

Terms of Reference

Country Portfolio Evaluation: UN Women Cambodia

I. Evaluation Purpose and Use

The UN Women Evaluation Policy and the UN Women Evaluation Strategic Plan 2018-2021 are the main guiding documents that set forth the principles and organizational framework for evaluation planning, conduct, and follow-up in UN Women. These principles are aligned with the United Nations Evaluation Group (UNEG) Norms and Standards for Evaluation¹ and Ethical Guidelines.² Evaluation in UN Women is gender-responsive and utilizes the entity's strategic plan as a starting point for identifying the expected outcomes and impacts of its work and for measuring progress towards the achievement of results. The principles for gender-responsive evaluation at UN Women include fair power relations and empowerment; participation and inclusion; independence and impartiality; intentionality and use of evaluation. It is a priority for UN Women that the CPE will be gender-responsive and will actively support the achievement of gender equality and empowerment of women.

This Country Portfolio Evaluation is a systematic assessment of the contributions made by UN Women to development results with respect to gender equality at the country level. Given that the Cambodia Country Office will be in the initial stage of implementation of its current Strategic Note 2019-2023, the Independent Evaluation and Audit Service (IEAS) is primarily conducting this CPE to look backwards at the contributions of UN Women in advancing gender equality and women's empowerment in Cambodia, to support enhanced accountability for development effectiveness and learning from experience based on the implementation of the CO previous SN cycle 2016-2018. A secondary purpose is to provide a forward-looking perspective (formative evaluation) to support decision-making for the continuation of the current SN and identify UN Women's comparative advantage in Cambodia. The evaluation also seeks to provide insights on the strategic direction for UN Women CO within the context of the repositioning of the UN development system as adopted by the General Assembly resolution 72/279 on 31 May 2018.³

The primary intended users of this evaluation are the country office personnel and their key stakeholders, including the UN Women Regional Office for Asia and the Pacific. IEAS may also be interested in reviewing the evaluation as input to the evaluation of the UN Women Strategic Plan.

¹ UNEG, "Norms and Standards for evaluation", 2016, available online at: <http://www.unevaluation.org/document/detail/1914>.

² UNEG, "Ethical guidelines", 2008, available online at: <http://www.unevaluation.org/document/detail/102>.

³ United Nations General Assembly, *Repositioning of the United Nations development system in the context of the quadrennial comprehensive policy review of operational activities for development of the United Nations system*, A/Res/72/279 (31 May 2018), available from <http://undocs.org/a/res/72/279>

Primary intended uses of this evaluation are:

- a. Input to decision-making regarding the current and future programme of work of the office.
- b. Accountability for the development effectiveness of UN Women's contribution to gender equality and women's empowerment; and
- c. Learning and capacity development and mobilisation of national stakeholders to advance gender equality and the empowerment of women.

II. Context for gender equality and empowerment of women in Cambodia

Cambodia transitioned to a Lower Middle-Income Country in 2016, reflecting consistently high growth rates, at 7%⁴. Though poverty has fallen dramatically, vulnerability to economic shocks is high. The country's population is young and experiencing rapid socio-economic growth and change amidst shrinking political space and protection of human rights⁵. The economy is transitioning from a predominantly agricultural economy to a manufacturing and service-based economy, including a large garment industry, of which 90% of the workforce are women.⁶ Pervasive unequal gender norms are reflected in high levels of gender-based violence (GBV), women's limited access to justice, high burdens of unpaid care work, and low representation of women in both elected and unelected leadership roles. In the 2020 Global Gender Gap Index, Cambodia ranked significantly low, at 89 out of 153 countries⁷. Government reports and policies have increasingly recognized the importance of placing specific attention on marginalized groups to achieve GEEW, specifically women migrants, women with disabilities, women from indigenous populations, women living with HIV and LGBTIQ communities.

One of the most pressing social issues in Cambodia is the high prevalence and normalization of violence against women and girls (VAWG). In Cambodia, one in five women report having experienced sexual or physical violence from an intimate partner⁸. Recent evidence suggests that sexual harassment in the workplace and in public spaces is a prevalent yet under-reported issue⁹. The Royal Government of Cambodia (RGC) has implemented a number of laws and policies aimed at preventing and responding to violence against women, notably the Law on the Prevention of Domestic violence and the Protection of Victims, two National Action Plans to Prevent Violence Against Women (NAPVAW), and the Law on Suppression of Human Trafficking and Sexual Exploitation¹⁰. However, implementation remains limited.

⁴ UN Women Cambodia CO, AWP Cover Note (2019)/Asian Development Bank. Asian Development Outlook 2019 Update (September 2019) <https://www.adb.org/countries/cambodia/economy>

⁵ UN Women Cambodia CO, AWP Cover Note (2019)/Asian Development Bank. Asian Development Outlook 2019 Update (September 2019) <https://www.adb.org/countries/cambodia/economy>

⁶ 2019 AWP Cover Note - Cambodia

⁷ Global Gender Gap Index 2020, available online: https://reliefweb.int/sites/reliefweb.int/files/resources/WEF_GGGR_2020.pdf

⁸ UN Women Cambodia CO, AWP Cover Note (2020); <https://www.coffey.com/en/our-projects/ending-violence-against-women-in-cambodia/>

⁹ Ibid

¹⁰ UN Women Cambodia CO, SN Narrative (2019)

Despite high growth in the recent past, the overall economic outlook is not positive for Cambodia. In 2019, the European Union initiated a process to suspend the preferential access to trade, and has already partially suspended the preferential tariff, which will greatly affect the Cambodian economy given that the EU market accounted for more than a third of Cambodia's key exports in 2019.¹¹ The global pandemic Covid-19 has already resulted in a down-turn of the global economy, and will likely have long lasting effects on Cambodia given their heavy reliance on China for capital inflows, including to the garment industry where women make up 90% of the workforce. In Cambodia, women have been disproportionately vulnerable to economic shocks caused by over-indebtedness to micro-finance institutions, with loans more than double per capita GDP and many households using their land as collateral¹². Although wages have been rising, leadership of trade unions remains male-dominated and women workers' gender specific issues are often left out of negotiations with employers. As a young population with limited skills for the increasingly competitive regional labour market, many young women migrate regionally and internally for work, primarily as domestic, construction and factory workers. Outward migration is mostly undocumented, leaving these women particularly vulnerable¹³.

III. Description of programme

The United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) became operational in January 2011 with the goal of contributing to the achievement of gender equality and women's empowerment. The work of UN Women is framed by the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), which is often called the "international bill of women's rights", and the Beijing Platform for Action, which sets forth governments' commitments to enhance women's rights. The spirit of these agreements has been affirmed by the Sustainable Development Goals; UN Security Council resolutions on women, peace and security and on sexual violence in conflict¹⁴; Economic and Social Council agreed conclusions 1997/2 and resolution 2011/5; and the UN System Chief Executives Board for Coordination policy on gender equality and women's empowerment and its corresponding system-wide action plan. UN Women has an integrated mandate focused on supporting the strengthening of normative frameworks for gender equality and women's empowerment; supporting Member States, at their request, in implementing commitments to the empowerment of women and girls through operational activities at the national level; and leading, coordinating and promoting the accountability of the UN system in its work on gender equality and women's empowerment, including regular monitoring of system-wide progress, fostering UN-wide

¹¹ World Bank Economic Update, May 2019, <http://documents.worldbank.org/curated/en/843251556908260855/pdf/Cambodia-Economic-Update-Recent-Economic-Developments-and-Outlook.pdf>

¹² UN Women Cambodia CO, AWP Cover Note (2020) <https://www.adb.org/countries/cambodia/economy>

¹³ *ibid*

¹⁴ UN Security Council resolutions on women, peace and security and on sexual violence in conflict include: 1325 (2000), and 1820 (2008), 1888 (2009), 1889 (2009), 1960 (2010), 2106 (2013), and 2122 (2013).

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partnerships to respond to Member States' requests for support and more broadly mobilizing and convening key stakeholders to ensure greater coherence and gender mainstreaming across the UN.

The General Assembly adopted a landmark resolution on the repositioning of the UN development system on 31 May 2018 that has been described by Secretary-General António Guterres as “the most ambitious and comprehensive transformation of the UN development system in decades” representing the beginning of a “new era”.¹⁵ General Assembly reform effort will include a comprehensive policy review of operational activities for development as well as the general guidelines and principles of the UN system. Resolution 72/279 intends to identify opportunities for UN operational activities to better support countries in implementing the 2030 Agenda for Sustainable Development. UN Women has been mobilizing to respond to this resolution through its change management process and provides regular updates to the Executive Board.¹⁶

Cambodia Country Office

UN Women established a Country Office in **Cambodia in 2012**. The **strategic note (SN)** is the main planning tool for UN Women's support to advancing gender equality and empowerment of women and is designed to align with **UN Women's Global Strategic Plan**, in addition to UN country-level outcomes and national development and GEEW priorities. As the Cambodia Country Office (CCO) has only completed the first year of its current 2019-2023 strategic note cycle, the evaluation will include key areas of focus under the previous 2016-2018 strategic note. Throughout both strategic note cycles, CCO has maintained a strong focus on **Outcome 1. A comprehensive and dynamic set of global norms, policies and standards on gender equality and the empowerment of all women and girls is strengthened and implemented (Global Norms)** and **Outcome 4. Ending Violence Against Women**. The 2019-2023 SN shifts the area of Disaster Risk Reduction (DRR) and climate change from the previous **Outcome 3. WEE Impact Area to Outcome 5. Women and girls contribute to and have greater influence in building sustainable peace and resilience, and benefit equally from the prevention of natural disasters and conflicts and humanitarian action (WPS)**. The key CCO strategic note impact areas are summarized in Table 1.

Table 1: CCO Strategic Note Outcome Areas

¹⁵ United Nations, Department of Public Information, “Adopting Landmark Text on Repositioning United Nations Development System, Speakers in General Assembly Hail New Era of Multilateral Support for Country Priorities”. GA/12020, 31 May 2018, <https://www.un.org/press/en/2018/ga12020.doc.htm>

¹⁶ See the latest update: UN Women, “Background Brief: Progress on the implementation of General Assembly Resolution 72/279 UN-Women Executive Board, First Regular Session 2019” <http://www.unwomen.org/-/media/headquarters/attachments/sections/executive%20board/2019/first%20regular%20session/an%20update%20on%20the%20implementation%20of%20resolut72-279.pdf?la=en&vs=4301>



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SN period	Outcome 1 Global Norms	Outcome 3. WEE	Outcome 4. EVAW	Outcome 5. WPS & HA/ DRR
SN 2016-2018	<i>The Royal Government of Cambodia and civil society engaged in evidence-based dialogues in support of GEWE commitments</i>	<i>The Royal Government of Cambodia adopted policies and strategies to strengthen national accountability on economic development from a women's human rights perspective</i>	<i>The Royal Government of Cambodia is better able to prevent GBV and deliver essential services to victims and survivors</i>	
SN 2019-2023	<i>The Royal Government of Cambodia effectively implements normative frameworks advancing gender equality and women's empowerment</i>		<i>Women, girls and LGBTIQ persons in Cambodia live free from gender-based violence</i>	<i>Women and marginalized groups have greater influence in building a climate resilient society and benefit equally from disaster risk reduction</i>

CCO is based in Phnom Penh and currently has **13 personnel**: 4 Fixed Term Appointment, 1 Sweden-funded Junior Professional Officer and 8 Service Contract positions.

CCO's budget covering the period of the evaluation 2016-2019 was **US \$ 5,972,103**. The total budget increased slightly from \$1,653,268 in 2016 to \$1,893,170 in 2020. Table 2 details CCO's total planned budget for the period 2017-2020. Core and Institutional Budget remained constant over the period while non-core reduced between 2017 and 2018, moving back up in 2019 and slightly higher in 2020. Details of the CO's planned budget from 2017-2020 can be found below.

Table 2: CCO Financial Resources 2017-2020

	2016	2017	2018	2019	2020
TOTAL	\$1,653,268	\$1,499,295	\$1,217,902	\$1,601,638	\$1,893,170
Core	\$424,710.19	\$400,402.55	\$403,815.00	\$383,815.00	\$320,000.00

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IB	\$436,788.00	\$434,035.00	\$410,108.41	\$417,541.00	\$417,541.00
XB	\$45,464.33	\$2,201.12	\$1,543.91	\$19,500.00	\$66,971.50
Non Core	\$746,305.41	\$662,656.15	\$402,434.30	\$780,782.28	\$1,088,657.48

A preliminary stakeholder mapping has been carried out. This analysis will be updated however, during the evaluation process.

Table 3. Stakeholder mapping

Stakeholder Role	Specific Group	Main Contributions
Target groups of rights holders	<ul style="list-style-type: none"> Women Bamboo Producers' Association Cambodia Domestic Worker Network (CDWN) Cambodia Women's Crisis Center (CWCC) Youth Leadership Academy (participants and Core Group) I4i Ideathon participants 	<p>Direct beneficiaries and programme/project participants</p> <p>Responsible partners</p>
Principle and primary duty bearers who make decisions and implement the SN	<ul style="list-style-type: none"> UN Women Cambodia Ministry of Civil Service (MCS) ILO OHCHR RCO UNFPA UNDP Better Factories Cambodia Banteay Srey Ministry of Labor and Vocational Training (MoLVT) Ministry of Women Affairs (MoWA) Royal Government of Cambodia (RGC) Cambodian National Council for Women (CNCW) Ministry of Economy and Finance (MEF) Ministry of Agriculture, Forestry and Fisheries (MAFF) Australia National Committee Government of Australia Multi-Donor Trust Fund Office Swedish Int'l Development Coop Singapore National Committee European Union 	<p>Development, implementation, M&E of policies and programmes</p> <p>Joint programmes development and responsible partners</p>
Secondary duty bearers (no directly involved by CCO)	<ul style="list-style-type: none"> UNODC UNEP 	

IV. Evaluation Objectives

The evaluation has the following objectives:

1. Assess effectiveness and organizational efficiency in progressing towards the achievement of gender equality and empowerment of women results.
2. Assess the relevance and coherence of UN Women programme vis-a-vis the UN system to identify the added value of UN Women.
3. Analyse how a human rights approach and gender equality principles are integrated in the design and implementation of UN women's work in Cambodia and contribute to sustainability of efforts.
4. Provide actionable recommendations to support UN Women strategic positioning moving forward.

The evaluation seeks to answer the key questions below, with sub-questions to be refined during the inception phase after a consultative process with the Management and Reference groups. The evaluation will apply OECD/DAC evaluation criteria (relevance, effectiveness, efficiency, coherence and sustainability) and a Human Rights and Gender Equality criterion:

1. How has UN Women's contributions advanced gender equality and empowerment of women in Cambodia? [effectiveness]
2. Is UN Women's thematic focus and strategy for implementation the most relevant for advancing GEEW in Cambodia considering its added value within the sphere of actors working to advance gender equality? [relevance and coherence]
3. Does UN Women Cambodia have appropriate capacity and capability to ensure good use of resources to deliver results? [organisational efficiency]
4. Has the portfolio been designed and implemented according to human rights and development effectiveness principles (ensuring national ownership and sustainability of programming efforts)? [human rights & gender equality, and sustainability]

V. Scope of evaluation

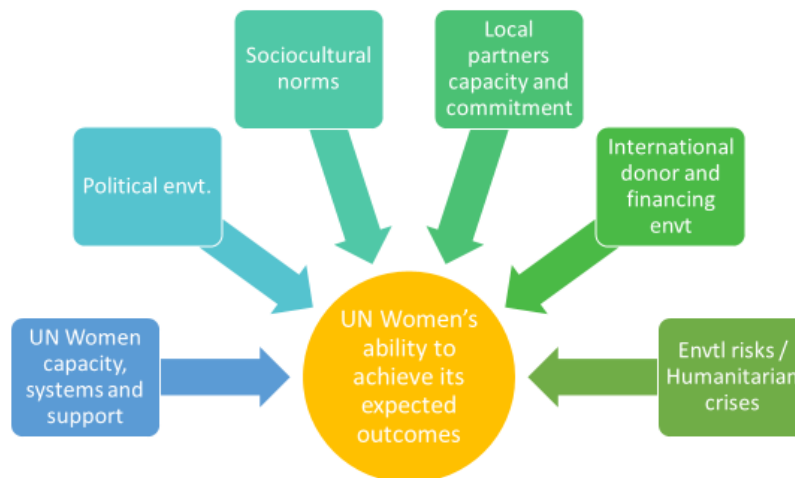
The evaluation will focus on the previous and current Strategic Note cycles covering the years 2016 to 2019 with a view to its strategy moving forward. The integrated mandate of UN Women will be assessed, including its contributions in the operational (implementation of projects), UN system coordination and normative spheres. The geographic scope will include Phnom Penh (where normative and coordination efforts are centered), and potentially one other site where activities have been implemented under the sampled impact area (to be determined during inception phase); this may

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include: Kampong Speu, Banteay Meanchey, Battambang, Kampong Thom, Siem Reap, Kampong Cham, Prey Veng, Kampot or Preah Sihanouk¹⁷.

VI. Evaluation Methodology

UN Women evaluations are gender-responsive meaning that both the process and analysis apply the key principles of a human rights-based approach: they are inclusive, participatory, ensure fair power relations, and transparent; and they analyse the underlying structural barriers and sociocultural norms that impede the realization of women’s rights. UN Women evaluations are also utilization-focused, which means that it will be tailored to the needs of the organization through a participatory approach from the inception through to the development of recommendations, which will facilitate production of a useful evaluation. The evaluation also takes a systemic perspective that recognizes that UN Women’s contributions towards GEEW outcomes and its ability to implement its programme of work are affected by several key influencing factors, as seen in the below diagram. Information on each of these factors will be collected to provide a coherent picture on the wider systems at play that affect the ability of the organization to contribute towards GEEW and reach the most vulnerable groups of women in Cambodia.



The evaluation is employing a non-experimental, theory-based approach. A re-constructed Theory of Change will be used as the basis for contribution analysis. A case study will be the primary source of information for the assessment of contributions to outcomes in the selected thematic area. Primary data collection will be mainly qualitative, but some quantitative data will be collected. An outcome harvesting approach (described below) will allow for the evaluation to engage in participatory data collection. The evaluation will employ the following analyses and methods of data collection:

¹⁷ As reported in 2019 annual work plan

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- **Key analyses** undertaken primarily during the inception phase will inform the evaluation approach and help to contextualize findings, conclusions and recommendations:
 - **Evaluability assessment:** to help determine the evaluation approach and gaps in data, the quality of the programme logic (linkages between the outcomes, outputs and indicators) as articulated in the strategic note development results framework and organisational effectiveness and efficiency framework, the availability of baseline data, and the availability of documents necessary for the evaluation will be assessed.
 - **Contextual analysis:** this will include an analysis of the key external influencing factors identified above and how they may affect realization of women's rights in Cambodia.
 - **Content analysis** on the extent to which gender transformative approach¹⁸ is applied:
 - Portfolio Analysis of UN Women SN & Project Documents
 - UNDAF (previous and current)
 - **UN Women financial analysis** will explore the budget, expenditure and trends in type of expenditures.
- **Interviews** with key informants identified through the stakeholder analysis (across all stakeholder groups); NVivo qualitative analysis software will be used to analyse interviews and focus group discussions.
- **Focus Group Discussions** with women and male rights holders that have participated in programming efforts of UN Women related to the selected case study; efforts will be made to include voices of those identified as the most marginalized. Outcome harvesting method will be employed to engage participants in identifying the realized outcomes from their perspective.
- **Surveys** of UN Women personnel and UNCT partners.
- **Evidence map:** a matrix will be utilized to map information obtained from different sources on the same outcome area, including UN Women reports (annual report, donor reports, evaluations and audits) and information collected through interviews and focus group discussions.

The analysis will triangulate sources and methods of information to ensure robust findings that can be used with confidence. The inception report will provide more details on the selected evaluation approach and methods based on desk review and evaluability assessment, scoping interviews, and consultations with the CO and ERG.

VII. Stakeholder Participation

Ideally rights holders who have directly participated in or are affected by UN Women programming efforts will be engaged in discussing the outcomes of the programming efforts from their perspective. However, the cost/benefits to the participation of rights holders as evaluation participants will be assessed during the inception phase, as the evaluation does not want to take time away from livelihoods activities. In the case that it would be too costly for rights holders to participate, a representative of the rights holders engaged by UN Women will be contacted for feedback.

¹⁸ An established feminist framework will be applied in the analysis (e.g. women's empowerment framework, gender @ work framework, Gender Results Effectiveness Scale).

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An Evaluation Reference Group will be established representing UN Women Cambodia’s key government, civil society and UN system partners. The ERG will be asked to engage and provide input at every stage of the evaluation process, from design, to preliminary results and final draft report. The ERG plays a critical role through remote and in-person meetings in ensuring a high quality, transparent process, providing insights on the key questions and approach, ensuring factual accuracy, ensuring gaps and misinterpretation of information is avoided. They will also be key informants. The ERG also plays a key role in the dissemination of the evaluation findings and recommendations and ensuring the use of the information by UN Women and key partners.

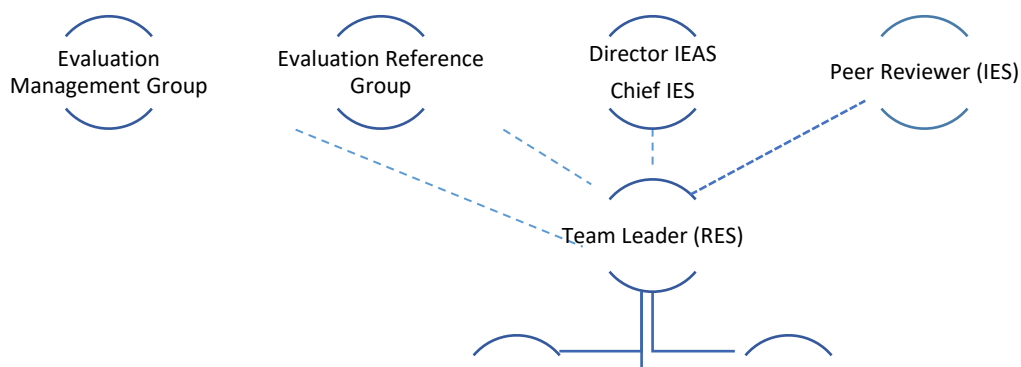
VIII. Management and quality assurance

All evaluation processes at UN Women establish mechanisms to ensure high quality evaluation processes and products as outlined in the [UN Women Evaluation Policy](#) and [Handbook](#). The Evaluation Report will follow the standard outline as established in the [UN Women Country Portfolio Evaluation Guidance](#) and should also follow the [United Nations Editorial Manual](#). The UN Women Evaluation Report Quality Assurance (GERAAS) criteria will be used to assure quality (See Annex 1). All products are subject to quality review by the peer reviewer, the evaluation reference group, and the evaluation management group.

This evaluation will have the following structures (as seen in the figure below):

1. **Regional Evaluation Specialist** of the Independent Evaluation and Audit Service will manage the coordination and day-to-day management, and serve as the team leader, leading methodological approach, collection of data, analysis and writing; as Team Leader, the RES is also responsible for overseeing the work of the evaluation team members, managing the contracts and assuring quality of the work.
2. **Evaluation team:** evaluation team members will include an evaluation analyst responsible for key analytical tasks, systematization of information and contribution to analysis and report and presentation preparation; thematic expert/s to provide substantive feedback on a selected key thematic area of UN Women CCO; National evaluator to support the data collection in country and provide key contextual information.
3. **Evaluation Management Group** for administrative support and accountability: Country Representative, Assigned Evaluation Focal Point, and the Regional Evaluation Specialist.
4. **Evaluation Reference Group** for substantive technical support: UN Women programme, National government, Civil Society, Development partners/donors, UNCT representatives.
5. **Peer Review** for methodological guidance and feedback: 1-2 IEAS staff will be engaged as peer reviewers of the CPE.

Evaluation Governance Structure



Inception meeting with ERG (via skype)								
Data collection & Analysis phase								
Survey								
Field visit + Debriefing								
Analysis								
Report Phase								
Preliminary findings workshop with ERG (via skype)								
Draft report shared with ERG								
Final report								
Communication products								

XII. Ethical guidelines

UN Women has developed a [UN Women Evaluation Consultants Agreement Form](#) for evaluators that must be signed as part of the contracting process, which is based on the [UNEG Ethical Guidelines and Code of Conduct](#). These documents will be annexed to the contract. All data collected by the team members must be submitted to the evaluation manager in Word, PowerPoint or Excel formats and is the property of UN Women. Proper storage of data is essential for ensuring confidentiality. The UNEG guidelines note the importance of ethical conduct for the following reasons:

1. Responsible use of power: All those engaged in evaluation processes are responsible for upholding the proper conduct of the evaluation.
2. Ensuring credibility: With a fair, impartial and complete assessment, stakeholders are more likely to have faith in the results of an evaluation and to take note of the recommendations.
3. Responsible use of resources: Ethical conduct in evaluation increases the chances of acceptance by the parties to the evaluation and therefore the likelihood that the investment in the evaluation will result in improved outcomes.

The evaluation's value added is its impartial and systematic assessment of the programme or intervention. As with the other stages of the evaluation, involvement of stakeholders should not interfere with the impartiality of the evaluation. The evaluator(s) have the final judgment on the findings, conclusions and recommendations of the evaluation report, and the evaluator(s) must be protected from pressures to change information in the report.

Proper procedures for data collection with rights holders who may have been affected by violence must be adhered to as outlined in the [WHO Ethical and Safety Recommendations for research on violence against women](#).

Additionally, if the evaluator(s) identify issues of wrongdoing, fraud or other unethical conduct, [UN Women procedures](#) must be followed and confidentiality be maintained. The [UN Women Legal](#)



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[Framework for Addressing Non-Compliance with UN Standards of Conduct](#), and accompanying policies protecting against retaliation and prohibiting harassment and abuse of authority, provide a cohesive framework aimed at creating and maintaining a harmonious working environment, ensuring that staff members do not engage in any wrongdoing and that all allegations of wrongdoing are reported promptly, investigated and appropriate action taken to achieve accountability. The UN Women Legal Framework for Addressing Non-Compliance with UN Standards of Conduct defines misconduct and the mechanisms within UN Women for reporting and investigating.



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Annex 1 UN Women GERAAS evaluation quality assessment checklist

- <http://www.unwomen.org/~media/headquarters/attachments/sections/about%20us/evaluation/evaluation-geraasmethodology-en.pdf>

Annex 2 UN Women Evaluation Consultants Agreement Form

- [UN Women Evaluation Consultants Agreement Form](#)
- [UNEG Ethical Guidelines and Code of Conduct](#).

Annex 3 UNEG Norms and Standards for evaluation

- <http://www.unevaluation.org/document/download/2787>

Annex 4 UN Women Evaluation Handbook

- <https://genderevaluation.unwomen.org/en/evaluation-handbook>
- <https://genderevaluation.unwomen.org/en/evaluation-handbook/country-portfolio-evaluation-guidance>

Annex 5 Resources for data on gender equality and human rights

- UN Office of the High Commissioner for Human Rights (OHCHR) – Universal Human Rights Index: <http://uhri.ohchr.org/en>
- UN Statistics – Gender Statistics: <http://genderstats.org/>
- UNDP Human Development Report – Gender Inequality Index: <http://hdr.undp.org/en/content/gender-inequality-index-gii>
- World Bank – Gender Equality Data and Statistics: <http://datatopics.worldbank.org/gender/>
- Organisation for Economic Co-operation and Development (OECD) Social Institutions and Gender Index: <http://genderindex.org/>
- World Economic Forum – Global Gender Gap Report: <http://www.weforum.org/issues/global-gender-gap>
- A listing of UN reports, databases and archives relating to gender equality and women's human rights can be found at: http://www.un.org/womenwatch/directory/statistics_and_indicators_60.htm