



EVALUATION REPORT

END-TERM PROJECT EVALUATION

Economic Empowerment of Women Home Based Workers and Excluded Groups in Pakistan

(April 2017-August 2020)



Reference No.: WEE&SL 002 – 2020
submitted to UN Women Pakistan
November 2020



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Authors:

Farhana Faruqi Stocker, Iftikhar A. K. Nizami and Hamid Sarfraz

269-E, Street 13-B, E-11/4, Islamabad, Pakistan
Tel. +92 (51) 2222469 | Cell +92 (333) 5590803
info@devconsult.pk | www.devconsult.pk | Twitter @devconsultpk

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We express our sincere gratitude to the UN Women Country Office Pakistan and in particular to the UN Women's Economic Empowerment (WEE) Unit Team for providing us this challenging opportunity to carry out the End Term Evaluation of the Royal Norwegian Embassy (RNE) funded Programme Economic Empowerment of Women Home Based Workers and Excluded Groups in Pakistan (2017-2020) and for sharing materials and stakeholders lists through the course of the evaluation study. This evaluation would not have been possible without the active support, participation and cooperation of the Programme Implementing Partners (IPs) i.e. HomeNet Pakistan (HNP) and Centre for Excellence for Rural Development (CERD). We extend our sincere appreciation to the Government officials and other stakeholders for giving their time and providing valuable perspectives. Thanks are also due to the Royal Norwegian Embassy for the time they provided and sharing candidly their views and opinion. We would like to offer our heartfelt gratitude to the right holders – the women home based workers (HBWs), the project direct beneficiaries – for sharing their inspiring personal stories, and how the project and its interventions have touched their lives and brought changes for them.

Farhana Faruqi Stocker – Evaluation Team Lead

Iftikhar Nizami – Team Member

Hamid Sarfaraz – Managing Partner, dev-consult

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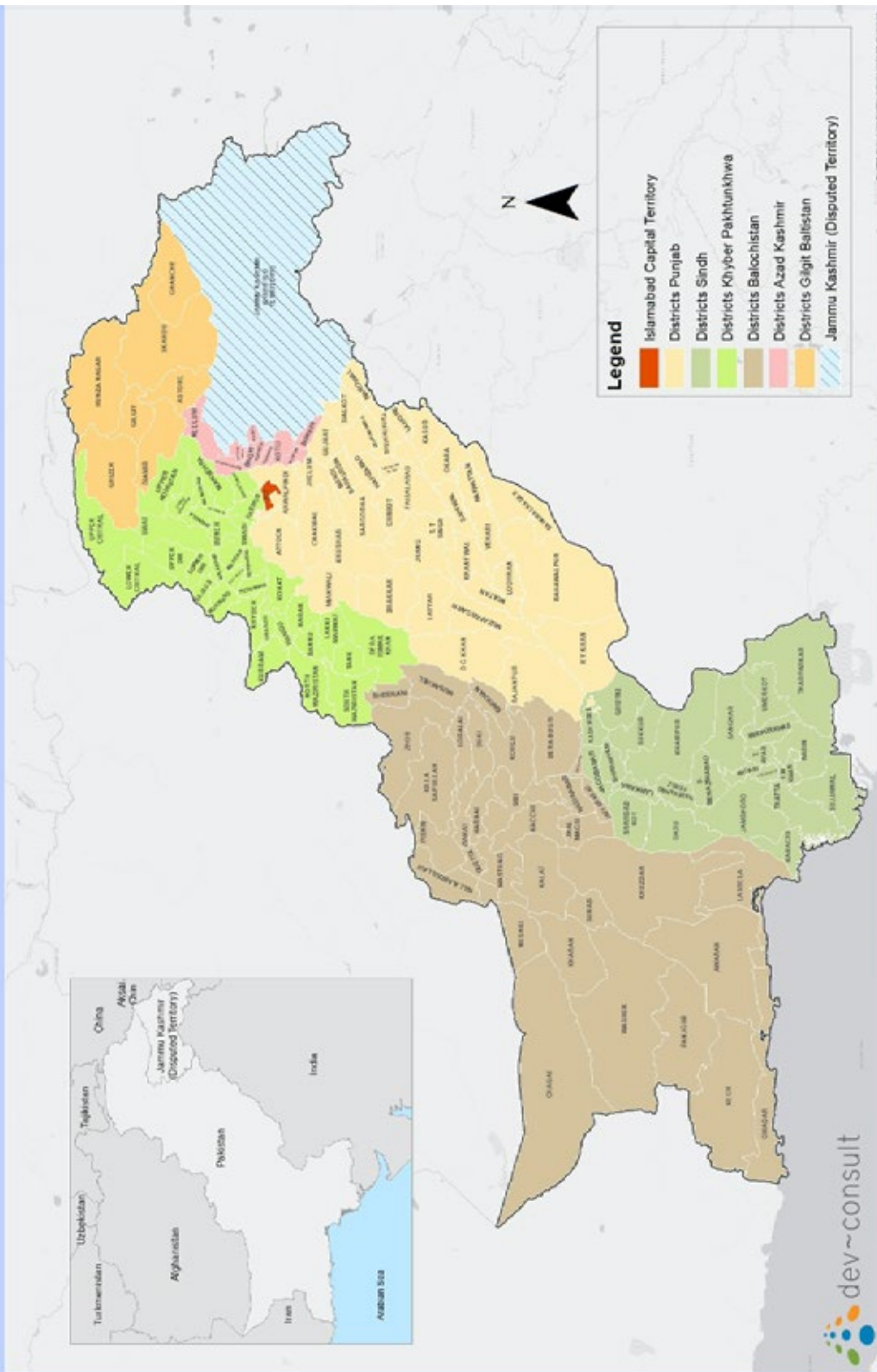
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LIST OF ABBREVIATIONS

| | | | |
|----------------|--|---------------|---|
| AF | Akhuwat Foundation | MNCs | Multi-National Corporations |
| BDS | Business Development Services | MoF | Ministry of Finance |
| BISP | Benazir Income Support Programme | MoU | Memorandum of Understanding |
| CAC | Citizens Action Committee | MTR | Mid Term Review |
| CEDAW | Convention on the Elimination of all Forms of Discrimination Against Women | NADRA | National Database and Registration Authority |
| CERD | Centre of Excellence for Rural Development | NCSW | National Commission on the Status of Women |
| CIG | Common Interest Group | NGOs | Non-Governmental Organisations |
| CNIC | Computerised National Identity Card | NOK | Norwegian Krone |
| CSOs | Civil Society Organisations | OAWs | Own Account Workers |
| DACs | District Action Committees | OD | Organisational Development |
| DRT | Document Review Technique | PCM | Project Cycle Management |
| ERG | Evaluation Reference Group | PEA | Political Economy Analysis |
| ERG | Evaluation Reference Group | PGDs | Provincial Government Departments |
| ESOMAR | European Society for Opinion and Market Research | PIP | Performance Improvement Plan |
| EVAW | Ending Violence Against Women | PRWs | Piece Rate Workers |
| FATA | Federally Administered Tribal Areas | PSCs | Private Sector Companies |
| FGIs | Focus Group Interviews | PSDP | Public Sector Development Programme |
| FPI | Flagship Programme Initiative | RBM | Results Based Management |
| FTE | Full-time Equivalent | RNE | Royal Norwegian Embassy |
| GBV | Gender Based Violence | SDGs | Sustainable Development Programme |
| GRB | Gender Responsive Budgeting | SEG | Socially Excluded Groups |
| HBWs | Home Based Workers | SWD | Social Welfare Department |
| HNP | HomeNet Pakistan | TA | Technical Assistance |
| ILO | International Labour Organisation | ToC | Theory of Change |
| ILPs | Implementing Local Partners | UNPRPD | United Nations Partnership to Promote Rights of the Persons with Disabilities |
| IPs | Implementing Partners | UNSDF | United Nations Sustainable Development Framework |
| KCF | Kaarvan Crafts Foundation | UNW-PK | UN Women Pakistan |
| KIIs | Key Informant Interviews | USD | United States Dollar |
| KP | Khyber Pakhtunkhwa | VAW | Violence Against Women |
| LHRD | Labour and Human Resource Department | WDD | Women Development Department |
| M&E | Monitoring and Evaluation | WEE | Women Economic Empowerment |
| MBOs | Member Based Organisations | WHBWs | Women Home Based Workers |
| MFIs | Micro Finance Institutions | WHO | World Health Organisation |
| MIA | Microfinance Institution-Akhuwat | WWDs | Women with Disabilities |
| MIS | Management Information System | | |

Pakistan: Administrative Setup



EXECUTIVE SUMMARY

A. Overview of the Interventions

The project “Economic Empowerment of Women Home Based Workers (HBWs) and Excluded Groups in Pakistan” had a three-year duration (April 2017-June 2020) and a no cost extension up to 31 August 2020. The project is also referred as ‘the third phase of WEE Programme’ conceived jointly with Government of Norway’s support and funding through a shared strategic interest in promotion and protection of WHBWs.¹ The total budget of the project is NOK15M (USD 1.82M). UN Women implemented it in 7 districts² with activities under Outcomes 1, 2 and 3 implemented in Balochistan, KP and Sindh whereas Outcome 1 included Punjab in addition to the other three provinces. The project used a three-pronged approach and through an integrated strategy worked with:

- i. National and provincial governments to advocate, influence and provide technical assistance for policies and legislation for protection of HBWs’ interests.
- ii. Civil society and other stakeholders including women with disabilities and transgender,³ women informal workers living below the poverty line, and women affected by conflicts.
- iii. The private sector for building enabling and a favourable environment for women.

Women with disabilities (WWDs) is one of the excluded groups UN Women in Pakistan is committed to work with, to promote their rights and elevate their conditions and status in the society by advocating for a more inclusive policies, laws and behaviour. In parallel to the project with women HBWs, another pilot initiative of UN Women, with focus on women with disabilities (WWDs) was implemented in Sindh and KP, with the funding from UN Partnership to Promote Persons with Disabilities (UNPRPD). While these two projects were completely separate in terms of their funding source and aim, and were implemented by different partner organisations, nevertheless, both projects piloted first time non-traditional interventions targeting WWDs. For instance, advocating, creating awareness and sensitisation and building capacity of employers (in public and private sector) as well as of vocational training centres and Micro Finance Institutions (MFIs) to build inclusive and enabling environment so that WWDs are supported to have economic activity and to attain, over time, economic empowerment. There are, therefore, distinctly common and important lessons drawn from these two pilot initiatives especially regarding work on economic empowerment of WWDs (see Section 0 for the Case Study drawn from pilot initiative with WWDs).

The project was implemented in partnership with two

1. The previous two targeted initiatives under the WEE Programme focused on macro policy level interventions and responded to the strategic interests and practical needs of WHBWs. The first project (2008–12) implemented in Punjab developed awareness and conscientization on the subject of women HBWs, and established a strategic direction for the overall HBWs programme. The second project (2012–16) deepened engagement at both macro and micro levels, collected relevant evidence, expanded outreach to Sindh, and experimented ways in which HBWs could be better supported so that they could enhance their incomes and improve their quality of life. This current project (2017–20), is an expanded version of previous projects. The current project aims at empowering women HBWs economically, including women with disabilities, and the transgender.

2. Karachi & Thatta districts in Sindh; Quetta & Loralai in Balochistan and Peshawar, Swabi & Khyber districts in KP province.

3. All through this report the word transgender is used as is included in the programme proposal. It is to be noted that in Pakistan environment is not yet conducive to refer to the entire LGBTQI community. The transgender community in Pakistan was recognized as a 3rd gender back on 4 November 2009 by a landmark ruling in the Supreme Court. This recognition of transgender persons has been set as a foundation to realize the equal human rights and dignity for the transgender community in Pakistan. Pakistan’s 1973 Constitution guarantees the fundamental human rights of its citizens without discrimination of gender, sex, religion, cast and creed; however, the transgender community have a long history of deep-rooted stigma and social exclusion.

civil society organisations (CSOs), namely Centre of Excellence for Rural Development (CERD) and HomeNet Pakistan (HNP) and with the Labour and Human Resources Department (LHRD) of the Government of Sindh.

B. Purpose and Scope of the Evaluation

The overall purpose of this summative evaluation was to learn about the relevance, effectiveness, efficiency, sustainability and contributions towards impact in women HBWs lives that can be attributed to this project. UN Women, its donor and local partners would use the findings and recommendations from this evaluation to inform their future project planning in this thematic area (see Annex 1 for full TOR of the evaluation).

In terms of the scope, the evaluation covered project geographical sites (districts) in Khyber Pakhtunkhwa, Balochistan and Sindh provinces and consulted all its stakeholders and beneficiaries including women with disabilities and transgender persons. The Evaluation Matrix and research questions were designed to generate evidence of impact and change expected under the three core Outcomes of the project.

C. Objectives of the Evaluation

The specific objectives of this end term evaluation included:

- i. Examination of the relevance, effectiveness, and contributions of the project towards the impact of the project outcomes in terms of results achieved against set targets.
- ii. Assessment of the sustainability of the action, including ownership of stakeholders.

- iii. Exploration of the extent to which UN Women and partners worked coherently.
- iv. Identification of key lessons and proposal of a set of practical recommendations.

D. Primary Intended Audience of the Evaluation

The evaluation findings and recommendations will assist the UN Women Country Office, its Regional Office, the donor, official stakeholders of the Government of Pakistan and the implementing partners (CERD and HNP) to review the design and future direction as well as any reiteration of the WEE portfolio in Pakistan, and/or in similar projects.

E. Evaluation Design and Methodology

The non-experimental, ⁴theory-based evaluation⁵ approach was anchored in to six pillars, namely: (1) voice and inclusion, (2) appropriateness of research methods, (3) triangulation of information, (4) contribution (5) transparency and confidentiality, and (6) human rights and gender equality responsive. It adhered to the guidelines for prevention of sexual exploitation and abuse (PSEA). It was guided by the philosophy of participation and empowerment of rights holder, conflict-sensitivity and Do-No-Harm (DNH) and used the diversity lens throughout the evaluation process. A mix-method rights-based and gender responsive approach for data collection and analysis was used. The research questions were formulated to collect the evidence to measure the extent to which tangible, measurable and attributable changes have brought about in women beneficiaries' lives, and what the prospects are for its sustainability, replication

4. Non-experimental approach does not include manipulation of, or a comparison with, an independent variable or counterfactual (e.g. a comparison group). The evaluators made this choice for the evaluation based primarily on the fact that the baseline was also conducted using non-experimental approach and didn't have a control group. Hence, the research questions designed for this evaluation were meant to find evidence of impact of this project on a single variable (i.e. beneficiaries) rather than a statistical relationship between two variables i.e. the project beneficiaries and their causal relationship with an independent variable or against a control group of women HBWs.

5. A theory based evaluation is a conceptual analytical model and not a specific method or technique. It is a way of structuring and undertaking analysis in an evaluation. It explains how an intervention is expected to produce its results. Theory-based approaches to evaluation use an explicit theory of change (in this evaluation case a Results Framework) to draw conclusions about whether and how an intervention contributed to observed results. Theory-based approaches are a "logic of enquiry," which complement and can be used in combination with most of the evaluation designs and data collection techniques

and scaling up. Due to the COVID-19 pandemic, the evaluation team could not travel to project areas to conduct field research in-person. All interviews were thus conducted remotely over Zoom, Skype, WhatsApp and Mobile phone.

F. Key Findings

F.i. Relevance

The project enabled UNW and its partners to continue their support to national and provincial governments' ongoing efforts to frame and adopt legislation and policies for protection and realisation of the strategic and practical rights and needs of the women HBWs in all four provinces. The project's interventions are aligned with the expressed needs and priorities of women HBWs for acquiring marketable skills, accessing, owning and controlling productive assets and resources for their start-ups and/or piece rate work, to have an enabling and supportive environment, and to have greater security and protection against violence. Lastly, the project feeds into the government's commitment to increasing employment and female labour force participation rate by recognizing, counting and monetising hitherto invisible home based workers' contribution in local and national economy as currently it sits under the informal and undocumented economy.

The pilot project on WWDs was also aligned with the broader agenda of the relevant government departments and with the mandate of OPDs to advocate protection of persons with disabilities (PWDs)/WWDs rights as well as their recognition and acceptance at state and society level as equal citizens and persons with agency who are entitled to realize their full human potential and live a life with dignity.

F.ii. Effectiveness

Under Outcome 1, a key result achieved is adoption of Sindh HBWs Act 2018 and endorsement of its Rules of Business in 2020. Progress in KP has been impressive

even though work on rallying political and policy makers' support and drafting legislation started only in 2019 but by all accounts it appears set to adopt the Act in coming months. Progress in Punjab has been slow despite that the process was initiated under phase two (2012-2016) whereas Balochistan appears to be struggling to bring all relevant stakeholders on the table to build consensus. Once the legislation is in place in provinces, civil society will need to work with private sector and with the relevant authorities of the provincial governments to work out appropriate mechanisms to cover costs associated with social security and old age benefits for registered women HBWs. Sindh has set a good example by announcing a contribution of PKR 20 million (2 crore) for a HBWs Fund. The review and reform of the Sindh Empowerment of Persons with Disabilities Act 2018 and drafting of its Rules of Business was another big achievement under the WWDs project.

Another expected result of Outcome 1 was support to LHRD Sindh to gather WEE data through WHBWs registration and to set up a Management Information System (MIS), with information on women HBWs economic and trade profiles. This data will assist designing better-targeted and specialised schemes for women HBWs to enhance their productivity and contribution in GDP and to provide them better security and protection. These targets have not been achieved due primarily to three reasons. First, there had been delays in providing full list of the required hardware equipment⁶ from LHRD Sindh to UN Women; budgeted funds could not meet the cost as prices had shot up in the market (further inflated due to COVID-19 impact on the market). Second, due to lack of hardware equipment, MIS could not be set up, which was a prerequisite to start the registration process of women HBWs.⁷ Third, provincial government has not yet released the additional funds requested by LHRD Sindh.⁸

Under Outcome 2, on women HBWs rights, the project partners have achieved impressive results. They reached 8,300 women HBWs by October 2019, 1,800 more than the target of 6,700. Women HBWs have gained voice, visibility and representation. Hundreds have acquired

6. These included servers, computers, printers, machine to print ID cards, etc.

7. At the time of this evaluation, registration forms were being translated into Urdu and Sindhi; however, no dates were set to begin establishment of MIS and registration by LHRD Sindh nor were women HBWs informed about this.

8. For covering costs of consumables i.e. materials for printing registration cards, cartridges, etc. and hiring of additional personnel for two of its sub offices in Karachi.

civic documentation and registered with government free health insurance scheme. The personal stories of WHBWs are a testimony of the powerful transformational journey many of them have travelled with the WEE project. They have discovered a new world of possibilities. Many have learned to not to accept violence and confront their abuser. Many are investing their increased profits in giving better education to their daughters and sons and improving their family nutrition. Due to different provincial contextual challenges and issues in working with Transgender (TG) and Women with Disabilities (WWDs) in the project's operating environment, the project could not fully achieve its target to integrate these excluded groups in project's activities (see section 4.6). For instance, civil society work with women with disabilities and with the transgender community is much advanced in Karachi and Lahore than in Quetta and Peshawar, creating space for a meaningful engagement with them. However, the gap related to WWDs was filled through another pilot project on WWDs which reached out to 500 WWDs as a pilot beneficiary group.

An important expected result under Outcome 2 was women HBWs' access to financial security and livelihoods opportunities; considered by them the single most important contribution of the project in their lives. Women HBWs have upgraded skills, gained financial literacy, learned business planning and know-how about digital marketing, have better information about markets, have built market linkages and gained access to microcredit schemes.

Under Outcome 3 of the project, Technical Assistance (TA) was provided to the federal Ministry of Finance (MoF) on Gender Responsive Budgeting (GRB). Engagement with the Budget Wing of the MoF has created awareness of this concept. As a result, discussions and reference is now made to GRB in the internal discussions and meetings of the MoF.

In parallel, the WWDs project has touched deeply women living with disabilities and triggered a self-transformation process – increased their self-confidence in their potential and capabilities and has given them hope and courage. Women with disabilities who participated in the vocational trainings and for two months daily came out of their house, for most first ever time in their lives, they felt liberated from a prison. Going out was a big thing for these women in the social and economic context of Pakistan as the project made these women mobile.

Likewise, relationship with the federal Ministry of Human Rights (MoHR), institutional capacity building of MoHR and sensitisation of parliamentarians for creating better awareness of the importance of PWDs data and its use in monitoring and reporting as well as making data-driven government policies, legislation and programmes including service delivery will go a long way in building the inclusive and enabling environment for PWD and WWDs in the country. The project has succeeded in generating interest and debate on the need for the paradigm shift from charity to equality and inclusivity in government, private sector and societal views and attitudes towards PWDs. There is better awareness to treat them as persons with agency and capabilities and increased recognition of their constitutional and legal rights. Equally, a baseline survey that was conducted at the start of this project has provided valuable contribution in building the knowledge base on the subject of PWDs in the country.

In addition to enabling Pakistan to report on its commitments under the CRPD, the pilot project has contributed to demystifying the popularly held myth that PWDs, particularly WWDs, do not have capabilities to become economically active and productive member of the society. This makes a compelling case for sustained and consistent support, moving forward, to the key public sector partners at federal and provincial level and to the Organisations of Persons with Disabilities, to keep up the momentum created by this pilot initiative – i.e. to introduce and institutionalise Disability Inclusion at all levels of the State, private sector and the society.

F.iii. Efficiency

UN Women introduced partners to Result Based Management (RBM) tool for project management. At the time of tendering, the local partners prepared an activity-based budget and linked it with the work plan. Regular monitoring focused on progress update against planned activities, review of reported expenditure, spot checks of accounts, and meetings with the beneficiaries for their feedback. Monitoring reports were not shared with the IPs though verbal debriefings were held; key findings, observations and issues that needed special attention were discussed with the partner. A harmonised Monitoring and Evaluation (M&E) framework for the project to compare progress and results across provinces to draw evidence of the bigger picture impact and learning

was missing; a progress tracking sheet was introduced at a later stage to record the cumulative progress against targets.⁹ IPs reports were activity-based rather than outcomes and results based.

F.iv. Sustainability

The project has mobilised senior government decision makers from relevant Federal Ministries and Provincial Departments¹⁰ and built a critical mass of change makers to champion women HBWs' concerns. However, most decision-makers have also pointed out the limitations in mobilising resources from public sector and have cautioned to further build on the gains achieved from this project, it will be critical to have continued financial assistance from development partners.

Women HBWs lives are deeply touched by the project that has triggered a self-transformation process – increased self-confidence, skills, capabilities, hope and courage. These changes cannot be rolled back easily and provide the ground to further build and to retain and sustain these changes. Likewise, most women are investing major part of their income in providing better and higher education to their daughters and sons; building foundations for a better future of their children, an asset that will remain with them for their life.

A number of structures and mechanisms¹¹ are set up, with varying degrees of value addition for women HBWs. Based on evidence from this evaluation, it appears WEE Council in Sindh and Balochistan and WHBWs groups are effectively operating on their own and have led initiatives unrelated to the project, contributing thus to the unintended positive impact of the project.

Lastly, Technical Assistance to Ministry of Finance regarding Gender Responsive Budgeting (GRB) has created awareness and interest in it. However, sustained effort is needed, working closely with MoF to bring necessary changes by revising existing Chart of Accounts that drives budget allocation, expenditure and reporting

structure within the Government of Pakistan. Only then one can move towards sustainability of this intervention.

F.v. Impact

Despite institutional and sociocultural barriers, the project has achieved visible and powerful impact at multiple levels.

At policy and legislation level, Sindh adopted its HBWs Act in 2018 and Rules of Business in 2020, paving the way for recognition of HBW as a 'worker'. A HBWs Fund is to be set up by end 2020 with a contribution of 20 million rupees (2 crore) from Sindh Government to cover costs of social security and other benefits that HBWs will be entitled to once their profile is registered in government database. In KP, provincial Act is drafted and is being verified by the Law department before it is presented for a debate and adoption by the provincial legislature.

Women HBWs are organised into neighbourhood based Common Interest Groups (CIGs). These groups have given them voice, visibility and representation. Using this platform, MFIs, markets and duty bearers have transferred skills, services and information to WHBWs. They have been effective in exercising collective bargain. CIGs have facilitated enterprising women HBWs to graduate from a piece rate to an own account worker and others to become a successful entrepreneur. Project has created transformational impact in WHBWs life by economically empowering them, has given them strength and confidence in their own capabilities, has helped them to position themselves better in the market as collective bargaining power, has assisted them to challenge hitherto asymmetrical gender-based power relationship structure at family and community level, and has given them courage to stand up to say no to accepting violence and abuse.

At institutional level, the project has rallied support from senior decisions makers.¹² Today, there are change makers from within the institutions, who are championing the

9. Evaluators received this information in the form of a comment on the draft report; no document to this effect was shared.

10. WDD, SWD, Labour and Law at provincial level and NADRA and Ministry of Finance at Federal level.

11. These include WEE Councils, DACs, WHBWs Association and WHBWs Task Forces in KP and Balochistan. Likewise, at the women HBWs level, they are organised into groups. These include WEE Councils, DACs, WHBWs Association and WHBWs Task Forces in KP and Balochistan. Likewise, at the women HBWs level, they are organised into groups.

12. Through mechanisms such as Women Economic Empowerment (WEE) Councils in Sindh and Balochistan and Women Home Based Workers (WHBWs) Association in KP established under this project.

cause of women HBWs. Impressively, despite the closure of the project, CERD continues to work voluntarily to support the Core Committee of the women provincial parliamentarians and senior policy makers;¹³ HBWs Act in KP is expected to be adopted before the end of 2020.

Project has also achieved significant unintended positive change and impact on multiple fronts. These include, social recognition of women HBWs' capabilities and abilities, evidenced in the elevated role and status given to them by their families and communities; increased income is providing better education for their children and improved nutrition intake of women themselves, their children and the overall family resulting in better health and productivity gains; and the WEE Council in Balochistan, for instance, has gotten several projects in the current PSDP to boost women economic empowerment.¹⁴

Last, but not the least, the project engagement with the Ministry of Finance at federal level has created awareness and interest in Gender Responsive Budgeting (GRB). This impact can lead to creating bigger and lasting change by transforming existing Chart of Accounts leading to integrating gender as a cross cutting theme in budget planning, expenditure and reporting. This will be a slow and challenging undertaking; as challenging as steering and turning around a large bulky machine on a narrow and steep road.

F.vi. Human Rights and Gender Equality

The project in its design, strategies, approach, targets and results is anchored firmly in the principles of gender equality and human rights. The project was conceived based on a sound gender analysis.

In the third phase of WEE Programme UN Women decided to include 500 women with disabilities (WWDs) and 200 transgender persons¹⁵ as project beneficiaries. Diversification of the target group of women in WEE

programme is a positive development; these two groups of women are amongst the most persecuted groups in the country; their political, social and economic exclusion has overwhelmingly exposed them to systemic violence, abuse, neglect and discrimination. The important lessons are learnt through this pilot initiative of working with women with disabilities and TGs on their economic empowerment, which can inform future strategies including partnerships decisions for achieving better results.

G. Key Conclusions

- i. Overall, the project design flew well and built on the achievements of previous two phases of WEE Programme (2008-2016) and priorities identified and recommended in the end term evaluation of phase II of the WEE programme.
- ii. Both the implementing partners (CERD and HNP) as well as UN Women used their respective organisation-specific project monitoring systems which assisted them in tracking the progress on activities along with the utilisation of budget lines; however, the intended and unintended impact of the project were not documented as such.
- iii. The lack of a results-based harmonised monitoring and reporting system has not allowed the project to present a more significant and coherent picture of evidence-based change and impact that project has made across all the provinces and at all levels and interconnectedness of these.
- iv. The implementation timeframe for the implementation partners was less than optimal, and if extended by 6-12 months, the project could have achieved better and more significant results.
- v. The implementing partners mobilised women HBWs through their respective social mobilisation strategies. They organised women HBWs in groups,

13. Provincial Secretaries of Law, Social Welfare and Women Development Departments and NADRA.

14. For instance, establishment of Women Business Incubation Centres and 5 women bazaars in 5 districts; Women Empowerment Centres in 10 districts as one-window set-up to cover multiple issues related with women situation (e.g. legal support to GBV cases, access to vocational skills and finances, etc.) while promotion of women economic empowerment will be the central objective of these centres.

15. Following a landmark Supreme Court ruling, the transgender community has been accorded more robust legal protection – with Computerized National Identity Cards (CNICs) recognising their gender identity; the 2017 Census counted the transgender population for the first time at over 10,000 whereas CSO working with trans claim they are approx. 500,000.

and in most of the cases, the groups remained active after closure of project activities. There was a high level of awareness about their rights among the women HBWs.

- vi. The project has achieved remarkable results and has built strong foundations for sustaining the gains it has made, despite the challenges inherent in working with the governments and socio-cultural barriers limiting poor women's ability to claim their socio-economic rights.
- vii. By organising women HBWs into groups, giving them awareness and information, and developing their capacities, the project has given them the collective bargaining power and capabilities to leverage against rates and other conditions offered by the sub-contractors or intermediaries, which they lacked as an individual, as well as helped duty bearers become more responsive to their needs.
- viii. The transformational change in women HBWs is evident as the project has built foundations for an ecosystem and created enabling conditions to support the economic empowerment of women HBWs and has indirectly raised their social status within their families and in the wider community.
- ix. The project did not invest sufficiently in building capacity of women HBW in business planning skills, understanding marketing dynamics and forces, preparation of business plans, and linkages with the value chain actors to graduate from being a piece rate worker to become an own account worker and to set up micro and/or small enterprises.
- x. A strategic opportunity of integrating women with disabilities in the WEE project was missed by not building synergies and promoting collaboration amongst WEE project partners and Handicap International, UN Women's implementing partner for the project "Moving from Charity to Rights-based Model – Delivering as ONE for Empowerment of Women with Disabilities".
- xi. The project has successfully mobilised support, interest and commitment of federal and provincial

governments to legalise and start the process of institutionalisation of protection and security of women HBWs rights and entitlements.

- xii. UNW Women's work with the Ministry of Finance on GRB had good impact on the way Pakistan's government plans and manages women empowerment projects but needed more deepening and support.

H. Key Recommendations

Though most of the following reformations stem from the findings and conclusions of this project, some of the recommendations are based on findings from the pilot project on WWDs which in many ways has compensated for the lapses in focus on WWDs in this project.¹⁶ These recommendations were discussed with the stakeholders and prioritised accordingly.

H.i. Key Recommendations for UN Women

Allocate adequate resources in future for (1) establishing baseline, (2) identifying control groups (for comparative review), (3) at least an annual comparative computation of results against outcome indicators, (4) establishing a harmonised Monitoring Framework for all partners, (5) making project budget lines result-oriented; this will make budget monitoring, tracking and reporting on performance of expected results more efficient, (6) devising different strategies for empowerment of women with disabilities through appropriate economic route.¹⁷

Commission a study to understand and analyse socio-economic impact of HBW, both positive and adverse, on women engaged in it and on their families, particularly on their young daughters who take up caring role for their younger siblings. Such a study will also help to explore any risks of inter-generational transfer of poverty to daughters and devise a strategy to counter this. Similarly, another study on peculiarities of the WWDs can help strategizing for a different set of actions focused on needs of WWDs.

Continue nurturing following actions by building on results achieved under this project:

16. These recommendations should be read in conjunction with recommendations provided in the Case Study, Annex 12 of this report.

17. As evident from the Case Study (Annex 12), appropriate strategies to engage women with disabilities on their economic empowerment can be effective means of empowering the most marginalized groups of women.

- i. Strengthen work with WEE Council in Balochistan.
- ii. Foster exchange between provincial government's relevant Departments for mutual learning¹⁸ to institutionalize issues pertaining WHBWs, especially WWDs, and in their respective province.
- iii. Provide dedicated support to women HBWs in Sindh to register them with LHRD and to gain legal entitlements and benefits.
- iv. Strengthen partnership with the federal and provincial MoF on gender-responsive budgeting (GRB) and include, inter alia, TA to engender Chart of Accounts, budget preparation and execution and monitoring of public sector finances.
- v. Invest in building capacity and giving access of women HBWs and entrepreneurs to E-Commerce and digital marketing (e.g. shops on VCEELA).
- vi. Channel implementation of WWDs related project funding through civil society and organisations of persons with disabilities (OPDs) to develop organisational technical expertise in new thematic areas, such as working with WWDs on their economic independence.

Consider provision of TA to government of Sindh to support following actions:

- i. To sensitise the office of Chief Ministers, Chief Secretaries and Finance Ministers to make additional budgetary allocations to support registration process of the HBWs. A good communication strategy to sensitise all relevant decision-makers at centre and in provinces on HBWs and WWDs issues and potential contribution on national economy and GDP will be very helpful.

- ii. To explore possibility to form a partnership between Sindh and National Database & Registration Authority (NADRA) for HBWs registration to ensure data integrity and for linking database management with the National Registry of Citizens.
- iii. To mitigate likely pressure from provincial/national civil society and HBWs federation on Sindh Employees Social Security Institution (SESSI)¹⁹ for extending Social Security Coverage to HBWs resulting from passage of Sindh 2018 HBWs Act and registration of HBWs. Also, continue and sustain support for WWDs related legislation at sub-national level.
- iv. To support preparation of a budgeted Provincial Plan of Action for HBWs in line with the 2018 Act and present this to donor community for financial assistance in addition to including elements of it in Sindh Public Sector Development Programme (PSDP) 2020-21. The Plan should have special provisions for WWDs.

H.ii. Key Recommendations for Donor – RNE

Consider funding a 3-year phase IV of WEE Programme with better targeting to:

- i. Consolidate work on policies and laws in KP, Punjab and Balochistan.
- ii. Support Sindh Government to prepare a provincial Plan of Action for women HBWs based on the 2018 Act.
- iii. Support strengthening and institutionalisation of WEE Council in Balochistan.

18. For example to share their experiences from various stages of drafting the HBW Bill, adoption of the Act, challenges faced in framing Rules of Business and their endorsement as well as in setting-up MIS and registration of women HBWs, etc.

19. Sindh Employees Social Security Institution (SESSI) is a public sector organisation, and its objective is to "provide medical care facilities and cash benefits to the secured workers and their dependants." The organisation spends 70% of the budget in medical care, and 30% for cash benefits around sickness, injury, maternity, iddah, disablement gratuity, disablement pension, ex-gratia grants and death grant. Only the "registered" workers can access medical and cash benefits. SESSI is a self-generating Institution, and it does not receive a considerable subsidy or budgetary allocation from Sindh Government. The primary source of revenue is the Social Security Contribution (SSC) from employers. The employers contribute 7% of the wages of insurable workers.

Iddat is the period a Muslim woman must observe after the death of her husband or after a divorce, during which she may not marry another man. One of its main purposes is to remove any doubt as to the paternity of a child born after the divorce or death of the prior husband. The length of iddah varies according to a number of circumstances. Generally, the iddah of a woman divorced by her husband is three monthly periods, but if the marriage was not consummated there is no iddah. For a woman whose husband has died, the iddah is four lunar months and ten days after the death of her husband, whether or not the marriage was consummated. If a woman is pregnant when she is widowed or divorced, the iddah lasts until she gives birth.

1. COUNTRY CONTEXT

1.1

Macro Trends

Pakistan is the thirty-third largest country in terms of area and fifth-most populous with a population of over 210 million. According to the 2017 Census and Pakistan Demographic and Health Survey, 2017–18, 68 per cent of the population is less than 30 years of age, and 27 per cent is aged 15-29 years. Pakistan's population is growing by 2% each year. It is forecast to rise to an estimated 307 million by 2050, according to projections by the UN Population Division.²⁰

1.2.

Economy and Poverty

Pakistan has the second-largest economy in South Asia, after India, with 5.8% GDP in 2017-18, the highest in 13 years. While the country has made some progress towards achieving its targets set for Sustainable Development Goals (SDGs) persistent inequalities of wealth and income, and inequality in the distribution of benefits of growth mean 1 in 3 Pakistanis live on less than a dollar per day. Widespread patterns of social exclusion exist based on politics of identity (i.e. gender, religion, geography, disability, ethnicity, etc.). Thirty-eight per cent live below the poverty line, 23 million children are out of school, 45% of under-five children have stunted growth, and 63% of youth is not engaged in any productive activity.²¹

While poverty is a national problem, it is spread unevenly across the country; a staggering 62% of Balochistan's rural population is living in poverty, and nationally 80% of all poor live in rural areas leading to a rapid rate of urbanisation and an increasing strain on social services, resources and infrastructure of the cities.²² Pakistan ranked at 139 out of 152 countries in commitment to reducing inequality index and at 146 with less than 5% spending on health and education combined,²³ one of the lowest ratios worldwide. Poverty and inequality feed religious and sectarian conflicts, insurgencies and violent extremism, impacting most the already vulnerable. That said, over the past ten years, the poverty headcount fell by 26 percentage points and multi-dimensional poverty by 16 percentage points from 55.2% to 38.8% between 2004-5 and 2014-15. Moreover, the robust national poverty alleviation programme BISP²⁴ (and the current government's initiative Ehsaas (Compassion) set-up in 2019 to complement and expand it) focuses on social protection and safety nets for poor women and supports human capital development throughout the country. As the national resolve to eliminate poverty is firm, the successive governments since BISP's launching in 2008 have enhanced the size of assistance for the lowest strata. The National Socioeconomic Registry is updating to target the poorest more effectively and to ensure that no one is left behind.²⁵ However, based on the current forecast it is estimated that resulting from a likely impact of COVID-19 pandemic, the national Gross Domestic Product (GDP) growth will reduce to 4.64% with a subsequent increase

20. United National Sustainable Development Framework (UNSDF) for Pakistan / Pakistan One United Nations Programme III (OP III), 2018-2022, United Nations Pakistan, Office of the Resident Coordinator, 2018, Islamabad.

21. <https://tribune.com.pk/story/1509963/rising-inequality-pakistan/>.

22. <https://www.thenews.com.pk/tns/detail/610312-the-spectre-of-inequality>.

23. The Commitment to Reducing Inequality Index, Development Finance International and Oxfam, July 2017.

24. Benazir Income Support Programme was launched in July 2008 and has a budget of USD 1.15 Billion (<http://bis.gov.pk>).

25. Pakistan's Implementation of the 2030 Agenda for Sustainable Development, Voluntary National Review, 2019.

in persons living below the poverty line from 50-60 million to 125 million.²⁶ It will cause tremendous suffering for the most vulnerable and needy in the country, especially women and excluded groups, including persons with disabilities (PWDs), including women and the LGBTQI community.

1.3

Gender Equality and Women Economic Status

Despite some progress made in past decades in human capital investment, women in Pakistan continue to face many challenges. Women carry the burden of unpaid domestic and care work exclusively. The Government does not even measure unpaid and care work of women in calculating GDP. Employers do not pay women equal wages. Two-thirds of women are non-literate. They have highly circumscribed mobility. A staggering number of them face domestic and gender-based violence (bonded labour, acid throwing, sexual violence, honour killings, and human trafficking). All these factors hinder Pakistani women's ability to move out of the poverty and vulnerability trap. On health and education status of women as well as access to economic opportunities, Pakistan is amongst the worst performers on gender equality, ranking overall 148th out of 149 countries. It is ranked 146th in economic participation and opportunity category, 139th in educational attainment, 145th in health and survival and 97th in political empowerment.²⁷

Globally, women-owned businesses hire more women. Pakistan has 1 per cent of women entrepreneurs because they experience several challenges, including limited access to finance, markets and assets due to

structural and socio-cultural factors. Punjab has adopted inheritance laws reforms to improve women's access to their inherited agricultural land and urban property that can potentially improve their access to financial services. Only 6% of women have access to an individual or joint bank account, and only 13% own an asset compared with 69% of men.

While the employment-population ratio for women doubled between 1995 and 2012, however, unemployment rates among young and all women are higher than those for men. They persist even when analysed by groups with different levels of educational attainment.²⁸ Higher unemployment rates, along with lower average wages for females, indicate lower returns to education for girls and may affect parents' decisions regarding investment in a daughter's education. Moreover, women are ten times more involved in household chores, child and elderly care than men in Pakistan. It leads to women being poorer and having less time to spend in gaining skills and getting jobs. Poverty pushes the poorest women into precarious, often informal and unpaid work. Seventy per cent of Pakistan's economy is informal. The informal economy has an overrepresentation of women; termed as home-based piece-rate/own account workers, or domestic workers with limited access to decent wages or social security benefits.²⁹ Social norms also do not support women's involvement in economic activity outside their homes, evident from 76% of the women workers engaged in the highly unregulated informal sector.³⁰ Women rely upon unskilled or low skilled jobs (mostly home-based) or to simply not participate in the broader economy.

Women Home Based Workers (HBWs)³¹ are part of the households that are amongst the poorest of the poor in

26. Plan for International Assistance to Government of Pakistan for COVID-19 Response (SPRP), OCHA Pakistan, April 2020.

27. <https://www.weforum.org/reports/the-global-gender-gap-report-2018>. The Geneva-based organization's report tracks disparities between the sexes in 149 countries on their progress towards gender parity across four thematic dimensions: Economic Participation and Opportunity, Educational Attainment, Health and Survival, and Political Empowerment.

28. This section draws evidence and analysis from Pakistan Country Gender Assessment, Volume 1 of 2: Overall Gender Analysis, Asian Development Bank, 2016.

29. Final Project Proposal, Economic Empowerment of Women Home-based Workers and Excluded Groups in Pakistan (2017-2020).30. <https://homenetpakistan.org/implementation-of-national-policy-for-homebased-workers/> downloaded 09.07.2020.

30. Home-based work is a "general category of work within the informal or unorganized sector where workers carry out remunerative activities within their homes or in the surrounding areas but not at the premises of an employer". Source: <https://paycheck.pk/labour-laws/home-based-workers-in-pakistan/home-based-workers>.

31. Home-based work is a "general category of work within the informal or unorganized sector where workers carry out remunerative activities within their homes or in the surrounding areas but not at the premises of an employer". Source: <https://paycheck.pk/labour-laws/home-based-workers-in-pakistan/home-based-workers>.

Pakistan. While the informal estimates indicate that there are 20 million HBWs in the country of which 12 million are women, the Labour Force Survey analysis, however, suggests that there are 4.8 million home-based workers in the country (working at “their dwelling” and “family or friend’s dwelling”).³² The studies have estimated that HBWs contributed approximately PKR.400 billion through their wages to the economy, 65% by women.³³ This amount is nearly equal to 3.8% of the total GDP in 2013-14. The gender wage gap is at a striking 34 per cent, which is more than twice the global average. Almost 55 per cent among the regularly paid female workers receive less than the acceptable minimum wage rate. Women’s economic empowerment, thus, is significant because it is a powerful vehicle for achieving rights; it facilitates poverty reduction as women reinvest more into their families, societies and in local and national economies.

1.4 Gender-Based Violence

The spectre of gender-based violence is widespread in the country, ranking at 133 out of 189 countries.³⁴ In 2017-18, a staggering 32% (1 in 3) women experienced physical violence, and 34% of ever-married women suffered from spousal violence in physical, sexual, or emotional form, of which 26% sustained injuries.³⁵ Most women experience a combination of forms of violence, leaving long-lasting adverse effects on women’s lives, health and wellbeing. 56% of women who experienced violence did not seek any help. By region, the highest percentage of women survivors of violence was in FATA (56% for physical & 66% for spousal violence), followed by the overall rate of women survival in Balochistan (48%) and KP (43%). The percentage of women who experienced physical violence was highest among those with primary education (35%) and lowest among those with a higher education (12%) showing a positive co-relationship between education attainment level and gender-based violence against girls and women. During the public health pandemic caused by COVID-19, anecdotal evidence from media

and CSOs suggests a sharp rise in the incidence of domestic violence against girls and women, worryingly even from areas hitherto not known for GBV. Girls and women are at higher risk of intimate partner violence and other forms of domestic violence due to heightened tensions in households and communities, created by the extraordinary economic circumstances generated by the pandemic. These trends underline the urgent need to change attitudes, behaviours and entrenched social norms around gender-based asymmetrical power relationships in Pakistan alongside continuing to work on ending structural discrimination against girls and women.

Over 80% of the HBWs and a similar percentage of domestic workers in Pakistan is of women; most are poor, illiterate, not aware of their rights, and powerless against their perpetrators. They lack voice and representation and often face violence at two fronts – family and from men associated with their work. Their work is largely invisible that is also not recognised, neither are they registered as workers. They lack access to justice and protection services for prevention and response to gender-based violence (GBV), exploitation and harassment, be it against perpetrators at home front and related with their work. In recent years, efforts to organise HBWs, to create awareness of their rights, and to give them platforms to raise their collective voice against injustices, harassment and violence has brought these issues to the fore.

1.5 National and Sub National Policies and Legislation for Home-Based Workers

Adoption and effective enforcement of women home-based and domestic workers laws will provide legal protection and safeguards to HBWs. It can address issues specific to the informal economy such as unregulated and meagre wages, lack of access of women HBWs to social security and old-age benefits, guaranteeing decent work conditions and will provide them venues to redress exploitation, harassment and violence. It can

32. <https://homenetpakistan.org/implementation-of-national-policy-for-homebased-workers/> downloaded 09.07.2020.

33. Zaidi, Y., Farooq S. et al, Women’s Economic Participation and Empowerment in Pakistan, Status Report 2016, A joint publication of NCSW, CGaPS and UN Women Pakistan, Islamabad.

34. UNDP 2019 Report.

35. Pakistan Demographic and Health Survey-PDHS 2017-18.

also provide them with protection against harassment and at times violence perpetrated by middlemen and male contractors. The province of Sindh has championed the enactment of the Home Based Workers Act (09 May 2018); the provincial government has not yet notified its Rules of Business. Other provinces have yet to promulgate provincial legislation for HBWs though all provinces have legal instruments drafted and tabled, e.g. Punjab finalised in 2015, the Punjab Home Based Workers' (HBWs') Bill 2015 but it has been pending in the Legislative Committee of the Labour Department since then. The country has also not ratified The Home Work Convention (C177)³⁶ of ILO.

While the Constitution of the country provides a robust legal framework for many dimensions of women's equality, including women economic empowerment, implementation of many provisions is weak. Policy reform is challenging, especially for crosscutting issues like gender equality and women's economic or political empowerment, and in Pakistan's decentralised governance context. Since 2002, the proportion of seats in the national and provincial assemblies reserved for women representatives has increased to about 20%, and varies at local government levels from 10% to 33%; this has contributed to the passage of 10 and 6 new laws at the national and provincial levels, respectively, which promote or increase the protection of women's rights and empowerment. Pakistan has also expressly affirmed its dedication to women's rights through its National Plan of Action for Women (1998); the National Policy for Development and Empowerment of Women (2002); the establishment of the National Commission on the Status of Women (NCSW);³⁷ and the creation of national and provincial Women's Parliamentary Caucuses since 2009. Following a landmark Supreme Court ruling in the same year, the transgender community has been accorded more robust legal protection – with Computerized National Identity Cards (CNICs) reflecting their gender identity and the 2017 Census counted the transgender population for the first time.³⁸

The 18th Amendment (2010) eliminated the Ministry of Women Development at the federal level and fully devolved its responsibilities to the provinces; however, this

occurred without the prior strengthening of institutional capacity of provincial Women Development Departments. HomeNet Pakistan (<https://homenetpakistan.org>), a network of organisations working for the rights of HBWs, is actively pursuing passage of legislation for HBWs through advocacy with the provincial decision-makers. There is, however, a national policy on HBWs that defines them as:

- i. a person who works within the home boundaries, or in any other premises of his/her choice, but excluding the premises of the employer's or contractor's workplace.
- ii. a person who works at home for remuneration or monetary returns.
- iii. a person who is self-employed or does piece-rate, own-account, or contract work, which results in a product or services as specified by the employer/contractor.

The definition, used in national policy, is more comprehensive one than used earlier in ILO Convention, which covers only one category of home-based workers, i.e., home workers. The national policy provides that home-based workers will have:

- Equal treatment in wages and a minimum wage
- Skills training, offered by the Government
- Access to credit, land ownership and other assets
- Freedom of association and collective bargaining
- Right to the safe workplace
- Social security benefits (through their monthly contributions)
- Right to registration as home-based workers

1.6 Sustainable Development Goals (SDGs)

Pakistan affirmed its commitment to the 2030 Agenda for Sustainable Development by adopting the Sustainable Development Goals (SDGs) as its national development agenda through a unanimous National

36. <https://paycheck.pk/labour-laws/home-based-workers-in-pakistan>, downloaded 09.07.2020.

37. NCSW is tasked to examine the relevance and efficacy of all government policies, programmes, and measures related to safeguarding and protecting the interests of women and achieving gender equality; and monitor Pakistan's achievements against human and women's rights obligations under international agreements or conventions to which Pakistan is a signatory.

38. UNCT (2017), Universal Periodic Review (UPR) of Pakistan 2017, UNCT, Islamabad, p. 3.

Assembly Resolution in 2016. The seven pillars of Vision-2025³⁹ are fully aligned with the SDGs, providing a comprehensive long-term strategy for achieving inclusive growth and sustainable development. At the federal level, the government has set up a SDGs Monitoring and Coordination Unit to serve as a national coordinating entity with similar units in the provinces. Currently, Pakistan ranks at 130 out of 162 with an index score of 55.6 (100-best & 0-worst). Since 2016, the country has made considerable progress by mainstreaming these goals in national policies and strategies, including the Five-Year Plan, provincial growth strategies and Pakistan's long-term development perspective. In 2018, Pakistan approved a National SDGs Framework that envisages a national vision to prioritise and localise SDGs. The SDG 5 provides the main framework to the programme under evaluation, which aims at achieving gender equality, empowering all women and girls through the provision of equal rights and opportunities, and enabling an environment for them that is free of violence and discrimination. This SDG is, therefore, integral to all other dimensions, and is critical to the success of all 17 goals. Developing countries like Pakistan still have a long journey ahead of them knowing that attaining gender equality by 2030 would require an urgent action to fight off issues at their root cause through structural, policy and legislative reforms and social transformation.⁴⁰ Targets 5.4, 5a and 5b1 of SDG 5 are of particular importance for enabling women's economic empowerment as they relate to acknowledging the value of unpaid care work and domestic work, encourage women's access to land and physical assets and information and communication technology.

Additionally, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), which

was adopted by the General Assembly in 1979 was ratified by Pakistan in 1996, with a declaration making the compliance subject to its Constitution and a reservation under article 29, para 1. Pakistan has not adopted any legal framework for translating the CEDAW provisions to its domestic laws. Furthermore, there is a lack of awareness among the masses and the civil society organizations have not been involved for implementation of CEDAW in domestic interventions.⁴¹ Likewise, 2020 marks the twenty-fifth anniversary of the Fourth World Conference on Women and adoption of the Beijing Declaration and Platform for Action, Pakistan was one of the over 100 countries that signed it in 1995.⁴² 2020 was intended to be ground-breaking for the accelerated realization of gender equality and the empowerment of all women and girls, towards achieving the Sustainable Development Goals of the 2030 Agenda for Sustainable Development. However, with the COVID-19 global pandemic, even limited gains made in the past decades are at risk of being rolled back and indeed deepening the pre-existing inequalities, not least in deeply conservative countries like Pakistan. Unfortunately, the long awaited CSW-Beijing 25 conference was also cancelled due to COVID-19, which would have provided an important opportunity to countries to renew their commitment to eliminate all forms of discrimination against women and girls.

1.7 The Role of External Assistance

Over the years, Pakistan has received valuable financial and technical assistance from its development partners; however, humanitarian needs continue to be significantly under-funded. In 2019, the country received overall

39. <https://www.pc.gov.pk/uploads/vision2025/Pakistan-Vision-2025.pdf>. Pakistan Vision 2025 was rolled out in 2014 and serves as a critical guide-post for the development of an effective strategy and road-map to achieve national goals and aspirations.

40. Since adopting the SDGs in 2016, Pakistan has approved and promulgated several policies and laws, the greatest number of these legislative frameworks relate to SDG 16 ('Peace, Justice and Strong Institutions'), SDG 8 ('Decent Work and Economic Growth') and SDG 4 ('Quality Education').

41. http://www.ncsw.gov.pk/cedaw-reporting?__cf_chl_jschl_tk__=0887e3b761512c68e0f881e1287e7f6b99631b95-1596391307-0-AR_KysxwCfnKCbvRqVf0HHioGqs57k87oFAZOYhHBvY_aM0cpx9yoMPDIBaN__31S72wPuNyZz8djBZGLNoUTXv82kzfbfVxkqlxe-CVjCA7j0R28Y-POU0FhKrkJ6LSBUhz6dMH8QyqpWK705r-aYw6KYIyJv41ZaGxkTQETBr-EPTOIEL4Hpnad8zMXinXoCDelsOagVw1sJF_G1OaBEIDcdjwCiKZuf6w9v4laBB-Mgt4vqrX1sG3DBelxkGdXkXdOC1WKW8IGxzEg9WWQnjng5Rc7aAibo1UO9YXwgi.

42. <https://www.unodc.org/unodc/en/commissions/beijing-plus-25.html>.

US\$ 58 million (28.7%) of the appealed funds (US\$ 202 million) for humanitarian needs; health interventions received 12.3% and GBV 14% of the requested funds.⁴³ Between 2010-17 Pakistan received US\$ 2,783 million per year in ODA, on an average.⁴⁴ In 2017, out of the US\$ 3,519 million received, 57% (2,023 million) was spent on Social Sector Development, 264 million on multi-sector development while 261 million on the humanitarian responses.

1.8 COVID-19's Implications

The coronavirus public health pandemic has once again shown that poor and marginalised communities, especially poor and vulnerable women, bear the biggest brunt in emergencies and crises. Because of the existing and widespread gender-based inequalities, the coronavirus will impact women and girls disproportionately to men and boys. It will also affect women's resilience in mitigating the effects of the outbreak.

Much like other countries across the globe, there is a growing realisation of the significant threat that the Coronavirus (COVID-19) poses to Pakistan's population of 222 million, about half of whom are women.⁴⁵ It also includes at-risk populations, such as approximately 33 million persons with disabilities, 60 per cent of whom are estimated to be women.⁴⁶ Women, especially those with disabilities and young women as well as Transgender persons will face disproportionately negative impacts as COVID-19 exacerbates existing challenges related to systemic discrimination, access to political rights, weaker

socioeconomic standing, and over-exposure to vulnerable or informal employment.⁴⁷ The Government has adopted a National Action Plan for COVID-19 and has set up several committees to implement it. However, men dominate these committees with negligible representation from women. Nationwide, women represent only 5.5% of the COVID-related committee members, reflecting a broader issue with low levels of women's representation among senior government and decision-making positions. Surprisingly, neither the national Human Rights Ministry nor the provincial Women Development Departments – both essential to the role of highlighting a rights-based response with a gender lens - are part of the COVID-19 coordination effort.

The widespread economic disruption, impacting value chain and other factors will have a grave impact on HBWs ability to have a job and earn an income, thus hitting their overall wellbeing status. Due to the nature of their work i.e. irregular and unrecognised and lack of registration as workers means, unlike workers in formal economy, HBWs will not benefit from any social protection schemes or indeed a health insurance, hence exacerbating their vulnerabilities. A recent survey suggests that informal workers job losses range from 25 to 56 per cent in all countries. While in some countries, women in informal employment are more likely than men to see their working hours reduced, the opposite is true in other countries including Pakistan.⁴⁸ Assessment and quantification of the scale and scope of the likely adverse impact of this public health pandemic on the gains made by women beneficiaries under this project is beyond the scope of this evaluation.

43. OCHA Pakistan Financial Tracking System, <https://fts.unocha.org/appeals/720/summary>.

44. Organisation for Economic Cooperation and Development 2019.

45. National Population Census, 2017.

46. The World Health Organization estimates that 15 per cent of the world's population has a disability. World Report on Disability, World Health Organization and World Bank, 2011.

47. Gender Impact of COVID-19: A Brief Analysis – Pakistan's Context and Way Forward, International Foundation for Electoral Systems (IFES), April 2020

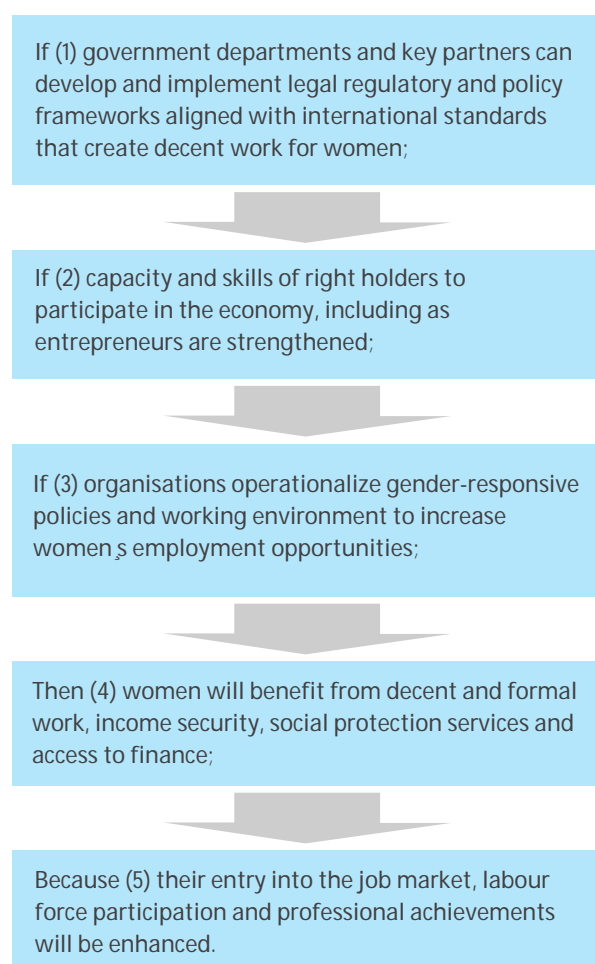
48. <https://data.unwomen.org/resources/surveys-show-covid-19-has-gendered-effects-asia-and-pacific>

2. THE PROGRAMME

2.1

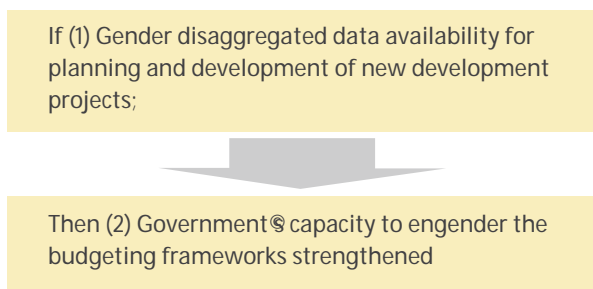
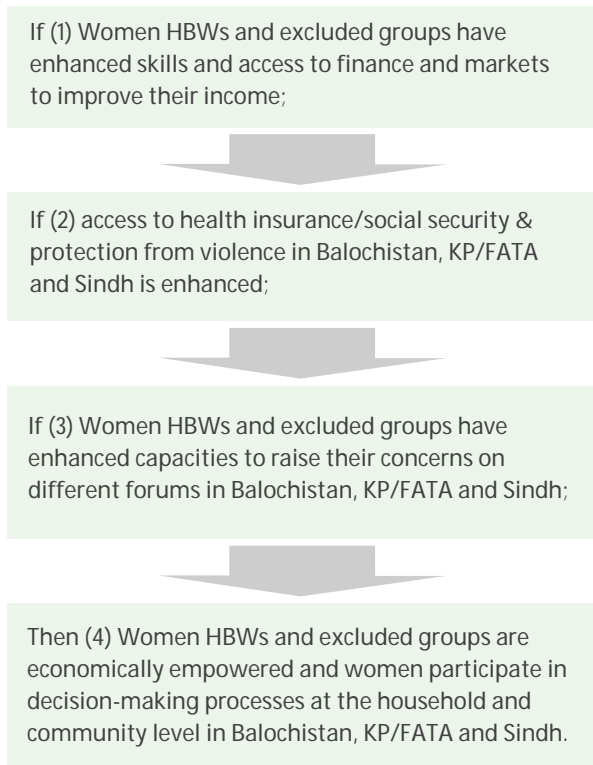
Intervention Logic and Theory of Change of the Global Flagship Programme Initiative on WEE and Project's Results Framework

The project intervention does not have its own Theory of Change (ToC) but rather draws its logic in its Results Framework from the ToC of UN Women's global Flagship Programme Initiative (FPI) on WEE. It is, thus, pertinent to have a quick view of the ToC of global FPI as given below:



Based on the above ToC of the Global Flagship Programme Initiative (FPI) on WEE, the intervention logic presented at outputs to outcomes level in the project's Results Framework flows as following to achieve the overarching expected impact Women home based workers (HBW) and excluded groups are economically empowered in Pakistan (see Annex 2 for full project's Results Framework):

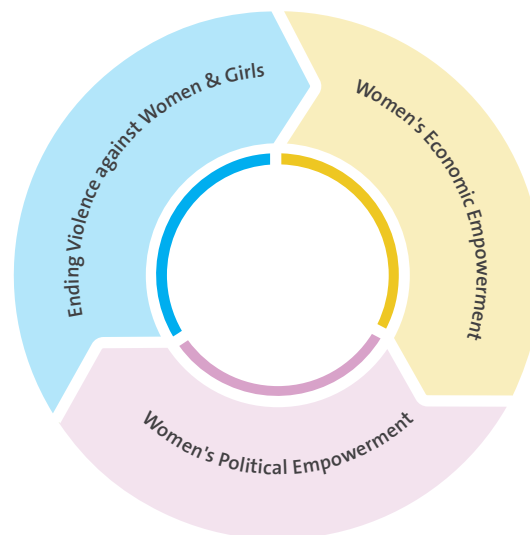




The Theory of Change (TOC) of the UN Women’s global FPI on WEE, the source from which the present project draws its Results Framework, propose that the women’s political and economic empowerment as well as ending violence against women and girls is simultaneously **causes and consequences of each other**.

It means that the causal relationship among the problems is also circular. Women’s economic and political marginalisation results in increased violence

FIGURE 1
Cause and consequence of women’s lack of empowerment



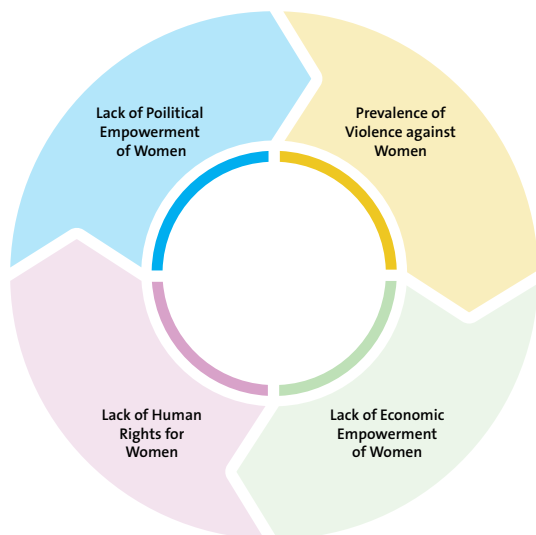
against women and girls (Figure 1). Both are causes and consequences of each other.

The construction of the Theory of Change of the UN Women’s Global FPI on WEE, thus, mirrors the vicious cycle of poverty. It is generally accepted belief that the people in the vicious cycles cannot break the cycles without external support. Once they break the cycle, the positive changes take over and reinforce each other. Within a short time, the cycle of positive changes takes roots, and the process becomes self-sustaining (Figure 2).

Theory of Change of the global FPI on WEE, therefore, provides ethical and moral grounds for positive affirmative actions by identifying ‘lack of economic empowerment’ as an ideal entry point to break the cycle of women’s disempowerment. The planned interventions are (1) access to decent employment opportunities, and (2) social security.

Theory of Change of the global FPI then provides pathways of change. It proposes that earnings boost or lead to (1) Women’s self-esteem and bargaining power at family and community levels, (2) delay in early marriage and pregnancy, and (3) reduction in exposure to domestic violence.

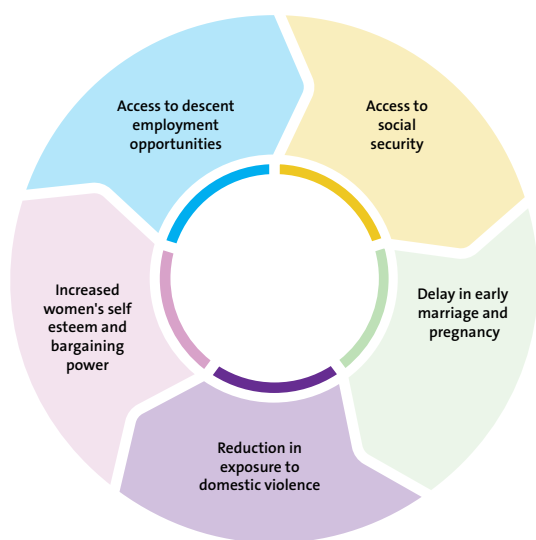
FIGURE 2
Vicious cycle of impoverishment and destitution



The investment in empowering women is not only beneficial for women. There is substantial empirical evidence from across a wide range of societies that when women are economically empowered, the entire household and community benefits (Figure 3).

Women often reinvest their earning in children's education, health, and overall wellbeing of their family

FIGURE 3
Pathways to change



and community. Therefore, taking affirmative actions for women's economic and political empowerment makes a strong compelling business case for it is making an investment in the wellbeing of the whole society, including elderly, persons with disabilities, men and children.

The Results Framework of the project is promoting gender equality and human rights through its exclusive focus on women HBWs (6,500) and excluded groups i.e. women with disabilities (500) and transgender persons (200). It is expected that the project's outcomes will lead to increased voice and visibility of women HBWs and women from excluded groups due to pro-WHBWs policy and legislation that project aimed to influence and support. It is also expected that the intervention would lead to changes in the lives of selected WHBWs, women with disabilities and transgender by giving them greater access to economic opportunities; increase in skill development and by fostering their linkages with Micro Finance Institutions (MFIs) and markets; increased income generation and diversification in livelihoods for themselves and their families; improved decision making within the household; improved living conditions; and opportunities to represent their interests to the relevant government authorities. The intervention also supported policy mechanisms and legal frameworks, which would recognize women HBWs as workers and thus provide them with workers' rights, benefits and entitlements including access to health insurance, social security and old age benefits.

2.2 Project Beneficiaries by Type and Geographical Location

The project aimed to reach 6,500 WHBWs and an additional 500 women with disabilities and 200 transgender persons in three provinces Sindh (Karachi and Thatta districts), Balochistan (Quetta and Loralai districts) and Khyber Pakhtunkhwa (Peshawar, Swabi and Khyber districts). Table 1 below presents a breakdown of beneficiaries by type and geographical location.⁴⁹

49. The beneficiaries numbers given in Table 1 are provided by HNP and CERD and were cross verified by evaluators against the numbers given in the partners' project completion reports submitted to UN Women, it is unclear how the beneficiaries counting methodology was defined and used across its various activities and outputs/outcomes to avoid double counting.

| Geographical Areas | Beneficiaries By Type And District | | | | | | | |
|------------------------------|------------------------------------|--------------|------------|-----------|-------------|------------|--------------|--------------|
| | WHBWs | | Disabled | | Transgender | | Grand Total | |
| | Target | Achieved | Target | Achieved | Target | Achieved | Target | Achieved |
| Peshawar | 1,500 | 1,600 | 100 | 6 | 40 | 0 | 1,640 | 1,606 |
| Swabi | 900 | 1,069 | 50 | 10 | 0 | 0 | 950 | 1,079 |
| Bara | 360 | 450 | 50 | 6 | 0 | 0 | 410 | 456 |
| KP Sub-Total | 2,760 | 3,119 | 200 | 22 | 40 | 0 | 3,000 | 3,141 |
| Thatta | 1,000 | 1,400 | 50 | 0 | 30 | 0 | 1,080 | 1,400 |
| Karachi | 2,270 | 1,845 | 100 | 5 | 50 | 250 | 2,420 | 2,100 |
| Sindh Sub-Total | 3,270 | 3,245 | 150 | 5 | 80 | 250 | 3,500 | 3,500 |
| Quetta | 870 | 910 | 100 | 10 | 30 | 80 | 1,000 | 1,000 |
| Loralai | 700 | 790 | 50 | 5 | 50 | 0 | 800 | 795 |
| Balochistan Sub-Total | 1,570 | 1,700 | 150 | 15 | 80 | 80 | 1,800 | 1,795 |
| Grand Total | 7,600 | 8,064 | 500 | 42 | 200 | 330 | 8,300 | 8,436 |

Data shared by implementing partners i.e. CERD and HNP shows that the target of women HBWs provided to each partner by UNW under their contract was 1,800 above what was targeted in the project (i.e. 6,500 women HBWs). The total beneficiaries target for CERD was 3,000 including women with disabilities and transgender persons where target in Sindh given to HNP was 3,500 and Balochistan 1,800, both targets inclusive of women with disabilities and transgender persons.

From excluded groups, 500 women with disabilities and 200 transgender persons were targeted to support them with economic empowerment, in all the three provinces

(i.e. Sindh, Balochistan and KP). However, at the end of the project, the two partners reached 42 women with disabilities and 330 transgender persons. Most women identified with disabilities had very low level of trades skills and a very few were willing to have trainings to upgrade their skills, though they are engaged in some level of economic activity. On transgender persons' side, while the numbers reached i.e. 330 exceeded the target of 200 (250 in Karachi and 80 in Quetta out of the 5 districts), it is pertinent to note that none of these were willing to attend trades or vocational skills trainings as most if not all of them are assumed to be engaged in

their traditional livelihoods activities⁵⁰ and In Peshawar, Swabi, Bara, Loralai, and in Thatta districts, despite several attempts made by the two partners, persons from the transgender community did not accept to become part of the project.

2.3

Total Project Resources including Humans and Budgets

The total project budget was NOK 15 million, at the time USD 1.82 million. UN Women (Pakistan and Head Office) utilised 62% of the entire project budget, while the remaining 38% went to three partners. HomeNet Pakistan got 23%, CERD 13% and LHRD Sindh got about 2% of the project budget. UN Women contracted all interventions under Outcomes 1 and 2 to CERD and HomeNet Pakistan. The UN Women provided technical advisory and management role, especially in implementation of Outcome 3. The distribution of project resources is shown below by partners (Figure 4), budget chapters (Figure 5) and Outcomes (Figure 6).

FIGURE 4
Allocation by partner (USD)

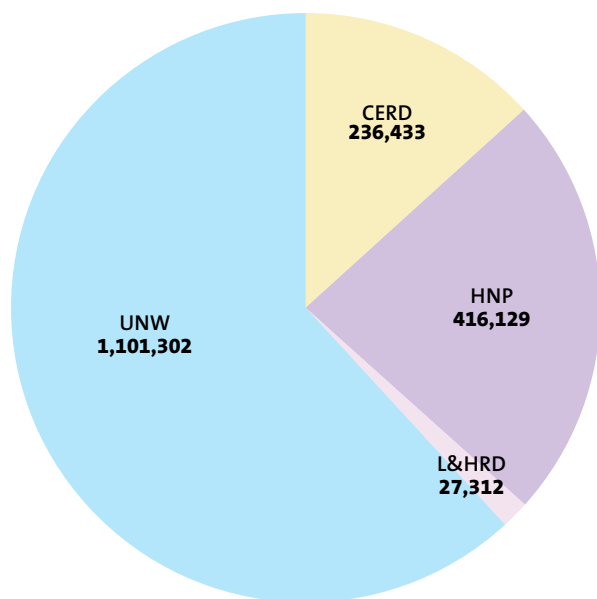
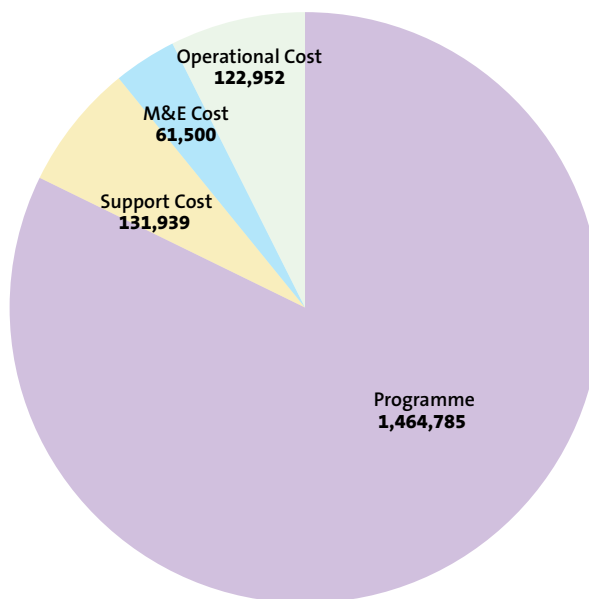


FIGURE 5
Allocation by budget chapter (USD)

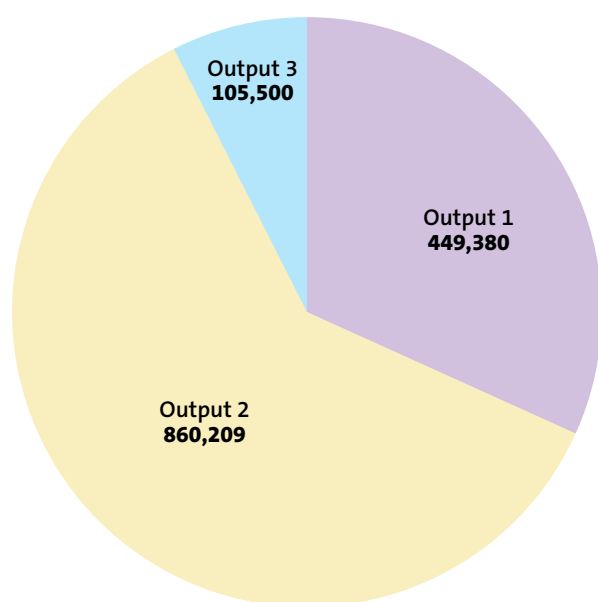


50. These are popularly known as ‘night entertainment’ activities – dancing and sex work; more recently transgender have become visible as beggars, standing at traffic lights and asking for alms from the car drivers stopping at the traffic lights signals.

| Organisation | Area | Programme Cost | Operational Cost | M&E Cost | Support Cost | Total | %age |
|-----------------------|-------------|------------------|------------------|---------------|----------------|------------------|---------------|
| CERD | KP | 236,433 | 0 | 0 | 0 | 236,433 | 13.3% |
| HNP | Balochistan | 197,154 | 0 | 0 | 0 | 197,154 | 11.1% |
| HNP | Sindh | 218,975 | 0 | 0 | 0 | 218,975 | 12.3% |
| LHRD | Sindh | 27,312 | 0 | 0 | 0 | 27,312 | 1.5% |
| UN Women | Pakistan | 784,911 | 122,952 | 61,500 | 0 | 969,363 | 54.4% |
| UN Women | HQ | 0 | 0 | 0 | 131,939 | 131,939 | 7.4% |
| Project Budget | | 1,464,785 | 122,952 | 61,500 | 131,939 | 1,781,176 | 100.0% |

On the programme side, UN Women made budgetary allocation against three project outcomes. Outcome No. 2 had approximately 59% of the total programme budget. The percentage was high and seems appropriate considering that bulk of this went into skill development of WHBWs and costs related with support to sustainable livelihood work for women HBWs.

FIGURE 6
Budget by outcome (USD)



In line with UN internal policy, there is a standard support cost that is charged to any donor-funded project, to meet headquarters expenses at the rate of eight per cent, which is shared with UN Women Pakistan for operational costs and with the UN Women Regional Office in Bangkok. In Phase III the support cost amount was USD 131,939.

The UN Women Pakistan Country Office was the executing agency for Phase III of WEE Programme. A dedicated team of two persons was set up for the implementation of the project. One position was province based whereas second position, that of a Finance/Accounts was partially budgeted and was Islamabad based. Other positions supporting directly or indirectly the project are partially charged to the project. The responsibilities of the core WEE team and the dedicated project team include: donor contract management, timely execution and implementation of the planned activities, contract compliance and relationship management with two Implementing Partners (IP), maintain regular communication with the stakeholders, reporting to donor, monitoring and provision of technical backstopping.

There are three IPs in Phase III; one is the provincial Department of Labour and Human Resources (LHRD) of the Government of Sindh whereas the other two are non-governmental organisations (NGOs) – HomeNet Pakistan (HNP) and Centre of Excellence for Rural Development (CERD). LHRD Sindh had the specific role of drafting Rules of Business in collaboration with other relevant provincial government departments, setting up a Management

Information System, Registration of women HBWs and leading advocacy and negotiation within the Sindh government to rally support for additional allocation of public funds to start implementation on various provisions of Sindh 2018 HBWs Act. On the other hand, both CERD and HNP had the same role i.e. implementation of all

activities planned under the various Outputs under the three Outcomes of the project with the difference that HNP implemented activities under all three Outcomes in Balochistan and Sindh whereas CERD did the same but in KP province.

3. CONTEXT OF THE EVALUATION

3.1

Overall Purpose and Use of the Evaluation

The primary purpose of this summative evaluation was two-fold. Firstly, to learn about the relevance, effectiveness, efficiency, sustainability and contributions towards impact in women HBWs lives as well as the extent to which intended and unintended results are achieved. Secondly, the evaluation findings and recommendations will also feed into strengthening accountability in future work as well as in development of UN Women Pakistan's strategic note 2021. There was a requirement from the donor Royal Norwegian Embassy (RNE) to conduct end-term project evaluation by independent evaluators identifying linkages between projects under the portfolio.

3.2

Intended Users of the Evaluation

The evaluation findings and recommendations will assist the UN Women Country Office, its Regional Office, the donor, official stakeholders of the Government of Pakistan (primarily provincial LHRD and WDD of Sindh, Balochistan and KP governments) and the implementing partners (CERD and HNP) to review the future strategic direction and design as well as any reiteration of the WEE and within in on WHBWs portfolio in Pakistan, in collaboration with the UN system and relevant actors from the private sector in the country. The UN Women Pakistan office also plans to widely disseminate the evaluation findings, conclusions and recommendations to a broader audience, at national and subnational level, to advocate for sustainability and scale-up as well as sharing good practices and lessons learnt.

3.3.

Objectives of the Evaluation

The evaluation objectives as described in the Terms of Reference (TOR) are:

- i. To examine the relevance, effectiveness, and contributions towards the impact of the project outcomes in terms of results achieved against set targets.
- ii. To assess the sustainability of the action, including ownership of stakeholders.
- iii. To explore the extent to which the UN Women worked coherently with its partners.
- iv. To identify key lessons and propose practical recommendations for follow-up actions.

3.4

Scope of the Evaluation

This summative evaluation covered the full range of project's activities planned and implemented during its entire life cycle from April 2017 till June 2020. The evaluation covered three out of four provinces where the project was implemented (except Punjab as was advised by the UN Women based on the fact that only one activity was implemented there i.e. policy advocacy on adoption of provincial HBWs Act). Four districts were selected to be included in this evaluation, in consultation with UN Women, out of the 7 districts covered under the project (Karachi & Thatta in Sind, Quetta and Loralai in Balochistan, and Peshawar, Swabi and Khyber in KP). in consultation with UN Women. The key criterion of selection of these four districts for this evaluation i.e. Quetta, Karachi, Peshawar and Swabi was to assess the results and impact on women the lives of HBWs taking into consideration the different stages at which they joined the WEE Programme. For instance, some of the women covered under this project had been part of the WEE Programme since the last Phase of the Programme, whereas other joined Phase 3, hence, they require sustained support to reach where the other already have arrived in terms of their economic and social development. Another important criterion was to include districts where work with women with disabilities (WWDs) and Transgender had happened. The other criteria

included geographical diversity i.e. urban metropolis, semi urban and tribal areas as well as availability of markets and economic activity in a given area.

3.5

Evaluation Methodology, Stakeholders and Respondents for Evaluation

Our evaluation approach was anchored in to six pillars, namely: (1) voice and inclusion, (2) appropriateness of research methods, (3) triangulation of information through the use of different methods and sources of data, (4) contribution of the project in bringing changes in life of women HBWs to the extent direct evidence is available (5) transparency and confidentiality, and (6) human rights and gender equality responsive. We also adhered to the guidelines for prevention of sexual exploitation and abuse (PSEA) and undertook to report any potential cases of wrongdoing, in violation of the UNW policy and procedures, unearthed during the course of the evaluation. We used a methodological framework that was guided by the philosophy of participation and empowerment of rights holder, conflict-sensitivity and Do-No-Harm (DNH) and used the diversity lens (use of age, disability, minority, and exclusion) both in the selection of respondents and in our interviews (see Annex 3 for more details on Evaluation Approach and Analytical/Theoretical Framework used in this evaluation).

This non-experimental,⁵¹ theory-based⁵² evaluation used a mix-method rights-based and gender responsive approach for data collection and analysis and included a Documents

Review Technique (see Annex 4 for documents review technique) for which a list of key documents was drawn up by the evaluators (see Annex 5 for a list of key documents).

Data collection methods included Key Informants Interviews (KIIs), Recall Method,⁵³ a Case Study approach and Triangulation technique to verify veracity and integrity of information drawn from different sources through a core set of common research questions (see Annex 6 for sequencing of research question matrix and Annex 7 for research questions guides for different categories of respondents). We consolidated this using the evaluation matrix (see Annex 8) approved by the UNW and Evaluation Reference Group (ERG) at the inception phase. Districts for field research were selected join with the UNW Team, using a purposive sampling technique – ensuring districts where UNW first time worked on WHBWs agenda i.e. Quetta and Swabi were included in the sample to compare results obtained in these two new districts against results achieved in Karachi, a district that was included in Phase II (2012-2016) too. The other key criterion was the characteristics of the selected districts ranging from fully urban (Karachi) to semi-urban (Quetta) and semi-rural (Swabi) to draw conclusions vis-à-vis enabling environment available for WHBWs.

For selection of beneficiaries, project partners prepared a long list of 60 beneficiaries, from which a short list of 30 women HBWs⁵⁴ were selected directly by the evaluators for interviews (see Annex 9 for shortlisting selection criteria). Additionally, 11 beneficiary WWDs and 12 relevant stakeholders were consulted for the Case Study (Annex 12). Evaluators drew up a long list of over 60

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51. Non-experimental approach does not include manipulation of, or a comparison with, an independent variable or counterfactual (e.g. a comparison group). The evaluators made this choice for the evaluation based primarily on the fact that the baseline was also conducted using non-experimental approach and didn't have a control group. Hence, the research questions designed for this evaluation were meant to find evidence of impact of this project on a single variable (i.e. beneficiaries) rather than a statistical relationship between two variables i.e. the project beneficiaries and their causal relationship with an independent variable or against a control group of women HBWs.
 52. A theory based evaluation is a conceptual analytical model and not a specific method or technique. It is a way of structuring and undertaking analysis in an evaluation. It explains how an intervention is expected to produce its results. Theory-based approaches to evaluation use an explicit theory of change (in this evaluation case a Results Framework) to draw conclusions about whether and how an intervention contributed to observed results. Theory-based approaches are a "logic of enquiry," which complement and can be used in combination with most of the evaluation designs and data collection techniques.
 53. The recall method is an easy way of asking questions where there is a need of retrieving information from the past. In interviews with the rights holders, question was asked about how much they used to earn prior to the intervention.
 54. A long list of 60 beneficiaries was prepared by the project partners (HNP and CERD) that included one transgender person from Karachi, who also has some disability. Evaluators shortlisted 30 beneficiaries, as agreed with UNW during Inception Phase; of these 10 have been interviewed from Quetta and Karachi thus far and remaining would be interviewed after submission of these preliminary findings and analysis to UNW.

primary stakeholders for consultations in the evaluation process (see Annex 10 for the list), identified through key documents of the project – i.e. proposal, UNW three annual reports submitted to RNE and partners project completion reports for their respective districts. Due care was taken in selection of stakeholders to ensure evaluation would listen to different perspectives and opinions and would be able to address any gaps in evidence that might arise in the evidence and to mitigate any unintentional bias. The long list was given to UN Women to assist with the shortlisting, to ensure that evaluators would not miss out on most important stakeholders with a direct interest and stake in the project (see Annex 11 for the list of project stakeholders who were interviewed). Below table presents gender, diversity and organisation-wise distribution of respondents interviewed for this evaluation.

The research questions were formulated to collect the evidence to measure the extent to which tangible, measurable and attributable change UN Women's contributions have brought about in women beneficiaries' lives in the programme areas, and what the prospects are for its sustainability, replication and scaling up. Research techniques and methods selected complimented research questions to obtain a diversity of perspectives, to ensure data accuracy and to overcome data limitations. Due to the government restrictions imposed on travelling to prevent and contain COVID-19 pandemic, the evaluation team was not able to visit the project areas to conduct field research in-person for collection of primary data and make direct observations. All interviews were thus conducted remotely over Zoom, Skype, WhatsApp and Mobile phone.

Table 3: Breakdown of respondents interviewed by gender, diversity and organisation

| Organisation | Female | Male | Transgender | PWDs | Total |
|---|-----------|-----------|-------------|----------|-----------|
| UN Women | 4 | 3 | 0 | 0 | 7 |
| RNE (Donor) | 0 | 1 | 0 | 0 | 1 |
| Government (Provincial & National) | 3 | 5 | 0 | 0 | 8 |
| HNP (IP) | 3 | 2 | 0 | 1* | 6 |
| CERD (IP) | 0 | 5 | 0 | 0 | 5 |
| MFIs, Vocational Skills Training Institutes, etc. | 2 | 2 | 1 | 0 | 5 |
| Beneficiaries | 30 | 0 | 0 | 0 | 30 |
| Total WEE Project Evaluation | 42 | 18 | 1 | 1 | 62 |
| UN Org.s | 0 | 2 | 0 | 0 | 2 |
| Government (Provincial & National) | 0 | 2 | 0 | 0 | 2 |
| HI (IP) | 4 | 1 | 0 | 0 | 5 |
| OPDs | 1 | 2 | 0 | 0 | 3 |
| Beneficiaries | 11 | 0 | 0 | 0 | 11 |
| Total WWDs Case Study | 16 | 7 | 0 | 0 | 23 |
| Grand Total | 58 | 25 | 1 | 1 | 85 |

Note: *Male

3.6

Case Study

UN Women has implemented a pilot project focused on creating paradigm shift from charity to rights based approach for women with disabilities (WWDs), one of the pilot groups of beneficiaries added in this project under evaluation. Based on the discussions with UNW, the case study method was employed to review that initiative. Despite being complementary to each other and under the portfolio of women empowerment, the two initiatives were implemented as separate projects, through different implementation partners. However, due to commonalities and complementarities between the two, the end-project case study of the WWDs project, documented separately, has also been summarily presented in this report as Section 0. The findings and recommendation from the same have been weaved into the relevant sections of this report.

3.7

Recommendations from MTR of Phase III (2017-2020) and End-Term Evaluation of Phase II (2012-2016)

In response to the recommendation of the representative of RNE made in the first meeting of the Evaluation Reference Group (ERG) during the Inception Phase, this evaluation reviewed the recommendations of the Mid Term Evaluation (MTR) report, conducted in August 2019 of the same project (under this evaluation) and made a deliberate effort to inform research questions of this summative evaluation, to find the extent to which MTR's recommendations were actioned in the last year of the project i.e. between August 2019 – August 2020 (see Annex 13 for MTR recommendations and Annex 14 for Status of Actions taken on the Short Term

Recommendations of the MTR, as shared by UN Women with the evaluation team). A similar recommendation was made by the RNE representative on ERG to consult the recommendations given in the End Term Evaluation of Phase-2 of WEE Programme (2012-2016)⁵⁵ to assess how far these recommendations were taken on board by UN Women and its partners at the design stage of phase-3 project from April 2017 to August 2020 (see Annex 15 for recommendations given in the End Term Evaluation of Phase-2 from 2012-2016). A review of project proposal and its Results Framework and discussions with various stakeholders confirms that indeed the design of Phase-3 project (2017–2020) is extensively informed by these recommendations.

3.8

Ethical Safeguards and Measures

49. The evaluation team was cognisant of the local cultural and social peculiarities, especially since the beneficiaries are from lower socio-economic strata and marginalised groups as well as some from highly conservative context. Urdu language was used as the mode of communication with beneficiaries while interviews with UNW, RNE and with its implementing partners CERD and HNP were conducted in a mix of English and Urdu languages. We made direct contact with all beneficiaries interviewed thus far and used local norms for introduction to break the ice and create an environment of mutual trust and respect. The evaluation was conducted according to established ethical standards and guidelines for social research. Special care was given to ensure confidentiality of the data received from all sources and this was mentioned explicitly to all respondents including the primary beneficiaries of the project, right at the outset of the interview. Identities of respondents interviewed for this evaluation are also

55. UN Women launched its first WEE project in November 2008, with financial support from the Government of Norway, 'Towards Gender Equality: Women's Economic Empowerment – Home-based Workers' referred to as Phase I, which was completed in June 2012. The Phase I project's objective was to increase the number of legal frameworks to promote women's human rights and eliminate gender inequality by advocating for a policy on HBWs. The programme was an integral component of the UN Women mandate in Pakistan to increase the economic empowerment of informal and formal women workers across the country. A Phase II project was launched in July 2012 that ended in June 2016, with the objective to support adoption and implementation of the HBW Policy and provincial economic frameworks drafted with WHBWs concerns, in the post-devolution scenario in the Sindh and Punjab provinces; enhanced access of WHBWs to economic security and livelihood opportunities; and improved availability of WEE data for development policies by the Federal Government and the Governments of Sindh and Punjab, they were selected for Phase II project as the majority of WHBWs are concentrated in these two provinces. In addition, it was these two provinces that had mechanisms in place namely the HBWs Task Force and HBWs Provincial Work Council when Phase II was designed in 2012.

protected to ensure no harm comes to them for the opinions and views they have expressed and shared about the project. Our research approach and methodology adhered to United Nations Evaluation Group (UNEG)'s norms and standards, WHO Guidelines on research on EAW,⁵⁶ Guidance Note on VAW data collection during COVID-19⁵⁷ and the European Society for Opinion and Market Research (ESOMAR) Code of Conducting Marketing and Social Research.⁵⁸ See Annex 16 for detail list of ethical standards adhered to in this evaluation.

3.9

Gaps and Limitations, Unanticipated Findings and Mitigation Measures

It is pertinent here to highlight, typical of the majority of evaluations, this evaluation also faced significant time and financial constraints, on top of constraints imposed by the COVID-19 pandemic, and, hence, a much smaller group of rights holders and stakeholders have been consulted as more extensive process of participation would have required these two resources. However, the

evaluation team tried to mitigate this shortcoming by selecting a cross section of new and old beneficiaries, from districts with very different characteristics in terms of providing an enabling environment to WHBWs, talking to provincial authorities who are at different stages in the process of policy and legislative reforms for WHBWs and, lastly, by the extensive use of triangulation technique for verification of data gathered from primary and secondary sources. Several meetings could not be organised with key and important stakeholders till the writing of these preliminary findings and analysis as many of the official stakeholders were busy with their respective departmental response to COVID-19 emergency and many beneficiaries were simply not available as their livelihoods are hit hard by the impact of this public health emergency and they probably either do not have resources to maintain their mobile phone connectivity whereas some may have suspended mobile phone service temporarily till their economic circumstances improve. One positive feature of the research was, despite concerns and fears that use of cell phone may inhibit WHBWs to share their views and opinion openly; the evaluation team was able to spend quality time with each WHBW interviewed over phone.⁵⁹

56. https://apps.who.int/iris/bitstream/handle/10665/42966/9241546476_eng.pdf?sequence=1

57. <https://www.unwomen.org/en/digital-library/publications/2020/04/issue-brief-violence-against-women-and-girls-data-collection-during-covid-19>

58. ESOMAR is a worldwide association for market, social and opinion researchers. Founded in 1948 ESOMAR began as a regional association within Europe. The association currently comprises of over 5,000 members from over 130 countries.

59. On an average, each interview with WHBWs lasted an hour and a few interviews went on for 90 minutes rich with data.

4. FINDINGS OF THE EVALUATION

The findings presented in this section address the OECD-DAC evaluation criteria – relevance, effectiveness, efficiency, sustainability and impact and the related questions defined in the TOR of this evaluation as well as Human Rights and Gender Equality.

4.1

Relevance

KEY FINDINGS

Finding 1

The project enabled UNW and its partners to continue their support to national and provincial governments' ongoing efforts to frame and adopt legislation and policies for protection and realisation of the strategic and practical rights and needs of the women HBWs in all four provinces.

Finding 2

The project's interventions are aligned with the expressed needs and priorities of women HBWs for acquiring marketable skills, accessing, owning and controlling productive assets and resources for their start-ups and/or piece rate work, to have an enabling and supportive environment, and to have greater security and protection against violence.

Finding 3

The project feeds into the government's commitment to increasing employment and female labour force participation rate by recognizing, counting and monetising hitherto invisible home based workers' contribution in local and national economy as currently it sits under the informal and undocumented economy.

Evaluation Questions

How relevant is the focus of the Programme on home-based workers (i.e. is it aligned with rights holders, National and internationally identified priorities)?

How the objectives of the Programme are consistent with right holders' (beneficiaries) requirements and country-needs; in other words, are programme goals still relevant in Pakistan?

This project was designed to leverage the momentum and gains made, and build on the results achieved under the previous two phases of WEE Programme of UNW in Pakistan, implemented between 2008-2016; these two previous phases, as the third one, was funded by the Government of Norway.

The project enabled UNW and its partners to continue their support to national and provincial governments' ongoing efforts to frame and adopt legislation and policies for protection and realisation of the strategic and practical rights and needs of the women HBWs in all four provinces (Punjab, Sindh, KP and Balochistan). The project's interventions are aligned with the expressed needs and priorities of women HBWs for acquiring new skills, accessing, owning and controlling productive assets and resources for their start-ups and/or piece rate work, to have an enabling and supportive environment, to have greater security and protection from violence, support to organising themselves into networks and cooperatives and acquiring a better collective bargaining power, dignity and voice; to have recognition of their work, to have access to financial products and markets, to have benefits and facilities especially for their health, to obtain CNIC and support for transportation. Further, the project's planned results supported the development priorities of the Government of Pakistan as outlined in Vision 2025 and in the National Policy on Development

and Empowerment of Women (2002). They also supported the national and provincial governments' initiatives to meet their respective targets specifically under SDGs 1, 5, 8, 10 and 16; and assisted the government to meet its international commitments related with CEDAW (CEDAW Concluding Observation on Employment, March 2013). In addition, project objectives were aligned with Beijing Platform for National Plan of Action (1998), with ongoing work to strengthen National Commission on the Status of Women (NCSW)⁶⁰ and national and provincial Women's Parliamentary Caucuses that were established in 2009. The project fits into two strategic priorities of the UN System in the country under the UNSDF.⁶¹

Lastly, the project feeds into the government's commitment to increasing employment and female labour force participation rate by recognizing, counting and monetising hitherto invisible home based workers' contribution in local and national economy as currently it sits under the informal and undocumented economy. In the context of home based work, the key issues requiring public policy and legislation remain recognition and registration of HBWs as workers, to have their contribution documented in national economy (disaggregated by sex, age and disability), right to decent wages, social security benefits and related government and private sector social protection schemes, safeguards against harassment from middle person and protection against abuse and violence where perpetrators are often their own immediate male family members.

The pilot project on WWDs was also aligned with the broader agenda of the relevant government departments and with the mandate of OPDs to advocate protection of persons with disabilities (PWDs)/WWDs rights as well as their recognition and acceptance at state and society level as equal citizens and persons with agency who are entitled to realize their full human potential and live a life with dignity.

4.2 Effectiveness

KEY FINDINGS

Finding 4

Under Outcome 1, the Government of Sindh has enacted the Sindh HBWs Act 2018 and endorsed its Rules of Business in 2020. The Government of KP is also following the suite. Progress on HBW legislation in Punjab and Balochistan has been slow

Finding 5

Sindh has also set up a HBWs Fund, contributing PKR 20 million.

Finding 6

Progress could not be made on gathering WEE data through WHBWs registration and setting up a Management Information System (MIS).

Finding 7

Under Outcome 2, the project partners have reached 8,300 women HBWs against the target of 6,700. Women HBWs have gained voice, visibility and representation. Hundreds have acquired civic documentation and registered with government free health insurance scheme.

Finding 8

Due to different provincial contextual challenges and issues in working with Transgender (TG) and Women with Disabilities (WWDs) in the project's operating environment, the project could not fully

60. NCSW is tasked to examine the relevance and efficacy of all government policies, programmes, and measures related to safeguarding and protecting the interests of women and achieving gender equality; and monitor Pakistan's achievements against human and women's rights obligations under international agreements or conventions to which Pakistan is a signatory.

61. United Nations Sustainable Development Framework for Pakistan UNSDF/OP III 2018-2022 is a strategic planning document that articulates the collective vision and response of the UN system to Pakistan's national development priorities. It highlights activities to be implemented in partnership with the Government of Pakistan, as well as in close cooperation with international and national partners and civil society. The WEE project aligns with UNSDF Result/Outcome 02 on Decent Work (SDG 8): "By 2022, the people in Pakistan, especially women and youth, have improved access to productive livelihoods, income opportunities and decent work"; and with the UNSDF Result/Outcome 08 on Gender, Equality and Dignity (SDG 5): "By 2022, government institutions will have increased accountability towards gender equality commitments and social, economic, cultural and political rights".

achieve its target to integrate these excluded groups in project's activities. However, the gap related to WWDs was filled through another pilot project on WWDs which reached out to 500 WWDs as a pilot beneficiary group.

Finding 9

Women HBWs' have gained access to financial security and livelihoods opportunities through upgraded skills, financial literacy, learning business planning and know-how about digital marketing, better information about markets, built market linkages and access to microcredit schemes.

Finding 10

Under Outcome 3, engagement with the Budget Wing of the Ministry of Finance has created awareness of Gender Responsive Budgeting, resulting in discussions and reference being made to GRB in the internal discussions and meetings of the MoF.

Finding 11

In parallel, the WWDs project has touched deeply women living with disabilities and triggered a self-transformation process – increased their self-confidence in their potential and capabilities and has given them hope and courage. Women with disabilities who participated in the vocational trainings and for two months daily came out of their house, for most first ever time in their lives, they felt liberated from a prison. Going out was a big thing for these women in the social and economic context of Pakistan as the project made these women mobile.

Finding 12

There was some evidence that women HBWs give their younger children in the care of their older daughters, which can contribute to the inter-generational transfer of poverty.

Finding 13

Engagement with the Ministry of Human Rights (MoHR), its institutional capacity building and sensitisation of parliamentarians for creating better awareness of the importance of PWDs data and its use in monitoring and reporting as well as making data-driven government policies, legislation and programmes including service delivery will go a long way in building the inclusive and enabling environment for PWD and WWDs in the country.

Finding 14

The Government of Pakistan has been assisted in its reporting commitments under the CRPD.

4.2.1. Contribution towards Outcomes

Under Outcome 1, a key result achieved is adoption of Sindh HBWs Act 2018 and endorsement of its Rules of Business in 2020. Progress in KP has been impressive even though work on rallying political and policy makers' support and drafting legislation started only in 2019 but by all accounts it appears set to adopt the Act in coming months. Progress in Punjab has been slow despite that the process was initiated under phase two (2012-2016) whereas Balochistan appears to be struggling to bring all

relevant stakeholders on the table to build consensus. All three provinces will have the challenge of addressing the key question of who will pick up the cost of social security and old age benefits for women HBWs once the laws are enacted. Sindh has set a good example by announcing a contribution of PKR 20 million (2 crore) for a HBWs Fund. The review and reform of the Sindh Empowerment of Persons with Disabilities Act 2018 and drafting of its Rules of Business was another big achievement under the WWDs project.

Another expected result of Outcome 1 was support to LHRD Sindh to gather WEE data through WHBWs registration and to set up a Management Information System (MIS), with information on women HBWs economic and trade profiles. This data will assist designing better-targeted and specialised schemes for women HBWs to enhance their productivity and contribution in GDP and to provide them better security and protection. These targets have not been achieved due primarily to three reasons. First, there had been delays in providing full list of the required hardware equipment⁶² from LHRD Sindh to UN Women; budgeted funds could not meet the cost as prices had shot up in the market. Second, due to lack of hardware equipment, MIS could not be set up, which was a prerequisite to start the registration process of women HBWs.⁶³ Third, provincial government has not yet released the additional funds requested by LHRD Sindh.⁶⁴

Under Outcome 2, on women HBWs rights, the project partners have achieved impressive results. They reached 8,300 women HBWs by October 2019, 1,800 more than the target of 6,700. Women HBWs have gained voice, visibility and representation. Hundreds have acquired civic documentation and registered with government free health insurance scheme. The personal stories of WHBWs are a testimony of the powerful transformational journey many of them have travelled with the WEE project. They have discovered a new world of possibilities. Many have learned to not to accept violence and confront their abuser. Many are investing their increased profits in giving better education to their daughters and sons and improving their family nutrition. Due to multiple contextual challenges and issues in working with Transgender (TG) and Women with Disabilities (WWDs)

in the project's operating environment, the project could not fully achieve its target to integrate these excluded groups in project's activities (see section 4.6). However, the gap related to WWDs was filled through another pilot project on WWDs which reached out to 500 WWDs as a pilot beneficiary group.

An important expected result under Outcome 2 was women HBWs' access to financial security and livelihoods opportunities; considered by many of them the single most important contribution of the project in their lives. Women HBWs have upgraded skills, gained financial literacy, learned business planning and know-how about digital marketing, have better information about markets, have built market linkages and gained access to microcredit schemes.

Under Outcome 3 of the project, Technical Assistance (TA) was provided to the federal Ministry of Finance (MoF) on Gender Responsive Budgeting (GRB). Engagement with the Budget Wing of the MoF has created awareness of this concept. As a result, discussions and reference is now made to GRB in the internal discussions and meetings of the MoF.

In parallel, the WWDs project has touched deeply women living with disabilities and triggered a self-transformation process – increased their self-confidence in their potential and capabilities and has given them hope and courage. Women with disabilities who participated in the vocational trainings and for two months daily came out of their house, for most first ever time in their lives, they felt liberated from a prison. Going out was a big thing for these women in the social and economic context of Pakistan as the project made these women mobile.

62. These included servers, computers, printers, machine to print ID cards, etc.

63. At the time of this evaluation, registration forms were being translated into Urdu and Sindhi; however, no dates were set to begin establishment of MIS and registration by LHRD Sindh nor were women HBWs informed about this.

64. For covering costs of consumables i.e. materials for printing registration cards, cartridges, etc. and hiring of additional personnel for two of its sub offices in Karachi.

WWDs Case Study: Conclusions and Recommendations

- Providing vocational training to PWDs, especially WWDs is closely linked with the provision of transportation and family support in pick and drop and caregivers to stay with them during the training. The training programmes with pick and drop service from home are highly effective in attracting WWDs to participate in the training.
- It is essential that the training institutes providing trainings for WWDs/PWDs are equipped with measures and provisions to ensure accessibility of PWDs/WWDs. This means making buildings disability-friendly – not just entrances with a ramp, but also classrooms, training equipment, and facilities. They should also have provision of tools and persons with sign language working alongside trainers to facilitate learning of WWDs/PWDs with visual, hearing and speech disabilities and challenges.
- Institutions providing vocational training for PWDs/WWDs should have close market relationship and should take private businesses on board. There are physical limitations on the training courses that PWDs/WWDs can or cannot take.
- While selecting the appropriate training programme, Handicap International should find an overlapping area among the three essential circles of influence (safe transportation, market demand and do-ability of the training activities).
- It is a challenge to find trainers who are trained and sensitised to work with PWDs. Therefore, TEVTA or other institutions can offer courses about Training of Trainers (ToTs) for the persons who want to impart training to PWDs. The trainers should know how best to adopt teaching contents, venue, pace and methodology needs in accordance with the requirements of PWDs.
- Exhibitions and special days are important for the marketing of products made by PWDs. Therefore, all exhibitions and special day celebrations should have support for the exhibition of products made by PWDs. Moreover, UN Women and Handicap International can invent new days (like mother and father days, etc.) to acknowledge contribution of PWDs in the society and economy of Pakistan and use these days to market products.
- Whenever Projects have training provision for WWDs, there should be allocation of resources for training equipment, raw materials and kits for students/trainees and a period of supervision and support beyond the training period.
- UN Women may consider starting a specialised market-oriented training Project for WWDs, which factors in the current learning partner organisations.

Likewise, relationship with the federal Ministry of Human Rights (MoHR), institutional capacity building of MoHR and sensitisation of parliamentarians for creating better awareness of the importance of PWDs data and its use in monitoring and reporting as well as making data-driven government policies, legislation and programmes including service delivery will go a long way in building the inclusive and enabling environment for PWD and WWDs in the country. The project has succeeded in generating interest and debate on the need for the paradigm shift from charity to equality and inclusivity in government, private sector and societal views and attitudes towards

PWDs. There is better awareness to treat them as persons with agency and capabilities and increased recognition of their constitutional and legal rights. Equally, a baseline survey that was conducted at the start of this project has provided valuable contribution in building the knowledge base on the subject of PWDs in the country.

This section on effectiveness should be read in conjunction with the Project's Indicators Status Matrix, prepared by the evaluators based on data drawn from Annual reports submitted to RNE (see Annex 17). The same has also been summarised in Section 4.2.2.

Evaluation Questions

Which of the following programme strategies/ interventions have been the most successful in contributing towards the achievement of the programme outcomes?

1. Women home-based workers' policies, laws and economic frameworks;
2. Women home-based workers' rights;
3. HBW's access to financial security and livelihood opportunities;
4. Availability of WEE data and its usage at federal and provincial level

Women Home-Based Workers' Policies, Laws and Economic Frameworks

Most of the WHBWs interviewed shared that a typical day in their lives is hectic and often stressful, further compounded in 2020 by the devastated impact of COVID-19 on their work orders and income earning opportunities. Though most WHBWs recognise and understand the importance of policies, laws and benefit schemes of the Government for them and their families, a few engage with what they term “time consuming activities that don't bring any return”. As one of the group leaders said, “most women HBWs lack immediate incentives to invest their time and effort in events organised to advocate for their rights though most do want to get recognition and benefits”. It is evident that the most progress under this strategy i.e. policies, laws and economic frameworks is made in the Sindh province. Not only it is ahead of the other three provinces in having enacted 2018 HBWs Act but has also framed Rules of Business, endorsed by its cabinet in early 2020. As part of the 2018 HBWs Act, the Sindh province is also in the process to establish a HBWs Fund to contribute to meeting costs of social security and old age benefits under the public sector schemes of the Provincial and Federal Governments that WHBWs will be entitled to receive once they are registered. Unlike industrial workers Act, which makes it mandatory for the employers to make contributions (7% of the employees' salaries) to cover costs of their employees' social security and old age benefits. In the case of women HBWs, the manufacturers remain invisible as the work is given under a sub-contracting system on piece rate basis through a middle person. The

Sindh Act recognises that to enforce contributions from WHBWs' 'employers' (manufacturers, retailers, women entrepreneurs running a small enterprise, etc.) will be problematic. In recognition of this, the Sindh Government has made a contribution of PKR 20 million (2 Crore) as seed money for the HBWs Fund. Its Board will advocate for allocation of an annual budget from the provincial government and, in addition, plans to raise funds through donations and contributions from the private sector and philanthropists. The Fund will also have women HBWs representatives on its governing Board.

The WEE project has succeeded in creating momentum for policy and legislative work in KP and Balochistan province where, unlike Punjab and Sindh, most of the work started only in 2019. KP looks set to adopt its Act in coming weeks or months and Balochistan appears to be struggling to bring all the relevant actors on the table to build consensus. Whereas in Punjab, despite years of lobbying and advocacy with elected representatives and policy makers progress remains slow. All three provinces will have the challenge of addressing the key question of who will pick up the cost of social security (children's marriage and education allowance, health insurance, death package to family of a HBW, etc.), old age and other benefits to women HBWs, once the laws are enacted.

Women Home-Based Workers' Rights

Women Home Based Workers (WHBWs) were supported with improved access to income generating opportunities through access to identity (CNIC), skills development, social security/health benefits and health insurance, business development services, linking them with government vocational training institutions, microcredit schemes and market, and, overall, contributed to building an enabling environment for women HBWs to participate more fully in the formal and informal economy.

Most women HBWs consulted in this evaluation demonstrated some level of awareness about their rights. The project facilitated group formation of 8,436 women HBWs. Some groups have up to 200 members. Many groups have an identity (a name) and are clustered into 150 Member Based Organisations (MBOs). Through these groups, women HBWs have gained voice, visibility and representation. Even though the project ended its work with the women beneficiaries in October 2019, the women leaders have kept their groups alive. Members of these groups received awareness about their rights and

trainings in negotiations, leadership, communication, collective bargain, etc.

There was one encouraging example where all members of a group engaged in stitching men shirts put a united front and refused to take piece rate work orders from a middleman once they learned the huge profit margin he was making on the rate he was taking from the retailer and the pittance he was giving to the women HBWs. Eventually, the women won the battle of fair rate for their labour, raising their piece rate for a shirt from under PKR 40 to 150. In another case, a group leader spoke to husband of one of her group members who regularly abused her physically and succeeded in putting sufficient social pressure on him to stop violence against his wife.

Women HBWs also became aware of importance of civic documentation. CERD and HNP facilitated their beneficiaries to acquire CNIC. UN Women had given both IPs specific target of providing health insurance cards in their agreements but did not provide any budgetary support for this purpose. CERD used some savings to purchase health insurance scheme for a limited number of beneficiaries in Peshawar and Swabi district and facilitated registration of over 400 beneficiaries in Bara, Khyber district in a government sponsored free health insurance scheme and got them sehat cards. HNP was eventually allocated PKR 700K to buy a health insurance scheme for their beneficiaries; with this budget they could provide health insurance only to 130 beneficiaries in Sindh (out of 3,500) and to 100 in Balochistan (out of 1,800).⁶⁵ Some beneficiaries interviewed complained having considerably less value on the card when they used than what they were informed of.

The personal stories of WHBWs are a testimony of the powerful transformational journey many of them have travelled with the WEE project. Most WHBWs we spoke to have found voice, hope, confidence and courage. They have discovered a new world of possibilities. Many have learned to not continue to accept violence at domestic front and confront their abuser, often their husbands. Many invest their increased profits in giving better education to their daughters and sons and improving their family nutrition. Women HBWs have found as their profits and confidence improves they are given respect and space by their family and communities to make decision independently about

matters where earlier they were not even consulted; many are asked by their neighbours and wider family to mediate and help to resolve conflicts.

Some, though, have shared their own stories or of other members of their group who have potential, skill, capacity and capability but they continue to face harsh restrictions from their families, including gender based violence (GBV) and a circumscribed mobility. These women are not able to grow and progress or earn an income despite having potential and skills. Some had to give up piece rate work after facing harassment from supervisors or other male employees at factories from where they got their work order. Many women continue to face harsh treatment at home including physical violence and threat of husband divorcing them if they don't comply with their decisions and wishes.

Women Home-Based Workers' Access to Financial Security and Livelihoods Opportunities

Most women HBWs speak enthusiastically about their improved financial security and access to increased livelihoods opportunities, and consider these the most important and effective contribution of the project in their lives. Project has supported these women with trainings. Many speak of having upgraded their skills related to their trades, gained financial literacy, learned business planning, know how about digital marketing through e-commerce (waseela.com), feel informed about market dynamics and benefits of becoming member of a group. Additionally, the project has offered women HBWs market linkages, access to microcredit schemes and network with business services providers. Through these opportunities, women have graduated from a piece rate worker and have become own account worker; many continue to be both. Some dynamic women, often group leaders, were able to move upward on the value-chain ladder by using their exposure to new opportunities of livelihoods, leveraging their newly found linkages with other more successful women entrepreneurs and better understanding of markets. They have set up their own account work alongside taking larger piece rate work orders directly from retailers and manufacturers, and subcontracting piece rate work to their group members at better rates than the middleman. The groups are

65. Criteria for distribution included age threshold not above 45 years to keep premium low, women HBW and transgender with critical illness, widows with children, pregnancy related healthcare cost was excluded whilst OPD services was included; women leaders of HBWs groups identified women from their group.

networked through WhatsApp, and have stayed in contact with project's implementing partners and UNW sub offices and continue to explore opportunities they can use – e.g. current digital marketing course many of them are availing. Some women HBWs are inspiring others, or playing a leading role in influencing the mind-set of other WHBWs as well as the policy makers responsible for formulation of policies and laws impacting their lives.

Surprisingly, very few women HBWs have taken loans; though they are introduced and linked up with interest-free loan schemes of Akhuwat and with low-interest loans from other Micro Finance Institutions (MFIs) and banks. The most common reason cited was a fear of dire consequences if the business failed and they could not repay the loan at all or on time they might lose all that they have built. Some also identified the distance and transportation cost as a barrier to accessing loans.

This evaluation has gathered some evidence from a limited number of women HBWs interviewed that women HBWs give their younger children in the care of their older daughters, which can contribute in the inter-generational transfer of poverty as often daughters playing the 'surrogate' mother role for their younger siblings while their mother spends her day on income earning activity, miss out on opportunities of personal growth and capabilities such as schooling, leisure/social time spend with their age group friends, rest, sleep, etc. It is important to reiterate that given the very limited number of women HBWs who mentioned this finding cannot be generalised, unless a study finds evidence from a much larger sample to substantiate this finding.

Availability of WEE Data and its Usage at Federal and Provincial Level

The project planned to support LHRD Sindh to set up a Management Information System (MIS), a kind of data bank with information on women HBWs economic and trade profiles, acquired through registration process. This data would be made available to other stakeholders for better targeting of services and linking WHBWs with government departments, industry and businesses. Once established, the data bank or MIS can be used to design targeted and specialised schemes for women HBWs to enhance their productivity and contribution

in GDP and to provide them with better security and protection schemes. However, these targets could not be achieved as department did not get essential hardware equipment committed under the project (i.e. server, computer, printers, machine to print ID cards, etc.) due primarily to three reasons. Firstly, there had been delays in providing full list of the required equipment (i.e. servers, computers, printers, machines to print ID cards, etc.) from LHRD Sindh to UN Women, which delayed procurement process. Secondly, delays in finalising the complete list of hardware equipment for setting up MIS and starting the registration process of women HBWs, and sending equipment requirements in parts delayed procurement procedure. By the time a complete list was provided by LHRD Sindh, market had seen a serious escalation in cost, far beyond the funds budgeted for this purpose. Thirdly, LHRD Sindh has also not received additional budgetary support requested from the provincial Government for consumables (materials for printing registration cards, cartridges, etc.) and to hire additional personnel for two of its sub offices in Karachi.⁶⁶ At the time of this evaluation, registration forms were being translated into Urdu and Sindhi; however, no dates were set to begin establishment of MIS and registration by LHRD Sindh. At the time of this evaluation, registration forms were being translated into Urdu and Sindhi; however, LHRD had still not received equipment from UN Women nor any dates were set to begin establishment of MIS and registration. It is pertinent to mention that several women HBWs interviewed for this evaluation showed their anxiety and enquired about registration forms. They have not been informed about any delays or indeed when the process will initiate though LHRD plans to run public service messages to inform women HBWs two weeks prior to starting the registration process. Once the data is registered in the MIS it will increase significantly women labour force participation rate in the province.

The project also provided Technical Assistance (TA) to the federal Ministry of Finance (MoF) on Gender Responsive Budgeting (GRB), through a sub-contracting arrangement with a consultancy firm. No substantive change is recorded on the budget structure, system and processes. Two specific activities were implemented – orientation to two women officials of MoF on GRB, and report of a diagnostic assessment of the current practices of MoF based on data received from the Ministry. This

66. Karachi-West and Centre to administer data and register women HBWs – these sub offices are linked with the centralised MIS system

work happened majorly over 8 months period towards the end of the project cycle. The Chart of Accounts that defines the budget structure, guide budget preparation including resource allocation and is used to monitor and report on expenditure was not studied or engaged under this activity. MoF officials candidly admitted that federal and provincial budgets lack gender considerations as they usually formulate gender-neutral budgetary allocations and expenditures.

The overall feedback shared by the MoF with the evaluators shows that the Ministry thinks that the approach adopted by the Technical Assistance provided by the UNW was a non-scientific way to budgeting or tracking gender responsive allocations and expenditures, that there was no effective communication strategy and action to sensitise relevant senior level decision makers, lacked technical know-how and focused only on diagnostic and adopted techniques rather than understanding and engaging with accounting system particularly with the structure of Charts of Accounts, which is a unified structure at federal and provincial level. However, UN Women’s version is that the scope of work in support of GRB with MoF was determined after communication with the Ministry and the tagging system was proposed on the basis of the review.

End Note

It is challenging to isolate the most effective strategy based on the limited scale of research and evidence. Generally speaking, each of the four strategies is valuable in its own right and has contributed to the transformational change process. However, Strategy 1 is most effective in the long term as it provides legal safeguards to protect HBWs rights. The second most effective is Strategy 3 targeting increasing financial security and income and business opportunities for women. Increased income and economic empowerment is a catalyst to claiming social, civic and political rights for women. However, from the women HBWs perspective, they found effectiveness of Strategy 1 and 3 most responsive to their strategic and immediate needs respectively.

4.2.2. Performance against the Planned Outcome Indicators

The Project has three Outcome Performance Indicators. Cumulatively the indicators measure the overall performance of the Project. Below is the brief description and our analysis of the performance of the Project against each Outcome Indicator:

Indicator Reference No. 1a: Number of provincial policies and laws on HBWS adopted in Balochistan and KP/FATA and adopted and implemented (Punjab and Sindh).

Baseline

Before the Project, there was no approved policy or law related to Women Home-Based Workers (HBWs) in Balochistan and KP or FATA; though there were several draft HBWs policies and rules in Punjab and Sindh provinces pending for provincial Cabinets’ approval.

Brief Analysis of the Progress

The hallmark success of the Project is the approval of “The Sindh Home-Based Workers Bill” on May 23, 2018 and framing its Rules of Business in early 2020. Sindh Province became the first province to recognise work of HBWs at par with other workers of the formal economy (see Annex 18 for a brief note on process and key contents of the Law). Though Sindh was the first province to approve the bill, it could not pass Rules of Business to make the implementation of the Act

possible till March 2020 and both MIS system and registration process of HBWs did not start during the Project tenure as UN Women and other stakeholders had planned. The main reason is the absence of a server and other hardware committed under the project as well as the absence of budgetary provision from provincial government for consumables (e.g., plastic registration cards, etc.). Even if the registration system takes off, the staff in the provincial labour department would have to cope with the additional workload. Sindh Government did not create additional budgetary allocations for staff, equipment and consumables, etc.

KP and Balochistan did not endorse the Policy framework and laws related to HBWs. Punjab Province did not approve the law connected with HBWs, though the civil society organisations and other stakeholders have already completed the legwork.

Indicator Reference No. 2a: Number of women HBWs and excluded groups are economically empowered in Balochistan, KP/FATA, and Sindh.

Baseline

UN Women, HNP and CERD did not establish a baseline at the beginning of the Project. Rather, a profiling of HBWs was carried out since KP and Balochistan were new geographical areas included under HBW related initiative. However, the Project established a baseline for the women HBWs and excluded groups in 2019, in the last year of the Project. The baseline identified that an average HBW earns approximately PKR 3,000 per month. This evaluation has not been able to identify the methodology through which UN Women ascertained the baseline; therefore, the evaluation cannot comment on it. Moreover, the Project came up with a target of improving the income of 6,700 Women HBWs but does not elaborate the methodology to arrive at this conclusion.

The measurement of indicators in terms of cash income is always problematic in unstable and highly fluctuating economies like Pakistan. The inflation and currency devaluation rates are high, and it takes effort to measure the “real” increase in the income. The donor approved the Project in April 2017. At the time of Project’s approval, one USD was equal to PKR 104.69.⁶⁷ In March 2020, one USD was equal to PKR 163.29.⁶⁸ Pak Rupee lost 60% of its value compared to the baseline of April 2017. As evaluators, we did not see any analytical or discussion note in which UN Women or partners evaluated and factored in the considerable

loss of PKR value in adjusting the baseline, the planned increase in women HBWs income or for that matter the Project costs.

Brief Analysis of the Progress

In January 2019, UN Women came up with a target of 6,700 Women and excluded HBWs whose income will increase from the baseline (which UN Women established in 2019) of PKR 3,000. UN Women undertook a survey of 385 women HBWs (approximately 5.75% of the total target of 6,700 persons) and discovered that 90% of this sampled group reported an increase in their income. However, UN Women did not compute the change in income.

Concluding Remark

Pakistan is a country of hyperinflation, and PKR is an unstable currency in general. Therefore, it is a strong possibility that the positive variation that UN Women reported is mainly because of price adjustment processes. An increase in income cannot be automatically attributed to Project’s outcome in the current state of data. This evaluation, therefore, cannot confirm that the increase X reported by UN Women is an increase (not a devaluation of poor people’s assets and services).

67. <https://www.exchange-rates.org/Rate/USD/PKR/4-30-2017>.

68. <https://www.exchange-rates.org/Rate/USD/PKR/3-29-2020>

Indicator Reference No. 3a: Number of Government staff and parliamentarians willing to apply the skills gained through the sessions of gender-responsive budgeting (gender budget statements) at the federal level, KP, and Sindh.

Baseline

UN Women did not establish a baseline on this outcome indicator at the beginning of the Project. In its report of 2019 to the Royal Norwegian Embassy (RNE), UN Women used a baseline of Output Indicator 3.1a as a baseline of Outcome Indicator. According to the baseline reported in 2019, by December 2015 (in Phase II of the WEE Programme), 15 provincial government staff from Punjab participated in the SDGs gender orientation in Lahore and 20 government staff from five provinces and Pakistan Administered Kashmir (WDDs and Bureau of Statistics in provinces) participated in UN Women supported national gender consultation on SDGs in Islamabad.

The baseline has several technical issues when we see it in the context of the Outcome indicator. The indicator is about the **willingness** of influential people **to apply the skills gained through the sessions/training**. The Output indicator of the number of influential people who attended the training cannot be translated into a proxy indicator of **willingness to apply the skills gained through the sessions/training**. There was a need to redefine “willingness” or identify the proxy indicators for “willingness.” In the current state, the proxy indicator of “willingness” is “attending the training workshop.” This, in the opinion of this evaluation, is an inaccurate way of establishing a baseline, especially in the last year (2019) of the Project’s life.

Brief Analysis of the Progress

UN Women reported in its annual report of 2019 that 60% of the 385 surveyed women said to have enhanced decision-making ability over their income in 2019. As evaluators, we could not discern a direct link between the measurement and the outcome indicator. The useful measurement may look like “XX% of the Government staff and parliamentarians **applied the skills** gained through the sessions of gender-responsive budgeting (gender budget statements) at the federal level, KP, and Sindh”. The project also needed to identify proxy indicators for “applying the skills.” That said, the project sensitised two parliamentarians through training on GRB who later flagged the need of having GRB as a tool for analysis in the respective parliaments.

Concluding Remark

The project’s Results Framework was not updated and the indicators that were identified in the Project formulation phase were not revised or adjusted subsequently. Outcome and Output indicators were merged by the last year of Project implementation that may have led to some inaccuracies in reporting about performance on this specific Outcome indicator (i.e. 3a).

4.3

Efficiency

KEY FINDINGS

Finding 15

UN Women introduced partners to Result Based Management (RBM) tool for project management.

Finding 16

Regular monitoring focused more on progress update against planned activities, review of reported expenditure, spot checks of accounts, and meetings with the beneficiaries for their feedback.

Finding 17

A harmonised Monitoring and Evaluation (M&E) framework for the project to compare progress and results across provinces to draw evidence of the bigger picture impact and learning was not developed.

Finding 18

IPs progress reports were activity-based rather than outcomes and results based.

Finding 19

Availability of extended implementation timeframe to the implementing partners could have helped better completion of activities and achievement of intended results.

Evaluation Questions

To what extent does the Programme efficiently implemented good practice in results-based management or how efficiently monitoring mechanism were developed and used for the achievement of project objectives?

Results-based Management Approach

The UN Women has been using Result Based Management (RBM) as the main tool for programme and project management. Under the Phase III of the WEE programme, partners were provided training in RBM. The training sessions helped partners to frame results, and they were able to refine the project's intervention logic. Partners had prepared and submitted an activity-based budget at the time of tendering and linked it with the work plan. This was not revised later to make budget results/outcomes based. This would have enabled UNW and its partners to conduct budget monitoring and tracking performance of expected results more efficiently.

Financial Management and Reporting

The WEE Team has a full time Finance Associate who conducted quarterly visits to monitor and verify partner's accounts and used those occasions to build capacity of project financial team and coached them. The UN Women system requires its partners to submit a quarterly financial report, using its Funding Authorisation and Certification of Expenditure (FACE) template, a

simplified and harmonised form that replaces agency-specific financial reporting forms and documentation to support implementing partners requests for expenditure. Finance staff of partners received orientation and guidance on the financial reporting requirements, FACE template and its use. Partners reported each quarter on their quarterly expenditure once up to 80% funds were expended against the previous quarter funds. The FACE template also required partners to report on their cumulative expenditure against their total budget together with original vouchers as supporting documents. Funds were released every quarter, after verification and approval of the financial report for the previous quarter. This invariably caused delays in release of the next quarter instalment particularly since IPs also needed time to process their accounts before generating financial report and additionally at times their vouchers or other supporting documents would not be shared on time or would have unauthorised expenditure requiring back and forth between the UNW and IP finance staff. In addition, the reliability and accuracy of the receipts was ensured before releasing the payment. According to the partners this evaluation spoke to, on average this process caused 4-6 weeks delays in release of funds every quarter

whereas UN Women maintains that the delays were up to 2 weeks.⁶⁹ Discussions with partners revealed that each quarter almost 50% of the planned quarterly activities implemented late and staff salaries were delayed. Last year, on the occasion of both the Eids, the delays were such that one partner could not pay salaries to its staff.

There was no significant compliance issue; neither was any case of non-compliance noted or reported by UN Women donor RNE. However, there were instances when HNP supporting documents did not meet accounting standards and a few occasions when their vouchers had with unauthorised expenditures, which were deducted and adjusted by UN Women.

No external audit of partners' accounts was commissioned though partners had their annual accounts audited at organisational level to fulfil their statutory requirements. The annual budgetary threshold for commissioning external audit of a partner's account is PKR 1 crore.

Monitoring, Evaluation and Reporting

Regular joint monitoring visits to partners took place by the Islamabad based WEE project officer and Finance Associate, sometimes accompanied by the Portfolio Manager WEE&SL. Scope of quarterly monitoring included progress update against planned activities, review of reported expenditure, spot checks of accounts and meetings with the beneficiaries. Finance Associate made nine visits of HNP main office in Lahore and 1 each in Karachi and Quetta and 5 visits of CERD office over the period of 24 months. Monitoring reports were not shared with their IPs; however, detail debriefings were held with them – covering key findings, observations and discussion on issues that needed special attention. Both IPs conducted their internal monitoring too to track performance of the activities.

UN Women provided substantive support, regular feedback and guidance to the partners to build their capacity and improve the quality of their reporting.

There was no harmonised Monitoring and Evaluation (M&E) framework introduced to partners to facilitate comparisons of performance, programme quality, achievements and draw lessons learnt though they followed Results Framework to develop work plans and for their reporting. Partners' reports including the project completion reports are evident of a rather weak M&E project framework and reporting capacity. Reports are activity-based rather than results based and consequently present a catalogue of activities and outputs rather than tracking evidence of change through measuring results against planned outcomes. Further, the reports lack evidence of the intended and unintended positive or negative change various interventions and activities under the project have brought in HBW's lives. The evaluation team has noticed comments from programme officer up to the country director of UNW on partners' project completion reports asking for evidence of change by referring to means of verifications in the project Results Framework. An absence of any analysis in the reports can also be a language issue. It is generally observed that whilst most NGO workers have good enough comprehension of English language, however, some lack adequate capacity to produce analytical reports.

Partnership Selection Procedure

After the donor approval of the project and signing of a contract with RNE, UN Women launched tendering process to procure services of implementing partners. Selection of implementing partners through a competitive bidding processes was in line with the UN procedures, however, it contributed to delays of 7-8 months in starting implementation of the project, due to delays in finding right partners and to ensure they had legal authorisation from the Government of Pakistan to implement project activities and necessary documentary work was put in place. This in turn contributed to non-achievement of some of the planned results under Component 1 and 4.

69. Specific data regarding funds release request from IPs and evidence of actual transfer of funds from UN Women to the IPs was not available to the evaluators hence this report has presented position of both sides as it is not possible to make informed comment on this in the absence of required financial data.

Evaluation Questions

- Have resources (financial, human, technical support, etc.) been allocated strategically to achieve the project outcomes?
- Have UN Women's organisational structure, managerial support and coordination mechanisms effectively supported the delivery of the Programme?

Partnership with the Donor

The UN Women has managed excellent relationship with its donor Royal Norwegian Embassy (RNE) of the Ministry of Foreign Affairs (MoFA), Government of Norway through regular meetings and exchange as well as organising donor missions to the project sites. The shared strategic vision and commitment of both that has seen the test of time for the past decade is about to be affected as the Government of Norway has started shifting its priorities and funds from this geographical region.⁷⁰ However, based on experience, the evaluators are of the view that this situation can be influenced by UN Women mobilising evidence of the results and impact achieved in the lives of women HBWs attributable to the three Phases of interventions under the WEE Programme funded by RNE from 2008-2020 and present this evidence as powerful stories (videos and textual) through engaging Norwegian national media and parliamentarians.

Project Implementation Strategy and Partners' Strengths

Self-implementation of programmes and projects has become a costly business for the UN. Local partners are preferred for implementation due to their substantially lower staffing costs and overheads. The project partners' hiring process was managed adhering to the UN policies and procedures through a published bid. Each of the two NGO implementing partners selected has distinct organisational strengths, one in community mobilisation and development and the other in policy advocacy arena. The project needed both these strengths in all districts/provinces to achieve expected results. The two partners reached out to other NGOs/projects working with community women in the project districts as the means to identify women HBWs. Likewise, in Balochistan and Sindh, through its partnership with Aurat Foundation,

HNP reactivated dysfunctional Citizen Action Committees (CACs), renamed them District Action Committee (DAC) and used its members' social capital effectively to mobilise resources at district level to achieve project targets and results.

Partners Selection Criteria

HNP's selection was done given its institutional knowledge and understanding of HBWs issues and proven track record of its work in this technical area. It implemented the project in Sindh and Balochistan though it had no previous history of work or office set up in Balochistan, causing it significant challenges that affected project performance and achievement of its results under Outcome 1 and 3; issues that HNP faced in the province and candidly shared with the evaluators – e.g. staff hiring and high turnover, limited access to policy makers and parliamentarians for their policy advocacy work, dependency on its executive director (based out of Lahore) for trouble shooting and representation, etc.

Financial Resources and Allocations

Discussions with UNW and its two NGO partners show that they found the financial resources generally sufficient and their allocation across various activities adequate for effective implementation of planned interventions, barring health insurance of beneficiaries. Budget was linked with partners work plan. As already commented in the preceding section LHRD Sindh could not establish MIS system or start registration process for women HBWs due to multiple factors, one of which was insufficient projection of market dynamics and price fluctuation in budget preparation. This contributed, though not exclusively, in non-achievement of this rather important result of the project.

70. Communication with RNE.

Delays in Implementation

UN Women signed its project agreement with RNE in April 2017. However, it entered into agreements with local partners only in September 2017, after a gap of about 6 months, for reasons that are not clear. Partners also took time to mobilise and to organise resources e.g. hiring of project staff, identification of Organisations of Persons with Disabilities (OPDs), etc. that further delayed project implementation. Out of the 41 months of project life cycle (including No Cost Extension till August 2020) the actual implementation happened only for 26 months (Sept 2017 – October 2019), which may have contributed to non-achievement of some results under Outcomes 1 and 3.

4.3 Efficiency

KEY FINDINGS

Finding 20

The project has mobilised senior government decision makers from relevant Federal Ministries and Provincial Departments and built a critical mass of change makers to champion women HBWs' concerns.

Finding 21

Women HBWs lives are deeply touched by the project that has triggered a self-transformation process – increased self-confidence, skills, capabilities, hope and courage.

Finding 22

Most women are investing major part of their income in providing better and higher education to their daughters and sons; building foundations for a better future of their children, an asset that will remain with them for their life.

Finding 23

A number of structures and mechanisms are set up, with varying degrees of value addition for women HBWs.

Finding 24

WEE Council in Sindh and Balochistan and WHBWs groups are effectively operating on their own and have led initiatives unrelated to the project, contributing thus to the unintended positive impact of the project.

Finding 25

Technical Assistance to Ministry of Finance regarding Gender Responsive Budgeting (GRB) has created awareness and interest in it.

The project has mobilised senior government decision makers from relevant Federal Ministries and Provincial Departments⁷¹ and built a critical mass of change makers to champion women HBWs' concerns. However, most decision-makers have also pointed out the limitations in mobilising resources from public sector and have cautioned to further build on the gains achieved from this project, it will be critical to have continued financial assistance from development partners.

Women HBWs lives are deeply touched by the project that has triggered a self-transformation process – increased self-confidence, skills, capabilities, hope and courage. These changes cannot be rolled back easily and provide the ground to further build and to retain and sustain these changes. Likewise, most women are investing major part of their income in providing better and higher education to their daughters and sons; building foundations for a better future of their children, an asset that will remain with them for their life.

A number of structures and mechanisms⁷² are set up, with varying degrees of value addition for women HBWs.

71. Including WDD, SWD, Labour and Law at provincial level and NADRA and Ministry of Finance at Federal level.

72. These include WEE Councils, DACs, WHBWs Association and WHBWs Task Forces in KP and Balochistan. Likewise, at the women HBWs level, they are organised into groups.

Based on evidence from this evaluation, it appears WEE Council in Sindh and Balochistan and WHBWs groups are effectively operating on their own and have led initiatives unrelated to the project, contributing thus to the unintended positive impact of the project.

Lastly, Technical Assistance to Ministry of Finance regarding Gender Responsive Budgeting (GRB) has

created awareness and interest in it. However, sustained effort is needed, working closely with MoF to bring necessary changes by revising existing Chart of Accounts that drives budget allocation, expenditure and reporting structure within the Government of Pakistan. Only then one can move towards sustainability of this intervention.

Evaluation Questions

What mechanism have been adopted by UN Women and its partners to sustain the project results beyond the project duration?

Building a Critical Mass of Change Makers from within the Government to Champion WHBW Rights and Concerns

The project has mobilised a large number of senior government decision makers and officials from a number of relevant Provincial Departments (WDD, SWD, Labour, Law), NADRA and Federal Ministry of Finance and built a critical mass of change makers from within the government to champion women HBWs rights. Project has created their understanding and awareness on WHBWs issues as well as developed their capacity to lead drafting policy frameworks and introduce economic mechanisms to protect rights of women HBWs. This is much more visible in Sindh, followed by Balochistan and then KP. However, most decision-makers have also pointed out the limitations in mobilising resources from public finances and have repeatedly commented that to protect and further build on the gains achieved from this project, it will be critical to have continued financial assistance from development partners.

Personal Transformation of Women HBWS

There is overwhelming evidence of how the project has touched deeply women HBWs and triggered a self-transformation process – by economically empowering them, has increased their self-confidence and strength in their own capabilities, equipped them with marketable skills, given them hope and courage. The project has also helped these women to position themselves better in the market as collective bargaining power, has assisted them to challenge hitherto asymmetrical gender-based power

relationship structure at family and community level, and has given them courage to stand up to say no to accepting violence and abuse. Most women are investing major part of their income in providing better and higher education to their daughters and sons, building foundations for a better future of their children, an asset that will remain with them for their life.

Women who have been associated with the project as beneficiaries enjoy now elevated status and role within their families and communities evidenced through the new role of mediator, negotiator and arbitrator given to them to settle disputes and conflicts in their wider families and communities. Today, many of these women are making independent decisions on important matters such as their own and family member's children's education, marriage, control over household savings, influencing decisions regarding building family durable assets, managing transactional aspect of relationship with other family units, etc.

Investment made by the project in women HBWs (trainings on skills development, awareness raising about their rights, linkages with MFIs and government authorities as well as with each other, etc.) has helped many WHBWs to enhance their personal capabilities and capacities have helped them to graduate from a piece rate worker to become own account worker and some enterprising women have graduated into a successful micro entrepreneur.

These changes cannot be rolled back easily and provide the ground to further build and to retain and sustain the impact project has created in their life, their families and wider social context where they live.

Supportive Structures and Mechanisms

A number of structures and mechanisms⁷³ are set up in provinces and districts where project work; these have developed varying degrees of capacities, identity and profile. These include WEE Councils, DACs, WHBWs Association and WHBWs Task Forces in KP and Balochistan. In theory, all these mechanisms are 'out there' and supposed to continue their support to WHBWs, moving forward. Based on extensive discussions with different stakeholders, it seems WEE Council in Sindh and Balochistan are most effectively operating on their own and have led initiatives unrelated to the project after its closure last year in October, contributing thus to the unintended positive impact of the project. However, there is less evidence available to determine how effective other mechanisms set up under the project have been with supporting WHBWs, since the project closure.

For instance, in Balochistan, WDD that chairs the WEE Council has prepared a number of projects on WEE which are included in the current Public Sector Development Programme (PSDP), such as the establishment of women business incubation centres in five districts, construction of women bazaars linked up with these incubation centres, these centres are also being linked up with vocational training institutes run by Social Welfare Department. Another project approved in PSDP is establishment of 10 Women Empowerment Centres in 10 districts with central focus on women economic empowerment. Additionally, WEE Council is in the process to provide access of women HBWs to Wedd's managed Helplines for GBV cases.

Enabling WHBWs Access to Finances through Linkages with Micro Finance Institutions (MFIs)

The project has also established linkages between the women HBWs and three Micro Finance Institutions, namely Akhuwat Foundation (AF), JS Bank and the First Women Bank (FWB). However, there is limited evidence of women HBWs taking loans from these MFIs, either due to their fear of negative consequences in case their business plan failed or because of the high interest rate (even though JS Bank lowered their mark up from 8 to 5% on the loan money), or due to the distance and transportation cost of accessing MFIs offices. While most women spoke positively of AF for offering interest-free loan, nevertheless, a very few women from evaluation sample had taken themselves or knew of other women who took loan from AF.

Organisation of Women HBWs

The project planned to reach 6,700 women and as per the partners data it over-achieved this target and instead reached 8,300 women HBWs. They are all organised into neighbourhood-based groups, often using the principle of Common Interest Group (CIG) due to the common trade they all belong to (e.g. knitting, dressmaking, stitching cloth covers for motorbikes, etc.). A woman HBW or an entrepreneur leader heads each group; most leaders have dual profile, as piece rate worker and as own account worker too. Many of them have expanded their work after joining this project and are today engaging other women HBWs in their work too. Many of the group leaders interviewed for this evaluation are well articulated, aware of their rights and entitlements, have learned business development skills, know how to negotiate and who to approach within the duty bearers set up for different issues, and above all have managed to keep their group members connected through their common interest and are a source of guidance for others. Several women HBWs we spoke to belonged to groups with an identity of a name and took pride in comparing what their group had achieved vis-à-vis other groups known to them.

Sensitisation of Private Sector through WEP

The project collaborated and partnered with the Overseas Investors Chamber of Commerce and Industries (OICCI), Pakistan Banking Council (PBC) and Centre of Excellence in Responsible Business (CERB) and successfully promoted commitment of private sector to the Women Empowerment Principles (WEPs). Sixty-eight companies have pledged their commitment to creating more inclusive workplaces to enhance women's workplace opportunities within a three-year timeframe. Of these, 23 companies⁷³ have signed and adopted WEPs to engender their systems, policies and mechanisms to improve women's access to formal employment opportunities. Proctor and Gamble had signed a contract with the project to support women. They supported the activities aimed at facilitating women to become entrepreneurs and suppliers of products for companies and partnered an evidence-based research study on "Stimulating Women's Entrepreneurship through Affirmative Public and Private Procurement in Pakistan". These companies, going forward, will have to take actions to move towards gender parity and gender responsiveness at all levels of their internal systems, policies and practices including their products and services, hence deepening and sustaining the impact of the project on them.

73. Among these are 3 multinationals PepsiCo Pakistan, Nestle Pakistan and Unilever Pakistan

Approach of Engagement with the Local Partners

UN Women implemented project in partnership with the two local partners (HNP and CERD) and one provincial Government agency (LHRD in Sindh). Local partners and engagement with Government are the critical components of sustainability of flow of project's benefits in the long run. We will examine briefly here the UN Women's approach towards local partners that will contribute to ensuring sustainability. Whilst the foundation of the 'partnership' was on cost-effectiveness and efficiency for delivery of project activities, nonetheless, UNW also shares a common vision with the partners in so far as their commitment to women HBWs is concerned. UN Women did not share the holistic scenario of the approved project with the local partners; they were given information only about the part they were contracted to deliver – their budgetary allocations, activities, progress and spending. UN Women inadvertently put itself in the position of a 'donor' whereas in reality, it was a lead partner in addressing the complex issues of economic and social empowerment of women HBWs. The project did not allocate resources for Organisational Development (OD) of local partners – even when a Performance Improvement Plan (PIP) was prepared for HNP, to address certain gaps in their performance vis-à-vis the project targets, no additional resources were made available for implementation of the PIP. Relatively small local NGO like HNP and CERD do not have institutional reserves or un-earmarked institutional funds to strengthen their systems, procedures and staffing capacities. While this issue is of course not unique to UN Women only but is one of the dilemmas of the development aid sector as it affect sustainability. For instance, while recognising that each of the four organisations are individual entity that implemented different elements of this project – i.e. UNW, CERD, HNP and LHRD of Sindh Government, each of these are making separate independent effort to secure funds for continuity of the work started under this project, while if these efforts are brought together to present a more compelling case though a joint and collective approach to donors it may receive a different response.

4.5 Impact

KEY FINDINGS

Finding 26

Despite institutional and sociocultural barriers, the project has achieved visible and powerful impact at multiple levels.

Finding 27

Sindh adopted its HBWs Act in 2018 and Rules of Business in 2020, paving the way for recognition of HBW as a 'worker'. A HBWs Fund is expected to be set up by end 2020 with a contribution of 20 million rupees from Sindh Government to cover costs of social security and other benefits to HBWs.

Finding 28

Women HBWs are organised into neighbourhood based Common Interest Groups (CIGs), giving them voice, visibility and representation. Using this platform, MFIs, markets and duty bearers have transferred skills, services and information to WHBWs.

Finding 29

Project has created transformational impact in WHBWs life by economically empowering them, giving them strength and confidence in their own capabilities, and helping them to position themselves better in the market as collective bargaining power.

Finding 30

At institutional level, the project has rallied support from senior decisions makers.

Finding 31

The project has also achieved significant unintended positive change and impact on multiple fronts, including social recognition of women HBWs' capabilities and abilities, better education for their children and improved nutrition intake of women themselves, their children and the overall family.

Finding 32

The project engagement with the Ministry of Finance has created awareness and interest in Gender Responsive Budgeting (GRB).

Evaluation Questions

What is the evidence that the programme enabled the rights-holders to claim their rights more successfully and the duty-holders to perform their duties more efficiently?

The evaluation team had serious limitations to fully understand the impact, such as lack of comparison groups (a control population); lack of a systematic evaluation of end line indicators against baseline indicators by carrying out a survey using the same methodology and using the same population group included in the baseline survey; absence of a computing methodology used in this project to compare before/after increase in the income of women beneficiaries taking into account devaluation of currency. Having said that, it is critical to acknowledge the positive change and results achieved by this project and the powerful impact it has created at multiple levels.

At policy and legislation level, Sindh adopted its HBWs Act in 2018 and its Rules of Business in 2020, paving the way for recognition of HBW as a 'worker'. Currently, Sindh is taking a number of initiatives to start implementation of the Act. These include establishment of a database on women HBWs trade and economic profiles that will allow public and private institutions to better target services for them. A HBWs Fund to be set up by end September 2020 with a contribution of 20 million rupees from Sindh Government to cover costs associated with social security and other benefits that HBWs will be entitled to once their profile is registered in government database. In KP provincial Act is drafted and is being verified by the Law department before it is presented for a debate and adoption by the provincial legislature.

At women HBWs collective level, it has facilitated organisation of their neighbourhood based Common Interest Groups (CIGs), given them voice, visibility and representation. It has built their capacities and skills, making positive experience with exercising collective bargain, and given others from public and private sector a platform to work with groups of WHBWs. These groups have opened up new opportunities and possibilities to these women, connected them with finances, markets and duty bearers; helping more enterprising women HBWs to graduate from a piece rate worker to an own account worker and some becoming a successful entrepreneur by improving the quality and finishing of their products, diversifying and increasing their income.

123. At women HBWs personal level, the project has created transformational impact in their life by economically empowering them, has given them strength and confidence in their own capabilities to push the boundaries and position themselves differently in the market as a worker, changing the hitherto asymmetrical gender-based power relationships at family and community level, and giving them courage to stand up to say no to accepting violence and abuse perpetrated often by their male kin against them.

At institutional level, through establishment of mechanisms such as WEE Council in Sindh and Balochistan, and HBWs Association in KP, it has rallied support from senior decisions makers, produced change makers from within the institutions, both public and private, who are today championing the cause of women HBWs. Impressively, despite the closure of the project, CERD continues to work voluntarily to support the Core Committee of the women provincial parliamentarians and senior policy makers (including Provincial Secretaries of Law, Social Welfare and Women Development Departments and NADRA) and if all goes well the HBWs Act in KP is expected to be adopted before the end of 2020.

Project has also achieved significant unintended positive change and impact on multiple fronts. First, the social recognition of women HBWs capabilities and abilities by their families, including by their male family members, and by their wider social networks, evident in increased role and status given to these women. Today, many of them are making independent decisions on important matters such as children education, marriage, control over household savings, mediating and resolving conflicts, managing transactional aspect of relationship with other family units, etc. Second, increase in their income has allowed these women and their families to provide better education for their children. Third, investment in improving nutrition of women themselves and their children as well as the overall family through better food security resulting in better health and productivity gains. Fourth, the WEE Council in Balochistan, for instance,

has gotten several projects in the current PSDP to boost women economic empowerment including project of establishing Women Business Incubation Centres in 5 districts together with 5 women bazaars that will be constructed in the same districts; another approved project will help establish Women Empowerment Centres in 10 districts as one-window set-up to cover multiple issues related with women situation (e.g. legal support GBV cases, access to vocational skills and finances, etc.) while promotion of women economic empowerment will be the central objective of these centres.

4.5

Human Rights and Gender Equality

KEY FINDINGS

Finding 33

The project in its design, strategies, approach, targets and results is anchored firmly in the principles of gender equality and human rights. The project was conceived based on a sound gender analysis.

Finding 34

UN Women's decision to include 500 women with disabilities (WWDs) and 200 transgender persons as project beneficiaries in Phase 3, is a positive development, providing important lessons of working with women with disabilities and TGs on their economic empowerment, informing future strategies including partnerships decisions for achieving better results.

Evaluation Questions

- Assess to what extent is the Programme reaching those HBWs who are the most marginalised in society (i.e. home-based workers, women with disabilities and transgender)
- Assess to what extent did UN Women implement an approach that is responsive to human rights, ensuring an inclusive, participatory approach throughout the Programme?
- How has the Programme contributed to transformative change in the lives of HBW?

The project in its design, strategies, approach, targets and results is anchored firmly in the principles of gender equality and human rights. The project was conceived based on a sound gender analysis.

In the third phase of WEE Programme UN Women decided to include 500 women with disabilities (WWDs) and 200 transgender persons⁷⁴ as beneficiaries of the project with the same objective as with women HBWs i.e. to have economic empowerment as HBWs. Diversification of the target group of women in WEE programme is a positive development; these two groups of women are amongst the most persecuted groups in the country, their political, social and economic exclusion has overwhelmingly exposed them to systemic violence, abuse, neglect and discrimination. A summary of end-project case study on women with disabilities is given in Section 0 while the full case study has been documented separately.

To work effectively with these two excluded groups through an organisation requires a good analysis, particularly a Political Economy Analysis (PEA) of transgender community, specialised institutional knowledge and previous experience, and warm networks and contacts in these groups particularly in transgender community. Lack of analysis, specialised knowledge and understanding led the project to adopt an arbitrary approach to setting targets for the partners (e.g. 30% of their total women HBWs target or 300 transgender

74. Following a landmark Supreme Court ruling, the transgender community has been accorded more robust legal protection – with Computerized National Identity Cards (CNICs) recognising their gender identity; the 2017 Census counted the transgender population for the first time at over 10,000 whereas CSO working with trans claim they are approx. 500,000.

for CERD). This decision was neither anchored into an analysis of the risks involved in working with transgender community or in a shared understanding of challenges involved in working with women with disabilities for their economic empowerment. The project needed a different strategy to work effectively with WWDs and trans, than the one it had designed to work with women HBWs.

The IPs of this project have credible track record and institutional strengths for working with grassroots women and with women HBWs but did not have specific history and institutional expertise of working with these two excluded groups. It was, therefore, expected that they would take time to build understanding of approaches and strategies that work with women with disabilities and transgender persons to achieve results.

HNP enrolled over 80 transgender in Quetta and 280 in Karachi and ran some awareness session about HBW, however, it is not clear if any of these transgender persons are working as HBW. Transgender community while persecuted socially is perceived to do well economically, unlike women with disabilities or poor women engaged in piece rate work. In KP, CERD with a long history of working with grassroots communities in KP province had to take a strategic decision to stop pursuing transgender community in Peshawar, where there is a considerably large presence of trans, as the risks for the CERD staff had risen.

One of the lessons learnt is that any future iteration of the project will benefit from partnership with specialised organisation with acceptance and understanding of TGs to navigate the rather complex, high-risk and often tightly controlled social organisational structure with hierarchical authority, which regulates and sanctions its member TG persons' contact and relationship with outside world and thus will enable better access to them. Another factor that contributed into lack of reception from TGs community to project's efforts was lack of monetary incentive.

In the case of women with disabilities, both UNW and its partners recognise the multitude of social and physical barriers WWDs live with. However, the project lacked data on types of disabilities (e.g. physical, visual, hearing, etc.), their categories and state (mild, advance) in the project districts. It also lacked analysis of how

specific disabilities and their state impinge on a person's capabilities (physical, cognitive, etc.) to benchmark which disabilities the project shall work with and to inform its strategies accordingly. The barriers limit WWDs access to learning and training opportunities, type of trades they can engage with, access to transportation and to health care. Project also lacked strategy to sensitise families and communities of WWDs as well as the larger group of project beneficiaries i.e. women HBWs, to ensure WWDs will not face stigma, pity, sympathy or shame because of their disability. To use a human rights based approach to working with women with disabilities the project needed a different strategy than to work with able bodied women HBWs, to ensure protection of WWDs dignity, to adopt training and learning approaches appropriate to WWDs' personal challenging circumstances, and to select trades and economic activities suitable for their capabilities. The project strategies and Outcomes do not recognise that the stigma of disability remains the greatest impediment effecting women with disabilities to claim their economic right and empowerment. Therefore, future replication and/or scaling up of this project will benefit from partnerships with Organisations of Persons with Disabilities (OPDs) to access WWDs to work on advancement of their economic rights (see Case Study under 0 on strategies to enable WWDs to achieve economic empowerment, adopted in a pilot initiative of UN Women under a project funded by UN Partnership for Rights of the Persons with Disabilities-UNPRPD, a project implemented in partnership with the Handicap International).

The above challenges have led to under achievement of targets set by UNW for its partner organisations (CERD and HNP) to integrate both women with disabilities and transgender in the project frame.

Decisions concerning key elements of the project design and frame were pre-determined by UN Women; this allowed limited space to its partners to later change the project design decisions, by using their own organisational knowledge and experience. However, both partners did negotiate, and UN Women showed flexibility to listen to the IP's rationale, bringing down the target beneficiaries' numbers originally allocated to each partner for WWDs and Transgender.

75. The Islamabad Capital Territory (ICT) Rights of Persons with Disability Act, 2018, describes "disability" as a long term physical or mental condition that "limits a person's movements, senses or activities and includes physical, mental, intellectual and development disorders or sensory impairments which coupled with various barriers hinder performance of persons suffering from such conditions to participate fully and effectively in day-to-day performance and interaction with others on an equal basis."

5. LESSONS LEARNT AND CONCLUSIONS

UN Women's main objective in the WEE Programme is to empower women to fully participate in economic life across all sectors and at all levels of economic activity so that they have better chances to earn higher incomes, have increased access and control over resources and have greater security and protection from violence. This section of the report presents key lessons learnt and the conclusions based on the findings from this evaluation.

5.1 Lessons Learnt

Though the project design built on the previous phases, the involvement of local civil society organisations, private sector entities and other stakeholders could be further strengthened. There is a need to improve further on the design through a series of consultations with a group of NGOs and private sector organisations having a direct stake in the economic empowerment of women Home Based Workers, Women with Disabilities (WWDs) and Transgender people.

Instituting a monitoring system at the organisational level to track individual partner's share of project activities could have been better to capture the holistic progress, success and gaps at the project level. The issue was further compounded by a disconnect between Result Based Management (RBM) approach and monitoring and reporting systems (narrative and financial) used by all three partners (which was activity based). A harmonised approach to project monitoring to document evidence of impact created and gaps in achieving results at the project level is pivotal in presenting holistic impact of the project. Moreover, collective learning by UN Women and partners through joint reviews and reflection sessions could have helped.

The project did not undertake a comprehensive market survey at the start of the project. It was a key lesson learnt for all the stakeholders as the survey findings could have informed the project to develop a better strategy in selecting high-value trades and economic activities with

the better financial return for HBWs. Moreover, women HBWs could have been trained and linked up with the value chains of such selected champion trades and could have been introduced to low-tech simple technologies to use their time more efficiently.

UN Women and its partners could have invested dedicated and sustained senior-level effort and resources in one-on-one advocacy with legislators and senior decision-makers in Punjab, KP and Balochistan to push adoption of the provincial HBWs Acts. The critical lesson learnt is to invest sufficient resources in future in terms of time, energy and seniority of engagement for the influencing and advocacy work to give better results.

UN Women expanded its beneficiaries group by including other excluded and vulnerable categories such as women with disabilities and transgender individuals. An analysis, including a political economy analysis of transgender community, and wider consultations with specialised actors would have assisted to devise tailor-made strategies to engage with and integrate women with disabilities and transgender in the third phase of its WEE programme. The lack of such analysis and consultations has contributed to the non-achievement of planned and expected targets on this account, exposed at least one of its partners to unnecessary risks, and has brought into question UN Women's judgement criteria for making such decisions. The vital lesson learnt is to make such decisions in future based on analysis and informed by experiences of other more specialised organisations.

UN Women provided Technical Assistance (TA) for Gender Responsive Budgeting to the Ministry of Finance of the Federal Government. The scope of TA was limited to conducting a diagnostic analysis of the current budgetary processes and did not include provision of technical assistance to review the Chart of Accounts, the main budgeting tool of the government, or to propose concrete actions to make it gender-responsive. Resultantly, there has not been any tangible change from this intervention in so far as making budgeting and expenditure structure gender responsive. In future, UN Women may also focus on this

for moving forward on Gender Responsive Management of Public Finances.

Though local partners raised awareness, there were some critical gaps. For example, women HBWs interviewed did not appear well informed or aware of the overhead costs of production, which are shifted to WHBWs by sub-contracting the piece-rate work (e.g. utilities like light and heating, space used in their rental living accommodation, transportation to pick/drop work sub-contracted to them, etc.). The lesson learned is to integrate rights-based awareness within the value-chain framework for enhanced relevance and impact.

Some women HBWs give their younger children in the care of their older daughters, which can contribute to the inter-generational transfer of poverty as often daughters ended up playing the 'surrogate' mother role for their younger siblings. In contrast, their mother spends her day on income-earning activity and these young girls miss out on opportunities of personal growth and development such as schooling, leisure/social time spend with their age-group friends, rest, sleep, etc. It is not presented in the finding as we had a limited sample of women HBWs we spoke to in this evaluation and, hence, cannot generalise this concern, unless a study finds evidence from a much larger group of women HBOs to substantiate this concern.

The GRB initiative was highly relevant and vital but was launched and implemented towards the end of the project life cycle. Such initiatives should be given adequate time to create lasting impact at influencing mindset and attitude of the personnel working in the government and the parliamentarians at the federal and provincial levels.

5.2

Conclusions

Conclusion 1

Overall, the project design flew well and built on the achievements of previous two phases of WEE Programme (2008-2016) and priorities identified and recommended in the end term evaluation of phase II of the WEE programme.

Conclusion 2

Both the implementing partners (CERD and HNP) as well as UN Women used their respective organisation-specific project monitoring systems which assisted them in tracking the progress on activities along with the utilisation

of budget lines; however, the intended and unintended impact of the project were not documented as such.

Conclusion 3

The lack of a results-based harmonised monitoring and reporting system has not allowed the project to present a more significant and coherent picture of evidence-based change and impact that project has made across all the provinces and at all levels and interconnectedness of these.

Conclusion 4

The implementation timeframe for the implementation partners was less than optimal, and if extended by 6-12 months, the project could have achieved better and more significant results.

Conclusion 5

The implementing partners mobilised women HBWs through their respective social mobilisation strategies. They organised women HBWs in groups, and in most of the cases, the groups remained active after closure of project activities. There was a high level of awareness about their rights among the women HBWs.

Conclusion 6

The project has achieved remarkable results and has built strong foundations for sustaining the gains it has made, despite the challenges inherent in working with the governments and sociocultural barriers limiting poor women's ability to claim their socio-economic rights.

Conclusion 7

By organising women HBWs into groups, giving them awareness and information, and developing their capacities, the project has given them the collective bargaining power and capabilities to leverage against rates and other conditions offered by the sub-contractors or intermediaries, which they lacked as an individual, as well as helped duty bearers become more responsive to their needs.

Conclusion 8

The transformational change in women HBWs is evident as the project has built foundations for an ecosystem and created enabling conditions to support the economic empowerment of women HBWs and has indirectly raised

their social status within their families and in the wider community.

Conclusion 9

The project did not invest sufficiently in building capacity of women HBW in business planning skills, understanding marketing dynamics and forces, preparation of business plans, and linkages with the value chain actors to graduate from being a piece rate worker to become an own account worker and to set up micro and/or small enterprises.

Conclusion 10

A strategic opportunity of integrating women with disabilities in the WEE project was missed by not building synergies and promoting collaboration amongst WEE project partners and Handicap International, UN Women's

implementing partner for the project "Moving from Charity to Rights-based Model – Delivering as ONE for Empowerment of Women with Disabilities".

Conclusion 11

The project has successfully mobilised support, interest and commitment of federal and provincial governments to legalise and start the process of institutionalisation of protection and security of women HBWs rights and entitlements.

Conclusion 12

UNW Women's work with the Ministry of Finance on GRB had good impact on the way Pakistan's government plans and manages women empowerment projects but needed more deepening and support.

6. RECOMMENDATIONS

Though a validation workshop could not be held due to spread of COVID-19, the recommendations were discussed and prioritised with the relevant stakeholders. The recommendations have been categorised as high, medium- and low-priority recommendation. The high-priority recommendations are suggested to be implemented with 1-2 years; the medium-priority recommendations can be implemented in 2-3 year, while it is expected that all recommendations will be implemented with an overall timeframe of 5 years. For the sake of clarity, the recommendations are being presented in a matrix form.

To develop strategies for future work on economic empowerment of women with disabilities see Conclusions and Recommendation of Annex 12.

| Recommendation | Finding/Conclusion Reference | Priority | Timeframe |
|--|------------------------------|----------|-----------|
| Recommendations for UN Women | | | |
| 1. Allocate adequate resources in future for: | Findings 16 & 17; | High | 1-2 years |
| 1.1 Establishing baseline; | Conclusion 3 | | |
| 1.2 Identifying control groups (for comparative review); | | | |
| 1.3 At least an annual comparative computation of results against outcome indicators; | | | |
| 1.4 Establishing a harmonised Monitoring Framework for all partners; | | | |
| 1.5 Making project budget lines result-oriented; this will make budget monitoring, tracking and reporting on performance of expected results more efficient; and | | | |
| 1.6 Devising different strategies for empowerment of women with disabilities through appropriate economic route. | | | |
| 2. In future projects, whenever “increase in income” as an indicator for economic improvement at household level is used, formulate a computing methodology at the outset of a project and prepare a technical note for the project management and implementing partners. In absence of project-specific technical note on measuring income, UN Women and its partners could end up measuring increase in income or value-for-money factor significantly inaccurately (e.g., not accounting devaluation of currency in its measurement). | Finding 16; Conclusion 3 | High | 1-2 years |

| | Recommendation | Finding/Conclusion Reference | Priority | Timeframe |
|-----|--|------------------------------|----------|-----------|
| 3. | Continue nurturing following actions by building on results achieved under this project: | | High | 1-2 years |
| 3.1 | Strengthen work with WEE Council in Balochistan; | Finding 24 | | |
| 3.2 | Foster exchange between provincial government's relevant departments for mutual learning ⁷⁶ to institutionalize issues pertaining WHBWs, especially WWDs, in their respective province; | Finding 20 | | |
| 3.3 | Provide dedicated support to women HBWs in Sindh to register them with LHRD and to gain legal entitlements and benefits; | Findings 7 & 27 | | |
| 3.4 | Strengthen partnership with the federal and provincial MoF on gender-responsive budgeting (GRB) and include, inter alia, TA to engender Chart of Accounts, budget preparation and execution and monitoring of public sector finances; | Finding 25 | | |
| 3.5 | Set up a separate project to strengthen professional growth and capacity of women HBWs groups, convert them into Common Interest Groups (CIGs), foster their linkages with input supplies, markets, essential business service providers, and institutions specialising in enabling environment; | Finding 28 | | |
| 3.6 | Invest in building capacity and giving access of women HBWs and entrepreneurs to E-Commerce and digital marketing (e.g. shops on VCEELA); and | Conclusion 9 | | |
| 3.7 | Channel implementation of WWDs related project funding through civil society and organisations of persons with disabilities (OPDs) to develop organisational technical expertise in new thematic areas, such as working with WWDs on their economic independence. | Findings 8, 11, 13 & 34 | | |

76. For example to share their experiences from various stages of drafting the HBW Bill, adoption of the Act, challenges faced in framing Rules of Business and their endorsement as well as in setting-up MIS and registration of women HBWs, etc.

| Recommendation | Finding/Conclusion Reference | Priority | Timeframe |
|---|--|----------|-----------|
| 4. Consider provision of TA to government of Sindh to support following actions: | | High | 1-2 years |
| 4.1 To sensitise the office of Chief Ministers, Chief Secretaries and Finance Ministers to make additional budgetary allocations to support registration process of the HBWs. A good communication strategy to sensitise all relevant decision-makers at centre and in provinces on HBWs and WWDs issues and potential contribution on national economy and GDP will be very helpful; | Findings 3, 20 & 27; Conclusions 6 & 11 | | |
| 4.2 To explore possibility to form a partnership between Sindh and National Database & Registration Authority (NADRA) for HBWs registration to ensure data integrity and for linking database management with the National Registry of Citizens; | Finding 6 | | |
| 4.3 To mitigate likely pressure from provincial/national civil society and HBWs federation on Sindh Employees Social Security Institution (SESSI) ⁷⁷ for extending Social Security Coverage to HBWs resulting from passage of Sindh 2018 HBWs Act and registration of HBWs; and | Findings 7 & 13 | | |
| 4.4 To prepare a budgeted Provincial Plan of Action for HBWs in line with the 2018 Act and present this to donor community for financial assistance in addition to including elements of it in Sindh Public Sector Development Programme (PSDP) 2020-21. The Plan should have special provisions for WWDs. | Findings 27 & 13; Conclusion 11 | | |

77. Sindh Employees Social Security Institution (SESSI) is a public sector organisation, and its objective is to “provide medical care facilities and cash benefits to the secured workers and their dependants.” The organisation spends 70% of the budget in medical care, and 30% for cash benefits around sickness, injury, maternity, iddah, disablement gratuity, disablement pension, ex-gratia grants and death grant. Only the “registered” workers can access medical and cash benefits. SESSI is a self-generating Institution, and it does not receive a considerable subsidy or budgetary allocation from Sindh Government. The primary source of revenue is the Social Security Contribution (SSC) from employers. The employers contribute 7% of the wages of insurable workers.

Iddat is the period a Muslim woman must observe after the death of her husband or after a divorce, during which she may not marry another man. One of its main purposes is to remove any doubt as to the paternity of a child born after the divorce or death of the prior husband. The length of iddah varies according to a number of circumstances. Generally, the iddah of a woman divorced by her husband is three monthly periods, but if the marriage was not consummated there is no iddah. For a woman whose husband has died, the iddah is four lunar months and ten days after the death of her husband, whether or not the marriage was consummated. If a woman is pregnant when she is widowed or divorced, the iddah lasts until she gives birth.

| Recommendation | Finding/Conclusion Reference | Priority | Timeframe |
|--|-----------------------------------|----------|-----------|
| 5. Build a public-private partnership to set up women HBWs Centres, located in neighbourhoods of clusters of the HBWs groups formed under the project, for WHBWs to do their production work from these centres. The centres can be set up and managed by NGOs whereas funds for it (for rent, utilities, maintenance, provision of basic facilities) can be mobilised either from manufacturers & retailers of the piece rate sub-contracted to these groups of women HBWs and/or from companies which have signed Women Empowerment Principles (WEPs). These centres can also be linked up with public and private sector institutions to provide them services and support. | Findings 9, 28 & 29; Conclusion 9 | Medium | 2-3 years |
| 6. Commission a study to understand and analyse socio-economic impact of HBW, both positive and adverse, on women engaged in it and on their families, particularly on their young daughters who take up caring role for their younger siblings. Such a study will also help to explore any risks of inter-generational transfer of poverty to daughters and devise a strategy to counter this. Similarly, another study on peculiarities of the WWDs can help strategizing for a different set of actions focused on needs of WWDs. | Finding 12 | Low | 3-5 years |
| Recommendations for Donor – RNE | | | |
| 7. Consider funding a 3-year phase IV of WEE Programme with a targeted approach to: | | | |
| 7.1 Consolidate work on policies and laws in KP, Punjab and Balochistan; | Finding 4 | High | 2-3 years |
| 7.2 Support Sindh Government to prepare a provincial Plan of Action for women HBWs based on the 2018 Act; | Finding 27 | High | 2-3 years |
| 7.3 Support UN Women to commission a study to analyse socio-economic impact of HBW, both positive and negative, on women engaged in it and on their families, particularly on their daughters who take up caring role for their younger siblings. Such a study will also help to explore any risks of inter-generational transfer of poverty to daughters taking care of younger siblings; and | Finding 12 | Low | 3-5 years |
| 7.4 Support strengthening and institutionalisation of WEE Council in Balochistan. | Finding 24 | High | 2-3 years |

| Recommendation | Finding/Conclusion Reference | Priority | Timeframe |
|---|------------------------------|----------|-----------|
| 8. Consider allocating 5% of the budget for Organisational Development (OD) of local NGOs working as Implementing Partner (IP) on any RNE funded projects in future. | Finding 26 | Medium | 2-3 years |
| 7. Set up a Donor Support Group on Women HBWs to provide direct budgetary support to provincial governments on their work to protect and secure rights of women HBWs. | Conclusions 11 & 12 | Medium | 2-3 years |

ANNEXES

Annex 1

Terms of Reference for the Evaluation: Economic Empowerment of Women Homebased Workers and Excluded Groups in Pakistan (2017-2020)

Type of Contract: Professional Service Contract

Based in: Pakistan

Time period: 25th March – 25th May 2020

BACKGROUND

The United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) strives to promote gender equality and women's human rights, to strengthen implementation of gender sensitive policy and legislation, and to eliminate all forms of violence against women. The strategy in Pakistan encompasses strengthening the capacity of government, non-governmental organizations and UN system to deliver on Pakistan's national and international commitments on gender equality and women's empowerment by ensuring that voices of women and human rights-based approach is integrated fully in the development agenda of the country.

UN Women identifies the economic empowerment of women as a priority area. The Women's Economic Empowerment (WEE) Programme of UN Women Pakistan has been supporting the implementation of national commitments and international frameworks around economic opportunities for women since 2007 and supporting the development of provincial homebased workers' policies and laws to improve the working conditions of the many rural and urban women in Pakistan undertaking informal homebased work. The main objective of the WEE programme is to empower women to fully participate at all levels of economic activity across all sectors, increased opportunities to earn higher incomes, enhanced access and control over resources, greater security and protection from violence. The WEE programme interventions are aligned with UN Women's global strategic plan results and focus on

economic empowerment of excluded women groups in the country. Generating evidence through research and analysis supports program planning and mainstreaming of women's economic empowerment. It becomes important to document WEE specific impacts on women's leadership, access to economic opportunities, assets, markets and other resources.

Description of the intervention:

The programme focuses on supporting women's economic empowerment by strengthening Government's capacities to develop, implement and sustain provincial and national mechanisms aimed at improving access to rights by Home Based Workers (HBWs). This will be achieved through the adoption of policies, legislation and provincial economic frameworks relating to Home Based Workers in Punjab and Sindh. The programme also envisions an improvement in the collective bargaining skills of HBWs in the provinces, availability of information of referral mechanisms of violence against women to women HBWs and the development of a national gender data coordination mechanism and national women's economic empowerment alliance providing data on women workers. This three-year project initiated in April 2017 and will be completed in March 2020.

The project was built on UN Women's Flagship Programming Initiatives (FPIs) with high-impact, scalable programmes that are based on the comprehensive theory of change, which articulates the causal linkages and actions required by the national, CSO, UN and private partners in order to achieve transformative change in the lives of women and girls. The FPI theories of change build on the overall theory of change within UN Women's Strategic Plan, which highlights that women's political and economic empowerment, as well as ending violence against women

and girls are both causes and consequences of each other.

Under UN Women's flagship programme focusing on women's economic empowerment, we believe that access to decent employment opportunities and social security are among the most effective interventions to empower women. These earnings help boost their self-esteem and bargaining power at home and within their communities, delay early marriage and pregnancy and reduce the likelihood for exposure to domestic violence. As substantiated by research, when women are economically empowered, the entire household benefits as women reinvest their earning in children's education and health and overall wellbeing.

Link to UN Women Global Strategic Plan Development Results Framework, Impact 2: Women, especially the poorest and most excluded, are economically empowered and benefit from development.

The three-year project (2017-2020) has the following results and outcomes:

Project OUTCOME 1:

Government and corporate policies, laws and programs to promote women's economic empowerment supported in Punjab, Sindh, KP and Balochistan

Project OUTCOME 2:

Women HBWs and excluded groups are economically empowered and women participate in decision-making processes at the household and community level in Balochistan, KP and Sindh

Project OUTCOME 3:

Government's capacity to engender the budgeting frameworks strengthened UN Women requires the services of **A CONSULTING FIRM** to conduct the summative evaluation of the Economic Empowerment of Women Homebased Workers and Excluded Groups in Pakistan (2017-2020). The aim of this evaluation is to learn about the relevance, effectiveness, efficiency, sustainability and contributions towards impact resulting from the mechanisms used in implementation of the programme. It will be used to plan and guide project planning of other UN Women programmes in this area.

* Excluded groups; such as persons/ women with disabilities, transgender, ethnic minorities and women discriminated due to geography.

Purpose and Use of the Evaluation

The main purposes of the summative evaluation are the following:

Accountability:

- Provide credible and reliable judgements on the project's results, including in the areas of programme design, implementation, contributions towards impact on right holders, partners, and overall results.
- Provide high quality assessments accessible to a wide range of audiences, including UN Women donors, UN Women Programme team, women's rights and gender equality organizations, government agencies and other actors.

Learning:

- Identify novel/unique approaches to catalyse processes toward the development of gender equality commitments.
- Identify approaches and methodologies that are effective in advancing women's economic empowerment.

Improve evidence-based decision making:

- Identify lessons learned from the experience of implementing partners in order to influence policy and practice at sub-national and national levels.
- Inform and strengthen UN Women's planning and programming by providing evidence-based knowledge on what works, why and in what context.

Use of the Evaluation Report

- The Evaluation findings will help to feed into building the WEE portfolio of UN Women Pakistan.
- The report will be used by the implementing organizations and UN Women to make strategic decisions on the future direction and design of the project and its Annual Work Plan.

- The evaluator will provide inputs to design a complete dissemination plan of the evaluation findings, conclusions and recommendations with the aim of advocating for sustainability, scaling up, or sharing good practices and lessons learnt at sub-national and national level.

Scope and Objectives of the assignment

The geographic area covered under the project are four provinces and Federal level. Seven selected districts in three provinces of Balochistan, Khyber Pakhtunkhwa (KP) and Sindh (Outcome 1, 2 ,3) In Punjab (Outcome 1). The consultancy firm will conduct field visits to at least 3 targeted representative districts for assessment of implementing partners. Districts will be selected in consultation with UN Women Programme team and based on criteria.

A Baseline was conducted by the implementing partners in 2017-18. A Mid Term Review of the Project was also carried out in July 2019. The timeframe of the End-Term evaluation will cover from the period of conceptualization to the moment when the evaluation is taking place i.e April 2017 to March 2020

The evaluation objectives are:

- The evaluation will examine the relevance, effectiveness, and contributions towards impact of the project outcomes in terms of results achieved against set targets,
- The evaluation will also assess the sustainability of the action, including ownership of stakeholders,
- The evaluation will explore the extent to which the project has allowed UN Women to work in a more coherent manner with partners.
- The evaluation will identify key lessons and propose practical recommendations for follow-up actions.

Stakeholders' Involvement: The evaluation team will reach out to the following principle stakeholders who have been involved in the project at different level:

- **Civil Society Organisations: HomeNet Pakistan (HNP) and Center of Excellence for Rural Development (CERD):** UN Women engaged HNP and CERD to meaningfully mobilize women home based workers and excluded groups; organize them in groups, link

them with the relevant institutions and organize market exposure visits to increase their visibility.

- **Akhuwat:** UN Women signed MoU with Microfinance Institutions for increased access to microfinance by women HBWs and excluded groups
- **Government Departments: Provincial Women Development Department, provincial Labour and Human Resource Department, Provincial Chief Ministers' Offices:** UN Women advocated with the Provincial Governments of Pakistan to draft, adopt and implement the HBWs' policies in collaboration with its civil society implementing partners. This enabled the workforce of women informal workers to get coverage under the ambit of social protection that which was only available to formal workers.
- **Private Sector: Private Sector Companies,** (UN Women has worked with the Private sector companies to encourage them to include more women in their workforce. The companies were encouraged to sign the WEP and to expand women and transgenders' options of availing formal employment opportunities in decent work environments)
- **Women Homebased Workers (WHBs):** At least 5,000 women were provided with life skills trainings including literacy courses while 4,000 women workers and members from excluded groups will get extensive business development trainings and access to microfinance to become entrepreneurs especially in nontraditional sectors.
- **Donor Agency: Royal Norwegian Embassy:** Provided support to UN Women Pakistan Country office to carryout the project which is in line with the government priorities and ON UN Programme II (2013-2017), the programme aimed to promote economic rights of women and excluded group and their access to economic opportunities, resources etc.
- **Evaluation Reference Group (ERG):** UN Women has constituted an ERG to facilitate the participation of relevant stakeholders in the design and scope of the evaluation, raising awareness of the different information needs, quality assurance throughout the process and in disseminating the evaluation results. The ERG will have representatives from relevant Government Departments and other allied stakeholders. (For detail refer the role and responsibilities in Evaluation Governance section)

Evaluation Criteria, Questions and Methodological Approach

The evaluation will address the OECD-DAC criteria of Project Relevance, Effectiveness, Efficiency, Sustainability and Impact. More specifically, the evaluation will address the following key issues:

- **Relevance:** the extent to which the objectives were consistent with beneficiaries' needs, priorities and UN Women's policies;
- **Effectiveness:** extent to which project objectives were achieved, or are expected to be achieved, and What was not achieved in full and why?
- **Efficiency:** measure of how economically resources/ inputs (funds, expertise, time, etc.) are converted to results.
- **Sustainability:** The probability of continued long-term benefits from the project, the resilience to risk of the net benefit flows over time;
- **Impact:** positive and negative, primary and secondary long-term effects produced by programme and, directly or indirectly, intended or unintended; and
- **Human Rights and Gender Equality:** Assess the extent to which UN Women programme is responsive to human rights and gender equality

Evaluation Questions:

The evaluation team should be guided but not limited to the scope of the evaluation questions listed below. The evaluation team will refine the evaluation questions during the inception phase and should raise and address any other relevant issues that may emerge during the evaluation process:

Relevance Questions:

- How relevant is the focus of the programme on home-based workers (i.e. is it aligned with rights holders, National and internationally identified priorities)?
- How the objectives of the programme are consistent with right holders' (beneficiaries') requirements and country-needs; in other words, are programme goals still relevant in Pakistan?

Effectiveness Questions:

- Which of the following programme strategies/ interventions have been the most successful in contributing towards the achievement of the programme outcomes?
 - women home based worker policies, laws and economic frameworks;
 - women's home-based workers' rights;
 - HBW's access to economic security and livelihood opportunities;
 - availability of WEE data and its usage at Federal and Provincial level

Efficiency Questions:

- To what extent does the programme efficiently implemented good practice in results-based management or how efficiently monitoring mechanism were developed and used for achievement of project objectives?
- Have resources (financial, human, technical support, etc.) been allocated strategically to achieve the project outcomes?
- Have UN Women's organizational structure, managerial support and coordination mechanisms effectively supported the delivery of the programme?

Sustainability Questions:

- What mechanisms have been adopted by UN women and its partners to sustain the project results beyond the project duration?

Impact Questions:

- What is the evidence that the program enabled the rights-holders to claim their rights more successfully and the duty-holders to perform their duties more efficiently?

Human Rights and Gender Equality

- To what extent is the programme reaching those HBWs who are the most marginalized in society (i.e.

home-based workers, women with disabilities and transgender

- To what extent did UN Women implement an approach that is responsive to human rights, ensuring an inclusive, participatory approach throughout the programme?
- How has the programme contributed to transformative change in the lives of HBW?

Existing Information Sources

Existing information sources of programme include: Project Pro Doc, baseline report, Donor Reports, Mid-term review report, meeting minutes, training reports, mission reports, monitoring visit reports, project IPs' progress reports, quarterly report and previous external review report, etc. The quality of the available data is deemed reliable and the mid-term review was of good quality.

Methodology and Process

This is a summative evaluation of the programme. The evaluation will be a gender-responsive evaluation, which means the principles of human rights will be integrated: the process will be participatory, inclusive, promoting maximum input from all relevant stakeholders, and will actively analyse the structural and cultural barriers that impede the achievement of gender equality and women's human rights. The cultural context and language/s of operation must be taken into consideration in the design of the evaluation approach and data collection methods. This is a non-experimental design, using a theory-based approach with a focus on utilization to ensure that the evaluation provides the most useful information for advancing this area of work. The assessment will use mixed methods, both quantitative and qualitative methods. The evaluation will adhere to UN Women Evaluation Policy and the accompanying UN Women procedures on evaluation, including the Evaluation Handbook.

During the inception phase, the evaluation team will work closely with UN Women in developing the evaluation methodology and design and finalizing the report adhering to the UN Women evaluation report quality standards throughout the evaluation process (See Annex).

As a first step, the evaluation team will need to conduct an evaluability assessment to determine the quality of existing framework and data collected in order to inform the design and approach of the evaluation. The feasibility of comparing the results for the targeted individuals before and after the group's involvement in the program will be explored.

During the inception phase, the evaluation team will meet with UN Women staff to discuss the scope, refine the evaluation questions and determine the appropriate methodology, and data collection methods and develop a feasible joint work plan, which should be outlined in the inception presentation for the Evaluation reference group and the inception report. The inception report should describe in detail how the evaluation will be carried out, suggest further clarification on the applied methodology, roles and responsibilities of the participants, specify criteria for selecting field visits, provide draft data collection tools, outline the timeframe for the evaluation, and a protocol for adhering to ethical guidance of the United Nations Evaluation Group, including how it will prevent sexual exploitation and abuse and report the uncovering of any potential cases of wrongdoing.

After the field visit, the evaluation team will provide a debriefing to the UN Women Pakistan Country Office on the issues emerging from the preliminary desk review and field visit. After completing analysis, the evaluation team will present the preliminary findings to the stakeholders to seek input on gaps, misinterpretation of information and factual errors. This workshop is critical for engaging the stakeholders in providing their perspectives and gaining buy-in for the way forward.

The evaluation products will be tailored to the key audiences and include the evaluation report following UN Women branding guidelines in line with the evaluation quality standards, an evaluation brief two-page summary, and a powerpoint that can be used with different audiences. It is pertinent to mention that the "Quality Criteria for UN Women evaluation reports" should be followed. These quality criteria are intended to serve as a guide for preparing meaningful, useful and credible evaluation reports.

Specific Tasks / Key deliverables

Stage 1: Preparation and Initial Desk Review

| Task | Responsible Party | Remarks |
|--|--|-------------|
| Programme documents initial desk review | Consultants | Home-based |
| Inception workshop where the theory of change is elaborated | Consultants in cooperation with UN Women | Islamabad |
| Inception Report, include a proposed schedule of tasks, activities and deliverables, Review tools to be developed) and shared with UN Women. | Consultant | Homebased |
| Development of evaluation methodology, tools, design and preparation of an Inception Report | Consultants in cooperation with UN Women | Home- based |
| Presentation to the ERG and UN Women to finalize the strategy and an agreement on the proposed methods. | Consultants in cooperation with UN Women | Islamabad |

Stage 2: Data Collection and Analysis

| Task | Responsible Party | Remarks |
|--|---|--------------------------------------|
| Conduct field trips to project sites, including in-depth interviews and meetings and debriefing after the field visit to identify key emerging issues | Consultants in coordination with UN Women | Punjab Sindh Balochistan KP |
| Conduct in-depth interviews in Islamabad with UN Women and other relevant stakeholders. | Consultants | Islamabad |
| Data classification, systematization, and analysis and elaboration of evaluation findings | Consultants | Home based |
| Preliminary finding and thoughts on way forward sharing through PowerPoint presentation with ERG and UN Women | Consultants | Home based |
| Draft the evaluation report, which summarizes key findings, conclusions and recommendations in line with UN Women GERAAS standards (a minimum of 3 rounds of revisions is required and it is not considered complete until the report meets UN Women quality standards) | Consultants | Home based |
| Incorporate comments and feedback from UN Women and stakeholders through transparent tracking using the matrix that notes the feedback and how the evaluation team responded. Revise and finalize the detailed report. | Consultants | Home-based |

Stage 3: Dissemination of Evaluation Findings

| Activity | Responsible Party | Remarks |
|--|-------------------|---|
| Produce evaluation brief and edit the final report following UN Editorial Manual and according to UN Women branding guidelines for technical publication | Consultant | As per quality standard criteria provided by UN Women |
| Present final findings, conclusions and recommendations at a broader stakeholders meeting | Consultants | UN Women will share the list of stakeholders |

TIMEFRAME

Time frame for the consultancy is 46 working days. The assignment is spread over approximately two months beginning 25th March – 25th May 2020.

BUDGET

The proposed budget shall include all costs incurred during the assignment period (including travel and accommodation to the 3 project sites).

Evaluation Governance

The consultant will work in close collaboration and consultation with project staff and management structure as per the table below.

| Who: Actors and Accountability | What: Roles and Responsibilities |
|--------------------------------------|---|
| UN Women Evaluation Management Group | <p>Identify information needs, customize objectives and evaluation questions and delimit the scope of the evaluation (TOR), based on a review of the Inception Report</p> <p>Facilitate the participation of those involved in the evaluation design. Provide input on the evaluation planning documents.</p> <p>Facilitate the consultants' access to all information and documentation relevant to the intervention, as well as to key actors and informants who should participate in interviews, focus groups or other information-gathering methods.</p> <p>Monitor the quality of the process and the documents and reports that are generated, so as to enrich these with their input and ensure that they address their interests and needs for information about the intervention.</p> <p>Develop and implementing a management response according to the evaluation's recommendations.</p> <p>Disseminate the results of the evaluation, especially among the organizations and entities within their interest group.</p> |

| | |
|--|--|
| <p>UN Women Evaluation Task Manager (Programme Support Specialist)</p> | <p>Ensure the quality of evaluation and management decisions to be made on time. Facilitate selection of the consulting firm Monitor the process of evaluation and provide guidance to the consultant Report any significant deviation from the evaluation plan Facilitate the preparation, conduct and report finalization. Facilitate a management response to all evaluation recommendations and ensure the implementation of committed actions in the management response Facilitate dissemination of initial and final evaluation findings to relevant stakeholders</p> |
| <p>UN Women's Sub Offices (Provincial Level) and Implementing Partners</p> | <p>At provincial level the Head of Sub Office (HoSOs) and IPs with consultation of Programme Officer - WEE will be focal point in identifying and facilitating/coordinating meetings with relevant stakeholders Considering the provincial/geographical context provide methodological input to the evaluation process if there is any</p> |
| <p>UN Women Regional Evaluation Specialist</p> | <p>As part of the Independent Evaluation Service, she provides quality assurance on every step of the evaluation process. All evaluation products will be reviewed by the RES. She is part of the evaluation management group and reviews products prior to being externally shared.</p> |
| <p>Evaluation Reference Group (ERG)</p> | <p>Act as source of knowledge for the evaluation Act as an informant of the evaluation process Assist in the collection of pertinent information and documentation Assist in identifying external stakeholders to be consulted during the process; Play a key role in disseminating the findings of the evaluation and implementation of the management response Participate in any meetings of the reference group Provide input and quality assurance on the key evaluation products: ToR, inception report and draft evaluation report Participate in the validation meeting of the final evaluation report Participate in learning activities related to the evaluation report</p> |

| | |
|---|--|
| <p>Programme Officers –WEE</p> | <p>Prepare TORs for the evaluation. Ensure close communication with the consultant during the whole process Clarify questions raised during the evaluation process Help identify the location to be visited for data collection Support in reviewing the draft reports shared by consultants</p> |
| <p>Programme Officer and Admin Assistant –WEE, Islamabad</p> | <p>Provide all the document information sources the consultants require Clarify questions raised during the evaluation process. Help to arrange the travel to the project site and other logistics issues.</p> |
| <p>Evaluation Team (Lead Evaluation Team leader)</p> | <p>Lead the whole evaluation process Work closely with the UN Women and its partners Manage evaluation team and the whole process of evaluation and data collection Communicate with UN Women Evaluation task manager whenever it is needed Conduct field visits to the project sites identified and collect data. Report to UN Women Evaluation task manager when required Produce the inception report Produce the final report and all deliverables mentioned in the TORs Present the finding to the UN women in a workshop</p> |
| <p>Consultants -Team member</p> | <p>Assist the evaluation process and closely work with Lead Evaluation Team leader Assist in data collection and review of documents Prepare initial draft of evaluation inception report and final report with the Team Leader Conduct interviews and surveys and share finding with Team Leader Provide administrative support to the Team leader and evaluation process as needed. Ensure all products follow UN Women evaluation quality assurance procedures.</p> |

EVALUATION ETHICS

Evaluation in the UN will be conducted in accordance with the principles outlined in both UNEG Norms and Standards for evaluation in the UN System and by the UNEG 'Ethical Guidelines for evaluation'. These documents will be shared with the selected firm. The consultant(s) are required to read the Norms and Standards and the guidelines and ensure a strict adherence to it, including establishing protocols to safeguard confidentiality of information obtained during the evaluation. The evaluation team is also required to complete mandatory trainings and sign the code of conduct.

Core values / guiding principles:

The evaluators will adhere to the following core values and guiding principles:

- **Integrity:** Demonstrating consistency in upholding and promoting the values of UN Women in actions and decisions, in line with the UN Code of Conduct.
- **Cultural Sensitivity/Valuing diversity:** Demonstrating an appreciation of the multicultural nature of the organization and the diversity of its staff. Demonstrating an international outlook, appreciating differences in values and learning from cultural diversity.

Guiding Principles/Evaluation Ethics and Code of Conduct

To ensure the credibility and integrity of the evaluation process and following United Nations Evaluation Group (UNEG) Ethical Guidelines, the Consultants will be required to commit to the Code of Conduct for Evaluation (see <http://www.unevaluation.org/document/detail/102>), specifically to the following obligations:

- **Independence:** Evaluators shall ensure that independence of judgment is maintained and that evaluation findings and recommendations are independently presented.
- **Cultural Sensitivity/Valuing diversity:** Demonstrating an appreciation of the multicultural nature of the organization and the diversity of its staff. Demonstrating an international outlook, appreciating differences in values and learning from cultural diversity

- **Impartiality:** Evaluators shall operate in an impartial and unbiased manner and give a balanced presentation of strengths and weaknesses of the policy, program, project or organizational unit being evaluated.
- **Conflict of Interest:** Evaluators are required to disclose in writing any past experience, which may give rise to a potential conflict of interest, and to deal honestly in resolving any conflict of interest which may arise.
- **Honesty and Integrity:** Evaluators shall show honesty and integrity in their own behavior, negotiating honestly the evaluation costs, tasks, limitations, scope of results likely to be obtained, while accurately presenting their procedures, data and findings and highlighting any limitations or uncertainties of interpretation within the evaluation.
- **Competence:** Evaluators shall accurately represent their level of skills and knowledge and work only within the limits of their professional training and abilities in evaluation, declining assignments for which they do not have the skills and experience to complete successfully.
- **Accountability:** Evaluators are accountable for the completion of the agreed evaluation deliverables within the 30 days timeframe and budget agreed, while operating in a cost effective manner.
- **Obligations to Participants:** Evaluators shall respect and protect the rights and welfare of human subjects and communities, in accordance with the UN Universal Declaration of Human Rights and other human rights conventions. Evaluators shall respect differences in culture, local customs, religious beliefs and practices, personal interaction, gender roles, disability, age and ethnicity, while using evaluation instruments appropriate to the cultural setting. Evaluators shall ensure prospective participants are treated as autonomous agents, free to choose whether to participate in the evaluation, while ensuring that the relatively powerless are represented.
- **Confidentiality:** Evaluators shall respect people's right to provide information in confidence and make participants aware of the scope and limits of confidentiality, while ensuring that sensitive information cannot be traced to its source.

- **Avoidance of Harm:** Evaluators shall act to minimize risks and harms to, and burdens on, those participating in the evaluation, without compromising the integrity of the evaluation findings.
- **Accuracy, Completeness and Reliability:** Evaluators have an obligation to ensure that evaluation reports and presentations are accurate, complete and reliable. Evaluators shall explicitly justify judgments, findings and conclusions and show their underlying rationale, so that stakeholders are in a position to assess them.
- **Transparency:** Evaluators shall clearly communicate to stakeholders the purpose of the evaluation, the criteria applied and the intended use of findings. Evaluators shall ensure that stakeholders have a say in shaping the evaluation and shall ensure that all documentation is readily available to and understood by stakeholders.
- **Omissions and wrongdoing:** Where evaluators find evidence of wrong-doing or unethical conduct, they are obliged to report it to the proper oversight authority.

QUALIFICATION, EXPERIENCE AND COMPETENCIES:

Team Composition

Evaluation firm will be selected based on the requirements outlined below.

The team leader (of the consultancy firm) is expected to lead the process and work closely with the UN Women CO. S/he will function as the Team Leader, managing the review process in a timely manner, and is primarily responsible for writing and producing the final evaluation report.

UN Women, as the agency responsible for administering the programme, will provide support to facilitate the evaluation, particularly for field visits.

Required Expertise/Qualifications for Team leader (proposed by consultancy firm)

- A Masters or advanced degree in relevant discipline (e.g., evaluation, gender, development studies, sociology, political science, social sciences, Compliance M&E etc);

- Strategic thinking and proven expertise in gender analysis, gender equality and women's economic empowerment;
- At least 10 years' experience in programme evaluations with 5 years experience as a team leader and proven accomplishment in undertaking evaluations, including evaluation of multi-stakeholder programmes for multilateral organizations
- Experience in conducting assessments in the women's economic empowerment field and with international organizations.
- Knowledge in results-based programming in support of women's empowerment especially on women's economic empowerment;
- Excellent inter-personal and communication skills
- Excellent written and spoken English and presentational capacities
- Extensive experience applying qualitative and quantitative review methods and evaluation design.
- Knowledge of the UN system a strong asset.
- Knowledge of the development context of Pakistan and preferably previous experience in development initiatives in Pakistan;
- Excellent drafting and writing skills to produce and present concise and analytical reports and communicate clearly with review stakeholders;
- Excellent interpersonal and teamwork skills.

Required Expertise/Qualifications for the National team member (proposed by consultancy firm)

- A Masters in relevant disciplines (e.g., gender, development studies, sociology, political science, social sciences, M&E etc);
- At least 5 years of experience in evaluation and or research or review assignments with the multilateral and bilateral organizations requiring data analysis;
- Work experience with international organizations and intergovernmental bodies in the above-mentioned fields.
- Proven working experience in the area of gender

equality, women's empowerment and women's rights;

- Native ability in Urdu and fluency in written and spoken English;
- Knowledge of evaluation data collection methods.
- Knowledge of Pakistan and the UN system.
- Ability to facilitate multi-stakeholder discussions;
- Excellent interpersonal and teamwork skills.

Additional Reference Documents:

- UNEG Code of Conduct for Evaluation in the UN System:
- UNEG 'Ethical Guidelines for Evaluation'
- UNEG Quality Checklist for Evaluation Reports / GERAAS Evaluation report standards.
- UN Women's Evaluation Handbook
- UN Women Branding Guidelines and Identity Standards for technical publication
- Norms and Standards for Evaluation

Annex 2

Project's Results Framework

Impact: Women home-based workers (HBW) and excluded groups are economically empowered in Pakistan.

UN Women Development Results Framework (DRF) Impact Area 2: Women, especially the poorest and most excluded, are economically empowered and benefit from the development

DRF Outcome 2.2: Women's sustainable livelihoods enhanced by gender-responsive services and access and control over means of production and resources

Related National and International Commitments: Vision 2025, SDG 5, 8, CEDAW (CEDAW CO on Employment, March 2013), Beijing Platform for Action

| Counterpart Organisations | Geographical Focus | Design Summary | Key Performance Indicators | Baseline | Targets | Data Sources |
|---|---|--|---|--|--|--|
| HomeNet Pakistan (HNP), Institute of Development Studies and Practices (IDSP), Akhuwat, Women Development Department, Labour and Human Resource Department, Provincial Chief Ministers' Offices, private sector companies | Balochistan, Khyber Pakhtunkhwa (KP), Punjab, and Sindh | OUTCOME 1 Government and corporate policies, laws and programs to promote women's economic empowerment in Balochistan, KP, Punjab, and Sindh | 1.a. # of provincial policies and laws on home-based workers adopted in Balochistan and KP and implemented Punjab and Sindh | 1.a. No HBWs policy, the law in Balochistan and KP. Policies and laws drafted in Punjab and Sindh, awaiting Cabinets' approval for adoption | 1.a. 2019-1 policy and 1 law adopted in Balochistan and KP implemented in Punjab and Sindh 2019 - Registration of women home-based workers supported in Sindh | Government documents |
| | Balochistan, KP, Punjab, and Sindh | OUTPUT 1.1 HBWs policy & law drafted (Balochistan and KP) adopted & implemented (Punjab and Sindh) & HBWs MIS strengthened (Sindh) for registration with Labour and Human Recourse Department (LHRD) | 1.1.a. # of Government staff with an enhanced understanding of home-based workers' issues engaged in policy and law drafting process in Balochistan and KP 1.1.b. # of women home-based workers supported to register with LHRD Sindh 1.1.c. Functional MIS for HBWs data collection Sindh LHRDs in place | 1.1.a Zero 1.1.b. 22,000 women HBWs in Punjab and Sindh registered with LHRDs 1.1.c. MIS supported for Punjab and Sindh LHRDs for data collection of HBWs in 2014-15 | 1.1.a. 2017- capacity building of 20 Government staff with to draft and adopt HBWs policy and Law in Balochistan and KP 2017-2018 - Advocate with provincial governments of Punjab and Sindh for adoption and implementation of HBWs' policies and laws 1.1.b. 2017-2018 - 4000 HBWs registered in Sindh 1.1.c. 2017-Functional MIS | Monitoring reports, project implementing partner reports, activity reports |

| Counterpart Organisations | Geographical Focus | Design Summary | Key Performance Indicators | Baseline | Targets | Data Sources |
|---------------------------|---------------------------|---|---|--|---|--------------|
| | | Goal: Women Home Based Workers (HBWs) and Excluded Groups are Economically Empowered in Pakistan | | | | |
| | Balochistan, KP and Sindh | OUTPUT 1.2 MOUs with MFIs for increased access to microfinance by women HBWs and other excluded groups ⁷⁸ in Balochistan, KP and Sindh | 1.2.a. # of financial products supported to facilitate women HBWs' access to microfinance | 1.2.a. No such product exists currently | 1.2.a. 1 product by 2018 | |
| | | OUTPUT 1.3. Private Sector Companies signing Women's Empowerment Principles to engender their systems and policies | 1.3.a. # of companies signing Women's Empowerment Principles 1.3.b. # of companies with engendered policies and mechanisms to improve women's access to formal employment opportunities | 1.3.a. 18 companies have signed Women's Empowerment Principles 1.3.b. No baseline available | 1.3.a. Ten companies signing WEP by 2019 1.3.b. 10 companies by 2019 | |
| | Balochistan, KP and Sindh | OUTCOME 2 Women HBWs and excluded groups are economically empowered and participating in decision-making processes at the household and community level Balochistan, KP and Sindh | 2.a. # of women HBWs and excluded groups are economically empowered in Balochistan, KP and Sindh 2.b. % of select women HBWs, excluded groups are participating in decision making at the household level in Balochistan, KP and Sindh | Baseline on excluded groups will be established at the project onset | 2.a. 2019- 6,700 women HBWs and excluded groups are economically empowered in Balochistan, KP and Sindh 2.b. 2019-At least 60 percent selected women HBWs and members of excluded groups participate in decision making in Balochistan, KP and Sindh | |

78. For the proposed project excluded group include HIV/AIDS positive women, transgender and women with disabilities.

| Counterpart Organisations | Geographical Focus | Design Summary | Key Performance Indicators | Baseline | Targets | Data Sources |
|---------------------------|---------------------------|---|---|--|---|--------------|
| | Balochistan, KP and Sindh | OUTPUT 2.1 Women HBWs and excluded groups have enhanced skills and access to finance and markets to improve their income | 2.1.a. # of women HBWs, excluded groups organized into unions/groups/cooperatives to get skills trainings in Balochistan, KP and Sindh | 2.1.a. Baseline on excluded groups will be collected at the project onset -1200 women in Punjab and 800 women in Sindh supported to form cooperatives, 2000 women HBWs included in the home based women workers Federation in Sindh, approximately 5000 women organized into groups | 2.1.a. 700 members from excluded groups in Balochistan, KP and Sindh by 2017 - 6,000 women HBWs into cooperatives/groups and unions in Balochistan, KP and Sindh by 2017 | |
| | | | 2.1.b. # of women HBWs and excluded groups accessing microfinance, financial literacy and business development trainings in Balochistan, KP and Sindh | 2.1.b. 3000 women HBWs accessed microfinance and business development skills trainings in previous UN Women projects in Punjab, Sindh and Pakistan Administered Kashmir (PAK), no such interventions undertaken with excluded groups. Baseline to be established for excluded groups | 2.1.b. 6,700 women HBWs and excluded groups Balochistan, KP and Sindh by 2018 | |
| | | | 2.1.c. # of select women HBWs and excluded groups with enhanced income to support their economic empowerment in Balochistan, KP and Sindh | | 2.1.c. 6,700 women HBWs and excluded groups Balochistan, KP and Sindh by 2018 | |

| Counterpart Organisations | Geographical Focus | Design Summary | Key Performance Indicators | Baseline | Targets | Data Sources |
|---------------------------|--|---|--|--|---|--------------|
| | Balochistan, KP and Sindh | OUTPUT 2.2 Enhanced access to health insurance/ social security & protection from violence services Balochistan, KP and Sindh | 2.2.a. # of women HBWs, and excluded groups receiving health insurance in Balochistan, KP and Sindh 2.2.b. # of women HBWs and excluded groups with improved information on available protection from violence services | 2.2.a. 3700 women HBWs received health insurance in 2014 and 2015 in WEE programme in Punjab and Sindh 2.2.b. 10,000 women HBWs received information about available protection services in different districts of Punjab and Sindh | 2.2.a. 6,700 women HBWs and excluded groups have enhanced access to health insurance/other social security schemes in Balochistan, KP and Sindh by 2019 2.2.b. 6,700 women HBWs and excluded groups will have improved information about the available protection services in their areas in Balochistan, KP and Sindh by 2019 | |
| | Balochistan, Federal level, KP and Sindh | OUTPUT 2.3 Women HBWs and excluded groups have enhanced capacities to raise their concerns on different forums in Balochistan, Federal level, KP and Sindh | 2.3.a. # of women HBWs raising issues in District Action Committees and other provincial and national forums 2.3.b. # of women HBWs and excluded groups trained in leadership skills to advocate for their rights | 2.3.a. To be determined 2.3.b. 160 women HBWs trained in leadership skills under WEE programme in 2014 and 2015 | 2.3.a. 50 women and excluded groups in 6 District Action committees by 2018 2.3.b. 50 women HBWs and excluded groups by 2018 | |

| Counterpart Organisations | Geographical Focus | Design Summary | Key Performance Indicators | Baseline | Targets | Data Sources |
|---------------------------|-----------------------------|---|--|--|---|-----------------------------|
| | Federal level, KP and Sindh | Outcome 3 Government's capacity to engender the budgeting frameworks strengthened at federal level, KP and Sindh | 3.a. # of Government staff and parliamentarians with enhanced understanding of Gender responsive budgeting (gender budget statements) at Federal level, KP and Sindh | 3.a. 20 Government staff from five provinces and PAK (WDDs and Bureau of Statistics in provinces) participated in UN Women supported national gender consultation on SDGs, 15 Punjab Government Departments staff participated in SDGs gender orientation in Lahore in December 2015 | 3.a. 50 Government staff and 30 parliamentarians capacitated on Gender responsive budgeting (Federal level, KP and Sindh) | |
| | | OUTPUT 3.1 Training of government and parliamentarians for enhanced capacities on gender responsive budgeting (gender budget statements) (Federal level, KP and Sindh) | 3.1.a. # of Government staff and parliamentarians with enhanced understanding of Gender budget analysis at Federal level, KP and Sindh | 3.1.a. 20 Government staff from five provinces and PAK (WDDs and Bureau of Statistics in provinces) participated in UN Women supported national gender consultation on SDGs, 15 Punjab Government Departments staff participated in SDGs gender orientation in Lahore in December 2015 | 3.1.a. 50 Government staff 30 parliamentarians Gender budget analysis (Federal level, KP and Sindh) | Pre and post training forms |

Annex 3

Evaluation Approach and Theoretical Framework

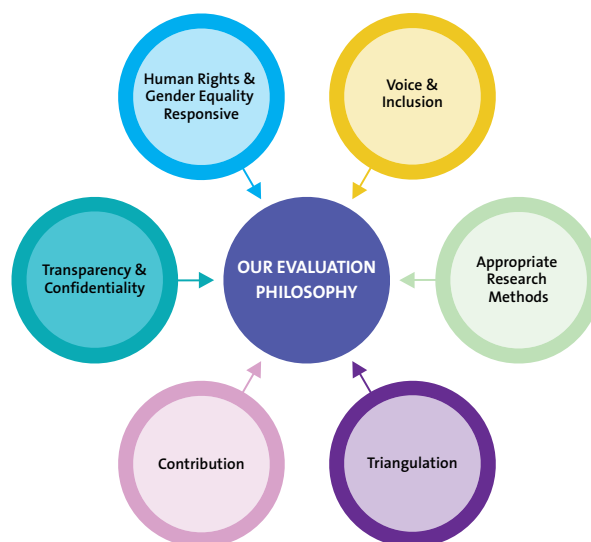
We believe in the rigorous application of five principles for assessing evidence/information collected through Primary and Secondary Data Sources. We believe that the practice of these principles at research design, implementation and analysis as well as reporting levels will ensure consistent quality, accountability and transparency of evaluation work.

The pillars of our evaluation philosophy are (1) voice and inclusion, (2) appropriateness of research methods, (3) triangulation of information, (4) contribution (5) transparency and confidentiality, and (6) human rights and gender equality responsive.

Voice and Inclusion for us mean including perspectives of women HBWs, transgender persons and women with disabilities who participated in the project work. Their views about intended and unintended positive/negative “changes” due to project interventions will be pivotal for our analysis, findings and in drafting conclusions and recommendations.

We will use **Appropriate Research Methods** and techniques that could yield reliable and adequate information relevant to the objectives of this evaluation. The project has a large number of rights holders as direct beneficiaries/partners. We will talk with a sample of women HBWs, transgender persons and women with disabilities using virtual means of communication. We will use qualitative sampling approach, wherein the key considerations for the selection of respondents from HBWs and excluded persons will be (1) appropriateness, (2) purpose, and (3) access to useful information instead of representative and random or probability sampling procedures of quantitative research.

Triangulation will be the cross-cutting theme applied through the use of (i) multiple methods (e.g. Focus Group Discussions, Semi Structured Interviews, Key Informants Interviews, Case Studies, critical review of project data and secondary information); (ii) multiple sources of data/information to align and present different views and perspectives about the programme from stakeholders and partners, that will assist in building a more comprehensive understanding of the programme and its



impact; and lastly, (iii) multiple approaches to analysing data and consolidation; always using the evaluation matrix as the reference framework. At the same time, experts recognise that triangulation may not establish trustworthiness beyond question. It will, nevertheless, assist in validating data and will bring rigour, breadth, and depth to the collection and analysis of the data, and thus to the evaluation findings, particularly in the backdrop of limitations imposed on the evaluation process due to COVID-19 pandemic.

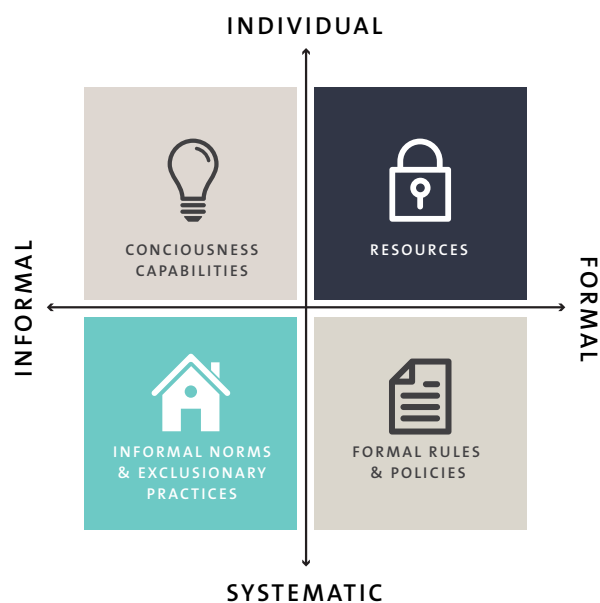
We will establish **Contribution** or direct attribution to the project based on credible and verifiable evidence generated. We will present a holistic picture of how change has happened, the role of the project and factors outside its scope that influenced its results while explaining a particular difference. We will explore the causal link of the results chain between the intervention and outcomes and underlying assumptions, and we will present it in the conclusion and recommendations.

We will maintain Transparency and Confidentiality about the data sources and methods used and any limitations in the data or conclusions. We will share the information, tools and notes with UN Women in the evaluation dossier.

A. Theoretical Framework

The evaluation will use the theoretical framework of Gender at Work⁷⁹ for organising data collection and

79. <https://genderatwork.org/analytical-framework/>



analysis. The framework will also inform the overall direction of the evaluation processes as a whole. This framework has four components of (1) consciousness and capabilities, (2) resources, (3) informal norms and exclusionary practices and (4) formal rules and policies.

These components form four quadrants of a square shape. The element 1 & 2 are the top quadrants, and 3 & 4 are bottom quadrants. The left side of the square body represents an informal domain of social organisation, whereas the right side is about the formal domain. The topside of the square shape is about individual and bottom is about systems and institutions of a society.

The top two quadrants are related to the individual, and present change in conditions affecting the individual, e.g. increased access to resources or ownership of assets, voice, freedom from violence, access to health and education.

On the left, changes are reflected in individual consciousness and capability such as knowledge, skills, political consciousness, and commitment to change, e.g. towards gender equality. The bottom two clusters are related to the environment and systemic conditions. The cluster on the right refers to formal rules enshrined in constitutions, laws, and policies. The cluster on the left is the set of informal discriminatory norms, institutional cultures and structures, including those that maintain inequality in everyday practices. It will be important to assess what measurable contributions the project may have made towards any of these quadrants and its scale.

Annex 4

Documents Review Technique

| Question ID | Evaluation Framework ID # | Question (Probing Direction) | Respondents |
|-------------|---------------------------|---|---|
| 18 | R4-b | What is the proportion of HBWs in the informal sector of Pakistan's economy? What is the contribution of HBWs to GDP? What is the gender face of HBWs? How the issue of women HBWs and excluded group is a local issue of human suffering (instead of mainly driven by international priorities)? | Publications of ILO, UN Women and HNP related with HBWs |
| 23 | R5-b | What were the key policy and legal instruments related to home-based work before the Project (2017)? Were the HBWs considered "worker" for social security and old age benefits & other schemes of the provincial and federal governments? | Publications of HNP |
| 40 | R7-c | What is the tangible contribution of the Project in improving knowledge, skills and operational environment of the government departments for the promotion of rights of HBWs? Do you have any publication or document in which such contribution is highlighted? | HNP Programme Person |
| 180 | EF30-c | What were the follow-up actions designed in the capacity building plan of the government institutions? | Training documents |
| 251 | S42-c | Are the benefits achieved through collective bargain sustainable? Please share the notification or written record (like news items, etc.) | Notifications and publications in the Gazette |
| 261 | HR45-b | Are Internal policies and procedures of HNP reflecting human rights principles (promoting a culture of accountability, participation and equity in practice)? | HNP Policies and Procedures Manual |

Annex 5

List of Key Documents

- 1st Narrative Report for EE-HBWs Pakistan (Apr-Dec 2017)
- 2nd Narrative Report for EE-HBWs Pakistan (Jan-Dec 2018)
- 3rd Narrative Report for EE-HBWs Pakistan (Jan-Dec 2019)
- Approved Proposal pack (narrative, financial and other information) of the Project from RNE
- Approved Proposal packs (narrative, financial and additional information) of the Project from UN Women for HNP and CERD
- Assessment and baseline reports of UN Women
- Capacity Building on Gender Responsive Budgeting & Technical Support to Ministry of Finance: Executive Summary
- Completion reports of HNP, CERD and UN Women
- Country Strategy of UN Women
- Details of formation of Cooperatives and union of 3000 of informal workers and excluded groups (300 persons) to strengthen their collective bargaining skills
- Documentary details of Health Insurance, social security and protection work under the project
- Financial management manual for the donor income project of UN Women
- Gender Responsive Budgeting and Planning: Training Manual
- Handing over notes of current & former staff members of UN Women, HNP and CERD who were working on the project
- HNP Balochistan Performance Improvement Plan.pdf
- HNP Response on Performance Improvement Plan.pdf
- HNP Sindh Performance Improvement Plan.pdf
- Home-Based Workers' Policy and Law documents (province wise)
- IEC materials developed under the project
- Life Skills and Financial Literacy Manual for Home-based Workers
- Memorandum of Understanding (MoU) signed with microfinance institutions
- Minutes of reports of the meetings of Cooperatives and unions with minimum wage departments
- Minutes or reports of advocacy meetings conducted with politicians and government staff
- Minutes or reports of meetings with Microfinance institutions
- Minutes or reports of study circles (at least two reports) to raise awareness about pro-women legislation and mechanism on violence against women
- Minutes or reports of the capacity building meetings with parliamentarians and government staff on policy and law of HBWs
- Minutes or reports of the meetings with WEE Council for prioritisation of women economic empowerment
- Minutes or reports of the two Annual Consultations with RNE (donor)
- Monitoring reports of UN Women staff
- Narrative and Financial Reports from the partners
- News items related to project work from September 2017 to March 2020
- Programme Strategy of CERD
- Programme Strategy of HNP
- Project Budgetary Analysis (allocation and actual spent)
- Project Proposal and Budget for UN Women Pakistan
- Public forum reports where HBWs and excluded groups raise their concerns
- Published material around rights of HBWs in general
- Reports related to the work of District Action Committees (DACs)
- Research publications under the project
- Training plan of capacity building workshops for government staff for HBWs' policy and gender labour law

- Training plans and reports of Business Development, Microfinance, development of entrepreneurship
- Training Plans and reports of capacity building of DACs
- Training plans and reports of Life Skills training workshop
- Training plans and reports of women leadership
- Training plans for skill development training workshops conducted under the project (HNP and CERD)
- Training Plans for Women Financial Literacy TOT workshops
- Training report of capacity building workshops (after completion) for government staff for HBWs' police and gender labour law
- Training reports of skill development training workshops conducted under the project (HNP and CERD)
- Training reports of women financial literacy TOT training workshops
- Transgender Economic Empowerment: How and Why?

Annex 6

Sequencing of Research Questions as per Evaluation Criteria and Research Questions Guides

| ID # | Primary Evaluation Criterion | Secondary Evaluation Criterion | Key Evaluation Research Questions | Specific Questions (Detailed Questions) |
|------|------------------------------|----------------------------------|--|--|
| R1-a | Relevance | Effectiveness | What was the extent to which the objectives were consistent with beneficiaries' needs, priorities and UN Women's policies? | What were the needs of women Home-Based Workers and excluded groups at the time of project design? How was policy analysis done to identify the need for policy and laws around home-based work? How were the needs identified? Who undertook need assessment and who participated in the project design and planning? Did UN Women scan donors? How did UN Women identify and build a relationship with RNE as a donor? |
| R2-a | Relevance | Human Rights and Gender Equality | What was the extent to which the objectives were consistent with beneficiaries' needs, priorities and UN Women's policies? | What are the critical features of UN Women's global and country strategy? How is the current Project anchored in the strategic framework of UN Women at international and national levels? Identify various strands of the relationship between the Project and the strategic direction of UN Women. How UN Women integrated a rights-based approach in its work at all levels of the organisation? Identify the key elements that form organisation culture based on a rights-based approach. |
| R3-a | Relevance | Efficiency | What was the extent to which the objectives were consistent with beneficiaries' needs, priorities and UN Women's policies? | What were the other key stakeholders (other than UNW and local partners) who were already involved at policy and practice level with issues of home-based work? What was their strategy and how UN women project integrated lessons learnt from other INGOs and NGOs in the project design? Please also see cross-reference Question No. EY-16-a. |

| ID # | Primary Evaluation Criterion | Secondary Evaluation Criterion | Key Evaluation Research Questions | Specific Questions (Detailed Questions) |
|------|------------------------------|----------------------------------|--|---|
| R4-b | Relevance | Impact | How relevant is the focus of the programme on home-based workers (i.e. is it aligned with rights holders, National and internationally identified priorities)? | What is the proportion of HBWs in the informal sector of Pakistan's economy? What is the contribution of HBWs to GDP? What is the gender face of HBWs? How the issue of women HBWs and excluded group is a local issue of human suffering (instead of mainly driven by international priorities)? How it makes a business case for investing and mainstreaming home-based work in the national economy? How relevant are the national gender data coordination mechanisms developed under the Project with the priorities of the government and private sector? |
| R5-b | Relevance | Human Rights and Gender Equality | How relevant is the focus of the programme on home-based workers (i.e. is it aligned with rights holders, National and internationally identified priorities)? | What were the key policy and legal instruments related to home-based work before the Project? Were the HBWs considered "worker" for social security and old age benefits & other schemes of the provincial and federal governments? What is the situation now? How can we attribute changes (if any) in the policy & practice of the government to the work of Project (find key attributions, if any)? |
| R6-b | Relevance | Human Rights and Gender Equality | How relevant is the focus of the programme on home-based workers (i.e. is it aligned with rights holders, National and internationally identified priorities)? | What are the critical priorities of HBWs at the moment? What are the women-specific priorities? What Project contributed to the priorities of the government? What field-based evidence project provided for local, national and international advocacy for the rights of women HBWs? How information received about referral mechanisms of Violence Against Women (VAW) was relevant for women HBWs? Did they use the information? |

| ID # | Primary Evaluation Criterion | Secondary Evaluation Criterion | Key Evaluation Research Questions | Specific Questions (Detailed Questions) |
|-------|------------------------------|--------------------------------|---|--|
| R7-c | Relevance | Sustainability | How relevant is the project for the government's capacity-building priorities for improving the situation of workers in the informal sector? | Were the training and other capacity-building efforts were in line with the priorities of the government departments? What are the processes through which HNP and CERD identified capacity building needs of the government officials and departments? What is the tangible contribution of the Project in improving knowledge, skills and operational environment of the government departments for the promotion of rights of HBWs? |
| R8-d | Relevance | Sustainability | How was the project relevant to the value chain actors of HBWs? | How Project involved value chain actors in the capacity building of HBWs? What were the key priorities of value-chain actors regarding capacity building of HBWs? Did value chain actors identify the "value" of project contribution in the enhanced capacity of HBWs? Did value chain actors pay for the improved value? |
| R9-e | Relevance | Sustainability | How relevant is women's economic empowerment alliance in the context of women HBWs at provincial and national levels? | What are the key achievements of women's economic empowerment alliance during the Project? How relevant are those changes with the priorities of HBWs, particularly women and excluded persons? |
| R10-f | Relevance | Effectiveness | What was the relevance of the project for the concerned government departments, private sector organisations and local partners at the provincial and national level? | What did government officials and private sector miss about the Project when it has ended? How did the Project improve their respective work or business? |
| R11-f | Relevance | Impact | What was the relevance of the project for the concerned government departments and private sector organisations at the provincial and national level? | What are the critical gaps that local partners, government and private sector want (or expect) from UN Women to step in and help them? What is happening with their HBWs work in the absence of the Project? Did they find some other partner? Is there still a need for external assistance (or they able to continue benefits of the Project with their own resources and capacities)? |

| ID # | Primary Evaluation Criterion | Secondary Evaluation Criterion | Key Evaluation Research Questions | Specific Questions (Detailed Questions) |
|--------|------------------------------|--------------------------------|---|---|
| R12-f | Relevance | Impact | What was the relevance of the project for the concerned government departments and private sector organisations at the provincial and national level? | What are the critical successes that the local CSO partners, government and private sector partners can recall on extempore? How partners (CSOs, Government and PS) articulate their wins in the Project (capture the keywords & semantics). |
| EY13-a | Efficiency | Effectiveness | To what extent does the programme efficiently implemented good practice in results-based management? | Did UN Women and partners link activities and budget lines? Did they undertake value-for-money analysis and improve efficiency per PKR/NOK? How did currency transfer work from NOK to USD to PKR? Did the UN system charge for currency conversation besides 8% of the indirect costs? |
| EY14-a | Efficiency | Sustainability | To what extent does the programme efficiently implemented good practices in results-based management? | Did the Project invest and build result-based management capacity of local NGO partners? What are the details of technical backstopping that UN Women provided to national NGO partners? Did partner use result-based work planning and budgeting? Did partners and UN Women phrase results in an appropriate way of RBM? |

| ID # | Primary Evaluation Criterion | Secondary Evaluation Criterion | Key Evaluation Research Questions | Specific Questions (Detailed Questions) |
|--------|------------------------------|--------------------------------|---|--|
| EY15-a | Efficiency | Impact | To what extent does the programme efficiently implemented good practices in results-based management? | How was the responsibility of achieving the required results divided among partners (HNP, CERD and UN Women Pakistan)? Did the division of responsibility for achieving results also reflect in budgetary allocations for the partners? What was the fiscal funding "per beneficiary per result" among partners? Did UN Women share the global contract and budget (signed with RNE) with the partners? How were the budgetary allocation decisions made among the partners? |
| EY16-a | Efficiency | Relevance | To what extent does the programme efficiently implemented good practices in results-based management? | Did the frontline staff of partners find RBM relevant to their operational environment? What are the key benefits and areas for improvement? What were the critical blind-spots in the RBM approach (based on their experience of project implementation)? Did UN Women factor in lessons learned and best practices of other UN agencies, INGOs, NGOs and other actors in improving the efficiency of the Project? Please also see cross-reference Question No. R3-a. |
| EY17-b | Efficiency | Impact | How efficiently monitoring mechanism were developed and used for the achievement of project objectives? | What was the orientation of the monitoring system at UN Women and local implementing partners (HNP and CERD) levels? Whose needs the system was catering (e.g., RNE, UNW, Government, HBWs, HNP and CERD, etc.)? What processes did UN Women and local partners use to develop their respective monitoring mechanisms? |
| EY18-b | Efficiency | Sustainability | How efficiently monitoring mechanism were developed and used for the achievement of project objectives? | Did the frontline staff of partners and UN Women receive training and other capacity-building opportunities to design and institute monitoring mechanisms? How did partner develop the understanding about performance criteria or indicators? |

| ID # | Primary Evaluation Criterion | Secondary Evaluation Criterion | Key Evaluation Research Questions | Specific Questions (Detailed Questions) |
|--------|------------------------------|----------------------------------|---|--|
| EY19-b | Efficiency | Effectiveness | How efficiently monitoring mechanism were developed and used for the achievement of project objectives? | What type of reports UN Women and partners generated through monitoring mechanisms and what was the frequency of each type of the report? How much time did it take on the part of the frontline staff to prepare monitoring reports? How were monitoring reports registered within project management system at UN Women and local partners' level? Did programme staff involve finance persons in the monitoring? How did partners consolidate monitoring reports to generate a bigger picture? How did follow-up loop work in monitoring system? |
| EY20-b | Efficiency | Human Rights and Gender Equality | How efficiently monitoring mechanism were developed and used for the achievement of project objectives? | How did the monitoring mechanism segregate data based on gender, disability or age? Did project partners use Right-based approach for monitoring and analysis of the finding? How were key results of the monitoring shared with HBWs and relevant government officials? Did Rights-based monitoring help to reinforce human rights standards, hold duty bearers accountable and strengthen participation and equity? Did Project partner share the financial data along with the key finding of the monitoring reports to HBWs, government officials and other stakeholders? What are the essential learning points in the rights-based monitoring processes? |
| EY21-b | Efficiency | Not Applicable | How efficiently monitoring mechanism were developed and used for the achievement of project objectives? | How much UN Women allocated project resources for monitoring mechanisms at each partner level (UN Women Pakistan, HNP and CERD)? How did decision making about the resource allocation work? What partners could have done differently? |

| ID # | Primary Evaluation Criterion | Secondary Evaluation Criterion | Key Evaluation Research Questions | Specific Questions (Detailed Questions) |
|--------|------------------------------|----------------------------------|---|--|
| EY22-c | Efficiency | Effectiveness | Have UN Women and its partners strategically allocated resources (financial, human, technical support, etc.) strategically to achieve the project outcomes? | What were the criteria of allocation of resources for each project partner (UN Women PK, HNP and CERD)? Did partners prepare budgetary notes for the rationale and background calculation of resource allocation in each activity/budget line? What is the proportion of fiscal shares for three outcomes? How was technical support planned at the project design phase? Did partners re-evaluate (think) resource allocation, and did they change it during project life? How did the use of technology help in improving efficiency? Did the project link Full-Time Equivalent (FTE) employees with the project deliverables? What is the value & proportion of work sourced out to the external consultants (third-party) at each partners' level? Was Project deliver on time. If not, what were the reasons? What UN Women and its partners can do to improve in the future? |
| EY23-c | Efficiency | Human Rights and Gender Equality | Have UN Women and its partners strategically allocated resources (financial, human, technical support, etc.) strategically to achieve the project outcomes? | What was the proportion of women, men and transgender employees in the Project at each partner level? What is the ratio of women and transgender persons in the position of authority within the Project? How many resources UN Women and its partners allocated for the work where direct right-holders (beneficiaries) were only women and persons from excluded groups? |
| EY24-d | Efficiency | Effectiveness | Have UN Women's organisational structure, managerial support and coordination mechanisms effectively supported the delivery of the programme? | What was the proportion of resources in the Project allocated for UN Women Head Office and UN Women Pakistan? How did UN Women track time and input of its staff for the managerial support and coordination of the Project? Did UN Women share information about its budgetary allocations and expenses with local partners? |

| ID # | Primary Evaluation Criterion | Secondary Evaluation Criterion | Key Evaluation Research Questions | Specific Questions (Detailed Questions) |
|--------|------------------------------|----------------------------------|---|---|
| EY25-d | Efficiency | Sustainability | Have UN Women's organisational structure, managerial support and coordination mechanisms effectively supported the delivery of the programme? | What is the value of UN Women's role for project partners? How the UN Women staff and partners staff articulate the value of UN Women in the Project? What is their perceptions and opinions about value-for-money about the support UN women provided them during the project implementation? What are the key roles that they want UN Women to play in future for donor-funded projects? How UN Women helped local partners in obtaining necessary NOCs and other permissions from the government (was this process efficient and what can be improved)? What are the key learning points of frontline staff and leadership of the local partners while working with UN Women Pakistan? |
| EY26-d | Efficiency | Human Rights and Gender Equality | Have UN Women's organisational structure, managerial support and coordination mechanisms effectively supported the delivery of the programme? | What was the project governance structure? What was the representation of UN Women, local partners, government and beneficiaries in the governance structure? What did UN Women do in promoting human rights of HBWs at a country level while implementing the Project (visibility, influencing and translating influence into policy change)? How does RNE view the role of UN Women in the delivery of the Project? What are the key advantages that RNE realised in its partnership with UN Women? How did UN Women promote the visibility of RNE, especially about women HBWs among the Norwegian public and opinion-makers? |
| EF27-a | Effectiveness | Sustainability | How did UN Women Pakistan select the local implementing project partners for the project? | Why were local partners selected to implement the Project (rationale)? When were local partners selected (before or after project approval)? How programmatic considerations (three outcomes of the Project) drive the selection process? Did UN women identify the weak areas of local partners and allocate resources for their capacity building in the project budget? |

| ID # | Primary Evaluation Criterion | Secondary Evaluation Criterion | Key Evaluation Research Questions | Specific Questions (Detailed Questions) |
|--------|------------------------------|--------------------------------|--|---|
| EF28-b | Effectiveness | Sustainability | <p>What is the effectiveness of three main project strategies towards the achievement of three programme outcomes? The strategies are (1) promoting rights, laws and policies for women HBWs, (2) improving access of women HBWs to economic security and livelihood opportunities, and (3) making WEE data available and its usage at the provincial and federal level] about each other.</p> | <p>What are the key achievements of promoting rights, laws and policies for women HBWs? What are the main accomplishments in improving skills and livelihood opportunities? What are the successes in making WEE data available for HBWs?</p> |
| EF29-b | Effectiveness | Efficiency | <p>What is the effectiveness of three main project strategies towards the achievement of three programme outcomes? The strategies are (1) promoting rights, laws and policies for women HBWs, (2) improving access of women HBWs to economic security and livelihood opportunities, and (3) making WEE data available and its usage at the provincial and federal level] about each other.</p> | <p>What is the combined impact of these three strategies in influencing the government and private sector to take action? Can we analyse the effectiveness of these strategies in isolation of the others?</p> |

| ID # | Primary Evaluation Criterion | Secondary Evaluation Criterion | Key Evaluation Research Questions | Specific Questions (Detailed Questions) |
|--------|------------------------------|--------------------------------|--|--|
| EF30-c | Effectiveness | Sustainability | What is the effectiveness of strengthening government capacities in improving the lives of women HBWs and excluded groups? | What were the follow-up actions designed in the capacity building plan of the government institutions? What role did government officials play in promoting rights of HBWs and excluded groups after training? Collect some case studies. What are the key lessons learnt at local partners level in conducting capacity building work for the government officials? |
| EF31-d | Effectiveness | Sustainability | How did local partners improve the collective bargaining power of HBWs and excluded groups? | What did the local partners do to improve collective bargaining powers of women HBWs and excluded groups? Please share details of their efforts with the government institutions. What are the actions with the private sector organisations? How sustainable are the changes local partners achieve? What are the critical lessons in the improvement of collective bargaining powers of HBWs with the government institutions at provincial and national levels? What are the essential lessons of the advancement of collective bargaining powers of HBWs with private sector/value chain actors? |
| EF32-d | Effectiveness | Efficiency | How did local partners improve the collective bargaining power of HBWs and excluded groups? | What is the cost-benefit analysis of work around improving the collective bargaining power of HBWs? How much local partners allocated in terms of resources (financial, human and technical) and how did it translate into concrete benefits for HBWs? What is more cost-effective to improve the collective bargaining powers of HBWs with the government or private sector? |

| ID # | Primary Evaluation Criterion | Secondary Evaluation Criterion | Key Evaluation Research Questions | Specific Questions (Detailed Questions) |
|-------|------------------------------|----------------------------------|---|---|
| I33-a | Impact | Sustainability | What is the evidence that the project enabled the rights-holders to claim their rights more successfully? | What are the key achievements of Women Economic Empowerment Alliance? What are the factors that contributed? Can we scale up learning from the alliance work at national and regional levels? What are the key learning points from capacity-building work of District Action Committees (DACs)? How DAC linked grassroots activists with district and provincial authorities? What is the contribution of the Project in building the strength of local partners? What are the challenges of local partners to retain their acquired capacity after Project's end? |
| I34-a | Impact | Effectiveness | What is the evidence that the project enabled the rights-holders to claim their rights more successfully? | How did skill development training workshops improved income (conducted with women HBWs and excluded groups)? Collect case studies and isolate the factors for success and failure. |
| I35-a | Impact | Effectiveness | What is the evidence that the project enabled the rights-holders to claim their rights more successfully? | What are the key policy and legal changes happened at provincial and national levels due to project interventions? What are the key lessons learnt and how we can use the learning in developing the other programme? What should we have done differently? |
| I36-a | Impact | Human Rights and Gender Equality | What is the evidence that the project enabled the rights-holders to claim their rights more successfully? | What are the fundamental changes that project made in the lives of women HBWs and excluded groups at personal and household levels? What were the critical challenges for women and excluded persons (mainly transgender) to exercise their human rights? |
| I37-b | Impact | Sustainability | What is the evidence that the project enabled duty-holders to perform their duties more efficiently? | What were the follow-up actions after capacity building training to the government officials? How officials used or not used their newly acquired skills to contribute to policy change processes. How many officials trained by the Project are still in their posting (not transferred)? Are federal and provincial governments using WEE data in performing their duties? |

| ID # | Primary Evaluation Criterion | Secondary Evaluation Criterion | Key Evaluation Research Questions | Specific Questions (Detailed Questions) |
|-------|------------------------------|----------------------------------|--|--|
| I38-b | Impact | Effectiveness | What is the evidence that the project enabled duty-holders to perform their duties more efficiently? | What were the components of capacity building of government institutions in the project design? Capacity building is not only training. What else did you include? What are the critical gaps? What UN Women and local partners will do differently while designing the capacity building strategy for government and local groups (HBWs, etc.) under a new identical project? |
| S39-a | Sustainability | Effectiveness | What mechanisms have been adopted by UN Women and its partners to sustain the project results beyond the project duration? | How UN Women and local partners planned to phase out in the project design? Did the project budget make allocations for phasing out work? Did UN Women or its partners apply for other grants around the rights of women HBWs during the project life? What were the expectations of sustainability on the part of RNE? Does the project part of UN Women and partners' organisational programme strategies (or stand-alone initiative)? |
| S40-a | Sustainability | Efficiency | What mechanisms have been adopted by UN Women and its partners to sustain the project results beyond the project duration? | How did UN Women and partners ensure that the project management and other skill-building training are of high quality. Did UN Women support local partners and other stakeholders for developing new project proposals? How was mid-term evaluation used to improve the sustainability of the project results? |
| S41-b | Sustainability | Human Rights and Gender Equality | What is the probability of continuity of improved policies and laws in favour of women HBWs after completion of the project? | Did provincial and federal governments approve the policies and laws through prescribed procedures? Were the notifications of the policies and regulations published? |

| ID # | Primary Evaluation Criterion | Secondary Evaluation Criterion | Key Evaluation Research Questions | Specific Questions (Detailed Questions) |
|--------|----------------------------------|--------------------------------|---|--|
| S42-c | Sustainability | Effectiveness | What is the probability of continuity of collectively bargained benefits for women HBWs and excluded groups? | Are the benefits achieved through collective bargain sustainable? Please share the factors are essential (assumptions) for continuity of benefits in the public and private sector after completion of the Project. |
| HR43-a | Human Rights and Gender Equality | Relevance | What is the extent of the project reaching those HBWs who are the most marginalised in society (i.e., home-based workers, women with disabilities and transgender)? | What is the total number of HBWs? Among them, how many are (1) women, (2) women with disabilities and (3) transgender? |
| HR44-a | Human Rights and Gender Equality | Effectiveness | What is the extent of the project reaching those HBWs who are the most marginalised in society (i.e., home-based workers, women with disabilities and transgender)? | What are the numbers of HBWs the local partners facilitated in obtaining a workers insurance cover, social security or old age benefit registration? |
| HR45-b | Human Rights and Gender Equality | Relevance | What extent did UN Women implement an approach that is responsive to human rights, ensuring an inclusive, participatory approach throughout the programme? | Did UN Women include information about its approach in the funding agreements with the donor and local partners? Are Internal policies and procedures of UN Women and its partners reflecting human rights principles (promoting a culture of accountability, participation and equity in practice)? |

Annex 7

Interview Guide

A. UN Women

A.i. Key Informant Interview (KII) Questions Guide

| Question ID | Evaluation Framework ID # | Question (Probing Direction) | Respondents |
|-------------|---------------------------|--|--|
| 1 | R1-a | What were the needs of women Home-Based Workers and excluded groups at the time of project design? | UN Women staff or consultants involved in the project design phase |
| 2 | R1-a | How was policy analysis done to identify the need for policy and laws around home-based work? How were the needs identified? | UN Women staff or consultants involved in the project design phase |
| 3 | R1-a | Who undertook need assessment and who participated in the project design and planning? | UN Women staff or consultants involved in the project design phase |
| 4 | R1-a | How did UN Women identify and build a relationship with RNE as a donor? | UN Women staff or consultants involved in the project design phase |
| 11 | R2-a | How UN Women integrated a rights-based approach in its work at all levels of the organisation? Identify the key elements that form organisation culture based on a rights-based approach. | UN Women Programme Staff |
| 15 | R3-a | How did the current project integrated lessons learn from other INGOs and NGOs at the project design phase? Please also see cross-reference Question No. EY-16-a. | UN Women staff or consultants involved in the project design phase |
| 28 | R5-b | What is the situation now regarding key policy and legal instruments related to home-based work (2020)? How can we attribute changes (if any) in the policy & practice of the government to the work of Project (find key attributions, if any)? | UN Women Programme Staff |
| 35 | R6-b | What field-based evidence project provides for local, national and international advocacy for the rights of women HBWs? | UN Women Programme Staff |
| 67 | EY13-a | Did UN Women staff link activities and budget lines? Did they undertake value-for-money analysis and improve efficiency per PKR/NOK? How did currency transfer work from NOK to USD to PKR? Did the UN system charge for currency conversation besides 8% of the indirect costs? | UN Women Programme Staff |

| Question ID | Evaluation Framework ID # | Question (Probing Direction) | Respondents |
|-------------|---------------------------|---|--|
| 70 | EY14-a | Did the Project invest and build result-based management capacity of local NGO partners and UN Women staff? What are the details of technical backstopping that UN Women provided to national NGO partners? Did UN Women phrase results in an appropriate way of RBM? | UN Women Programme Staff |
| 71 | EY14-a | What are the details of technical backstopping that UN Women provided to national NGO partners? Please give some examples. | UN Women Programme Staff |
| 76 | EY15-a | How was the responsibility of achieving the required results divided among partners (HNP, CERD and UN Women Pakistan)? What criteria or considerations were used? | UN Women staff or consultants involved in project design phase |
| 77 | EY15-a | Did the division of responsibility for achieving results also reflect in budgetary allocations for the partners? How were the budgetary allocation decisions made among the partners (HNP, CERD and UN Women Pakistan)? | UN Women staff or consultants involved in project design phase |
| 78 | EY15-a | Did UN Women share the global contract and budget (signed with RNE) with the partners (HNP and CERD)? | UN Women Programme Staff |
| 91 | EY17-b | What was the orientation of the monitoring system at UN Women level? Whose needs the system was primarily catering (e.g., RNE, UNW, Government, HBWs, HNP and CERD, etc.)? | UN Women Programme Staff |
| 92 | EY17-b | What processes did UN Women adopt to develop project monitoring mechanisms? | UN Women Programme Staff |
| 97 | EY18-b | Did the frontline staff UN Women receive training and other capacity-building opportunities to design and institute monitoring mechanisms? | UN Women Programme Staff |
| 102 | EY19-b | What type of reports UN Women generated through monitoring mechanisms? How much time did it take on the part of the frontline staff to prepare monitoring reports? Time heavy or light? | UN Women Programme Staff |
| 103 | EY19-b | How were monitoring reports registered within project management system at UN Women? How did follow-up loop work in the monitoring system? | UN Women Programme Staff |
| 104 | EY19-b | Did programme staff involve finance persons in the monitoring? Did it improve quality of the monitoring? | UN Women Programme Staff |

| Question ID | Evaluation Framework ID # | Question (Probing Direction) | Respondents |
|-------------|---------------------------|--|--|
| 111 | EY20-b | Did the monitoring mechanism segregate data based on gender, disability or age? | UN Women Programme Staff |
| 112 | EY20-b | Did UN Women share the financial data along with the key finding of the monitoring reports to relevant government officials and other stakeholders? If yes, how? Please share with us the process? | UN Women Programme Staff |
| 113 | EY20-b | Did UN Women use Right-based approach for monitoring and analysis of the finding? If yes, what are the essential learning points in the rights-based monitoring processes? | UN Women Programme Staff |
| 114 | EY20-b | Did Rights-based monitoring help to reinforce human rights standards, hold duty bearers accountable and strengthen participation and equity? Share with us how? | UN Women Programme Staff |
| 124 | EY21-b | How much UN Women allocated project resources (in percentage) for monitoring mechanisms at each partner level (UN Women Pakistan, HNP and CERD)? | UN Women staff or consultants involved in the project design phase |
| 125 | EY21-b | How did decision making happen about the resource allocation for monitoring budget in the project? What would UN Women have done differently? | UN Women Programme Staff |
| 126 | EY22-c | What were the criteria of allocation of resources for each project partner (UN Women PK, HNP and CERD)? | UN Women staff or consultants involved in the project design phase |
| 127 | EY22-c | Did UN Women re-evaluate (re-think) resource allocation, and change the budgetary allocations during project life? If yes, what were the reasons? | UN Women Programme Staff |
| 128 | EY22-c | Did UN Women prepare budgetary notes for the rationale and background calculation of resource allocation in each activity/budget line? The background calculation was shared among the partners. | UN Women staff or consultants involved in the project design phase |
| 130 | EY22-c | How was the provision of technical support planned at the project design phase? Who was responsible for giving the technical support? | UN Women staff or consultants involved in the project design phase |
| 131 | EY22-c | Did you use technology to improve efficiency? How? Please give some examples. | UN Women Programme Staff |
| 133 | EY22-c | What is the value & proportion of work sourced out to the external consultants (third-party) at each partners' level? | UN Women Programme Staff |

| Question ID | Evaluation Framework ID # | Question (Probing Direction) | Respondents |
|-------------|---------------------------|--|--------------------------|
| 134 | EY22-c | Was Project delivered on time? If not, what were the reasons? What UN Women and its partners can do to improve in the future? | UN Women Programme Staff |
| 146 | EY23-c | How many women, men and transgender employees were in the Project in your organisation? How many women or transgender in the management positions? | UN Women Programme Staff |
| 150 | EY24-d | How did UN Women track time and input of its staff for the managerial support and coordination of the Project? | UN Women Programme Staff |
| 151 | EY24-d | Did UN Women share information about UN Women's budgetary allocations and expenses made by UN Women with the local partners? | UN Women Programme Staff |
| 162 | EY26-d | What was the governance structure of the project? What was the representation of UN Women, local partners, government and beneficiaries in the governance structure? | UN Women Programme Staff |
| 163 | EY26-d | What did UN Women do in promoting human rights of HBWs at a country level while implementing the Project (visibility, influencing and translating influence into policy change)? | UN Women Programme Staff |
| 165 | EY26-d | How did UN Women promote the visibility of RNE, especially about women HBWs among the Norwegian public and opinion-makers? | UN Women Programme Staff |
| 167 | EF27-a | Why were local partners selected to implement the Project (rationale for implementing through partners instead of self-implementation)? | UN Women Programme Staff |
| 168 | EF27-a | When were local partners selected (before or after project approval)? How programmatic considerations (three outcomes of the Project) drive the selection process? | UN Women Programme Staff |
| 169 | EF27-a | Did UN women identify the weak areas of local partners and allocate resources for their capacity building in the project budget? | UN Women Programme Staff |
| 170 | EF28-b | What are the key achievements of promoting rights, laws and policies for women HBWS? | UN Women Programme Staff |
| 173 | EF28-b | What are the main accomplishments in improving skills and livelihood opportunities? | UN Women Programme Staff |

| Question ID | Evaluation Framework ID # | Question (Probing Direction) | Respondents |
|-------------|---------------------------|---|--|
| 174 | EF28-b | What are the successes in making WEE data available for HBWs? | UN Women Programme Staff |
| 177 | EF29-b | What is the combined impact of these three strategies (1. promoting rights, laws and policies, 2. improving skills and livelihood opportunities, 3. WEE data available) in influencing the government and private sector to take action? Can we analyse the effectiveness of these strategies in isolation of the others? | UN Women Programme Staff |
| 210 | I33-a | What is the contribution of the Project in building the strength of local partners? Can you please highlight the contribution? | UN Women Programme Staff |
| 211 | I33-a | What are the challenges of the local partners and UN Women Pakistan to retain their acquired capacity after Project's end? | UN Women Programme Staff |
| 219 | I37-b | Are federal and provincial governments using WEE data in performing their duties? | UN Women Programme Staff |
| 226 | I38-b | What were the components of capacity building of government institutions in the project design? Capacity building is not only training. What else did you include? What are the critical gaps? | UN Women Programme Staff |
| 227 | I38-b | What UN Women will do differently while designing the capacity building strategy for government and local groups (HBWs, etc.) under a new identical project? | UN Women Programme Staff |
| 233 | S39-a | Does the project part of UN Women organisational programme strategies (or stand-alone initiative)? | UN Women Programme Staff |
| 234 | S39-a | How UN Women planned to phase out in the project design? Did the project budget make allocations for phasing out work? | UN Women staff or consultants involved in project design phase |
| 235 | S39-a | Did UN Women apply for other grants around the rights of women HBWs during the project life? Please share details and the outcome. | UN Women Programme Staff |
| 243 | S40-a | Did UN Women support local partners and other stakeholders around HBW for developing new project proposals for new donors? | UN Women Programme Staff |
| 245 | S40-a | How did UN Women and partners ensure that the project management and other skill-building training are of high quality? Please share details of your efforts. | UN Women Programme Staff |

| Question ID | Evaluation Framework ID # | Question (Probing Direction) | Respondents |
|-------------|---------------------------|---|--------------------------|
| 249 | S41-b | Did provincial and federal governments approve the policies and laws through prescribed procedures? | UN Women Programme Staff |
| 253 | S42-c | Please share the factors that are essential (assumptions) for continuity of benefits obtained through collective bargain? Why achieved benefits will continue? What are the killer risks? | UN Women Programme Staff |
| 256 | HR43-a | What is the total number of HBWs? Among them, how many are (1) women, (2) women with disabilities and (3) transgender? | UN Women Programme Staff |

A.ii. Document Review Technique Questions Guide

| Question ID | Evaluation Framework ID # | Question (Probing Direction) | Respondents |
|-------------|---------------------------|--|---|
| 10 | R2-a | What are the critical features of UN Women's global and country strategy? How is the current Project anchored in the strategic framework of UN Women at international and national levels? Identify various strands of the relationship between the Project and the strategic direction of UN Women. | UN Women documents |
| 17 | R4-b | What is the proportion of HBWs in the informal sector of Pakistan's economy? What is the contribution of HBWs to GDP? What is the gender face of HBWs? How the issue of women HBWs and excluded group is a local issue of human suffering (instead of mainly driven by international priorities)? | Publications of ILO, UN Women and HNP related with HBWs |
| 129 | EY22-c | What is the proportion of fiscal shares for three outcomes? | UN Women Project Documents |
| 132 | EY22-c | Did the project link Full-Time Equivalent (FTE) employees with the project deliverables? | UN Women Project Documents |
| 145 | EY23-c | Calculation of resources UN Women and its partners allocated for the work where direct right-holders (beneficiaries) were only women and persons from excluded groups? | Budget allocations analysis from the documents |
| 149 | EY24-d | What was the proportion of resources in the Project allocated for UN Women Head Office and UN Women Pakistan? | Project Budget |

| Question ID | Evaluation Framework ID # | Question (Probing Direction) | Respondents |
|-------------|---------------------------|--|---|
| 250 | S41-b | Were the notifications of the policies, laws and regulations notified or published. | Notifications and publications in the Gazette |
| 259 | HR45-b | Did UN Women include information about its rights-based approach in the funding agreements with the donor and local partners? | Fund agreements with RNE and partners |
| 260 | HR45-b | Are Internal policies and procedures of UN Women reflecting human rights principles (promoting a culture of accountability, participation and equity in practice)? | UN Women grant manual and other related documents |

A.iii. Focus Group Discussion (FGD) Questions Guide

| Question ID | Evaluation Framework ID # | Question (Probing Direction) | Respondents |
|-------------|---------------------------|--|---|
| 19 | R4-b | How it makes a business case for investing and mainstreaming home-based work in the national economy? | Programme Staff of UN Women. They can also invite other stakeholders. |
| 22 | R4-b | How and why relevant are the national gender data coordination mechanisms developed under the Project with the priorities of the government and private sector? | Programme Staff of UN Women. They can also invite other stakeholders. |
| 42 | R7-c | What is the tangible contribution of the Project in improving knowledge, skills and operational environment of the government departments for the promotion of rights of HBWs? | Programme Staff of UN Women. They can also invite other stakeholders. |
| 62 | R11-f | What is happening with the HBWs work of local partners, government and private sector in the absence of the Project? Did they find some other donor/partner? Is there still a need for external assistance (or they able to continue benefits of the Project with their own resources and capacities)? | Programme Staff of UN Women. They can also invite other stakeholders. |
| 89 | EY16-a | What were the key benefits of using RBM? What were the critical blind-spots in the RBM approach (based on their experience of project implementation)? | Programme Staff of UN Women. They can also invite other stakeholders. |
| 90 | EY16-a | Did UN Women factor in lessons learn and best practices of other UN agencies, INGOs, NGOs and other actors in improving the efficiency of the Project? Please also see cross-reference Question No. R3-a. | Programme Staff of UN Women. They can also invite other stakeholders. |

| Question ID | Evaluation Framework ID # | Question (Probing Direction) | Respondents |
|-------------|---------------------------|---|---|
| 214 | I35-a | What are the key policy and legal changes happened at provincial and national levels due to project interventions? What are the key lessons learnt and how we can use the learning in developing the other programme? What should we have done differently? | Programme Staff of UN Women. They can also invite other stakeholders. |
| 244 | S40-a | How was mid-term evaluation used to improve the sustainability of the project results? | Programme Staff of UN Women. They can also invite other stakeholders. |

B. Royal Norwegian Embassy (RNE), Pakistan

B.i. Key Informant Interviews (KII) Questions Guide

| Question ID | Evaluation Framework ID # | Question (Probing Direction) | Respondents |
|-------------|---------------------------|--|----------------------------------|
| 5 | R1-a | How did UN Women identify and build a relationship with RNE as a donor? Please share with us the background and history of relationship between RNE and UN Women in Pakistan. | Relevant Programme person in RNE |
| 14 | R3-a | What were the other key stakeholders (other than UNW and local partners) who were already involved at policy and practice level with issues of home-based work? What was their strategy and scope of work? Why RNE decided to fund UN Women? | Relevant Programme person in RNE |
| 164 | EY26-d | How does RNE view the role of UN Women in the delivery of the Project? What are the key advantages that RNE realised in its partnership with UN Women? | Relevant Programme person in RNE |
| 166 | EY26-d | How did UN Women promote the visibility of RNE, especially about women HBWs among the Norwegian public and opinion-makers? | Relevant Programme person in RNE |
| 232 | S39-a | What are your expectations of sustainability as donor of the project? | Relevant Programme person in RNE |
| 242 | S39-a | What UN Women would have done differently while implementing the project? | Relevant Programme person in RNE |

C. Private Sector Companies

C.i. Key Informant Interview (KII) Questions Guide

| Question ID | Evaluation Framework ID # | Question (Probing Direction) | Respondents |
|-------------|---------------------------|--|----------------------------|
| 43 | R8-d | How Project involved value chain actors in the capacity building of HBWs? | Relevant persons from PSCs |
| 44 | R8-d | What were the key priorities of value-chain actors regarding capacity building of HBWs? | Relevant persons from PSCs |
| 45 | R8-d | Did value chain actors identify the "value" of project contribution in the enhanced capacity of HBWs? Did value chain actors pay for the improved value? | Relevant persons from PSCs |
| 50 | R10-f | What did private sector misses about the Project when it has ended? How did the Project improve their respective work or business? | Relevant persons from PSCs |
| 60 | R11-f | What are the critical gaps that local partners, government and private sector want (or expect) from UN Women to step in and help them? | Relevant persons from PSCs |
| 61 | R11-f | What is happening with their work around HBWs in the absence of the Project? Did they find some other donor/partner? Is there still a need for external assistance (or they able to continue benefits of the Project with their own resources and capacities)? | Relevant persons from PSCs |
| 66 | R12-f | What are the critical project successes that private sector partner can recall on extempore? How PS articulates wins in the Project (capture the keywords & semantics). | Relevant persons from PSCs |

D. Provincial Government Departments

D.i. Key Informant Interview (KII) Questions Guide

| Question ID | Evaluation Framework ID # | Question (Probing Direction) | Respondents |
|-------------|---------------------------|---|--|
| 21 | R4-b | How relevant are the national gender data coordination mechanisms developed under the Project with the priorities of the government and private sector? | Relevant persons in the government departments |
| 27 | R5-b | What is the situation now regarding key policy and legal instruments related to home-based work (2020)? How can we attribute changes (if any) in the policy & practice of the government to the work of Project (find key attributions, if any)? | Relevant persons in the government departments |
| 30 | R6-b | What Project contributed to the priorities of the government regarding HBWs, especially women and excluded groups? | Relevant persons in the government departments |
| 37 | R7-c | Were the training and other capacity-building efforts being in line with the priorities of the government departments? What is the tangible contribution of the Project in improving knowledge, skills and operational environment of the government departments for the promotion of rights of HBWs? | Relevant persons in the government departments |
| 49 | R10-f | What did government officials miss about the Project when it has ended? How did the Project improve their respective work? | Relevant persons in the government departments |
| 54 | R11-f | What are the critical gaps that local partners, government and private sector want (or expect) from UN Women to step in and help them? | Relevant persons in the government departments |
| 55 | R11-f | What is happening with their work around HBWs in the absence of the Project? Did they find some other donor/partner? Is there still a need for external assistance (or they able to continue benefits of the Project with their own resources and capacities)? | Relevant persons in the government departments |
| 65 | R12-f | What are the critical project successes that the government can recall on extempore? How government articulates wins in the Project (capture the keywords & semantics). | Relevant persons in the government departments |
| 248 | S41-b | Did provincial and federal governments approve the policies and laws through prescribed procedures? | Relevant persons in the government departments |

D.ii. Document Review Technique Questions Guide

| Question ID | Evaluation Framework ID # | Question (Probing Direction) | Respondents |
|-------------|---------------------------|--|---|
| 36 | R6-b | What Project contributed to the priorities of the government regarding HBWs, especially women and excluded groups? | Documents about priorities of the government regarding HBWs and informal economy. |

E. Microfinance Institution – Akhuwat

E.i. Key Informant Interview (KII) Questions Guide

| Question ID | Evaluation Framework ID # | Question (Probing Direction) | Respondents |
|-------------|---------------------------|---|---|
| 51 | R10-f | What did Akhuwat misses about the Project when it has ended? | Akhuwat Programme Person dealing with the HBWs of the project |
| 52 | R10-f | How did the Project improve your work or business? | Akhuwat Programme Person dealing with the HBWs of the project |
| 53 | R10-f | How many HBWs of the project obtained microfinance services from your organisation? | Akhuwat Programme Person dealing with the HBWs of the project |

F. Implementing Local Partners – HomeNet Pakistan, Centre of Excellence for Rural Development (CERD)

Note: The same questions (as for HNP) were asked to CERD with slight modifications.

F.i. Key Informant Interview (KII) Questions Guide

| Question ID | Evaluation Framework ID # | Question (Probing Direction) | Respondents |
|-------------|---------------------------|--|----------------------|
| 7 | R1-a | Who undertook need assessment and who participated in the project design and planning? | HNP Programme Person |
| 8 | R1-a | How was policy analysis done to identify the need for policy and laws around home-based work? How were the needs identified? | HNP Programme Person |
| 12 | R3-a | What were the other key stakeholders (other than UNW and local partners) who were already involved at policy and practice level with issues of home-based work? What was their strategy and scope of work? | HNP Programme Person |
| 20 | R4-b | How it makes a business case for investing and mainstreaming home-based work in the national economy? | HNP Programme Person |
| 25 | R5-b | What were the key policy and legal instruments related to home-based work before the Project (2017)? Were the HBWs considered "worker" for social security and old age benefits & other schemes of the provincial and federal governments? | HNP Programme Person |
| 26 | R5-b | What is the situation now regarding key policy and legal instruments related to home-based work (2020)? How can we attribute changes (if any) in the policy & practice of the government to the work of Project (find key attributions, if any)? | HNP Programme Person |
| 31 | R6-b | What field-based evidence project provides for local, national and international advocacy for the rights of women HBWs? | HNP Programme Person |
| 32 | R6-b | How information received about referral mechanisms of Violence Against Women (VAW) was relevant for women HBWs? Did they use the information? | HNP Programme Person |

| Question ID | Evaluation Framework ID # | Question (Probing Direction) | Respondents |
|-------------|---------------------------|--|-----------------------|
| 39 | R7-c | What are the processes through which HNP and CERD identified capacity building needs of the government officials and departments? What is the tangible contribution of the Project in improving knowledge, skills and operational environment of the government departments for the promotion of rights of HBWs? | HNP Programme Person |
| 46 | R8-d | How Project involved value chain actors in the capacity building of HBWs? | HNP Programme Person |
| 47 | R9-e | What are the key achievements of women's economic empowerment alliance during the Project? How relevant are those changes with the priorities of HBWs, particularly women and excluded persons? | HNP Programme Person |
| 48 | R9-e | What are the key achievements of women's economic empowerment alliance during the Project? How relevant are those changes with the priorities of HBWs, particularly women and excluded persons? | CERD Programme Person |
| 58 | R11-f | What are the critical gaps that local partners, government and private sector want (or expect) from UN Women to step in and help them? | HNP Programme Person |
| 59 | R11-f | What is happening with their work around HBWs in the absence of the Project? Did they find some other donor/partner? Is there still a need for external assistance (or they able to continue benefits of the Project with their own resources and capacities)? | HNP Programme Person |
| 64 | R12-f | What are the critical project successes that HNP can recall on extempore? How HNP articulates wins in the Project (capture the keywords & semantics)? | HNP Programme Person |
| 68 | EY13-a | Did HNP link activities and budget lines? Did HNP undertake value-for-money analysis and improve efficiency per PKR? | HNP Programme Person |
| 72 | EY14-a | Did the Project invest and build result-based management capacity of HNP staff? Did HNP use result-based work planning and budgeting? Did HNP phrase results in an appropriate way of RBM? | HNP Programme Person |
| 73 | EY14-a | What are the details of technical backstopping that HNP received from UN Women? Please give some examples. | HNP Programme Person |

| Question ID | Evaluation Framework ID # | Question (Probing Direction) | Respondents |
|-------------|---------------------------|---|--|
| 79 | EY15-a | How was the responsibility of achieving the required results divided among partners (HNP, CERD and UN Women Pakistan)? What criteria or considerations were used? | HNP Leadership or the person involved at designing phase |
| 80 | EY15-a | Did the division of responsibility for achieving results also reflect in budgetary allocations for the HNP? How were the budgetary allocation decisions made among the partners (HNP, CERD and UN Women Pakistan)? Share with us the process. | HNP Leadership or the person involved at designing phase |
| 81 | EY15-a | Did UN Women share the global contract and budget (signed with RNE) with the HNP? | HNP Programme Person |
| 85 | EY16-a | Did the frontline staff of HNP find RBM relevant to their operational environment? | HNP Programme Person |
| 86 | EY16-a | What were the key benefits of using RBM? What were the critical blind-spots in the RBM approach (based on their experience of project implementation)? | HNP Programme Person |
| 93 | EY17-b | What was the orientation of the monitoring system at HNP level? Whose needs the system was catering (e.g., UN Women, Government, HBWs, etc.)? | HNP Programme Person |
| 94 | EY17-b | What processes did HNP adopt to develop project monitoring mechanisms? | HNP Programme Person |
| 98 | EY18-b | Did the frontline staff of HNP receive training and other capacity-building opportunities to design and institute monitoring mechanisms? | HNP Programme Person |
| 99 | EY18-b | How did HNP develop the understanding about performance criteria or indicators for monitoring? | HNP Programme Person |
| 105 | EY19-b | What type of reports HNP generated through monitoring mechanisms? How much time did it take on the part of the frontline staff to prepare monitoring reports? Time heavy or light? | HNP Programme Person |

| Question ID | Evaluation Framework ID # | Question (Probing Direction) | Respondents |
|-------------|---------------------------|---|----------------------|
| 106 | EY19-b | How were monitoring reports registered within project management system at HNP? How did follow-up loop work in the monitoring system? | HNP Programme Person |
| 107 | EY19-b | Did programme staff involve finance persons in the monitoring? Did it improve quality of the monitoring? | HNP Programme Person |
| 116 | EY20-b | Did the monitoring mechanism segregate data based on gender, disability or age? | HNP Programme Person |
| 117 | EY20-b | Did HNP share the financial data along with the key finding of the monitoring reports to HBWs, government officials and other stakeholders? If yes, how? Please share with us the process? | HNP Programme Person |
| 118 | EY20-b | Did HNP use Right-based approach for monitoring and analysis of the finding? If yes, what are the essential learning points in the rights-based monitoring processes? | HNP Programme Person |
| 119 | EY20-b | Did Rights-based monitoring help to reinforce human rights standards, hold duty bearers accountable and strengthen participation and equity? Share with us how? | HNP Programme Person |
| 135 | EY22-c | What were the criteria of allocation of resources for each project partner (UN Women PK, HNP and CERD)? | HNP Programme Person |
| 136 | EY22-c | Did HNP prepare budgetary notes for the rationale and background calculation of resource allocation in each activity/budget line? The background calculation was shared among all the partners. | HNP Programme Person |
| 137 | EY22-c | Did you use technology to improve efficiency? How? Please give some examples. | HNP Programme Person |
| 138 | EY22-c | What is the value & proportion of work HNP sourced out to the external consultants (third-party)? | HNP Programme Person |
| 139 | EY22-c | Was Project delivered on time? If not, what were the reasons? What HNP can do to improve in the future? | HNP Programme Person |

| Question ID | Evaluation Framework ID # | Question (Probing Direction) | Respondents |
|-------------|---------------------------|---|-------------------------------------|
| 147 | EY23-c | How many women, men and transgender employees were in the Project in your organisation? How many women or transgender in the management positions? | HNP Programme Person |
| 152 | EY25-d | What is the value of UN Women's role for HNP? How the UN Women staff and partners staff articulate the value of UN Women in the Project? | HNP Programme Person |
| 153 | EY25-d | What is HNP perceptions and opinions about value-for-money about the support UN women provided them during the project implementation? | HNP Programme Person |
| 154 | EY25-d | What are the key roles that HNP wants UN Women to play in future for such donor-funded projects? | HNP Programme Person |
| 155 | EY25-d | Did UN Women helped local HNP in obtaining necessary NOCs and other permissions from the government (was this process efficient and what can be improved)? If yes, please share details. | HNP Programme Person |
| 156 | EY25-d | What are the key learning points of frontline staff and leadership of the CERD while working with UN Women Pakistan on this project? | HNP Programme Person and Leadership |
| 171 | EF28-b | What are the key achievements of promoting rights, laws and policies for women HBWS? | HNP Programme Person and Leadership |
| 176 | EF28-b | What are the main accomplishments in improving skills and livelihood opportunities? | HNP Programme Person |
| 178 | EF29-b | What is the combined impact of these three strategies (1.promoting rights, laws and policies, 2.improving skills and livelihood opportunities, 3. WEE data available) in influencing the government and private sector to take action? Can we analyse the effectiveness of these strategies in isolation of the others? | HNP Programme Person |
| 181 | EF30-c | What role did government officials play in promoting rights of HBWs and excluded groups after training? Collect some case studies. | HNP Programme Person |

| Question ID | Evaluation Framework ID # | Question (Probing Direction) | Respondents |
|-------------|---------------------------|---|----------------------|
| 182 | EF30-c | What are the key lessons learnt in conducting capacity building work for the government officials? | HNP Programme Person |
| 190 | EF31-d | What did the local organisation do to improve collective bargaining powers of women HBWs and excluded groups? Please share details of efforts with the government institutions and private sector? | HNP Programme Person |
| 191 | EF31-d | How sustainable are the changes in improving bargaining powers of HBWs that your organisation achieves? | HNP Programme Person |
| 192 | EF31-d | What are the critical lessons in the improvement of collective bargaining powers of HBWs with the government institutions at provincial and national levels? | HNP Programme Person |
| 193 | EF31-d | What are the essential lessons of the advancement of collective bargaining powers of HBWs with private sector/value chain actors? | HNP Programme Person |
| 194 | EF32-d | What is your cost-benefit analysis of project work around improving the collective bargaining power of HBWs? How much local partners allocated in terms of resources (financial, human and technical) and how did it translate into concrete benefits for HBWs? | HNP Programme Person |
| 195 | EF32-d | What is more cost-effective to improve the collective bargaining powers of HBWs with the government or private sector? | HNP Programme Person |
| 198 | I33-a | What are the key achievements of Women Economic Empowerment Alliance? What are the factors that contributed in it possible? | HNP Programme Person |
| 199 | I33-a | Can we scale up learning from the women economic alliance work at national and regional levels? How? | HNP Programme Person |
| 200 | I33-a | What are the key learning points from capacity-building work of District Action Committees (DACs)? | HNP Programme Person |
| 201 | I33-a | How District Action Committees (DACs) linked grassroots activists with district and provincial authorities? | HNP Programme Person |

| Question ID | Evaluation Framework ID # | Question (Probing Direction) | Respondents |
|-------------|---------------------------|--|-------------------------------------|
| 202 | I33-a | What is the contribution of the Project in building the strength of local partners? Can you please highlight the contribution? | HNP Programme Person |
| 203 | I33-a | What are the challenges of the local partners to retain their acquired capacity after Project's end? | HNP Programme Person and Leadership |
| 212 | I34-a | How did skill development training workshops improved income (conducted with women HBWs and excluded groups)? Collect case studies and isolate the factors for success and failure. | HNP Programme Person |
| 220 | I37-b | What were the follow-up actions after capacity building training to the government officials? | HNP Programme Person |
| 221 | I37-b | How officials used or not used their newly acquired skills to contribute to policy change processes. | HNP Programme Person |
| 222 | I37-b | How many officials trained by the Project are still in their posting (not transferred)? | HNP Programme Person |
| 228 | I38-b | What were the components of capacity building of government institutions in the project design? Capacity building is not only training. What else did you include? What are the critical gaps? | HNP Programme Person |
| 229 | I38-b | What HNP will do differently while designing the capacity building strategy for government and local groups (HBWs, etc.) under a new identical project? | HNP Programme Person |
| 236 | S39-a | Does the project part of HNP organisational programme strategies (or stand-alone initiative)? Please ask copy of HNP Programme Strategy (overall) | HNP Programme Person |
| 237 | S39-a | How HNP planned to phase out in the project design? Did the project budget make allocations for phasing out work? | HNP Programme Person |
| 238 | S39-a | Did HNP apply for other grants around the rights of women HBWs during the project life? Please share details and the outcome. | HNP Programme Person |

| Question ID | Evaluation Framework ID # | Question (Probing Direction) | Respondents |
|-------------|---------------------------|---|----------------------|
| 246 | S40-a | How did HNP ensure that the project management and other skill-building training funded by the project are of high quality. Please share details of your efforts. | HNP Programme Person |
| 254 | S42-c | Please share the factors that are essential (assumptions) for continuity of benefits obtained through collective bargain? Why achieved benefits will continue? What are the killer risks? | HNP Programme Person |
| 257 | HR44-a | What are the numbers of HBWs HNP facilitated in obtaining (1) a worker's insurance cover or (2) social security or (3) old age benefit registration? Please give numbers against all category. Also mention separately if one person obtained more than one facility. | HNP Programme Person |

F.ii. Document Review Technique Questions Guide

| Question ID | Evaluation Framework ID # | Question (Probing Direction) | Respondents |
|-------------|---------------------------|---|---|
| 18 | R4-b | What is the proportion of HBWs in the informal sector of Pakistan's economy? What is the contribution of HBWs to GDP? What is the gender face of HBWs? How the issue of women HBWs and excluded group is a local issue of human suffering (instead of mainly driven by international priorities)? | Publications of ILO, UN Women and HNP related with HBWs |
| 23 | R5-b | What were the key policy and legal instruments related to home-based work before the Project (2017)? Were the HBWs considered "worker" for social security and old age benefits & other schemes of the provincial and federal governments? | Publications of HNP |
| 40 | R7-c | What is the tangible contribution of the Project in improving knowledge, skills and operational environment of the government departments for the promotion of rights of HBWs? Do you have any publication or document in which such contribution is highlighted? | HNP Programme Person |
| 180 | EF30-c | What were the follow-up actions designed in the capacity building plan of the government institutions? | Training documents |

| Question ID | Evaluation Framework ID # | Question (Probing Direction) | Respondents |
|-------------|---------------------------|---|---|
| 251 | S42-c | Are the benefits achieved through collective bargain sustainable? Please share the notification or written record (like news items, etc.) | Notifications and publications in the Gazette |
| 261 | HR45-b | Are Internal policies and procedures of HNP reflecting human rights principles (promoting a culture of accountability, participation and equity in practice)? | HNP Policies and Procedures Manual |

G. International Labour Organisation (ILO)

G.i. Key Informant Interview (KII) & Document Review Technique Questions Guide

| Question ID | Evaluation Framework ID # | Question (Probing Direction) | Respondents |
|-------------|---------------------------|--|---------------------------------------|
| 13 | R3-a | What are the other key stakeholders (other than UNW and local partners) who are already involved at policy and practice level with issues of home-based work? What is their strategy and scope of work? | Relevant Programme person in ILO |
| 16 | R3-a | What were the other key stakeholders (other than UNW and local partners) who were already involved at policy and practice level with issues of home-based work? What was their strategy and scope of work? Why RNE decided to fund UN Women? | Publications of ILO related with HBWs |
| 24 | R5-b | What were the key policy and legal instruments related to home-based work before the Project (2017)? Were the HBWs considered "worker" for social security and old age benefits & other schemes of the provincial and federal governments? | Publications of ILO |

H. Home Based Workers (HBWs)

H.i. Key Informant Interview (KII) Questions Guide

| Question ID | Evaluation Framework ID # | Question (Probing Direction) | Respondents |
|-------------|---------------------------|---|-------------|
| 29 | R6-b | What are the critical and important priorities of HBWs at the moment? What are the women-specific priorities? Please be aware the impact of COVID-19 in the conversation. | HBWs |
| 115 | EY20-b | Did HNP/CERD share the financial data of the project with you? How much funding they receive, what they are spending on the training, etc. If yes, how? Please share with us the process? | HBWs |
| 215 | I36-a | What was your role in project and how did you benefit from the project? | HBWs |
| 216 | I36-a | What are the fundamental changes that project made in your life at personal, family and community levels? | HBWs |
| 217 | I36-a | What difficulties did you face to exercise your human rights when you participated in the project? Collect some examples. | HBWs |
| 218 | I36-a | What we should do differently in future if we come up with another project for HBWs? Please give your suggestions. | HBWs |

Annex 8
Evaluation Framework

| ID # | Primary Evaluation Criterion | Secondary Evaluation Criterion | Specific Questions (Detailed Questions) | Who will be contacted? (Stakeholders) | Research Techniques | Explanatory Note |
|------|------------------------------|----------------------------------|---|---------------------------------------|----------------------------------|---|
| R1-a | Relevance | Effectiveness | <p>What were the needs of women Home-Based Workers and excluded groups at the time of project design? How was policy analysis done to identify the need for policy and laws around home-based work? How were the needs identified? Who undertook need assessment and who participated in the project design and planning? Did UN Women scan donors? How did UN Women identify and build a relationship with RNE as a donor?</p> | <p>UNW-PK, ILP-CERD, ILP-HNP</p> | <p>KIIs Documents review</p> | <p>The consultants will be focusing on design phase of the project. It is also possible that UNW-PK staff was not involved and organisation hired external consultants for assessment. We will request UNW-PK to guide us to the concerned persons who undertook assessment for the project design phase.</p> |
| R2-a | Relevance | Human Rights and Gender Equality | <p>What are the critical features of UN Women's global and country strategy? How is the current Project anchored in the strategic framework of UN Women at international and national levels? Identify various strands of the relationship between the Project and the strategic direction of UN Women. How UN Women integrated a rights-based approach in its work at all levels of the organisation? Identify the key elements that form organisation culture based on a rights-based approach.</p> | <p>UNW-PK</p> | <p>DRT, KIIs</p> | <p>The consultants will review the strategic coherence between global, country, programme and project. Moreover, they may also ask questions about key elements of organisational culture.</p> |

| ID # | Primary Evaluation Criterion | Secondary Evaluation Criterion | Specific Questions (Detailed Questions) | Who will be contacted? (Stakeholders) | Research Techniques | Explanatory Note |
|------|------------------------------|--------------------------------|--|---------------------------------------|---------------------|--|
| R3-a | Relevance | Efficiency | <p>What were the other key stakeholders (other than UNW and local partners) who were already involved at policy and practice level with issues of home-based work? What was their strategy and how UN women project integrated lessons learnt from other INGOs and NGOs in the project design? Please also see cross-reference Question No. EY-16-a.</p> | ILO, ILP-HNP, UNW-PK and RNE | DRT, KIs | <p>The consultants will organise virtual meetings with ILO's concerned staff. We assume that we will be able to contact the persons. The consultants will also review ILO Published documents around Home Based Work and other materials. RNE will provide us insights into the rationale for funding UN Women instead of other actors, especially why did they not directly fund local NGOs? The perspective of HNP will help us to understand the historical context of rights work around women HBWs.</p> |

| ID # | Primary Evaluation Criterion | Secondary Evaluation Criterion | Specific Questions (Detailed Questions) | Who will be contacted? (Stakeholders) | Research Techniques | Explanatory Note |
|------|------------------------------|----------------------------------|--|---------------------------------------|---------------------|--|
| R4-b | Relevance | Impact | <p>What is the proportion of HBWs in the informal sector of Pakistan's economy? What is the contribution of HBWs to GDP? What is the gender face of HBWs? How the issue of women HBWs and excluded group is a local issue of human suffering (instead of mainly driven by international priorities)? How it makes a business case for investing and mainstreaming home-based work in the national economy? How relevant are the national gender data coordination mechanisms developed under the Project with the priorities of the government and private sector?</p> | ILO, ILP-HNP, UNW-PK, PGDs | DRT, KIs, FGIs | The consultants will mainly obtain information from the documents. They will fill gaps through KIs and FGIs. |
| R5-b | Relevance | Human Rights and Gender Equality | <p>What were the key policy and legal instruments related to home-based work before the Project? Were the HBWs considered "worker" for social security and old age benefits & other schemes of the provincial and federal governments? What is the situation now? How can we attribute changes (if any) in the policy & practice of the government to the work of Project (find key attributions, if any)?</p> | ILO, ILP-HNP, PGDs, UNW-PK | DRT, KIs | The consultants will mainly obtain information from the documents. They will fill gaps through KIs. |

| ID # | Primary Evaluation Criterion | Secondary Evaluation Criterion | Specific Questions (Detailed Questions) | Who will be contacted? (Stakeholders) | Research Techniques | Explanatory Note |
|------|------------------------------|----------------------------------|---|---------------------------------------|---------------------|---|
| R6-b | Effectiveness | Human Rights and Gender Equality | <p>What are the critical priorities of HBWs at the moment? What are the women-specific priorities? What Project contributed to the priorities of the government? What field-based evidence project provided for local, national and international advocacy for the rights of women HBWs? How information received about referral mechanisms of Violence Against Women (VAW) was relevant for women HBWs? Did they use the information?</p> | HBWs, PGDs, UNW-PK, ILP-HNP, ILP-CERD | DRT, KIIs | <p>The main information will come through KIIs. The consultants will fill gaps through published materials.</p> |
| R7-c | Relevance | Sustainability | <p>Were the training and other capacity-building efforts were in line with the priorities of the government departments? What are the processes through which HNP and CERD identified capacity building needs of the government officials and departments? What is the tangible contribution of the Project in improving knowledge, skills and operational environment of the government departments for the promotion of rights of HBWs?</p> | PGDs, UNW-PK, ILP-HNP, ILP-CERD | DRT, KIIs, FGIs | <p>The focus of inquiry is on training. Therefore, the consultants will also triangulate the information with the project reports, etc.</p> |

| ID # | Primary Evaluation Criterion | Secondary Evaluation Criterion | Specific Questions (Detailed Questions) | Who will be contacted? (Stakeholders) | Research Techniques | Explanatory Note |
|-------|------------------------------|--------------------------------|--|---------------------------------------|---------------------|--|
| R8-d | Relevance | Sustainability | How Project involved value chain actors in the capacity building of HBWs? What were the key priorities of value-chain actors regarding capacity building of HBWs? Did value chain actors identify the "value " of project contribution in the enhanced capacity of HBWs? Did value chain actors pay for the improved value? | PSCs, ILP-HNP | KIIs | The project focus is not on the value-chain. Rather project has invested its focus on working with the government. Through this, the consultants will obtain the available information about project's contribution to the value chains. |
| R9-e | Relevance | Sustainability | What are the key achievements of women's economic empowerment alliance during the Project? How relevant are those changes with the priorities of HBWs, particularly women and excluded persons? | ILP-HNP, ILP-CERD | KIIs | The alliance is one of the very important initiative of the project. Local partners took lead role. The consultant will obtain the relevant information from the local partners. |
| R10-f | Relevance | Effectiveness | What did government officials and private sector miss about the Project when it has ended? How did the Project improve their respective work or business? | PGDs, PSCs, MIA | KIIs | The consultants will capture view of the key stakeholders with reference to their business interest in the project. |
| R11-f | Relevance | Impact | What are the critical gaps that local partners, government and private sector want (or expect) from UN Women to step in and help them? What is happening with their HBWs work in the absence of the Project? Did they find some other partner? Is there still a need for external assistance (or they able to continue benefits of the Project with their own resources and capacities)? | PGDs, PSCs, ILP-HNP, ILP-CERD | KIIs, FGIs | The question also has sustainability dimension. We expect that the information will be generalised instead of specific. |

| ID # | Primary Evaluation Criterion | Secondary Evaluation Criterion | Specific Questions (Detailed Questions) | Who will be contacted? (Stakeholders) | Research Techniques | Explanatory Note |
|--------|------------------------------|--------------------------------|---|---------------------------------------|---------------------|---|
| R12-f | Relevance | Impact | What are the critical successes that the local CSO partners, government and private sector partners can recall on extempore? How partners (CSOs, Government and PS) articulate their wins in the Project (capture the keywords & semantics). | ILP-CERD, ILP-HNP, PGD, PSCs | KIIs | Please find lingual patterns in the description of project successes. |
| EY13-a | Efficiency | Effectiveness | Did UN Women and partners link activities and budget lines? Did they undertake value-for-money analysis and improve efficiency per PKR/NOK? How did currency transfer work from NOK to USD to PKR? Did the UN system charge for currency conversation besides 8% of the indirect costs? | ILP-CERD, ILP-HNP, UNW-PK | KIIs | The consultants will obtain information about understanding of UN Women programme staff and partners staff about the RBM. |
| EY14-a | Efficiency | Sustainability | Did the Project invest and build result-based management capacity of local NGO partners? What are the details of technical backstopping that UN Women provided to national NGO partners? Did partner use result-based work planning and budgeting? Did partners and UN Women phrase results in an appropriate way of RBM? | ILP-CERD, ILP-HNP, UNW-PK | KIIs | |

| ID # | Primary Evaluation Criterion | Secondary Evaluation Criterion | Specific Questions (Detailed Questions) | Who will be contacted? (Stakeholders) | Research Techniques | Explanatory Note |
|--------|------------------------------|--------------------------------|---|---------------------------------------|---------------------|------------------|
| EY15-a | Efficiency | Impact | <p>How was the responsibility of achieving the required results divided among partners (HNP, CERD and UN Women Pakistan)? Did the division of responsibility for achieving results also reflect in budgetary allocations for the partners? What was the fiscal funding "per beneficiary per result" among partners? Did UN Women share the global contract and budget (signed with RNE) with the partners? How were the budgetary allocation decisions made among the partners?</p> | ILP-CERD, ILP-HNP, UNW-PK | KIIs | |
| EY16-a | Efficiency | Relevance | <p>Did the frontline staff of partners find RBM relevant to their operational environment? What are the key benefits and areas for improvement? What were the critical blind-spots in the RBM approach (based on their experience of project implementation)? Did UN Women factor in lessons learned and best practices of other UN agencies, INGOs, NGOs and other actors in improving the efficiency of the Project? Please also see cross-reference Question No. R3-a.</p> | ILP-CERD, ILP-HNP, UNW-PK | KIIs, FGIs | |

| ID # | Primary Evaluation Criterion | Secondary Evaluation Criterion | Specific Questions (Detailed Questions) | Who will be contacted? (Stakeholders) | Research Techniques | Explanatory Note |
|--------|------------------------------|--------------------------------|--|---------------------------------------|---------------------|------------------|
| EY17-b | Efficiency | Impact | What was the orientation of the monitoring system at UN Women and local implementing partners (HNP and CERD) levels? Whose needs the system was catering (e.g., RNE, UNW, Government, HBWs, HNP and CERD, etc.)? What processes did UN Women and local partners use to develop their respective monitoring mechanisms? | ILP-CERD, ILP-HNP, UNW-PK | KIs | |
| EY18-b | Efficiency | Sustainability | Did the frontline staff of partners and UN Women receive training and other capacity-building opportunities to design and institute monitoring mechanisms? How did partner develop the understanding about performance criteria or indicators? | ILP-CERD, ILP-HNP, UNW-PK | KIs | |

| ID # | Primary Evaluation Criterion | Secondary Evaluation Criterion | Specific Questions (Detailed Questions) | Who will be contacted? (Stakeholders) | Research Techniques | Explanatory Note |
|--------|------------------------------|----------------------------------|---|---------------------------------------|---------------------|------------------|
| EY19-b | Efficiency | Effectiveness | <p>What type of reports UN Women and partners generated through monitoring mechanisms and what was the frequency of each type of the report? How much time did it take on the part of the frontline staff to prepare monitoring reports? How were monitoring reports registered within project management system at UN Women and local partners' level? Did programme staff involve finance persons in the monitoring? How did partners consolidate monitoring reports to generate a bigger picture? How did follow-up loop work in monitoring system?</p> | ILP-CERD, ILP-HNP, UNW-PK | | |
| EY20-b | Efficiency | Human Rights and Gender Equality | <p>How did the monitoring mechanism segregate data based on gender, disability or age? Did project partners use Right-based approach for monitoring and analysis of the finding? How were key results of the monitoring shared with HBWs and relevant government officials? Did Rights-based monitoring help to reinforce human rights standards, hold duty bearers accountable and strengthen participation and equity? Did Project partner share the financial data along with the key finding of the monitoring reports to HBWs, government officials and other stakeholders? What are the essential learning points in the rights-based monitoring processes?</p> | ILP-CERD, ILP-HNP, UNW-PK, HBWs | | |

| ID # | Primary Evaluation Criterion | Secondary Evaluation Criterion | Specific Questions (Detailed Questions) | Who will be contacted? (Stakeholders) | Research Techniques | Explanatory Note |
|--------|------------------------------|--------------------------------|---|---------------------------------------|---------------------|------------------|
| EY21-b | Efficiency | Not Applicable | How much UN Women allocated project resources for monitoring mechanisms at each partner level (UN Women Pakistan, HNP and CERD)? How did decision making about the resource allocation work? What partners could have done differently? | UNW-PK | KIs | |
| EY22-c | Efficiency | Effectiveness | What were the criteria of allocation of resources for each project partner (UN Women PK, HNP and CERD)? Did partners prepare budgetary notes for the rationale and background calculation of resource allocation in each activity/ budget line? What is the proportion of fiscal shares for three outcomes? How was technical support planned at the project design phase? Did partners re-evaluate (think) resource allocation, and did they change it during project life? How did the use of technology help in improving efficiency? Did the project link Full-Time Equivalent (FTE) employees with the project deliverables? What is the value & proportion of work sourced out to the external consultants (third-party) at each partners' level? Was Project deliver on time. If not, what were the reasons? What UN Women and its partners can do to improve in the future? | ILP-CERD, ILP-HNP, UNW-PK | KIs, DRT | |

| ID # | Primary Evaluation Criterion | Secondary Evaluation Criterion | Specific Questions (Detailed Questions) | Who will be contacted? (Stakeholders) | Research Techniques | Explanatory Note |
|--------|------------------------------|----------------------------------|---|---------------------------------------|---------------------|------------------|
| EY23-c | Efficiency | Human Rights and Gender Equality | <p>What was the proportion of women, men and transgender employees in the Project at each partner level? What is the ratio of women and transgender persons in the position of authority within the Project? How many resources UN Women and its partners allocated for the work where direct right-holders (beneficiaries) were only women and persons from excluded groups?</p> | ILP-CERD, ILP-HNP, UNW-PK | KIIs, DRT | |
| EY24-d | Efficiency | Effectiveness | <p>What was the proportion of resources in the Project allocated for UN Women Head Office and UN Women Pakistan? How did UN Women track time and input of its staff for the managerial support and coordination of the Project? Did UN Women share information about its budgetary allocations and expenses with local partners?</p> | UNW-PK | KIIs, DRT | |

| ID # | Primary Evaluation Criterion | Secondary Evaluation Criterion | Specific Questions (Detailed Questions) | Who will be contacted? (Stakeholders) | Research Techniques | Explanatory Note |
|--------|------------------------------|--------------------------------|--|---------------------------------------|---------------------|------------------|
| EY25-d | Efficiency | Sustainability | <p>What is the value of UN Women's role for project partners? How the UN Women staff and partners staff articulate the value of UN Women in the Project? What is their perceptions and opinions about value-for-money about the support UN women provided them during the project implementation? What are the key roles that they want UN Women to play in future for donor-funded projects? How UN Women helped local partners in obtaining necessary NOCs and other permissions from the government (was this process efficient and what can be improved)? What are the key learning points of frontline staff and leadership of the local partners while working with UN Women Pakistan?</p> | ILP-CERD, ILP-HNP | KIIs, DRT | |

| ID # | Primary Evaluation Criterion | Secondary Evaluation Criterion | Specific Questions (Detailed Questions) | Who will be contacted? (Stakeholders) | Research Techniques | Explanatory Note |
|--------|------------------------------|----------------------------------|---|---------------------------------------|---------------------|------------------|
| EY26-d | Efficiency | Human Rights and Gender Equality | <p>What was the project governance structure? What was the representation of UN Women, local partners, government and beneficiaries in the governance structure? What did UN Women do in promoting human rights of HBWs at a country level while implementing the Project (visibility, influencing and translating influence into policy change)? How does RNE view the role of UN Women in the delivery of the Project? What are the key advantages that RNE realised in its partnership with UN Women? How did UN Women promote the visibility of RNE, especially about women HBWs among the Norwegian public and opinion-makers?</p> | RNE, UNW-PK | KIIs | |
| EE27-a | Effectiveness | Sustainability | <p>Why were local partners selected to implement the Project (rationale)? When were local partners selected (before or after project approval)? How programmatic considerations (three outcomes of the Project) drive the selection process? Did UN women identify the weak areas of local partners and allocate resources for their capacity building in the project budget?</p> | UNW-PK | KIIs | |

| ID # | Primary Evaluation Criterion | Secondary Evaluation Criterion | Specific Questions (Detailed Questions) | Who will be contacted? (Stakeholders) | Research Techniques | Explanatory Note |
|--------|------------------------------|--------------------------------|--|---------------------------------------|---------------------|------------------|
| EE28-b | Effectiveness | Sustainability | What are the key achievements of promoting rights, laws and policies for women HBWS? What are the main accomplishments in improving skills and livelihood opportunities? What are the successes in making WEE data available for HBWS? | ILP-CERD, ILP-HNP, UNW-PK | KIIs | |
| EE29-b | Effectiveness | Efficiency | What is the combined impact of these three strategies in influencing the government and private sector to take action? Can we analyse the effectiveness of these strategies in isolation of the others? | ILP-CERD, ILP-HNP, UNW-PK | KIIs | |
| EE30-c | Effectiveness | Sustainability | What were the follow-up actions designed in the capacity building plan of the government institutions? What role did government officials play in promoting rights of HBWS and excluded groups after training? Collect some case studies. What are the key lessons learnt at local partners level in conducting capacity building work for the government officials? | ILP-CERD, ILP-HNP | KIIs, DRT | |

| ID # | Primary Evaluation Criterion | Secondary Evaluation Criterion | Specific Questions (Detailed Questions) | Who will be contacted? (Stakeholders) | Research Techniques | Explanatory Note |
|--------|------------------------------|--------------------------------|---|---------------------------------------|---------------------|------------------|
| EF31-d | Effectiveness | Sustainability | <p>What did the local partners do to improve collective bargaining powers of women HBWs and excluded groups? Please share details of their efforts with the government institutions. What are the actions with the private sector organisations? How sustainable are the changes local partners achieve? What are the critical lessons in the improvement of collective bargaining powers of HBWs with the government institutions at provincial and national levels? What are the essential lessons of the advancement of collective bargaining powers of HBWs with private sector/value chain actors?</p> | ILP-CERD, ILP-HNP | KIIs | |
| EF32-d | Effectiveness | Efficiency | <p>What is the cost-benefit analysis of work around improving the collective bargaining power of HBWs? How much local partners allocated in terms of resources (financial, human and technical) and how did it translate into concrete benefits for HBWs? What is more cost-effective to improve the collective bargaining powers of HBWs with the government or private sector?</p> | ILP-CERD, ILP-HNP | KIIs | |

| ID # | Primary Evaluation Criterion | Secondary Evaluation Criterion | Specific Questions (Detailed Questions) | Who will be contacted? (Stakeholders) | Research Techniques | Explanatory Note |
|-------|------------------------------|--------------------------------|--|---------------------------------------|---------------------|------------------|
| I33-a | Impact | Sustainability | <p>What are the key achievements of Women Economic Empowerment Alliance? What are the factors that contributed? Can we scale up learning from the alliance work at national and regional levels? What are the key learning points from capacity-building work of District Action Committees (DACs)? How DAC linked grassroots activists with district and provincial authorities? What is the contribution of the Project in building the strength of local partners? What are the challenges of local partners to retain their acquired capacity after Project's end?</p> | ILP-CERD, ILP-HNP, UNW-PK | KIIs | |
| I34-a | Impact | Effectiveness | <p>How did skill development training workshops improved income (conducted with women HBWs and excluded groups)? Collect case studies and isolate the factors for success and failure.</p> | ILP-CERD, ILP-HNP | KIIs | |
| I35-a | Impact | Effectiveness | <p>What are the key policy and legal changes happened at provincial and national levels due to project interventions? What are the key lessons learnt and how we can use the learning in developing the other programme? What should we have done differently?</p> | UNW-PK | FGIs | |

| ID # | Primary Evaluation Criterion | Secondary Evaluation Criterion | Specific Questions (Detailed Questions) | Who will be contacted? (Stakeholders) | Research Techniques | Explanatory Note |
|-------|------------------------------|----------------------------------|--|---------------------------------------|---------------------|------------------|
| I36-a | Impact | Human Rights and Gender Equality | What are the fundamental changes that project made in the lives of women HBWs and excluded groups at personal and household levels? What were the critical challenges for women and excluded persons (mainly transgender) to exercise their human rights? | HBWs | KIIs | |
| I37-b | Impact | Sustainability | What were the follow-up actions after capacity building training to the government officials? How officials used or not used their newly acquired skills to contribute to policy change processes. How many officials trained by the Project are still in their posting (not transferred)? Are federal and provincial governments using WEE data in performing their duties? | ILP-CERD, ILP-HNP, UNW-PK | KIIs | |
| I38-b | Impact | Effectiveness | What were the components of capacity building of government institutions in the project design? Capacity building is not only training. What else did you include? What are the critical gaps? What UN Women and local partners will do differently while designing the capacity building strategy for government and local groups (HBWs, etc.) under a new identical project? | ILP-CERD, ILP-HNP, UNW-PK | KIIs | |

| ID # | Primary Evaluation Criterion | Secondary Evaluation Criterion | Specific Questions (Detailed Questions) | Who will be contacted? (Stakeholders) | Research Techniques | Explanatory Note |
|-------|------------------------------|----------------------------------|--|---------------------------------------|--|------------------|
| S39-a | Sustainability | Effectiveness | How UN Women and local partners planned to phase out in the project design? Did the project budget make allocations for phasing out work? Did UN Women or its partners apply for other grants around the rights of women HBWs during the project life? What were the expectations of sustainability on the part of RNE? Does the project part of UN Women and partners' organisational programme strategies (or stand-alone initiative)? | ILP-CERD, ILP-HNP, UNW-PK | KIIs, DRT (ask for Programme Strategies from the local partners) | |
| S40-a | Sustainability | Efficiency | How did UN Women and partners ensure that the project management and other skill-building training are of high quality. Did UN Women support local partners and other stakeholders for developing new project proposals? How was mid-term evaluation used to improve the sustainability of the project results? | ILP-CERD, ILP-HNP, UNW-PK | KIIs, FGIs | |
| S41-b | Sustainability | Human Rights and Gender Equality | Did provincial and federal governments approve the policies and laws through prescribed procedures? Were the notifications of the policies and regulations published? | PGD, UNW-PK | KIIs, DRT | |

| ID # | Primary Evaluation Criterion | Secondary Evaluation Criterion | Specific Questions (Detailed Questions) | Who will be contacted? (Stakeholders) | Research Techniques | Explanatory Note |
|--------|----------------------------------|--------------------------------|--|---------------------------------------|---------------------|------------------|
| S42-c | Sustainability | Effectiveness | Are the benefits achieved through collective bargain sustainable? Please share the factors are essential (assumptions) for continuity of benefits in the public and private sector after completion of the Project. | ILP-CERD, ILP-HNP, UNW-PK | KIIs, DRT | |
| HR43-a | Human Rights and Gender Equality | Relevance | What is the total number of HBWs? Among them, how many are (1) women, (2) women with disabilities and (3) transgender? | UNW-PK | KIIs | |
| HR44-a | Human Rights and Gender Equality | Effectiveness | What are the numbers of HBWs the local partners facilitated in obtaining a workers insurance cover, social security or old age benefit registration? | ILP-CERD, ILP-HNP | KIIs | |
| HR45-b | Human Rights and Gender Equality | Relevance | Did UN Women include information about its approach in the funding agreements with the donor and local partners? Are Internal policies and procedures of UN Women and its partners reflecting human rights principles (promoting a culture of accountability, participation and equity in practice)? | UNW-PK, ILP-CERD, ILP-HNP | DRT | |

Annex 9

Shortlisting Criteria for Beneficiaries Selection

| District / Project Year | Respondent No. | Name | Contact Details | Shortlisting Criteria | | | | | | | | |
|---|----------------|------|-----------------|-----------------------|-----------|-------|------------|-------------|---------------------------------|-------------|----------|----------------------------|
| | | | | Age | Education | Trade | Piece Rate | Own Account | Both (Piece Rate & Own Account) | Transgender | Disabled | No. of Months with Project |
| DISTRICT | | | | | | | | | | | | |
| 2017 (1 st year of project) | | | | | | | • | | | | • | • |
| | | | | | | | • | | | | • | • |
| | | | | | | | | • | • | | • | • |
| | | | | | | | | | • | • | | • |
| Sub Total 2017 | | | | | | | | | | | | |
| 2018 (2 nd year of project) | | | | | | | | • | | | • | • |
| | | | | | | | • | • | | | • | • |
| | | | | | | | • | | | | • | • |
| | | | | | | | | | • | • | | • |
| Sub Total 2018 | | | | | | | | | | | | |
| 2019 (3 rd year of project) | | | | | | | | • | | | • | • |
| | | | | | | | | • | | | • | • |
| | | | | | | | | | • | • | | • |
| | | | | | | | | | • | • | | • |
| Sub Total 2019 | | | | | | | | | | | | |
| Longlist No. District XX | | | | | | | | | | • | • | |
| Shortlist No. District XX | | | | | | | | | | | | |

Annex 10

Long List of External Stakeholders excluding UNW, CERD, HNP and RNE⁸⁰

| No. | Organisation | Designation | Province |
|-----|---|--|-------------|
| 1 | HBW Department in ILO, Pakistan | Relevant Person | ICT |
| 2 | Akhuwat | Regional Manager, Akhuwat, KP | KP |
| 3 | Akhuwat | Area Head, Akhuwat | |
| 4 | Akhuwat | Branch Manager Akhuwat microfinance, Karachi | Sindh |
| 5 | First Women Bank | Manager, First Women Bank | |
| 6 | JS Bank | Relevant Person | |
| 7 | Usmani & Co | Partner | Sindh |
| 8 | Pepsi Co, Pakistan | Relevant Person | Sindh |
| 9 | Unilever, Pakistan | Relevant Person | Sindh |
| 10 | Pakistan Readymade Garments Technical Training Institute (PRGTTI) | Principal | Sindh |
| 11 | Balochistan Rural Support Programme | Senior Manager, BRSP | Balochistan |
| 12 | Forum for Dignity Initiative (FDI) | Relevant Person | |
| 13 | Sehat Sahulat Programme | Sehat Sahulat Programme, KP | KP |
| 14 | District Action Committee | Coordinator, DAC Quetta | Quetta |
| 15 | District Action Committee (Provincial Level) | Councillor, DAC, KP | KP |
| 16 | Transgender Leader | | |
| 17 | Benazir Income Support Programme (BISP) | Area In-charge, BISP, KP | KP |
| 18 | Directorate of Labour, KP | Assistant Director, Labour, KP | KP |
| 19 | Directorate of Labour, KP | Director, Labour Dept KP | KP |
| 20 | Employees Old-age Benefits Institution (EOBI) | Relevant Manager | ICT |
| 21 | HBW Task Force | Relevant Person | Balochistan |
| 22 | HBW Task Force | Relevant Person | Sindh |

80. This list does not include 20 plus primary stakeholders from UNW, RNE, HNP and CERD.

| No. | Organisation | Designation | Province |
|-----|--|--|-------------|
| 23 | Labour & Human Resource Development Department, Sindh | Technical Advisor, LHRD Sindh | Sindh |
| 24 | Labour & Human Resource Development Department, Sindh | Joint Director, LHRD Sindh | Sindh |
| 25 | Labour & Men Power Department, Balochistan | Director General, Labour Dept, Balochistan | Balochistan |
| 26 | Ministry of Finance | Gender Data Person | ICT |
| 27 | National Commission on the Status of Women (NCSW) | Relevant Manager | ICT |
| 28 | Planning & Development Department | Relevant Manager | Balochistan |
| 29 | Planning & Development Department | Relevant Manager | Sindh |
| 30 | Sindh Employees [©] Social Security Institution (SESSI) | Relevant Manager | Sindh |
| 31 | Social Welfare Department, Sindh | Relevant Manager | Sindh |
| 32 | Social Welfare, Special Education, Literacy, Non-formal Education & Human Rights Department, Balochistan | Relevant Manager | Balochistan |
| 33 | Special Monitoring Unit (SMU), Chief Minister Office | Relevant Manager | Balochistan |
| 34 | Special Monitoring Unit (SMU), Chief Minister Office | Relevant Manager | Sindh |
| 35 | Technical Education & Vocational Training Authority (TEVTA) | Director Academic TEVTA, Balochistan | Balochistan |
| 36 | Technical Education & Vocational Training Authority (TEVTA) | Director Academic TEVTA KP | KP |
| 37 | Technical Education & Vocational Training Authority (TEVTA) | Director Academic TEVTA, Sindh | Sindh |
| 38 | Women Development Department | Women Development Department | Balochistan |
| 39 | Women Development Department | Secretary, WDD Balochistan | Balochistan |
| 40 | Women Development Department | Secretary, WDD Sindh | Sindh |
| 41 | Zakat User, Social Welfare, Special Education and Women Development | Director, Social Welfare, KP | KP |

Annex 11

Stakeholders Interviewed for this Evaluation

| No. | Organisation | Position | Location |
|-----|---|---------------------------------------|-------------|
| 1 | UN Women | Finance Manager | Islamabad |
| 2 | UN Women | Country Representative | Islamabad |
| 3 | UN Women | Head of Sub office (HoSO) KP | KP |
| 4 | UN Women | Head of Sub office (HoSO) Sindh | Sindh |
| 5 | UN Women | Head of Sub office (HoSO) Balochistan | Balochistan |
| 6 | UN Women | Portfolio Manager | Islamabad |
| 7 | UN Women | Programme Officer | Islamabad |
| 8 | Home Net Pakistan (HNP) | Project Manager, Sindh | Sindh |
| 9 | HNP | Project Manager, Balochistan | Balochistan |
| 10 | HNP | Capacity Building Manager | Punjab |
| 11 | HNP | Assistant Programme Officer | Sindh |
| 12 | HNP | Finance Manager | Punjab |
| 13 | HNP | Executive Director | Punjab |
| 14 | Centre for Excellence in Rural Development (CERD) | Project Manager | KP |
| 15 | CERD | Chief Executive Officer | KP |
| 16 | CERD | Finance Manager | KP |
| 17 | CERD | Field Coordinator for Swabi | KP |
| 18 | CERD | Field Coordinator for Khyber | KP |
| 19 | Norwegian Royal Embassy | Programme Advisor | Islamabad |

| No. | Organisation | Position | Location |
|-----|--|--|-------------|
| 20 | Labour & Human Resource Development (L&HRD) Department, Sindh | Technical Advisor | Sindh |
| 21 | L&HRD Department, Sindh | Joint Director | Sindh |
| 22 | Labour & Men Power Department, Balochistan | Director General | Balochistan |
| 23 | Ministry of Finance, Islamabad | Joint Secretary (EFP) | Islamabad |
| 24 | Technical Education & Vocational Training Authority (TEVTA), Peshawar, KP | Director Academic | KP |
| 25 | Labour and Manpower Balochistan | Secretary (former Secretary WDD) | Balochistan |
| 26 | Women Development Department (WDD), Balochistan | Deputy Director - also, Chair of WEE Council | Balochistan |
| 27 | Women Development Department (WDD), Sindh. | Secretary - also Chair of WEE Council | Sindh |
| 28 | Akhuwat, Microfinance Institution (MFI), Karachi | Regional Manager | Sindh |
| 29 | First Women Bank, Quetta, Balochistan | Branch Manager | Balochistan |
| 30 | Pakistan Readymade Garments Technical Training Institute (PRGTTI), Karachi | Principal | Sindh |
| 31 | Balochistan Rural Support Programme (BRSP), Quetta | Senior Manager | Balochistan |
| 32 | | Transgender Leader/Rights Champion/Activist | Sindh |

Annex 12

Case Study from UN Women Pilot Initiative

Moving from charity model to rights based work – delivering as one for empowerment of women with disabilities

Women with disabilities (WWDs) is one of the excluded groups UN Women in Pakistan is committed to work with, to promote their rights and elevate their conditions and status in the society by advocating for a more inclusive policies, laws and behaviour. At the same time when the project with women HBWs was designed and implemented, another pilot initiative of UN Women, with funding from UN Partnership to Promote Persons with Disabilities (UNPRPD), with focus on women with disabilities (WWDs) was implemented in two of the three provinces as Women HBWs work – i.e. Sindh and KP. While these two projects were completely separate in terms of their funding source and aim, and were implemented by different partner organisations, nevertheless, both projects piloted first time non-traditional interventions targeting WWDs. For instance, advocating, creating awareness and sensitisation and building capacity of employers (in public and private sector) as well as of vocational training centres and Micro Finance Institutions (MFIs) to build inclusive and enabling environment so that WWDs are supported to have economic activity and to attain, over time, economic empowerment.

Where there is a will there is a way

My name is Iram. Due to polio I cannot walk and I am also obsessed by birth. I belong to a Christian family. We are from socially excluded group. When DWA contacted my family for me to join their training programme, I was excited. I convinced my father to allow me and also asked him to pick and drop me. However, he could not get leave from his office. DWA contacted his office and arranged paid leave for him. I am thankful to the employer of my father (a private company), my father and DWA for their support. At the moment, I am an outstanding student and I am full of hope and confidence.

A. Selection, Motivation and Support

Identifying Women with Disabilities (WWDs) required efforts on part of Disabled Welfare Association (DWA) and Development of Disabled Persons Organisation (DDPO), the partner organisations of Handicap International in the Project. DWA and DDPO collected data from the primary and secondary data sources (for example, Union Councils, Polio workers, NADRA, Special Education Centres, etc.) to identify and locate WWDs. It was a challenge to motivate WWDs and their families to take part in the training. It took at least three to four meetings before a family finally agreed to send disabled their daughter or sister to the training programme organised by the project. The major reluctance is the mental barrier of the family. They have already concluded that their disabled daughter/sister/wife cannot do anything in life, least of all be economically active and she will spend rest of the life as dependent on her parents and brothers. Moreover, agreeing to send their daughter/sister/wife to OPDs run training programmes meant that someone in the family had to take responsibility to pick and drop her and, in some cases, accompany them; the project gave stipend to cover the transport cost or provided pick and drop service from the fixed points in the neighbourhood.

The decisive factor to motivate parents/families to allow their disabled daughters, sisters or wives to participate in the trainings was their visit to the office of the partners where they met other Persons with Disabilities (PWD). The parents/families saw PWDs cooking, working on computers and attending training sessions. After the visit and meeting with the administration, most of the parents/families allowed their daughters to participate in the training programmes.

After motivating parents and families and enrolling WWDs, the first challenge that training institute/organisation faced was to make transport arrangement for WWDs. It was not possible for most WWDs to attend the training classes with their resources as they belong to poor families. It was also difficult for WWDs to travel longer distances and remain in the vehicle for more than an hour. Therefore, selection of venue is critical to facilitate WWDs with more challenging disabilities so as

to restrict transportation time up to 30 minutes. DWA could not reduce the transportation time; therefore, it arranged trainings at two separate venues. The primary consideration is to have a venue accessible for PWDs. The best lesson learned is to provide transport from few fixed points near the family accommodation of WWDs (within the range of 30 minutes travelling time) and also provide an option for cash stipend to cover transport expenses if parents or family of a WWDs are comfortable in bringing their daughter, sister or wife directly to the training venue. Trainees and their families should be given a choice according to her disability situation.

DWA and DDPO made efforts to select the appropriate students for the training courses. The process was divided into assessment phase and selection phase. In assessment phase, the organisations located WWDs, interviewed them and also interviewed their caretakers and family members. They asked for the type of training WWDs wanted. By end of the assessment phase, both the organisations had a list of vocational skills training in which WWDs were interested. The list was extensive. However, DWA and DDPO also took into consideration the requirements of the training. DWA came up with two training courses of **Dress Making** and **Home Décor**; DDPO decided for **Mosaic Making** using marble as the medium because it has high demand and majority of disabled persons could do it at home.

DWA and DDPO learnt that only focusing on PWDs or WWDs is unhelpful. If a woman living with disability is attending the course, encouraging her sister or friend to participate in the training is extremely helpful in ensuring full attendance of the disabled person as they get a caregiver to accompany them. Therefore, training admission criteria should also have provision of family or friend to participate in the training along with the WWDs trainees.

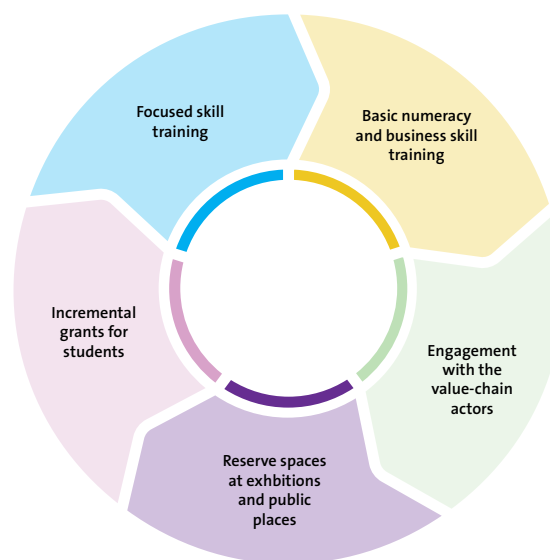
B. Training is Not Just Training for Women with Disabilities

The training participants frequently reported that participation in the training was a unique experience. The participation rekindled hope in their lives. They went outside their home frequently and met other women living with disabilities, every day for a month in case of DDPO and for two months in the case of DWA. “The month passed like a day and whenever I think about the training, I feel it was a dream.” The initial investment of

the Project provided liberating experience for the women with disabilities and their families. Many of these now regularly call DWA and DDPO offices and tell them after giving them this feeling of liberation they have pushed them back into the “prison” and plead with them to create other opportunities for them to get together and put to use their skills.

C. Trainers, Learning Methodologies and Training Contents

DWA trained the four vocational skills trainers in sign language for three days because majority of the participants in the training course were women who could not hear or speak. DDPO invited the trainers to its office venue, which they used as training centre. The essential lesson learnt by DWA and DDPO is that it is critical to sensitise the trainers to the needs and learning requirements including appropriate learning



methodologies suitable for a PWD. Secondly, it is also beneficial to invite trainers who have latest knowledge of the market trends and know how the buyers will evaluate finished products and what aspects of the product will furnish good price. Moreover, they learned that teaching of practical or vocational skills for a trade should be done after covering a simplified theory. For example, it is essential for students to learn why measurement is essential in ensuring consistency in a product, e.g. children dress making of a certain dress such as skirts or blouses.

D. Quality of Training

It is not essential that PWDs/WWDs should learn multiple vocational skills; the key point in the training is to develop few skills at highest or advanced level. The idea is that they should be able to professionally complete either a production step or produce a product that consumers are willing to purchase. Therefore, DWA mainly focused on imparting training about stitching children cloths or shirts for women, which are relatively easy. They had machines and other training equipment. DDPO offered Mosaic-making course using marble as the medium but did not get funding for purchase of the equipment like cutters, polishing machine, etc. The participants were able to complete the first step of the training and they can produce small-scale mosaic. However, for professional mosaic production, they still need further training and equipment to learn to use the machines and tools. DDPO could not offer the next phase of the training despite interests of the WWDs trainees because Project had no provision of buying training equipment, training materials and kits for the trainees. Whereas DWA managed to train trainees by using machines and other tools and equipment by negotiating successfully to use the Sindh Technical Education and Vocational Training Authority (TEVTA) Karachi Institute, which is well equipped.

E. Market Knowledge and Capacity to Engage with the Market Forces

DWA and DDPO ran training course for WWDs under the pilot initiative of UN Women, implemented by Handicap International. The critical missing area is absence of training around buying channels for the raw materials and marketing of the finished products. About 20 WWDs trainees of DWA continued their engagement with the organisation after completion of the course; DWA received funds from Handicap International from a non-UN Women source to set up a small garment factory to facilitate the small group of WWDs to start using their skills to earn some income. DDPO, on the other hand, could not run the mosaic course after completion of the Project funded training of one month due to lack of funding. Vocational training alone cannot lead to increase in income or expanding prospective of finding paid work for the PWDs/WWDs. DWA, DDPO and trainees of vocational skills are of the opinion that training courses should also include training around basic numeracy,

making business plan and linking with value-chains of their products. Moreover, there should be incremental grants for the trainees who achieve milestones. It is highly risky for PWDs/WWDs to obtain loans (even interest free) for starting their home-based work. Therefore, training courses should have linkages with the philanthropists and socially responsible businesses for giving WWDs trainees one-time grant.

Further, both DWA and DDPO are of the opinion that students should be connected with the market value-chain actors. However, products of WWDs cannot fully compete in pricing with the mainstream products and, thus, there should be branding of products produced by PWDs for premium. It is only possible through the joint support of the Government, private sector and vocational training institutions offering specially tailored vocational skills trainings for PWDs/WWDs. The key challenge is to bring diverse value-chain actors, regulators and training institutions on shared platform for joint action.

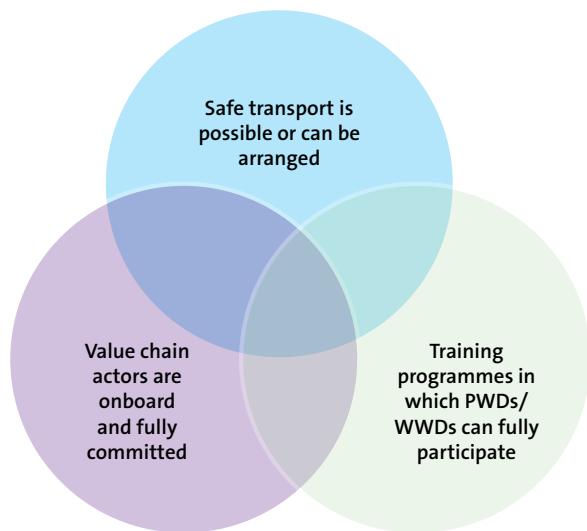
DWA has large support base in Karachi and is able to raise funds from general public and businesses. It established a small garment production unit in its office building in January 2020 to take next step on the training initiative of the Project. However, due to COVID-19, the work slowed down and it is currently in the process to renew the unit and bring students back for the next round of training from its resources.

F. Exhibitions, Reserve Spaces at Public Places and Special Days

Exhibitions and special days are important for the marketing of products made by PWDs/WWDs. DWA and DDPO maintained calendar of the exhibitions and special days in their respective cities. They lacked the resources to take products and students to exhibitions in other major urban centres. The exhibitions proved helpful as people visiting the exhibitions were able to meet the producers and they purchased their products. Moreover, the Government can help Dopes to have reserve spaces at public places like airports, railway stations, etc. where Dopes can sell their products.

G. Conclusions and Recommendations

1. Providing vocational training to PWDs, especially WWDs is closely linked with the provision of transportation and family support in pick and drop



and caregivers to stay with them during the training. The training programmes with pick and drop service from home are highly effective in attracting WWDs to participate in the training.

2. It is essential that the training institutes providing trainings for WWDs/PWDs are equipped with measures and provisions to ensure accessibility of PWDs/WWDs. This means making buildings disability-friendly – not just entrances with a ramp, but also classrooms, training equipment, and facilities. They should also have provision of tools and persons with sign language working alongside trainers to facilitate learning of WWDs/PWDs with visual, hearing and speech disabilities and challenges.
3. Institutions providing vocational training for PWDs/WWDs should have close market relationship and

should take private businesses on board. There are physical limitations on the training courses that PWDs/WWDs can or cannot take.

4. While selecting the appropriate training programme, Handicap International should find an overlapping area among the three essential circles of influence (safe transportation, market demand and do-ability of the training activities).
5. It is a challenge to find trainers who are trained and sensitised to work with PWDs. Therefore, TEVTA or other institutions can offer courses about Training of Trainers (ToTs) for the persons who want to impart training to PWDs. The trainers should know how best to adopt teaching contents, venue, pace and methodology needs in accordance with the requirements of PWDs.
6. Exhibitions and special days are important for the marketing of products made by PWDs. Therefore, all exhibitions and special day celebrations should have support for the exhibition of products made by PWDs. Moreover, UN Women and Handicap International can invent new days (like mother and father days, etc.) to acknowledge contribution of PWDs in the society and economy of Pakistan and use these days to market products.
7. Whenever Projects have training provision for WWDs, there should be allocation of resources for training equipment, raw materials and kits for students/trainees and a period of supervision and support beyond the training period.
8. UN Women may consider starting a specialised market-oriented training Project for WWDs, which factors in the current learning partner organisations.

Annex 13

Recommendations from MTR (August 2019) of Phase III Project (2017-20)⁸¹

A. Immediate Actions and Way Forward

The project has less than a year before it closes down. At this point, it is imperative to ensure that the inputs and activities are accelerated so that those outcomes and outputs can be achieved which are still in a stage of maturation. Efforts are also needed to ensure that macro, meso and micro level interventions, activated by the project, can sustain beyond its life. The recommendations presented below are clustered under two heads, i.e. some immediate actions and actions to be considered beyond 2020.

B. Immediate Actions

1. Amongst the institutional platforms activated and supported through this current project, the District Action Committees (DACs) have demonstrated their usefulness, especially in Quetta, Loralai, Thatta and Swabi. Going forward, all the DACs need capacity building support and exposure to learn from each other, so that they can be more effective. They need sessions on how to be more strategic in their support of WHBWs. A 3-day residential training is suggested where 3-4 selected members from the 6 DACs are brought together to attend a 'Strategic Planning for Supporting WHBWs at District Level'. The objective of the workshop would be to define the goals, objectives and strategy for supporting WHBWs economic empowerment agenda for their respective district. The key content of the workshop could be as follows:
 - 1.1. To share experiences and lessons learnt, with regard to supporting WHBWs.
 - 1.2. To identify current opportunities and challenges for supporting WHBWs.
 - 1.3. Develop a long-term vision, mission and strategy for supporting WHBWs in their district, with specific ideas for how the DAC can be structured in terms of

representation, management and governance.

- 1.4. Ideas for identity and image branding of DAC.
- 1.5. Specific tasks that DAC would undertake in the next 6 months (e.g. health and wellbeing camps with health department; non-formal education from education department; skills and information technology from Pakistan Baitul-Maal, TVET and Social Welfare; access to finance through public and private microcredit institutions; financial literacy training from Banking Services Corporation, State Bank of Pakistan; order work from local shopkeepers, traders, exporters, etc.).
- 1.6. Ideas for how DAC can mobilize or generate resources to sustain themselves after the close of this project.
- 1.7. It is recommended that in Balochistan and Sindh, the DACs are institutionally linked to Wedd's WEE Councils. In KP, the DACs should be linked to the WHBWs Association, and strengthened and supported through the Labour Department. DAC members represent different organizations, each of whom should be guided to mainstream the HBWs agenda in their own work.
2. WHBWs groups seem to be a collective of individuals. Even though they are called Member Based Organisation (MBO) or a cooperative group, they are really a loose network. The project should focus on building the institutional capacity of these 114 MBOs or cooperative groups. The first step is to recognize that the MBOs are heterogeneous, not homogenous. Each differs from the other in terms of numbers of members, skills, the bonding amongst the members, their identity, visibility, ability, mobility, and connectivity. The following is recommended before the project concludes:

81. For additional emphasis, italic and underlines are added by the author of this end term evaluation.

- 2.1. Profile the groups, followed by a comprehensive capacity assessment plan. To keep the members bound together in the long term, it will be critical to have the MBOs emerge as an economically oriented Common Interest Group (CIG) with a proper identity, branding and address.
- 2.2. Identify 1-2 leaders from 15-20 mature WHBWs group per province. Train them in a 3-4 day intensive training as Community Based Economic Change makers (CBECS). Build their capacities so that they: know the importance of an MBO, how to assess an MBO as an economic entity or a common interest group (CIG); how to think and act entrepreneurially, and mobilize resources (from public, private and civil society organizations) to benefit the entire group; how to ensure transparency and good governance in the group; how to benefit from use of technology; how to expand the group and add new members; how to ensure group's identity, visibility, mobility, ability and connectivity; the importance of institutional mechanisms such as the District Action Committee (DAC), the Task Force, and the WHBWs Association, and how HBWs participation can benefit the group, as well as the larger community.
- 2.3. Create a network or forum of WHBWs in Balochistan and Sindh, where the leaders of the MBOs can meet regularly, identify issues, undertake joint projects and intervention, etc.
- 2.4. Train trainers within the WHBWs groups so that they are able to conduct the various training that external service providers, or HNP staff implemented, i.e. on life skills, health and hygiene, awareness on domestic issues, enterprise development, Financial literacy, etc.
- 2.5. Rethink the concept of 'access to finance' and expand it to thinking of 'access to resources'. Finance is limited to access to loans. Access to resources required for business can be accessed in other ways, e.g. raw material can be obtained on credit; equipment can be purchased on instalments; clients can be persuaded to provide an advance; and resources can be tapped from

within the group, through its members, for a specific purpose, e.g. establishment of a home-based outlet where every members contributes 2-3 items. It is further proposed that the IPs identify other microfinance providers that operate in the areas where HBWs reside, e.g. a local NGO or CBO, Prime Minister's Interest Free Loans. As an exit strategy, the IPs can explore with the Pakistan Microfinance Investment Company other microfinance options that could be channelled to the WHBW groups for the financial inclusion of home-based women workers. Where they are functional, the IPs could explore a better alignment with Akhuwat. In the areas where their services are available, the IPs could aim for a larger percentage of their loans for women. As discussed, it is also possible for Akhuwat to train 1-2 of the HBW as microfinance mobilizers, who would then assist the AF team to connect with deserving and economically active WHBWs.

- 2.6. In some of the HBWs groups, there are women with superior technical skills, who could, given the opportunity, serve as an 'us tad' or skill trainer for other women. Discussions with NAVTTC in Peshawar indicated that a special course could be designed, where community based skilled women are certified to train and guide other HBWs. Those trained would then be examined by the TTC, and if found competent, certified. From a sustainability viewpoint, this arrangement can have multiple advantages, i.e. skilled and certified resource at community level; a sustainable way to expand the group's production capacity; possibility to establish a training and production centre. A number of WHBWs were interested to set up such a training cum production unit. In the remaining time, the project should explore the possibility of experimenting this.
- 2.7. During discussions it came to light that about 20-25% women HBWs have male family members that cheer and support them. There are inspiring stories of how husbands, sons, fathers and brothers have taken steps to not only assist their female family member in her work, but have taken a stand to protect her

from society's critique and criticism. These men - fathers, husbands, sons and brothers – should be recognized, celebrated and even involved as volunteers to bring about a positive change in the gender roles within the family, community and society at large. While the project design did not explicitly aim for this bonus output, it may prove to be a very useful strategy for future programming. Along with the CBECs, it is recommended that where possible, proactive male relatives are also recognized trained as advocates and community leaders so that they can raise a voice and take community-based actions, to enhance economic opportunities amongst women, and end violence against women and girls.

3. For long-term sustainability, and as an exit strategy, the IPs should continue to find ways to advocate the mainstreaming of WHBWs agenda in other ongoing projects and programmes, e.g. information technology, health, skills development, and financial literacy training. The IPs should link the current MBOs/Cooperative Groups with opportunities that can directly benefit them, e.g. the State Bank of Pakistan/ National Institute of Banking and Finance's (NIBAF's) packages on 'financial literacy', specially designed for the less literate and economically active men and women. Develop linkages with organizations that are working with women with disabilities, transgender and marginalized and vulnerable women to increase outreach to excluded groups.
3. Offer a comprehensive project cycle management training for the WDD staff (in both Balochistan and Sindh) and the members of the WEE Councils, so that they are aware of the issues and current realities of WHBWs, and can conceptualize and design projects for PSDP funding, and supervise their effective implementation, documentation and reporting.
4. Publicize, and make available the WHBWs MIS so that the groups, and their skills, can become visible to relevant small and medium enterprises, e.g. private schools, local hospitals, towel manufacturers, motorcycle and cycle manufacturers, handicraft exporters, event management firms, a local laundry service, etc. With the support of the IPs, the trained leaders could be given a target to link their groups with at least 1-2 private sector organizations within the duration of the project.
5. Through well-designed interventions, link the MBOs and Cooperative Groups with WEP signatory organizations and Pakistani private sector companies that can procure their products and services. On board private sector companies in and around the industrial hubs in KP.
6. As a process of mainstreaming and institutionalizing the subject of WHBWs, mainstream it in existing training offered to bureaucrats and parliamentarians through their respective training academies. Find ways to mainstream the subject of WHBWs in existing training offered to bureaucrats and parliamentarians through training academies, e.g. health, education, civil service, local government, Pakistan Institute for Parliamentary Services, etc. Even though this is not a part of project design, it is a simple, cost free, easy to do, intervention that can create goodwill for future projects.

C. Actions beyond 2020

1. Undertake a detailed Social Impact Assessment Study of the Economic Empowerment of Women Home-based Workers and Excluded Groups in Pakistan 2017-2020 to inform the design and implementation of the next project.
2. Bring the 2 LHRDs (Punjab and Sindh) and the 2 Labour Departments (KP and Balochistan) together, in a structured and facilitated workshop, to share their experiences of drafting the HBW Bill, graduating it to an Act, making of Rules of Business, and registering WHBWs. They can discuss issues and challenges they face/have faced in this process, and how they plan to institutionalize the subject of WHBWs in their provinces, and through the other line departments.
7. To ensure the effective functioning of e-commerce shops in Sindh and Balochistan, a two-tier approach is recommended. One, to orient the HBWs to the potential of e-commerce, which is being achieved to an extent. Two, to identify educated young women, with mobile phones, from 6-8 selected HBW groups per province, interested in setting up e-commerce online shop on VCEELA or Facebook. Train, handhold and mentor them to establish these shops as social enterprise (commercially viable) to support home-based women entrepreneurs in their respective areas. If required, seek support from IT trainers from Pakistan Baitul Maal.

Annex 14

Status of Actions Taken on Short Term Recommendations of MTR of the Project

| Recommendations | Status of Actions Taken by UNW |
|---|---|
| <p>Amongst the institutional platforms activated and supported through this current project, the District Action Committees (DACs) have demonstrated their usefulness, especially in Quetta, Loralai, Thatta and Swabi. Going forward, all the DACs need capacity building support and exposure to learn from each other, so that they can be more effective. They need sessions on how to be more strategic in their support of WHBWs. A 3-day residential training is suggested where 3-4 selected members from the 6 DACs are brought together to attend a 'Strategic Planning for Supporting WHBWs at District Level'. The objective of the workshop would be to define the goals, objectives and strategy for supporting WHBWs economic empowerment agenda for their respective district. The key content of the workshop could be as follows:</p> | <p>In response to the recommendation, UN Women organized two 2-day workshops, one in Karachi and the other in Peshawar for approximately 40 participants. Report of the workshop is attached as annex again.</p> |
| <p>It is recommended that In Balochistan and Sindh, the DACs are institutionally linked to Wedd's WEE Councils. In KP, the DACs should be linked to the WHBWs Association, and strengthened and supported through the Labour Department. DAC members represent different organizations, each of whom should be guided to mainstream the HBWs agenda in their own work.</p> | <p>Women HBWs are fully represented in each part of the DACs. In Balochistan and Sindh, few of the members who are part of DAC are also members of WEE Council. In KP, members of WHBWs are members of DACs. So, in each district they are linked with the representative body.</p> |

| Recommendations | Status of Actions Taken by UNW |
|--|--|
| <p>WHBWs groups seem to be a collective of individuals. Even though they are called MBO or a cooperative group, they are really a loose network. The project should focus on building the institutional capacity of these 114 MBOs or cooperative groups. The first step is to recognize that the MBOs are heterogeneous, not homogenous. Each differs from the other in terms of numbers of members, skills, the bonding amongst the members, their identity, visibility, ability, mobility, and connectivity. The following is recommended before the project concludes:</p> | <p>In the past two years, UN Women's implementing partners have identified and registered 6700 WHBWs and organized them in 150 clusters or Member Based Organizations. The recent Mid-Term Review for the 2017-2020 Programme reports that, once established, a woman's work leads to economic benefits for the entire family. Resistant men, women and children in the family are open, and often outright supportive, of women's economic empowerment initiatives. An important result of previous programmes is that in nearly 70% of the clustered groups, there are now 1-2 female leaders who are willing to travel, obtain additional skills training, and take loans, all with the blessings of their family members. This window of opportunity, created over the years, is a significant door opener to potentially exciting and constructive work, not just with a woman from a family, but with all her family members.</p> <p>The MBO clusters have been provided capacity development interventions to support their formation and strengthening, e.g. awareness raising on rights of HBWs, leadership training, financial literacy, business management and orientation to marketplace through e-commerce. It was thought that an advanced training should be offered to selected representatives of these groups so that they could learn how to expand and strengthen Common Interest Groups, and link them to input supplies, markets, essential service providers, and institutions in the enabling environment that can support them professionally.</p> |
| <p>Profile the groups, followed by a comprehensive capacity assessment plan. To keep the members bound together in the long term, it will be critical to have the MBOs emerge as an economically oriented Common Interest Group (CIG) with a proper identity, branding and address.</p> | |

| Recommendations | Status of Actions Taken by UNW |
|--|--|
| <p>Identify 1-2 leaders from 15-20 mature WHBWs group per province. Train them in a 3-4 day intensive training as Community Based Economic Changemakers (CBECs). Build their capacities do that they: know the importance of an MBO, how to assess an MBO as an economic entity or a common interest group (CIG); how to think and act entrepreneurially, and mobilize resources (from public, private and civil society organizations) to benefit the entire group; how to ensure transparency and good governance in the group; how to benefit from use of technology; how to expand the group and add new members; how to ensure group's identity, visibility, mobility, ability and connectivity; the importance of institutional mechanisms such as the District Action Committee (DAC), the Task Force, and the WHBWs Association,, and how HBWs participation can benefit the group, as well as the larger community.</p> | <p>A 5-day residential workshop was held on 22-26 November 2019, at Mera Maan Residential Training Centre (MMRTC), Islamabad. A total of thirty (30) participants were selected for this training from target six districts e.g. Loralai, Quetta, Thatta, Karachi, Swabi and Peshawar.</p> |
| <p>Create a network or forum of WHBWs in Balochistan and Sindh, where the leaders of the MBOs can meet regularly, identify issues, undertake joint projects and intervention, etc.</p> | <p>A national forum has been created. A social media platform where women leaders discuss their issues, provide solutions and project their businesses.</p> |
| <p>Train trainers within the WHBWs groups so that they are able to conduct the various training that external service providers, or HNP staff implemented, i.e. on life skills, health and hygiene, awareness on domestic issues, enterprise development, Financial literacy, etc.</p> | <p>Please refer to 2.2</p> |

| Recommendations | Status of Actions Taken by UNW |
|---|---|
| <p>Rethink the concept of ‘access to finance’ and expand it to thinking of ‘access to resources’. Finance is limited to access to loans. Access to resources required for business can be accessed in other ways, e.g. raw material can be obtained on credit; equipment can be purchased on instalments; clients can be persuaded to provide an advance; and resources can be tapped from within the group, through its members, for a specific purpose, e.g. establishment of a home-based outlet where every members contributes 2-3 items. It is further proposed that the IPs identify other microfinance providers that operate in the areas where HBWs reside, e.g. a local NGO or CBO, Prime Minister’s Interest Free Loans. As an exit strategy, the IPs can explore with the Pakistan Microfinance Investment Company other microfinance options that could be channelled to the WHBW groups for the financial inclusion of home-based women workers. Where they are functional, the IPs could explore a better alignment with Akhuwat. In the areas where their services are available, the IPs could aim for a larger percentage of their loans for women. As discussed, it is also possible for Akhuwat to train 1-2 of the HBW as microfinance mobilizers, who would then assist the AF team to connect with deserving and economically active WHBWs.</p> | <p>Needs more work. Probably the next phase of the project.</p> |
| <p>In some of the HBWs groups, there are women with superior technical skills, who could, given the opportunity, serve as an ‘ustad’ or skill trainer for other women. Discussions with NAVTTC in Peshawar indicated that a special course could be designed, where community based skilled women are certified to train and guide other HBWs. Those trained would then be examined by the TTC, and if found competent, certified. From a sustainability viewpoint, this arrangement can have multiple advantages, i.e. skilled and certified resource at community level; a sustainable way to expand the group’s production capacity; possibility to establish a training and production centre. A number of WHBWs were interested to set up such a training cum production unit. In the remaining time, the project should explore the possibility of experimenting this.</p> | |

| Recommendations | Status of Actions Taken by UNW |
|--|---|
| <p>During discussions it came to light that about 20-25% women HBWs have male family members that cheer and support them. There are inspiring stories of how husbands, sons, fathers and brothers have taken steps to not only assist their female family member in her work, but have taken a stand to protect her from society's critique and criticism. These men - fathers, husbands, sons and brothers – should be recognized, celebrated and even involved as volunteers to bring about a positive change in the gender roles within the family, community and society at large. While the project design did not explicitly aim for this bonus output, it may prove to be a very useful strategy for future programming. Along with the CBECs, it is recommended that where possible, proactive male relatives are also recognized trained as advocates and community leaders so that they can raise a voice and take community-based actions, to enhance economic opportunities amongst women, and end violence against women and girls.</p> | <p>Male counterparts of the women have been very helpful to the women. We aim to work more with the male folks in the next phase.</p> |
| <p>For long-term sustainability, and as an exit strategy, the IPs should continue to find ways to advocate the mainstreaming of WHBWs agenda in other ongoing projects and programmes, e.g. information technology, health, skills development, and financial literacy training. The IPs should link the current MBOs/Cooperative Groups with opportunities that can directly benefit them, e.g. the State Bank of Pakistan/ National Institute of Banking and Finance's (NIBAF's) packages on 'financial literacy', specially designed for the less literate and economically active men and women. Develop linkages with organizations that are working with women with disabilities, transgender and marginalized and vulnerable women to increase outreach to excluded groups.</p> | <p>IPs would be able to reflect on this.</p> |

Annex 15

Recommendations from End Term Evaluation of Phase II WEE Project (2012 – 2016)

These recommendations were not prioritized in the report and are being produced as they were documented in the report.

Communication and Collaboration Amongst Stakeholders (Private sector companies, provincial Governments, UN Agencies, development partners, IPs, CSOs and UN Women)

- Employ new and innovative ways of engaging private sector support (an example is where a private company using services/finished products of women HBWs, as in Vehari, could provide resources to the DAC for enhancing training and capacity building of women HBWs) for women's economic participation at the district level.
- Showcase effective WEP projects for adaption and replication in Pakistan.

Programming (UN Women, federal and provincial governments, statistical agencies, IPs, CSOs and development partners)

- It is essential to build on Phase I and II by expanding outreach across the country and investing in new partners, either jointly with UN agencies and/or in conjunction with new bilateral donors working on WEE such as JICA; this will also help in reducing the dependence on Norway.
- Provide increased opportunities to women HBWs to access financial literacy, leadership development, technology and life skills training programmes.
- Continue to build linkages and partnerships with MFIs, particularly for organized groups, clusters, associations and unions of women HBWs.

- IP baseline survey forms should be similar for all IPs, conducted by the same firm to provide consistency across data collected, similar information and sampling methodology.
- The strategic partnerships with NCSW and the Ministry of Finance need to continue as they provide UN Women a seat at the table in important federal level institutions.
- Continued advocacy is required for ratification of ILO Convention 177 (1996).⁸²
- Develop a strategy to strengthen linkages with district line departments and expand DACs to Tehsil level for wider representation.
- In the key informant interview with the Royal Norwegian Embassy officer the evaluation team was told that the Norwegian Government will have at least a 10 to 15 percent cut in its total aid budget in 2016 due to influx of refugees in Norway in 2015 and resources will be diverted for their use.

Evidence based policy formulation (Federal and provincial government statistical agencies, CSOs and development partners)

- Increase collaboration with the Pakistan Bureau of Statistics (PBS); and support a national level demographic survey as numbers and evidence of the large section of the population that are HBWs, is essential for their legal recognition as workers.
- Analysis of the extensive data collected on women HBWs through the Punjab and Sindh LHRD surveys needs to be undertaken as this will provide evidence for advocacy on the HBW Policy and law.

82. C-177 Home Work Convention, 1996, (No. 177)(www.ilo.org).

Annex 16

The key fundamentals of the ethical guidelines

1. Conform to all relevant national and international laws;
2. Behave ethically and shall not do anything which might damage the reputation of any entity known for their association with the project;
3. Respondents' cooperation is voluntary and must be based on adequate, and not misleading, information about the general purpose and nature of the project when their agreement to participate is being obtained, and all such statements shall be honoured;
4. The rights of respondents as private individuals shall be respected by the evaluators and they shall not be harmed or adversely affected as the direct result of cooperating in a research project;
5. Personal data collected in a research project shall never be allowed to be used for any purpose and will adhere to UN Women data protection policy. Research integrity is maintained, and research subjects are afforded confidentiality and protection;
6. All activities are to be designed, carried out, reported and documented accurately, transparently and objectively;
7. Instead of a written informed consent form signed by the beneficiaries (which was not possible due to the use of remote communication tools for interviews), respondents were informed in detail about the purpose of interview and how the information shared by them will be used in the evaluation, any implications for them of this action, etc. and secured their verbal informed consent; and
8. Principle of Do No Harm (DNH) was used for avoidance of harm consideration.

Annex 17

Project's Indicators Status Matrix

| Ref. | Indicator | Indicator Type | Baseline Status | April 2017 to December 2017 | | January 2018 to December 2018 | | January 2019 to August 2019 | |
|-----------------------|---|----------------|---|---|---|---|--|--|--|
| | | | | Target | Achievement | Target | Achievement | Target | Achievement |
| Outcome Indicator 1a | Number of provincial policies and laws on HBWS adopted in Balochistan and KP/FATA and adopted and implemented (Punjab and Sindh) | Outcome | No HBWs policy/law in Balochistan and KP/FATA. Policies and laws drafted in Punjab and Sindh, awaiting Cabinet's approval for adoption. | Not Applicable | Not Applicable | Not Applicable | Sindh Home Based Workers Act 2018 was passed on 9 May 2018 | One policy and one law adopted in Balochistan and KP. One policy and one law adopted and implemented in Punjab and Sindh. Registration of women HBWs supported in Sindh. | <ul style="list-style-type: none"> In Balochistan and KP, HBWs Policy and Law did not yet pass. Rules of Business for the Sindh HBWS Act 2018 has been drafted and submitted for approval. Not approved yet. Management Information System is developed but not functional yet The HBWs Law in Punjab not yet approved. HBWS Act 2018 in Sindh is the only achievement. |
| Output Indicator 1.1a | Number of government staff with enhanced understanding of home-based workers' issues engaged in policy and law drafting process in Balochistan and KP | Output | Zero | No formal meetings organised. Zero progress on planned target | Advocate with Provincial Governments of Punjab and Sindh for adoption and implementation of HBWs' policies and laws | Achieved. 266 government officials [in Balochistan (61), KP (20) and Sindh (185)], are now more familiar with the HBWs issues and the importance of adopting and implementing an HBW policy | Though target was achieved but partners continued capacity building of the Government Officials. | 271 government officials and parliamentarians [in Balochistan (32), KP (20) and Sindh (219)], are now more familiar with the HBWs issues and the importance of adopting and implementing an HBW policy. Total Project level target achieved is 537 Government Officials. | |
| Output Indicator 1.1b | Number of women homebased workers supported to register with LHRD Sindh | Output | In Punjab and Sindh 22,000 women HBWs (10,000 in Sindh) are registered with LHRDs | Zero registration. Zero progress on planned target | Target carry forward from 2017. | Zero registration on target of 2017. Zero progress on planned target. | Target carried forward from 2017 and 2018. | Zero progress on planned target. | |

■ Heading row of the table ■ Outcome ■ Achieved

| Ref. | Indicator | Indicator Type | Baseline Status | April 2017 to December 2017 | | January 2018 to December 2018 | | January 2019 to August 2019 | |
|-----------------------|--|----------------|--|------------------------------|---------------------------------|--|---|---|---|
| | | | | Target | Achievement | Target | Achievement | Target | Achievement |
| Output Indicator 1.1c | Functional MIS for HBWs data collection Sindh LHRDs in place | Output | MIS supported for Punjab and Sindh LHRDs for data collection of HBWs in 2014-2015 | Functional MIS in LHRD Sindh | Zero progress on planned target | Not Applicable | Zero progress on planned target of 2017. No new target for 2018. | Target carried forward from 2017 and 2018. | Zero progress on planned target. No MS system yet working. |
| Output Indicator 1.2a | Number of financial product development supported to facilitate women HBWs' access to microfinance | Output | No product exists | One financial product | Zero progress on planned target | One product carry forward of 2017 and two products for 2018. | Achieved, one developed for 2017 and two in 2018. Partnerships were established with JS Bank and FFWB and agreement reached to facilitate project referrals and provide loans at an interest rate of 5% pa. | Not Applicable. Target already achieved last year. | Not Applicable |
| Output Indicator 1.3a | Number of companies signing Women's Empowerment Principles | Output | 18 companies signed WEP in Punjab and Sindh | Not Applicable | Five companies signed WEP | Not Applicable | Achieved. 14 companies signed WEPs in 2018. Total 19 companies over two years. | Though target was achieved last year, but Project continued with the companies | Four new companies signed WEPs in 2019. Total 23 companies over three years. |
| Output Indicator 1.3b | Number of companies with engendered policies and mechanisms to improve women's access to formal employment opportunities | Output | No baseline information available. In report of 2019, UN Women reported the baseline. Baseline: 18 companies signed the WEPs in Punjab and Sindh | Not Applicable | Not Applicable | Not Applicable | Not Applicable | Ten companies engendered policies and mechanisms to improve women's access to formal employment opportunities | 23 companies with enhanced knowledge on how to engender their policies and develop strategies. As evaluators, we have reservations about the achievement of this target as reported by UN Women. Engendering should be verified through visits. In the current evaluation we could not visit the companies. UN Women also reported baseline of 18 companies in 2019. We think probably the figure include the work of UN Women on this target during 2017 and 2018? |

■ Heading row of the table ■ Outcome ■ Achieved

| Ref. | Indicator | Indicator Type | Baseline Status | April 2017 to December 2017 | | January 2018 to December 2018 | | January 2019 to August 2019 | |
|----------------------|---|----------------|---|-----------------------------|----------------|-------------------------------|----------------|--|--|
| | | | | Target | Achievement | Target | Achievement | Target | Achievement |
| Outcome Indicator 2a | Number of women HBWs and excluded groups are economically empowered in Balochistan, KP/ FATA, and Sindh. | Outcome | No baseline. Baseline on excluded groups is established in the last year of the project (2019). Baseline: HBWs earn nearly PKR 3,000 monthly profit. | Not Applicable | Not Applicable | Not Applicable | Not Applicable | 6,700 Women and excluded HBWs | A sample study, 90% of the 385 surveyed beneficiaries have reported varying degrees of increase in their incomes during 2019 (compared to the baseline established in 2019?). |
| Outcome Indicator 2b | Percentage of selected women HBWs, excluded groups are participating in decision-making at the household level in Balochistan, KP/ FATA, and Sindh. | Output | No baseline. Baseline on excluded groups is established in the last year of the project (2019). Baseline: 43% of the women as per the Situation Analysis Report of Women HBWs and Excluded Groups conducted by the project. | Not Applicable | Not Applicable | Not Applicable | Not Applicable | At least 60% selected women HBWs, excluded groups are participating in decision-making | 60% the 385 surveyed women reported to have enhanced decision-making ability over their income in 2019. As evaluators, we think the method and comparison have number of methodological issues. End of Project Line was not done; therefore, it is not possible to make an informed judgement. |

■ Heading row of the table ■ Outcome ■ Achieved

| Ref. | Indicator | Indicator Type | Baseline Status | April 2017 to December 2017 | | January 2018 to December 2018 | | January 2019 to August 2019 | |
|-----------------------|---|----------------|--|--|---|-----------------------------------|--|--|---|
| | | | | Target | Achievement | Target | Achievement | Target | Achievement |
| Output Indicator 2.1a | Number of women HBWs, excluded groups organized into unions/groups/cooperatives to get skills trainings in Balochistan, KP, and Sindh | Output | No baseline. Baseline on excluded groups will be collected at the project onset (Planned activity). However, 1,200 women in Punjab and 800 women in Sindh have been supported to form cooperatives. Also, 2,000 women HBWs included in the home-based women workers federation in Sindh, and approximately 5,000 women organized into groups and trained. Please note the following: Baseline was established in 2019. Baseline: 4% of the women HBWs and excluded groups are aware of any institution or organization trade union | 700 members from excluded groups in Balochistan, KP and Sindh and 6,000 women HBWs organized into cooperatives/ groups and unions in Balochistan, KP, and Sindh. | 305 Women HBWs were organized in some sort of group. No information about beneficiary social mobilisation strategy. It appears that Women HBWs were organised based on very broad categories of "groups." | Target brought forward from 2017. | 181 Women HBWs were included in DACs as members. Total 686 women (305 from previous year and 181 2018) became member of some sort of group. In addition, two HBWs associations were also registered with LHRDs, Sindh. It is very vague indicator and has no meaning without standard social mobilisation categories in the Project. | Target carried forward from 2017 and 2018. | 2019: 1,131 Women HBWs 2017-2018: 7,754 Additionally, in 2018, 181 are members of DACs and two HBWs associations were registered with LHRDs. Please note that the figures as reported by UN Women in 2019 report are not matching with the previous years. Baseline is about % of women HBWs aware of any institution or organisation, trade union, etc. whereas the reporting is, in numbers. It is like comparing Apple with oranges. UN Women needs to improve its M&E system. |

■ Heading row of the table ■ Outcome ■ Achieved

| Ref. | Indicator | Indicator Type | Baseline Status | April 2017 to December 2017 | | January 2018 to December 2018 | | January 2019 to August 2019 | |
|-----------------------|--|----------------|---|--|---|--|---|--|--|
| | | | | Target | Achievement | Target | Achievement | Target | Achievement |
| Output Indicator 2.1b | Number of women HBWs and excluded groups accessing microfinance, financial literacy and business development trainings in Balochistan, KP, and Sindh | Output | No baseline. Baseline will be collected at the project onset (Planned activity). Baseline was established in 2019. Baseline: None (zero) of the women HBWs and excluded groups have had any financial literacy and business development trainings. In previous UN Women projects in Punjab, Sindh, and Pakistan Administered Kashmir, 3,000 women HBWs accessed microfinance and business development skills trainings, but no such interventions were undertaken with excluded groups. | 6,700 women HBWs and excluded groups in Balochistan, KP and Sindh. | Partially achieved for 200 women HBWs and excluded group received financial literacy training. No accessing to microfinance or business development training workshops. | 6,700 women HBWs and excluded groups in Balochistan, KP and Sindh accessing financial services, etc. | In KP 2,080 and Sindh 40 women HBWs were provided with various personal and professional skill training. The indicator is of poor quality as it included diverse training to measure. M&E Attention was not paid. | Target carried forward from 2017 and 2018. | UN Women reported Women HBWs in 2019 report as following: Year 2018: 2,120 HBWs Year 2019: 5,391 The figure reported for Year 2018 does not match with the previous reports. UN Women reported that in 2019, the figure is 5,291 persons which is highly unlikely because of COVID-19 lock-down. We could not verify the authenticity of the reported figures. |
| Output Indicator 2.1c | Number of selected women HBWs and excluded groups with enhanced income to support their economic empowerment in Balochistan, KP and Sindh | Output | No baseline information available. UN Women established baseline in 2019. Baseline: Women HBWs earn approximately PKR 3,000 monthly profit. | 6,700 women HBWs and excluded groups in Balochistan, KP, and Sindh enhanced income | Zero progress on planned target | 6,700 women HBWs and excluded groups in Balochistan, KP, and Sindh enhanced income | Zero progress on planned target of 2017 & 2018 | Target carried forward from 2017 and 2018. | Please refer our comments in Outcome Indicator 2a. |

■ Heading row of the table ■ Outcome ■ Achieved

| Ref. | Indicator | Indicator Type | Baseline Status | April 2017 to December 2017 | | January 2018 to December 2018 | | January 2019 to August 2019 | |
|-----------------------|--|----------------|---|---|---|---|--|---|--|
| | | | | Target | Achievement | Target | Achievement | Target | Achievement |
| Output Indicator 2.1d | Number of selected women HBWs and excluded groups with enhanced decision-making ability over their income in Balochistan, KP and Sindh | Output | No baseline information available. UN Women established baseline in 2019. Baseline: 3,910 women HBWs and excluded groups needs enhancing decision-making. | 6,700 women HBWs and excluded groups in Balochistan, KP, and Sindh enhanced decision making | Zero progress on planned target | 6,700 women HBWs and excluded groups in Balochistan, KP, and Sindh enhanced decision making | Zero progress on planned target of 2017 & 2018 | 6,700 women HBWs and excluded groups in Balochistan, KP, and Sindh enhanced decision making | 60 per cent of the 385 surveyed women reported to have enhanced decision-making ability over their income in 2019. Please see our comments in Outcome Indicator 2b. |
| Output Indicator 2.2a | Number of women HBWs and excluded groups receiving health insurance in Balochistan, KP, and Sindh | Output | During 2014-2015, 3,700 women HBWs received health insurance under the WEE programme in Punjab and Sindh. | Not Applicable | Not Applicable | Not Applicable | Not Applicable | 6,700 women HBWs and excluded groups have enhanced access to health insurance/other social security schemes in Balochistan, KP, and Sindh. | |
| Output Indicator 2.2b | Number of women HBWs and excluded groups with improved information on available protection from violence services | Output | In different districts of Punjab and Sindh 10,000 women HBWs received information about available protection services during the previous phase of the project. | Not Applicable | 2,650 women HBWs and excluded groups have improved information on available protection from violence services | Not Applicable | 3,018 women HBWs and members from excluded groups were given orientation on women's rights and referral facilities available for survivors of VAW. (Total Progress: 2,650 in 2017 + 3,018 in 2018=4668 Women HBWs) | 6,700 women HBWs and excluded groups will have improved information about the available protection services in their areas in Balochistan, KP, and Sindh. | Achieved. In 5,296 women HBWs and excluded groups received information on health insurance and social security schemes. 428 women and members from excluded groups have been supported in accessing health insurance services. Total achievement at Project level: 8,314 women HBWs and excluded groups. |

■ Heading row of the table ■ Outcome ■ Achieved

| Ref. | Indicator | Indicator Type | Baseline Status | April 2017 to December 2017 | | January 2018 to December 2018 | | January 2019 to August 2019 | |
|-----------------------|--|----------------|--|---|---|---|--|--|---|
| | | | | Target | Achievement | Target | Achievement | Target | Achievement |
| Output Indicator 2.3a | Number of women HBWs raising issues in District Action Committees (DACs) and other provincial and national forums | Output | No baseline. Baseline will be collected at the project onset (Planned activity). Baseline was established in 2019. Baseline: Zero Women HBWs | 50 women HBWs and excluded groups in six DACs | Four DACs were formed in the targeted districts. From the total 78 members, 22 are women, 22 are HBWs and 22 are members of excluded groups. These women have been raising issues at the forum. | Carry over of target from 2017. No new target for 2018. | Achieved. Two DACs were formed in 2018 with 45 HBW members, bringing the total DACs formed to six with 181 members (90 are male, 88 are female and three are transgender) | Target was already achieved but partners kept working. | 91 women HBWs and transgender person raising issues in six DACs and other provincial and national forums. |
| Output Indicator 2.3b | Number of women HBWs and excluded groups trained in leadership skills to advocate for their rights | Output | In 2014 – 2015, 160 women HBWs trained in leadership skills under the WEE programme. | Not Applicable | Not Applicable | 50 women HBWs and excluded groups trained in leadership skills. The target does not define what leadership skills or training sessions? Any session could be contributing to the leadership skills! | Achieved. The project reached 518 HBWs and people from excluded groups in Sindh and 2,825 HBWs and community members from KP through sessions, meetings and training aimed at building knowledge and action towards improved leadership. | Target was already achieved but partners kept working. | A total of 616 women HBWs and excluded groups trained. |
| Outcome Indicator 3 a | Number of Government staff and parliamentarians willing to apply the skills gained through the sessions of gender responsive budgeting (gender budget statements) at the federal level, KP, and Sindh. | Outcome | No baseline information available. In report of 2019, UN Women used baseline of Output Indicator 3.1a as baseline of Outcome Indicator. | Not Applicable | Not Applicable | At the federal level, KP and Sindh, for 50 government staff and 30 parliamentarians willing to apply gender-responsive budgeting skills. | Zero progress on planned target | Target carried forward from 2018 | Zero progress on planned target. |

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| Ref. | Indicator | Indicator Type | Baseline Status | April 2017 to December 2017 | | January 2018 to December 2018 | | January 2019 to August 2019 | |
|-----------------------|--|----------------|--|---|---------------------------------|--|---------------------------------|----------------------------------|---|
| | | | | Target | Achievement | Target | Achievement | Target | Achievement |
| Output Indicator 3.1a | Number of Government staff and parliamentarians with an enhanced understanding of gender budget analysis at the federal level, KP, and Sindh | Output | December 2015, 15 provincial government staff from Punjab participated in the SDGs gender orientation in Lahore and 20 government staff from five provinces and Pakistan Administered Kashmir (WDDs and Bureau of Statistics in provinces) participated in UN Women supported national gender consultation on SDGs in Islamabad. | Gender budget analysis at the federal level, KP, and Sindh, for 50 government staff and 30 parliamentarians | Zero progress on planned target | At the federal level, KP and Sindh, for 50 government staff and 30 parliamentarians willing to apply gender-responsive budgeting skills. | Zero progress on planned target | Target carried forward from 2018 | Zero progress on planned target. While implementing projects, it is common to mix up Outcome and Output level indicators. Organisations take timely step to revise their result framework and get it approved from the donor. We could not find any evidence of UN Women making effort to do house-keeping in M&E of the Project. |

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Annex 18

The key fundamentals of the ethical guidelines

Three key politicians played a constructive role and responded to the representational work of HomeNet Pakistan, and other civil society organisations and their support were immense in the approval processes. The Sindh Chief Minister Syed Murad Ali Shah, Law Minister Ziaul Hasan Lanjar and Labour Minister Syed Nisar Hussain Shah played pivotal role.

The key features of the law are the following:

1. The law provided key legal definitions of related matters with the Women HBWs. The descriptions cover a wide range of issues, and explicit narration filled the regular legal vacuum. It is an excellent first step to the protection of rights of Women HBWs in Sindh Province.
2. The Provincial Government committed for the formation of a “Council for the rights of HBWs” and identified LHRD department as primary duty bearer for the rights of HBWs.
3. The Act also defines the overall mandate of the Council for the rights of HBWs. It will be an overseeing apex body at the Provincial level for (1) HBWs identification and mapping, (2) HBWs Registration, (3) Registration of Contractors of HBWs, (4) establishment of divisional and district HBWs Committees and their functioning.
4. The Act outlines for the first time that HBWs have the same rights and access to public services as workers of the formal sectors. It specifically refers to the social benefits given under the “Sindh Industrial Relation Act, 2013” and “Sindh Terms of Employment (Standing Orders) Act, 2016” and “Sindh Workers Welfare Board.”
5. The Act also makes it obligatory for the Provincial Government to establish an independent Fund. The Provincial Government will use proceeds of the funds for paying “employer” contributions for social security and other public sector schemes of the Provincial and Federal Governments.
6. The Act also outlines attribution and appeal processes for infringement of the law.

The dev~consult is a unique client-centric partnership of individuals and consulting practices taking forward the philosophy of collective wisdom but individual niches. It has partnerships with some of excellent professionals and small to medium organisations with decades of experience in their area of expertise. We, together, aim to cover diverse aspects of sustainable development including policy and governance; strategy design and execution; biodiversity and natural resource management; environmental and social safeguards; research, evaluation and impact assessment; social mobilisation and gender mainstreaming; communication and knowledge management; health systems research and management; climate change; sustainable urban development; information technology for development; and programme implementation support.

The dev~consult offers full range of solutions for short, medium- and long-term initiatives through individual consulting and/or panel expertise. Planned and executed jointly, the effort is led by the most relevant partner. Owing to its flexible structure, the dev~consult has number of affiliates and associates throughout the country as well as around the world who provide their professional assistance on need basis. It has also partnered with a few organisations having global footprint and established credentials.

The dev~consult, by design, operates in a low-overhead mode acquiring the best expertise and logistical resources on need basis to maintain its swiftness in decision-making and cost effectiveness. Believing in virtual workspace, its office is equipped with basic operational facilities and has efficient working arrangements with a wide network of service providers for technical and operational assistance, making its operations efficient and cost-effective.

The dev~consult is registered as a Partnership Firm in Pakistan and has worked with a wide range of clients. The dev~consult is also part of the OECD's Global Coalition for Good Water Governance, and a member of the Islamabad Chamber of Commerce and Industry.

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House 269-E, Street 13-B, E-11/4, Islamabad, Pakistan

Tel: +92 (51) 2222469 | Cell: +92 (333) 5590803

Email: info@devconsult.pk

www.devconsult.pk



URL: www.pakistan.unwomen.org

Facebook: www.facebook.com/unwomenpakistan/

Twitter: www.twitter.com/unwomen_pak