United Nations Entity for Gender Equality and the Empowerment of Women

REPORT ANNEXES

CORPORATE EVALUATION OF UN WOMEN'S SUPPORT TO WOMEN'S PARTICIPATION IN PEACE PROCESSES 2018-2023

INDEPENDENT EVALUATION AND AUDIT SERVICES (IEAS)
Independent Evaluation Service (IES)
UN WOMEN

New York, January 2025

Date of the report	January 2025
Version number of the report	1
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Annex 1: Terms of Reference and Inception Report

The Terms of Reference of this evaluation are available here.
The Inception Report of this evaluation is available here.

Annex 2: List of interviewees

Title	Unit	Organization	Gender
Policy Specialist	Peace and Security	UN Women	F
Director	Peace and Security	UN Women	F
Inclusive Peace Processes	Peace and Security	UN Women	F
Policy Specialist	Peace and Security	UN Women	F
WPS Regional Policy Advisor	WCARO	UN Women	F
WPS Regional Policy Advisor	ACRO	UN Women	F
WPS Regional Policy Advisor	ESARO	UN Women	F
WPS Regional Policy Advisor	ECARO	UN Women	F
WPS Regional Policy Advisor	ROAS	UN Women	F
WPS Regional Policy Advisor	ROAP	UN Women	F
Deputy Director WPS	Peace and Security	UN Women	F
Monitoring & Reporting Specialist	APRO	UN Women	F
Project Coord Rapid Response	WPHF Secretariat	WPHF	M
Deputy Chief of Staff	EDO	UN Women	F
UN Women WPS specialist	Afghanistan Country Office	UN Women	F
Country Representative	DRC Country Office	UN Women	M
Country Representative	Georgia Country Office	UN Women	F
Deputy Country Representative	Colombia Country Office	UN Women	F
Programma Specialist	Sudan Country Office	UN Women	F
OIC Lybia multi-cluster office	Libya Non Resident Agency	UN Women	F
Policy Specialist	WPS-S Global Compact	UN Women	F
Political Affairs Officer	Gender, Peace and Security	DPPA	F
Mediation Officer	Gender, Peace and Security	DPPA	F
Special Envoy WPS		Norway	F
Special Envoy WPS		African Union	F
Mediation and inclusive process design specialist		Academic	F
Mediation Specialist		Academic	F
Former Country Representative		UNESCO	F
Former WPS analyst		WILFP	F
Former WPS analyst		UN Women	F
Gender advisor		UNDP Libya	F
President		Libyan Justice	F

Gender Advisor/SGBV Investigator		FFM - OHCHR	F
Human rights officer		UNSMIL	F
Women' rights activist		Ma'aha orgnization and member of Libyan women network for peacebuilding	F
		UK Embassy	F
		UK embassy	M
		High National Election Commission	F
Researcher		Academia	F
Researcher		Independent	F
Head of the Human Rights Secretariat		Administration of the Government of Georgia	F
Head of Department	Department for Policy Analysis, Planning and International Relations	Office of the State Minister for Reconciliation and Civic Equality	F
Programme Analyst	UN Women Sukhumi sub-office	UN Women	F
Chairperson		IDP Women Association "Consent"	F
Project Officer	CSSF Georgia	British Embassy Tbilisi	M
M&E Specialist	CSSF Eastern Neighbourhood Hub	British Embassy Tbilisi	F
Gender Advisor		European Union Monitoring Mission in Georgia	F
UN Resident Coordinator in Georgia		UN Georgia	F
Women beneficiary		Georgia	F
Women beneficiary		Georgia	F
Women beneficiary		Georgia	F
Women beneficiary		Georgia	F
Women beneficiary		Georgia	F
Women beneficiary		Georgia	F
Women beneficiary		Georgia	F
Women beneficiary		Georgia	F
Women beneficiary		Georgia	F
Head of Tbilissi Branch		Women Fund "Sukumi"	F

UN Women Country Representative and Liaison for South Caucasus	Georgia Country Office	UN Women	F
UN Women Deputy Country Representative	Georgia Country Office	UN Women	F
Researcher		Youth initiative group "16th Element"	F
PhD Student		Ivane Javakhishvili Tbilisi State University	F
Senior Advisor		Austrian Centre for Peace	M
Deputy Director	Political Department	MFA Georgia	F
Chair		Center for Peace and Civic Development	F
Political Affairs Officer		Office of the UN Representative to the Geneva International Discussions	F
Acting head	Gender Department	Office of the Public Defender in Georgia	F
Regional Director	South Caucasus region	The Kvinna till Kvinna Foundation	F
Advisor	DRC Country Office	UN Women	F
President		Collectif des Associations féminines pour le développement (CAFED)	F
Coordinator		La Voix de la Femme Congolaise	F
Coordinator		Programme d'Action communautaire des femmes pour le developpmenet integree	F
Senior Political Affairs Officer	HQ - DPO - DRC	MONUSCO	F
Programme Manager WPS - consultant	DRC Country Office	UN Women	F
Programme Specialist WPS	DRC Country Office	UN Women	F
Project Officer -WPS Buvaku	DRC Country Office	UN Women	M
M&E Officer	DRC Country Office	UN Women	M
Programme Officer EVAW	DRC Country Office	UN Women	M
Programme Officer		Embassy of Norway	F
Programme Officer		Embassy of Norway	F
Interim President		CAFCO - Cadre Permanent de	F

		Concertation de la Femme Congolaise	
Programme Officer		CAFCO - Cadre Permanent de Concertation de la Femme Congolaise	F
Head of Office GOMA	DRC Country Office	UNDP	M
Executive Director		Afia Mama - part of the AWLN Network	F
Coordonateur Nationale, Femme, Paix, sécurité,		Secretariat 1325, Ministry of Women, Family and Children	M
Charge de Programme, Securite Humaine, Resilience, Femmes, Paix et Securite		Embassy of Sweden	M
National Coordinator		African Women Leadership Network, AWLN	F
Senior Political Affairs Officer	HQ - DPO - DRC	MONUSCO	F
Expert Gender		Independent Expert; former Minister of Gender	F
Youth, Women, Peace and Security Specialist	DRC Country Office	UNFPA	M
Senior Gender Affairs	DPO - DRC	MONUSCO	F
Gender Affairs Officer	DPO - DRC	MONUSCO	F
Deputy Country Representative	DRC Country Office	UN Women	F
Program Management Specialist	UN Women Lebanon	UN Women	F
Program Management Specialist	UN Women Malawi	UN Women	F
Gender Affairs Officer		UNITAMS	F
Peace Activist	Coordination committee	MANSAM	F
National Consultant	Sudan Country Office	UN Women	F
Programme Coordinator		Joint MPTF-PBF Secretariat	M
Executive Director		Women Awareness Initiative -Damazin	F
Head of the Gender Unit		Univeristy | Academia	F
Peacebuilder	Sudan People's Liberation movement	Negotiator/ NSAG	F
WPS International Consultant	Sudan Country Office	UN Women	F

SORD Executive Director		SUDANESE ORG. FOR RESEARCH & DEVELOPMENT	F
Peace Activist		Participant Track II	F
Peace Activist		Participant Track II	F
Peace Activist		Participant Track II	F
Chief Technical Advisor		UNEP	M
National Program Officer WPS	Colombia Country Office	UN Women	F
Director Peace Monitoring Matrix		Peace Accord Matrix - Notre Dame	F
Gender Researcher	Iniciativa Barómetro en Colombia	Peace Accord Matrix - Notre Dame Instituto Kroc de Estudios Internacionales de Paz	F
Coordinadora de Proyectos	Colombia Country Office	UN Women	F
Negotiator (NSAG)		Formen congresswoman	F
		Norwegian Embassy	M
		Swedish Embassy	F
Executive Director	Delegada del sector LGBTIQ+ al CNP	Colombia Diversa	F
Integrante		Instancia Especial de Mujeres	F
Director	Delegada del Sector de Mujeres CNP	IMP	F
	Delegada del Sector de Mujeres CNP,	Red Nacional de Mujeres	F
	Delegada del Sector de Mujeres CNP	Juntanza - Católicas por el Derecho a Decidir	F
	Alianza 1325	Ruta Pacifica de las Mujeres	F
	Alianza 1325		F
	Alianza 1325	Ciase	F
	Alianza 1325	Corporacion Humanas	F
	Alianza 1325		F
	Alianza 1325		F
	Alianza 1325	CODACOP (Org. Indigena Cauca)	F
	Alianza 1325	LIMPAL (WILPF)	F
Gender consultant		Misión de Verification (DPPA)	F
Instancia Specialist	Colombia Country Office	UN Women	F

MP		Bangsamoro Transition Authority	F
Peacebuilding and Recovery Programme Manager		UNDP	F
Executive Director		Bangasamoro Womens commission	F
Assistant Professor and Director	Institute for Peace and Development in Mindanao	Mindanao State University Maguindanao,	M
International Development Project Officer		Government of Canada	F
Executive Director		Office of the Presidential Adviser on Peace, Reconciliation and Unity	F
Executive Director		Women and Gender Institute	F
national coordinator		Women Engaged in Action 1325	F
national coordinator		Women Engaged in Action 1325	F
Senior Political Advisor		Norway Embassy	M
Director General		Ministry of Public Order	M
Executive Director		Consortium of Bangsamoro Civil Society	M
Peace programme officer	Women Speakers Bureau	MPOS	F
Executive Director		Women Organization of Rajah Mamalu Descendants	F
Executive Director	Women Speakers Bureau	Bangsamoro Media Network	F
OIC		Ministry of Agriculture, Fisheries and Agrarian Reform;	F
President		Tupo Na Tao Sa Laya Women	F
Programme manager		Nonviolent Peaceforce	M
Gender adviser		Nonviolent Peaceforce	F
Executive Director		The Moropreneur Inc.	M
WPS team leader		UN Women	M
Former National Programme Analyst	Philippines NRA	UN Women	F
Former Programme Manager for WPS	Philippines NRA	UN Women	F

M&E Specialist	Philippines NRA	UN Women	M
Senior peace advisor		UN RC Office	F
Program specialist	Myanmar Country Office	UN Women	F
WPS specialist	Afghanistan Country Office	UN Women	F
Senior Adviser		Berghof Foundation	F
Consultant		UN Women	F
WPS Practitioner	UN funded Projects		F
Former Head		Programmes Inclusive Peace	F
Associate director	Women's Rights Division	Human Rights Watch	F
Program Manager	Afghanistan Country Office	UN Women	F
Senior Consultant		UN Women	F
Head of Region		UNAMA	F
Program Analyst	Lebanon Country Office	UN Women	M
Policy Specialist	HQ	UN Women	F
WAB Process Facilitator			M
WAB Process Facilitator			M
		ESCWA	F
Deputy Special Representative		Embassy The Netherlands	F
WAB member		Woman peacebuilder	F
		Office of the Special Envoy Syria	F
WAB Member		Center for Civil Society and Democracy CCSD	F
Gender Officer		OSE	F
Director		Awam Development Foundation, Former TAG/WAB member	F
Chairperson		Itar Foundation	F
Activist		Journalist	F
Human Rights and Political Activist		TAG/WAB member	F
Country Representative	Yemen Country Office	UN Women	F
Gender Adviser		Office of the Special Envoy Yemen	F
WPS Advisor	WCARO	UN Women	F
Former Head	Gender, Youth and Fight against Violent Extremism Division of the G5 Sahel Executive Secretariat	G-5 Sahel	M

CEO		ACCORD - Development	F
	Gender Unit	CCDG - ECOWAS	F
WPS Advisor	ESARO	UN Women	F
Gender peace and security coordinator		Africa Union	F
Executive Director		Women International Peace Center	F
Charge de programme		REPSECO, Réseau Paix et Sécurité pour les Femmes de l'espace CEDEAO	F
Gender Advisor		OSE	F
Gender Specialist		OSE	F
Gender Advisor		Office of Special Envoy for the Great Lakes region	F
Political Affairs Officer		Office of the UN Representative to the Geneva International Discussions	F
Advisor UN Standby Team of Senior Mediation Advisors	Policy & Mediation Division|Mediation Support Unit	DPPA	F
Political Affairs Officer		DPPA NY	F
Mediation Officer		DPPA NY	F
Policy specialist	HQ	UN Women	F
Political Affairs Officer		DPPA NY	F
UN Women Regional Evaluation Specialist		UN Women	F
Director	ASRO	UN Women	F
Program Specialist WPHA	ASRO	UN Women	F
Program Analyst WPHA	ASRO	UN Women	M
Lead Advisor	Women Peace and Security Regional Hub	Issam Fares Institute for Public Policy & International Affairs at the American University of Beirut	F
Former MENA Director		WILPF	F
Policy advisor	ACRO	UN Women	F
Program Analyst	Guatemala Country Office	UN Women	F
Program Specialist	Mexico Country Office	UN Women	M
Consultant	ACRO	UN Women	F

Program Assistant	ACRO	UN Women	F
Program Specialist	Ecuador Country Office	UN Women	F
Program Coordinator	ACRO	UN Women	F
Gender Specialist	Chile Country Office	UN Women	F
Coordination specialist	Bolivia Country Office	UN Women	F
Consultant		UN Women	F

Annex 3: Membership of Reference Groups

Internal

Name	Gender	Title	Unit
Lister Chapeta	F	Policy Specialist	Peace and Security
Paivi Kannisto	F	Director	Peace and Security
Achille Pende Sommo	M	WPHF Secretariat	WPHF
Gihan Abo Taleb	F	Inclusive Peace Processes	Peace and Security
Sarah Taylor	F	Policy Specialist	Peace and Security
Alma Perez	F	WPS Regional Policy Advisor	ACRO
Idil Absiye	F	WPS Regional Policy Advisor	ESARO
Nargis Azizova	F	WPS Regional Policy Advisor	ECARO
Ajay Madiwale	F	WPS Regional Policy Advisor	ROAS
Sarah Douglas	F	Deputy Director WPS	Peace and Security
Adam Moussa	M	Country Representative	DRC Country Office
Kaori Ishikawa	F	Country Representative	Georgia Country Office
Maria Ines SALAMANCA VIDAK	F	Deputy Country Representative	Colombia Country Office
Fatma Abdelkarim Mohamed	F	Programma Specialist	Sudan Country Office
Isadora de Moura	F	OIC Lybia multi-cluster office	Libya Non Resident Agency

External

Name	Gender	Title	Organization
Abigail Ruane	F	Political Affairs Officer	DPPA
Laura Iribeiro Rodrigues Pereira	F	Mediation Officer	DPPA
Meredith Preston McGhie	F	Mediation Specialist	Academic / Research

Annex 4. Stakeholders' mapping

Categories	Who? (Name of the Stakeholder)	What (their role in the intervention)	Why are they part of the evaluation	How are they being involved I	When will they be involved	Priority
Duty bearers, who are parties to peace process: • *Duty bearers who are parties to Peace Processes with capacity to influence representation, process design & agenda.* • *Secondary duty bearers in mechanisms or bodies operating in the absence/ after formal peace processes.*	Mediators – Third party mediator (member state), chair/ co-chair Special Envoy, UN-led, regional organisation (OSCE; EU, AU), and UN mediation support team, Mediation Support Unit, Roster Specialists, Member states INGOs engaged in third party mediation – in particular women mediators	Generating spaces, engaging in direct communications with parties to peace processes, direct and backchannel diplomacy, thematic support. operational support, stand by advisory	Though neutral stakeholders they have capacities to generate a conducive space, direct engagement and relationships with negotiation delegations; holder of privileged knowledge on gender-responsive entry-points for representation, process design and gender provisions.	KII and FDG (remotely and potentially field visits)	Data Collection, Validation	High
	Government negotiating delegation, Representatives from relevant ministries different line ministries, any other government representative	Party to the conflict, decision-maker on existence/ continuation of peace processes, representation, inclusive process design, gender-responsive provisions	They can provide substantial insights/ reflections on what works, what does not in terms of gender-responsive peace processes and diverse representation in peace processes.	KII and FDG (remotely and potentially field visits)	Data Collection,	High
	Conflict party/ non-state armed actor delegation	Party to the conflict, decision-maker on existence/ continuation of of peace process, representation of women within their own teams, inclusive process design, gender-responsive provisions	They can provide substantial insights/ reflections on what works, what does not in terms of gender-responsive peace processes and diverse representation in peace processes.	KII, Dissemination of report	Audit of report	High

Categories	Who? (Name of the Stakeholder)	What (their role in the intervention)	Why are they part of the evaluation	How are they being involved I	When will they be involved	Priority
	Guarantors, Witnesses, Donors – can include member states, regional organisation	Enabling spaces, supporting continuity of peace processes, logistical and operational requirements	Those accompanying and financing the continuity of the peace processes have privileged information	KII and FDG (remotely and potentially field visits)	Data Collection,	High
	Temporary institutions and transitional bodies: electoral bodies, verification and monitoring mechanisms, truth commissions, special courts, reparations programmes, constitutional commission	Mechanisms in post-agreement phases that sustain/ guarantee the implementation of peace agreements	Insights reflections on state of implementation of peace agreements, and particular areas of post-agreement phases that all require the meaningful participation of women from all levels.	KII, Dissemination	Data collection, Audit of report	Medium
	Stakeholders with mandates to explore, prepare, and operate in the absence of formal peace processes	prepare, and operate in the absence of formal peace processes	Insights from efforts, initiatives and mechanisms that seek for political solutions and informal, bottom-up ways of working, generating conditions and preparing for then formal processes resume. Opportunities for alternative approaches to peace processes.	Dissemination of report	Audit of report	High
Duty bearers who support peace processes: • *Duty bearers at country and regional levels with mandate to*	UN Women, UN Women's Peace, Security and Resilience section, UN Women WPS Regional advisors, UN Women country office staff, Women, Peace and Security and	Programmatic interventions, advocacy efforts, and partnerships for inclusive peace processes, technical advisory, capacity building, programmatic and implementation work	Provide programmatic and impact knowledge	KII (remotely and potentially field visits)	Data Collection,	High

Categories	Who? (Name of the Stakeholder)	What (their role in the intervention)	Why are they part of the evaluation	How are they being involved I	When will they be involved	Priority
support peace processes. • *Duty bearers with direct responsibilities for implementing WPS interventions*	Humanitarian Fund (WPHF)	related to participation in peace processes				
	Other UN Entities (global, regional, national level), DPPA, DPO Resident coordinators, UN political missions, peace-keeping missions	Interagency engagements and partnership. High level decision making in the area of WPS	Those accompanying and financing the continuity of the peace processes have privileged information	KII (remotely and potentially field visits)	Data Collection,	High
	Regional Organisations, Inter-governmental Bodies (e.g. African Union, European Union, OSCE), Regional Economic Commissions	Programmatic and implementation work - funding	Those accompanying and financing the continuity of the peace processes have privileged information	KII (remotely and potentially field visits)	Data Collection,	High
	Stakeholders that financially support peace processes, which can include member States, financial institutions, funds, and potentially the private sector	Financially support the peace process, including logistics, consultations	Those accompanying and financing the continuity of the peace processes have privileged information	Dissemination of report	Audit of report	Medium
	National policy-makers, legislators, decision-makers, local political, policy makers and/or religious leaders	Addressing barriers, enabling spaces, connecting stakeholders	Insights from efforts, initiatives and mechanisms that seek for political solutions and informal, bottom-up ways of working, generating conditions and preparing for then formal processes resume. Opportunities for	Dissemination of report	Audit of report	Medium

Categories	Who? (Name of the Stakeholder)	What (their role in the intervention)	Why are they part of the evaluation	How are they being involved I	When will they be involved	Priority
			alternative approaches to peace processes.			
	UN women programme partners/ beneficiaries implementing/ service providers directly and indirectly supporting peace processes (which can also be rights holders)	Supporting the implementation of activities	They can provide substantial insights/ reflections on what works, what does not in terms of gender-responsive peace processes and diverse representation in peace processes.	KII and FDG (remotely and potentially field visits)	Data Collection,	High
Rights holders, who aim to influence peace processes: • Rights holders, including intended beneficiaries/ participants whose needs and priorities are taken into consideration	People living in conflict settings, individually or through the civil society organizations acting on their behalf, who are the intended and unintended beneficiaries of the intervention. Representatives from women and girl survivors of conflict and violence	Being consulted, voices amplified, needs and priorities taken into considerations	They are the ultimate beneficiaries of the results of the evaluation	KII; Dissemination of report	Data collection/ Audit of report	High
• Rights holders from civil society, including leaders, organisations, movements, and networks, as well as knowledge generators and implementers,	Civil Society actors, women's civil society, women-led grass-roots organisations, women peace builders, women human rights defenders, women leaders and organisations working on gender equality and	Generating pressure for more and more diverse representation, directly engaging, contributing and supporting peace processes, engaging with substantive content being discussed, engaging in implementation,	They can provide substantial insights/ reflections on what works, what does not in terms of gender-responsive peace processes and diverse representation in peace processes.	KII and FDG (remotely and potentially field visits)	Data Collection	High

Categories	Who? (Name of the Stakeholder)	What (their role in the intervention)	Why are they part of the evaluation	How are they being involved I	When will they be involved	Priority
aiming to influence peace processes.	women's rights, women's rights organisations, women in political parties, Women Human Rights Defenders, women's movements, women's networks, feminist. Women representatives of CSO and community-based women's organizations that have been supported by the programme. x	monitoring, and verification, and holding stakeholders to account				
	Women's alliances, women's movement, Regional Women Mediators Networks (Femwise, Mediteranean, Nordic Women's Network)	Generating pressure for more and more diverse representation, directly engaging, contributing and supporting peace processes, engaging with substantive content being discussed, engaging in implementation, monitoring, and verification, and holding stakeholders to account	They can provide substantial insights/ reflections on what works, what does not in terms of gender-responsive peace processes and diverse representation in peace processes.	KII and FDG (remotely and potentially field visits)	Data Collection	High
	Organised human rights, non-governmental organisations (international/ national), with a peace focus, including women's rights, gender equality and WPS, such as PeaceWomen	Generating pressure for more and more diverse representation, directly engaging, contributing and supporting peace processes, engaging with substantive content being discussed, engaging in implementation,	They can provide substantial insights/ reflections on what works, what does not in terms of gender-responsive peace processes and diverse representation in peace processes.	KII and FDG (remotely and potentially field visits)	Data Collection,	High

Categories	Who? (Name of the Stakeholder)	What (their role in the intervention)	Why are they part of the evaluation	How are they being involved I	When will they be involved	Priority
	(Women's International League for Peace and Freedom), Women for Women International, Kvinna till Kvinna, Inclusive peace, Berghof Foundarions, Saferworld	monitoring, and verification, and holding stakeholders to account				
	Academia and Research institutions, think tanks, knowledge producers, databases WPS Think Tanks:	Contributing to increased knowledge and evidence on peace processes	They can provide substantial insights/ reflections on what works, what does not in terms of gender-responsive peace processes	KII	Data collection, validation	Medium
	Rights holders (individually or through the CSOs on their behalf) who should be represented in the intervention but are not, or who are negatively affected by the intervention - potential spoilers	They are the ultimate beneficiaries of interventions	They are the ultimate beneficiaries of the results of the evaluation	Dissemination of report	Audit of report	High
Interest Groups, with a mandate to generate an enabling environment for the WPS agenda, in particular, relevant to peace process • Duty bearers (UN Women), who	Secretary General, Security Council members, CSW, UN Entity, Member states	The United Nations living up to its women's rights and gender equality commitments, documenting advances and hindrances in rolling out the WPS agenda, and making evidence-based calls for action/ mechanism	They can provide high level secondary data	Dissemination of report	Audit of report	High

Categories	Who? (Name of the Stakeholder)	What (their role in the intervention)	Why are they part of the evaluation	How are they being involved I	When will they be involved	Priority
contributes WPS related inputs to high-level decision-makers within the UN. • UN Women advancing gender mainstreaming within the UN and holding UN stakeholders to account • UN Women providing support to advance the operationalisation and localisation of the WPS agenda	WPS Focal Points Network, member states, other UN entities	WPS specific peace process interventions and programme.	They can provide substantial insights/reflections on how the work is producing results	KII	Data collection, validation	High
	Internal UN Women: UN Women Executive Board/Member States; UN Women's thematic areas, UN Women regional offices, in country offices, WPS advisers, WPS programme/ project managers	WPS specific peace process interventions and programme.	Provide programmatic and impact knowledge	KII	Data collection, validation	High
	Programme partners/service providers at the local level	Local authorities represented within the CRMs are both beneficiaries and partners.	They are service providers and indirect beneficiaries of the programme at the same time. They can provide substantial insights/reflections on how the programme is being implemented and lessons learned.	KIIs and/or FGDs. , likely part of field visits	Data Collection and dissemination	High
	Programme Managers of the UNDP and donors, if not already included above.	Programme Management/Monitoring and Learning, technical support to MGCAS, advocacy	They can provide substantial insights/reflections on how the programme is being implemented, lessons learned and reflect on the future outlook of the intervention.	KIIs and/or FGDs, likely part of field visits	Data Collection, analysis and dissemination	High

Annex 5. Stakeholders Engagement

Key Informant Interviews and Focus Group Discussions

Profile	Target	Actual	Case Studies	Examples
UN Entities, including UN political and peacebuilding missions	15-20	36	Georgia, Libya, Sudan, Syria, Yemen, Colombia	Secretary General, Security Council, Security Council, UNDP, UNFPA, DPPA – Gender, Peace and Security Unit and Mediation Support Unit, DPO, Special envoys, UN mediators and co-chairs, UN political missions, UN peace keeping missions,
UN Women HQ	10-15	9	/	UN Women Executive Board/ Member States, Peace, Security and Resilience Section, Thematic Areas, WPHF, WPS Focal Point Network
UN Women ROs	6-10	17	Regional Approach African Union	WPS regional Advisors, UN Women Directors
UN Women COs	25-30	41	All country/ process specific case studies	WPS personnel, consultants, former personnel
Regional Intergovernmental Bodies	7-10	3	Regional Approach African Union, DRC	African Union (Regional Economic Commissions), European Union
Regional Women's Mediation groups	7-10	6	Sudan, Regional Approach African Union, DRC	Femwise, Mediteranean, Nordic Women's Network,
Government Counterparts/ Member States/ Transitional Bodies	20-25	13	Georgia, DRC, Colombia	Government delegations to peace processes (including women representatives), advisors to peace processes, key ministries, relevant departments to peace and WPS, Electoral bodies, constitutional commissions, verification bodies
Other peace negotiation stakeholders	10-15	14	Women's Advisory Boards, Colombia, Philippines, Libya, Sudan, DRC	Mediator delegations, mediation NGOs, guarantors, conflict party delegations, other advisers, women participants/ representative in peace negotiations
Donors and resource partners, guarantors	7-10	18	/	WPS funding windows, Norway, Sweden, Canada, Switzerland, Regional Development Banks (ADB; CAF)

Women's civil society organisations	25-30	40	All country/ process specific case studies	Women's Organisations, feminist movements and networks, women-led grassroots groups, women leaders, women in political parties, organisations affiliated with parties in conflict
Academia &research Institutions, knowledge producers, databases WPS Think Tanks and WPS stakeholders	15-20	18	/	Regional WPS Centres of Excellence (Namibia, UAE, Colombia), Academic Centres (WPS), INGOs with WPS research
Totals	**147-195**	**215**		

Online Surveys

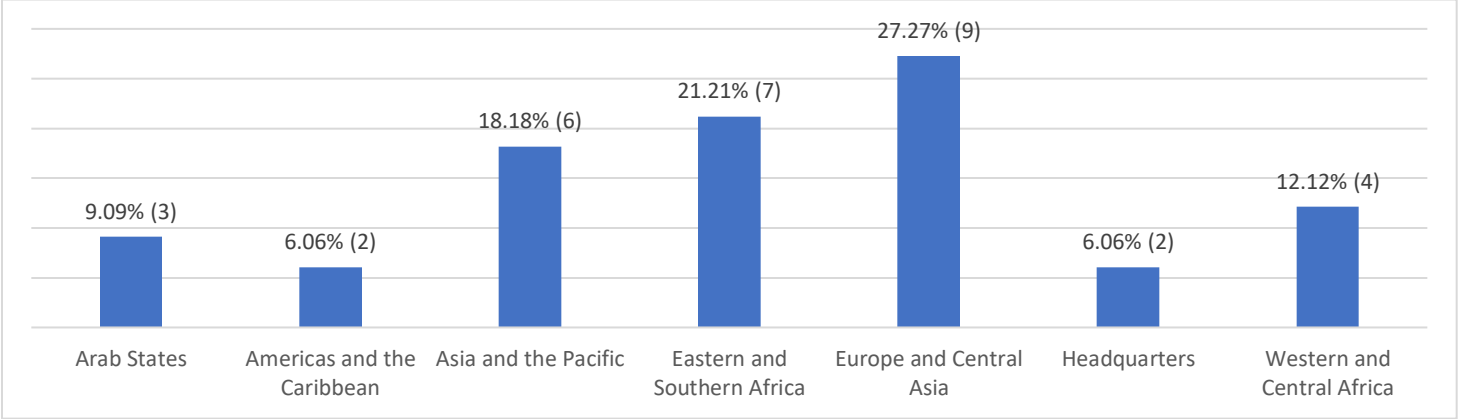
Profile	Target	Actual	Examples
UN Women Personnel	30% of 51	33 (65%)	UN Women business units that are reporting against indicator 5.13.3. Output 13 2018-2021 Strategic Plan (including, COs, ROs, and HQ Units)
UN Women Partners	30% 0f 700	239 (34%)	Implementing partners, Governments, other UN Agencies, Women's networks, CSOs including women's led CSOs, Donors, INGOs, other WPS actors.

Geographical distribution of stakeholders

1. Stakeholders interviewed by region

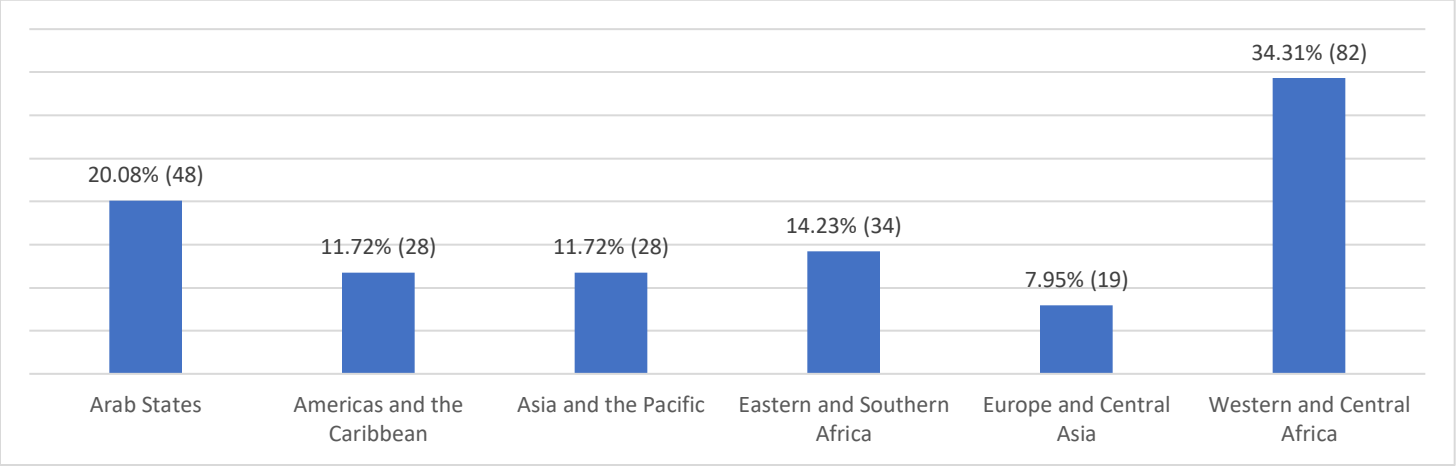
Note. A total of 215 stakeholders were interviewed as part of the case studies and broader data collection.

2. UN Women personnel survey respondents by region



Note. A total of 33 UN Women personnel as presented by business units from country, regional, and headquarters levels completed the internal survey.

3. UN Women partners survey respondents by region



Note. A total of 239 UN Women partners from different regions completed the external survey, with WCARO region being the most responsive.

Annex 6: Survey results of selected questions

The below tables represent a summary of the survey results of key questions used in the report. The blue column shows the results of the survey to UN Women personnel and the green column shows the results of the survey to UN Women partners.

Q.6 Please find below a list of results related to the work of UN Women to enabling an environment for women's participation in peace processes. Please check the results that apply to your context.				
Answer Choices	Responses Personnel		Responses Partners	
Improved coordination on WPS work through supporting the adoption of National Action Plan on 1325	84.38%	27	64.13%	118
Improved coordination on production of Secretary-General reports, briefings, and coordination on expert groups and secretariat functions	50.00%	16	21.74%	40
Change in social norms towards the inclusion of women in peace processes	84.38%	27	66.30%	122
Robust data and knowledge generated	50.00%	16	27.72%	51
Strengthened women's civil society movement, networks and alliances	81.25%	26	53.26%	98
Protection of human rights defenders	34.38%	11	34.24%	63
Engagement of gatekeepers (e.g. religious leaders) to advocate for women's inclusion in peace processes	31.25%	10	35.87%	66
Improved relationship with UN political mission or UN Peace keeping mission or RC Office	37.50%	12	21.20%	39
Other (please include any other results in this area)	9.38%	3	7.07%	13
	Answered	**32**	**Answered**	**184**

Q.7 Please find below a list of results related to the work of UN Women to supporting gender peace process design, content and implementation. Please check the results that apply to your context				
Answer Choices	Responses Personnel		Responses Partners	
Parallel or informal mechanisms, structures, events created for women to influence peace processes	90.63%	29	48.37%	89
Space created for women 's participation in formal peace processes	65.63%	21	61.96%	114
Gender embedded in different mechanisms and institutions of peace implementation	71.88%	23	54.35%	100

Gender provisions in peace agreements are implemented	28.13%	9	32.07%	59
Increased Gender expertise for adoption and introduction of gender-provisions	59.38%	19	49.46%	91
Improved Facilitation of multi-tracks approach (linking track 1, track 2 and track 3)	37.50%	12	33.15%	61
Other (please include any other results in this area)	9.38%	3	7.07%	13
	Answered	32	Answered	184

Q.8 Please find below a list of results related to the work of UN Women to support women's participation and influence in peace processes. Please check the results that apply to your context				
Answer Choices	Responses Personnel		Responses Partners	
Increased capacity of women to contribute effectively to peace dialogues at multiple levels	96.88%	31	71.74%	132
Increased opportunities for women to influence peace dialogue at different levels	81.25%	26	63.04%	116
Increased inclusion of women in Track 1 (formal peace process) negotiations in different roles	31.25%	10	40.76%	75
Increased women's attendance to relevant peace processes conferences, meetings, events (logistical and financial support)	84.38%	27	60.33%	111
Women supported to do peace building initiatives on the ground (e.g. local conflict mediation, early warning, influencing male leaders)	87.50%	28	65.76%	121
Women across conflict divides convened to develop a common agenda	53.13%	17	38.59%	71
Other (please include any other results in this area)	0.00%	0	6.52%	12
	Answered	32	Answered	184

Q.9 What are the key contextual factors enabling the results of UN Women's support to women's participation in peace processes? Select all that apply.				
Answer Choices	Responses Personnel		Responses Partners	
Commitment of the government towards peaceful resolution of conflicts	46.88%	15	50.54%	93
Commitment of the government on WPS agenda	78.13%	25	65.76%	121
Commitment of negotiation parties towards resolution of conflicts with gender inclusion	25.00%	8	47.83%	88
Strong national policy framework and institutions towards gender equality and women's empowerment	75.00%	24	56.52%	104

Commitment and influence of regional actors (e.g. African Union, European Union, Economic Commissions)	50.00%	16	40.22%	74
Presence of a solid women's civil society movement	75.00%	24	64.13%	118
Strong UN system presence and UNSC resolutions framework in the country	56.25%	18	44.02%	81
Geopolitical factors	21.88%	7	19.02%	35
Other (please specify)	9.38%	3	7.07%	13
	Answered	32	Answered	184

Q.10 What are the key contextual factors hindering the results of UN Women's support to women's participation in peace processes? Select all that apply.				
Answer Choices	Responses Personnel		Responses Partners	
Volatile context and insecurity	56.25%	18	59.24%	109
Restrictive contexts towards gender equality and backlash	53.13%	17	49.46%	91
Lack of commitment of the government towards peaceful resolution of conflicts with gender inclusion	40.63%	13	46.20%	85
Lack of commitment of negotiating parties towards peaceful resolution of conflicts with gender inclusion	43.75%	14	40.76%	75
Limited trust to UN entities/UN Peace keeping missions	18.75%	6	27.17%	50
Weak institutional and policy frameworks on gender equality and women's empowerment	34.38%	11	53.26%	98
Stalled formal peace process	43.75%	14	30.98%	57
Gender discriminatory norms and attitudes preventing women's participation in peace processes	84.38%	27	54.35%	100
Weak presence of women in political and institutional positions	71.88%	23	59.24%	109
Fragmented women's civil society movement	34.38%	11	36.41%	67
Other (please specify)	18.75%	6	8.15%	15
	Answered	32	Answered	184

Q.12 (Personnel survey)/ 15 (Partner survey) Does UN Women conduct consultations with diverse stakeholders prior to design its work on women's participation in peace processes?

Answer Choices	Responses Personnel		Responses Partners	
Consultations are often conducted with a wide range of different stakeholders	80.65%	25	57.56%	99
Consultations are often conducted with the same stakeholders	3.23%	1	12.21%	21
Consultations are sometimes conducted with a wide range of stakeholders	16.13%	5	9.30%	16
Consultations are sometimes conducted with the same stakeholders	0.00%	0	8.72%	15
Consultations are rarely conducted	0.00%	0	6.98%	12
None of the above (please specify)	0.00%	0	5.23%	9
	Answered	31	Answered	172

Q.13 (Personnel survey)/ 16 (Partner survey)
Was UN Women's support to women's participation in peace processes inclusive? Please select which groups were considered in the support provided by UN Women for each peace process track

Answer Choices	Responses Personnel							Responses Partners						
	Track 1 (it refers to formal peace process)		Track 2 (it refers to dialogue/advise/ mediation by (I) Ngos)		Track 3 (it refers to local peace committees, community mediation programmes)	Total		Track 1 (it refers to formal peace process)		Track 2 (it refers to dialogue/advise/mediation by (I) Ngos)		Track 3 (it refers to local peace committees, community mediation programmes)		Total
Adolescent and Young women	22.22%	6	66.67%	18	85.19%	23	27	26.32%	40	56.58%	86	63.16%	96	152
Ethnic/diverse minority women	16.67%	4	66.67%	16	87.50%	21	24	25.19%	34	52.59%	71	58.52%	79	135
Socio-economic vulnerable groups	12.00%	3	52.00%	13	92.00%	23	25	24.63%	33	51.49%	69	56.72%	76	134
Religious minorities	18.75%	3	62.50%	10	87.50%	14	16	29.63%	32	51.85%	56	53.70%	58	108
Women with disabilities	16.00%	4	68.00%	17	88.00%	22	25	26.83%	33	56.91%	70	52.03%	64	123
Women living with HIV	20.00%	2	50.00%	5	90.00%	9	10	29.67%	27	46.15%	42	57.14%	52	91

Survivors of gender based violence	20.00%	5	60.00%	15	92.00%	23	25	34.88%	45	57.36%	74	57.36%	74	129
Internally displaced women	22.73%	5	72.73%	16	86.36%	19	22	37.39%	43	56.52%	65	61.74%	71	115
Migrant women/ women in diaspora	33.33%	5	53.33%	8	80.00%	12	15	29.41%	25	54.12%	46	56.47%	48	85
LGBTQ groups	20.00%	1	80.00%	4	80.00%	4	5	33.33%	23	57.97%	40	43.48%	30	69
Women and/or groups representing senior people (65+)	15.38%	2	61.54%	8	84.62%	11	13	33.33%	32	60.42%	58	54.17%	52	96
Men and Boys	4.76%	1	57.14%	12	85.71%	18	21	43.97%	51	60.34%	70	56.03%	65	116
If other groups were included or excluded, please comment							3							19
		Answered 31							Answered					

Q.16 (Personnel survey)/ 19 (Partner survey) Which factors contributed to sustaining the results in women's participation in peace processes? Check all that apply				
Answer Choices	Responses Personnel		Responses Partners	
Strong focus on working with civil society organizations representatives of "youth"	67.74%	21	65.49%	93
Supporting preparedness in case of conflict relapse	32.26%	10	26.06%	37
Support the creation of WPS institutions to sustain women's participation in peace	54.84%	17	54.23%	77
Capacitating CSOs on self-sustainability	67.74%	21	62.68%	89
Availability of funding to implement, follow up and/or monitor work related to women's participation in peace processes	70.97%	22	56.34%	80
Building a platform for diaspora women to engage with the in-country women's movement to contribute towards peace and conflict resolution	32.26%	10	26.06%	37
Working on National Action Plans providing a framework for broader WPS work	83.87%	26	62.68%	89
Other (please specify)	9.68%	3	10.56%	15
	Answered	31	Answered	142

Annex 7: Ecological model

The evaluation used an *ecological mo*del, to map stakeholders, using the 'peace process' as unit of analysis, consistent with the objectives of the evaluation. The ecological mode responds to the context specificity of peace-processes, in particular the multiple different roles assumed by stakeholders (for example, a member state – might be a party to the conflict/ peace process delegation; serve as mediator/ guarantor/ witness; support peace processes through the Ministry of Foreign Affairs/ as donor agency in diplomatic roles; seek to contribute to an enabling environment). The mapping exercise enabled the evaluation team to divide the different stakeholders into the categories of duty bearers, interest groups, and rights holders, based on their role in the peace processes. The ecological model was used to understand the level of engagement and influence of peace process stakeholders in each of the country case studies.

Legend: ✓✓ - dark green - high engagement - high capacity to influence
✓~ - light green – high engagement – moderate capacity to influence
~✓ light yellow – moderate engagement – high capacity to influence
~~ - dark yellow – moderate engagement – moderate capacity to influence
~× - light red – moderate engagement – low capacity to influence
×× - dark red - low engagement - low capacity to influence

Stakeholder	**CO** Colombia	**CD** Democratic Republic Congo	**GE** Georgia	**LY** Libya	**PH** Philippines	**SD** Sudan
2018-2023	**Implementation Phase & Active Negotiation**	**Several ongoing process, limited implementation**	**Frozen, Stalled Process**	**Flawed transition to civilian rule, fragile peace process**	**Implementation Phase**	**Flawed transition to civilian rule, relapse into conflict**
Broader WPS SG, Security Council Member, CSW; Member States, WPS community of practice	~ ✓ Moderate engagement – high capacity to influence (important technical secretariat, first NAP to be adopted)	~~ Moderate engagement – moderate capacity to influence (Support to 1325 Secretariats, promoting WPS in DRC project, localised NAP)	~~ Moderate engagement – moderate capacity to influence (Development of NAP, WPS convenings, generating a conducive environment)	~ × Moderate engagement – low capacity to influence (Efforts at global level IEG WPS at SC, but Limited scope of WPS work, development of WPS NAP	✓ ✓ High engagement – high capacity to influence (Support developing, dissemination and monitoring and learning of past NAP)	~ ✓ Moderate engagement – low level of influence (due to relapse into conflict, unable to implement NAP, consultations and localisation in Blue Nile;

Rights Holders women civil society actors	✓✓ High engagement – high capacity to influence (diverse alliances and networks, platforms)	~~ Moderate engagement with Kinshasa based networks support initiatives aimed at the effective and decisive participation of Congolese women in the peace process – moderate capacity to influence	~ ~ Moderate engagement – moderate capacity to influence. Due to highly restrictive context in Abkhazia, Georgia risks and security challenges, limited opportunities of influencing	~ ~ Moderate engagement – moderate capacity to influence (Some engagement with track II processes, enabling presence at international conferences, need to rebuild trust)	~ ✓ Moderate engagement – high capacity to influence Well networked in BARMM, wide and different engagement with local authorities (what about women's civil society actors?)	~ ~ Moderate engagement – moderate capacity to influence (Diversified engagement with women's movement, support in Track 2 process, diaspora engagement)
Peace process support UN Women, UN Entities, DPPA, DPO, RC, Political and peace-keeping mission. Reg/ Nat Stakeholders	✓✓ High engagement – high capacity to influence (coordination gender table of the international cooperation, secretariat functions, active WPHF)	~ ~ Moderate engagement – moderate capacity to influence (African Union, and member state mediated, diverse relationship with stakeholders, recent closure of MONUSCO, WPHF)	~ ~ Moderate engagement – moderate capacity to influence (Engagement with all relevant actors, though stalled process, raising awareness to the extent possible)	×× Low engagement – low capacity to influence. (Limited regional engagement, limited capacity to influence partners)	~ ✓ Moderate engagement – high capacity to influence (programme presence, some coordination with other UN entities in programme implementation)	~ ~ Moderate engagement – moderate capacity to influence Coordination with regional bodies, UNAMID (hybrid, now closed) and UNITAMS (now closed)
Peace process stakeholder Mediators & Support Units; Government negotiating delegation; Conflict Party.	✓ ~ High engagement – moderate capacity to influence of 2016 Havana Peace Agreement implementation institutions (technical secretariat and support for several governance bodies) High engagement with ELN dialogue stakeholders, government delegations – moderate capacity to influence	×× Low engagement – low capacity to influence. Decisions appear to be removed, ad-hoc engagement with government delegation, ad-hoc relations in several parallel processes.	✓ ~ High level of engagement – moderate capacity to influence (Broad engagement with all co-chairs of the GID, including OSCE, EU, moderate capacity to influence on gendered peace process, however process is stalled	× × Low engagement – low capacity to influence. Fragile process under UN steward a delicate peace process. Limited strategic positioning with stakeholders (?)	✓ ✓ High engagement – high capacity to influence Involvement with all relevant government stakeholders, technical advisory, OPARRU, different transitional governance institutions, asked to be more involved, Peace process facilitated by Norway	×× Low engagement – low capacity to influence Relapse to the conflict, before established relationship, coordination AU Sudan's Transitional Government, IGAD, MS Different armed factions

Annex 8: Key Milestones in Case Studies Peace Processes

Colombia Peace Process

2016: The government and the FARC signed historic agreements of the Colombian Peace Accords on the 'end of the conflict' including the bilateral ceasefire, cessation of hostilities and surrender of weapons;
2018: The implementation of the 2016 Peace Accord continues under President Ivan Duque's government;
2019: Negotiations with the ELN guerrilla group are interrupted due to a deadly attack on a police academy;
June 2022: The Truth Commission, established as part of the Transitional Justice System, publishes its report on the patterns and persistence of the armed conflict, making recommendations to resolve the conditions that caused the conflict;
2022-2023: President Petro launches the "Paz Total" (Total Peace) initiative, calling for all armed groups to declare a unilateral ceasefire and enter into dialogue with the Colombian government;
2022-2024: Negotiations with ELN continues. To date, there have been five rounds of peace negotiations.

Sudan Peace Process

2018 – 2019: The Sudanese Revolution begins. Sudanese Military overthrows President Omar al-Bashir; the Transitional Military Council (TMC) takes control of country;
Sep 2019: First round of negotiations starts in Juba;
Oct – Dec 2019: Second and third round of negotiations:

- Two Areas Track between Government and Sudan People's Liberation Movement-North
- Darfur Track between Government and Sudan Revolutionary Front
- Eastern Sudan track between Government and Sudan Revolutionary Front

Oct 2020: Juba Peace Agreement signed with Sudan People's Liberation movement -North (SPLM-N). UNAMID withdraws;
Apr-Jun 2022: Sudanese government and SPLM-N begin implementing Peace agreement;
Apr-Jun 2023: Civil war between Sudanese Army and Rapid Support Forces (RSF), which leads to a humanitarian crisis.

Libya Peace Process

2014- 2020: Multilateral civil war fought in Libya between a number of different armed groups;
Nov 2018: Palermo Conference is held to propose the Libyan National Conference, a meeting to organize the peace processes and elections;
Apr 2019: Libyan National Conference postponed as a result of the attack on Tripoli by the Libyan National Army;
Jan 2020: UNSMIL's three-point peace plan is presented, Berlin conference is held, leading to a six-page Conclusions document with 55 points covering the peace process, including ceasefire and arms embargo, which were constantly violated;
Nov 2020: The political track of negotiations evolves into the Libyan Political Dialogue Forum (LPDF) with support of UNSMIL to generate consensus on a unified governance framework and arrangements that will lead to the holding of national elections;

Jan 2021: LPDF Advisory Committee meeting is held in Geneva, leading to the appointment of a unified executive authority. Elections were agreed to take place in December 2021; however, these have been postponed several times and have not happened to date.

Philippines Peace Process

2014: After decades of conflict, the Philippines government and the Moro Islamic Liberation Front (MILF) sign the Bangsamoro peace agreement, following a peace process facilitated by Norway;
2019: The Bangsamoro Organic Law (BOL) that establishes the Bangsamoro Autonomous Region in Muslim Mindanao (BARMM) is ratified through a plebiscite. A transitional body, the Bangsamoro Transition Authority (BTA), is organized pending the election of the new region's government officials in 2022;
2021: President Duterte signs Republic Act No. 11593, postponing BARMM's first regular parliamentary elections from 2022 to 2025: The law also extended the transition period of the Bangsamoro until 2025

Democratic Republic of Congo Peace Process

1999: Lusaka Peace Process establishes a transitional government;
2006: Political process led to a new Constitution and the peaceful legislative process of the presidential elections. Currently, DRC has two ongoing peace processes: (1) The Nairobi Process focuses on ending inter-DRC hostilities (particularly in Eastern DRC) (2) The Luanda Process focuses on ending the hostility between DRC and its neighbor Rwanda.

Nairobi process:
Apr 2022: First Inter Congolese Dialogue (Nairobi I) is hosted in Kenya bringing together representatives of Local Armed Groups in Eastern DRC and the Government, as part of the quest to find a lasting solution to the insecurity in Eastern DRC. A total of 25 armed groups participated in the Nairobi Dialogue;
May 2022: Further consultations between the Government, Armed Groups and Communities were held in the Eastern DRC (Nairobi II). Consultations involved 56 local armed groups, representatives of 40 local communities and religious representatives;
Nov- Dec 2022: The Third phase of the inter-Congolese consultations (Nairobi III) is hosted in Kenya, with 200 delegates, including representatives from armed groups, civil society, and a group of female survivors of sexual violence. Women constituted 40 % of civil society representatives.

Georgia Peace Process

1989- 2007: Protracted conflict involving Georgia and its regions of Abkhazia and Tskhinvali region/South Ossetia, which are supported by the Russian Federation.
August 2008: War between Georgia and the Russian Federation.
2008: A formal peace process is established within the framework of the Geneva International Discussions (GID). The decision on the formation of such a format was adopted according to the 12 August 2008 Ceasefire Agreement signed between Georgia and Russian Federation. The peace process is co-chaired by the United Nations, the Organization for Security and Co-operation in Europe (OSCE) and the European Union (EU), and

brings together participants of Georgia, the Russian Federation, the United States and Georgia's breakaway regions - Abkhazia and Tskhinvali region/South Ossetia.
2009: GID establishes the Incident Prevention and Response Mechanism (IPRM), where Russia and Abkhaz and Ossetian participants and Georgian authorities and co-facilitators – the OSCE and the European Union Monitoring Mission in Georgia (EUMM) meet to identity risks and follow-up on incidents and exchange information. This mechanism currently only operates in Ossetian direction in Ergneti, while Abkhaz direction in Gali is stalled.
2009 – 2024: GID meets four times per year, although discussions are not substantive, and conflict remains unresolved.

Afghanistan Peace Process

2018- 2022: The United States starts negotiating directly with the Taliban in 2018, leading to the US-Taliban Agreement signed in February 2020, setting the terms for the withdrawal of the US and allied forces from Afghanistan;
2018: Intra-Afghan dialogue takes place - a series of meetings between representatives of the Afghan government, civil society and the Taliban facilitated by Germany and Qatar - to discuss a potential peace process and the future of Afghanistan;
Jul 2022: US withdrawal is completed. Taliban de facto Authorities takes over the control of the country.

Myanmar Peace Process

2015: Nationwide Ceasefire Agreement (NCA) was agreed and signed by the government of Myanmar and representatives of various ethnic insurgent groups, officially known as "ethnic armed organisations" (EAOs);
2018: The third session of the Union Peace Conference was held aiming to encourage non-signatory Ethnic Armed Organisations (EAOs) to join the NCA peace processes;
Feb 2021: The military, known as the Tatmadaw, seized power from the democratically elected civilian government, declaring a year-long state of emergency and transferring legislative, executive and judicial powers to the Commander-in-Chief;
Apr 2021: A shadow government, the National Unity Government (NUG), was formed to coordinate opposition to the military takeover.

Syria Peace Process

2011: Syrian civil war starts. Arab League attempts twice to start a peace process;
Jan 2012: Russian foreign ministry suggests "informal" talks in Moscow between the Syrian government and opposition;
March 2012: The Kofi Annan peace plan (Joint Special Envoy for the United Nations and the Arab League) is presented. It aims to commit both the Syrian government and opposition to a cease fire and commit the Syrian government to initiate deliberations with the opposition on their aspirations and concerns. An "action group" conference (Geneva I Peace Conference) was held in Geneva among the parties;
2014: Geneva II Peace Conference on Syria takes place, organized by then-UN envoy to Syria. It aimed at bringing Syrian government and opposition together to discuss a transitional government;

2015-201: Further talks happen in Vienna and Astana, including Geneva III Peace talks;
Oct 2019: Convening of the Syrian Constitutional Committee in Geneva, to draft a new constitution for Syria under the auspices of the United Nations.

Yemen Peace Process

2012: Reconciliation efforts to end the civil war in Yemen results in presidential elections. Yet, violence and conflict continues;
2015-2016: Cease fire and peace talks are held. Kuwait hosted the Yemen peace talks for three months in April 2016. However, the negotiations broke down, after they failed to yield a deal between the parties involved in the war;
March 2019: The UN Mission to Support the Hodeidah Agreement, was initiated by the United Nations in Yemen;
Nov 2019: A power-sharing deal, Riyadh Agreement on Yemen was signed between the Saudi-backed Yemeni government and the UAE-backed southern separatists;
2022- 2023: Ceasefire, truces and peace talks continue to happen.

Annex 9: Relevant WPS Resolutions

The following table summarizes the key objectives of each of the relevant WPS related resolutions as well as the key actions that UN Women took based on them.

Resolution	Year	Objective	UN Women action
Resolution 1325	2000	The resolution addresses how women and girls are disproportionally impacted by conflicts and recognizes their critical role in the prevention of violent conflict, the delivery of relief and recovery efforts and in the forging of lasting peace. The Resolution incorporates gender perspectives in all United Nations peace and security efforts.	The Resolution sets the ground for the work UN Women does in supporting countries and regions in developing National and Regional Action Plans.
Resolution 1889	2009	The resolution calls for the establishment of a global set of indicators to track the implementation of 1325 and it emphasizes the need to ensure gender mainstreaming in all post-conflict peacebuilding and recovery processes. The Resolution requests the Secretary-General to report on women's participation in peacebuilding and includes directives to ensure representation of women in the UN peace keeping missions.	While not a direct outcome, the renewed focus in the run up to the 10th anniversary of SCR 1325 contributed to the development of the UN/DPPA and UN Women joint strategy to ensure collaboration between DPPA and the newly established UN Women.
Resolution 2242	2015	The resolution encourages the meaningful participation of women in international and regional peace and security fora. It also establishes the Informal Experts Group to support addressing persistent obstacles in implementing the WPS agenda and pushes member states to scale up the funding for the WPS Agenda.	The resolution led to the creation of the Women, Peace and Humanitarian Fund with the aim to provide a rapid response in crisis situations.
Resolution 2493	2019	The Resolution requests the UN system to develop context-specific approaches for women's participation in all UN-supported peace processes and urges Member States to ensure and provide timely support for the full, equal, and meaningful participation of women in all stages of peace processes.	UN Women lobbies for the implementation of this resolution and increasingly includes participation of women in its WPS work.

Annex 10: Meta-synthesis of evaluations

The team has undertaken a meta synthesis of a sample of evaluations conducted between 2018 and 2022 in the broad area of Women, Peace and Security. The objective of the analysis was to understand the level of inclusion of women in the different programs/areas of work, with particular focus on the inclusion in peace processes.

The following evaluations were thoroughly scanned and analysed:

Corporate Evaluation of UN Women's support to National Action Plans on Women, Peace and Security, 2020. The evaluation assessed UN Women's support to NAPs development and implementation processes to meet WPS commitments and adopt accountability frameworks in conflict and post-conflict countries. The evaluation focused on the period 2015–2019 and covered results from the UN Women Strategic Plan 2014–2018 and the first two years of the 2018–2021 Strategic Plan. UN Women plays a pivotal role in forwarding WPS objectives at global, regional and national level. Globally, UN Women provides leadership, knowledge sharing and advocacy on WPS, and coordinates UN system work in this area. At regional level, UN Women supports an enabling environment for regional and subregional organizations to advance WPS objectives. At national level, UN Women supports countries to develop, implement, monitor and review their WPS NAPs, including by providing coordination, technical expertise, guidance and tools, and lessons and best practices.

Midterm review. Joint UNDP-DPPA Programme on Building National Capacities for Conflict Prevention, 2022.

The United Nations Development Programme (UNDP) and United Nations Department of Political and Peacebuilding Affairs (DPPA) have been collaborating on the Joint Programme since it was first launched in 2004. However, the recent financial situation has substantially reduced the size and scope of the Joint Programme. The deployment of Peace and Development Advisers (PDAs) and Peace and Development Teams (PDTs) represent the most visible elements of the Joint Programme, though the programme also provides other elements of support to national stakeholders and the UN system. As of the end of 2021, the Joint Programme reported it was deploying 103 personnel based in 66 locations and supporting 67 Resident Coordinators (RCs) and UN Country Teams (UNCTs) across five regions: Africa, Arab States, Asia/Pacific, Europe/Central Asia and the Americas. This includes 31 Peace and Development Teams involving national PDAs, Peace and Development Specialists (PDSs), UN Volunteers and secondees working with international PDAs, as well as 6 Regional Programme Specialists (RPSs) that have been deployed since 2020.

Evaluation of Regional Office for Asia and the Pacific. Contribution to Women, Peace and Security. 2021

The purpose of this evaluation was to provide insights for decision-making with respect to the work of the UN Women Regional Office for Asia and the Pacific on women, peace, and security over the next Strategic Note period (2022–2026) and to facilitate understanding and learning about UN Women's portfolio in the Asia Pacific region, achievements since 2017, opportunities and challenges, as well as gaps in programming and results. Approximately 42 projects in the Asia and the Pacific region were implemented by 10 UN Women field presences and the UN Women Regional Office for Asia and the Pacific (the Regional Office)

between 2017–2020. The evaluation particularly focused on women's role in countering violent extremism, providing insights on the work done in the region.

Evaluation of UN Women's Peace and Security in the Arab States Regional Project. 2019
UN Women's Peace and Security in the Arab States Project is an intervention working regionally and at the country level with UN partners, national and regional partners, NGOs, and civil society partners to address the challenges and the changes in the region related to the status of women in the peace process and post conflict state building process. The project was implemented in Tunisia, Jordan and Iraq with a regional component covering the rest of the Arab world through partnership with the League of Arab States in Cairo, Egypt. The project supported expertise on WPS in the region, through ensuring institutional capacity building of governments, the national women's machinery, and civil society, on WPS commitments and increasing the evidence base. The project also worked with national bodies to develop accountability frameworks for the implementation of WPS commitments, in the form of national action plans.

Program Evaluation "Enhancing women's leadership for sustainable peace in fragile contexts in the MENA region" 2021. The program, currently in its second phase, seeks to ensure gender-inclusive peace processes by advocating for the meaningful participation of women in peace and transition processes as they relate to Iraq, Libya, Syria and Yemen. The program has been effective in increasing evidence-based knowledge, strengthening the capacity and technical expertise of peace actors including women peacebuilders, as well establishing important intergenerational networks. This is despite the significant challenges which have arisen from the external environment which the program is seeking to influence, the intensified levels of conflict across the region, stagnant peace processes and disruptions to planned meeting due to COVID 19. The program has been impactful by helping change the narrative around peace processes and the importance of these being inclusive. It has benefitted from having a regional approach instead of four separate bilateral initiatives, as lessons learnt have been able to be applied across the different contexts and research and analysis has been able to be drawn from the four countries to feed into global policy recommendations. The program has also established mechanisms to allow women peacebuilders to develop their own strategies and priorities and will serve as a vehicle through which women in the region can seek to participate in and influence post-conflict reconstruction or transition processes when these take place.

The following points emerged from the analysis:
- Except for the programs that are specifically designed to strengthen women's leadership, participation in peace building and conflict prevention or in peace processes (2 out of 5 evaluations in the sample), the other WPS programs presented in the evaluations do not have an empowering component in terms of direct participation of women. In most cases, when women are engaged in WPS activities, they are either object of consultations with the aim of better understanding their needs and how conflicts impact them, or the beneficiaries of humanitarian interventions. This might lead to women often portrayed as victims of conflicts rather than active participants in the building of peace. While the efforts to understand the different impact of conflict on women and men is important, there seem to be also a need to promote

direct engagement of women in the resolution of these conflicts, as well empower them to be active part in prevention efforts.

- For most of the work reported in the evaluations, it is difficult to capture the direct engagement of women. There are cases, such as in the Program evaluation "Enhancing women's leadership for sustainable peace in fragile contexts in the MENA region" where women are directly involved in activities and data on their engagement is available and quite clear. However, in most programs the work of UN Women is focused on CSOs, with no specification of whether the CSO is a women's organization. Often evaluations describe this work in generic forms (i.e. strengthening CSOs, provide technical support to CSOs) with no specification on either what type of CSOs is involved and what are the specificities of the support provided, making it difficult to understand if this entails a direct engagement of women.
- Whether this regard CSOs in general or women specifically, the evaluations show that the main methods used to enhance the participation in peace processes (and in other WPS areas of work) are capacity building, alliance building and advocacy activities. Capacity development and strengthening is a strong component of many projects and activities presented in the evaluations, with UN Women playing a key role in delivering trainings, workshops and guidance on women's participation in peace processes including participation in NAPs development. Another strong component is the creation and strengthening of alliances and networks to connect women and CSOs involved in peace processes, but also bringing together different stakeholders and facilitating discussion and coordination among them (such as faith-based leaders, youth groups, media, parliamentarians). Advocacy, communication, and knowledge generation is another area of work highly represented in the evaluations, which can span from sensitizations sessions on the role of women in conflict prevention to outreach and media campaigns and regional advocacy for national and regional NAPs.
- In general, all evaluations suggest that a greater direct inclusion and engagement of women would be beneficial to achieve sustainable results in the WPS area. While this is often linked to the need to include women's voice as well as marginalized groups in the broad work on peace and prevention of conflict, there is also a call to promote direct involvement of women (and youth) in the dialogues, actions and decision-making tables. That said, evaluations do not provide concrete recommendations on how to promote and scale this work.

The evaluation team has also reviewed the draft of the "UN Women Syria Programme Evaluation Report" which was, however, not part of the meta synthesis. UN Women's engagement in Syria started in 2014 and focuses on mainstreaming gender equality and women's empowerment into peace and security processes; supporting women's meaningful participation and leadership in peace and security; and improving coordination and accountability frameworks on women, peace and security. Since 2016, a core element of the Programme is the support to the Women Advisory Board (WAB), which serves as an advisory body to the Office of the Special Envoy in the political process. Specifically, the Program has supported strengthening the WAB's capacity to influence the political process and its knowledge on key topics related to it. The Programme has also worked to further enhance the WAB's connection on the ground and its influence by strengthening its contact with key constituencies. The evaluation report showed that UN Women's technical and logistical support has contributed towards maintaining the

WAB's high profile as the most visible mechanism to realizing the meaningful participation of women in Syria, allowing it to leverage political will, provide technical expertise and engage in high-level political dialogue despite the stalled political peace process. However, the evaluation also highlighted that UN Women's approach to track I and track II was not adequately integrated and coherent, suggesting the need for more systematic and meaningful engagement of WAB members with women in Syria, and local/civil society, in order to increase the representation of diverse voices in the WAB. In fact, in more general terms, the evaluation found that the Programme could become more relevant by widening its engagement with different women's groups across Syria.

Annex 11: Case study selection

In line with tenets of a realist evaluation that aims to capture '*what works where for whom and why?*', the research design for this evaluation includes case studies to illustrate UN Women's scope of interventions to enhance women's participation in peace processes in very different contexts. Case studies are designed to use comparisons between cases to build, test and validate findings. In consultation with internal and external stakeholders and review of relevant documents, the team proposes the following two sets of complementary case studies: Country/ Peace Process Case Studies (5-6), and Deep-Dive Case Studies (5), for a total of 10-11 case studies.

Country/ Peace Process Case Studies

Country/ Peace Process Case Studies aim to capture the broad range of UN Women's support to women's participation in peace process – comprising different phases of preparation, negotiations, implementation, relapse to violence - falling within the evaluation period of 2018-2023. The Country/ Peace Process Case Studies will be illustrative, descriptive of a particular peace process in a specific context and time and explore programme implementation in line with the six focus areas[ii] of the 'women's meaningful participation in peace process – wheel' (See 5.1 Conceptual Framework).

The selection criteria include (see Annex 1 for additional details):

- Diverse regions of UN Women intervention
- Potential for learning on different stages of peace processes
- Diversity of peace process mediation/ negotiation stakeholders: UN-led, co-led and processes mediated and supported by other actors, including regional organizations and Member States.
- Countries with/ without peacekeeping or special political missions (2018-2023)
- Strategic significance of UN Women operational set-up (type of presence, duration of engagement)
- Strategic significance of UN Women interventions (significant results, key partnerships)
- Progress Ratings relating to indicator 5.13.3 of the 2018-2021 Strategic Plan
- Budget for this area of work/ expenditure | preliminary budget for 2018-2022[iii]
- Access to country, specialists and availability of data (RMS reporting)
- Reference in PA-X Women, Girls, and Gender Database (PA-X Gender)
- Women, Peace and Security Index, including sub-indicators 'Political Violence Targeting Women' (PVTW) (2022), and 'Proximity to conflict' (%) (2021-2022)

The countries/ peace processes selected include:

1. Colombia (Americas and the Caribbean): Aims to explore the post-agreement, implementation, monitoring and verification phase of the 2016 Havana peace agreement with the FARC-EP, as well as ongoing peace processes with the National Liberation Army (ELN)/ other armed non-state actors under the Total Peace policy[iv]. The focus lies on

identifying factors of success underlying UN women's holistic engagement to support women's participation in peace process. In particular, UN Women's support to women leaders, women's rights organisations and the feminist movement to participate in implementation and verification mechanisms monitoring the implementation of the gender provisions contained in Peace Agreement (post-2016). While considerable documentation of UN Women's engagement is available, this tailored and remote case study also aims to critically engage with gender-responsive learnings in the light of currently ongoing peace negotiations with other non-state armed groups. (remote)

2. Democratic Republic of the Congo (West and Central Africa): Aims to explore UN Women's interventions in the context of a complex set of six to seven parallel sub-national and cross-border peace processes, in particular the Nairobi (EAC-led, focusing on eastern DRC) and Luanda Process (hostilities with Rwanda). In addition to being 'non-UN led/ co-led' processes – but with the existence of the United Nations Organization Stabilization Mission in the Democratic Republic of Congo (MONUSCO) – this case allows for capturing good practices and lessons on engagement with and coordination with counter-parts to enable women's participation and representation, amplifying their voices in decision-making fora and agenda setting. (on-site)

3. Georgia (Europe and Central Asia): In Georgia the formal peace process operates within the framework of the Geneva International Discussions (2008) and has been described as a 'stalled process', currently in its 59th round of discussions (December 2023). This case is an example of a UN co-led peace process - co-chaired by the United Nations, the Organization for Security and Co-operation in Europe (OSCE) and the European Union (EU). In addition to capturing coordination aspects, UN Women's engagement aims to maintain momentum on women's mobilisation for peace, enabling contact and exchange among diverse groups of women across Georgia, including its regions of Abkhazia and Tskhinvali region/South Ossetia. (on-site)

4. Libya (Arab States): explores the transition setting in the context of an UN-led process with the presence of the United Nations Support Mission In Libya (UNSMIL). The focus lies on UN Women's support to women's representation in national and international dialogues, such as the Palermo talks (November 2018), the Libyan Political Dialogue Forum (2020), and the international conference on Libya in Berlin (2020). This case allows to explore the effectiveness of operational support strategies, the provision of gender expertise and the added value of facilitating convenings and networking opportunities for women leaders from different regions, and political affiliations (organised by the RO in Arab States). (on-site)

5. Sudan (East and Southern Africa): In a short time span, Sudan has experienced a revolution, negotiation, peace agreement, flawed (under-resourced) implementation and relapse into violent armed conflict, with UN Women continuous active engagement. In addition to being an example of a UN-led peace process, UN Women supported a diverse range of civil society organisations to engage in peace dialogues, and influenced the process design through engagement with high level political actors, supported by UN Women's

regional office (2023). In 2021, in partnership with the UN mission, the SRSG facilitated the inclusion of women observers to the peace process, which was the result of women's advocacy efforts (supported by UN Women). (remote)

6. Philippines (Asia Pacific): Between 2018-2023, The Philippines has a peace process in transition stage with Moro Islamic Liberation Front (signed 2012) and announced the resumption of negotiations with the National Democratic Front of the Philippines (NDFP). These peace processes constitute examples of 'member-state' led peace processes (facilitated by Norway), without the UN as lead or co-lead, and without a political or peace-keeping mission. UN Women engages through a programme presence in country and has worked to enhance women's leadership and participation in the autonomous region, Bangsamoro, supporting women's organisations to monitor the implementation of the peace agreement and integrating a gender perspective into transitional justice efforts. This case aims to explore UN Women's engagement with the Office of the Presidential Adviser on Peace, Reconciliation and Unity (OPAPRU). (onsite)

Issues-Focused Case Studies

Deep-Dive Case Studies build on promising mechanisms, ways of working, and approaches to enhance women's participation in peace processes, identified through internal and external consultations conducted during the inception phase. Analysing the 'learning angle' in different contexts adopting a comparative approach will contribute to a better understanding of the circumstances under which, for whom and why a specific UN Women approach to enhance women's participation in peace processes 'works' (or not).

The selection criteria for the Deep-Dive Case Studies include:

- Considerable learning angle (what works, where, for whom and why/ why not)
- Expressed gap in knowledge (on how change happens) and area of interest (like to know more about)
- Opportunity for comparative analysis
- Access to country, specialist and availability of data (RMS reporting)

The deep-dive angles include:

1. Strategies of navigating restrictive and violent contexts: Focusing on lessons learned and promising approaches to support women's participation in peace processes, where UN Women interventions are significantly constrained. Proposed contexts include Afghanistan and Myanmar.
2. Women's Advisory Boards: Model of Women's Participation Mechanism: This case study aims to capture insights from the creation of Women's Advisory Boards, particularly in contexts of protracted conflicts such as Syria and Yemen. The comparative approach will contrast different modalities of implementation and operational set-up, the role of women's diaspora movements, and UN women's supporting role (serving as secretariat of the WAB, presence or not in country).

3. Regional Approaches African Union: Acknowledging that UN Women is one stakeholder among several others with mandates on peace, stability mediation/ negotiation, this deep-dive case study will explore the role, contributions, and leverage of UN Women in engaging and coordinating with regional organisations. The comparative perspective comprises coordination mechanisms in the context of the African Union, and different regional economic communities (IGAD, ECOWAS) among others, as well as regional approaches including UN Women Regional Office, and Women's Mediation Networks among other regional actors. Proposed stakeholders to engage **regional organisations, UN Women regional office, specific countries engaging from regional perspective**.
4. Partnership, Collaboration and Coordination with DPPA: This deep-dive case study will assess the partnership with DPPA at headquarters level, and the working relationship with the special political missions, Gender, Peace and Security Unit and Mediation Support Unit, as well as gender advisors. This deep dive case study will explore comparative lessons learned from the implementation of the joint DPPA-UN Women strategy (2011), efforts to mainstream gender considerations into process design and other forms of coordination gender-responsive mediation work in different contexts. Possible comparative examples emerge from partnership in **Yemen, Syria, Libya, Sudan** and **Colombia**.
5. Strategies to enhance linkage between peace-process tracks: This deep-dive case study focuses on UN Women strategies employed to support women's participation in informal peace-processes, and notable practices to adopt a bottom-up perspective that feed-in and influence gender-responsive agendas, content, and process design. A particular emphasis lies in good practices to link women's multi-track efforts that enhance women's influencing capacity, as well as women's/ gender-responsive deliberation that make a difference in terms of adopting gender-provision in peace agreements. Specific strategies/countries/ processes will be identified during the fieldwork.

	Colombia	Democratic Republic of the Congo	Georgia	Libya	Sudan	Philippines
Diverse regions of UN Women intervention	Americas and the Caribbean	West and Central Africa	Europe and Central Asia	Arab States	East and Southern Africa	Asia Pacific
Potential for learning on different Peace Process stage[1]:	Implementation stage (post-agreement) (2016 – FARC) Implementation and nexus player Process stage: Preparation, Ongoing/ Active processes (pre-agreement)/ (2021 - ELN)	6-7 parallel national/ regional peace processes	Stalled (formal denomination)	Quality partnership w/ mission/ DPPA. Development of localised ways of working	Multiple Process Revolution Negotiation Peace Agreement Flawed Implementation Relapse to conflict	Implementation stage (post-agreement) (2012/2014 – MILF) Process stage: Preparation, Ongoing/ Active processes (pre-agreement)/ (2023 - NDFP)
Diversity of peace process mediation/ negotiation stakeholders: UN-led, co-led[2] and processes mediated and supported by other actors,	Member State led (Colombia Government, with different guarantors. Third-party advisory)	Nairobi Process Luanda Process	UN Co-Led Geneva International Dialogue (2008-) with EU & OSCE	UN-led/ Co-led	UN-led/ Co-led	Member State led (Philippines Government (facilitated by Norway)

[1] This includes Preparation, Ongoing/ Active processes (pre-agreement)/ implementation stage (post-agreement) (2018-2023).

[2] Definition: UN-led: Regarding definitions, peace processes are considered UN-led/co-led when there is a Security Council mandate or when the request comes directly from the warring parties. Peace processes are considered UN-supported if the mediating third party or parties have requested UN support, the support is substantive (not logistical), and if the mediation support is ongoing (currently, the benchmark is that at least three engagements have taken place within a year or that the support was ongoing for at least three months). She highlighted confidentiality issues linked to UN-supported peace processes, noting that although the UN supported ten processes, only two were permitted to be publicly reported in the 2023 mid-term report. Finally, she stated three main challenges and gaps: 1) the definitions, including defining "UN support," 2) confidentiality of UN support, and 3) limited access to information, including on women's participation, whenever the UN is not playing a lead/co-lead role.

including regional organizations and Member States.						
Countries with/ without peacekeeping or special political missions (2018-2023)	UN Verification Mission in Colombia	United Nations Organization Stabilization Mission In The DR Congo (MONUSCO)	N/A	United Nations Support Mission In Libya (UNSMIL)	United Nations Integrated Transition Assistance Mission In Sudan (UNITAMS) Special Envoy Horn of Africa (Sudan) Special Envoy Great Lakes Region (Sudan)	N/A
Strategic significance of UN Women operational set-up (type of presence, duration of engagement)	CO	CO	CO	Multi-Cluster Office (Tunisia-Libya)	CO	NRA
Strategic significance of UN Women interventions (significant results, key partnerships)	Type of Support 2019-2021 • Incorporating gender into peace processes • Training women in mediation and peace building • Supporting the development and formation of networks to influence peace, Training women in mediation and peace building	Type of Support 2019 • Technical and financial support for 1325 drafting and implementing	Type of Support 2018-2021 • Engagement in meetings and consultations, events on women's participation in peace • Supporting the development and formation of networks to influence peace	Type of Support 2020-2021 • Support CSO to engage in peace dialogues and initiatives • Training women in mediation and peace building	Type of Support 2018-2021 • Support CSO to engage in peace dialogues and initiatives, • Training women in mediation and peace building • Technical and financial support for 1325 drafting and implementation	Type of Support 2018-2021 • Support CSOs to monitor peace, • Training women in mediation and peace building
Progress Ratings relating to indicator	Significant progress (2018) Some progress (2019)	Some progress (2018) N/A N/A	Some progress (2018) Some progress (2019)	N/A (2018) N/A (2019)	Some progress (2018) Some progress (2019)	Some progress (2018)

5.13.3 of the 2018-2021 Strategic Plan	Significant progress (2020) Significant progress (2021)	N/A	Significant progress (2020) Significant progress (2021)	Significant progress (2020) Target reached or surpassed (2021)	Target reached or surpassed (2020) Some progress (2021)	no change (2019) Some progress (2020) Target reached or surpassed (2021)
Budget for this area of work/ expenditure | preliminary budget for 2018-2022[3]	$26,017,486	$ 6697930.25	$ 3323819.37	$ 3316616.11	$ 6961902.07	NRA
Access to country, specialist and availability of data (RMS reporting)	Yes (remote)	Yes (in-country	Yes (in-country)	Yes (remote)	Yes (remote)	Yes (in-country)
PA-X Women, Girls, and Gender Database Reference (PA-X Gender)	Final Agreement to End the Armed Conflict and Build a Stable and Lasting Peace (24/11/2016)	Unilateral ceasefire agreement signed between the ARDPC for peace in Ituri province (14/08/2020) Peace and Peaceful Cohabitation Komanda Convention between native communities of Irumu territory (12/08/2020) Accord entre le Gouvernement de la Republique Démocratique du Congo et la Force de Resistance Patriotique	N/A	Palermo Conference for and with Libya, Conclusions (13/11/2018) Reconciliation Charter between Tebu and Zway Tribes from Kufra (20/02/2018) Roadmap for the Preparatory Phase of a Comprehensive Solution (19/11/2020) Declaration of the Paris International		Joint Statement on the Second Round of Talks between the GRP and the NDFP (09/10/2016)

[3] Budget includes humanitarian and WPS budget

		de l'Ituri (FRPI) (28/02/2020)		Conference for Libya (12/11/2021) The Second Berlin Conference on Libya (23/06/2021)		
WPS Index	132/177	174/177	39/177	122/177	164/177	121/177
Political violence targeting women (PVTW) (2022)	0.475	0.345	0.000	0.119	0.179	0.056
Proximity to conflict (%) (2021-2022)	66.1	31.2	0.0	1.6	38.8	75.3

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Annex 12: Theory of Change with notes

Footnotes to ToC:

a. This involves recognizing that women are already working in a variety of ways on peacemaking, and supporting and building on this work. It also involves understanding how women's organisations involved in peacemaking are connected to wider political interests and actors in conflict contexts.

b. This includes women participating not just to advance gender equality agendas, but across all issues covered by a peace process, for example as security or constitutional experts.

c. Systematic linkages between tracks are important for feeding civil society and grassroots voices from Tracks 2 and 3 into Track 1 negotiations, as well as for information sharing and accountability from Track 1 to other levels. This is particularly relevant given that women tend to have more access to Tracks 2 and 3.

d. While robust data was identified by stakeholders as important both for 'making the case' and for informing action on women's participation in peace processes, it appears that this is currently a gap in UN Women's work. The entity plans to address this gap through the 'Peace Process Tracker' and other efforts. Evidence that demonstrates how women's inclusion contributes to durable peace outcomes is particularly valuable to generate political support.

e. Stakeholders identified enhancing protection and addressing backlash as critical for enabling women's safe participation in peace processes, but reported that this is currently a gap in UN Women's work.

f. This assumption - which underlies much of UN Women's capacity development work in this area - is that, where women's civil society organizations and networks have increased technical and operational capacities and stronger financial support, this makes them better able to influence peace processes at multiple levels.

g. These key actors would include those mediating a peace process and/or negotiating parties. While it is not assumed that such actors will be supportive of women's participation, there is an assumption that they can potentially be persuaded of the value of women's participation.

h. This would include convening grassroots and marginalized women, along with mainstream women's civil society and women leaders, to support the representation of diverse women's voices within peace processes.

i. This involves adequate financial and human resources, including staff with relevant capacities, and particularly skills required to engage effectively in this highly political area of work.

j. Noting that in women working on peacemaking in conflict contexts are often supportive of multilateralism and UN engagement on peace.

k. While the declining UN role in peace making presents a challenge for UN Women, the growing role of MS in leading peace processes can also be seen as an opportunity for UN Women to engage with and influence these actors to advance women's political participation. This will require the development of new strategies to respond to this changing landscape.

Annex 13: Key Informant Interview Protocol

Introduction

Hello, and thank you for agreeing to speak with us today. Our team is conducting a global corporate evaluation of UN Women's support to women's participation in peace processes. This includes a retrospective look at achievements made during the Strategic Plan 2018-2021 cycle and a forward-looking perspective on the Strategic Plan 2022-2025. The goals of the evaluation are to contribute to strategic decision-making, learning, and accountability at UN Women.

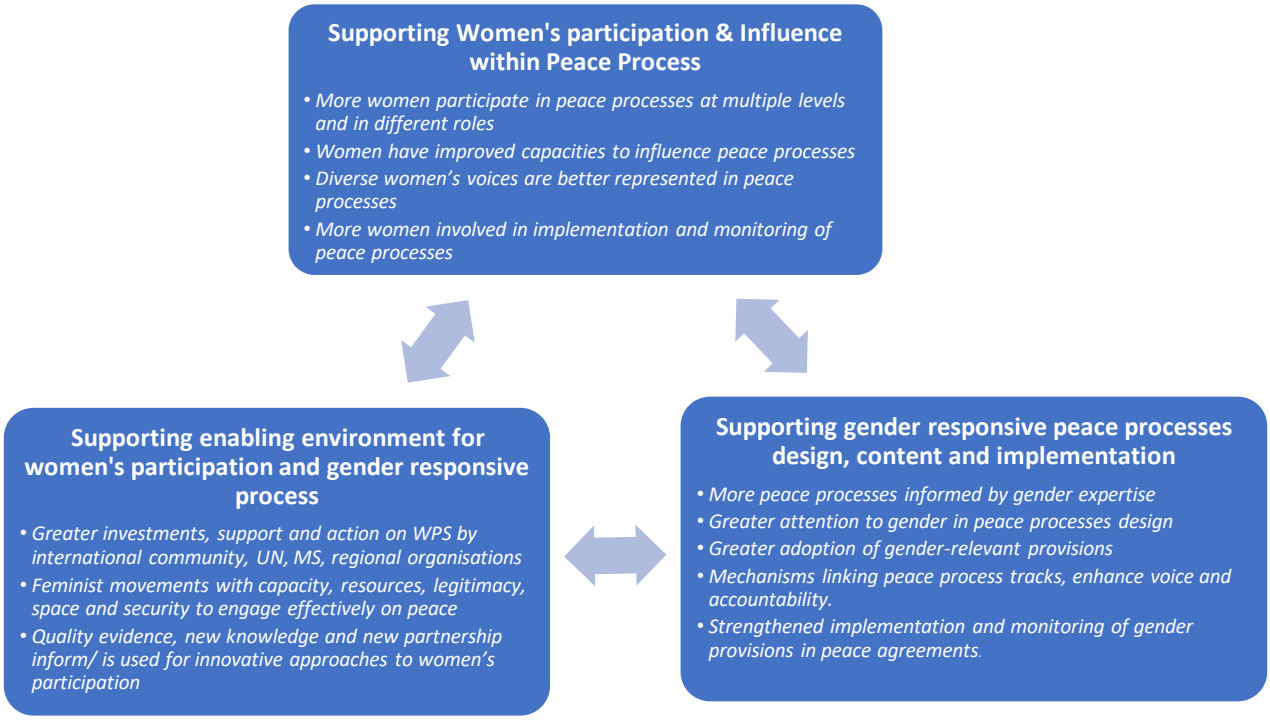
Within the timeframe of 2018-2023, we will examine what aspects of UN Women's support for women's participation in peace processes have worked well, where they have worked and for whom they have worked, and the reasons why they have or have not been successful. We also aim to identify any notable strategies and lessons that should be taken forwards into programming.

All our interviews are confidential. Your name, or any identifying information, will not be shared with anyone outside of the evaluation team. The interview will take about an hour, and you can choose to skip or not answer any question without any repercussions. We will be taking notes, but we will not be recording this interview. We would be happy to answer any questions about the evaluation or methods at the end of the interview.

Are you ok for us to proceed? Do you have any questions?

Date	DD/MM/YY
Interviewee Name	
Location	
Conducted by	

Simplified Theory of Change: UN Women's Support to Women's Participation in Peace Processes



Questions

Introductions

1. Can you briefly describe for us how you have been involved in UN Women's support for women's participation in peace processes?

Outcomes/ results

2. What do you think have been the main results of UN Women's support for women's participation in peace processes?
3. In what contexts was it possible to achieve these results and why was it possible in these contexts?
4. Were there any contexts in which it was not possible to achieve these results and why?

Stakeholders

5. If you think about the main results that you have described. Were these results the same or different for different groups of stakeholders? And if so how?
6. Are there any groups for whom the results have not been effective? In what ways and why was it not effective for them?

Change story

7. Thinking about the main results you have mentioned. When these results were achieved, through what mechanisms or pathways were they achieved?
8. Were there unexpected mechanisms/pathways through which results were achieved?
9. Have the results that you have told us about been sustained over time? If so, how have they been sustained? If not, why not?

Recommendations

10. What could UN Women have done better or differently to ensure that results were achieved in different contexts and for all groups of stakeholders?
11. How do you think UNW has added value to work in this area, in relation to other actors?
12. What else does the evaluation need to know to understand how UN Women's results were achieved?

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Annex 14: Surveys protocols

Tool 1. UN Women Personnel Survey

Hello, and thank you for taking the time to complete this survey. The information you provide will contribute to the ongoing corporate thematic evaluation of UN Women's support to women's participation to peace processes between 2018 and 2023 led by the UN Women Independent Evaluation Service. The evaluation is being conducted during 2024.

In this context, the survey seeks to better understand your perspective on UN Women's support to women's participation in peace processes. We understand your country might not be undertaking a formal peace process, however if the office is contributing to the broader area of participation of women in peacebuilding within the Women, Peace and Security framework, please feel free to add your responses based on that work.

The survey includes specific vocabulary related to a peace process, which we define below:

- Track 1 Peace Process Negotiation: High-level decision-making process involving country leadership or national governments often led by the UN, or multilateral regional organizations through a committee or a special envoy. For example: Ceasefire, National Dialogues, Peace Treaty negotiations, Political Transition, Constitution Writing, and International Mediation.

- Track 2 Peace Process Negotiation: Usually convened in parallel to or to work towards a Track 1 process. Track 2 processes influence or advise a Track 1 process, and/or raise awareness to strengthen community buy-in. They may take the form of a conference, workshop or forum involving women peacebuilders, civil society, community leaders, and other experts and mediators.

- Track 3 Peace Process Negotiation: This refers to local peace committees, community mediation programmes, and insider-mediators – trusted and respected insiders at all levels of a conflicted society who have deep knowledge of the dynamics and context of the conflict.

The survey will take approximately 15 minutes to complete. Given the context-specificity of peace processes, we encourage you to add to the optional comment boxes with insights you might have from specific peace processes.

Please note that your responses to this survey will remain anonymous. The information collected will be treated as confidential and will be stored and managed according to the Independent Evaluation Services'

data protection protocols. For any questions, please contact the Evaluation Lead at florencia.tateossian@unwomen.org

We thank you again for taking the time to complete this survey.

Page 1: Respondent Information

1. Gender Identity: What is your gender identity? [*multiple choice*]
   - Female
   - Male
   - Prefer not to say
   - Other (please specify)

2. What is your role at UN Women? [*multiple choice*]
   - Senior Manager (D1/P5 or equivalent at country level)
   - Middle Manager (P3/P4 or equivalent at country level)
   - Entry level staff (P1/P2 or equivalent at country level)
   - General Service Staff
   - Consultant (working on WPS)
   - Former UN Women Personnel
   - UN Volunteer
   - Other (please specify)

3. What type of office are you currently affiliated with? [*multiple choice*]
   - Headquarters (HQ)
   - Regional Office (RO)
   - Multi-Country Office (MCO)
   - Country Office (CO)
   - Programme Presence (PP)
   - Liaison Office (LO)
   - Non-Resident Agency (NRA)
   - Other (please specify)

4. Where is your office located? [*multiple choice*]
   - Arab States
   - Americas and the Caribbean
   - Asia and the Pacific
   - Eastern and Southern Africa
   - Europe and Central Asia

- Headquarters
- Western and Central Africa

Outcomes/Results

Please find below a list of results related to the work of UN Women supporting women's participation in peace processes.

Please check the results that apply to your context. [check box]

Enabling the environment	
	Improved coordination on WPS work through supporting the adoption of National Action Plan on 1325
	Improved coordination on production of Secretary-General reports, briefings, and coordination on expert groups and secretariat functions
	Change in social norms towards the inclusion of women in peace processes
	Robust data and knowledge generated
	Strengthened women's civil society movement, networks and alliances
	Protection of human rights defenders
	Engagement of gatekeepers (e.g. religious leaders) to advocate for women's inclusion in peace processes
	Improved relationship with UN political mission or UN Peace keeping mission or RC Office
	Other (please include any other results in this area)

Supporting gender responsive peace process design, content and implementation	
	Parallel or informal mechanisms, structures, events created for women to influence peace processes
	Space created for women 's participation in formal peace processes
	Gender embedded in different mechanisms and institutions of peace implementation
	Gender provisions in peace agreements are implemented
	Increased Gender expertise for adoption and introduction of gender-provisions
	Improved Facilitation of multi-tracks approach (linking track 1, track 2 and track 3)
	Other (please include any other results in this area)

Support women's participation and influence	
	Increased capacity of women to contribute effectively to peace dialogues at multiple levels

	Increased opportunities for women to influence peace dialogue at different levels
	Increased inclusion of women in Track 1 (formal peace process) negotiations in different roles
	Increased women's attendance to relevant peace processes conferences, meetings, events (logistical and financial support)
	Women supported to do peace building initiatives on the ground (e.g. local conflict mediation, early warning, influencing male leaders)
	Women across conflict divides convened to develop a common agenda
	Other (please include any other results in this area)

6. What are the key contextual factors enabling the results of UN Women's support to women's participation in peace processes? Select all that apply [*check boxes*]

- Commitment of the government towards peaceful resolution of conflicts
- Commitment of the government on WPS agenda
- Commitment of negotiation parties towards resolution of conflicts with gender inclusion
- Strong national policy framework and institutions towards gender equality and women's empowerment
- Commitment and influence of regional actors (e.g. African Union, European Union, Economic Commissions)
- Presence of a solid women's civil society movement
- Strong UN system presence and UNSC resolutions framework in the country
- Geopolitical factors
- Other (please add)

7. What are the key contextual factors hindering the results of UN Women's support to women's participation in peace processes? Select all that apply [*check boxes*]

- Volatile context and insecurity
- Restrictive contexts towards gender equality and backlash
- Lack of commitment of the government towards peaceful resolution of conflicts with gender inclusion
- Lack of commitment of negotiating parties towards peaceful resolution of conflicts with gender inclusion
- Limited trust to UN entities/UN Peace keeping missions
- Weak institutional and policy frameworks on gender equality and women's empowerment
- Stalled formal peace process
- Gender discriminatory norms and attitudes preventing women's participation in peace processes
- Weak presence of women in political and institutional positions

- Fragmented women's civil society movement
- Other (please add)

9. Does your office produce a gender sensitive conflict analysis to inform its work on women's participation in peace processes? [*multiple choice*]
Yes
No
I don't know

If yes, please include the link to the analysis here:

Inclusion
11. Does UN Women conduct consultations with diverse stakeholders prior to design its work on women's participation in peace processes? [*multiple choice*]

- Consultations are often conducted with a wide range of different stakeholders
- Consultations are often conducted with the same stakeholders
- Consultations are sometimes conducted with a wide range of stakeholders
- Consultations are sometimes conducted with the same stakeholders
- Consultations are rarely conducted
- None of the above (please add)

12. Was UN Women's support to women's participation in peace processes inclusive? Please select which groups were considered in the support provided by UN Women for each peace process track
[*matrix/rating scale*]

	Track 1 (it refers to formal peace process)	Track 2 (it refers to dialogue/advise/mediation by (I) Ngos)	Track 3 (it refers to local peace committees, community mediation programmes)
Adolescent and Young women			
Ethnic/diverse minority women			

Socio-economic vulnerable groups			
Religious minorities			
Women with disabilities			
Women living with HIV			
Survivors of gender based violence			
Internally displaced women			
Migrant women/ women in diaspora			
LGBTQ groups			
Women and/or groups representing senior people (65+)			
Men and boys			
Other (please add)			

If other groups were included or excluded, please comment below

Change story
In this section, the evaluation would like to validate the pathways through which UN Women supported the achievement of results in each context.

13. What were the pathways of change through which results were achieved? Please rate the extent to which these apply to your context [*matrix/rating scale*]

	To a large extent	To a medium extent	To a small extent	Not at all	N/A
Embedding women, peace and security into national institution building supporting national processes, secretariats, technical advisory instances to directly work on women, peace and security/ Supporting national processes for women, peace and security and 1325 national action plans					

Developing women's organizations' capacity and leadership, supporting them to build a common agenda, supporting them to access key spaces and influence peace processes.					
Convening power and bridging different stakeholders that would otherwise not engage with each other, to contribute to peace processes. Including, bringing conflict parties together for dialogue and building a common gender equality agenda					
Norms and discriminatory attitudes change, including changing male attitudes around women's roles influencing peace processes, often at the community level					
Strategic knowledge production, sharing and use to inform the peace process, and creating new evidence on women's influence on peace processes					
Thought leadership. Contributing to include new issues into the women, peace and security agenda that directly influences how actors engage on gender and peace processes					
High level advocacy at country, regional and global level that contributes to a strong enabling environment for women's participation in peace processes. This includes the normative work at the global level					
Partnership and collaboration with key players in the peace process that contributes to influence the agenda of peace with gender equality					
Other (please add)					

14. Were there any unexpected pathways of change?
Unexpected pathways of change refer mechanisms of change that were unforeseen but still influential

Please comment below [*comment box*]

Sustainability

15. Which factors contributed to sustaining the results in women's participation in peace processes?
Check all that apply [*check box*]

- Strong focus on working with civil society organizations representatives of "youth"
- Supporting preparedness in case of conflict relapse
- Support the creation of WPS institutions to sustain women's participation in peace

- Capacitating CSOs on self-sustainability
- Availability of funding to implement, follow up and/or monitor work related to women's participation in peace processes
- Building a platform for diaspora women to engage with the in-country women's movement to contribute towards peace and conflict resolution
- Working on National Action Plans providing a framework for broader WPS work
- Other

16. What was UN Women's added value in supporting women's participation in peace processes? Please rank from the most to the least valuable [*ranking*]

- Holding stakeholders in the peace process to account
- Advocacy work in supporting women's participation in peace processes
- Acting as a trusted partner with the women's movements and CSOs
- UN Women's mandate on gender equality and the empowerment of women
- Technical capacity on peace agreements
- Acting as a neutral actor and broker between different stakeholders
- Leadership and coordination on WPS work within the broad UN System
- Supporting partners in accessing funds such as the Women Peace and Humanitarian Fund
- I don't think UN Women adds any value (if this is your answer, please select this option as first and select N/A for all the others)

17. Do you agree with the following sentences? "UN Women's support to link track 1, 2, and 3 enabled grassroots women's concerns to feed into national dialogue and formal peace negotiations".

Track 1: refers to formal peace process
Track 2: refers to dialogue/advise/mediation by (I)Ngos)
Track 3: refers to local peace committees, community mediation programmes) [*multiple choice*]

- *I completely agree*
- *I somehow agree*
- *I somehow disagree*
- *I completely disagree*
- *I don't know*

[Comment box: Any specific examples?]

Ways of working

18. To what extent UN Women documents the lesson learned from peace processes work and share it for organizational learning?" Select only one option [*multiple choice*]

- Lessons learned are consistently documented and shared;
- Lessons learned are sometimes documented and shared;
- Lessons learned are rarely documented and shared;
- Lessons learned are documented but not shared,
- I don't know

[Comment box: What else could be done?]

19. How would you define the relationship between HQ, ROs and COs in relation to the support to women's participation in peace processes area of work? Select the one that applies best [*multiple choice*]

- There is consistent sharing and support between HQ, ROs and COs
- There is consistent sharing and support between ROs and COs but lack of support from HQ
- There is consistent sharing and support between HQ and COs but lack of support from ROs
- There is not consistent sharing and support between HQ, ROs and COs
- None of the above
- Other (please add)

20. Any final thoughts on what needs to improve in terms of UN Women's support to women's participation in peace processes? [*Textbox*]

Tool 2. UN Women's WPS partners Survey

Hello, and thank you for taking the time to complete this survey. The information you provide will contribute to the ongoing corporate thematic evaluation of UN Women's support to women's participation to peace processes between 2018 and 2023 led by the UN Women Independent Evaluation Service. The evaluation will be conducted during 2024

In this context, the survey seeks to better understand your perspective on UN Women's support to women's participation in peace processes. We understand your country might not be undertaking a formal peace process, however if you have engaged with UN Women in the broader area of participation of women in peacebuilding within the Women, Peace and Security framework, please feel free to add your responses based on that work.

The survey includes specific vocabulary related to a peace process, which we define below:

- Track 1 Peace Process Negotiations: High-level decision-making process involving country leadership or national governments often led by the UN, or multilateral regional organizations through a committee or a special envoy. For example: Ceasefire, National Dialogues, Peace Treaty negotiations, Political Transition, Constitution Writing, and International Mediation.

- Track 2 Peace Process Negotiations: Usually convened in parallel to or to work towards a Track 1 process. Track 2 processes influence or advise a Track 1 process, and/or raise awareness to strengthen community buy-in. They may take the form of a conference, workshop or forum involving women peacebuilders, civil society, community leaders, and other experts and mediators.

- Track 3 Peace Process Negotiations: This refers to local peace committees, community mediation programmes, and insider-mediators – trusted and respected insiders at all levels of a conflicted society who have deep knowledge of the dynamics and context of the conflict.

The survey will take approximately 15 minutes to complete. Given the context-specificity of peace processes, we encourage you to add to the optional comment boxes with insights you might have from your specific country.

Please note that your responses to this survey will remain anonymous. The information collected will be treated as confidential and will be stored and managed according to the Independent Evaluation Services' data protection protocols. For any questions, please contact the Evaluation Lead at florencia.tateossian@unwomen.org

We thank you again for taking the time to complete this survey.

Page 1: Respondent Information

1. Gender Identity: What is your gender identity? [*multiple choice*]
   - Female
   - Male
   - Prefer not to say
   - Other (please specify)

2. Which type of organization you belong to? [*multiple choice*]

- UN Agency/UN peacekeeping mission
- Government/Member State
- Civil Society Organization
- Regional organization
- Other (please specify)

3. Which of the following describes best your relation to the peace process? [*multiple choice*]

- Duty bearer who is party to the conflict:

For the purpose of this evaluation, this includes parties to peace processes with capacity to influence representation, process design and negotiation/ dialogue agenda (including women in diverse roles). It also includes secondary duty bearers in mechanisms or bodies operating in the absence or after formal peace processes. Examples of these duty bearers might be found at all levels (i.e. global, regional and national)

- Duty bearer who supports the peace process:

For the purpose of this evaluation, this includes duty bearers at country and regional levels who have the mandate to support peace processes, as well as those who have direct responsibilities for implementing WPS interventions. These stakeholders are both internal and external to UN Women

- Right holder who aims to influence the peace process:

For the purpose of this evaluation, this includes people or entities who are the ultimate beneficiaries of UN Women's work on supporting women's participation in peace processes. These are intended beneficiaries, whose needs and priorities are taken into consideration by decision makers in peace processes, but also civil society actors, including leaders, organizations, movements, and networks & knowledge producers

- Interest group who seeks to generate an enabling environment for the broader WPS agenda:

For the purpose of this evaluation, this includes interest groups who are advancing UN WPS commitments at different levels, as well as stakeholders advancing gender mainstreaming in WPS agenda and holding UN entities to account. It also comprises those stakeholders who are providing support to advance the operationalization and localization of the WPS Agenda

- None of the above

4. Where is your area of work located? [*multiple choice*]

- Arab States
- Americas and the Caribbean
- Asia and the Pacific
- Eastern and Southern Africa

- Europe and Central Asia
- Western and Central Africa

4.b Which country is your work related to?

- Afghanistan
- Bolivia
- Burundi
- Cameroon
- Central African Republic
- Colombia
- Democratic Republic of Congo
- Ecuador
- Egypt
- Georgia
- Guatemala
- Haiti
- Indonesia
- Jordan
- Kenya
- Kosovo
- Lebanon
- Liberia
- Libya
- Malawi
- Mali
- Mexico
- Mozambique
- Myanmar
- Niger
- Nigeria
- Occupied Palestinian Territory
- Papua New Guinea
- Philippines
- Sierra Leone
- Somalia
- South Sudan
- Sri Lanka
- Sudan
- Syria

- Tajikistan
- Timor-Leste
- Tunisia
- Uganda
- Ukraine
- Venezuela
- Yemen

Outcomes/Results

Please find below a list of results related to the work of UN Women supporting women's participation in peace processes.
Please check the results that apply to your context. [check box]

Enabling the Environment	
Improved coordination on WPS work through supporting the adoption of National Action Plan on 1325	
Improved coordination on production of Secretary-General reports, briefings, and coordination on expert groups and secretariat functions	
Change in social norms towards the inclusion of women in peace processes	
Robust data and knowledge generated	
Strengthened women's civil society movement, networks and alliances	
Protection of human rights defenders	
Engagement of gatekeepers (e.g. religious leaders) to advocate for women's inclusion in peace processes	
Improved relationship with UN political mission or UN Peace keeping mission	
Other (please include any other results in this area)	

Supporting gender responsive peace process design, content and implementation	

Parallel or informal mechanisms, structures, events created for women to influence peace processes	
Space created for women 's participation in peace processes	
Gender embedded in different mechanisms and institutions of peace implementation	
Gender provisions in peace agreements are implemented	
Increased Gender expertise for adoption and introduction of gender-provisions	
Improved facilitation of multi-tracks approach (linking track 1, track 2 and track 3)	
Other (please include any other results in this area)	

Supporting women's participation and influence within peace processes	
Increased capacity of women to contribute effectively to peace dialogues at multiple levels	
Increased opportunities for women to influence, peace dialogue at different levels	
Increased inclusion of women in Track 1 (formal peace process) negotiations in different roles	
Increased women's attendance to relevant peace processes conferences, meetings, events (logistical and financial support)	
Women supported to do peace building initiatives on the ground (e.g. local conflict mediation, early warning, influencing male leaders)	
Women across conflict divides convened to develop a common agenda	
Other (please include any other results in this area)	

6. What are the key contextual factors enabling the results of UN Women's support to women's participation in peace processes? Select all that apply [*check boxes*]

- Commitment of the government towards peaceful resolution of conflicts
- Commitment of the government on WPS agenda
- Commitment of negotiation parties towards resolution of conflicts with gender inclusion
- Strong national policy framework and institutions towards gender equality and women's empowerment
- Commitment and influence of regional actors to WPS (e.g. African Union, European Union, Economic Commissions)
- Presence of a solid women's civil society movement
- Strong UN system presence and UNSC resolutions framework in the country
- Geopolitical factors
- Other (please add)

7. What are the key contextual factors hindering the results of UN Women's support to women's participation in peace processes? Select all that apply [*check boxes*]

- Volatile context and insecurity
- Restrictive contexts towards gender equality and backlash against gender equality
- Lack of commitment of the government towards peaceful resolution of conflicts with gender inclusion
- Lack of commitment of negotiating parties towards peaceful resolution of conflicts with gender inclusion
- Limited trust to UN entities/UN Peace keeping missions
- Weak institutional and policy frameworks on gender equality and women's empowerment
- Stalled peace process
- Gender discriminatory norms and attitudes preventing women's participation in peace processes
- Weak presence of women in political and institutional positions
- Fragmented women's civil society movement
- Other (please add)

8. Is UN Women's support to women's participation in peace processes based on a context-specific analysis of political, conflict and gender dynamics?
-yes
-no
-I don't know

Comment box: Can you kindly share an example of UN Women's support based on a strong/ weak context-specific understanding? [*textbox*]

10. Have you used UN Women's research and knowledge-products to advance women's participation in peace processes? *[multiple choice]*

- Yes
- No
- I don't know

Comment box: Can you kindly share an example of UN Women's research and knowledge product used

Inclusion

11. Does UN Women conduct consultations with diverse stakeholders prior to design work on women's participation in peace processes? [*multiple choice*]

- Consultations are often conducted with a wide range of different stakeholders
- Consultations are often conducted with the same stakeholders
- Consultations are sometimes conducted with a wide range of different stakeholders
- Consultations are sometimes conducted with the same stakeholders
- Consultations are rarely conducted
- None of the above (please add)

12. Was UN Women's support to women's participation in peace processes inclusive? Please select which groups were considered in the support provided by UN Women for each peace process track (definitions included also in first page)
[*matrix/rating scale*]

	Track 1 (it refers to formal peace process)	Track 2 (it refers to dialogue/advise/mediation by (I) Ngos)	Track 3 (it refers to local peace committees, community mediation programmes)
Adolescent and Young women			
Ethnic/diverse minority women			
Socio-economic vulnerable groups			
Religious minorities			
Women with disabilities			
Women living with HIV			

Survivors of gender based violence			
Internally displaced women			
Migrant women/ women in diaspora			
LGBTQ groups			
Women and/or groups representing senior people (65+)			
Men and boys			
Other (please add)			

Comment box: If other groups were included or excluded, please comment below [*textbox*]

Change story

In this section, the evaluation would like to validate the pathways through which UN Women supported the achievement of results in each context.

13. What were the pathways of change through which results were achieved? Please rate the extent to which these apply to your context [*matrix/rating scale*]

	To a large extent	To a medium extent	To a small extent	Not at all	N/A
Embedding women, peace and security into national institution building supporting national processes, secretariats, technical advisory instances to directly work on women, peace and security/ Supporting national processes for women, peace and security and adoption of 1325 national action plans					
Developing women's organizations' capacity and leadership, supporting them to build a common agenda, supporting them to access key spaces and influence peace processes.					
Convening power and bridging different stakeholders that would otherwise not engage with each other, to contribute to peace					

processes. Including, bringing conflict parties together for dialogue and building a common gender equality agenda					
Norms and discriminatory attitudes change, including changing male attitudes around women's roles influencing peace processes, often at the community level					
Strategic knowledge production, sharing and use to inform the peace process, and creating new evidence on women's influence on peace processes					
Thought leadership. Contributing to include new issues into the women, peace and security agenda that directly influences how actors engage on gender and peace processes					
High level advocacy at country, regional and global level that contributes to a strong enabling environment for women's participation in peace processes. This includes the normative work at the global level					
Partnership and collaboration with key players in the peace process that contributes to influence the agenda of peace with gender equality					
Other (please add)					

14. Were there any unexpected pathways of change?
Unexpected pathways of change refer mechanisms of change that were unforeseen but still influential.

Please comment below [*comment box*]

Sustainability
15. Which factors contributed to sustaining the results in women's participation in peace processes?
Check all that apply [*check box*]

- Strong focus on working with civil society organizations representatives of "youth"
- Supporting preparedness in case of conflict relapse
- Support the creation of WPS institutions to sustain women's participation in peace

- Capacitating CSOs on self-sustainability
- Availability of funding to implement, follow up and/or monitor work related to women's participation in peace processes
- Building a platform for diaspora women to engage with the in-country women's movement to contribute towards peace and conflict resolution
- Working on National Action Plans providing a framework for broader WPS work

16. What was UN Women's added value in supporting women's participation in peace processes? Please rank "the added value" from the most to the least significant [*ranking*]

- Holding stakeholders in the peace process to account
- Advocacy work in supporting women's participation in peace processes
- Acting as a trusted partner with the women's movements and CSOs
- UN Women's mandate on gender equality and the empowerment of women
- Technical capacity of UN Women on peace agreements
- Acting as a neutral actor and broker between different stakeholders
- Leadership and coordination on WPS work within the broad UN System
- Supporting partners in accessing funds such as the Women Peace and Humanitarian Fund
- I don't think UN Women adds any value (if this is your answer, please select this option as first and select N/A for all the others)
- Other [please comment]

17. Do you agree with the following sentences? "UN Women's support to link track 1, 2, and 3 enabled grassroots women's concerns to feed into national dialogue and formal peace negotiations".
T*rack 1: refers to formal peace process*
Track 2: refers to dialogue/advise/mediation by (I)Ngos)
Track 3: refers to local peace committees, community mediation programmes) [*multiple choice*]

-yes
No
I don't know

Comment box: Any specific examples? [*Textbox*]

Ways of working

18. How would you describe your relationship with UN Women? [*multiple choice*]

- A very good relationship based on trust
- A collaboration relationship with some flaws
- A difficult relationship that can be improved
- Other (please specify)

Comment box: Please include specific examples [*Textbox*]

19. How would you rate the following attributes of UN Women in relation to this area of work? [*matrix/rating scale*]

	Very good	Good	Not very good	Bad	I don't know
Technical capacity					
Presence on the territory					
Flexibility of processes					
Knowledge production					
Understanding of the context specificities					
Engagement with different stakeholders					
Ability to reach marginalized groups					

20. Any final thoughts on what needs to improve in terms of UN Women's support to women's participation in peace negotiations? [*Textbox*]

Annex 15: Evaluation Matrix

Evaluation question	Evaluation Criteria	Type of evidence	Data source	Tools for data collection
1. EQ 1. What were the outcomes/results of UN Women's support to women's participation in peace processes in different contexts? (what worked where and why) This includes outcomes and results in relation to: (1) increasing the participation and influence of women in peace processes and in peace process implementation (2) contributing to peace processes being gender responsive and inclusive in their design and implementation, and to the inclusion of gender relevant provisions in peace agreements (3) contributing to an enabling environment for women's participation and gender responsive peace processes				
1.1 In what contexts were they achieved and in what contexts were they not?	Effectiveness	• Perceptions of UN Women staff • Perceptions of UN Women's partners • Perceptions of women leaders, actors and civil society • Perceptions of key actors in peace processes • Perceptions of WPS experts	• UN Women CO, RO and HQ staff • UN Women's partners • Key actors in peace processes • Women leaders, activists, civil society • WPS experts • Strategic documents • Programme documents • Workplans • Annual reports	• Staff Survey • Partner survey • KII staff • KII partners • KII key actors in peace processes • KII women leaders, activists, civil society • KII WPS experts • FGD women activists and civil society • Document review • RMS review *Case studies*

		• Evidence in evaluations, reviews, annual reports • Evidence in strategic documents, programming documents, workplans	• Reviews and evaluations • RMS	*Deep dives*
1.2 Why were they achieved, and why were they not?	Effectiveness	• Perceptions of UN Women staff • Perceptions of UN Women's partners • Perceptions of women leaders, actors and civil society • Perceptions of key actors in peace processes • Perceptions of WPS experts • Evidence in evaluations, reviews, annual reports • Evidence in strategic documents, programming documents, workplans	• UN Women CO, RO and HQ staff • UN Women's partners • Key actors in peace processes • Women leaders, activists, civil society • WPS experts • Strategic documents • Programme documents / Donor reports • Workplans • Annual reports • Reviews and evaluations	• Staff Survey • Partner survey • KII staff • KII partners • KII key actors in peace processes • KII women leaders, activists, civil society • KII WPS experts • FGD women activists and civil society • Document review • *Case studies* • *Deep dives*
EQ 2. What were the outcomes/results for different stakeholder groups? (What worked for whom)				

2.1 **Were the outcomes the same for different groups/ sub-groups and in different contexts?**	HR ,GE, LNOB Effectiveness	• Perceptions of UN Women staff • Perceptions of UN Women's partners • Perceptions of women leaders, actors and civil society • Perceptions of key actors in peace processes • Perceptions of WPS experts • Evidence in evaluations, reviews, annual reports • Evidence in strategic documents, programming documents, workplans	• UN Women CO, RO and HQ staff • UN Women's partners • Key actors in peace processes • Women leaders, activists, civil society • WPS experts • Strategic documents • Programme documents • Workplans • Annual reports • Reviews and evaluations	• Staff Survey • Partner survey • KII staff • KII partners • KII key actors in peace processes • KII women leaders, activists, civil society • KII WPS experts • FGD women activists and civil society • Document review *Case studies* *Deep dives*
2.2 Are there any groups for whom the results have not been effective? In what ways and why was it not effective for them?	HR, GE, LNOB Effectiveness	• Perceptions of UN Women staff • Perceptions of UN Women's partners • Perceptions of women leaders, actors and civil society	• UN Women CO, RO and HQ staff • UN Women's partners • Key actors in peace processes • Women leaders, activists, civil society • WPS experts • Strategic documents	• Staff Survey • Partner survey • KII staff • KII partners • KII key actors in peace processes • KII women leaders, activists, civil society • KII WPS experts

		• Perceptions of key actors in peace processes • Perceptions of WPS experts • Evidence in evaluations, reviews, annual reports • Evidence in strategic documents, programming documents, workplans	• Programme documents • Workplans • Annual reports • Reviews and evaluations	• FGD women activists and civil society • Document review *Case studies* *Deep dives*
3. EQ 3. How were UN Women's outcomes/results achieved? What were the mechanisms through which outcomes were achieved? (in what ways it worked)				
3.1 When results were achieved, through what mechanisms/pathways were they achieved?	Effectiveness Sustainability	• Perceptions of UN Women staff • Perceptions of UN Women's partners • Perceptions of women leaders, actors and civil society • Perceptions of key actors in peace processes • Perceptions of WPS experts	• UN Women CO, RO and HQ staff • UN Women's partners • Key actors in peace processes • Women leaders, activists, civil society • WPS experts • Strategic documents • Programme documents • Workplans • Annual reports	• Staff Survey • Partner survey • KII staff • KII partners • KII key actors in peace processes • KII women leaders, activists, civil society • KII WPS experts • FGD women activists and civil society • Document review • *Case studies*

		• Evidence in evaluations, reviews, annual reports • Evidence in strategic documents, programming documents, workplans	• Reviews and evaluations	• *Deep dives*
3.2 **Were there unexpected mechanisms/pathways through which results were achieved?**	Effectiveness Sustainability	• Perceptions of UN Women staff • Perceptions of UN Women's partners • Perceptions of women leaders, actors and civil society • Perceptions of key actors in peace processes • Perceptions of WPS experts • Evidence in evaluations, reviews, annual reports • Evidence in strategic documents, programming documents, workplans	• UN Women CO, RO and HQ staff • UN Women's partners • Key actors in peace processes • Women leaders, activists, civil society • WPS experts • Strategic documents • Programme documents • Workplans • Annual reports • Reviews and evaluations	• Staff Survey • Partner survey • KII staff • KII partners • KII key actors in peace processes • KII women leaders, activists, civil society • KII WPS experts • FGD women activists and civil society • Document review *Case studies* *Deep dives*

3.3 Are the outcomes/ results (benefits) mentioned sustained over time? Why / Why not?	Sustainability	• Perceptions of UN Women staff • Perceptions of UN Women's partners • Perceptions of women leaders, actors and civil society • Perceptions of key actors in peace processes • Perceptions of WPS experts • Evidence in evaluations, reviews, annual reports • Evidence in strategic documents, programming documents, workplans	• UN Women CO, RO and HQ staff • UN Women's partners • Key actors in peace processes • Women leaders, activists, civil society • WPS experts • Strategic documents • Programme documents • Workplans • Annual reports • Reviews and evaluations	• Staff Survey • Partner survey • KII staff • KII partners • KII key actors in peace processes • KII women leaders, activists, civil society • KII WPS experts • FGD women activists and civil society • Document review • *Case studies* • *Deep dives*
4. How could outcomes/results have been improved?				
4.1 What could UN Women have done better or differently to ensure that its results were achieved in different contexts and for all groups of stakeholders?		• Perceptions of UN Women staff • Perceptions of UN Women's partners • Perceptions of women leaders, actors and civil society	• UN Women CO, RO and HQ staff • UN Women's partners • Key actors in peace processes • Women leaders, activists, civil society	• Staff Survey • Partner survey • KII staff • KII partners • KII key actors in peace processes • KII women leaders, activists, civil society

		• Perceptions of key actors in peace processes • Perceptions of WPS experts • Evidence in evaluations, reviews, annual reports	• WPS experts • Annual reports • Reviews and evaluations	• KII WPS experts • FGD women activists and civil society • Document review • *Case studies* • *Deep dives*
4.2 What has been UN Women added value, in relation to other actors?		• Perceptions of UN Women staff • Perceptions of UN Women's partners • Perceptions of women leaders, actors and civil society • Perceptions of key actors in peace processes • Perceptions of WPS experts •	• UN Women CO, RO and HQ staff • UN Women's partners • Key actors in peace processes • Women leaders, activists, civil society • WPS experts • Strategic documents • Programme documents / Donor reports • Workplans • Annual reports • Reviews and evaluations	• Staff Survey • Partner survey • KII staff • KII partners • KII key actors in peace processes • KII women leaders, activists, civil society • KII WPS experts • FGD women activists and civil society • Document review • *Case studies* • *Deep dives*
4.3 What else does the evaluation need to know to understand how UN Women's results were achieved?		• Perceptions of UN Women staff • Perceptions of UN Women's partners	• UN Women CO, RO and HQ staff • UN Women's partners	• Staff Survey • Partner survey • KII staff • KII partners

		• Perceptions of women leaders, actors and civil society • Perceptions of key actors in peace processes • Perceptions of WPS experts	• Key actors in peace processes • Women leaders, activists, civil society • WPS experts	• KII key actors in peace processes • KII women leaders, activists, civil society • KII WPS experts • FGD women activists and civil society • *Case studies* • *Deep dives*

Annex 16: Limitations and Mitigation Measures

Risks	Mitigation measures
Internal data systems such as the results-based management systems and the financial reporting system are not fully aligned with the new strategic plan. This is a limitation to obtain precise data on 2022 and 2023 results.	The evaluation team worked closely with the internal RMS team to obtain up-to-date information in order to include results for 2022 and 2023. Similarly, the evaluation team updated the financial and project information to input data from 2022 and 2023 in the evaluation report. Internal systems group peace, security and humanitarian budgets thus limiting the disaggregated analysis of the portfolio for women, peace and security alone.
Changing context and volatile environments can undermine the comparability of case studies	The evaluation will adopt a realist evaluation approach in order to control for the contextual differences in each UN Women intervention. It will also acknowledge where situations may have changed, or where change was not fully within UN Women's direct control.
Volatility of country contexts in conflict may affect the availability of stakeholders, and capability to conduct country case studies.	Country case studies were conducted in a hybrid manner: on-site where the context permitted, and virtual where access was challenging. The evaluation team worked with country office personnel to devise the best strategies to engage with right holders.
Limited willingness to discuss critical or highly political issues. Due to the sensitivity and confidentiality of some of the issues related to peace negotiations, right holders, and government and local authorities may not date to speak openly or voice critical opinions.	The team communicated in strict confidentiality rules and data protection mechanisms to all interviewees and all interviews were anonymous.
Challenges in attribution	The absence of a counterfactual or a comparator mean that the evaluation can go as far as estimating UN Women's contribution in supporting women's participation in peace processes but will not be able to assess attribution to changes in the lives of women affected by conflict. However, the application of a theory-based and realist approach will allow the Evaluation Team to explore complexity and context and to map the casual pathways of change.
Challenges in obtaining direct input from right holders who have been impacted by UN Women's support to meaningful participation of women in peace processes	The evaluation will adopt a country case study approach to reach out to rights-holders as much as possible. However, the evaluation will also rely on representatives of civil organizations that work directly with direct beneficiaries. This will allow to have a representative understanding how UN Women's support to the participation of women in peace processes has led to changes in the life of right holders.

Annex 17: 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.

All UN Women staff and other authorized individuals or entities are responsible for maintaining appropriate control over information in their care and for bringing any potential threats to the confidentiality, integrity, or availability of that information to the attention of the appropriate management. Compliance with this Policy is a condition of employment for all UN Women staff and a condition of contract for all other authorized individuals or entities, unless a prior (temporary) waiver is obtained. Failure to comply with this Policy without obtaining a prior waiver shall be dealt with in accordance with Staff Regulations and Rules, or as appropriate, the contractual terms of UN Women's engagement of the authorized individual or entity.

This Data Management Plan outlines key aspects of data protection during this evaluation, namely collection of data and study materials; treatment of consulted populations and observed topics; storage, security and backups; archiving, preservation and curation; discovery, access and sharing and responsibilities of the key IES staff involved.

Collection of data and study materials

Type of data: The Independent Evaluation Service (IES) undertakes an evaluation of UN Women's support to Gender Statistics. The evaluation team is comprised by an Evaluation Specialist at the IES, a research assistant at IES and two independent evaluation consultants.

The data collection process is organized via web-based and in-person interviews, on-line surveys and desk reviews. Therefore, digital statistical (surveys) and textual data (interview notes, documents) will be collected and stored using UN Women' MS sharepoint/OneDrive accessible by evaluation team members only. Only personal data collected and used in this evaluation will be: names and last names of the interviewees, their function in the organisation/institution and the affiliated institution. Personal names and last names will not be published in any of the reports and will be known only to the evaluation team members.

Desk review is focused on existing data collection and review (plans, programme and project reports, publications, training material), most of them already publicly available. New sets of data include data collected from key informant interviews and survey.

Methods of data / materials collection: Interviews will be organized remotely using online communication tools (MS teams, zoom) or telephone lines. Meeting minutes will be taken (MS Word) and stored. No audio recordings will be made.

Survey will be designed using MS forms and distributed to UN Women personnel via email link. Survey will ask for identification of UN Women Country Office / Presence or an organization but will not ask for the personal data of those filling the questionnaire.

Quality assurance and data validation: The evaluation will adhere to UN Women Evaluation Policy, UNEG Norms and Standards for Evaluation, Ethical Guidelines and Code of Conduct, UNEG guidance on integrating Human Rights and Gender Equality in evaluations with gender responsive and human rights approaches integrated into the approach. To ensure quality and that all required information is included, the evaluation team will self-assess the draft evaluation report using the UN Women Global Evaluation Reports Assessment and Analysis System (GERAAS) tool.

No automatic processes of data validation will be introduced. Raw data will be quality assured by the evaluation team members (which will be the only persons having access to them) using cross reference and triangulation of data from different sources.

Processed data in a form of findings and reports will be subject to quality review / validation by the peer reviewer, the evaluation reference group, and the evaluation management group. Due to the dual role of the evaluation specialist in this evaluation, as both team leader and manager of the evaluation, Peer Reviewers from IEAS will be engaged to add an extra set of objective eyes and ensure that the GERAAS criteria and UN Ethical Guidelines are adhered to.

Treatment of consulted populations

Consulted population will include: UN Women personnel, partner UN and other development agencies, donor/development partners' representatives, government representatives, academia, civil society organisations, grass root and faith based organisations and informal groups, conflict parties, women most affected by conflict (IDPs, survivors of CRSV, women combatants). Some of the targeted key informants are not characterised as vulnerable.

In general, evaluation is focused on topics of UN Women programmes implementation and results which are not categorized as sensitive. Still, descriptions of the context (conflict, social norms, pressure of different interest groups) or sharing the stories from the past can be sensitive for some key informants. In case any topic turns to be sensitive for the key informant, evaluators will not insist on it in order not to make any additional stress to the interviewee.

In all cases, evaluation will be conducted with integrity and respect for the beliefs, manners and customs of the social and cultural environment; for human rights and gender equality; and for the 'do no harm' principle. Interviews will be led with a tone of respect, openness and rapport.

Evaluators will respect the rights of institutions, organisations and individuals to provide information in confidence. Before collecting any data, an explanation of the purpose and the intention of the evaluation will be provided in the language of the interview and explicit oral consent will be sought.

Presentation of findings in the report will ensure anonymity of the key informants. Sensitive data will be protected and ensure they cannot be traced to its source. Actual names of participants are not to be included in the Final Evaluation Report.

Storage, security and backup

Software and platforms used for data processing: Microsoft word, excel and powerpoint will be used to store and present data. Nvivo will be used for qualitative data analysis. Survey Monkey will be used for quantitative data analysis of the survey.

Collected data will be shared and stored via secure file sharing service - UN Women MS One Drive sharepoint folder and will be protected under overall data protection mechanisms by UN Women IT service. The folder will be accessible to evaluation team members only.

Temporarily during data collection phase, interview notes, reviewed documentation may be stored in business computers of the UN Women Evaluation Specialist and private/business computers of independent evaluation consultants or in a form of written notes (depending on the conditions during the interviews, availability of the internet, access to sharepoint etc.). As soon as the data collection is completed and notes are transferred to sharepoint drive, data will be deleted from personal computers.

Once evaluation is over, access to share point folders will be revoked to all external evaluation team members. This information will be erased once the transition to TeamMate is completed.

Archiving, preservation and curation

Upon completion of the evaluation, IES evaluation team leader will create a clean dataset containing files that might be relevant for further use in evaluations and research by UN Women. UN Women recommends preserving data for four years, covering the four year Strategic note period.

Personal data (names and last names) of interviewees will be removed/deleted from the interview notes/summaries. All data not assigned to the archive will be deleted upon completion of the evaluation.

Informed consent Checklist

The following checklist aims to assist in elaborating the informed consent using criteria applicable to all IES projects (required), and additional criteria for certain projects (where applicable).

Checklist area	Yes	No
All IES projects (required)		
Evaluator introduces him/herself including **affiliation**	☐	☐
Describes the **purpose** of the evaluation and data collection	☐	☐
Consent is administered in a **language** that the participant understands, and that excludes jargon or confusing language, ensuring that phrasing is clear, comprehensible and concise	☐	☐
Statement of **voluntary** nature of participation and **duration**	☐	☐
Statement on **confidential** nature of participation to the extent possible	☐	☐

Contact information is provided for further questions about their rights as participants	☐	☐
Space for questions and verbal/written **consent** (yes/no)	☐	☐
IES projects involving vulnerable populations and/or covering sensitive topics (where applicable)		
Description of overall **procedures** to be followed, including selection of persons for voluntary participation	☐	☐
The individual and global **benefits** of the evaluation are described, as well as the contents of the survey/interview/focus group (i.e. demographics, education, savings behaviors, etc.)	☐	☐
A statement that the consultation or procedures may involve **risks** to the subjects (that are currently unforeseeable), and adequate description of such risks or discomforts (i.e. if some questions make respondents feel uncomfortable)	☐	☐
Clearly state if there are any **costs** associated with participation, and if so, specify what they are	☐	☐
Procedures for any **recording** including: • If recordings will be taken and what type (audio/video) • When and why the recordings will be taken • How the recordings will be kept confidential and when they will be destroyed • Whether being recorded in this manner is a requirement of participation, and if not, how participants can express that they would not like to participate	☐	☐
A statement about whether participants' information might be stripped of identifiers and used for **future evaluation/research**	☐	☐
Any **compensation** for participation, such as a payment or gift	☐	☐
Statement that refusal to participate or withdrawal at any time will not lead to penalty or loss of benefits	☐	☐

Annex 18: Bibliography

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