



I. Post Information:

UN WOMEN Egypt
Consultant for the Thematic Evaluation of Women's Leadership and Political Participation
Duration: 12 weeks
Starting Date: 26 March 2017
Ending Date: 15 June 2017
Number of days: up to 60
UN Women Egypt Country Office

II. Organizational Context

Created in July 2010 by the United Nations General Assembly the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) was assigned a mandate that is grounded on the Beijing Platform for Action, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Sustainable Development Goals (SDGs), relevant General Assembly, Economic and Social Council, Commission on the Status of Women and other applicable United Nations instruments, standards and resolutions. The mandate of UN Women consists in three areas of work:

- 1) Normative work: to support inter-governmental bodies, such as the Commission on the Status of Women and the General Assembly, in their formulation of policies, global standards and norms;
- 2) Operational work: to help Member States implement international standards and to forge effective partnerships with civil society; and
- 3) UN Coordination: to hold the UN system accountable for its own commitments on gender equality, including regular monitoring of system-wide progress, and also the broader role of the entity in mobilizing and convening key stakeholders and partnerships.

The ECO based in Cairo, works with various stakeholders to bring about transformational change for women and girls in Egypt in line with the UN Women Strategic Plan (SP) (2014-2017), the United Nations Development Assistance Framework (UNDAF) (2013-2017) pillars and outcomes, also linking to the results pursued by the relevant corporate Flagship Programmes.

The ECO Strategic Note (SN) (2014-2017) focus on four of the six impact areas outlined in UN Women SP (2014-2017) and is aligned to its outcomes and indicators. The aligned SP impact areas are:

- 1) Women lead and participate in decision making at all level

- 2) Women, especially the poorest and most excluded, are economically empowered and benefit from development
- 3) Women and girls live a life free from violence
- 4) A comprehensive and dynamic set of global norms, policies and standards on gender equality and women's empowerment is in place and is applied through action by Governments and other stakeholders at all levels;

The UN Women Egypt Country Office (ECO) is seeking to recruit a national consultant to conduct a thematic evaluation of women's leadership and political participation. The evaluation will assess UN Women ECO's contribution to gender quality and the empowerment of women particularly in the political spheres in Egypt from 2014.

For further information on this evaluation, please refer to the full Terms of Reference at the link hereafter: <https://gate.unwomen.org/Evaluation/Details?evaluationId=11205>

The consultant will report directly to the Evaluation Task Manager, under the overall guidance of Deputy Country Director.

PURPOSE OF THE EVALUATION

The main purpose of this evaluation is to assess whether this area is on the right track and whether the proposed interventions are likely to achieve proposed outcomes within the suggested time-frame, as well as capture lessons learned to date. The evaluation will have both formative and summative elements. The findings will be used for strategic policy and programmatic decisions, organizational learning and accountability as well as for the identification of good practices to advance women's political participation in the decision-making process at all levels. The evaluation is also expected to feed into the new ECO Strategic Note (2018-21) and the design any forthcoming programmes in or related to WPE. The targeted users of the evaluation are UN Women ECO and Arab States Regional Office (ASRO), and key stakeholders in the area of Women's Political Empowerment (WPE).

SCOPE OF THE EVALUATION

The scope of the evaluation will cover the WPE work directly implemented by the ECO at local and national level. It will assess the planning and implementation of WPE initiatives during the period of 2014 to the first quarter of 2017. It will include UN Women's normative, coordination and operational mandates at country level. In an effort to identify and assess linkages between the WPE work and other thematic areas under existing programmes, the evaluation will look at to what extent these linkages have been maximized to promote the WPE work.

SPECIFIC OBJECTIVES

1. Assess the **relevance** of WPE programme approach at national and local levels during the selected period, as well as ECO's comparative advantage/added value in the thematic area as compared with key stakeholders, including donors and particularly UN agencies;
2. Assess **effectiveness and efficiency** in progressing towards the achievement of results, as defined in the SN (2014-2017), including the mechanisms to ensure efficient linkages/feedback loop between ECO and the relevant stakeholders;
3. Assess how **human rights approach and gender equality principles** are integrated in the design and implementation of WPE Programme;
4. Identify and validate **lessons learned and good practices** that allow ECO to support the sustainability of results achieved in the thematic area, as well as the replication and scaling-up of programmes and projects in Egypt;
5. Provide actionable **recommendations** with respect to ECO's WPE programme strategies and approaches under the new SN (2018-2021).

EVALUATION METHODOLOGY

The evaluation will be a transparent and participatory process involving relevant UN Women ECO stakeholders and partners at the headquarters, regional, and country levels. The evaluation will be based on gender and human rights principles, as defined in the UN Women Evaluation Policy and adhere to the United Nations Norms and Standards for evaluation in the UN System. The evaluation will be conducted in accordance with United Nations Evaluation Group Ethical Guidelines and Code of Conduct for Evaluation in the UN System, along with other ethical and research codes that may be relevant.

The logic model based on the Theory of Change in UN Women Strategic Plan (2014-2017) and ECO Strategic Note (2014-2017) will be used to assess whether this area is on the right track and whether the proposed interventions have the potential to achieve proposed outcomes within the suggested time-frame.

The evaluation will be conducted in conjunction with a corporate evaluation on women's political participation and will utilize some of the same approach and methodologies. This will include:

- The development of a boundary story of the intervention which is essentially a narrative that seeks to provide a holistic picture of what is within the 'boundary' of UN Women's past and ongoing work within this thematic area from the perspective of UN Women staff.
- The development of an Evaluation Boundary about what should be contained within this evaluation boundary to enable a complete or robust understanding of the outcomes of the intervention as possible.
- Developing a methodology for collecting data against evaluation questions that is both multiple and mixed

The evaluation process has the following phases:

- 1) Preparation: consultations between the consultant and the ECO and the ASRO;
- 2) Inception: programme portfolio review, desk review of relevant national frameworks and strategies, stakeholder mapping, development of boundary story, inception workshop with the reference group to

discuss the WPE programme's Theory of Change, evaluation questions, indicators, contribution analysis, conceptualizing the evaluation approach and methods, and submitting inception report;

3) Data collection and analysis: in-depth review of planning frameworks and programme documents, in-depth review of WPE portfolio of the ECO and interviews with staff and partners;

4) Analysis and synthesis stage: analysis of data and interpretation of findings, session for validation of preliminary findings at the end of data collection and drafting of an evaluation report; and

5) Dissemination and follow-up (UN Women is responsible for this phase)

III. Functions / Key Results Expected

1) Inception report (Expected on 9 April 2017)

The evaluator will develop an evaluation inception report containing the following:

- Detailed evaluation design and methodology, including boundary story, evaluation boundary
- Stakeholder mapping, including the involvement of the Reference Group and other stakeholders during each step,
- Evaluation matrix
- One-page visual of evaluation process
- Work plan, including a timeframe of the overall process and a table with key milestones and dates for deliverables
- Evaluation tools

2) Primarily findings presentation (Excepted on 14 May 2017)

A PowerPoint presentation which includes a reconstructed theory of change for ECO's WPE programme and detailing the emerging findings of the evaluation will be shared with the reference group and the ECO for comment and validation. The evaluation consultant will incorporate the feedback received into the draft report.

3) Draft Evaluation report (Excepted on 28 May 2017)

The evaluator will coordinate drafting of evaluation report and submit them to the Evaluation Task Manager / ERG for review and comments. The evaluation consultant will maintain a record of comments received and provide a response on how the comments were addressed in the final report.

4) The Final Evaluation Report (Excepted on 15 June 2017)

The final report will be informed by all comments received from reviewers and include recommendations for future programming in the area of WPP. The final version will be submitted in the English language to the Evaluation Task Manager.

The proposed timeframe and expected products will be discussed with the evaluation consultant and refined in the inception report. The ECO reserves the right to ensure the quality of products submitted by the external evaluation consultant and will request revisions until the product meets the quality standards as expressed by the UN Women Evaluation Office and as set forth in UN Women's Guidance.

The payments will be completed until 15 days upon receipt of invoice as well as receipt and acceptance of the product/s. The schedule of payments is as follow:

Deliverable	Payment condition
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Inception report	20% of the total contracted after receipt of invoice as well as receipt and acceptance of the deliverable.
Preliminary findings presentation	40% of the total contracted after receipt of invoice as well as receipt and acceptance of the deliverable.
Final Report	40% of the total contracted after receipt of invoice as well as receipt and acceptance of the deliverable.

Below is a description of the tasks:

The evaluation consultant will be responsible for delivering the key evaluation products. S/he will ensure the quality of outputs and application of methodology as well as timely delivery of all products. In close collaboration with the Evaluation Task Manager, s/he will lead the conceptualization and design of the evaluation, the coordination and conduct of the field visits and the shaping of the findings, conclusions and recommendations of the final report. As the evaluation will be occurring in conjunction with a corporate evaluation on WPP, the consultant may be expected to collaborate with the evaluation team on data collection to maximize synergies. More specifically the tasks include:

- Developing an inception report outlining the design, methodology, required resources and indicative work plan of the evaluation.
- Conducting research and analysis of secondary evidence, project documents, databases and all relevant documentation.
- Coordinating data collection and preparing preliminary findings and reports.

IV. Competencies and Critical Success Factors:

Competencies:

- Strong communication skills and relationship building skills;
- Focuses on impact and results and responds positively to feedback;
- Approaches work with energy and a positive, constructive attitude.

Values:

- Demonstrates professional competence and is conscientious and efficient in meeting commitments, observing deadlines and achieving results;
- Displays cultural, gender, nationality, religion and age sensitivity and adaptability.

V. Recruitment Qualifications

Education	Master's degree in social sciences, or other relevant field of studies
Experience:	<ul style="list-style-type: none"> • Minimum of 10 years of working experience applying qualitative and quantitative evaluation methods including utilization-focused, gender and human rights responsive evaluation and mixed methods • Previous experience, preferably with the UN system, in conducting thematic evaluations

	<ul style="list-style-type: none"> • Knowledge of the relevant international/regional frameworks pertaining to women political rights and gender equality, women’s political participation • Country level programming expertise, gender mainstreaming, and the related UN mandates; experience/knowledge of women’s movements in Egypt. • Strong experience and knowledge in human rights issues, the human rights-based approach to programming, human rights analysis and related UN mandates • Excellent analytical, facilitation and communications skills • Excellent abilities in report-writing • Ability to negotiate with a wide range of stakeholders • Experience in parliamentary work, governance, rule of law, civil society movements. • Knowledge and/or experience in Egypt is mandatory
Computer skills	<ul style="list-style-type: none"> • Proficient computer skills, specifically with Microsoft Office tools, as well as planning, monitoring and cooperation online tools and portals
Language Requirements:	<ul style="list-style-type: none"> • Fluency in English and Arabic, excellent spoken and written skills.

VII. Signatures- Job Description Certification		
Incumbent <i>(if applicable)</i>		
Name	Signature	Date
Supervisor		
Name:	Signature	Date
Asuka Murata		
Chief Division/Section		
Name:	Signature	Date
Jorg Schimmel		

Evaluation Criteria:

UN Women applies a fair and transparent selection process that takes into account both the technical qualification of potential consultants as well as the financial proposals submitted in support of consultant applications. Individual consultants will be evaluated based on the following methodology:

Cumulative analysis:

When using this weighted scoring method, the award of the contract should be made to the individual consultant whose offer has been evaluated and determined as:

- Responsive/compliant/acceptable; and
- Having received the highest score out of a pre-determined set of weighted technical and financial criteria specific to the solicitation.
- Technical Criteria weight: 70%;
- Financial Criteria weight: 30%.

Only candidates obtaining a minimum of 49 points in the technical evaluation would be considered for the Financial Evaluation.

Technical Criteria weight: 70%:

- Minimum of 10 years of working experience applying qualitative and quantitative evaluation methods including utilization-focused, gender and human rights responsive evaluation and mixed methods (30%)
- Previous experience, preferably with the UN system, in conducting thematic evaluations (10%)
- Knowledge of the relevant international/regional frameworks pertaining to women political rights and gender equality, women's political participation (5 %)
- Country level programming expertise, gender mainstreaming, and the related UN mandates; experience/knowledge of women's movements in Egypt. (5%)
- Strong experience and knowledge in human rights issues, the human rights-based approach to programming, human rights analysis and related UN mandates (5%)
- Experience in parliamentary work, governance, rule of law, civil society movements. (5%)
- Knowledge and/or experience in Egypt is mandatory (5%)
- Fluency in English and Arabic, excellent spoken and written skills. (5%)

Financial: Lowest financial proposal: 30%.

Contract will be awarded to the technically qualified consultant who obtains the highest combined score (financial and technical). The points for the Financial Proposal will be allocated as per the following formula:

$(\text{Lowest Bid Offered}^*) / (\text{Bid of the Consultant}) \times 30$

"Lowest Bid Offered" refers to the lowest price offered by Offer or scoring at least 49 points in technical evaluation.

Applications

Interested Individual Consultants must submit the following documents/information to demonstrate their qualifications:

- Personal CV;
- A cover letter with a brief presentation of your consultancy explaining your suitability for the work;
- A brief methodology on how the applicant will approach and conduct the work (up to 1500 words);
- Sample of previously approved evaluation report, developed by the candidate;
- UN Women Personal History form (P-11) which can be downloaded from <http://www.unwomen.org/about-us/employment>; and
- Proposed daily fee, "Financial Proposal".

Important Notes:

- Please combine all your documents into one (1) single PDF document as the system only allows to upload maximum one document.
- A financial proposal in lump sum all inclusive for the overall assignment period.

Annex 2

References

UN Women ECO

AWP ECO Report 2015,

AWP ECO Report, 2016

Annual Work Plan 2015

Annual Work Plan 2016

Annual Work Plan 2017

Monitoring report_WPE 2016

StrategicPlan2014-2017

UNW SP_DevelopmentResultsFramework-2014-2017

Egypt MTR 2016_Final Report

Flaships_programmes_booklet_legal_web_dec2015

Project list SN 2014-2017_ WPE evaluation

SN Egypt CO 2014-2017_Revised after MTR.

UN WOMEN_WPE_EA_FINAL REPORT_SEPTERMBER 2014

79548 Egypt WPE First Harmo Rpt Jan - Dec 2013 to...i-UNDP – IFR

UN Women Jan- Dec. 2015) second harmonized Egyptian Women and the Democratic Transition Women's Political Empowerment

UN Women Jan. –Dec.2015) Third Harmonized Progress Report

Egyptian Women and the Democratic Transition Women's Political Empowerment

UN Women 2014 -Second Harmonized Progress Report

UN Women (2011) Women's Political Empowerment (WPE)

UN Women (2016) Silvia Grandi UN Women Corporate Evaluation on Strategic Partnerships for Gender Equality and Women's Empowerment EGYPT CASE STUDY REPORT

UN Women (2014) Evaluability Assessment of UN WOMEN EGYPT COUNTRY OFFICE'S Contribution to Increase Egyptian Women's Leadership and participation in the Public Sphere during the Democratic transition. Cairo

Women_Empowerment_Swedish_Proposal_26Nov2013 Social, Legal and Economic Empowerment of Egyptian Women Joined Program in Egypt

UN Women In Brief Women's Leadership and Political Participation

UN Women ECO Achievement Report 2016

UN Women Regional

UN Women Jan.2017; the Boundary Story: UN Women's Work on WLPP (2011 – 2016)

UN Women IEO Inception Report UN Women Corporate Evaluation of Women's Leadership and Political Participation (WLPP) February 2017

Guidance

GERAAS evaluation quality assessment checklist

UNEG August 2014 Guidance Document Integrating Human Rights and Gender Equality in Evaluations

UN Women HOW TO MANAGE GENDER-RESPONSIVE EVALUATION HANDBOOK

Other

NCW (2014) Women's Political Participation in Post revolution Egypt

Local councils NCW (2016) final report

NCW (2017) Women's Strategy 2030

Zaatari, Zeina (2013) No Democracy without Women's Equality: Middle East and North Africa Conflict Prevention and Peace Forum, Women's Political Participation Report MENA

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Annex 3

Evaluation Matrix

The matrix summarizes the key aspects of the evaluation exercise by specifying what will be evaluated and how

Table 3: Evaluation Matrix

Evaluation Criteria	Key Questions	Sub questions	Collection method	Data Source
Relevance	Is the project design relevant?	Did the programme consultations with national counterparts in the formulation and implementation of the programme lead to integration of national priorities?	Document analysis •Monitoring records • Interviews	National government website • UN Women programme staff • National counterparts
		To what extent is UN Women strategically positioned to enhance WPP at local, national levels	Desk Study • Meetings & interviews with relevant UN Women Staff at national and regional levels • Discussions & interview with partners at the regional and national levels (NGO, national and regional officials).	UN Women national and regional Strategic Plans • PRODOCs • Annual and quarterly reports • National electoral policies, strategies and results (ECOWAS and CEMAC and country specific) • Beneficiaries, partner and program staff • UNDAF & UNDP C.O
		To what extent does UN Women's approach complement and add value to that of its key partners? How has it added value to the roles played by its partners?	Desk Study • interviews with relevant UN Women Staff at national and regional levels Interviews with partners at the national level (NGO, national and regional officials). FGD	UN Women national and regional Strategic Plans • PRODOCs • Annual and quarterly reports • Beneficiaries, partner and program staff • UNDAF et CPD/CPAP UNDP C.O
		In particular, what is the extent to which UN Women's approach responds to changing/emerging priorities on governance and political participation in Egypt? Has UN Women programming in WPP been appropriately informed by the needs and interest of diverse groups, including disempowered groups?	Document review Interviews all	Strategic notes, Interviews UN Women staff Donors Government
		To what extent is UNW's work aligned with globally recognized concepts and objectives such as promoting parity and transformational leadership?	Document Review	UN Agencies
		What gender-focused <i>intervention</i> approach is particularly relevant to <i>creating an enabling environment</i> for women meaningful	Interviews Focus group Discussions	

Evaluation Criteria	Key Questions	Sub questions	Collection method	Data Source
		<p>participation at the local, national levels: e.g.?</p> <ul style="list-style-type: none"> -dialogue with women parliamentary caucus, -reinforcing women's rights civil society movements, -increasing women in leadership positions, -training candidates or elected politicians, -supporting gender sensitive parliaments, -capacity development of political parties, -generating wide public debates on democratic party and temporary special measures, -advocacy through media -Supporting legal reforms with the legislative bodies and/or the Electoral commissions? - Other? 		
Effectiveness	<p>Were the Expected Results Achieved?</p> <p>What is the progress towards results to which UN Women has contributed (incl.results on GEHR)?</p>	<p>Did UN Women effectively coordinate with relevant partners (NCW, UN agencies, bilateral agencies, Civil Society & others) to achieve results?</p> <p>Has UN Women been able to effectively build on the efforts of national and local actors to advance WPP?</p> <p>What are <i>enabling</i> and <i>limiting factors</i> that contributed to the achievement of results and what actions need to be taken to overcome any barriers that limit the progress?</p>	<p>Document analysis (annual and donor reports, etc.)</p> <ul style="list-style-type: none"> • Monitoring records • Interviews • Case study 	<p>All key stakeholders</p> <ul style="list-style-type: none"> • UN Women programme staff • UN Women websites • National government websites • Project implementation sites
		<p>What <i>gender-specific outcome</i> was achieved through UN Women assistance (technical and financial) <i>to electoral management bodies</i>?</p>	<p>Interviews</p> <p>Case study</p>	
		<p>How gender-sensitive have electoral processes and practices become as a result of UN Women support to gender-targeted interventions for political participation to credible and inclusive elections?</p>	<p>Interview with Governmental partners</p>	
		<p>Are there opportunities for replication and <i>scaling-up of good practices</i> and innovative approaches?</p>	<p>Desk Study</p> <ul style="list-style-type: none"> • Meetings and interviews with relevant UN Women Staff at national and regional levels • Discussions and interview with national level partners and (NGO). 	<p>Annual and quarterly reports</p> <ul style="list-style-type: none"> • Beneficiaries, partner and program staff
Efficiency	<p>What is the project's performance</p>	<p>Are <i>human and financial resources sufficient and efficiently</i> used to serve UNW</p>	<p>Desk Study</p> <ul style="list-style-type: none"> • Meetings and interviews with 	<p>Annual reports, work plan reporting, results reporting</p>

Evaluation Criteria	Key Questions	Sub questions	Collection method	Data Source
	relative to the conditions of realization of the outputs?	mandate regarding WPP?	relevant UN Women Staff at national and regional levels Discussions and interview with partners at the national levels (NGO, national and regional officials).	
	Were the <i>working relationships</i> with partners effective and functional during the implementation of the project?	Which <i>strategies or operational mechanisms</i> would be more efficient to promote cooperation, enhancing mutual knowledge of gender-specific initiatives and programs regarding WPP? What <i>obstacles</i> were encountered at country level (political, Socio cultural and economic, bureaucratic) that have limited the progress on commitment towards women's equal and meaningful participation to politics?	Desk Study • Meetings and interviews with relevant UN Women Staff at national and regional levels • Discussions and interview with partners at the national levels (NGO, national)	Annual and quarterly reports • National electoral policies, strategies and results (ECOWAS and CEMAC) • Beneficiaries, partner and program staff • M&E system progress reports
Human Rights and gender Equality	How have human rights –based approaches and gender equality been incorporated	To what extent was the <i>design</i> and implementation of WPPL programmes/projects informed by human rights and gender equality approaches? Were there any <i>constraints</i> impeding the implementation? And if how were they solved? Which <i>groups</i> in the WPP programme are reached the most and which are less, or excluded?	Desk study Interviews with all Interviews FGD	Annual reports and work plan
		How can a gendered approach of social exclusion and discrimination—with keen attention on “ <i>subsets</i> ” of <i>women and men</i> be reinforced?	FGD	
Sustainability	lessons learned and good practices	Identify and validate how ECO can support the sustainability of results achieved in the thematic area, What programmes can be used for replication and scaling-up of in Egypt;	Desk Study Interviews FGD	M&E system progress reports Beneficiaries, partner and program staff

(UNWomen-Evaluation Handbook-WEB-FINAL.pdf Modified on April 26, 2015)

Annex 4: Case Studies

Stories of Empowerment

- 1) **Case study of an Individual gender transformation : the case of Mahmud a male Youth Ambassador in Qena Governorate**
- 2) **Case study on effectiveness of ID cards for women, perspectives and evidence of change**
- 3) **Case study on effectiveness of local election training : perspectives and evidence of change**

Case study of an Individual gender transformation : the case of Mahmud a male Youth Ambassador in Qena Governorate

Mahmud is a young student of 21 years from Qena a rural governorate located in Upper Egypt and who graduated with a bachelor from the Faculty of French literature at Qena University end of 2015. Beginning of 2016 he joined the youth platform for the support of women causes organized by the Itijah NGO. The group he joined was composed of 25 persons 17 females and 8 males who were trained to become youth Ambassadors. Mahmud and his group were able to help in the provision of 1500 IDs adopting the knocking door approach. UN Women had commissioned Itijah NGO to carry out ID citizenship initiative and coordinated with the NCW in its local branches together with the local registrar in the governorate to support the implementation on the ground.

The training was divided into 2 phases, the first phase was a training on raising the awareness on the importance of ID cards and assessing the numbers of people with no IDs. The first phase lasted for 2 month with a series of workshops on 3 days each. The second phase lasted form 3 month and included field visits to the villages and meeting actual females who either wanted to renew or issue their ID cards. In the villages they joined the natural traditional village promoters who used to guide them in their villages where they had collected around 30 females for them either at the village events hall, schools or local NGOs, in order to meet and motivate them and discuss the importance of issuing ID cards. They used to inform the villagers that with their ID cards they can assure the inheritance for their children, issue supply and provision cards and enjoy any access to official entities. The course also included practical participatory research techniques and its accompanying field ethics with guidance on conducts and appearance.

According to Mahmud: *“The second training included a gender training course which left such as strong impact on me that I used to refer to it in my social gatherings even outside the ambassadors group”.*

Effectiveness of Youth Ambassadors:

“Participating in this initiative has transformed my whole life path. I was living without a goal. Now I got introduced to a group and I learned that what I learn from one initiative paves the way to another initiative. I have learned that there is no difference between boys and girls. Before I had the upper Egyptian mentality but the gender training I received in the citizenship imitative, was an opportunity for me to acquire and change my goals and concepts in life. Even my language changed also from labelling females as “Horma” to woman. For the first time in my life I conducted field work with girls and which gave us the

opportunity to get to know each other much better and more closely and now we all can laugh together and travel together as a mixed group to Luxor for social outings”

“I never had the chance to participate in any election and never had the right for election only after the revolution. As a volunteer, I do not think about that experience as a business because I acquired new skills, got to know new people and new experiences which all have benefitted me. I pride myself that I had the opportunity to get involved in solving my and their problems and concerns”.

Mahmud is a pseudo name given to this case

Case study on effectiveness of ID cards for women, Perspectives and evidence of change,

The Group of women come from different villages of Qena governorate, one of the poorest governorates in Upper Egypt who has long been neglected in services and development. The NGO SEDAQ had in coordination with the local branch of NCW and local registrar authority supported 7000 female beneficiaries to issue their ID cards. Five of these women were selected by the NGO to attend the focus group discussion of this case study.

This case study revolves about five women beneficiaries who have been selected by the NGO to attend the focus group discussion organized in the premises of the NGO. They come from different villages located in Qena governorate and are all 5 young women aged 21 to 43. All are housewives with children and two had attained an education till the secondary level; while 3 of them had their diploma in commerce. Four of them were married and one widowed with children. The NGO had provided the support by raising villager’s awareness about the importance of IDs. And in coordination with the National Council for Women, the registrar reached the female villagers in their villages where they all had convened in one large meeting place. All females who either wanted to renew or to issue new ID cards were collected to be served.

The Citizenship initiative on the *Gender Results Effectiveness Scale (GRES)* can be classified as *having gender responsive results*. It aimed at addressing the different gender practical needs of women and address equitable distribution of benefits, resources, status, and rights. Citizenship initiative levied women who simply carry out their traditional reproductive roles by being housewives caring for their children and families and helped them to address their practical needs such as fulfilling their demands to access their rights to (food)the supply and provision entitlements, or health services for their children. The different perspectives for change and evidence of that change are found in the following quotes. .

Change in benefit

“I have a handicapped child and had to issue an ID in order to claim his right”.

“ I was able to act as the guarantor for my sister and take her out of hospital with her newly born baby when they asked for a guarantor “

“ we can prove and claim our right with the ID”

Change in status

“An awareness raising session was organized in the community this helped us to get introduced to other people and helped us to know that we do not only have duties but rights and that women have to have a status”.

“We women are half the society but we do not have a voice because our voice exists only in the underground. Someone with this importance does not have an IID to prove herself??

It proved to me that there is a need for us. When my husband needed someone to guarantee for him I could be the one so I have a status and I am needed”

Nobody can accuse me of any false assumptions or wrong belongings to any other family I can always prove where I come from nowhere I belong to with my ID card”

“Having an ID is the gateway to embark on community management role”

Change in power relation

“After I received my ID my husband remarked that I can now access my right and can go to court and complain about him if he intends to beat me or if he does not pay for his children I am now entitled to go to court and do so”

“Without an ID I fell lost and with an ID I can prove who I am in all senses, otherwise who am I? I am nothing:”

Change in access to financial entitlements or rights

“I needed to renew my ID to be eligible to take up a loan for my small business at home as I work as a fashion tailor. Ever since I was young I had money put for me in the post office and when I grew up I could take it my name so I issued an ID card but that was expired and I remained with it until this opportunity came along”.

“I once bought a ring from a jewellery shop and did not have enough money with me so I offered my ID to the shop owner until I came back with the whole amount of money. So the ID asserts not only your rights but also that of the others”

Change in collective consciousness:

” this is a gain for the whole community, a life chance, in fact the chance of chances”

“ Nobody ever remembers women so if someone comes to them that in itself is a victory for us “

“On the day when the registrars came with the NGO representative to our community there was also remarkable support among the villagers for those who were not able to fill the application form by themselves. It was like a feast for the community.”

Even though the citizenship did not directly address root causes of inequalities in their lives. yet the changes it brought about still carry potential seeds for addressing strategic gender needs . One of the group participants had attended an awareness raising about the importance of elections and women role in elections and wanted to embark on the community politics role and dreams for running for elections. As Mona (43) widow with 3 children proudly states: *“I would like to nominate myself for election but I know it is very difficult for women and my knowledge about local councils is very meagre. Everybody has their own ideas and often nobody feels for you apart yourself. I dream of changing so many negativities I experience for example this Favouritism. Thus there is actually nobody around who would help us out if we have problems to whom should we refer? I would like to have a voice in order to be able to serve my community. “*

Obstacles women meet to issue ID cards:

They needed the service because there is no transportation available from the village, and requires 3 transportation means to reach the authority place. a woman cannot travel on her own needs accompanied by a male

Some villagers were hindered from receiving their supply and provision entitlements because they did not have IDs

Elder people in specific find it tiresome for them

For every adult there is a continuous need to issue IDs or renew, for example, if the living location or the social status changes from unmarried, to married, from married to divorcee or widow etc.

All names mentioned here are pseudo names

2nd Focus group Discussion

Case study on effectiveness of local election training : perspectives and evidence of change

Livelihood condition of group members:

The women group of trainees have attended the course to equip them to run for local council elections. They are in their forties, and have their children and are married with the exception of one, who is a divorcee. They have attained higher level certificates and are currently employed and also volunteering in their communities.

They all live in small villages in Qena governorate where females are not allowed to leave their homes.

The group of trainees is composed of 20 young women who were all chosen because of their commitments and for being active on the community level.

Hala for example was the first female leader of a women NGO in her village and was considered to be the informal representative to her village. Abla is another example as she helped her village women issue their IDs and in her village especially since it is considered to be very difficult for women to leave their homes.

The group attended a training course to equip them to run for local council elections, The course was composed of a series of sessions and each session was composed of 3 days. On the whole the training course lasted for 15 days distributed on several months.

In their own words :

“In the training we learned about the constitution, what the local council is and the difference between the local council and the parliament, and that the local council has no privileges and that it has the right to propose the village budget”. They also learned that “in order to be influential and to have an opinion, one has to have the evidence. To be influential the candidate has to be active and implement and participate and monitor. To do this he needs a plan.”

They have also attended round table discussions

They learned communication skills and how to be an active agent

“The training we attended was very powerful. They used to get us good trainers who taught us how to deal with the different social classes, what we should wear and how I can be a successful candidate, also taught us body language, communication skills and negotiation skills”.

Change on group level”

“We have realized that in union lies our strength. We take collective decisions and we discuss the pros and the failures and challenges and then the steps. We exchange our experience as a group. We as a group we have started our own Facebook group.”

Change on the individual /personal level:

Samia still recalls her past years where she did not have herself any political background but yet could not discuss anything with the other women in her village as they were only discussing problems related to their children and food etc. Male villagers used to collect them in their cars and made them elect whom they had chosen for election. The fighting in the villages was so fierce to the extent that even children of two different opposing candidates would fight and quarrel. This situation however has improved after the revolution and due to the increase in awareness and education. In fact the revolution ignited in her the greatest sparkle and an entry point for her to embark in politics. *“The man who had ruined the country before was only able to do so, because we did not raise our voices. We*

began to understand that our voices count and nobody should refrain from participating with their voice.

Salwa proudly mentioned that “ Ever since I started connecting with the NCW , two male villagers asked my father to give them my mobile number as they were hoping that I might help solve matters. “ I had more respect of myself and I felt that I have a personality. And it is no longer possible that they just take us to fill in a gap only and which they wanted to have filled.”

After the training “the training and the awareness made us understand that I have duties and rights and any leading woman should have patience, be eloquent in her word selection, be courageous, and know how to communicate with others and most importantly to have the information and knowledge”.

“I should start from the people’s problems and help solve them and this is the ground work that leads to popularity”.

“After I entered the political sphere I started to understand better and my family says that I have transformed 180 degree. I was simply not there before. Now one can say that I was dead and now I have become alive again”.

“I have to search for the information and own it and practice it this is how any woman can overcome any problem and prove herself. It is important that we develop the skills and practice it rather than leave it aside”.

Interestingly enough Safaa, who has the strength to address her village men and be vocal among them and represent them if requested, does not dare to do so in the presence of her father.

Needs requested for their further support:

- *More focus on special issues is needed for example: TOT on skills for presentation and, knowledge and information to detect gaps in the law.*
- *Arrange meetings with other candidates in other places also.*

Some Lessons learned:

I will never ever go back and limit myself as a housewife and be a burden on my father and the community”

I want to be the character my children can pride themselves with me and can retrieve their strong personality from me”

All names mentioned here are pseudo names

Annex 5

WPE Theory of Change TOC

UN Women 2011 Project Document Egyptian women and the Democratic Transition

UN Women Egypt's Theory of Change is based on the global theory of change that is premised on 3 focus areas (a) aligning laws and policies to create a conducive environment for the empowerment of Women and human rights; (b) strengthening institutions and organizations in work processes, resources, and capacities to fulfil obligations to the international treaties, as well as other global, regional and national normative agreements; and (c) supporting community-level initiatives that demonstrate how changes in practices and attitudes can be achieved to permit the implementation of commitments to gender equality and Women's empowerment. UN Women Egypt is concerned with promoting Women's empowerment and gender equality, mainly through increasing the political participation of women and to strengthen the representation of women's interests through capacity building of government bodies, women candidates, and political parties. The program aims to promote a gender equality agenda in constitutional frameworks through technical assistance to national bodies, capacity building of civil society, and establishment of structured and regular consultations between transitional bodies and women's rights advocates and groups. The approach recognizes the mutual dependencies and complementarities of development and Women's social, political and economic rights.

This program is built on the theory that women's political participation is a key component for maintaining democracies worldwide, and also for countries that are moving toward democracy. Where women are given resources, means and space to participate effectively to the democratic transition, a sound democratic system is probably more likely to be achieved in the interests of all the society. Conditions for promoting democracy may not be all that comfortable, but women are finding that they can become a force for democratic change when they have an active role and voice in the political sphere.

This program will work through targeted interventions that are practical and replicable to ensure that women's political participation is ensured and achieved. This can be accomplished by using a comprehensive and strategic approach based on a Communications & Public Awareness Strategy; Empowerment Measures for Women (IDs, trainings, and Public Service announcement (PSA), electoral manual etc.); Capacity Development Measures for Civil Society Organizations (CSOs). There has been substantial work done with national and regional partners in UN Women's areas of concern, which led to the development of a strong base of expertise and strategic partnerships that work toward achieving common goals and objectives. The vision provides a set of strategies around which UN Women can frame its support in the coming years of the transitional phase to be able to assist the GOE, as well as civil society. These strategies include outreach and awareness and communications; policy development, advocacy and capacity development for institutional strengthening; training and technical support, support for an enabling environment for women's leadership; rising demand for accountability for women's rights, accelerating Pace of Change, and changing social and traditional expectations. On the other hand, developing a Theory of Change provides the program with a tool for monitoring the proposed actions and increasing accountability of UN Women to its partners and stakeholders involved in the process.¹

¹ UN Women 2011 Project Document Egyptian women and the Democratic Transition

Annex 6: WPE Sub-themes with key Elements and Activities distributed

<i>Sub –themes</i>	<i>Normative</i>	<i>Operational</i>	<i>Coordination</i>
Constitutional Reform & TSM	<p>Support Follow up of recommendations of commission of status of women, <u>formulation</u> of national report to CEDAW</p> <p>Develop national vision and strategy for women empowerment</p> <p>political participation committee EFU met with high level officials to discuss the draft laws relating to practicing political rights, acceptance of the EFU’s proposal on draft electoral law, to include 50 % of women on electoral lists & half of the appointed members by the President of Egypt Support to develop the Egypt National Strategy for Gender Equality launched in February 2017.</p> <p>Develop a plan to support national commitment to SDGs; complement efforts of other partners (being strategic to understand CEDAW &SDG’s mean for the government now and to find entry points)</p> <p>Explore opportunity for UN Women to play a stronger role by offering support and backstopping to the CEDAW unit of NCW</p> <p>Provide technical guidance to the government to support Egypt’s international commitment/reporting (CEDAW and CSW)</p>	<p>NCW established a <i>Political Participation Support Unit</i> (PPSU). The objective of PPSU is to extend technical support to women engaging in political life.</p>	<p><i>National Dialogue to Develop a National Strategic Framework for Women’s Political Participation</i></p> <p>2 preparatory meetings held April 2015 at NCW, with female parliamentary candidates & political party representatives. to prepare for a National Dialogue &develop a National Strategy &Action Plan for the advancement of women. The forum provides a platform for governmental and non-governmental entities concerned with women’s empowerment, to discuss the measures and resources required to bridge the gap between empowerment policies and the reality on the ground.</p> <p>ECO as chair of <i>UN Gender Theme Group</i> coordinates development of “Plan of action of UN agencies to Advance Gender equality & women’s Empowerment during 2017 year of Egyptian women in line with national strategies and priorities</p>
Elections	<p>EFU advocated with political parties to move the issue of women’s participation to the top of their agendas during elections.</p>	<p>political participation committee of EFU engaged in awareness raising among women as voters, and has trained women parliamentary candidates</p> <p>EFU technical capacity strengthened. to enhance women’s political participation as voters & candidates. EFU also provided</p>	<p>ECO leading UN coordination mandate on joint programme “women citizenship imitative</p>

<i>Sub –themes</i>	<i>Normative</i>	<i>Operational</i>	<i>Coordination</i>
		important research, communications & media support	
Violence Against Women in Politics (VAWP)	Number of measures taken by election management bodies and security sector institutions to promote and facilitate women's safe participation in politics Specific, secured, polling stations were set up for women only, taking into consideration proximity of location to encourage women to have an active voice and participate in the election.	Hotlines were established to receive the complaints of women during the parliamentary elections. In addition, they had lawyers and volunteers who monitored the polling stations and prepared reports with their findings. These reports were sent to supreme committee for elections for their immediate response	
Local governance level		The project enhanced skills of 209 rural women leaders & potential candidates for upcoming local council election in nine governorates (Assiut, Red Sea-, Aswan, Giza, Al-Sharkia, Qena, South Sinai, Sohag & Port-Said) Support <i>capacity building</i> for female candidates for local council elections 13.500 female local council members	
Parliaments	Support drafting process of new constitution to Support female candidates	Capacities of women/CSOs are increased and strengthened to ensure women's participation in electoral processes both as candidates and voters. An operations elections observatory was established by the National Council for Women to document any issues and receive any complaints on violence against women during the election Hotlines were established to receive the complaints of women that hinder their participation in the parliamentary elections for immediate addressing and reporting UN Women supported ongoing efforts of Al Tanweer NGO also on political education of women and	To ensure equal opportunities for all elected women, and to foster networking & the value of shared learning, UN Women supported the NCW to organize a High-Level Women's Parliamentary Forum on 19-20 December; before the first parliamentary session was held on 10 January 2016. This provided a rare opportunity and space for the elected women MPs to meet, develop networks and to strategize for the new parliament. More than 50 women parliamentarians from all of Egypt's 27 governorates, representing different thematic backgrounds, participated in the Forum NCW sessions covered the supervisory and constitutional role of parliamentarians, effective networking in the Parliament, the role of local councils and the Local Council Law.

<i>Sub –themes</i>	<i>Normative</i>	<i>Operational</i>	<i>Coordination</i>
		<p>supporting women for parliamentary elections. preparatory work prior to parliamentary elections included the development of a training manual on designing electoral campaigns for parliament, in addition to three publications on the UN Tools for Protecting Human Rights; Egyptian Women and Political Parties; and Electoral Systems and Quotas. 1500 copies</p>	
Advocacy Support		<p>Awareness raising sessions on citizenship rights were conducted in Egyptian governorates.</p> <p>UN Women partnered with South Development Association at Qena (SEDAQ) on an initiative to increase political awareness among 324,000 women community members, women & men, on active voting, & campaigning skills.</p> <p>A political literacy book was developed and disseminated among women in Qena governorate to provide important highlights on women’s constitutional rights, political parties, parliament, and local popular councils</p> <p>Awareness raising efforts related to the WCI, were coupled with the production and delivery of audio-visual material, four PSAs with English subtitles and two Radio Spots & Facebook page, https://www.facebook.com/MillionID/likes</p>	<p>NCW launched a website named “Na2ebat Masr”³ for women candidates. first online platform established for women running for elections with the objective of enhancing their visibility and access through social media.</p> <p>A professional services contract signed with “Wojood”, to work on Phase II of the Citizenship Initiative. This phase includes development, testing, production & broadcasting/ dissemination of Television & Radio Public Service announcements (PSAs) for social marketing campaign of the Citizenship Initiative.</p>
Capacity Building		<p>(SEDAQ) capacities of 50 young women were strengthened to engage in political processes, including running for office at national and local levels.</p> <p>Training manuals were designed and shared with participants including</p>	<p>UN Women supported technically & financially supported the establishment of NGO coalitions, Egyptian Feminist Union (EFU)</p> <p>UN Women focused on diversifying its NGO partnership base, engaging with two local NGOs in Assiut and Qena, AHRA and SEDAQ, respectively</p> <p>UN Women held a series of consultations and agreed with the partners on a new implementation</p>

<i>Sub –themes</i>	<i>Normative</i>	<i>Operational</i>	<i>Coordination</i>
		<p>information on decision making, problem analysis, and relevant political terminologies. In addition 180 young women from 45 NGOs trained on civic education. This group was trained with objective of extending political education to women at their homes, particularly in the districts of Qous, Qeft, Dishna, Elwakf, Farshout, Naj Hamadi and Aboutesht.</p> <p>UN Women supported MADA NGO technically & financially to develop capacities of religious entities like Al-Azhar to engage with women rights agenda</p> <p>Workshops that aim at educating women about women’s citizenship, social, legal, political and economic rights, and the religious discourse on women’s rights.</p> <p>Initiate consortium of qualified consultants (via NCW</p>	<p>methodology to avoid lengthy complicated processes. The involvement of existing NGOs working hand in hand with the local branches of the NCW resulted in the registration of 60,000 women in a relatively short period of time.</p>

Annex 7

List of Stakeholders according to Agency and position

Agency	Position
UN Women	Communication and Advocacy Associate
	Economic Empowerment Officer
	Economic Empowerment Officer
	Communication and Advocacy Associate
	Program Analyst
	Gender Specialist
	Fund for Gender Equality Program Officer
	Fund for Gender Equality Program Officer
	Manager of FGE Regional Program
	Previous Program manager Citizenship Initiative
	EVAW Program Officer
Parliamentarian	7 female candidates
	1 male candidate
	Deputy Country Director
	Political Participation Advisor
	FGI Officer for Egypt and Algeria
UNDP	Assistant resident Representative Democratic Governance Team leader
	Local Development and Gender team leader
NCW	International treats manager and political Unit head
	Managing Director External Relations and International Cooperation
	Director of NCW
Ministry of Foreign Affairs	Ambassador and Assistant Minister for Human Rights, humanitarian and International Social Affairs
USAID	Senior civil society and Democracy Specialist
	Program Support and Communication specialist
Other British Embassy	Program me Officer
	Programme Officer
NGOs	
Act	Director
Baseera	Executive Vice President
Women and Memory	Member
Etigah	Program Manager
Egyptian center for Women Rights	Director
South Development Association at Qena	Manager
Arab Women Federation	Secretary general
Wojood	Media Production Manager
Female Parliamentarians	Independent Member Sohag
	Nominated Member for Youth
	Party Elected Upper Egypt List for New Valley Governorate
	Independent party elected

Agency	Position
	Youth list from HOB Misr Party in Alexandria
	Independent List of Hob Misr Party for Giza and Christians
Male Parliamentarian	Independent Member for Cairo
Youth Ambassadors	Male Youth Ambassador in Qena
Focus groups	Group of ID Women
	Group of trained Local council candidates
	Indirect beneficiaries Household and Village members of Women receiving IDs