

**ANNEXES**

**Evaluation of UN Women's work on the Care  
Economy in East and Southern Africa**

The annexes provide further detail to supplement information in the main body of the report. The annexes are set out as follows:

<b>Annex</b>	<b>Page Number</b>
<b>Annex 1:</b> Literature Review and Evaluation Synthesis	3
<b>Annex 2:</b> List Of Stakeholders Consulted, And Documents Reviewed	3
<b>Annex 3:</b> Case Study Sampling Frame	10
<b>Annex 4:</b> Detailed Portfolio Analysis	12
<b>Annex 5:</b> Stakeholder Mapping	24
<b>Annex 6:</b> Knowledge Products	30
<b>Annex 7:</b> Evaluation Matrix	46
<b>Annex 8:</b> Data Collection Tools	49
<b>Annex 9:</b> Data Management Plan	52
<b>Annex 10:</b> Evaluation Reference Group and Evaluation Management Group Members and Terms Of Reference	53
<b>Annex 11:</b> Terms Of Reference	55
<b>Annex 12:</b> Inception Report	55
<b>Annex 13:</b> Country Case Study Reports	56
<b>Annex 14:</b> Opportunities and way forward for individual countries	65

## ANNEX 1: LITERATURE REVIEW AND EVALUATION SYNTHESIS

The literature review, knowledge products, and evaluation synthesis are accessible [here](#).

- Section 1 defines care and the care economy;
- Section 2 explores the global and regional context for care work, including the strength of legislative frameworks;
- Section 3 discusses key care economy frameworks and theories of change;
- Section 4 introduces six main strategies to support the care economy;
- Section 5 examines measurement approaches and challenges in tracking changes related to the care economy;
- Section 6 highlights the care economy landscape in the East and Southern African Region; and
- Section 7 summarizes the existing evidence base on "what works," drawing from internal and external evaluations.

## ANNEX 2: LIST OF STAKEHOLDERS CONSULTED AND DOCUMENTS REVIEWED

The first two tables present an overview of the interviews conducted in each country, along with a breakdown by stakeholder category. This is followed by a summary of focus group discussions, a gender-based breakdown of stakeholders, a detailed list of consulted stakeholders, and a list of reviewed documents.

### Target and actual sample

Country	Interviews		Focus Group Discussions	
	Target	Actual	Target	Actual
Burundi	10	6	n/a	n/a
Ethiopia	20	22		
Kenya	14	20		
Malawi	3	5		
Mozambique	2	2		
Regional	7	10		
Rwanda	10	5		
SAMCO	2	1		
Somalia	-	5		
South Sudan	2	4		
Sudan	2	2		
Tanzania	11	12		27
Uganda	10	5		n/a
UN Women HQ/ Regional Offices	-	11		
Zimbabwe	13	5		
<i>Total</i>	106	115		27

### Disaggregation by stakeholder category

Stakeholder Category	Interviews		Focus Group Discussions
	Target	Actual	Actual
Government partners	29	15	n/a
Civil society partners	51	40	
Donors, including international financial institutions	4	4	
Research / academic institutions	8	6	
Women rights organisations and programme participants	-	-	27

Stakeholder Category	Interviews		Focus Group Discussions
	Target	Actual	Actual
<b>Private sector and labour unions</b>	4	2	n/a
<b>UN agencies</b>	10	3	
<b>UN Women</b>	17	45	
<b>Total</b>	<b>123</b>	<b>115</b>	<b>27</b>

#### Focus group discussions

27 rights holders were consulted as part of focus groups in Tanzania case study. The table below provides further details on the focus groups.

Detail	Participants		Category
	F	M	
Puma Care Centre (Ikungi District)	5	-	Rights holders
Tanzania Gender and Sustainable energy network (TANGSEN) Project (Singida)	5	3	Civil Society
UN Joint Programme on Rural Women's Economic Empowerment (JP RWEE) (Chilonwa ward-Chamwino District)	14	-	Rights holders
<b>Total</b>	<b>24</b>	<b>3</b>	

#### Disaggregation by gender

	Interviews	Focus Groups	Total
<b>Male</b>	41	3	32
<b>Female</b>	74	24	85
<b>Total</b>	<b>115</b>	<b>27</b>	<b>117</b>

#### Interviews

88 stakeholders were interviewed in total.

Country	Organization	Title	Gender	Category
<b>Burundi</b>				
1.	Burundi Saemaul Undong Center	Program Manager	M	Civil society
2.	Confederation of Trade Unions of Burundi	President	M	Labour union
3.	CREOP-Jeunes, Création des opportunités pour jeunes	Executive Director	F	Civil society
4.	FVS-Amie des Enfants	Resp/Department of OVC Tutor Empowerment	M	Civil society
5.	UN Women	Programme Analyst - Women's economic empowerment	M	UN Women
6.	UN Women	Monitoring, Evaluation & Reporting Analyst	F	UN Women
<b>Ethiopia</b>				
1.	Action Aid Ethiopia	Program Coordinator	F	Civil society
2.	Action Aid Ethiopia	Program Head	F	Civil society
3.	Addis Ababa University	Consultant	F	Academia
4.	Care Ethiopia	Program Coordinator	F	Civil society
5.	Financial Sector Deepening	Gender Lead	F	Civil Society

	(FSD)			
6.	Mercy Corps	Program Coordinator	F	Civil society
7.	Ministry of Culture and Sport	Officer	M	Government
8.	Ministry of Culture and Sport	Officer	M	Government
9.	Ministry of Culture and Sport	Team Leader	F	Government
10.	Ministry of Finance	Consultant	M	Government
11.	Ministry of Industry	Officer	F	Government
12.	Ministry of Women and Social Affairs (MOWSA)	Officer	M	Government
13.	Ministry of Women and Social Affairs (MOWSA)	Officer	F	Government
14.	Ministry of Women and Social Affairs (MOWSA)	Officer	M	Government
15.	NEWA (Network of Ethiopian Women Association)	Program Manager	F	Civil society
16.	Organization for Women in Self Employment (WISE)	Training Coordinator	F	Civil society
17.	Oxfam	Program Coordinator	M	Civil society
18.	Strengthening Climate Resilient (SCRS)-WaSH Project NIRAS	Gender, Youth and Social Inclusion Lead	F	Civil Society
19.	UN Women	Programme Analyst Data & Gender	F	UN Women
20.	UN Women	Programme Officer-GTCSAA	M	UN Women
21.	Union of Ethiopian Women Charitable Association (UEWCA)	Executive Directress	F	Civil society
22.	Union of Ethiopian Women Charitable Association (UEWCA)	Program Manager	M	Civil society
<b>Kenya</b>				
1.	ACTION AID Kenya	Executive Director	F	Civil Society
2.	African Population and Health Research Center (APHRC)	Head of Early Childhood Development	F	Civil Society
3.	Association of Women in Agriculture (AWAK)	Member of Steering Committee of WEE_CSA and CEO of AWAK	F	Civil Society
4.	Collaborative Centre for Gender and Development	Child Protection & Care Programme Officer	F	Civil Society
5.	Grassroots Organizations Operating Together in Sisterhood (GROOTS)	Grassroots champions	F	Civil Society
6.	GROOTS	Grassroots champions	M	Civil Society
7.	GROOTS	Grassroots champions	M	Civil Society
8.	International Center for Research on Women (ICRW)	Gender and Women Economic Empowerment Technical Specialist	M	Civil Society
9.	Kenya Association for Breastfeeding	Executive Committee Member	F	Civil Society
10.	Kenyatta University WEE Hub	Lecturer	F	Academia
11.	Safaricom	Women in Technology member	F	WEPS
12.	State Department for Gender	Economist	M	Government

13.	UN Women	WEE Analyst	F	UN Women
14.	UN Women	Programme Management Assistant	M	UN Women
15.	UN Women	Programme Assistant	M	UN Women
16.	UN Women	Programme Associate	M	UN Women
17.	UN Women	Programme Specialist – Gender Statistics	M	UN Women
18.	UN Women	Programme Specialist Gender Statistics	M	UN Women
19.	Uthabiti Africa - Convenor, Collaborative Action for Childcare	Founder and CEO	M	Civil Society
20.	Women Network Organizations - Women's Empowerment Link	Programs Officer	F	Civil Society
<b>Malawi</b>				
1.	Farm Radio International	Head of Projects	F	Civil society
2.	Farm Radio Trust	Communication Specialist	M	Civil society
3.	Oxfam International	Country Director	F	Civil society
4.	UN Women	Programme Specialist - Women's economic empowerment	F	UN Women
5.	UN Women	Programme Associate - Women's economic empowerment	F	UN Women
<b>Mozambique</b>				
1.	Mozambikes	Founder	F	Civil Society
2.	UN Women	Programme Advisor	M	UN Women
<b>Regional</b>				
1.	Global Affairs Canada	Senior Policy Advisor for Global Affairs Canada	F	Donor
2.	International Development Research Centre	Programme Officer–Scaling Care Innovations	F	Research
3.	MasterCard Foundation	Director of gender programmes	F	Donor
4.	UN Women - ESARO	Statistics Specialist Gender	F	UN Women
5.	UN Women - ESARO	Programme Analyst - Care Economy	F	UN Women
6.	UN Women - ESARO	Knowledge Management and Research Specialist	M	UN Women
7.	UN Women - ESARO	Regional Policy Specialist - Women's economic empowerment	F	UN Women
8.	UN Women - ESARO	Policy Specialist EVAW	F	UN Women
9.	UN Women - ESARO	Programme Analyst	F	UN Women
10.	World University Services of Canada (WUSC)	Project Director	F	Civil Society
<b>Rwanda</b>				
1.	Action Aid Rwanda	Interim Executive Director	F	Civil society
2.	Action Aid Rwanda	Local Rights Programme Coordinator	M	Civil Society
3.	Independent Evaluator	Evaluator, 3Rs programme	M	Research

4.	UN Women	Women's Economic Empowerment	M	UN Women
5.	UN Women	Programme Associate	F	UN Women
<b>Somalia</b>				
1.	FAO Somalia	Resilience & DRR Specialist	M	UN Agency
2.	RAAGSAN (A female-led research enterprise)	Managing Director	F	Research
3.	Somali Stock Exchange	Chief Executive Officer	M	Market / Investment Management
4.	Somali Women's Development Centre (SWDC)	Project Coordinator / Gender & Advocacy Manager	F	Civil Society
5.	UN Women	Programme specialist	M	UN Women
<b>South Africa</b>				
	UN Women	Programme Specialist	F	UN Women
<b>South Sudan</b>				
1.	FAO	Gender focal point	F	UN Agency
2.	Hold the child	Project Coordinator	F	Civil society
3.	UN Women	Monitoring And Reporting Analyst	F	UN Women
4.	Women for justice and equality	Director	F	Civil society
<b>Sudan</b>				
1.	UN Women	WEE Officer	F	UN Women
2.	UN Women	Programme Management Specialist	F	UN Women
<b>Tanzania</b>				
1.	Forum for African Women Educationalist (FAWE)	Monitoring and Evaluation Officer	M	Civil Society
2.	Forum for African Women Educationalist (FAWE)	Chapter Coordinator	F	Civil Society
3.	High Commission of Canada	Deputy Director at High Commission of Canada (Government of Canada)	F	Donor
4.	Independent Consultant	National Coordinator- Gender Equality Forum (GEF)	F	UN Women
5.	JP RWEE (Singida Field Office)	Program Analyst, WEE	M	UN Women
6.	Ministry of Community Development, Gender, Women and Special Groups	Assistant Director for Women	F	Government
7.	Ministry of Community Development, Gender, Women and Special Groups	Assistant Director for Gender	F	Government
8.	Ministry of Finance	Principal Finance Management Officer	F	Government
9.	Ministry of Finance	Assistant Commission for Budget	M	Government
10.	Prime Minister's Labour, Youth, Employment and Persons with Disability	Director, Disability Unity	M	Government
11.	UN Women	Programme Coordinator, Women Economic Empowerment	F	UN Women

12.	UN Women	Country Representative	F	UN Women
<b>Uganda</b>				
1.	Action for development	Vice-chairperson	F	Civil society
2.	Uganda Bureau of Statistics	Senior Officer, gender	F	Government
3.	Uganda Christian University	Professor Gender and Development	F	Research
4.	UN Women	Programme Specialist GRPB	F	UN Women
5.	UN Women	WEE Specialist	M	UN Women
<b>Zimbabwe</b>				
1.	ILO	National Programme Officer, HIV/AIDS & Gender	F	UN Agency
2.	OXFAM Zimbabwe	Women's Rights and Gender Justice Coordinator	M	Civil society
3.	UN Women	IAG Coordinator	M	UN Women
4.	UN Women	Monitoring and Reporting Analyst	F	UN Women
5.	Zimbabwe Chamber of Commerce	Principal Economist	M	Private sector
<b>UN Women HQ/Regional Offices</b>				
1.	UN Women - Arab States	Care Economy Specialist	F	UN Women
2.	UN Women - Arab States	Programme Manager	M	UN Women
3.	UN Women - Chile	Care Economy Specialist	F	UN Women
4.	UN Women - HQ	Programme coordinator	F	UN Women
5.	UN Women - Nepal	WEE Programme Analyst	F	UN Women
6.	UN Women - Nigeria	Programme Associate Consultant for WEE Programme	F	UN Women
7.	UN Women - Nigeria	National Economist, Lead Women Economic Empowerment	M	UN Women
8.	UN Women - Nigeria	Programme officer	F	UN Women
9.	UN Women - Nigeria	Programme Associate - Women's Political Empowerment, WPE	F	UN Women
10.	UN Women - Nigeria	National Programme Support Consultant for UNDP-UN Women HerAfcFTA	F	UN Women
11.	UN Women RO – Europe and Central Asia	Programme Specialist	F	UN Women

#### Documents reviewed

About 371 documents were reviewed.<sup>1</sup> These are listed in the table below.

Category	Document
Regional	UN Women Regional Office Annual Reports (2018-2023)
Country	Document
	97 partner reports retrieved from the Partner and Grant Agreement Management System (PGAMS)

<sup>1</sup> Literature review references and knowledge product synthesis are listed separately



Category	Document
	110 donor narrative and financial reports retrieved from the Donor Agreement Management System (DAMS)
	85 project documents including project amendments
	<a href="#">UN Women Africa sites such as:</a> <a href="#">Bridging the gap: How Kenya's National Care Policy can drive gender equality   UN Women – Africa</a> <a href="#">Investments in early childhood development centres in Zanzibar are unlocking women's earning power   UN Women – Africa</a> <a href="#">Women's Empowerment Principles signatories support working mothers in corporate South Africa   UN Women – Africa</a> <a href="#">Fuel-Efficient Cooking Stoves Transform Women's Unpaid Care Work in Tanzania   UN Women – Africa</a> <a href="#">Op-ed: Addressing Women's Unpaid Care Work - A Catalyst for Tanzania's Progress   UN Women – Africa</a>
	Results Management System (RMS)
	Final Narrative Report - Knowledge Sharing About Unpaid Care in Sub-Saharan Africa (October 2023 - July 2024)
Burundi	UN Women Burundi Country Office Annual Reports (2018-2023)
Burundi	Burundi Country Profile And Expression Of Interest To Participate In The Global Programme Transforme Care
Ethiopia	UN Women Ethiopia Country Office Annual Reports (2018-2023)
Ethiopia	Ethiopia Country Profile And Expression Of Interest To Participate In The Global Programme Transforme Care
Kenya	UN Women Kenya Country Office Annual Reports (2018-2023)
Kenya	Kenya Country Profile And Expression Of Interest To Participate In The Global Programme Transforme Care
Malawi	UN Women Malawi Country Office Annual Reports (2018-2023)
Mozambique	UN Women Mozambique Country Office Annual Reports (2018-2023)
Rwanda	UN Women Rwanda Country Office Annual Reports (2018-2023)
Rwanda	Rwanda Country Profile And Expression Of Interest To Participate In The Global Programme Transforme Care
Somalia	UN Women Somalia Country Programme Presence Annual Reports (2018-2023)
South Africa Multi Country	UN Women South Africa Multi Country Office Annual Reports (2018-2023)
South Sudan	UN Women South Sudan Country Office Annual Reports (2018-2023)
Sudan	UN Women Sudan Country Office Annual Reports (2018-2023)
Sudan	Sudan Country Profile And Expression Of Interest To Participate In The Global Programme Transforme Care
Tanzania	UN Women Tanzania Country Office Annual Reports (2018-2023)
Tanzania	Tanzania Country Profile And Expression Of Interest To Participate In The Global Programme Transforme Care
Uganda	UN Women Uganda Country Office Annual Reports (2018-2023)
Uganda	Uganda Country Profile And Expression Of Interest To Participate In The Global Programme Transforme Care
Zimbabwe	UN Women Zimbabwe Country Office Annual Reports (2018-2023)
Zimbabwe	Zimbabwe Country Profile And Expression Of Interest To Participate In The Global Programme Transforme Care

### ANNEX 3: CASE STUDY SAMPLING FRAME

The criteria for the country case studies were:

1. Provides good **coverage** across all 5 areas of care economy work (the 5Rs) and where work is undertaken at different levels (i.e. household, institutional and policy levels)
2. Countries where **significant work** has been done on the care economy in terms of level of investment, which has **received minimal evaluation and/or review work**
3. A mix of countries with diverse **contexts** in terms of income levels and care legislation

The table below sets out the review of all country offices against the selection criteria. Three country case studies were selected for more in-depth work, to test the theory of change and measurement approaches. The selected in-country case studies are in green.

Table 1 : Country case study full mapping

Country	Good coverage across the 5Rs and at different levels (household, institutional, policy)	Care projects previously evaluated?	Country context in relation with care (e.g. care statistics, presence of strong stakeholders, care-sensitive policies) and income levels (World Bank, 2023)
Burundi	No projects mapped.	No	Legislation on maternity and parental leave and domestic worker, limited legislation on other types of care. Low income
Ethiopia	<b>6 projects mapped.</b> Projects in both urban and rural areas. Targets 4 out of the 5Rs (Reduce, Redistribute, Recognize, Represent). Working at the household, institutional and policy levels.	Evaluation on climate smart agriculture, but not specifically on care	Maternity and parental leave legislation, but limited legislation on other types of care. Low income.
Kenya	<b>3 projects mapped.</b> 1 project at the community level and 2 at the nation-wide level, involving evidence-generation and care related policies. Covers all 5 Rs and works at the household, institutional and policy levels.	No	Country with draft National Care Policy, and strong domestic worker protection, lower-middle income. Policies on childcare and maternity and parental leave.
Malawi	<b>2 projects mapped</b> , working at the national level on policy change.	No	Amendment of childcare bill and ongoing time use survey. Low income.
Mozambique	No projects mapped	No	Legislation on maternity and parental leave and domestic worker, limited legislation on other types of care. Low income
Rwanda	10 projects mapped, working across the 5Rs, across urban and rural areas and at the household, institutional and policy levels.	Covered by the <a href="#">3R Evaluation</a>	Legislation on maternity and parental leave and on childcare. Low income.

Country	Good coverage across the 5Rs and at different levels (household, institutional, policy)	Care projects previously evaluated?	Country context in relation with care (e.g. care statistics, presence of strong stakeholders, care-sensitive policies) and income levels (World Bank, 2023)
<b>SAMCO</b>	3 projects mapped	Covered by the <a href="#">3R Evaluation</a>	Legislation on maternity and parental leave. Mid to high levels of employment in care sector. Upper-middle income
<b>Somalia</b>	No projects mapped	No	Legislation on maternity and parental leave. Limited legislation on other areas of care. Low income
<b>South Sudan</b>	No projects mapped	No	Legislation on maternity and parental leave. Limited legislation on other areas of care. Low income
<b>Tanzania</b>	7 projects mapped, working across the 5Rs, mainly in rural areas and at the household, institutional and policy levels. Projects include those focused on care (3R project) as well as part of joint programme on Rural Women's Economic Empowerment	No	Legislation on maternity and parental leave and domestic worker protection. Lower-middle income
<b>Uganda</b>	No projects mapped	No	Legislation on maternity and parental leave and on childcare. Low income
<b>Zimbabwe</b>	2 projects mapped. Care integrated into projects with a focus on gender-based violence (Spotlight initiative) and women's economic empowerment (safe markets) and upcoming projects on time use survey and "Maker Space Innovation."	No	No national care policy, but related ones, such as "National Orphan Care Policy" (NOCP). Lower-middle income.

#### ANNEX 4: DETAILED PORTFOLIO ANALYSIS

The table below provides details on the portfolio analysis of projects mapped.

For the following headings, pre-determined categories were used for the analysis.

- **The 5Rs:** Reduce, Redistribute, Recognize, Reward, Represent
- **Approaches/ activities:** Capacity building / training /mentor; Advocacy and policy influence; Technical assistance; research / analysis; Direct delivery of services (e.g. care services)
- **Outcomes:** the ones sent out in the *TransformCare* Theory of Change: 1-Increased provision care-supporting services, 2-Increased decent paid jobs, 3-Shift in social and economic norms
- **Budget:** Where care activities were integrated into a larger project, the budget refers to the total budget for that entire project. However, in cases where there was a standalone care project, the budget refers specifically to the budget allocated for the care activities.
- **Category of partners:** Based on the classification in UN Women's Partner Grant Management System, the partners (implementing partners and responsible parties) were classified into the following categories: Government; Inter-governmental institution; UN Entity; CSO and Womens' Organizations; Unions, cooperatives, workers' associations; Private sector institutions and business associations; Academia; International financial institutions (IFIs); Media; and Alliances and networks.
- **Target groups:** Governments and intergovernmental institutions; Business; and Caregivers and care recipients.

Table 2: Detailed portfolio analysis

Project name	Country/ Regional office	Care categorizati on	Approach from the 5Rs (Reduce, Redistribut e, Recognize, Reward, Represent)	Approach/Activiti es	Outcome( s)	Total project budget	Duration (YY- YY)	Donor Name	Category of Partners	Target groups (Governments and intergovernmen tal institutions; Business; Caregivers and care recipients)
La Masculinité Positive pour une autonomisatio n économique de femmes et des filles	<b>Burundi</b>	Social norms change	Recognize	* Capacity building / training /mentor * Advocacy and policy influence * Direct delivery of services (e.g. care services)	3-Shift in social and economic norms	\$128,520.00	2019-2019	United Nations Development Programme (UNDP)	Government ; UN Entity; CSO and Womens' Organization s; Academia; Media	Caregivers and care recipients; Boys and men

Enhancing the Gender Responsiveness of the House of Peoples' Representatives and the Effective Leadership of Women Parliamentarians Project	<b>Ethiopia</b>	Policy advocacy, social norms	Represent	Advocacy and policy influence	3-Shift in social and economic norms	\$162,000.00	2019-2021	United Nations Development Programme (UNDP)	Government	Governments and intergovernmental institutions
Gender Transformative Climate Smart Agriculture and Agri-Business Program for Integrated and Inclusive Economic Empowerment of Rural Women/Female youths (CSAAB P)	<b>Ethiopia</b>	Service strengthening, social norms	Reduce	Capacity building / training /mentory	1- Increased provision care-supporting services, 3-Shift in social and economic norms	\$979,843.00	2019-2023	1)Government Of Norway2)Swedish International Development Cooperation3)Government Of Netherlands	CSO	Women and youth
Integrated and Sustainable Economic Empowerment Initiatives for Women and Female Youth in Ethiopia	<b>Ethiopia</b>	Service strengthening, social norms	Reduce	Capacity building / training /mentory	2- Increased decent paid jobs, 3-Shift in social and economic norms)	\$497,543.00	2020-2024	Government of Netherlands, Norway, Japan, Sweden	CSO	Governments and intergovernmental institutions; Business;

Joint Programme on Gender Equality and Women Empowerment - Rural Women Economic Empowerment Component	<b>Ethiopia</b>	Service strengthening, social norms	Recognize	Capacity building / training /mentor	1- Increased provision care-supporting services, 2- Increased decent paid jobs, 3-Shift in social and economic norms	\$632,500.00	2015-2018	SDG Fund MPT	Government , UN Entity, Private sector institutions, Academia	Rural Women, Women institutions, Community, Government Implementing Partners,
<a href="#">Promoting Decent Employment for Women through Inclusive Growth Policies and Investments in the Care Economy</a>	<b>Ethiopia</b>	Policy advocacy, social norms	Recognize	Capacity building / training /mentor	1- Increased provision care-supporting services, 2- Increased decent paid jobs, 3-Shift in social and economic norms	\$830,000.00	2021-2023	Swiss Agency for Development and Cooperation and Open Society Foundation	UN Entity	Government
Evidence-Based Policy for Advancing the Care Economy in Kenya	<b>Kenya</b>	Policy advocacy, social norms	Recognize	* Capacity building / training /mentor * Advocacy and policy influence * Technical assistance, research / analysis	2- Increased decent paid jobs, 3-Shift in social and economic norms	\$121,687.40	2024-2025	Bill and Melinda Gates Foundation	Government ; UN Entity; CSO and Womens' Organizations	Governments and intergovernmental institutions; Caregivers and care recipients

Kenya Economic Empowerment of Women through Climate Smart Agriculture in Arid and Semi-Arid Central Areas	<b>Kenya</b>	Infrastructure investment	Reduce	* Capacity building / training /mentor * Advocacy and policy influence * Technical assistance, research / analysis	1- Increased provision care-supporting services	\$1,361,579.00	2020-2024	Korea International Cooperation Agency	UN Entity	Women
Making Every Woman and Girl Count Programme in Kenya	<b>Kenya</b>	Data and research, social norms	Recognize	* Capacity building / training /mentor * Advocacy and policy influence * Technical assistance, research / analysis	3-Shift in social and economic norms		2018-2022	Bill and Melinda Gates Foundation	Government ; Academia	Governments and intergovernmental institutions
Women's Empowerment Principles (WEPs)	<b>Kenya</b>	Workforce investment	Recognize, Reward	Advocacy and policy influence	1- Increased provision care-supporting services, 2- Increased decent paid jobs				Private sector institutions and business associations	Business
Amendment of the Child Care bill	<b>Malawi</b>	Policy advocacy, social norms	Recognize		3-Shift in social and economic norms				Government	National
NSO - Collection, Analysis and Reporting of Time Use Survey Data	<b>Malawi</b>	Data and research, social norms	Recognize	Technical assistance, research / analysis	1- Increased provision care-supporting services,	\$100,000.00	2023-2024	Bill and Melinda Gates Foundation	Government	National

					3-Shift in social and economic norms					
Transformative Approaches to Recognize, Reduce, and Redistribute Unpaid Care Work in Women's Economic Empowerment Programming (3R Programme)	<b>Regional</b>	Infrastructure investment, social norms	Recognize, Reduce, Redistribute	Capacity building / training /mentor; Advocacy and policy influence; Technical assistance, research / analysis; Direct delivery of services (e.g. care services)	1- Increased provision care-supporting services, 3-Shift in social and economic norms	\$4,950,495.00	2021-2022	Department of Foreign Affairs, Trade and Development of Canada (DFATD)	Government ; Private sector institutions and business associations;	Governments and intergovernmental institutions; Caregivers and care recipients
<a href="#">CSW66 side event</a>	<b>Regional Office (RO)</b>	Policy advocacy, social norms	Reduce	* Advocacy and policy influence	1- Increased provision care-supporting services, 3-Shift in social and economic norms		2022	UN Women East and Southern Africa Regional Office; UNEP	Government ; Academia	Technical experts, International Agencies, United Nations entities, academia, civil society organizations, National Statistical Offices, Donors, UN Women Country Office teams
Regional Sharefair on the Care Economy	<b>Regional Office (RO)</b>	Policy advocacy, social norms	Reduce	Advocacy and policy influence	3-Shift in social and economic norms	\$50,000.00	2022-2023	1) Dept of Forgn Afrs Trade & Dev 2)UN Women	CSO and Womens' Organizations	Governments and intergovernmental institutions (sub-national; national and regional)



<a href="#">Women Count</a>	<b>Regional Office (RO)</b>	Data and research, social norms	Recognize	* Advocacy and policy influence * Technical assistance, research / analysis	3-Shift in social and economic norms	Not specified	2016-Current	Not specified	Government ; UN Entity; CSO and Womens' Organizations; Alliances and networks	Governments and intergovernmental institutions
Accelerating national progress towards women's economic autonomy through male involvement in unpaid care and domestic work	<b>Rwanda</b>	Social norms change, social norms	Recognize	* Capacity building / training /mentor * Technical assistance, research / analysis	3-Shift in social and economic norms	\$70,402.00	2022-2022	Dept of Forgn Afrs Trade & Dev	Government ; CSO and Womens' Organizations; Unions, cooperatives , workers' associations;	Men and women working with women's cooperatives and other organizations; Governments and intergovernmental institutions
Accelerating Progress Towards the Economic Empowerment of Rural Women in Rwanda	<b>Rwanda</b>	Service strengthenin g	Reduce	Capacity building / training /mentor; Direct delivery of services (e.g. care services)	1- Increased provision care-supportin g services	\$4,248,246.00	2018-2023	WFP, FAO, IFAD, UNW, ASAP, MINAGRI	Government ; UN Entity; CSO and Womens' Organization s;	Caregivers and care recipients
Covid-19-Related Risks Mitigation Interventions Among Female Domestic Workers	<b>Rwanda</b>	Workforce investment	Recognize	* Capacity building / training /mentor	2- Increased decent paid jobs	\$34,735,000.00	2021-2022	MPTF-UN COVID-19 Response Rcvy	CSO and Womens' Organization s; Unions, cooperatives , workers' associations;	Caregivers and care recipients

High level dialogue on the journey of Rwanda Women Parliamentary Forum (FFRP) and the impact of Women Representation in Parliament	<b>Rwanda</b>	Policy advocacy, social norms	Represent	Advocacy and policy influence	3-Shift in social and economic norms	\$36,205,424.00	2023-2024	Multi-Donor Trust Fund Office	Government	Governments and intergovernmental institutions
Piloting Early Childhood Development Centers services in Nyaruguru	<b>Rwanda</b>	Service strengthening	Reduce	* Capacity building / training /mentor * Direct delivery of services (e.g. care services)	1- Increased provision care-supporting services	\$89,209,389.00	2022	Global Affairs Canada	CSO and Womens' Organizations	Caregivers and care recipients
Solid Africa women focused COVID-19 Response through reduction of unpaid care work and strengthening resilience to negative socioeconomic impact of COVID-19	<b>Rwanda</b>	Service strengthening	Reduce	Direct delivery of services (e.g. care services)	1- Increased provision care-supporting services	\$18,434,000.00	2019-2020	UN Women	Government ; CSO and Womens' Organizations; Alliances and networks	Caregivers and care recipients

Targeted response to cases of Sexual and Gender Based Violence (SGBV) which occurred during COVID-19 period: Addressing the social protection needs of teenage mothers	<b>Rwanda</b>	Service strengthening	Reduce	Direct delivery of services (e.g. care services)	1- Increased provision care-supporting services	\$35,662,030.00	2021-2022	MPTF-UN COVID-19 Response Rcvy	Government ; UN Entity; CSO and Womens' Organizations; Private sector institutions and business associations	Caregivers and care recipients
Transformative Approaches to Recognize, Reduce, and Redistribute Unpaid Care Work in Women's Economic Empowerment Programming in Rwanda and Senegal	<b>Rwanda</b>	Service strengthening, social norms	Recognize, Reduce, Redistribute	* Capacity building / training /mentor * Advocacy and policy influence * Technical assistance, research / analysis * Direct delivery of services (e.g. care services)	1- Increased provision care-supporting services, 3-Shift in social and economic norms	\$2,985,851.49	2023-2025	Department of Foreign Affairs, Trade and Development of Canada (DFATD); Government of Germany	Government ; Inter-governmental institution; UN Entity; CSO and Womens' Organizations;	Governments and intergovernmental institutions; Caregivers and care recipients
Support To The Process Of Implementing Social Protections For Women Workers In The Informal Economy In South Africa	<b>South Africa</b>	Workforce investment	Recognize, Reward, Represent	* Advocacy and policy influence * Technical assistance, research / analysis	1- Increased provision care-supporting services	\$1,602,300.00	2021-2022	MPTF-SDG Fund	CSO and Womens' Organizations; Unions, cooperatives , workers' associations; Academia	Caregivers and care recipients

Using HeForShe As A Methodology For HIV Prevention And Aids Management And Working With Men To Address Negative Social Norms And Gender Stereotypes Leveraging HeForShe Campaign.	<b>South Africa</b>	Social norms change, social norms	Recognize	* Capacity building / training /mentor * Technical assistance, research / analysis	3-Shift in social and economic norms	\$950,000.00	2021-2022	Government of Japan; Government of Ireland; UNAIDS	Government ; CSO and Womens' Organization s; Unions, cooperatives , workers' associations; Private sector institutions and business associations	Caregivers and care recipients; Men and boys; community in general; Department of Health; Tavern owners; NOKIA; Young Women and Men in the community; Facebook; Community radio stations;
Enhancing Women's Entrepreneuria l Capacities for Effective Engagement in the Value Chain and Gender Inequality Pattern Transformatio n	<b>Sudan</b>	Infrastructur e investment	Represent	Technical assistance, research / analysis	1- Increased provision care-supportin g services	\$169,218.00	2024-2024	Italian Ministry for Foreign Affairs	Academia; CSO	Caregivers and care recipients
Advancing the Rights of Persons with Disability in Tanzania	<b>Tanzania</b>	Policy advocacy, social norms	Recognize, Represent	Advocacy and policy influence	3-Shift in social and economic norms	\$229,000.00	2021-2024	Multi-Donor Trust Fund Office	Government	PWDs

Economic Justice and Rights Action Coalition	<b>Tanzania</b>	Workforce investment, social norms	Redistribute	* Advocacy and policy influence * Technical assistance, research / analysis * Direct delivery of services (e.g. care services)	1- Increased provision care-supporting services, 3-Shift in social and economic norms		2021-2026	Government of Spain; GIZ-Deutsche Gesellschaft International	Government ; UN Entity; Private sector institutions and business associations;	Governments and intergovernmental institutions; Caregivers and care recipients
Joint Programme “Accelerating Progress Towards Rural Women’s Economic Empowerment ” (JP RWEE) Phase II	<b>Tanzania</b>	Service strengthening, social norms	Represent	Capacity building / training /mentory; Advocacy and policy influence	1- Increased provision care-supporting services, 3-Shift in social and economic norms	\$1,130,000.00	2022-2027	Government of Sweden and Norway	Government	Caregivers and care recipients
Strengthening women’s and girls’ meaningful participation, leadership, and economic rights at the local level (WLER)	<b>Tanzania</b>	Service strengthening, social norms	Represent	Capacity building / training /mentoring; Advocacy and policy influence	3-Shift in social and economic norms	\$72,000,000.00	2021-2025	Government of Finland	Government , CSO	Government; Caregivers and care recipient

Transformative Approaches to Recognize, Reduce and Redistribute Unpaid Care Work in Ikungi District, Singida Region in Tanzania (TANGSEN)	<b>Tanzania</b>	Service strengthening, social norms	Recognize, Reduce, Redistribute	Capacity building / training /mentory; Advocacy and policy influence; Technical assistance, research / analysis; Direct delivery of services (e.g. care services)	1- Increased provision care-supporting services, 3-Shift in social and economic norms	\$49,129.58	2023-2024	Department of Foreign Affairs Trade and Development	CSO	<ul style="list-style-type: none"> <li>• Community members (women, men, girls, boys)</li> <li>• Male and female influencers such as community and traditional leaders, etc.</li> <li>• Current and prospective women local government leaders</li> <li>• Government actors and policymakers</li> <li>• Women entrepreneurs</li> </ul>
Transformative Approaches to Recognize, Reduce and Redistribute Unpaid Care Work in Singida, Tanzania	<b>Tanzania</b>	Service strengthening, social norms	Recognize, Reduce, Redistribute	Advocacy and policy influence; Direct delivery of services (e.g. care services)	1- Increased provision care-supporting services, 3-Shift in social and economic norms	\$300,000.00	2023-2024	Government of Canada	CSO	Caregivers and care recipients

<a href="#">UN Joint Programme in support of strengthening the social protection system in the United Republic of Tanzania</a>	<b>Tanzania</b>	Service strengthening, social norms	Recognize	* Capacity building / training /mentor * Advocacy and policy influence * Technical assistance, research / analysis	3-Shift in social and economic norms	\$100,000.00	2020-2021	Joint SDG Fund	Government ; UN entities	Caregivers and care recipients
Empowering Women Through Safe, Resilient, Gender Responsive Food Markets and Systems in response to Covid 19 in Zimbabwe	<b>Zimbabwe</b>	Service strengthening	Reduce, Recognize	* Capacity building / training /mentor * Technical assistance, research / analysis * Direct delivery of services (e.g. care services)	1- Increased provision care-supporting services, 2- Increased decent paid jobs	\$184,550.00	2021-2022	MPTF-UN COVID-19 Response Rcvy	Government ; UN Entity; CSO and Womens' Organizations; Private sector institutions and business associations	Caregivers and care recipients
Spotlight initiative	<b>Zimbabwe</b>	Social norms change, social norms	Recognize	* Capacity building / training /mentor * Direct delivery of services (e.g. care services)	1- Increased provision care-supporting services, 3-Shift in social and economic norms	101403 (2022)	2019-2023	European Union	Government ; CSO and Womens' Organizations; Unions, cooperatives , workers' associations	Governments and intergovernmental institutions; Caregivers and care recipients

## ANNEX 5: STAKEHOLDER MAPPING

The table below maps out the key stakeholders by country, category and in terms of their relevance to the evaluation. The list is drawn from donors from the donor agreement system, partners from the partner agreement system, UN Women personnel inputs.<sup>2</sup> The evaluation team invited all stakeholders listed below to interview.

The countries where in-country case studies were undertaken are highlighted in blue (representing a larger sample).

Table 3 : Stakeholder mapping

Country Office	Role/Organization	Reached (Y/N)	Category	Relevance to the evaluation
Burundi	Ministry Of Labor	No	Government	Potential partner in care work
Burundi	Ministry Of Gender and Social Affairs	No	Government	
Burundi	Association des Employés et Employeurs du Burundi (Association of Employees and employers of Burundi)	No	Private Sector	
Burundi	World Bank	No	International Finance Institution	
Burundi	AfDB	No	International Finance Institution	
Burundi	Association des Femmes Actrices de Paix et de Dialogue (AFAPD)	No	Civil Society	
Burundi	Saemaul undong Burundi	Yes	Civil Society	
Burundi	Famille pour Vaincre le SIDA (FVS)	Yes	Civil Society	
Burundi	Chambre Fédérale du Commerce et de l'Industrie du Burundi (CFCIB)	No	Civil Society	
Burundi	CREOP-JEUNES.	Yes	Civil Society	
Ethiopia	Engender Health	No	Civil Society	ERG, and key player in care sector
Ethiopia	ECON M. Consultants	No	Civil Society	ERG, and key player in care sector
Ethiopia	Ministry of Women and Social Affairs	Yes	Government	ERG, and key player in care sector
Ethiopia	Oxfam	Yes	Civil Society	key player in care sector
Ethiopia	Action Aid	Yes	Civil Society	key player in care sector
Ethiopia	SOS Sahel Ethiopia	No	Civil Society	previous partner
Ethiopia	Society for Women and AIDS in Africa-Ethiopia (SWAA-E)	No	Civil Society	previous partner
Ethiopia	Women in Self Employment (WISE)	Yes	Civil Society	previous partner
Ethiopia	Ministry of Agriculture and Cooperative Promotion Agency	No	Government	previous partner
Ethiopia	Ministry of Water and Energy	No	Government	Potential partner
Ethiopia	Agricultural Transformation Institute	No	Government	Potential partner
Ethiopia	Ethiopian Institute of Agricultural Research	No	Government	Potential partner

<sup>2</sup> Some stakeholders are listed more than once, where more than one representative from the organization has been identified as relevant for consultation.



Country Office	Role/Organization	Reached (Y/N)	Category	Relevance to the evaluation
Ethiopia	Ministry of Planning	No	Government	Potential partner
Ethiopia	Ministry of Finance	Yes	Government	Potential partner
Ethiopia	Ethiopian Statistical Services	No	Government	Potential partner
Ethiopia	Rift Valley Children and Women Development Organization	No	Civil Society	Potential partner
Ethiopia	Sustainable Environment and Development Action	No	Civil Society	Potential partners
Ethiopia	Population, Health and Environment Consortium	No	Civil Society	Potential partner
Ethiopia	New Life	No	Civil Society	Potential partner
Ethiopia	Women Network Organizations	Yes	Civil Society	Rights holders
Kenya	International Center for Research on Women (ICRW)	Yes	Research	Onboarded to implement the Evidence to Policy for Kenya Care Economy project
Kenya	Oxfam International	No	Civil Society	ERG, and key player in the sector
Kenya	Department of Gender and Affirmative Action- Director Socio-Economic unit	No	Government	ERG, and key government partner
Kenya	Kenya National Bureau of Statistics	No	Government	Key partner for data and information
Kenya	State Department for Gender and Affirmative Action	Yes	Government	Key government partner
Kenya	Oxfam	No	Civil Society	Technical care working group
Kenya	ACTION AID	Yes	Civil Society	Technical care working group
Kenya	WEE HUB	Yes	Civil Society	Technical care working group
Kenya	WEE COP	No	Civil Society	Technical care working group
Kenya	UON-HUB	No	Research	Technical care working group
Kenya	International Development Research Center	No	Research	Key actor in the sector
Kenya	African Women's Development and Communication Network (FEMNET)	No	Civil Society	Potential partner
Kenya	Millenium Water Alliance	No	Civil Society	Potential partner

Country Office	Role/Organization	Reached (Y/N)	Category	Relevance to the evaluation
Kenya	Women Network Organizations (TBD)	No	Civil Society	Rights holders
Malawi	Ministry of Gender	No	Government	ERG
Malawi	Oxfam International	Yes	Civil Society	ERG
Malawi	Farm Radio Trust	Yes	Civil Society	ERG
Mozambique	TBD	No	Government	Potential partner
Mozambique	TBD	Yes	Civil society	Potential partner
Regional	Canadian High Commission	No	Donor	ERG and key partner
Regional	Oxfam Africa	No	Civil Society	ERG and key partner
Regional	FEMNET	No	Civil Society	ERG and key partner
Regional	MasterCard Foundation	Yes	Civil Society	ERG and key partner
Regional	IDRC	No	Civil Society	Potential partner
Regional	IMF	No	International finance institute	Potential partner
Regional	Farm Radio International	Yes	Civil Society	Potential partner
Rwanda	ActionAid	Yes	Civil Society	ERG and key partner
Rwanda	University of Rwanda	No	Research	ERG and key partner
Rwanda	Rwanda Men's Resource Centre	No	Civil Society	ERG and key partner
Rwanda	SOLID'AFRICA	No	Civil Society	ERG and key partner
Rwanda	FAWE RWANDA	No	Civil Society	ERG and key partner
Rwanda	Ministry of Gender and Family Promotion (MIGEPROF)	No	Government	main care partner of UN Women
Rwanda	Rwanda Social Security Board (RSSB)	No	Government	main care partner of UN Women
Rwanda	National Institute of Statistics of Rwanda	No	Government	main care partner of UN Women
Rwanda	UNICEF / IOM / WFP	No	UN agency	main care partner of UN Women
Rwanda	Equity Bank	No	private sector	main care partner of UN Women
SAMCO	Azali Health Care	No	Civil Society	ERG, and key partner
SAMCO	TBD	No	Government	TBD
Sudan	Universities	No	Research	currently working on provision of

Country Office	Role/Organization	Reached (Y/N)	Category	Relevance to the evaluation
				infrastructure of care work (water harvest)
Sudan	TBD	No	Civil Society	TBD
South Sudan	TBD	Yes	Civil Society	ERG
South Sudan	TBD	No	Government	TBD
Tanzania	FAWE		Civil Society	ERG and key partner
Tanzania	Ikungi District Council		Government	ERG and key partner
Tanzania	Ministry for Community Development, Gender, Women and Special Groups		Government	leading governmental partner
Tanzania	Ministry of Finance		Government	key partner in gender responsive budgeting
Tanzania	Ministry of Energy		Government	inputs to National Clean Cooking Strategy 2024-2034
Tanzania	ILO		UN agency	working to improve the rights of domestic workers
Tanzania	Tanzania Early Childhood Development Network (TECDEN)		Civil Society	Key partners
Tanzania	Tanzania Gender and Sustainable Energy Network (TANGSEN)		Civil Society	Key partners
Tanzania	Tanzania Association of Clean Cooking Stakeholders (TACCS)		Civil Society	Key partners
Tanzania	Forum for African Women Educationalists (FAWE) Zanzibar		Civil Society	Key partners
Tanzania	Oryx Gas		Private sector	Potential partner in clean cooking value chain
Uganda	Commissioner Ministry of Gender, Labour and Social Development (MGLSD)	No	Government	ERG
Uganda	Executive Director Uganda Women's Network (UWONET)	No	Civil Society	ERG
Uganda	Uganda Women's Parliamentarian Association	No	Government	Current partner
Uganda	Oxfam	No	Civil society	Current partner
Uganda	Care International	No	Civil society	potential partner, currently implementing care services
Uganda	Institute of Social Studies	No	Research	Current partner
Uganda	Makerere University, Department of Gender, and Women Studies	No	Research	Current partner

Country Office	Role/Organization	Reached (Y/N)	Category	Relevance to the evaluation
Uganda	ILO	No	UN agency	Current partner
Uganda	UNICEF	No	UN agency	Current partner
Uganda	UNDP	No	UN agency	Current partner
Zimbabwe	Confederation of Zimbabwe Industries	No	Private Sector	ERG and key partner
Zimbabwe	Zimbabwe National Chamber of Commerce	Yes	Government	ERG and key partner
Zimbabwe	Ministry of Women Affairs, Community, Small and Medium Enterprises Development-	No	Government	ERG and key partner
Zimbabwe	International Labour Organisation	No	UN Agency	ERG and key partner
Zimbabwe	Zimbabwe Economics Society	No	Research	ERG and key partner
Zimbabwe	UNDP	No	UN Agency	Potential partner in care work
Zimbabwe	FAO	No	UN Agency	Potential partner in care work
Zimbabwe	Oxfam	Yes	Civil Society	Potential partner in care work
Zimbabwe	UNICEF	No	UN Agency	Potential partner in care work
Zimbabwe	UNESCO	No	UN Agency	Potential partner in care work
Zimbabwe	Southern Africa AIDS dissemination service	No	Civil Society	Potential partner in care work
Zimbabwe	Ministry of Finance and Economic Development	No	Government	Potential partner in care work
Zimbabwe	Women Network Organizations	No	Civil Society	Rights holders
UN Women Regional	Women's Economic Empowerment – regional specialist	Yes	UN Women	RO
UN Women Regional	UN Women RO Programme analyst – care economy	Yes	UN Women	RO
UN Women Regional	UN Women RO Programme analyst, WEE team	Yes	UN Women	RO
UN Women Global	TBD	Yes	UN Women	HQ
Burundi	Burundi focal point	Yes	UN Women	CO focal point
Ethiopia	CO focal point	Yes	UN Women	CO focal point
Kenya	CO focal point	Yes	UN Women	CO focal point
Malawi	CO focal point	Yes	UN Women	CO focal point
Malawi	CO focal point	Yes	UN Women	CO focal

Country Office	Role/Organization	Reached (Y/N)	Category	Relevance to the evaluation
				point
Mozambique	CO focal point	Yes	UN Women	CO focal point
Rwanda	CO focal point	Yes	UN Women	CO focal point
SAMCO	CO focal point	Yes	UN Women	CO focal point
Sudan	CO focal point	Yes	UN Women	CO focal point
South Sudan	CO focal point	Yes	UN Women	CO focal point
Tanzania	CO focal point	Yes	UN Women	CO focal point
Uganda	CO focal point	Yes	UN Women	CO focal point
Zimbabwe	CO focal point	Yes	UN Women	CO focal point

## ANNEX 6: KNOWLEDGE PRODUCTS

**A total of 92 knowledge products were mapped.** The most common were briefs (24); assessments (21); and reports (18). Other knowledge products include videos (11); policy papers (7); studies (5); articles (4); guidance (1) and good practices (1).<sup>3</sup> In addition to these, there are “Experts Take” such as “*Gender Inequalities Reducing Agricultural Productivity*”<sup>4</sup> and “Explainers” such as “Unpacking the care society: Caring for people and the planet”.<sup>5</sup>

**Coverage varies across the region.** Offices producing the most knowledge products were the regional office (26); Ethiopia (19); Rwanda (10) and Kenya (6), accounting for 66% of the total number of products.

**The cost of research products was not readily available.** Offices provided data on budgets for 8 products, which totaled USD 108,105, and averaged USD 13,000 per product. Tracking expenditure would support the analysis of cost-effectiveness of producing these knowledge products.

**The knowledge products analyzed provided a diverse range of publications and reports from various countries including global and regional publications, focusing on care work, gender equality, and economic empowerment.** A broad spectrum of topics were covered. Some frequent topics include: economic analysis; gender responsiveness analysis; Covid-19 impacts; and good practices and lessons learned.

**A total of 10 knowledge products undertook economy analysis and modelling on the costs and benefits of investing in care infrastructure / comprehensive care.** This included coverage both at the global level and regional level. The regional “*Investing in free universal childcare in sub-Saharan Africa*” estimates the running cost of providing universal childcare, the employment effects on women and men, and the fiscal effects of the jobs created by investing in childcare. At the country level, reports on Ethiopia, Kenya, South Africa, Tanzania and Rwanda analyzed the economic impact of care work and the costs associated with investing in childcare and care systems, for example, Ethiopia's reports on “*Estimating Care Deficits*” and “*Costs and Returns of Investing in Child Care*”.

**Many of the knowledge products (25 in total) also undertook assessments and presented data on current care systems, including care gaps and assessed the gender responsiveness of policies and frameworks.** For example, the “*Why Women Earn Less*” study for East and Southern Africa<sup>6</sup> provides a comparative view of gender pay gaps and labor market inequalities across the region, revealing persistent challenges and the need for targeted policy interventions. Several reports focus on gender-specific issues within countries. For example, Ethiopia's “*Gender Responsiveness Of Stimulus Packages, Fiscal Policies And Related Legal Frameworks In Ethiopia*”) and Rwanda's “*Assessment of Gaps in Laws and Policies Related to Unpaid Care Work*” provide detailed analyses of how policies impact gender equality and

care work.

**4 publications focus on various aspects of how COVID-19 has impacted care economies, fiscal policies, and household incomes, providing insights into gendered effects and recovery strategies.** For example, reports such as the “*Assessment Of The Gendered Effects Of The COVID-19 Pandemic On Households*” in Kenya and the global brief on “*COVID-19 and the Care Economy*” shed light on how the pandemic has exacerbated existing inequalities and disrupted care systems. Studies like Uganda's “*Engendering Fiscal Stimulus Packages*” evaluate the gender responsiveness of recovery efforts, stressing the importance of integrating gender considerations into economic stimulus measures.

**4 publications provided guidance on how to progress the care agenda.** For example, Ethiopia published two guidelines, “*An advocacy guideline: Unpaid Care and Domestic Work*” and “*TOT Manual on Unpaid Care and Domestic Work*”. At the global level, toolkits included, “*A toolkit on paid and unpaid care work: From 3Rs to 5Rs*” and “*Promoting women's economic empowerment: Recognizing and investing in the care economy*”.

**5 publications focused on sharing good practices and lessons learned.** For example, the “*Good Practices, Lessons, Opportunities, and Challenges in the Care Economy in Ethiopia*” publication documented successful initiatives and identify best practices for improving care systems. The “*Unlocking the Potential of Rural Women in Ethiopia*” and “*SDG Renewable Energy Fund Programme*” in Zimbabwe, reports highlight some of the key contributors to results achieved under programmes.

**Other knowledge products provided data to support national action on the care economy.** For example, the “*Kenya Time Use Survey Report*” and “*National Care Needs Assessment*” provide critical inputs into informing contextualized care economy policy and initiatives. The South Africa “*Investing in Free Universal Childcare in South Africa, Turkey and Uruguay: A Comparative Analysis*” provides comparison analysis to help inform policy and investment in South Africa.

### Coverage

Reports were either issued at the global, regional or country office level.

**At the global level, knowledge products mostly feature toolkits and guidance to shape global discussions around care work.** Examples include the “*Toolkit on Paid and Unpaid Care Work*” and “*Beyond COVID-19: A Feminist Plan for Sustainability and Social Justice*”.

**At the regional level, knowledge products mainly focus on unpaid and paid care work and labor market inequalities.** The “*Why Women Earn Less: Gender Pay Gap and Labour Market Inequalities in East and Southern Africa*” for example focuses on the paid care sector, “*The Care Agenda: A Regional Perspective*

<sup>3</sup> Categorization derived from UN Women website.

<sup>4</sup> [Expert's Take: Gender Inequalities Reducing Agricultural Productivity](#).

<sup>5</sup> [Unpacking the care society: Caring for people and the planet](#)

<sup>6</sup> The study covered Ethiopia, Kenya, Malawi, Mauritius, Mozambique, Namibia, Rwanda, South Africa, Tanzania and Uganda

for East and Southern Africa” that provides a definition on the care agenda for the East and Southern Africa region, and “*The Landscape of Care Work in East and Southern Africa*” that provides an overview of the extent of care work and care needs in relation to existing care services, systems, policies, and infrastructure in selected ESA countries.<sup>7</sup>

**Knowledge products at country level were tailored to individual countries**, focusing on local challenges and opportunities in gender equality, economic empowerment, and care work. For example, in Zimbabwe knowledge products focused on impact stories and assessments related to care services and renewable energy, gender equality initiatives and local impacts, such as the “*UN Women Zimbabwe Spotlight Initiative Impact Stories*” and the “*SDG Renewable Energy Fund Programme*”. In Tanzania, the main challenges addressed include **gender equality, women's empowerment, and the impact of discriminatory social norms** such as, “*The Status of Discrimination in the Family*” and “*Strengthening Meaningful Participation, Leadership and Economic Rights for Women and Girls at the Local Level*” in Tanzania.

#### **Uptake and use**

All knowledge products were intended to support the wider sector, but 45 policy briefs in particular explicitly sought to influence policy, through policy recommendations. There are some good examples of strong dissemination and use. In Ethiopia, products including “*Good Practices, Lessons,*

*Opportunities, and Challenges in the Care Economy in Ethiopia*” and the “*Policy Brief on The Care Economy in Ethiopia*” were actively shared in workshops, policy dialogues, and forums. In Rwanda, the “*Baseline Survey on Unpaid Care Work Status*” and the “*Survey Of Existing Care Services*” were used to inform programme implementation and also used in communication and awareness raising events. The evaluation will further explore the extent to which knowledge products were used to inform discussions and influence policy decisions.

#### **Collaboration with stakeholders**

The knowledge products were led by UN Women HQ, regional and country offices, depending on the scope of the product. The majority (70) were done in collaboration with government entities, academic institutions, multilateral agencies especially ILO, and other stakeholders. For example, UN Women partnered with government to deliver “*Baseline Survey on Unpaid Care Work Status in Rwanda*” (local government agencies) and the “*Kenya Time Use Survey Report*” (the Kenya National Bureau of Statistics, alongside other international organizations). The “*Estimating Care Deficits, Investment Costs and Economic Returns for Early Childhood Care and Education (ECCE) in Ethiopia (2024)*” and “*National Fiscal Stimulus Packages from a Gender Equality Perspective*” were done in collaboration with ILO. The “*National Care Needs Assessment*” in Kenya was done in collaboration with the University of Nairobi

<sup>7</sup> Conducted by the Regional Office in Burundi, Ethiopia, Malawi, Mozambique, Somalia, Sudan, South Sudan, Uganda, and Zimbabwe. (Rwanda, South Africa, Tanzania and Kenya) have publications at the

country level.

The tables below lists the knowledge products, split by publications and videos. Against publications, ‘type’ refers to the label provided on the UN Women website. Where this is blank, no information has been provided on the UN Website. Categories were developed by the evaluation team, based on the most common categories of publications on care.

## Publications

Table 4: Care economy publications

Country	Title	Year	Content	Publisher	Type	Categories
Burundi, Ethiopia, Malawi, Mozambique, Somalia, South Sudan, Sudan, Uganda, Zimbabwe	<a href="#">Landscape of Care Work in East and Southern Africa</a>	2024	The brief provides an overview of the extent of care work and care needs in relation to existing care services, systems, policies, and infrastructure in selected ESA countries.	UNW ESAR	Brief	Assessment of care systems - national
Côte d’Ivoire, Nigeria, Rwanda, Senegal, and the United Republic of Tanzania	<a href="#">Investing in free universal childcare in sub-Saharan Africa</a>	2021	The report covers: Estimating the running cost of providing universal childcare, Estimating the employment effects on women and men, and estimating the fiscal effects of the jobs created by investing in childcare.	UNW HQ	Issue paper	Economic Analysis
Ethiopia	<a href="#">A guide to public investments in the care economy: Policy support tool for estimating care deficits, investment costs, and economic returns</a>	2021	Published as part of the UN-wide response initiatives to be included in the UN socio-economic response to the COVID-19 pandemic.	UNW HQ; ILO	Assessment	Assessment of care systems
Ethiopia	An advocacy guideline on Unpaid Care and Domestic Work				Guideline	
Ethiopia	<a href="#">Assessment Report on the Gender Responsive Budgeting (GRB) performance of selected sectors at Federal and Regional level</a>	2018	This assessment is one of the various tasks in realizing coordinated procedures and encouraging practices as well as identify problems.	UNW	Assessment	Assessment
Ethiopia	<a href="#">Climate smart agriculture empowering women in rural areas</a>	2022		United Nations Ethiopia	Online article	Human interest story
Ethiopia	<a href="#">Engendering</a>	2018	This is the policy	UNW Ethiopia	Policy paper	



	<a href="#">agricultural productivity in Ethiopia: The cost of the gender gap</a>		brief produced from the study on the cost of the gender gap in agricultural productivity in Ethiopia.			
Ethiopia	<a href="#">Estimating Care Deficits, Investment Costs and Economic Returns for Early Childhood Care and Education (ECCE) in Ethiopia</a>	2024	The present assessment is aimed at estimating the ECCE coverage deficit, the costs, and employment returns from investing to eliminate the deficit by applying the UN Women/ILO Policy Tool on Care.	UNW Ethiopia; ILO	Assessment	Economic Analysis
Ethiopia	<a href="#">Ethiopia Gender Asset Gap Survey</a>	2022	This report is a survey of Statistics on Asset Ownership from a Gender Perspective which is a standalone survey, first of its kind in the country. The data were collected at individual-level on asset ownership to inform three broad sets of policy issues: fostering the empowerment of women; reducing poverty and vulnerability; and understanding livelihoods.	UNW; Ethiopian statistics Service	Survey	Economic Analysis
Ethiopia	<a href="#">Ethiopian Private Sector Commits To Women Empowerment Principles (WEPS)</a>	2019	The purpose of the workshop was to create common understanding about Gender Equality and Women Empowerment (GEWE), to increase knowledge on Gender and Macroeconomics and its intertwined and complementarity nature, to enable the private sector to understand the positive impact of gender	UNW	Event brief	

			responsiveness to their respective business and to familiarize the participants with the concept of Women Empowerment Principles (WEPs) and how it is being implemented in other countries.			
Ethiopia	<a href="#">Federal Democratic Republic of Ethiopia – Country Gender Profile 2024</a>	2024	The report provides a comprehensive analysis of the country's progress and challenges in achieving gender equality and women's empowerment (GEWE).	UNW	Article	
Ethiopia	<a href="#">Gender and agricultural mechanization in Ethiopia- Rapid Assessment</a>	2020	The rapid assessment publication on Gender and Agricultural Mechanization in Ethiopia provides clear recommendations to inform the agricultural mechanization policy currently under development in the country by adding value to the process through introduction of gender responsiveness approach.	UNW Ethiopia	Assessments; Research papers	
Ethiopia	<a href="#">Gender Responsiveness Of Stimulus Packages, Fiscal Policies And Related Legal Frameworks In Ethiopia</a>	2023	The main objective of the assessment related to the policy brief is to review the gender responsiveness of fiscal stimulus packages and existing fiscal policies and related legal frameworks so as to identify gaps as well as good practices in order to provide policy recommendations for policymakers,	UNW Ethiopia	Policy paper	

			such as the Ministry of Finance (MoF)			
Ethiopia	<a href="#">Gender Statistics Report 2017</a>	2017		UNW; National Planning Commission Central Statistical Agency Of Ethiopia	Report	
Ethiopia	<a href="#">Gendered employment analysis and policy recommendations in Ethiopia</a>	2024	The main objective of the study was to identify specific needs and barriers affecting women's employment in the garment and agro-processing subsectors in the Hawassa (HIP) and Yirgalem (YIAIP) Integrated Industrial Parks to inform sectoral and industrial policy options that could address gender-based discrimination.	UNW; ILO	Report	
Ethiopia	<a href="#">Good Practices, Lessons, Opportunities, and Challenges in the Care Economy in Ethiopia</a>	2024	Documentation of good practices, opportunities, challenges and lessons learned from initiatives that provide care services in Ethiopia's formal and informal sectors.	UNW Ethiopia	Assessment	Lessons learned
Ethiopia	<a href="#">National Women Economic Empowerment Forum in Ethiopia. event brief</a>	2023	UN Women Ethiopia organized the Annual Women's Economic Empowerment Forum 'NWEFF' under the theme "Innovation and Technology to Enhance Women's Economic Empowerment".		Event brief	
Ethiopia	<a href="#">Policy Brief on The Care Economy In Ethiopia</a>	2024	The brief provides an overview of the extent of care work and care needs in relation to existing care services, systems, policies, and infrastructure in Ethiopia	UNW Ethiopia	Policy paper	Assessment of care systems - national

Ethiopia	<a href="#">Press release: Economic empowerment of rural women positively impacts social norms and strengthens food security</a>	2021		UNW; WFP	Press release	
Ethiopia	<a href="#">The cost of Gender Gap in agricultural productivity in Ethiopia</a>	2018	The study presents the cost of the gender gap in agricultural productivity in Ethiopia.	UNW Ethiopia	Briefs Project/programme reports	
Ethiopia	<a href="#">The Costs and Returns of Investing in Child Care in Ethiopia</a>	2024	This policy brief presents key findings and policy recommendations from an assessment of the costs and social and economic returns of investing in ECCE in Ethiopia. The assessment was undertaken through the application of the UN Women/ILO Policy Tool, A guide to public investments in the care economy.	UNW Ethiopia; ILO	Policy paper	
Ethiopia	TOT Manual on Unpaid Care and Domestic Work					
Ethiopia	<a href="#">UN Women Ethiopia: Changing the Lives of Women and Girls</a>	2018				
Ethiopia	<a href="#">UN Women Ethiopia: Changing the Lives of Women and Girls</a>	2019				
Ethiopia	<a href="#">Unlocking the potential of Rural Women In Ethiopia</a>	2017			Human Interest story	
Ethiopia, Malawi, Rwanda, Uganda and United Republic of Tanzania	<a href="#">The Gender Gap In Agricultural Productivity In Sub-Saharan Africa: Causes, Costs And Solutions</a>	2019	This policy brief shows that gender gaps in agricultural productivity do not arise because women are less efficient farmers but because they experience inequitable access	UNW ESAR	Policy brief	Economic Analysis

			to agricultural inputs, including family labour, high-yield crops, pesticides and fertilizer			
Global	<a href="#">A toolkit on paid and unpaid care work: From 3Rs to 5Rs</a>	2022	The toolkit on paid and unpaid care work serves as an introductory reference, or “how-to guide,” for those working on care	UNW HQ	Manuals and tools	Global - toolkit
Global	<a href="#">Beyond COVID-19: A feminist plan for sustainability and social justice</a>	2021	The “Feminist plan” maps the ambitious and transformative policies—on livelihoods, care, and the environment—that are needed to build a more equal and sustainable future.	UNW HQ	Good practices; policy papers	Lessons Learned
Global	<a href="#">Costing of a package of family-friendly transfers and services to advance gender equality and women’s empowerment: An introduction to the calculations and results</a>	2019	This paper presents a costing analysis for a set of family-friendly services and transfers: income protection for children, people of working age, and older persons; universal health coverage; and early childhood care and education and long-term care services.	UNW HQ	Discussion papers	Economic Analysis
Global	<a href="#">COVID-19 and the care economy: Immediate action and structural transformation for a gender-responsive recovery</a>	2020	This brief presents emerging evidence on the impact of the global COVID-19 pandemic on the care economy	UNW HQ	Briefs; Policy papers	Economic Analysis
Global	<a href="#">National fiscal stimulus packages from a gender equality perspective</a>	2024	It summarizes the key findings and lessons learned from applying the UN Women–ILO policy tool, “How to assess fiscal stimulus packages from a gender equality perspective”, in Argentina, Egypt, Ethiopia, Mali, Morocco, Mozambique, Nepal, Niger,	UNW; ILO	Assessments; Good practices; Manuals and tools; Case studies	Lessons learned

			Nigeria, Palestine, and Senegal.			
Global	<a href="#">Paid care work around the globe: A comparative analysis of 47 countries and territories</a>	2021	This paper uses harmonized collections of national labor force datasets to compare the size and shape of the paid care sector around the globe.	UNW HQ	Discussion papers; Research papers	Global assessment – paid care work sector
Global	<a href="#">Promoting women's economic empowerment: Recognizing and investing in the care economy</a>	2018	This paper aims to identify the policy and programmatic entry points and the key tools involved in transforming the care economy so as to promote gender equality, human development, and inclusive and sustainable growth	UNW HQ	Issue papers	
Global	<a href="#">The climate-care nexus: Addressing the linkages between climate change and women's and girls' unpaid care, domestic, and communal work</a>	2023	This working paper sheds light on emerging efforts to address women's and girls' unpaid care, domestic, and communal work in a dramatically changing climate.	UNW HQ	Discussion papers; Research papers	Global – assessment and recommendations
Global	<a href="#">Turning Promises Into Action: Gender Equality In The 2030 Agenda For Sustainable Development</a>	2018	The report provides a comprehensive and authoritative assessment of progress, gaps and challenges in the implementation of the SDGs from a gender perspective.	UNW HQ	Assessments; Flagship reports	Global assessment
Kenya	<a href="#">An Assessment Of The Gendered Effects Of The Covid-19 Pandemic On Households.</a>	2021	This report assesses the effects of COVID-19 on incomes including unpaid care and domestic work in Kenya	UNW; UNFPA; Oxfam; Care International; KIPPRA; KNBS; Republic of Kenya	Assessment	Economic Analysis
Kenya	<a href="#">Gender Statistics for Evidence – Based Policies : Women's Economic Empowerment, Health and Gender – Based Violence</a>	2021	16 master's research papers from University of Nairobi (UoN) were converted into policy documents in an effort to bridge gaps in data availability and analytical rigour in	UNW; University of Nairobi		

			order to support evidence-based gender equality policies in Kenya.			
Kenya	<a href="#">Kenya Time Use Survey Report</a>	2023	Time Use survey to measure unpaid household and care work	Kenya National Bureau of Statistics (KNBS), UN Women, World bank, SDfGAA, and Oxfam	Time use survey	Time use survey
Kenya	<a href="#">Making Every Woman And Girl Count In Kenya</a>	2020	Provides an overview of the efforts and progress made in improving gender statistics in Kenya	UNW, KNBS, SDfGAA, OXFARM, CARE international, UNFPA	Brief	Brief
Kenya	<a href="#">National Care Needs Assessment</a>	2022	The assessment used data from the Kenya time-use survey to infer demand for care from childcare, health sector, domestic work and domestic workers' perspectives. The	UNW, Kenya Bureau of Statistics, State Department for Gender and Affirmative Action, National Gender and Equality Commission, Council of Governors, and the University of Nairobi.	Assessment	Assessment
Kenya, Mozambique, Somalia, South Africa, Tanzania	<a href="#">Women's economic empowerment in the Indian Ocean Rim: Progress and challenges</a>	2020	The report explores key gender issues and gaps in the region, in areas such as women's labour force participation; informal work; occupational segregation; entrepreneurship; unpaid care work; migration; equality under the law; and access to education, finance, skills development, land and productive resources, among other influential resources.	UNW HQ	Assessments; Good practices; Research papers	Economic Analysis
Malawi	<a href="#">Factors driving the gender gap in</a>	2019	The study confirms the presence of a	UNW Malawi; UNDP; UNEP	Study	Economic Analysis

	<a href="#">agricultural productivity in Malawi</a>		gender gap in agricultural productivity in rural Malawi. It confirms that women's ability to work on their plots is constrained by social expectations that they perform significant quantities of unpaid care and domestic work and contribute unpaid labour on their husband's plots while not controlling the output of that work.			
Regional	<a href="#">Putting gender equality at the centre of social protection strategies in sub-Saharan Africa: How far have we come?</a>	2021	The brief analyses the extent to and ways in which countries in the region integrate gender equality and women's empowerment into their social protection efforts, drawing on a unique data set of national social protection strategies from 30 countries in the region, including 14 in West and Central Africa and 16 in East and Southern Africa.	UNW HQ	Policy brief	
Regional	<a href="#">The Care Agenda: A Regional Perspective for East and Southern Africa</a>	2024	Showcases contextual factors that shape and influence the social organization of care work in ESA and recommends a way forward.	UNW ESAR	Brief	Assessment of care systems - regional
					Report	
					Technical Brief	
					Policy brief	
Regional (Ethiopia, Kenya, Malawi, Mauritius, Mozambique, Namibia,	<a href="#">Why Women Earn Less: Gender Pay Gap and Labour Market Inequalities in East and Southern Africa</a>	2023	This study sheds light on the persistent challenges that women face in the labour market	UNW ESAR	Report; Technical brief; policy brief	Economic Analysis



Rwanda, Tanzania, Uganda, and South Africa)	(regional), and country specific reports: <a href="#">Ethiopia</a> , <a href="#">Kenya</a> , <a href="#">Malawi</a> , <a href="#">Mauritius</a> , <a href="#">Mozambique</a> , <a href="#">Namibia</a> , <a href="#">Rwanda</a> , <a href="#">South Africa</a> , <a href="#">Tanzania</a> , <a href="#">Uganda</a> .		across the East and Southern Africa (ESA) region. The knowledge product comprises of: overall report; technical brief; policy brief; country reports; and country briefs.			
Rwanda	<a href="#">Assessing the Gender Gap in Agricultural Productivity in Rwanda</a>	2017	This policy brief summarizes the first attempt to estimate the cost of this so-called “gender gap” in agricultural productivity in Rwanda.	UNW	Policy brief	
Rwanda	<a href="#">Assessment of gaps in laws and policies related to Unpaid Care Work in Rwanda</a>	2023	Legal analysis was to assess the gender compliance of existing laws and policies in Rwanda, identify possible discriminatory provisions, and provide evidence for future advocacy and capacity development of relevant stakeholders.	UNW Rwanda	Assessment	Assessment of care laws and policies - national
Rwanda	<a href="#">Baseline Survey on Unpaid Care Work Status among Women and Men in 8 Districts of Rwanda</a>	2022 and 2024	This survey identified the needs and barriers faced by rural and urban women regarding unpaid care work, identifying existing care services and social care infrastructures in 8 Districts of Rwanda targeted by UN Women, and assess their availability and functionality in addressing the needs faced by men and women affected by the burden of unequal unpaid care work.	UNW HQ	Assessments; Case studies; Infographics; Strategies	Assessment of care systems - local
Rwanda	<a href="#">Care Services and Social Care Infrastructure</a>	2024	The survey aims to identify the needs and barriers faced by rural and urban women regarding unpaid care work,	UNW Rwanda	Research paper	

			identify existing care services and social care infrastructure in 8 districts of Rwanda			
1Rwanda	<a href="#">Levelling the unequal burden of unpaid care work through social transformation in Rwanda</a>	2023				
Rwanda	<a href="#">Our aprons should have no gender: Engaging men to alleviate the care burden for women in Rwanda</a>	2023		UNW	Article	
Rwanda	<a href="#">Survey Of Existing Care Services And Social Care Infrastructure In 8 Districts Of Rwanda</a>	2022	The survey identifies the needs and barriers faced by rural and urban women regarding unpaid care work, identify existing care services and social care infrastructure in 8 Districts of Rwanda and assess their viability and functionality in addressing the needs faced by men and women affected by unpaid care work in those districts.	UNW Rwanda	Assessments; Research papers; Manuals and tools	Assessment of care systems - national
South Africa	<a href="#">Investing in free universal childcare in South Africa, Turkey and Uruguay: A comparative analysis of costs, short-term employment effects and fiscal revenue</a>	2019	This discussion paper makes the case for investing in free universal childcare services of high quality in order to reduce gender inequality in earnings and employment.	UNW	Discussion paper	
South Africa	<a href="#">National Consultative Conference Report - Unpaid Care Work in South Africa</a>	2024	The purpose of the workshop was to engage key and relevant stakeholders to establish a common and shared understanding of unpaid care work and to explore strategies and approaches for addressing drivers	UNW; Global Affairs Canada; Department of Women, Youth and Persons with Disabilities (DWYPD)	Conference report	Assessment of care systems - national

			of unpaid care work.			
South Africa	<a href="#">Rapid Care Analysis for the 3R Project in South Africa</a>	2024	The Rapid Care Analysis (RCA) was conducted to better understand factors influencing the nature and distribution of unpaid care work and existing interventions. The rapid care analysis aims to foster a collective understanding and commitment to the care economy	UNW	Assessment	Assessment of care systems - national
Tanzania	Opinion Editorial for International Day of Care and Support	2023	Decision-making and female child marriage. A short opinion editorial was prepared in collaboration with Embassy of Canada and Finland to create more visibility on the International Day of Care and Support and call for action for different actors including Government, CSOs and the private sector.		Editorial	
Tanzania	<a href="#">Policy Brief - The Status of Discrimination in the Family in Tanzania</a>	2024	This brief relies on data and findings from the Social Institutions and Gender Index (SIGI) report for Tanzania conducted in 2022, complemented by online literature, and reveals how discriminatory social institutions and norms contribute to unequal distribution of unpaid care,	UNW Tanzania	Brief	Assessment of Social norms - national
Tanzania	<a href="#">Social Institutions and Gender Index - SIGI Country Report for Tanzania</a>	2023	This publication presents new evidence and primary data on the level of gender-based discrimination in	UNW; OECD	Report	

			the country's social institutions at sub-national level – specifically the attitudes and practices that restrict women's empowerment.			
Tanzania	<a href="#">Strengthening Meaningful Participation, Leadership and Economic Rights for Women and Girls at the Local Level in Tanzania - Abridged Version</a>	2024	This publication aims to establish baseline findings that will be used to guide the design and refinement of evidence-based project strategies and approaches to be applied in the Women's Leadership and Economic Rights (WLER) Project.	UNW	Brief	
Uganda	<a href="#">Engendering Fiscal Stimulus Packages And Recovery Efforts Adopted In Response To Covid 19 Health And Economic Crises In Uganda</a>	2023	This study employed a Policy Support Tool developed by the UN Women – ILO Joint Programme for Promoting Decent Employment for Women through Inclusive Growth Strategies and Investments in Care for the gender responsive assessment of the Fiscal and Economic Stimulus Packages adopted in response to COVID-19 in Uganda	UNW	Report	
Zimbabwe	<a href="#">SDG Renewable Energy Fund Programme</a>	2023	The Joint SDG Renewable Energy Fund programme aims to address barriers to financing in the renewable energy (RE) space in Zimbabwe by catalysing local investments.	UNW; UNESCO	Article	
Zimbabwe	<a href="#">UN Women Zimbabwe Spotlight Initiative Impact Stories: Galvanizing a Movement Responding to all</a>	2023	The knowledge product documents Spotlight Initiative Interventions that UN Women contributed to	UNW Zimbabwe	Impact stories	Spotlight Initiative Impact Stories

	<a href="#">Violence Against Women and Girls</a>		including the Epworth Safe Market which has a day care centre			

## Videos

The tables below lists relevant videos published on various platforms including YouTube. The videos showcase UN Women's work in the care economy including beneficiary impact stories.

Table 5 : Care economy videos

Country	Title	Year	Content	Publisher
Ethiopia	<a href="#">Addressing issues of Unpaid Care and Domestic Work: Good practices and opportunities in Ethiopia (youtube.com)</a>	2024	UN Women Ethiopia and ILO jointly implemented the Programme on promoting decent employment for women through inclusive growth policies and investments in the care economy. The project aims to support government organizations and development partners in implementing gender-sensitive policy responses to the COVID-19 crisis and ensuring a job-rich and inclusive recovery. This short video shows the results of the program that aims to share good practices, challenges, and opportunities in investing in the care economy in Ethiopia.	UNW; ILO
Ethiopia	<a href="#">JP RWEE: Unlocking the potential of rural women in Ethiopia</a>	2018	Joint Programme "Accelerating Progress towards the Economic Empowerment of Rural Women -	UNW
Kenya	<a href="#">Building Sustainable Resilience in Kenya: Easing unpaid care burden for women</a>	2023	The project is currently constructing and outfitting a daycare facility for women who are based at the Kalobeyei women empowerment centre, run by Don Bosco, to further enhance their production ability by easing their load of unpaid care work during their productive hours.	UNW
Rwanda	<a href="#">UN Women's Rwanda contribution towards addressing unpaid care work.</a>	2023	UN Women Rwanda's Contribution towards reducing the unpaid care responsibility in Rwanda.	UNW
Tanzania	<a href="#">Videos on Care</a>	2024		UNW
Tanzania	<a href="#">Clean cooking and childcare project</a>	2024		UNW

## ANNEX 7: EVALUATION MATRIX

The table below sets out the evaluation matrix, which includes the evaluation questions, data collection and analysis approach and information sources. Given the evaluation is a developmental one, the evaluation questions set out do not require evaluative judgement, and hence no indicators are included in the evaluation matrix.

Key evaluation question	Data collection and analysis approach	Sources
<b>Effectiveness</b>		
<b>Approaches</b>		
<ul style="list-style-type: none"> <li>What are the current approaches undertaken by UN Women in East and Southern Africa in its care economy work?</li> <li>What synergies are there across these different approaches?</li> </ul>	Mapping of approaches against those set out in the literature, based on portfolio analysis, interviews with internal and external stakeholders at the regional and country level.	<b>Documents:</b> Literature review; portfolio analysis <b>Interviews</b> with country office focal points and a sample of project implementers
<b>Outcomes</b>		
<ul style="list-style-type: none"> <li>What is working well and what could be improved?</li> <li>What outcomes have been observed?</li> </ul>	Review project monitoring reports, including donor reports – for outcomes reported and lessons learned, supplemented by interviews with country office colleagues and a sample of project implementers	<b>Documents:</b> Literature review; portfolio analysis, project documents <b>Interviews</b> with country office focal points and a sample of project implementers
<ul style="list-style-type: none"> <li>What are the main enablers and barriers to this area of work? (What are the key assumptions?)</li> </ul>	Review project monitoring reports and interviews with project implementers to understand key enablers and barriers	<b>Documents:</b> Literature review; portfolio analysis, project documents <b>Interviews</b> with country office focal points and a sample of project implementers
<b>Theory of change and measurement</b>		
Is the <i>TransformCare</i> theory of change holding true for programmes in the region and what needs to be refined?	Review of theories of change in use by programmes and care economy Theory of change included in the WEE strategy, and identification of any additions / edits required	<b>Documents:</b> Literature review; portfolio analysis, project documents <b>Interviews</b> with country office focal points and a sample of project implementers

Key evaluation question	Data collection and analysis approach	Sources
What measurement approaches are most effective, i.e. how can we best track results?	Review of measurement approaches being used, and assessment of those most effective at tracking results contributing to the care economy.	<b>Documents:</b> evaluations, literature review, project documents  <b>Interviews:</b> UN Women, sample of project implementers, other stakeholders working in this area
<b>Relevance and Coherence</b>		
What is UN Women's comparative advantage in this area of work?	Identification of UN Women's comparative advantage based on discussion with stakeholders and review of what other stakeholders are doing in the sector. Comparative advantage defined as: mandate; better positioned than other partners in country; technical and operational capacity to work more effectively and efficiently than other actors to achieve results.	<b>Interviews:</b> UN Women (HQ, RO and CO focal points), UNCT, other stakeholders working in the sector, development partners
How can future programming (in terms of operational and normative work) be strengthened? What is the way forward?	Identification of opportunities and anticipated challenges – in terms of strategic entry points, approaches that can be scaled, and areas to strengthen, through discussion with stakeholders and review of UN Women's current work against the broader literature.	
How can work on care be better coordinated with other stakeholders, including UN Agencies?	Interviews with internal and external stakeholders to identify areas for greater coordination, across UN Women, UN system and the wider sector.	
What is the role of the Regional Office to support this work?	Interviews with UN Women CO, RO and HQ to identify how the Regional Office can best support this work.	





---

**ANNEX 8: DATA COLLECTION TOOLS**


---

**Introduction and informed consent (to be used across all interview and focus group discussions)**

1. Hello, my name is \_\_\_\_\_. I am part of the evaluation team delivering the developmental evaluation of UN Women's work on the Care Economy in East and Southern Africa. I work for UN Women / am an independent consultant.
2. The purpose of this evaluation is to assess UN Women's work on the care economy between 2018- 2024. The evaluation is expected to support UN Women's decision making about the way forward for work in the care economy. The primary users of this evaluation are intended to be the UN Women country office who will use the findings to help inform programmatic and measurement approaches in the care economy. However, we expect that other stakeholders in the countries will also be able to use the findings.
3. You have been selected to take part in the interview / focus group discussion, due to your role / experience in \_\_\_\_\_.
4. The interview / focus group discussion is expected to take approximately one hour.
5. Taking part is voluntary, and you can stop at any time if you decide to. You can ask to skip any questions if they make you feel uncomfortable. Refusing to participate or withdrawing your participation at any time will not lead to any penalty.
6. Your input will be extremely valuable to help UN Women reflect on its achievements and how it can strengthen its programming going forward. There are no other expected benefits to participating in the evaluation. There are no costs associated with participating in the evaluation.
7. All information collected is private, and we will keep it confidential. The exception is if you tell us something that makes us concerned that you or somebody else are at risk of harm. We would have a duty to report this, and to keep you and others safe.
8. We will use the evaluation findings to write an evaluation report and set of evaluation briefs. These will be anonymous, so we won't include names or any other information that would allow you to be identified from what they have said or written.
9. The information that is collected will only be used for the evaluation and will be stored securely on the UN Women shared drive. We will only keep personal details (e.g. emails, telephone) for it as long they are needed for the project, after which we will delete them, once the report is finalized, which is expected to be in January 2025. The summary findings may be used for future evaluations.
10. If you want to contact someone else about your rights as participants, you can contact the Chief of the UN Women Independent Evaluation service at [inga.sniukaite@unwomen.org](mailto:inga.sniukaite@unwomen.org) or on +1-6467814724. You can also raise any wrongdoing to the investigations hotline: +1 212 963-1111 or through this form: [Reporting Wrongdoing \(unov.org\)](https://www.unwomen.org/en/stories/2023/04/reporting-wrongdoing).
11. Do you have any questions?
12. Do you consent to participating in this evaluation?

**Interview guide – UN Women stakeholders and partners engaged on UN Women initiatives**
**UN Women stakeholders and partners engaged on UN Women initiatives**
**Approaches**

1. Can you tell me which UN Women projects in your country/region that address unpaid or paid care work? [If only unpaid care is mentioned, prompt on paid care – is there any programming to support paid care or domestic work that you are aware of?]
2. What are the current approaches undertaken by UN Women in East and Southern Africa in its care economy work?
  - *Examples: data and research, policy advocacy, care services, infrastructure investment, labour market interventions, social norms.* Are there any others not included?
  - Do you use these approaches together?
  - Have any programmes leveraged existing initiatives within and outside UN Women (for example e.g., Women Count, Equal Pay Coalition, Women's Empowerment Principles, Global Accelerator on Jobs and Social Protection, etc.)?
3. Who does UNW partner with in its care work programming?
4. How did the office design its care economy programming and choose these approaches to use?
  - What were the key considerations?
    - i. *needs assessment / data analysis.*

- ii. *Funding availability*
- iii. *Costs of different activities*
- iv. *Effectiveness of approach used / synergies across different approaches*
- v. *Work being done by other stakeholders vis a vis UN women's comparative advantage*
- vi. *Use case for knowledge products*

5. Has the office produced or used UN Women or other knowledge products related to care? How? (If not, why not?)
6. **For offices with limited care economy programming:** what are the reasons for this? (e.g. not relevant to context, lack of available funding, lack of relevant expertise in office, etc.). Also considering relevance to conflict setting – e.g. links to WPS, humanitarian action and disaster risk reduction. [Important question!]

### Effectiveness

7. What is working well?
  - What are the key lessons learned on care economy programming?
  - For projects with care as a component, what has worked in terms of contributing to care outcomes
  - Is the programming reaching the vulnerable and marginalized?
8. What care outcomes have been observed?
  - What activities / programming led to these outcomes?
9. What have been the main enablers to achieving care outcomes?
10. What could be improved? What are the main barriers to achieving care outcomes?
11. To what extent do you think that UNW's work on care has been able to address the root causes of gender inequality? What would need to change to make it more impactful?

### Theory of change and measurement

12. What theory of change is being used for the care economy work?
13. What measurement approaches are used, and are these effective? i.e. how can we best track results?
14. What are the challenges to track care outcomes? How can these be mitigated?
  - *Considering programmes not specifically on care but involving a care component*
  - *Tracking outcomes vs outputs*
  - *Tracking uptake of knowledge products*
  - *Tracking policy implementation and effects on the lives of women and girls*

### Way forward

15. What is UN Women's comparative advantage in this area of work? How does this compare to the role that other stakeholders are playing in country / region?
  - Comparative advantage defined as: mandate; better positioned than other partners in country; technical and operational capacity to work more effectively and efficiently than other actors to achieve results.
16. How can future programming be strengthened? (Considering operational and normative work)
  - How can work on care be better coordinated across thematic areas?
  - What are strategic entry points and opportunities based on the regional / country context?
    - What are the most effective programmes in-country that are making a tangible impact on care work? What are the gaps in country?
    - Considering the care context and maturity of legislative frameworks.
    - Opportunities to better leverage UN Women's comparative advantage
17. What approaches can be scaled up?
18. What new approaches should be introduced? Why?

- Pre-interview: Consider the comprehensiveness of the approaches used in country. Review country / regional office's programmes, in terms of coverage across 5Rs and paid vs unpaid care, coverage across the 6 approaches; and coverage in terms of outcomes as per the TOC, and any opportunities to increase coverage / reasons for focus.
  - Considering the landscape of care work in the country / region, and what other stakeholders are doing.
  - Opportunities to introduce components as part of larger projects working in other thematic areas
19. What are the challenges for UN Women, and how can these be managed? Also considering financing for this work.
  20. How can work on care be better coordinated with other stakeholders, including UN Agencies?
    - What is the role for UN Women to support this coordination?
  21. How can the Regional Office better support this work?
  22. Is there anything that I haven't asked about, that you'd like to add?

#### Interview guide – external stakeholders

1. What has been your engagement with UN Women on the care economy?
2. What is UN Women's comparative advantage in this area of work? How does this compare to the role that other stakeholders are playing in country / region?
  - *Comparative advantage defined as: mandate; better positioned than other partners in country; technical and operational capacity to work more effectively and efficiently than other actors to achieve results.*
3. What measurement approaches have been most effective to track care results?
4. What are strategic entry points and opportunities based on the regional / country context?
5. What are the most effective programmes in-country that are making a tangible impact on care work? What are the gaps in country?
6. What are the main challenges to doing care work in the region/country that you have seen? How can UN Women better leverage its comparative advantage?
7. How can UN strengthen its future programming? (Considering operational and normative work)
  - *In terms of coordination across thematic areas?*
  - *In terms of scaling up approaches?*
  - *In terms of introducing new approaches?*
  - *What are the challenges for UN Women, and how can these be managed?*
8. How can work on care be better coordinated with other stakeholders, including UN Agencies?
  - *What is the role for UN Women to support this coordination?*

#### Surveys

- [Survey UN Women](#)

## ANNEX 9: DATA MANAGEMENT PLAN

All data collected through this evaluation is subject to the UN Women Information Security Policy that sets out the basis for UN Women in protecting the confidentiality, integrity and availability of its data to protect these assets against unauthorized usage, access, modification, destruction, disclosure, loss or transfer of data, whether accidental or intentional.

This Data Management Plan outlines the following key aspects of data protection:

- Data collection, storage and security
- Archiving, preservation and curation

### Data collection and storage and security

The evaluation team was responsible for data collection. The evaluation team comprised the Regional Evaluation Specialist for the East and Southern Africa Regional Office and one independent evaluation consultant. The primary data collection approaches were as follows:

Data Collection approach	Data collection and storage
Interviews and focus group discussions (virtual and face to face)	Virtual meetings were held over MS teams. Interview notes were taken and stored using Microsoft Word. Temporarily during the data collection phase, interview notes were stored in business computers of private/business computers of independent evaluation consultants or in a form of written notes. As soon as the data collection was completed and notes were transferred to SharePoint drive, data was deleted from personal computers and written notes destroyed.

All primary and secondary data was stored using UN Women's SharePoint/OneDrive accessible by evaluation team members only. Once the evaluation is over, access to share point folders was revoked to all external evaluation team members. This is protected under overall data protection mechanisms by UN Women Information Technology (IT) service. NVivo and Stata was used for qualitative and quantitative data analysis respectively. Raw data was quality assured as part of the triangulation and analysis process.

The only personal data collected and used in this evaluation was: names and last names of the interviewees, their function in the organization/institution, their email addresses and the affiliated institution. Personal names and last names have not been published in any of the reports and was known only to the evaluation team members. During data analysis, personal data was removed from all interview notes and replaced with unique

reference numbers. Only the evaluation team leader maintained access to a document linking unique reference numbers with personal data, which will be destroyed upon completion of the evaluation. In the report, sensitive data has been protected to ensure they cannot be traced to its source. No personal data has been included in the evaluation report.

### Archiving, preservation and curation

UN Women's policy is to preserve data for four years, aligned to the four-year Strategic note period. Upon completion of the evaluation, the team leader will create a clean dataset containing files that might be relevant for further use in evaluations and research by UN Women. All data not assigned to the archive will be deleted upon completion of the evaluation. The dataset will be deleted after four years following the completion of the evaluation.

---

**ANNEX 10: EVALUATION REFERENCE GROUP AND EVALUATION MANAGEMENT GROUP MEMBERS AND TERMS OF REFERENCE**


---

**Evaluation Reference Group Members**

<b>Institution</b>	<b>Contact Person</b>	<b>Position</b>	<b>Country</b>
ActionAid	Jeanne Nyirankumbuye KAGWIZA	Interim Executive Director	Rwanda
ECON M.Consultants	Ziyad Hailu	Director	Ethiopia
Farm Radio Trust	Clement Nhelma	Communication Specialist	Malawi
FAWE Rwanda	Antonia Mutoro	National Coordinator	Rwanda
Financial Sector Deepening (FSD)Engender Health	Sinidu Fekadu	Gender Lead	Ethiopia
Ikungi District Council	Haika Massawe	Community Development Officer	Tanzania
International Center for Research on Women (ICRW)	Chryspin Afifu	Gender and Women's Economic Empowerment Specialist	Kenya
Ministry of Gender, Labour and Social Development (MGLSD)	Dr Angela Nakafeero	Commissioner	Uganda
Oxfam International	Lingalireni Mhowa	Country Director	Malawi
SOLID'AFRICA	Essien Ukannalsabelle Kamariza	Chief Program Officer	Rwanda
University of Rwanda	Edward Katwaza	Gender and Economics Lecturer	Rwanda
Zimbabwe National Chamber of Commerce	Jephias Makiwa	Principal Economist	Zimbabwe
Zimbabwe National Chamber of Commerce	Sekai Kuvarika	Chief Executive Officer	Zimbabwe

**Evaluation Management Group Members**

<b>Name</b>	<b>Country Office</b>	<b>Position</b>
Agnes Kiembo	Uganda	Programme Specialist Gender-Responsive Planning and Budgeting (GRPB)
Alexis Niyungeko	Burundi	Programme Analyst - Women's economic empowerment
Ann Chikoko Lipipa	Malawi	Programme Specialist - Women's economic empowerment
Awatif Ahmed Nihar Tagir	Sudan	WEE Officer
Ayanda Mvimbi	South Africa	Programme Specialist
Boaventura Veja	Mozambique	Programme Advisor
Elizabeth Obanda	Kenya	WEE Analyst
Geleta Kedir	Ethiopia	Programme Officer- Gender Transformative Climate Smart Agriculture and Agribusiness (GTCSAA)
Jacinta Okwaro	Regional Office	Programme Analyst - Care Economy
Jean De Dieu Ndacyayisenga	Rwanda	Women's Economic Empowerment
Leila Raissa Ngabirano	Burundi	Monitoring, Evaluation & Reporting Analyst

Name	Country Office	Position
Lilian Mwamdanga	Tanzania	Programme Coord, Women Economic Empowerment
Mehjabeen Alarakhia	Regional Office	Regional Policy Specialist - Women's economic empowerment
Mona Elshareif Tazora	Sudan	Programme Management Specialist
Moses Atupamoi	Kenya	Programme Management Assistant
Paul Collins Okello	Uganda	WEE Specialist
Simbarashe Moyo	Zimbabwe	IAG Coordinator
Simegn Kuma	Ethiopia	Programme Analyst-
Solange Niyo	Rwanda	Programme Associate
Thandiwe Bwanamdoko	Malawi	Programme Associate - Women's economic empowerment
Tinotenda Muchena	South Sudan	Monitoring And Rep Analyst
Yeukai Huchu	Zimbabwe	Monitoring and Reporting Analyst
Zahra Sheikh Ahmed	Regional Office	Programme Analyst

#### Terms of Reference (TOR) for Evaluation Reference Group and Evaluation Management Group

The United Nations Entity for Gender Equality and Women Empowerment (UN Women) is commissioning an evaluation of its care economy work in the East and Southern Africa region (refer to the evaluation TORs).

The management structure of this evaluation is composed of the following:

- An **Evaluation Reference Group (RG)** will facilitate participation of stakeholders, partners from the civil society and governments.

#### **Evaluation Reference and Management Group**

The Evaluation Reference Group and Management Group is an integral part of the Regional Thematic Evaluation management structure and is constituted to facilitate the participation of relevant stakeholders in the design, implementation and dissemination of the Evaluation.

The Evaluation Reference Group includes the following members: national government partners, civil society representatives, research organizations, and UN entities.

The Evaluation Management Group includes the following members: relevant thematic leads and country office focal points.

The Evaluation Reference and Management Group play a critical role in ensuring a quality evaluation that is delivered transparently. The inputs of members are expected to strengthen the quality, usefulness and credibility of the evaluation process. An active Evaluation Reference and Management Group is key to ensure the proper validation of evaluation findings and that the voices of key partners in the programme's implementation are considered during the evaluation process and reflected in the final evaluation report.

More specifically, Evaluation Reference Group and Management members will be expected to:

- Discuss and validate the inception and final report (Evaluation reference group members will be expected to participate in two reference group meetings)
- Facilitate access to information by the evaluation team,
- Provide feedback to the evaluation inception report and interim finding to improve their relevance and quality,
- Review the draft and final report and provide feedback to ensure quality and completeness, and
- Disseminate and promote the use of the final report.

The indicative timeline is as follows:

September 2024	Participate in a presentation of the inception report, and provide feedback on the proposed approach
October 2024	Participate in interviews with the evaluation team

December 2024	Participate in a workshop presenting report findings and provide written comments on the final report
---------------	---

---

**ANNEX 11: TERMS OF REFERENCE**

---

The evaluation terms of reference can be accessed [here](#).

---

**ANNEX 12: INCEPTION REPORT**

---

The evaluation inception report can be accessed [here](#).

---

## ANNEX 13: COUNTRY CASE STUDY REPORTS

---

This annex sets out the country case study reports for the three countries where in-depth case studies were undertaken.

### ETHIOPIA

---

#### ***What approaches are being used and synergies between approaches***

The care work program in Ethiopia combines implicit care-focused initiatives with the explicit integration of care work into sectoral programs such as women's empowerment, agriculture, and health. This approach forms a synergistic framework that prioritizes care services, infrastructure investment, data and research, and the transformation of social norms, all of which are closely linked to policy advocacy to strengthen the care work system. UN Women's knowledge products have been instrumental in fostering synergies across various approaches to care work, aligning them with policy advocacy efforts aimed at reducing the burden of care work and enhancing access to decent jobs. In this context, the UN's collaborative initiatives with organizations such as the ILO, Oxfam, and NEWA have demonstrated the effectiveness of this integrated approach. However, investments in the care work labor market have not been fully prioritized or optimized.

*"...There is very limited intervention in paid care work in Ethiopia. Many women work in this sector due to the gendered nature of labor. Yet, many actors misunderstand the situation and do not prioritize it, overlooking the substantial number of women in paid care work..."*

*KII -Civil Society Sector*

The primary focus of the approach has been on addressing the root causes of gender and social norms, with significant collaboration both within and outside of UN Women's programs. Partnerships with Oxfam, ActionAid, ILO, and others, alongside initiatives like the JP-RWEE<sup>1</sup> and the CSAABP<sup>2</sup>, have leveraged care work to promote social norm transformation and increase male participation in caregiving. The collaboration with UEWCA<sup>3</sup> and Ministry of Finance on Gender Responsive Budgeting (GRB) further demonstrates a strategic approach to care work. Despite these efforts, most programs and approaches to care work have concentrated on unpaid care work, putting limited focus on the paid care work due to limited understanding of its full scope. To address this gap, integrating both paid and unpaid care work into a unified framework could enhance the effectiveness of current initiatives and help build a more comprehensive care work system in Ethiopia. Collaboration with the Confederation of Ethiopian Trade Unions (CETU) and media agencies can also amplify the efficiency of the approach and impact of care work initiatives moving forward.

#### ***What outcomes (as per TOC change pathways) have been observed***

The care work programs in Ethiopia have achieved significant milestones under *Outcome One (Increased access to quality care services)*. The integration of care work across sectors has led to the establishment of daycare facilities in government and private institutions and the incorporation of care-related initiatives in infrastructure development. Key achievements include labor-saving technologies in agriculture, improved water access, school feeding programs, and expanded primary healthcare.

In these regards efforts to influence government policy have led to the adoption of important frameworks, including national daycare directives, the integration of care work into the Gender Equality and Women Empowerment policy, in the 10<sup>th</sup> year National Development Plan, in Macroeconomic tax policy etc. These frameworks aim to recognize, redistribute, and reduce



the burden of care work, with examples like the reduction of taxes on care-related items (e.g., washing machines from 80% to 0%). The advocacy towards GRB has made notable strides in financing care infrastructure, with increased investments in sectors like agriculture, education, and health that have care work components.

Efforts made in advocacy has also increased attention to the collection of care-related data to inform policymaking. While national surveys like the Time Use Survey (last conducted in 2013) are key, comprehensive data on care work, both paid and unpaid, remains limited, signaling the need for further advocacy with the Central Statistical Service (CSS) and the Ministry of Planning (MoP).

Promising progressive changes has been observed *Under Outcome 2 (Increased decent paid jobs)*, there has been progress in engaging both government and private sectors in adopting policies that support care work, such as daycare services in manufacturing industries.

*"...previously, government institutions had limited concern about daycare facilities, let alone the private sector. However, after UN Women's studies on the care deficit and ongoing awareness campaigns, we are now deeply concerned and actively supporting the private sector to implement the daycare policy at their workplaces. We have seen this successfully implemented in many industrial parks in Addis and some manufacturing industries..."*

*KII -Government Staff*

Progress have been made in policy implementation, with government institutions adopting daycare policies and private companies, such as banks and insurance firms, becoming signatories of the Women Empowerment Principles. These shifts have improved the recognition of care work in the workplace. However, more efforts are needed to strengthen women's voices in the workplace and ensure they can access decent jobs.

While daycare quality has improved in government sectors through training, commercial daycare providers still face challenges in meeting standards. The government should implement mechanisms to support the growth of affordable and high-quality private childcare services, especially in underserved areas.

Notable changes have been made *under outcome 3 (Shift in social and economic norms that consider care work)*. Caregivers have been supported to engage in social dialogue and policymaking through MoWSA-led initiatives and women's networks like NEWA and UEWCA. The program has also driven social norm changes, with Women's Development Groups raising awareness on norms around care work. Significant progress has been made in raising awareness of caregivers' rights at work through the Women Empowerment Principle (WEP) platform organized by UN Women, but further support for labor unions and advocacy is needed to ensure caregivers can confidently assert their rights.

Despite these successes, challenges remain in engaging caregivers meaningfully in policy discussions and empowering them to advocate for equitable care work distribution. More work is needed to strengthen caregivers' voices, amplify labor union roles, and ensure continued investment in care infrastructure and services.

### ***What is working well and what could be improved?***

The care work approaches in Ethiopia have proven effective and are recommended for scaling up. A unified multisectoral approach involving government, private sector, civil society, and academia is key to scaling the care work program in Ethiopia.

The program is effective successfully engaged sector ministries in implementing the national daycare policy, which strengthened institutions' capacity to deliver quality care services. The UN collaboration with the MoWSA and private sector

involvement through the Ministry of Trade were key to expanding daycare services across government and private institutions. All sector ministries have now adopted the daycare policy, with the Ministry of Industry leading efforts in industrial parks and manufacturing sectors.

The Private Sector Commitment to the WEPS has proven effective in strengthening commitments to decent paid care work. Five companies signed the WEPS, promoting equality, human rights, and opportunities for women in paid care work which is potential for scaleup. The involvement of key stakeholders, including government agencies and private companies, has furthered the inclusion of care work in workplace policies.

*“...the continuous dialogues and events organized by UN Women at various times on care work have raised awareness and pushed care work to become a priority agenda for most government offices, although there is still a need for further intervention to achieve a more comprehensive and widespread impact...”*

*KII -Government Sector*

The creation of a national task force and technical working groups for care work has driven policy advances. This collaboration has led to the proclamation of a national daycare policy, integration of care work into the Gender Equality and Women Empowerment Policy, and development of national guidelines for care work. Ongoing coordination is crucial for sustaining these achievements.

Collaboration between UN Women, government, and development partners has fostered the dissemination of research on care work, influencing policy and decision-making. Knowledge products, including studies on care deficits and economic costs, have raised awareness and led to the integration of care work in various sector programs, such as agriculture, education, and health. This integration is vital for reducing the burden of care work on women and enhancing their economic empowerment.

Engaging men in the care work conversation has been a key strategy worked well in Ethiopia care work program. MoWSA and UN Women have led programs to shift gender norms, with a focus on male involvement in care responsibilities. This approach has been integrated into broader women’s economic empowerment programs, such as the JP-RWEE and CSAAB projects and partners project through the advocacy of women network organization like NEWA and UEWCA

#### **Opportunities for future programming / areas to strengthen care programming**

*“...The care work program approach of UN Women is mostly focused on short-term events and engagements. Some initiatives are limited to training sessions for specific periods or one-day events. They need to revisit their approach to ensure long-term projects and programs that link evidence from the ground to policy-level changes...”*

*KII -Civil Society Sectors*

The future of care work programming in Ethiopia relies on the government’s support and the solid legislative frameworks in place. Key opportunities include the integration of care work into the 10<sup>th</sup> -Year Development Plan, the Gender Equality and Women’s Empowerment Policy, and national care work guidelines. Expanding daycare services, improving quality, and engaging commercial daycare providers can further strengthen the program.

Attention is also needed on care work in emergency and humanitarian contexts, where gender norms shift, and women bear a disproportionate burden. Coordinating care work within humanitarian clusters and focusing on both paid and unpaid care work through national taskforces and technical working groups are crucial for improving care work coordination.

Cross-sector collaboration, including government, CSOs, the private sector, and trade unions, will enhance care work solutions. UN Women's projects, aligned with women's empowerment and gender equality, should prioritize care work. Additionally, developing a national measurement system for care work data is essential for tracking progress and influencing policy.

Funding challenges, including limited resources and competing priorities, must be addressed by strengthening gender-responsive budgeting, leveraging private sector investments, and enhancing public-private partnerships. Long-term commitments to partnerships and sustained collaboration are vital for ensuring the success of care work programs and achieving transformative change.

---

## KENYA

---

### **Approaches used and synergies across approaches**

The UN Women Kenya Country Office (KCO) advances the care economy through targeted approaches including service strengthening, workforce investment, policy advocacy and development, data and research, infrastructure investment, and social norms change. These interventions are grounded in the TransformCare Theory of Change (ToC).

### **Service Strengthening**

In 2021, the Country Office (CO) collaborated with the Kenyatta University Women's Economic Empowerment (WEE) hub on a study titled "Participation of Women in the Transport Sector in Kenya." The study resulted in the development of two policies, which were shared with Nairobi County. The findings were also presented at a South African conference to encourage broader engagement and influence. These activities contribute to efforts aimed at strengthening services that benefit women in the care economy, particularly by addressing gender inequalities in key sectors such as transportation.

### **Workforce Investment**

The CO collaborates with Women's Economic Empowerment Principles (WEPs) signatories to encourage businesses to adopt policies that support parents and caregivers. These policies include flexible working hours, paternity leave, care facilities within communities, and fair remuneration for care workers. Discussions on these topics occur through quarterly meetings, one of which focuses specifically on the intersection between care work and WEE. The CO also works with the Kenya Private Sector Alliance to promote workplace policies, including support for breastfeeding, the provision of childcare services (creches), and advocating for equal pay for women.

### **Policy and Advocacy**

UN Women KCO has supported the development of Kenya's first national care policy, providing technical assistance for the integration of gender data into national policies, including the National Care Policy and the National Medium-Term Plan. Additionally, through the CO, UN Women is a member of the steering committee working on a national index for women's economic empowerment. These actions contribute to embedding gender considerations in national frameworks and ensuring the recognition of care work in policy development.

### **Data and Research**

UN Women KCO has promoted data collection and research related to care systems in Kenya. The Time Use Survey (TUS) was conducted for the first time in Kenya to identify issues related to unpaid care and domestic work and to track progress on SDG indicator 5.4.1. The TUS was implemented in 2021 as part of the Kenya National Bureau of Statistics (KNBS) Household Survey, with the results published in 2022.

The CO has promoted citizen-generated data and supported the dissemination of this data through platforms like the Women Count Data Hub. The findings from the TUS have been used by the State Department for Gender and Affirmative Action to inform the development of the National Care Policy. UN Women has worked with both the State Department and KNBS, guiding them in applying the 5R framework (recognize, reduce, redistribute, reward, and represent) to shape the policy.

To enhance the impact of care work data, the CO is engaged in resource mobilization efforts with the government to develop a household satellite account. This will allow Kenya to measure unpaid care and domestic work and assign a monetary value to it, altering the understanding of women's contributions within the national development agenda and Gross domestic product (GDP).

The national Care Policy is expected to shift the government's role in regulating the care sector, which is currently dominated by the private sector. The policy aims to address capacity challenges in the quality of care services, ensuring better standards and support for caregivers. Additionally, the Making Every Woman and Girl Count (MEWGC) program, which began in 2017, has contributed to making gender data more accessible in Kenya. As part of this program, a national gender assessment was conducted to evaluate the status of gender statistics in the country. Three outcome areas were identified: 1) enabling environment (financial and legal), 2) institutional and technical capacity, and 3) the availability and accessibility of gender statistics. While data is available, it remains underutilized due to a lack of proper analysis and indicator-based reporting.

### **Infrastructure Investment**

KCO, in collaboration with the private sector, has supported innovative infrastructure projects to improve the livelihoods of women. A social enterprise in Kenya, backed by private sector involvement, built a borehole for women, allowing them to access water in exchange for a small token payment. This model offsets the cost of the borehole while improving access to essential services for women in rural areas.

The CO has also been working with labor-saving technologies as part of climate-smart agriculture initiatives. These technologies, such as water harvesting systems, energy-efficient cookers, and water pressure technologies, help reduce the time spent on domestic chores and improve sustainability. However, tracking time savings from these initiatives has not been fully implemented, limiting the ability to measure their direct impact on women's workloads.

### **Social Norms Change**

The CO is actively raising awareness of care work and the care policy through various media channels. Radio stations and national television programs have been utilized to disseminate information about the care policy, reaching audiences across three counties. These efforts aim to shift societal perceptions of the value of care work and promote a culture that recognizes and supports caregivers, both at home and in the workplace.

### **Approaches used and synergies across approaches**

The UN Women Kenya Country Office (KCO) advances the care economy through targeted approaches including service strengthening, workforce investment, policy advocacy and development, data and research, infrastructure investment, and social norms change. These interventions are grounded in the TransformCare Theory of Change (ToC).

### **Service Strengthening**

In 2021, the Country Office (CO) collaborated with the Kenyatta University Women's Economic Empowerment (WEE) hub on a study titled "Participation of Women in the Transport Sector in Kenya." The study resulted in the development of two policies, which were shared with Nairobi County. The findings were also presented at a South African conference to encourage broader engagement and influence. These activities contribute to efforts aimed at strengthening services that benefit women in the care economy, particularly by addressing gender inequalities in key sectors such as transportation.

### **Workforce Investment**

The CO collaborates with Women's Economic Empowerment Principles (WEPs) signatories to encourage businesses to adopt policies that support parents and caregivers. These policies include flexible working hours, paternity leave, care facilities within communities, and fair remuneration for care workers. Discussions on these topics occur through quarterly meetings, one of which focuses specifically on the intersection between care work and WEE. The CO also works with the Kenya Private Sector Alliance to promote workplace policies, including support for breastfeeding, the provision of childcare services (creches), and advocating for equal pay for women.

### **Policy and Advocacy**

UN Women KCO has supported the development of Kenya's first national care policy, providing technical assistance for the integration of gender data into national policies, including the National Care Policy and the National Medium-Term Plan.

Additionally, through the CO, UN Women is a member of the steering committee working on a national index for women's economic empowerment. These actions contribute to embedding gender considerations in national frameworks and ensuring the recognition of care work in policy development.

### **Data and Research**

UN Women KCO has promoted data collection and research related to care systems in Kenya. The Time Use Survey (TUS) was conducted for the first time in Kenya to identify issues related to unpaid care and domestic work and to track progress on SDG indicator 5.4.1. The TUS was implemented in 2021 as part of the Kenya National Bureau of Statistics (KNBS) Household Survey, with the results published in 2022.

The CO has promoted citizen-generated data and supported the dissemination of this data through platforms like the Women Count Data Hub. The findings from the TUS have been used by the State Department for Gender and Affirmative Action to inform the development of the National Care Policy. UN Women has worked with both the State Department and KNBS, guiding them in applying the 5R framework (recognize, reduce, redistribute, reward, and represent) to shape the policy.

To enhance the impact of care work data, the CO is engaged in resource mobilization efforts with the government to develop a household satellite account. This will allow Kenya to measure unpaid care and domestic work and assign a monetary value to it, altering the understanding of women's contributions within the national development agenda and Gross domestic product (GDP).

The national Care Policy is expected to shift the government's role in regulating the care sector, which is currently dominated by the private sector. The policy aims to address capacity challenges in the quality of care services, ensuring better standards and support for caregivers. Additionally, the Making Every Woman and Girl Count (MEWGC) program, which began in 2017, has contributed to making gender data more accessible in Kenya. As part of this program, a national gender assessment was conducted to evaluate the status of gender statistics in the country. Three outcome areas were identified: 1) enabling environment (financial and legal), 2) institutional and technical capacity, and 3) the availability and accessibility of gender statistics. While data is available, it remains underutilized due to a lack of proper analysis and indicator-based reporting.

### **Infrastructure Investment**

KCO, in collaboration with the private sector, has supported innovative infrastructure projects to improve the livelihoods of women. A social enterprise in Kenya, backed by private sector involvement, built a borehole for women, allowing them to access water in exchange for a small token payment. This model offsets the cost of the borehole while improving access to essential services for women in rural areas.

The CO has also been working with labor-saving technologies as part of climate-smart agriculture initiatives. These technologies, such as water harvesting systems, energy-efficient cookers, and water pressure technologies, help reduce the time spent on domestic chores and improve sustainability. However, tracking time savings from these initiatives has not been fully implemented, limiting the ability to measure their direct impact on women's workloads.

### **Social Norms Change**

The CO is actively raising awareness of care work and the care policy through various media channels. Radio stations and national television programs have been utilized to disseminate information about the care policy, reaching audiences across three counties. These efforts aim to shift societal perceptions of the value of care work and promote a culture that recognizes and supports caregivers, both at home and in the workplace.

---

## **TANZANIA**

---

### **Introduction**

This is a summary report on the Tanzanian case study of the UN Women East and Southern African Regional (ESAR) Evaluation on Care Economy. It covers four main evaluation areas presented below. Before embarking on each of the four areas, a general statement on Tanzanian case is warranted. As per the evaluation inception report and the results of the field work, Tanzania does not have a specific project devoted on care economy. Projects that were specific to care were

small in funding, scope and coverage.<sup>1</sup> Thus, the case study report presents results of interventions by UN Women Tanzania country office on broader topics of women's empowerment. They included, Women's Economic Empowerment projects, Women's Leadership and Political Participation and Social protection just to name a few. As such, the results presented here are broad and do not reflect one specific project on care economy. Specific mapped project will be referred to as we summarize the results. The inception report mapped seven main projects that relate to care economy. These are listed under the first section of this report.

### 1. What approaches are being used and synergies between approaches

The Theory of Change (TOC) identifies four main approaches to care. These are 1. Transform; 2. Collaborate; 3. Scale; and 4. Leverage. As rightly pointed out in the inception report, most projects in Tanzania have used the first two approaches namely, transform and collaborate. The table below presents mapped projects in Tanzania and the approaches used for each of the projects. For projects whose information was not readily available during the evaluation (field work), we have labeled them with 'no info' on the approach column. As can be seen, projects took different approaches and some synergies were noted between and among them. In most cases, the interaction between transform and collaborate were noted. At one instance, there was interaction between transform and leverage where by a project on advancing the rights of persons with disability (PWDs) sought to leverage the existing subsidy mechanism for PWDs to transform their economic wellbeing. An excellent example of a project with both the transform and collaborate approaches is the Transformative Approaches to Recognize, Reduce and Redistribute Unpaid Care Work in Singida, Tanzania. A collaboration between Norway, Sweden, UN Women and the government of Tanzania is noted. Transform approach is seen in the overall project goal that aims to secure rural women's livelihoods, rights and resilience to advance sustainable development, Agenda 2030 and the SDGs.

No	Project	SRs it relates to	Approaches
1.	Advancing the Rights of Persons with Disability in Tanzania	Recognize, Represent	Transform <sup>2</sup> and leverage <sup>3</sup>
2.	Economic Justice and Rights Action Coalition <sup>4</sup>	Reduce, Reward	No info
3.	Joint Programme "Accelerating Progress Towards Rural Women's Economic Empowerment" (JP RWEE) Phase II	Reduce, Redistribute, Recognize, Reward, Represent	Transform and collaborate <sup>5</sup>
4.	Strengthening women's and girls' meaningful participation, leadership, and economic rights at the local level (WLER)	Represent	Transform <sup>6</sup> and collaborate <sup>7</sup>
5.	Transformative Approaches to Recognize, Reduce and Redistribute Unpaid Care Work in Ikungi District, Singida Region in Tanzania (TANGSEN) <sup>8</sup>	Recognize, Reduce, Redistribute	Transform <sup>9</sup> and collaborate <sup>10</sup>
6.	Transformative Approaches to Recognize, Reduce and Redistribute Unpaid Care Work in Singida, Tanzania <sup>11</sup>	Recognize, Reduce, Redistribute	Similar to previous? (Kay to please clarify on these two projects 5&6).
7.	UN Joint Programme in support of strengthening the social protection system in the United Republic of Tanzania.	Recognize	Transform and collaborate <sup>12</sup>

## 2. What outcomes (as per TOC change pathways) have been observed

Few projects had observable and tangible outcomes as outlined in the TOC. Most significant observed outcome was Outcome 1 and 3: Increased provision of quality and low-carbon care-supporting services, basic infrastructure and energy-saving equipment, especially benefitting women and girls in low-income and rural households. This was observed on Transformative Approaches to Recognize, Reduce and Redistribute Unpaid Care Work in Ikungi District, Singida Region in Tanzania (TANGSEN). In this project, rural women in Singida received free gas cooking stoves that helped them reduce the burden of fetching firewood and time spent in preparing food. One woman narrated in a Focus Group Discussion in Singida: “just five minutes and *Ugali*<sup>13</sup> is ready”. The other two outcomes were difficult to measure and was difficult to observe outcomes. There were narratives from interviews that there were capacity building interventions that meant to change social norms. Less was heard on outcome 2: Increased decent paid jobs in the purple, green and digital economies, especially benefitting women informal workers and domestic workers, including women migrant workers. We observed Outcome 3: Shift in social and economic norms that consider care work (unpaid & paid) as valuable and skilled work, and as a shared responsibility within households, and between households, the state, businesses and not-for-profits.

The following section presents examples of projects and specific outcomes observed in Tanzania.

- **Outcome 1-** Increased provision of quality and low-carbon care-supporting services, basic infrastructure and energy-saving equipment, especially benefitting women and girls in low-income and rural households.

- **Projects with observed outcome 1**

*Transformative Approaches to Recognize, Reduce and Redistribute Unpaid Care Work in Ikungi District, Singida Region in Tanzania:* 248 clean cooking stoves were distributed under the project (18 of which specifically to women leaders). Resulting in access and increased use of clean cooking energy for 1240 beneficiaries at the household level.<sup>14</sup>

A total of 335 direct beneficiaries were equipped with cooking gas stoves (305 female and 34 male), 6 rural women from Central and South Districts received gas stoves during the clean cooking conference held in Dodoma in March 2024.<sup>15</sup>

- **Outcome 2-** Increased decent paid jobs in the purple, green and digital economies, especially benefitting women informal workers and domestic workers, including women migrant workers
- **Most mapped and evaluated projects had an advocacy element.** Projects contributed to this outcome through policy advocacy work to support governments to develop inclusive growth policies and amend legislation, and through research into the barriers to implementing social protection for women workers in the informal economy.
  - Situational analysis, review and update of policy on the rights of persons with disability under the project on “advancing the rights of PWDs:
  - Situational analysis on the UNPRPD in Tanzania conducted
  - Situational analysis on the implementation of National Policy on Disability (NPD) conducted and the NPD updated; Plan of Action to end Violence against Women and Children adopted.<sup>16</sup>

One of the critical aspects of the review of national disability policy was to introduce a gender aspect that looks at the differential impact of disability on women and men with disability. The policy now has a specific statement on gender mainstreaming on all aspects of disability needs and rights.

- Trainings on care economy: Participants of the training were drawn from the 6 regions namely Dodoma, Singida, Mtwara, Arusha, Dar es Salaam and Kigoma. The participants were from the areas of planning at the Local Government Authorities (LGAs) –district level, and community development both at the district and ward level. A few regional officers in charge of community development managed to attend as well.<sup>17</sup>
- 90 rural women have shown enhanced skills on off farm activities. Out of 90 rural women, 45 rural women developed skills on food processing specifically on Sunflower, Peanut butter, Wine processing, Fruit and chill sauce processing, Spices, nutritious flour and Honey processing, including Branding and Packaging. Additionally, 45 rural women acquired skills on Soap, batiki and cosmetics making, including branding and packaging.<sup>18</sup>

- **Outcome 3-** Shift in social and economic norms that consider care work (unpaid & paid) as valuable and skilled work, and as a shared responsibility within households, and between households, the state, businesses and not-for-profits.<sup>19</sup>
  - Projects sought to change social norms around the care economy, including working with men's movement and parliament:

A total of 220 (103 women, 117 men) LGA, national and regional level employees and influential leaders increased their knowledge and understanding on the importance of recognizing, reducing and redistributing unpaid care work associated with cooking through seven dialogues.<sup>20</sup>

### 3. What is working well and what could be improved?

From the mapped projects and through interviews, the following worked particularly well. One, projects that focused on tangible benefits on care such as provision of care devices such as gas cooking stoves in Singida worked very well. Beneficiaries narrated how project interventions touched directly their daily work and how the cooking stoves reduced the burden of care work that also served them a lot of time. Two, capacity building and awareness creation components of most projects helped in changing social and economic norms in communities and policy makers. Projects also did well in developing entrepreneurial skills to beneficiaries. This is despite the challenge of measuring the real impact of interventions focusing on capacity building or change of norms. Three, changes in some policies such as disability policy and national policy on clean cooking were impressive results of projects on care economy in Tanzania. Despite these, there is still absence of a comprehensive system on care that would guide national efforts on care economy. It was also observed that Tanzania has a lot of policies and/or guidelines at the national level, but the challenge is getting the priorities to the Local Government Authorities that are usually pulled in different directions with no resources. National plans and priorities don't mean anything unless implemented.

### 4. Opportunities for future programming / areas to strengthen care programming

Four main areas are identified for strengthening care programming: One, for Tanzania, a focus on practical interventions such as those on clean cooking in Singida would be ideal to expand in scope. One donor remarked, 'UN Women surpassed what they thought was possible in six months-time. Take the excellent results from the project (Singida) and see how to replicate in other areas. Experience from project implementers shows that much as changes in the legal and policy framework are important, these take long and the political will is not quite supportive. Two, continuous sensitization and awareness creation programs at national and community level to recognize care and unpaid care work is warranted. Sensitization programs should go hand in hand with research on care economy that would make an economic argument on the loss that care burden has created and potential gains that investment on care economy would create. This would need for instance producing and making use of time use survey or learning from model countries that are doing well on care economy. Three, establish partnerships with other actors especially the private sector. Finally, it was observed that a lot on care economy is done in an ad hoc fashion. Thus, invest in coordination mechanisms between and among stakeholders on care economy.



---

**ANNEX 14: OPPORTUNITIES AND WAY FORWARD FOR INDIVIDUAL COUNTRIES**


---

The table below summarizes potential entry points for country offices to consider in future care economy programming.

Country	Opportunities
<b>Burundi</b>	<ol style="list-style-type: none"> <li>1. Collaboration with labor unions Confédération des Syndicats du Burundi (COSYBU), and Association des Employeurs du Burundi (AEB)).</li> <li>2. Collaboration and capacity building with government and civil society organizations doing substantial work in this space, for example Burundi Saemaul Undong Center and Bujumbura City Council</li> <li>3. Advocacy /awareness raising with government (local, national) on importance of paid and unpaid care in economic development.</li> <li>4. Develop work at the intersection of entrepreneurship and care, with CREOP-Jeunes, Creating opportunities for young people and FVS-Amie des Enfants</li> <li>5. Develop work at the social protection and care intersection around maternity, with Confederation of Trade Unions of Burundi</li> <li>6. Fill gaps in care related data with novel / cost effective approaches</li> </ol>
<b>Ethiopia</b>	<ol style="list-style-type: none"> <li>1. Take advantage of the inclusion of care in the 10th Five-Year Development Plan—a prominent guiding document—along with Ministry of Women and Social Affairs directives on care work, the Gender Responsive Budget directives and guidelines, and the pending approval of the Gender Equality and Women’s Empowerment Policy.</li> <li>2. Expand on the establishment of daycares in government institutions to include CSOs and the private sector. Partnership potential with networks such as the Network of Ethiopian Women’s Associations (NEWA) and Union of Ethiopian Women and Children Associations (UEWCA) to determine the most appropriate recipients.</li> <li>3. Design specific programmes to address the unique challenges of care work in emergency and humanitarian settings. Potential partner is the Organization for Women in Self-Employment (WISE).</li> <li>4. Private sector and trade union partnerships around infrastructure and time-saving technologies. A prior partnership between the Organization of Women in Self-Employment (WISE) and Coca-Cola could be used to inform future endeavors in this area. Opportunities to build partnerships with trade unions resulting in childcare centres in the Bole Lemi Industrial Park.</li> <li>5. Address the needs and protections of women domestic workers by bringing them to the attention of actors such as the Confederation of Ethiopian Trade Unions (CETU). Engage with knowledgeable actors on this topic, such as Women Empowerment Action Ethiopia.</li> </ol>
<b>Kenya</b>	<ol style="list-style-type: none"> <li>1. Develop accessible materials to raise public awareness about the national care policy</li> <li>2. Focus on gender-responsive budgeting to ensure fiscal space is carved out for the care policy</li> <li>3. Opportunities to collaborate with stakeholders in the following areas around paid care: <ol style="list-style-type: none"> <li>a. The International Center for Research on Women working on supporting the link between childcare and women’s economic empowerment, focusing on childcare centres and service providers. ICRW is also engaging with the private sector on the national care policy.</li> <li>b. Uthabiti Africa - Convenor, Collaborative Action for Childcare is developing a national training curriculum for childcare workers, certification, around valuing them.</li> <li>c. Kidogo is delivering holistic training of care providers on the quality of care provision.</li> </ol> </li> <li>4. Engage with emerging networks for domestic work, for example, Uthabiti Africa - Convenor, Collaborative Action for Childcare on convening, research and policy work on network of childcare workers</li> </ol>

<b>Malawi</b>	<ol style="list-style-type: none"> <li>1. Convene social dialogues / community of practice around care to foster a common and context-appropriate understanding in different regions, address overlap between domestic work and care.</li> <li>2. Work on rehabilitation of care infrastructure so women can access nearby services in times of floods/cyclones</li> <li>3. Take the lead on research and policy work around care, using data collection as a foundation for local and national government action (potential partner - Farm Radio International)</li> <li>4. Set up community based childcare centres working with civil society, and focusing on paid, decent childcare workforce development</li> </ol>
<b>Mozambique</b>	<ol style="list-style-type: none"> <li>1. Work on tracking longer-term impact of care related investments</li> <li>2. Focus on developing the paid care sector to foster sustainability and scaling of care services programming</li> <li>3. Partnership with CSO Mozambiques to address mobility issues that affect women and their caregiving roles</li> </ol>
<b>Regional office</b>	<ol style="list-style-type: none"> <li>1. Convene a regular Community of Practice around care open to all stakeholders and with invited UNW CO staff with relevant experience</li> <li>2. Expand and promote the use of UN Women's existing tools - like the costing tool - which foster a sense of government ownership</li> <li>3. Invest in knowledge management to increase the accessibility of existing tools and knowledge products and decrease risk of "reinventing the wheel".</li> <li>4. Develop a network of care experts who can support on CO projects. This can include international partnerships to fill gaps, with an aim to build regional capacity.</li> <li>5. Increase advocacy efforts with the African Union</li> <li>6. To move from a 3R to 5R approach, explore a deeper ILO partnership. Currently ILO is dominant on care from a labour and employment point of view, while UN Women focuses more on unpaid care work. UN Women can learn from ILO on decent work, while ILO can learn about a gender analysis and unpaid care from UN Women, which also brings research, data and tools. Could also be a partnership with ILO around domestic and care work (Nigeria has experience with this).</li> <li>7. Develop a humanitarian/conflict framework applicable for the region</li> <li>8. Help develop economic data on the business case for care to attract a wider range of donors (e.g. Gates Foundation)</li> </ol>
<b>Rwanda</b>	<ol style="list-style-type: none"> <li>1. Build on private sector partnerships for infrastructure development. For example, the private sector produced the rainwater harvesting and cookstoves that ActionAid obtained at a subsidized price.</li> <li>2. Address the issue of infrastructure and time-saving technologies from the 3R project in disrepair, exploring whether skills building, parts and tools for communities can be used to gain self-sufficiency and continue their use</li> <li>3. Focus on partnerships with local governments—and fostering local government ownership of projects— if the national government is stalling.</li> <li>4. Frame projects as having environmental benefits when doing so generates greater government interest - care can be a bonus. For example, cookstove projects were framed this way.</li> </ol>
<b>SAMCO</b>	<ol style="list-style-type: none"> <li>1. In South Africa, aim to work with civil society organizations, NGOs and the private sector.</li> </ol>
<b>Somalia</b>	<ol style="list-style-type: none"> <li>1. Given that civil space is shrinking and the Ministry for Women is now Ministry of Family, find allies and partners in a broader range of government sectors</li> <li>2. Projects on food processing that prompt livelihoods and also contribute to time-saving</li> </ol>

	<ol style="list-style-type: none"> <li>3. Measure the impact of time-saving technologies like the cookstoves project quantitatively to better evidence their impact</li> <li>4. Programming focused on basic infrastructure that supports caregiving (e.g. water, fuel).</li> <li>5. Strengthen childcare services by investing in the paid caregiving workforce with attention to cultural preferences, e.g. caregivers of the same culture or religion, and raising awareness about the centres. Both may help to address stigma against using the facilities.</li> <li>6. Programming to support internally displaced women to obtain childcare to be able to go to downtown market to sell to larger customers</li> <li>7. Opportunity to do something around MPs and childcare responsibilities (there was an issue where female MPs could not attend meetings). Could reach out to UN Women Chile office, they did a survey of government officers' time use that raised a lot of awareness and dialogue about care among decision-makers.</li> </ol>
<b>South Sudan</b>	<ol style="list-style-type: none"> <li>1. Measure the impact of time-saving technologies quantitatively to better evidence their impact</li> <li>2. Address policies around recognition of care – so that widows / divorcees don't end up with nothing, but still have right to property / assets of the family – as in the court they don't recognize women's unpaid labour as contributing to the family</li> <li>3. Strengthen childcare services by investing in the paid caregiving workforce with attention to decent work, including those attached to cash-for-work programmes. Potential partner is FAO.</li> <li>4. Focus on income generation approaches that are community based, so women come up with solutions that work around existing care responsibilities. Potential partner is Hold the Child South Sudan.</li> <li>5. Explore possibilities around recent government initiative with Ministry of Gender around childcare programmes that will enable women to have spaces that care for their children, to join the informal sector, to participate in development.</li> </ol>
<b>Tanzania</b>	<ol style="list-style-type: none"> <li>1. Scale up projects with a focus on practical interventions such as those on clean cooking in Singida. Take the excellent results from the project (Singida) and see how to replicate in other areas. Work with the High Commission of Canada to expand its support for this particular project and continue to build out Canada's vision of carework. Engage with other local organizations, such as the Forum for African Women Educationalists (FAWE) Zanzibar to expand on other relevant care initiatives.</li> <li>2. Invest in strengthening the paid childcare workforce through trainings and improving working conditions at existing childcare centres through collaboration with the Vocational Education and Training Authority (VETA), the Ministry of Gender, the Ministry of Labor, and the International Labor Organization (ILO).</li> <li>3. Continuous sensitization and awareness creation programs at national and community level to recognize care and unpaid care work. Support local governments to take ownership of care initiatives (through creating their own local legislation around care work, for example). Model the development of care initiatives and UN Women engagement with the local government in Ikungi.</li> <li>4. Make the business case for care to convince government and private sector stakeholders of the value of investing in the care economy.</li> <li>5. Start a Community of Practice to foster coordination mechanisms between and among care economy stakeholders, including on elder care.</li> <li>6. Potential partnership with companies that have signed up for generation equality such as Oryx gas. Engage such private sector actors and see how within their institutions they can promote care work such as setting up child care centers and providing care-supportive resources like gas. Oryx gas has, for instance, given small gas stoves in the Singida project.</li> </ol>
<b>Uganda</b>	<ol style="list-style-type: none"> <li>1. Building on national care policy scorecard done in 2023, conduct an analysis of policy action on care agenda, and highlight areas that need investment</li> </ol>

	<ol style="list-style-type: none"> <li>2. Support the Ministry of Gender's drafting of the national strategy around care work</li> <li>3. Advocate for an update time use survey in partnership with the Ministry for Labour</li> <li>4. Consider supporting daycare centres and breastfeeding areas in industrial zones, possible work with private sector (if so need to think about safeguarding, quality controls)</li> <li>5. Support and grow Uganda's Community of Practice on Care</li> </ol>
<b>Zimbabwe</b>	<ol style="list-style-type: none"> <li>1. Convene a community of practice on care that meets regularly and involves a wide range of CSOs (e.g. Oxfam, Action Aid but also local/national CSOs) and enables knowledge sharing and formation of partnerships</li> <li>2. Strengthen relationship with Oxfam, following change in of personnel, for example through Women's Rights and Gender Justice Coordinator, OXFAM Zimbabwe</li> <li>3. Capitalize on progressive national frameworks around gender equality and women's involvement in development, to 1) increase focus on rural areas with efforts around infrastructure and time-saving technologies; and 2) Develop programme of work around domestic work and care. ILO is a potential partner.</li> <li>4. Stakeholders interested in partnering with UN Women: Zimbabwe Gender Commission, Ministry of Women's Affairs, CSO Men for Women, Women in Business Chamber</li> </ol>



# UN WOMEN IS THE UN ORGANIZATION DEDICATED TO GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN. A GLOBAL CHAMPION FOR WOMEN AND GIRLS, UN WOMEN WAS ESTABLISHED TO ACCELERATE PROGRESS ON MEETING THEIR NEEDS WORLDWIDE.

UN Women supports UN Member States as they set global standards for achieving gender equality, and works with governments and civil society to design laws, policies, programmes and services needed to ensure that the standards are effectively implemented and truly benefit women and girls worldwide. It works globally to make the vision of the Sustainable Development Goals a reality for women and girls and stands behind women's equal participation in all aspects of life, focusing on four strategic priorities: Women lead, participate in and benefit equally from governance systems; Women have income security, decent work and economic autonomy; All women and girls live a life free from all forms of violence; Women and girls contribute to and have greater influence in building sustainable peace and resilience, and benefit equally from the prevention of natural disasters and conflicts and humanitarian action. UN Women also coordinates and promotes the UN system's work in advancing gender equality.



220 East 42nd Street  
New York, New York 10017, USA

[www.unwomen.org](http://www.unwomen.org)  
[www.facebook.com/unwomen](https://www.facebook.com/unwomen)  
[www.twitter.com/un\\_women](https://www.twitter.com/un_women)  
[www.youtube.com/unwomen](https://www.youtube.com/unwomen)  
[www.flickr.com/unwomen](https://www.flickr.com/unwomen)