as well as provision of reference materials to use beyond the project. The project partnered with the City of Harare, and this provided scope for outcomes to be sustained beyond the implementation phase. Respondents from the City of Harare outlined that the project was aligned with its growth plans and its own expansion plans will borrow lessons from the Safe Markets project.

The project deliberately included men as champions for gender equality. During their training men were trained on gender-based violence and its different forms. In addition to enhancing knowledge and awareness on the importance of gender equality, the project contributed towards strengthening community competencies to transform gender relations beyond the project implementation phase. Men who participated in FGDs highlighted that they were now informally sharing information on gender-based violence with other men in the markets who were not part of the training. This contributed towards improving knowledge on and transforming attitudes towards gender-based violence.

Respondents reported that there was a transformation in their mindset as traders. Most of the project was implemented during the COVID-19 lockdown and traders were categorized as “essential services”. This resulted in traders realizing that they are critical within the overall food security ecosystem. This contributed towards sustainability as traders were beginning to engage authorities on other welfare issues including improvements in management of created assets such as boreholes, ablution facilities and market stalls.

Through the trainings the traders were made aware of the growth potential their businesses had and they were connected to institutions such as the Women’s Microfinance Bank which they would consider as alternative sources of finance for their businesses. A sense of ownership among vendors and farmers who benefitted was observed in all markets as they have put in place committees that will ensure that infrastructure is maintained and any repairs that are needed are paid for collectively. An example is that the borehole committee at the Hatcliffe market oversees engagement with technical experts to fix the boreholes in cases of break downs. Each trader in the market contributes money towards fixing the borehole. The contributions were reported to be adhoc and based on needs such as repairs.

The use of digital platforms during COVID-19 made the project sustainable as it ensured that farmers and traders were not exposed to COVID-19 as they could access market information digitally and could trade digitally. The development of OSH manuals for the markets will ensure sustainability of health standards in markets as they can refer to manuals when necessary to make decisions on health and safety in the markets. The awareness of how green energies can be used in the markets as a source of energy will ensure sustainability in the markets. For example, traders in the Mbare market are organizing themselves to use green waste to make biogas energy that can be used to power the market.

Market traders have developed mechanisms amongst themselves to curb GBV. Mechanisms include suspensions from the market for perpetrators of gender-based violence. Further, sustainability is illustrated by the fact that traders can now apply first aid skills which they reported to be useful as they previously did not know how to assist each other in case someone needed resuscitation or when one was injured during trading. The City of Harare by-laws were reviewed to ensure that they are gender sensitive, and this is a huge milestone in ensuring that outcomes of safe markets project continue to be sustained beyond the implementation phase.

3.7 Gender equality and human rights

Finding number 7: The Safe Markets integrated gender and human rights considerations into the project design and implementation.

To what extent has gender and human rights considerations been integrated into the project design and implementation?

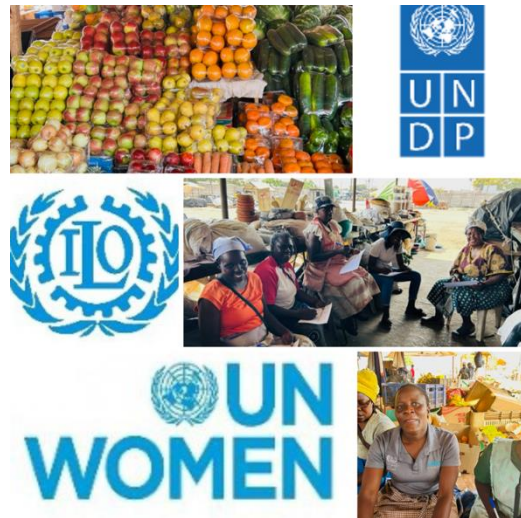
The project provided safe spaces for women to work in. This contributed towards observance of the right to work as well as the right to safety. The evaluation documented that women are now included in the leadership structures of the market and can actively represent their own interests when committees make decisions. Qualitative insights showed that women were involved in committees responsible for the management of assets such as boreholes. In addition, they reported being involved in processes of ensuring that areas surrounding their market stalls were kept clean. Providing access to clean and sanitary work environments

contributed towards the right to health. The ability for women to work in safe and clean environments has resulted in the increase of more women working in the markets as witnessed in the Mbare farmers' market.

Finding number 7.1: The Safe Markets project advanced integration of gender equality and human rights.

How has attention to/integration of gender equality and human rights concerns advanced the area of work?

- The availability of ablution facilities and OSH protocols in markets reportedly encouraged female traders to continue working in the markets.
- During the training of women, reusable pads were distributed to ensure menstrual hygiene.
- Collaboration amongst agencies and their partners ensured that market traders received COVID-19 vaccinations whilst at work.
- This was done not to inconvenience them as the nature of their work required them to be at work all day and parts of the evening.
- This meant that they were not able to access vaccination sites which were predominantly opened during the day. A gender responsive framework was designed for safe markets together with a handbook that can now be used by all markets in the country.



4. LESSONS LEARNED

Beneficiary consultation is fundamental in infrastructure project designs: - The evaluation documented that market users appreciated support with market stalls. However, there were missed opportunities for ensuring they contributed towards the design and optimize utility. In other contexts, it could be beneficial to ensure end users continue to provide their inputs into the process from design up to construction.

Procurement within emergency require a sound balance between meeting deadlines and guaranteeing quality workmanship: - The evaluation documented that the project needed to ensure infrastructure was in place as quickly as they could. However, some contractors did not have the capacity to deliver within the agreed timeframes and this led to implementation delays. The lessons could benefit other contexts in terms of ensuring procurement for goods and services beyond certain thresholds are handled by UN Women. Further learnings are that for high value projects it is critical to ensure contractors get milestone-based payment terms to minimize risk in terms of non-delivery.

Integrating hardware and software components in project designs increases potential for success: - The evaluation documented that a key success enabler for the project was the integration of hardware and software components. Trainings which improved knowledge about how to do things was complimented by tangible support in the form of workspaces and access to finance. This can contribute towards informing project designs that consistently ensure integration of hardware and software components.

There is strong appetite for technical support aimed at entrepreneurial growth within the informal sector: - The evaluation documented that traders within the informal sector are highly willing to be involved in projects that build their competencies around business development, OSH as well as utilization of technology. Entrepreneurial support within the informal sector should be prioritized with a focus on supporting growth that is consistent with the realities of the sector. This includes components such as quality improvement, compliance as well as management of growth.

Multipartner intervention design is fundamental towards delivery of technically sound interventions: -The evaluation documented that project success was based on the design which prioritized collaboration between different entities including the City of Harare, ILO, UNDP, UN Women and CSOs. Future similar designs should prioritize mapping of all actors within the operating environment and ensuring projects leverage on different competencies within the context. Partnerships should be based on an understanding on different competencies brought by partners.

Intervention designs requiring transforming ecosystems require longer implementation timeframes: - The evaluation documented successes within marketplaces. However, marketplaces are at the end of an ecosystem that includes farmers, transformers as well as brokers. Even if project resources were inadequate to initiate transformation within the broader ecosystems, there were lost opportunities in terms of working with entities focusing on different components within the value chain. Comprehensively transforming ecosystems requires investment in longer implementation timeframes.

5. CONCLUSIONS

The evaluation documented key findings, lessons learned and recommendations from the Safe Markets project. This section draws key conclusions against each of the evaluation criteria items.

Relevance: Finding number 1

The evaluation concluded that the project was highly relevant at many levels. The project addressed multiple critical needs of women within urban spaces. With evidence showing an increase in urban poverty and the informal sector providing refuge for many women, the project provided safe working spaces while ensuring women got information and expertise to optimize their gains. The project was aligned to the National Development Strategy (NDS) 1 which outlines the Government's focus on prioritizing Gender Mainstreaming, through visible initiatives that confer equal opportunities to women.

Effectiveness: Finding number 2

The evaluation concluded that the project was effective. There was strong progress towards achieving most of the targets for objectives. The evaluation also concluded that there were multiple factors that contributed towards achievement of objectives including a multi-partner implementation approach, collaboration with city authorities as well as integrating software and hardware components. The fact that the contractor for the Hatcliffe market meant that targets for two other indicators which were dependent on the construction of the market were not meant and it affected overall project performance.

Efficiency: Finding number 3

The evaluation concluded that the project was efficient and managed to deliver financial and social value in a context where there were multiple restrictions on movement. The evaluation further concluded that efficiency was enabled by multiple factors including a multistakeholder implementation approach as well as investments towards working with existing partners and networks while using competencies over time. The evaluation documented lost opportunities to enhance efficiency. This was mostly because there were delays in setting up some of the infrastructure for the safe markets due to COVID 19 lock downs and movement restrictions which meant contractors could not easily procure the materials they needed for construction. As a result, traders lost their perishable commodities they had stored in rented cold rooms with the hope that construction would be completed in four weeks hence there was loss of income

Outcomes: Finding number 4

The evaluation concluded that the project contributed towards changes among traders whole benefitted as well as to a lesser extent the ecosystem supporting project objectives. The project contributed towards improving knowledge of safe markets, sensitivity of local markets to women's needs and compliance with occupational health and safety regulations and compliance with OSH regulations. The project further contributed towards reducing gender-based violence within markets and improving access to financial services and markets for women.

Sustainability: Finding number 5

The evaluation concluded that the project had initiated and worked in ways that promotes continuity beyond the implementation phase that was reviewed. Infrastructure was put in place to facilitate institutional, technical, and financial sustainability. Capacity building, working with the City of Harare, skills transfer and investments on linking women to financial services contributed towards strengthening sustainability.

Gender equality and human rights: Finding number 6

The evaluation concluded that the project strongly contributed towards promoting gender equality and human rights. More women had access to safe workspaces, information, and some capital. This contributes towards promoting the financial independence of women. The evaluation also concluded that the project contributed towards upholding human rights specifically by reducing gender-based violence while ensuring sanitation facilities that guarantees the dignity of women.

6. RECOMMENDATIONS

These recommendations were drawn from an analysis of information documented through the desk review and primary data gathered from beneficiaries and stakeholders. All participants within the evaluation were consulted in the process of formulating recommendations provided below. Stakeholders were consulted to provide their inputs into recommendations based on their involvement and interaction with the project.

CONCLUSION	RECOMMENDATIONS	PRIORITY	OWNER
The project was well appreciated by all stakeholders and addressed needs of women. However, it was limited in scope given the number of women who work in markets and need support similar to what was provided by the project. Women in markets stressed the need to access affordable finance with flexible payment terms and this can be done through further engagement with financial institutions.	Fundraise for a follow-on project that builds on lessons learned from the safe markets project and is broader in scope and focus.	High	UN Women/UNDP /ILO
The project experienced delays in construction the safe market in Hatcliffe. This was despite the contractor having been paid. This was attributed to capacity constraints within the selected contractor. This affected the project as vendors could not use the safe market within the planned timeframe.	Engage the partner responsible for the Hatcliffe safe market so the funds paid to the contractor can be reimbursed.	High	UN Women
	Future similar projects should explore possibilities of direct contracting by UN Agencies and ensure that payments are tied to specific milestones.	High	UN Women
The project was relevant and addressed the needs of women such as access to clean and safe working environments that ensure that their commodities are not affected by weather elements and above all access to clean ablution facilities as some women sleep in the markets waiting to sell their commodities. Relevance was aided by a strong focus on addressing the multi-dimensional needs of women involved within markets.	Future similar projects should build on the design strength of providing a combination of training, infrastructure support and linkages for access to finance.	Medium	UN Women/UNDP /ILO

CONCLUSION	RECOMMENDATIONS	PRIORITY	OWNER
The evaluation documented factors that constrained achievement of objectives. The project was affected by the deteriorating macro-economic conditions which resulted in limited access to financial credit.	Future similar projects should explore possibility of including a micro-finance fund which is managed by micro-finance institutions but focusing on women being supported under the project.	High	UN Women/UNDP /ILO
The political nature of markets, that has different interest groups embedded within market structures and having power to interfere in market activities, made it difficult to achieve some of the intended goals. The evaluation documented that space barons felt threatened by the new design of the safe market and they viewed the project as contributing towards disempowering them as it took away income they illegally collected. This contributed towards delays in allocation of spaces to traders and opening of the market in Mbare.	Prioritize engagement of different power holders within the ecosystem related to the safe markets project. This contributes towards ensuring harmony during implementation.	High	UN Women/UNDP /ILO, Government Ministries
The evaluation documented that there was scope for improving efficiency with designs for the farmers' market in Mbare. Farmers in Mbare reported that they preferred an open space that facilitated free movement within the constructed space. However, the space had cubicles, and this affected movement.	There should be strong user engagement in processes of designing infrastructure to be utilized by beneficiaries.	Medium	UN Women/UNDP/ ILO, Implementing partners, City of Harare
The evaluation documented potential efficiency gaps emanating from the 18-month timeframe for project implementation. The project scope included construction of infrastructure, and this required more time or expedited processes in terms of approvals and construction. A combination of limited timeframes, delays in approvals, procurement challenges and movement restrictions for contractors resulted in inefficiencies.	Design interventions and allocate timelines that take cognizance of the practical realities of seeking approvals, procurement, and construction.		UN Women/UNDP/ ILO, Implementing partners

CONCLUSION	RECOMMENDATIONS	PRIORITY	OWNER
<p>The use of digital platforms during COVID-19 contributed towards sustainability as it ensured farmers and traders were not exposed to COVID-19 since they could access market information digitally and could trade digitally.</p>	<p>Build on the technology introduced by the project and facilitate easy access to critical market information for users so that they do not have to travel.</p>	<p>Medium</p>	<p>UN Women/UNDP/ILO, Government ministries, Implementing partners.</p>
<p>The evaluation concluded that the project strongly contributed towards promoting gender equality and human rights. More women had access to safe workspaces, information, and some capital. Women also had access to information, and skills as a result of trainings. This contributes towards promoting the financial independence of women. The evaluation also concluded that the project contributed towards upholding human rights specifically by reducing gender-based violence especially as FGD participants reported that women would sometimes be abused while trying to open spaces for sanitation purposes.</p>	<p>Future similar projects can build on the skills developed by the project especially on financial management, GBV prevention and OSH.</p>	<p>Medium</p>	<p>UN Women/UNDP/ILO, Government ministries, Implementing partners.</p>

7. ANNEXES

Annex 1: Terms of Reference



NATIONAL CONSULTANT TO CONDUCT AN END OF PROJECT EVALUATION FOR THE SAFE MARKETS PROJECT (EMPOWERING WOMEN THROUGH SAFE, RESILIENT, GENDER RESPONSIVE FOOD MARKETS AND SYSTEMS IN RESPONSE TO COVID 19 IN ZIMBABWE)

1. Background and introduction

United Nations Entity for Gender Equality and Empowerment of Women (UN Women) has been implementing a project titled, 'Empowering women through safe, resilient, gender responsive food markets and systems in response to Covid 19 in zimbabwe' (2020-2022). The project sought to empower vulnerable women marketers for recovery and resilience from socio economic shocks and the Covid-19 epidemic through effective participation in safe, inclusive and violence free markets as last mile food distributors. The project was funded by the MPTF Covid 19 Recovery Fund.

The project was a response to the Covid -19 pandemic to alleviate the impact of Covid-19 on the informal sector. The project was also a response to the UN Framework for socio-economic response to COVID-19 which demonstrates the UN's commitment to the Covid -19 response at the country level. The project model also aligned to the UN Women flagship programme on Women economic empowerment through providing gender responsive safe markets, improving the economic base and financial security of women marketers as well as support establishment of E solutions to support both the supply and demand sides of markets.

Zimbabwe has the second largest informal economy in the world and COVID-19 restrictions have brought the economy to a virtual standstill. Vendors largely operating in the informal economy have a low ability to adapt to changes in market conditions and to cope with any external shocks and vulnerabilities. Food markets in Zimbabwe do not work in a manner that is profitable to the farmers and vendors, who rely entirely on this income, as lots of produce goes to waste. Women vendors continue to face a myriad of challenges such as a lack of fixed prices of their products; oversupply of products such as tomatoes which then drives down the price as most small-scale farmers farm by season; lack of storage capacity; lack of diversification and limited markets which leads to a congested supply system. These challenges are the result of various structural issues. In addition, in most cases markets are not compliant with public health, occupational safety requirements, green energy solutions, and gender related needs making it difficult for women to continue with business as usual during the crisis. The lack of an enabling environment to support women's viable businesses as well as their participation in decision making also limits engagement of women and girls in economic activities. The situation has been particularly worse for women and marginalized groups with lower literacy levels who may not have the skills or capacity to obtain safe and viable income generating opportunities and who rely on markets for their sustenance. Globally, digital solutions are emerging as a key pillar in the global fight against COVID-19 yet in Zimbabwe the progress towards harnessing this potential has been slow. In this regard, there is need for an online system that harnesses technology to link the food markets with the informal sector vendors who are currently on lock down and cannot easily move to purchase goods.

The Covid-19 outbreak necessitated the need to scale up and broaden the conceptualization of safe markets to include safety from SGBV and disease outbreaks, whilst integrating green energy solutions. The design of safe market infrastructure will therefore comply with COVID-19 and occupational safety and health (OSH) management systems to ensure prevention and mitigation of COVID-19 and other infectious diseases, whilst ensuring renewable energy and ozone friendly dimensions are integrated. This will go a long way towards ensuring that women do not lose their income during public health emergencies and continue to operate in public spaces that are free from violence.

Annex 2: Data Collection Tools

Focus Group Discussion Guide

My name is _____ and I am from part of a team contracted by UN Women to conduct an evaluation of the Safe Markets project (empowering women through safe, resilient, gender responsive food markets and systems in response to COVID 19 in Zimbabwe) that is being implemented by UN Women in partnership with ILO and UNDP under the United Nations Country Team (UNCT's) coordinated response to COVID 19. We consider your participation in this discussion to be very important as your views to learn and inform future similar interventions. The evaluation will document how the project facilitated action to address the food market related challenges that women have been facing, which were exacerbated by measures to contain the spread of COVID 19. Your participation in this discussion is confidential and the information we will collect will not be used to identify you. Participation is entirely voluntary, and you can change your mind and decide not to take part at any time before or during the interview. Choosing to withdraw from any part of the interview will not have any consequences for you whatsoever. Our interview will take approximately an hour. If you have any questions or concerns pertaining to your participation in this discussion, please feel free to ask us. Are you free to participate in this discussion?

Location/Market site: _____

Name of FGD Facilitator: _____

Name of Notetaker: _____

Number of Participants: _____ Females: _____ Males if any: _____

Date of Focus Group Discussion : _____ (dd/mm/yyyy)

Starting Time _____ Ending Time _____ Total Time Taken _____

Discussion Questions

1. What activities were implemented as part of the Safe market project?
2. How did you participate in the activities implemented?
3. How relevant were activities you have outlined above? Probe for:
 - Availability and accessibility of infrastructure that is sensitive to community and women's needs.
 - Compliance with occupational health and safety regulations (OSH)
 - Integration of green energy and digital financial services solutions in local markets
 - Ensuring existence of mechanisms and structures to prevent and address gender-based violence and harassment
4. What changes have been experienced as a result of safe markets project? (*Probe for changes in the following domains*)
 - Food and vegetable markets and systems are safe for women
 - Food and vegetable markets are responsive to women's needs
 - Food and vegetable markets were fully functional during the COVID-19 outbreak and beyond
 - Food and vegetable markets are adhering to public and occupational health and safety requirements (including COVID-19)
 - Food and vegetable markets are adhering to standards for gender sensitive infrastructure and including green energy solutions.
5. How did the project ensure changes that you have outlined above will continue even after the end of the Safe Markets project? (*Probe for Sustainability*).
6. What challenges were faced during implementation of the safe markets project?
7. What were the lessons learned during implementation of the safe markets project?
8. What recommendations can you make for future projects that are similar to the Safe Markets project?

Thank you for your participation

Annex 2.1: Key Informant Interview Guide

- UN Women
- UNDP
- ILO
- National Social Security Authority
- Community Water Alliance
- Knowledge Transfer Africa
- DEG

My name is _____ and I am from part of a team contracted by UN Women to conduct an evaluation of the Safe Markets project (empowering women through safe, resilient, gender responsive food markets and systems in response to COVID 19 in Zimbabwe) that was implemented by UN Women in partnership with ILO and UNDP under the United Nations Country Team (UNCT's) coordinated response to COVID 19. We consider your participation in this discussion to be very important as your views will inform future similar interventions to facilitate action to address the food market related challenges that women face. Your participation in this discussion is confidential and the information we will collect will not be used to identify you. Participation is entirely voluntary, and you can change your mind and decide not to take part at any time before or during the interview. Choosing to withdraw from any part of the interview will not have any consequences for you whatsoever. Our interview will take approximately 45 minutes. If you have any questions or concerns pertaining to your participation in this discussion please feel free to ask us. Are you free to participate in this discussion?

Stakeholder: _____

Location/Market site: _____

Name of Respondent: _____

Gender: _____

Organisation: _____

Position: _____

Name of Interviewer: _____

Date of Interview: _____

Discussion Questions

1. What activities were implemented as part of the Safe market project?
2. How did you participate in the activities implemented?
3. How relevant were activities you have outlined above focusing on the following?
 - a. To what extent were project activities and outputs consistent with the intended impacts and effects?
 - b. How relevant is the project to the needs and priorities of the beneficiaries, national, regional and international priorities?
4. What were the major factors influencing the achievement or non-achievement of the objectives?
5. What, if any, alternative strategies would have been more effective in achieving the Project objectives?
6. How efficiently was the safe markets project implemented focusing on the following aspects:
 - a) Has the project implementation strategy and execution been efficient and cost effective?
 - b) To what extent does the management structure of the intervention support efficiency for project implementation?
7. What changes have been experienced as a result of safe markets project? (*Probe for changes in the following domains*)
 - Availability and accessibility of infrastructure that is sensitive to community and women's needs.
 - Compliance with occupational health and safety regulations (OSH)

- Integration of green energy and digital financial services solutions in local markets
 - Ensuring existence of mechanisms and structures to prevent and address gender-based violence and harassment
8. How did the project ensure changes that you have outlined above will continue even after the end of the Safe Markets project? (Probe for Sustainability).
 9. To what extent were gender and human rights considerations integrated into the project design and implementation?
 10. What challenges were faced during implementation of the safe markets project?
 11. What were the lessons learned during implementation of the safe markets project?
 12. What recommendations can you make for future projects that are similar to the Safe Markets project?

Thank you for your participation

Annex 2.2: Key Informant Interview Guide

- Ministry of Public Service Labour and Social Welfare
- Ministry of Local Government and Public Works (MLGPW)
- Ministry of Women Affairs, Small Medium Enterprise Development (MOWASMED)
- Ministry of Lands, Agriculture Water and Rural Resettlement (MLAWRR)
- Harare City Council

My name is _____ and I am from part of a team contracted by UN Women to conduct an evaluation of the Safe Markets project (empowering women through safe, resilient, gender responsive food markets and systems in response to COVID 19 in Zimbabwe) that was implemented by UN Women in partnership with ILO and UNDP under the United Nations Country Team (UNCT's) coordinated response to COVID 19. We consider your participation in this discussion to be very important as your views will inform future similar interventions to facilitate action to address the food market related challenges that women face. Your participation in this discussion is confidential and the information we will collect will not be used to identify you. Participation is entirely voluntary, and you can change your mind and decide not to take part at any time before or during the interview. Choosing to withdraw from any part of the interview will not have any consequences for you whatsoever. Our interview will take approximately 45 minutes. If you have any questions or concerns pertaining to your participation in this discussion please feel free to ask us. Are you free to participate in this discussion?

Stakeholder: _____
 Location/Market site: _____
 Name of Respondent: _____
 Gender: _____
 Organisation: _____
 Position: _____
 Name of Interviewer: _____
 Date of Interview: _____

Discussion Questions

1. What activities were implemented as part of the Safe market project?
2. How did you participate in the activities implemented?
3. How relevant were activities you have outlined above to the needs and priorities of beneficiaries, national, regional and international priorities?
4. What were the major factors influencing the achievement or non-achievement of the objectives?
5. What, if any, alternative strategies would have been more effective in achieving the Project objectives?

6. To what extent does the management structure of the intervention support efficiency for project implementation?
7. What changes have been experienced as a result of safe markets project? (*Probe for changes in the following domains*)
 - Availability and accessibility of infrastructure that is sensitive to community and women's needs.
 - Compliance with occupational health and safety regulations (OSH)
 - Integration of green energy and digital financial services solutions in local markets
 - Ensuring existence of mechanisms and structures to prevent and address gender-based violence and harassment
8. How did the project ensure changes that you have outlined above will continue even after the end of the Safe Markets project? (*Probe for Sustainability*).
9. To what extent were gender and human rights considerations integrated into the project design and implementation?
10. What challenges were faced during implementation of the safe markets project?
11. What were the lessons learned during implementation of the safe markets project?
12. What recommendations can you make for future projects that are similar to the Safe Markets project?

Thank you for your participation

Case Study Documentation Guide

My name is _____ and I am from part of a team contracted by UN Women to conduct an evaluation of the Safe Markets project (empowering women through safe, resilient, gender responsive food markets and systems in response to COVID 19 in Zimbabwe) that was implemented by UN Women in partnership with ILO and UNDP under the United Nations Country Team (UNCT's) coordinated response to COVID 19. We consider your participation in this discussion to be very important as your views will inform future similar interventions to facilitate action to address the food market related challenges that women face.

You have been selected to provide a case story illustrating how you were involved with the project and how it benefitted you. Your participation is voluntary. As part of the documentation process we will request for your details including your pictures. You can remain anonymous if you wish. This discussion will take at most thirty minutes. Please feel free and be open to discuss as the purpose of this evaluation is to learn.

I confirm that I have read, understood, and agreed to participate in this interview. Yes [] No []

I consent to having my picture taken and allow my picture to be used in the report and any publications for wider stakeholder dissemination (tick one) Yes [] No []

Do you want to have your name on the story (tick one) Yes [] No []

Storyteller Signature: _____

Name of storyteller*:

* (If they wish to remain anonymous, don't record their name or contact details and do NOT take their picture – you can take a picture of what they did or what they're talking about, as long as it's not a person.)

Location: _____

Institution: _____

Gender: _____

Category : _____ Youth. Adult _____

Date: _____

Start Time: _____ End Time: _____

Title of story _____

Name of person recording story: _____

1. Tell me how you (the storyteller/on behalf of the community) first became involved with the Safe Markets Project?.
2. Can you explain what difference has been made by your involvement in Safe Markets project activities you outlined above? (*Probe for changes related to activities implemented by the project and get examples*)
3. What did not work well during your participation in the Safe Markets project? (*Make it clear that you're not talking about something they did wrong, but rather about the overall activity*)
4. Any recommendations for the future?
5. Do you have any other comments?

Annex 2.3: Questionnaire

My name is _____ and I am from part of a team contracted by UN Women to conduct an evaluation of the Safe Markets project (empowering women through safe, resilient, gender responsive food markets and systems in response to COVID 19 in Zimbabwe) that was being implemented by UN Women in partnership with ILO and UNDP under the United Nations Country Team (UNCT's) coordinated response to COVID 19. We consider your participation in this discussion to be very important as your views will inform interventions to facilitate action to address the food market related challenges that women have been facing, which were exacerbated by measures to contain the spread of COVID 19. Your participation in this discussion is confidential and the information we will collect will not be used to identify you. Participation is entirely voluntary, and you can change your mind and decide not to take part at any time before or during the interview. Choosing to withdraw from any part of the interview will not have any consequences for you whatsoever. Our interview will take approximately 45 minutes. If you have any questions or concerns pertaining to your participation in this discussion please feel free to ask us. Are you free to participate in this discussion?

SECTION A: IDENTIFICATION					Skip Column
Questionnaire ID No.					
Location		Mbare mass market		1	
		Lusaka Highfield		2	
		Kuwadzana 1		3	
		Hatcliffe		4	
Date of interview (DD/MM/YYYY)					
Interview Results	Completed	1	Not Completed	2	
Checked By Supervisor					
SECTION B: DEMOGRAPHIC INFORMATION					Skip Column
<i>Now I would like to start by asking you questions about yourself</i>					
B1	How old are you? (Probe age at last birthday)	17 years and below		1	
		18-35		2	
		36-45		3	
		46-55		4	
		56-65		5	
		65 and above		6	
		Don't Know		88	
B2	Sex of respondent	Male		1	
		Female		2	
B3	Marital Status	Single / Never married		1	
		Married/cohabitating		2	
		Divorced/ Widowed		3	
B4	What is highest level of Education you have attained	None		0	
		Primary		1	
		Secondary		2	
		Tertiary		3	
B5	Disability status	Yes		1	
		No		2	
SECTION C: SAFE MARKETS					
C1	Have you heard about the term safe markets?	Yes		1	
		No		2	

C2	If you have heard about safe markets can you please give me examples of safe markets?		a. Don't Know		Do not read options aloud. for each option, record "1" if mentioned, "2" if not mentioned
			b. Mbare mass markets		
			c. Other (specify)		
C3	Is the existing Infrastructure in local markets sensitive to community and women's needs?		Yes	1	Yes
			No	2	No
C4	Are the existing local markets compliant with occupational health and safety regulations (OSH)?		Yes	1	Yes
			No	2	No
C5	To what extend are green energy and digital financial services solutions integrated in local markets?		To a lesser extent	1	To a lesser extent
			To some extent	2	To some extent
			To a greater extent	3	To a greater extent
			Can't say	4	Can't say
C6	How prevalent is gender based violence in local markets?		Very prevalent	1	
			Not prevalent	2	
C7	Do you think mechanisms and structures to prevent and address gender-based violence and harassment exists in local markets?		Yes	1	Yes
			No	2	No
			Explain your answer		
C8	To what extent has the COVID 19 pandemic affected the safety of local markets?		To a lesser extent	1	To a lesser extent
			To some extent	2	To some extent
			To a greater extent	3	To a greater extent
			Can't say	4	Can't say
			Explain your answer		
C9	Do you think the local health protocols have affected on the safety of markets?		Yes	1	Yes
			No	2	No
			Explain your answer		
SECTION D: FINANCIAL SECURITY					
D1	Are financial security instruments (such as loans, grants etc.) available to female marketers in local markets		Yes	1	Yes
			No	2	No

D2	If yes, what are the main forms of credit available to female marketers?		a. Banks		Do not read options aloud. for each option, record "1" if mentioned, "2" if not mentioned
			b. Micro finance institutions		
			c. Informal lenders (<i>Chimbadzu</i>)		
			d. Friends and Relatives		
			e. Own finance		
			f. Other (specify)		
D3	Do you think the economic security and financial inclusion of women marketers is prioritized in local markets?		Yes	1	Yes
			No	2	No
D4	Are you aware of any significant events that that have increased or reduced economic activities and access to finance among women marketers?		Yes	1	Yes
			No	2	No
			Please explain		
SECTION E: INSTITUTIONAL CAPACITY					
E1	To what extent are women marketers included in market-oriented leadership structures in this community?		To a lesser extent	1	To a lesser extent
			To some extent	2	To some extent
			To a greater extent	3	To a greater extent
			Can't say	4	Can't say
E2	Is the trend different before and during the COVID 19 pandemic in the context of increased voice and agency of women in market-oriented leadership structures?		Yes its different	1	Yes its different
			Somewhat different	2	Somewhat different
			Not at all	3	Not at all
E3	Are you aware of any policy frameworks put in place to govern the operation of markets in this community?		Yes	1	Yes
			No	2	No
E4	If yes, to what extent are these policy frameworks responsive to needs of women marketers in local markets?		To a lesser extent	1	To a lesser extent
			To some extent	2	To some extent
			To a greater extent	3	To a greater extent
			Can't say	4	Can't say
E5	Are you aware of any institutions responsible for		Yes	1	Yes
			No	2	No

	administration of policies in local markets?					
E6	Are you aware of any legislation that regulates and monitors food supply systems in the local markets?		Yes	1	Yes	
			No	2	No	
SECTION F: INCLUSIVE E-SOLUTIONS FOR SAFE MARKETS						
F1	Do you think inclusive e-solutions for safe markets or market-oriented technologies are available to female marketers in this community?		Yes	1	Yes	
			No	2	No	
F2	Indicate the extent of your agreement or disagreement with the following in relation to the impacts of the COVID 19 pandemic on the livelihoods of women marketers & vulnerable groups (people living with disability and people living with HIV/AIDS) in this community?	(a)	COVID 19 induced lockdown policies and other movement restrictions severely affected women marketers in this community	1	Strongly agree	
				2	Agree	
				3	Unsure	
				4	Disagree	
				5	Strongly disagree	
		(b)	Closures or restricted operations of informal markets have reduced the supply of food and consequently increased food prices due to scarcity		1	Strongly agree
					2	Agree
					3	Unsure
					4	Disagree
					5	Strongly disagree
		(c)	The loss of income-earning opportunities due to the COVID pandemic are likely to disproportionately affect women and other vulnerable populations such as those living with disabilities and HIV & AIDS in the community.		1	Strongly agree
					2	Agree
					3	Unsure
					4	Disagree
					5	Strongly disagree
		(d)	Steep increases in the price of basic commodities, and lockdowns and restrictions on movement encouraged panic buying and consumers stocking up		1	Strongly agree
					2	Agree
					3	Unsure
					4	Disagree
					5	Strongly disagree
(e)	There is need for exemptions on movement restrictions for women marketers in production or agro-based food value chains		1	Strongly agree		
			2	Agree		
			3	Unsure		
			4	Disagree		
			5	Strongly disagree		

		(f)	There is need for coordinated efforts to support broader economic resilience among women marketers in the face of the COVID 19 pandemic	1	Strongly agree
				2	Agree
				3	Unsure
				4	Disagree
				5	Strongly disagree
		(g)	There is need for government policies to adjust or alter rules on lockdown restrictions to balance the public health and food security in the community	1	Strongly agree
				2	Agree
				3	Unsure
				4	Disagree
				5	Strongly disagree
		(h)	There is need for the establishment of smaller markets on the outskirts of cities to avoid overcrowding of larger urban markets.	1	Strongly agree
				2	Agree
				3	Unsure
				4	Disagree
				5	Strongly disagree
		(i)	Scaling up innovations in digital technologies should be encouraged to aid disease and food safety surveillance in local markets.	1	Strongly agree
				2	Agree
				3	Unsure
				4	Disagree
				5	Strongly disagree
(j)	Governments should ensure that advisory support, producer associations, cooperatives, enterprises continue to provide services to support the functioning of local markets.	1	Strongly agree		
		2	Agree		
		3	Unsure		
		4	Disagree		
		5	Strongly disagree		
Thank you for your time					

Annex 3: Evaluation design matrix

Criteria	Indicators	Questions	Methodology	Data Collection Approach	Data Sources
Relevance	<p>Number of women supported to access financial credit facilities.</p> <p>Number of women with increased capacity in business management including e-commerce.</p> <p>Number of gender responsive laws, policies and strategies effectively implemented to facilitate last mile food supply management system in compliance with OSH standards, and address gender differential needs.</p>	<p>To what extent were project activities and outputs consistent with the intended impacts and effects?</p> <p>How relevant is the project to the needs and priorities of the beneficiaries, national, regional and international priorities?</p>	Quantitative and Qualitative	Secondary Data, Individual survey questionnaire, Key Informant Interviews, Focus Group Discussions.	Women, Men, Community Leaders, Vendors Association staff, Farmers.
Effectiveness	<p>Number of resilient food and vegetable markets and systems that are safe, responsive to women's needs and fully functional during the COVID-19 outbreak and beyond.</p>	<p>To what extent has the project made sufficient progress towards its planned objectives and results /has the project achieved its planned objectives and results within its specified period?</p>	Quantitative and Qualitative	Secondary Data, Individual survey questionnaire, Key Informant Interviews, Focus Group Discussions.	Programme reports, databases, Women, Men, Community Leaders, Vendors Association staff, Farmers.
	<p>Number of markets adhering to public and occupational health and safety requirements (including COVID-19) and standards for gender sensitive infrastructure and including green energy solutions.</p>	<p>Has the project been appropriately responsive to political, legal, economic, institutional, etc., changes in the country?</p>	Qualitative	Secondary data, Key Informant Interviews, Focus Group Discussions	Women, Men, Community Leaders, Vendors Association staff, Farmers

Criteria	Indicators	Questions	Methodology	Data Collection Approach	Data Sources
	Number of gender responsive mechanisms established to prevent and address GBV and harassment in public spaces.				
	Number of gender responsive laws, policies and strategies effectively implemented to facilitate last mile food supply management system in compliance with OSH standards, and address gender differential needs.	In which areas does the project have it's the least achievements? What have been the constraining factors and why? How can they be overcome?	Quantitative and Qualitative	Secondary Data, Individual survey questionnaire, Key Informant Interviews, Focus Group Discussions.	Programme reports, databases, Women, Men, Community Leaders, Vendors Association staff, Farmers
	Number of action plans implemented by women trained in transformative leadership to increase their influence in decision making structures within markets and relevant institutions.	In which areas does the Project have the greatest achievements? How can UN Women build on or expand these achievements?	Quantitative and Qualitative	Secondary Data, Individual survey questionnaire, Key Informant Interviews, Focus Group Discussions.	Programme reports, databases, Women, Men, Community Leaders, Vendors Association staff, Farmers
	Number of gender responsive mechanisms established to prevent and address GBV and harassment in public spaces	What were the major factors influencing the achievement or non-achievement of the objectives?	Qualitative	Key Informant Interviews, Focus Group Discussions.	Programme reports, databases, Women, Men, Community Leaders, Vendors Association staff, Farmers
		What, if any, alternative strategies would have been more effective in achieving the Project objectives?	Qualitative	Secondary data, Key Informant Interviews, Focus Group Discussions	Women, Men, Community Leaders, Vendors Association staff, Farmers
Efficiency	Number of women with increased capacity in business management including e-commerce.	Has the project implementation strategy and execution been efficient and cost effective?	Quantitative and Qualitative	Secondary Data, Individual survey questionnaire, Key Informant Interviews,	Programme reports, Databases, Women, Men, Vendors Association staff, Farmers.

Criteria	Indicators	Questions	Methodology	Data Collection Approach	Data Sources
	A platform that ensure regular supply of quality produce to women marketers and facilitate electronic sales to a broad range of consumers established			Focus Group Discussions.	
		To what extent does the management structure of the intervention support efficiency for project implementation?	Quantitative and Qualitative	Secondary Data, Individual survey questionnaire, Key Informant Interviews, Focus Group Discussions.	Databases, Women, Men, Community Leaders, Vendors Association, Staff,
		Has there been an economical use of financial and human resources?	Quantitative and Qualitative	Secondary Data, Individual survey questionnaire, Key Informant Interviews, Focus Group Discussions.	Programme reports, databases, Women, Men, Community Leaders, Vendors Association staff, Farmers
		Have resources (funds, human resources, time, expertise, etc.) been allocated strategically to achieve outcomes?	Quantitative and Qualitative	Secondary Data, Individual survey questionnaire, Key Informant Interviews, Focus Group Discussions.	Programme reports, databases, Women, Men, Community Leaders, Vendors Association staff, Farmers
		Have resources been used efficiently?	Quantitative and Qualitative	Secondary Data, Individual survey questionnaire, Key Informant Interviews, Focus Group Discussions.	Programme reports, databases, Women, Men, Community Leaders, Vendors Association staff, Farmers
		Have activities supporting the strategy been cost-effective?	Quantitative and Qualitative	Secondary Data, Individual survey questionnaire, Key Informant Interviews,	Programme reports, databases, Women, Men, Community Leaders, Vendors

Criteria	Indicators	Questions	Methodology	Data Collection Approach	Data Sources
				Focus Group Discussions.	Association staff, Farmers
		In general, do the results achieved justify the costs?	Quantitative and Qualitative	Secondary Data, Individual survey questionnaire, Key Informant Interviews, Focus Group Discussions.	Programme reports, databases, Women, Men, Community Leaders, Vendors Association staff, Farmers
		Could the same results be attained with fewer resources?	Quantitative and Qualitative	Secondary Data, Individual survey questionnaire, Key Informant Interviews, Focus Group Discussions.	Programme reports, databases, Women, Men, Community Leaders, Vendors Association staff, Farmers
		Have Project funds and activities been delivered in a timely manner?	Quantitative and Qualitative	Secondary Data, Individual survey questionnaire, Key Informant Interviews, Focus Group Discussions.	Programme reports, databases, Women, Men, Community Leaders, Vendors Association staff, Farmers
		Does Project governance facilitate good results and efficient delivery?	Quantitative and Qualitative	Secondary Data, Individual survey questionnaire, Key Informant Interviews, Focus Group Discussions.	Programme reports, databases, Women, Men, Community Leaders, Vendors Association staff, Farmers
Sustainability	Number of women with increased capacity in business management including e-commerce. Number of women trained on utilisation of the E-platform.	How are the achieved results, especially the positive changes generated by the project in the lives of women and girls, going to be sustained after this project ends?	Quantitative and Qualitative	Secondary Data, Individual survey questionnaire, Key Informant Interviews, Focus Group Discussions.	Programme reports, databases, Women, Men, Community Leaders, Vendors Association staff, Farmers

Criteria	Indicators	Questions	Methodology	Data Collection Approach	Data Sources
Project Outcomes and Impact	<p>Number of women with increased capacity in business management including e-commerce.</p> <p>A platform that ensure regular supply of quality produce to women marketers and facilitate electronic sales to a broad range of consumers established.</p> <p>Improved women's participation in market leadership structures.</p> <p>Number of institutions supported to develop and/or review policies, regulations, legal frameworks, by-laws with a gender lens.</p>	What are the main effects (positive/negative, intended/unintended, direct/indirect) of project activities?	Quantitative and Qualitative	Secondary Data, Individual survey questionnaire, Key Informant Interviews, Focus Group Discussions.	Programme reports, Databases, Women, Men, Community Leaders, Vendors Association staff, Farmers
		To what extent can the changes/results that have been achieved be attributed to the inputs, strategies, actions and outputs of the project?	Quantitative and Qualitative	Secondary Data, Individual survey questionnaire, Key Informant Interviews, Focus Group Discussions.	Programme reports, databases, Women, Men, Community Leaders, Vendors Association staff, Farmers
Gender Equality and Human Rights	Number of women with increased capacity in business management including e-commerce.	To what extent has gender and human rights considerations been integrated into the project design and implementation?	Quantitative and Qualitative	Secondary Data, Individual survey questionnaire, Key Informant Interviews, Focus Group Discussions.	Programme reports, databases, Women, Men, Community Leaders, Vendors Association staff, Farmers

Criteria	Indicators	Questions	Methodology	Data Collection Approach	Data Sources
	Number of women's engagements with key decision makers.	How has attention to/integration of gender equality and human rights concerns advanced the area of work?	Quantitative and Qualitative	Secondary Data, Individual survey questionnaire, Key Informant Interviews, Focus Group Discussions.	Programme reports, databases, Women, Men, Community Leaders, Vendors Association staff, Farmers

Annex 4: Project theory of change

Theory of change

The section provides an overview of the project theory of change. Depending on evidence from the evaluation, the theory of change will be refined.

Outcome 1: Improved livelihoods of women marketers and vulnerable groups through safe, gender responsive market infrastructure and systems.

Outcome 2: Enabling a gender responsive policy framework and institutions responsible for administration, regulation, and monitoring of food supply systems.

IF markets are functional, safe, inclusive, integrate green energy and digital financial services solutions, and are violence free, **AND** if women have access and participate in last mile food distribution markets, are economically empowered including through e-solutions, and influence decisions on governance of food supply chain management **THEN** women's livelihoods are improved, and they are able to recover from the impacts of COVID 19 and become more resilient to socio-economic shocks.

Annex 5: Project log frame

Please include ALL indicators in the project document. Include the indicators and Baseline, Planned Target and Actuals for <i>both</i> OUTCOME and OUTPUT levels. "Actuals" refer to the total figures achieved for each indicator. Include separate actuals for 2021 and for 2022 (if applicable). Explain if targets were not achieved. Include means of verification. Use as many outputs cells as needed to present all project indicators.						
		<u>DATA:</u> <u>ACTUALS 2021</u>	<u>DATA:</u> <u>ACTUALS 2022</u> <u>(if applicable)</u>	<u>TOTAL actuals</u> <u>(agreggated 2021</u> <u>and 2022 if</u> <u>applicable)</u>	Reasons for Variance with Planned Target (if any)	Source of Verification
Outcome 1[1]						
Indicator: Number of resilient food and vegetable markets and systems that are safe, responsive to women's needs and fully functional during the COVID-19 outbreak and beyond		3			The project due to resource constraints is now targeting 3 markets instead of four	Reports, Minutes of meetings
Baseline: 0						
Planned Target: 4						
Output 1.1						
Indicator 1.1.1: Number of markets adhering to public and occupational health and safety requirements (including COVID-19) and standards for gender sensitive infrastructure and including green energy solutions					The project due to resource constraints is now targeting 3 markets instead of four	Reports, Minutes of meetings
Baseline: 1						
Planned Target: 4		3				
Indicator 1.1.2: Number of gender responsive mechanisms established to prevent and address GBV and harassment in public spaces					The remaining 2 will be established in 2022	
Baseline: 1						
Planned Target: 8		6				
Output 1.2						Reports

Indicator 1.2.1: Number of women supported to access financial credit facilities					The bank are failing to meet demand due to limited finances	
Baseline: 0						
Planned Target: 280		93				
Indicator 1.2.2: Number of women with increased capacity in business management including e-commerce					In progress, to be finalised in 2022	Reports
Baseline: 0						
Planned Target: 1800		600				
Indicator 1.2.3 Percentage increase in growth of women businesses						
Baseline: 0						
Planned Target: 5%					An evaluation is yet to be done	
Output 1.3						
Indicator 1.3.1: A platform that ensure regular supply of quality produce to women marketers and facilitate electronic sales to a broad range of consumers established		1			No variance	Reports
Baseline: 0						
Target: 1						
Indicator 1.3.2: Number of women trained on utilisation of the E-platform		297			Trainings will be finalised in 2022	Reports
Baseline: 0						
Target: 45% (810)						
Indicator: Number of gender responsive laws, policies and strategies effectively implemented to facilitate last mile food supply management system in compliance with OSH standards, and address gender differential needs.						

Baseline: 0							
Planned Target: 3		3				1 Draft OSH policy and strategy, SOPs and by laws framework in place. These and the comprehensive gender responsive framework will be finalised in 2022	Reports
Existence of gender responsive policy and guiding framework for safe markets in place		3				1 Draft OSH policy and strategy, SOPs and by laws framework in place. These and the comprehensive gender responsive framework will be finalised in 2022	Reports
Baseline: 0							
Planned Target: 3							Reports
Number of institutions supported to develop and/or review policies, regulations, legal frameworks, by-laws with a gender lens.		10					Reports
Baseline:0							
Planned Target:10							
Indicator: Number of action plans implemented by women trained in transformative leadership to increase their influence in decision making structures within markets and relevant institutions							
Baseline:0							
Planned Target: 4		3				The project is only targeting 3 markets due to resource constraints	
Number of women's engagements with key decision makers							Reports

Baseline:0						
Planned Target: 24		18				Reports
Improved women's participation in market leadership structures		10			The remainder will be trained in 2022	Reports
Baseline:0						
Planned Target: 20						

Annex 6: List of Respondents

Name	Organisation	Sex
Mr Mabanga	City of Harare	Male
Mr John Kazingizi	Hatcliff Market Leader	Male
Mrs Bhasikoro	Highfields Market Leader	Female
Mr Mukove	Knowledge Transfer Africa	Male
Eunice Hove	Helpline Zimbabwe	Female
Nicea Gumbo	UN Women	Female
Fortune Sithole	ILO	Male
Tafadzwa Murungu	ILO	Male
Thembekile Dumbu	NSSA	Female
Sharleen Moyo	UNDP	Female

Annex 7: List of Sites Visited

Mbare Farmers Market
Highfields Market
Hatcliff Market

