

FINAL REPORT

MID-TERM EVALUATION

**Making Every Woman and Girl Count in Ethiopia:
Supporting the Monitoring and Implementation of the SDGs through
better Production and Use of Gender Statistics**

UNWOMEN

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List of Acronyms

BDPfA	Beijing Declaration and Platform for Action
BoWCY	Bureaus of Women, Children, and Youth
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CO	Country Office
CSO	Civil Society Organisation
ERG	Evaluation Reference Group
ESARO	East and Southern Africa Regional Office (UN Women)
ET	Evaluation Team
FPI	Flagship Programme Initiative
GAGS	gender asset gap survey
GERAAS	Global Evaluation Reports Assessment and Analysis System
GEWE	Gender Equality and Women's Empowerment
GoE	Government of Ethiopia
GTP II	Growth and Transformation Plan II
IP	implementing partner
KII	Key informant interview
LoA	Letter of Agreement
MDGs	Millennium Development Goals
MoFEC	Ministry of Finance and Economic Cooperation
MEWGC	Making Every Woman and Girl Count
MoWCY	Ministry of Women, Children and Youth
MTE	Mid-Term Evaluation
NAP	National Action Plan
N.D.	no date
NPC	National Programme Coordinator
NSC	National Statistics Council
NSS	National Statistical System
OECD-DAC	Organisation for Economic Co-operation and Development's Development Assistance Committee
PDC	Planning and Development Commission
ProDoc	Project Document
SDGs	Sustainable Development Goals
TBD	To be determined
TOR	Terms of reference
UN	United Nations
UNECA	United Nations Economic Commission for Africa
UNEG	UN Evaluation Group
UNSD	United Nations Statistical Division
UN Women	United Nations Entity for Gender Equality and Women's Empowerment
USD	United States Dollar

Executive summary

Objective and Context of the Evaluation

The United Nations (UN) Entity for Gender Equality and Women's Empowerment (UN Women) country office (CO) in Ethiopia commissioned an independent, mid-term evaluation (MTE) of the Programme "Making Every Woman and Girl Count (MEWGC) in Ethiopia: Supporting the Monitoring and Implementation of the SDGs through better Production and Use of Gender Statistics." The evaluation was conducted by an international and national consultant from November 2020 to February 2021.

The CO developed the programme within the framework of the global flagship programme developed by UN Women HQ and launched the three-year MEWGC programme in January 2019, which was thus designed to end December 2021. The programme has been funded by the Governments of Sweden, through the Embassy of Sweden in Ethiopia, and the Government of Norway, through the Royal Norwegian Embassy. Key stakeholders MEWGC partners with are the Central Statistics Agency (CSA), Planning and Development Commission (PDC), Ministry of Women, Children and Youth (MoWCY), and selected civil society organisations (CSOs) to support the production and use of gender statistics in the country. The required budget is 3,225,239 United States Dollars (USD).

The **design** of the programme facilitates the implementation of the national development strategy in operation in 2018/2019, the Growth and Transformation Plan II (GTP II) – which was aligned with the Sustainable Development Goals (SDGs) - as is the new national development strategy developed in 2020, the 10-year Development Plan. The **goal** of the programme is to make gender statistics available, accessible, analysed, and used to inform policy making, advocacy and accountability for delivering on gender equality and women's empowerment (GEWE) commitments; The project document (ProDoc) developed strategies to achieve outcomes by working at the policy level, with data producers, and data users. MEWGC deployed consultants to its three main institutional partners to implement activities.

Purpose, Objectives and Scope of the Evaluation

The purpose of the evaluation is to assess results against the three outcomes of the programme, provide practical recommendations to inform adjustment of the result framework, identify lessons learned, good practices, and factors that facilitated/hindered achievement; and contribute to accountability, learning and decision-making in the programme. The MTE evaluates the design and the first two years of implementation of the programme through the review of documentation on the project and from institutional partners, interviews with key informants, as well as an e-mail survey of project partners. The evaluation team analysed these data to determine findings, reach conclusions, identify lessons learned, and make recommendations for the remaining period in the programme through a draft report, a verification workshop for the draft, and this final report.

Findings

Accumulated findings were organised under categories of relevance, effectiveness, efficiency, impact, sustainability, ownership, inclusiveness and participation, and gender equality and human rights, which were summarized and compiled in conclusions.

Conclusions

Relevance: The MEWGC programme is clearly relevant to Ethiopia's priorities and is recognized as such by the key implementing partners (CSA, PDC, MoWCY, and CSOs) as well as donors.

Effectiveness: UN Women and its IPs have made substantial progress towards achievement of the expected outcomes and results, although there have been delays based on IP capacity limits and the challenges of the COVID-19 pandemic. MEWGC appears on track to meet many or most of its targets.

Efficiency: UN Women's management processes were seen as supporting efficient operations. Resources appear to have been largely used as planned. Constraints noted in interviews were delays due to IP processes (mainly in financial utilization), limited capacity in IPs, and the impact of COVID-19

Impact: the work of MEWGC to achieve its outputs and affect outcomes suggest that the project will be impactful. Some positive impacts are already evident as IPs themselves expand the production and use of gender statistics even without direct support of the programme.

Ownership, inclusiveness, and participation: Partners have to some extent made the program their own, based on their assertions in interviews as well as demonstrated by their active role in program implementation. MEWGC has managed to create some sense of ownership by CSA, PDC, and MoWCY. This sense of ownership of the program was attributed to designing the programme to align with IPs' mandates and areas of responsibility and their engagement in the gap/needs identification from the design stage on

Gender equality (GE) and human rights (HR): The programme was appropriately designed and implemented to focus on supporting GE – a key HR - through the goal of the programme.

Recommendations

1. **Continue emphasis on relevance.** UN Women should continue to articulate the relevance and importance of the MEWGC programme for Ethiopia and the relevance and importance of a better framework for gender statistics, strengthened collection of gender statistics, and better use of gender statistics remains of vital importance for meeting national goals as well as UN targets.
2. **Review and finalize the results framework.** UN Women should consider engaging staff and partners to review and finalize the results framework from the ProDoc, setting agreed targets where they are missing, revising targets based on learned experience and delays from the COVID-19 situation, and changing or ratifying changed indicators as appropriate. UN Women should also engage with IPs on how partners can together not only collect and report on these data but also use these measurements for programme management - to also support relevance, efficiency, impact, sustainability, and ownership, inclusiveness, and participation of MEWGC. Detailed suggestions for UN Women for consideration are included as Annex 6.
3. **Continue to second staff.** UN Women should continue to second staff to IPs and should work closely with IP staff to build their capacity in M&E and reporting to facilitate high-quality, timely reporting from IPs to UN Women and its donors. MEWGC should increase the capacity of PDC by filling the gap in staffing capacity that may be created as a result of UN Women secondee's end of contract and the concurrent resignation of the gender director at PDC.
4. **Engage more stakeholders.** UN Women should consider involving more stakeholders such as Policy Research Institute and Job Creation Agency to the list of program implementors as their contribution for policy advocacy and analysis and employment data generation respectively is huge and add value to the program implementation.
5. **Consider more engagement with CSOs.** UN Women should consider re-engaging with CSO partners given the significant role women's organizations have in research and advocacy, monitoring and

accountability of international normative frameworks. The MEWGC program should reconsider re-engaging Women NGOs to advance the implementation of the program outcome, particularly outcome 3. UN Women has started a 2 year's project with CSOs on citizen's generated data under the leadership of the International Institute for Rural Reconstruction (IIRR) which is an International agency which will work with a number of CSOs working on gender data and GEWE.

6. **Maintain a focus on the production of gender statistics.** Since the existence and availability of gender statistics are prerequisites for use in policy planning, advocacy, and monitoring and evaluation, MEWGC should continue to focus on the production and analysis of gender statistics
7. **Support a functioning NGIS.** To ensure full functionality of the NGIS, MEWGC should continue provide capacity building to sustain the program on data analysis, interpretation, and generation of gender statistics. UN Women should consolidate effort to provide the necessary training to make the server fully functional and functioning.
8. **Consider a no-cost or cost extension.** The MEWGC programme has been delayed by challenges with IP implementation and the COVID-19 Pandemic. This has impeded implementation. UN Women should work with its donor partners and IPs to consider extending the programme at cost or no-cost for a year or more as many activities have been delayed – but are still warranted, needed, and can likely be accomplished given more time.
9. **Enhance Inter-IP coordination.** The evaluation found that inter-IP coordination and linkages of the MWGC program are loose. The linkage between MoWCY and CSA has also been found weak affecting some aspects of implementation. Therefore, UN Women should consider supporting the establishment of a regular coordination and review platform -perhaps bi-monthly - to facilitate regular exchange of views among IPs and UN Women, provide inputs to program implementation, and review and monitor progress.
10. **Expand gender awareness training and engagement with IP leaders.** UN Women should expand the gender training provided to IPs to address gender resistance issues and enhance ownership.
11. **Increase harmonization and alignment.** Ensure the program activities of the MWGC program are further aligned and harmonized to IPs strategic documents and plan of action to enhance IPs ownership of the program. UN Women should also seize the opportunity of the National Strategy for the Development of Statistics (NSDS) III development which is currently underway, to provide strategic support to the gender directorate to ensure gender issues are integrated and addressed. Alignment of the MWGC program should also be done to the new NDSS III.
12. **Jointly develop an exit strategy.** UN Women and IPs should jointly plan and develop an exit strategy to be agreed upon with IPs that clarifies how the programme will end or transform at the end of the program cycle or once the program outcomes have been achieved.
13. **Be explicit about GE and HR in programme implementation.** UN Women's core business is ensuring GE and Women's rights which are understood and addressed as human rights issues to continue to raise attention on GE and HR with partners.

1. Objective and Context of the Evaluation

The United Nations (UN) Entity for Gender Equality and Women's Empowerment (UN Women) country office (CO) in Ethiopia commissioned an independent, mid-term evaluation (MTE) of the Programme "Making Every Woman and Girl Count (MEWGC) in Ethiopia: Supporting the Monitoring and Implementation of the SDGs through better Production and Use of Gender Statistics" through a team of an experienced international and national consultant. The independent evaluation was conducted by fulfilling the terms of reference (TOR) for the evaluation consultancy through best practices in participatory evaluation between November 2020 and February 2021, including following UN Evaluation Group (UNEG) Norms and Standards and UN Women guidance on how to conduct gender responsive evaluations. The MTE is organized using UN Women's Global Evaluation Reports Assessment and Analysis System (GERAAS).

This section provides a clear, comprehensive description of the 'object' of the evaluation: the MEWGC in Ethiopia programme. Following the GERAAS, there are four subsections under Objective and Context of the Evaluation. The first subsection explains the object of the evaluation – what the MEWGC in Ethiopia project was designed to do and has done. The second subsection examines the context that shapes the MEWGC in Ethiopia programme. The third subsection describes the key stakeholders involved in the implementation of MEWGC in Ethiopia programme. Finally, fourth, the report explains how the project has been implemented and its current status, including its adaptation to the COVID-19 pandemic.

1.1 The MEWGC in Ethiopia Programme

The UN Women Country Office in Ethiopia developed the programme within the framework of the global flagship programme developed by UN Women HQ and launched the three-year MEWGC programme in January 2019, which was thus designed to end December 2021. The programme has been funded by the Governments of Sweden, through the Embassy of Sweden in Ethiopia, and the Government of Norway, through the Royal Norwegian Embassy in the country. MEWGC partners with the Central Statistics Agency (CSA), Planning and Development Commission (PDC), Ministry of Finance (MoF), Ministry of Women, Children and Youth (MoWCY), and selected civil society organisations (CSOs) to support the production and use of gender statistics in the country. The required budget is 3,225,239 United States Dollars (USD). The programme so far has been implemented mainly at the federal level but has also been implemented with regional branches of CSA and regional Bureaus of Women, Children, and Youth (BoWCY). The design targeted working at the initial stages with the Dire Dawa City Administration and the Amhara, Oromia, and Tigray regions.

The **design** of the programme is to facilitate the implementation of the national development strategy in operation in 2018/2019, the Growth and Transformation Plan II (GTP II) – which was aligned with the Sustainable Development Goals (SDGs) - by strengthening accountability mechanisms for the implementation of GEWE commitments by helping to generate and use data on gender. This goal has carried over to the implementation of the new national development strategy developed in 2020, the 10-

year Development Plan. MEWGC's design is to strengthen multi-stakeholder coordination systems to bring accountability in the implementation of GEWE commitments.

The overall **goal** of the programme is to make gender statistics available, accessible, analysed, and used to inform policy making, advocacy and accountability for delivering on gender equality and women's empowerment commitments. The Project Document (ProDoc) developed the three expected **outcomes** of the Ethiopia MEWGC Programme:

- Outcome 1: Strengthened policy and financial environment is in place to enable gender-responsive national adaptation and effective monitoring of the SDGs and GTP II.
- Outcome 2: Strengthen the production of gender statistics to enable the monitoring of national policies and reporting commitments under the SDGs; and
- Outcome 3: Gender statistics are accessible to all users (including governments, civil society, academia, and private sector) and can be analysed to inform research, advocacy, policies, and programmes and promote accountability.

The ProDoc developed four **programme strategies** for the programme team to use towards achieving the expected outcomes. These strategies include providing programme support to partners for:

- Data management.
- Capacity development.
- Partnerships and cross-learning.
- Awareness creation, advocacy, dialogue forum and knowledge generation.

The programme has three-**levels in its interventions**: working at the policy level to encourage the collection and use of gender statistics, in capacity building with the producers of gender statistics, and in capacity development for the users of gender statistics. First, at the policy level, the MEWGC Programme targeted reviewing and developing the legal and institutional frameworks that have an impact in the production and use of gender data, identifying data gaps and promoting enabling policy frameworks to fill these gaps. Second, for data producers, MEWGC targeted building the capacity of the national statistical system (NSS) as a whole towards ensuring the proper integration of gender considerations in the NSS and ensuring the availability, accessibility and use of quality, timely, regular, and user-friendly gender data in the country. Third, for the users of gender statistics, MEWGC has developed plans to support the further analysis and dissemination of data at the community level to widen the use of gender statistics through a regularized data producer- users dialogue platform.

The ProDoc went further to explain the rationale for developing each of these three outcomes and developed outputs towards achieving these outcomes, as well as activities under seven distinct outputs. Some detail was also provided for illustrative activities that the project could use to support reaching these outputs. The seven **outputs**, organised under the three outcomes, are:

- Output 1.1. An assessment of gender statistics and identification of gaps is conducted at the national level
- Output 1.2. Enabling legal frameworks, institutional arrangements, and adequate resources for gender statistics are in place
- Output 1.3. National plans to localize gender-related SDGs targets and indicators are developed

- Output 2.1. Capacity of the NSS strengthened to produce and compile the minimum set of gender indicators under each tier to address national data gaps and monitor the SDGS, including that of non-traditional actors producing and using administrative and citizen-generated data
- Output 3.1. Increased dissemination of data at national, regional state and sectoral levels for a broad audience
- Output 3.2. Dialogue between users and producers is institutionalized to increase demand and relevance of gender statistics
- Output 3.3 Capacity of civil society, government, and other actors to generate, use, publicise, analyse, and disseminate gender statistics to inform decision-making is strengthened

1.2 The Context of the Programme on Making Every Woman and Girl Count in Ethiopia

The context of the programme is shaped by UN Women as well as local reality and conditions in Ethiopia.

UN Women

UN Women, grounded in the vision of equality enshrined in the Charter of the United Nations, works for the elimination of discrimination against women and girls; the empowerment of women; and the achievement of equality between women and men as partners and beneficiaries of development, human rights, humanitarian action and peace and security. UN Women responded to global data needs under the SDGs by launching a global flagship programme initiative (FPI) “Making every woman and girl count: Supporting SDG monitoring and implementation through the production and use of gender statistics (MEWGC)” in 2016. The programme, widely known now as Women Count, has an overall goal of “Gender statistics is available, accessible, analysed and used to inform policymaking, advocacy and accountability for delivering gender equality and women’s empowerment.” UN Women identified 12 pathfinder countries as initial partners with which to work to develop and support the implementation of the programme between 2016 and 2021. The programme encourages the complementary development of additional national MEWGC initiatives. Accordingly, UN Women Ethiopia took the initiative to self-start the roll out the Women Count programme in the country in 2019, even though it was not one of the pathfinder countries.

Ethiopia

Ethiopia has committed to advancing the rights of women and girls and promoting gender equality. These commitments are manifested in the last decade by the adoption of national and international conventions such as the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), Beijing Declaration and Platform for Action (BDPfA), the Sustainable Development Goals (SDGs), the Africa Agenda 2063, and the Maputo Protocol. The country has also adopted national (federal government) policy frameworks that focus on the rights of women such as the National Action Plan (NAP) on Gender Equality (2006 -2010) and the Women Development and Change Package and Strategy (March 2017). The Government of Ethiopia (GoE) has put in place institutional framework to foster the implementation of laws and policies, including a dedicated ministry responsible for women, children and youth that coordinates, facilitates and monitor progress and hold sectors accountable on their performance on gender equality and women’s empowerment (GEWE). Proclamation 1097/2018 broadened the mandate

of the Ministry of Women, Children and Youth to hold sectors accountable for their performance on GEWE.

The Growth and Transformation Plan (GTP) II (2015/16-2019/20) was the overarching national framework guiding the country's development agenda. GTP II made the participation and empowerment of women one of its strategic pillars. National policy and strategy frameworks on GEWE are strengthened by the international and regional commitments the country has adopted. The SDGs set out 17 Goals with 169 associated targets; Goal 5 is focused on the achievement of gender equality and the empowerment of all women and girls. The new ten-year Development Plan (2020/21–2030/31) also has a strategic pillar on ensuring empowerment and equal participation and benefit in social, economic, and political spheres. In the same vein, following the footsteps of the UNDAF, the new United Nations Sustainable Development Cooperation Framework (UNSDCF) for Ethiopia 2020-2025 has an output on gender equality and women's empowerment under pillar 1 for the UN to jointly implement in alignment with national priorities.

Ensuring the implementation of these national, regional, and global commitments on gender equality and the empowerment of women and girls requires implementation, accountability and monitoring mechanism supported by quality data and statistics. As such, data and statistics have become an indispensable tool for devising policies to achieve gender equality and women's empowerment, assessing their impact and ensuring accountability. The adoption of the SDGs in Ethiopia was preceded by successes in the implementation of the Millennium Development Goals (MDGs) whereby the country achieved most of MDGs except for MDG 3 and 5 which are on the promotion of gender equality and improved maternal health. Statistics in general and gender statistics in particular have a key dual role in meeting the SDGs and the development plans of GTP II and the country's new 10-year Development Plan. Statistics and the availability of gender statistics are needed to promote evidence-based decision making to support their implementation. Statistics and gender statistics are also needed as measurement tools to use for accountability by monitoring and evaluating the impact and effectiveness of development plans and commitments.

1.3 Key stakeholders in MEWGC in Ethiopia Programme

The programme has established partnerships with key stakeholder institutions of MoWCY, CSA, the PDC, and CSOs to implement activities.

MoWCY leads and coordinates the government's efforts in GEWE. The ministry is a key actor in coordinating gender related activities; with UN Women support, the ministry has launched a Management Information System (MIS) to collect data on a nationally identified standard set of indicators on GEWE. MoWCY with support of UN Women has developed a gender levelling tool to assess the performance of government sectors on gender equality.

The CSA is the principal body responsible to coordinate and facilitate the National Statistical System (NSS) in Ethiopia through data collection, process, compilation, analysis, publication, and dissemination of statistical data including censuses, surveys, and administrative records. Its founding act however was not explicit on gender statistics and disaggregated data. CSA developed its first five-year National Strategy for

the Development of Statistics (NSDS) in 2010 (2010 - 2015) – which was aligned to the first Growth and Transformation Plan (GTP I). CSA developed NSDS II (2015/16- 2019/20) based on lessons learnt during the implementation of the first NSDS. NSDS II is designed to enhance the coverage and capacity of data collection by incorporating new surveys and censuses expanding its scope to more sectors and thematic focus including gender mainstreaming in statistics. In addition, the NSDS has clearly stated mainstreaming gender issues into the periodic assessments, census, surveys as one of its strategic pillars.

PDC is the responsible body to coordinate and monitor the implementation of national and international development plans of the country; these plans have been aligned to the SDGs. GTP II however did not have gender as one of the 10 priority areas, which made it difficult to find data on SDG 5 on GEWE.

CSOs have important roles in GEWE; partner CSOs of the project support advocacy on GEWE and can do so better with better data on gender and gender-disaggregated data. MEWGC partnered with prominent CSOs to build CSO capacity in gender statistics and to engage with producers of these data. As part of its capacity building initiative, UN Women facilitated TOT on Citizen's Generated data to bridge the existing data gap.

Other important stakeholders include UN organisations and Ethiopia's other development partners.

1.4 Implementation Status

MEWGC in Ethiopia has now been in operation for two years 2019-2020. The programme had an actual budget of 1,110,580 USD for 2019. The 2020 budget is 693,389 USD. The programme is under the overall supervision of the UN Women Representative to Ethiopia, Africa Union, and United Nations Economic Commission for Africa (UNECA). It benefits with the technical guidance of UN Women East and Southern Africa Regional Office (ESARO) statistics specialist based in Nairobi and the Statistics specialist in UN Women HQ. The programme is managed by the UN Women ECO Coordination Team.

The MEWGC in Ethiopia programme has the following staff and staff structure:

- National Programme Coordinator (NPC) with the overall responsibility of providing technical support and capacity-building for high quality implementation and guarantying high-quality financial management and reporting to UN Women and donors.
- Programme officers with the role of supporting the NPC and strengthen the programme's intended outputs in this area while also providing support to the programme partners.
- Programme associate with the role of providing technical support to CSO partners and ensuring UN Women financial and procurement policies are strictly followed and used for intended purpose.
- Short-term technical consultants based at CSA, PDC and MoWCY to support with the implementation, monitoring and reporting of the programme.

MEWGC had deployed consultants to its three main institutional partners to implement activities with these partners 2019-2020. The COVID-19 Pandemic has affected implementation; national and UN Women responses to the pandemic have slowed the implementation of activities, as face-to-face programming has been reduced, and shifted some resources to help meet immediate GEWE needed in

the pandemic. MEWGC has supported some immediate response programming to mitigate the damage done by the pandemic and social responses to it on women by providing support to women most in need under these conditions, and to provide protective equipment to programme partners and IT equipment for partners to continue implementation and for close monitoring by UN Women staff.

2. Purpose, Objectives and Scope of the Evaluation

This section makes the evaluation purpose, objectives, and scope clear to guide users of the evaluation through two subsections. The subsection “Purpose, objectives and use of evaluation” explains UN Women’s purpose in commissioning the evaluation and the objectives of the evaluation, including the intended use and users of the evaluation - with how the information can be used. The second subsection, Evaluation Scope, describes the scope of the evaluation by explaining what the evaluation does and does not cover and the reasoning behind this scope.

2.1 Purpose, objectives, and use of evaluation

The evaluation purpose is:

1. To provide an in-depth assessment of the results against the three outcomes of the programme and performance in terms of the relevance, effectiveness, efficiency, sustainability, impact, inclusiveness, participation, equality, non-discrimination, and social transformation.
2. To provide practical recommendations that will inform adjustment of the result framework of the programme to respond to the changes in the context, availability of funds and to ensure effective result measurement for the rest of the programme implementation period.
3. To identify lessons learned, good practices, and factors that facilitated/hindered achievement; and
4. To contribute to accountability, learning and decision-making including practical recommendations to inform the management and coordination of programme implementation leading towards the final evaluation and other related initiatives on gender statistics

The specific objectives of the evaluation are to:

- Review the programme design, implementation strategy, institutional arrangements as well as management and operational systems.
- Assess the context under which the programme has been implemented and the extent to which the results of the programme are achieved or are on track, including unintended results and examine to what extent the programme is aligned with relevant international agreements and conventions, national needs, government priorities as well as with the Undrafted analyse and reflect on the progress of the programme and the validity of its identified strategies.
- Check on availability of data and evidence to allow informed and credible analysis of performance, and the ‘evaluability’ of the programme with a view to make amends for the implementation of the rest of the programme.

- Assess effectiveness and organizational efficiency in progressing towards the achievement of gender equality and women's empowerment results as defined in the intervention, with a special focus on innovative and scalable and replicable interventions.
- Take stock of changes in the programming context (including normative developments, new funding available) and programmatic response.
- Assess the relevance of the contribution of the programme to the national statistics development strategy in Ethiopia with particular focus on gender statistics.
- Assess the sustainability of the intervention in meeting the demand of quality, accessible, timely and reliable data to track progress on gender equality and women's empowerment.

The CO reports that it intends to use the evaluation to contribute to accountability, learning and decision-making, in particular through the use of practical recommendations to inform the management and coordination of programme implementation. This is expected to strengthen the programme and other related initiatives on gender statistics, and a solid final evaluation at the end of the project. The conclusions and recommendations may also be useful for key programme partners MoWCY, CSA, PDC, and CSOs as well as for UN Women's design and management of other programmes.

2.2 Evaluation Scope

The independent MTE of the MEWGC in Ethiopia programme evaluates the design and the first two years of implementation of the programme. As a mid-term evaluation, the evaluation has limited ability to make judgements about impact. Two years in, with the additional challenges of COVID-19 pandemic conditions, have limited what can be said about impact to date. The evaluation team, with the concurrence of UN Women, reduced the anticipated emphasis on impact from the TOR based on this reality. Thus, instead of answering six evaluation questions about impact, the evaluators focused data collection on a single question of impact to date: "How and how much has the programme contributed to improving the state of gender statistics in Ethiopia to date?".

3. Methodology

This section first discusses the processes and methodologies used in conducting the evaluation, followed by four additional brief subsections that cover data collection, analysis, and sampling; stakeholder consultation; limitations; and evaluation ethics.

3.1 Method of Data collection and analysis

UN Women used independent evaluation consultants Lawrence Robertson (international) and Meron Genene (national) to conduct the MTE (see Annex 7: Brief Biographies of Evaluators). The evaluation exercise was started with a comprehensive inception report outlining plans for the evaluation. Then pursued by fieldwork to collect data, analysed these data, and preparation of the MTE report. Following a presentation on the draft to stakeholders at a validation workshop and the receipt of all feedback on the draft, the evaluation team (ET) will finalize independent Mid-Term Evaluation Report.

The TOR, provided as Annex 1, notes that the purpose of the evaluation is to provide an in-depth assessment of the results against the three outcomes of the programme and performance in terms of relevance, effectiveness, efficiency, sustainability, impact, inclusiveness, participation, equality, non-discrimination, and social transformation. The evaluation has thus identified lessons learned, good practices, and factors that facilitated or hindered achievement.

The ET used the UN Women Evaluation Handbook and the GERAAS guidance, as well as the Organisation for Economic Co-operation and Development's Development Assistance Committee (OECD-DAC) evaluation criteria from the TOR (sources which are also used more broadly by the UNEG and UN Women) to organize sets of key questions for the evaluation. Answering these questions addresses the specific objectives and meets the purposes of the evaluation. The ET has used these questions from the TOR in the categories of relevance, effectiveness, efficiency, sustainability, impact, ownership, inclusiveness & participation, and gender equality and human rights in developing the methods to be used for the evaluation and the organisation of the evaluation process and report below.

The evaluation team developed an evaluation matrix (Annex 4) that outlined how the team structured data collection and analysis based on the OECD-DAC criteria Relevance, Effectiveness, Efficiency, Impact, and Sustainability and UN Women criteria of ownership, inclusiveness & participation as well as gender equality and human rights – which are also the criteria also informed UNEG evaluation guidelines(including UNEG Guidance on “Integrating Human Rights and Gender Equality in Evaluations) and UN Women gender responsive evaluation guidelines. These categories were used to develop specific questions that the evaluators used in systematic document review as well as interviews and an electronic-mail (e-mail) survey. The matrix shows how the questions were used to gather the data to analyse and answer all of the evaluation questions.

3.2 Data collection

Three main methodologies were used to collect valid and reliable data to analyse and evaluate the project: document review, key informant interviews and an e-mail survey. The ET focused these three data collection methodologies on the most relevant information: documents useful in addressing the evaluation questions, key informants have substantial engagement and knowledge of the project, and survey recipients that know the work of MEWGC.

Document review

The ET has reviewed the main documents produced by the project (ProDoc, work plans, quarterly reports and annual reports, other studies) and relevant materials of project partners (reports on activities and agreements) to gather relevant data and other project related information to answer the evaluation questions (see Annex 2: List of Documents). The ET reviewed these materials using the questions from the evaluation matrix as a framework to organize these data towards answering the evaluation questions. The review of documents has been complemented by data from key informant interviews and the survey.

Key Informant Interviews (KIs)

The extensive set of questions outlined in the TOR has been used to develop interview questions for interviews with key informants (see Annex 3: List of Interviews) The evaluation matrix (Annex 4) was used

to generate the list of questions. Fifteen interviews were conducted, reaching 17 people at UN Women, CSA, PDC, MoWCY, CSO partners, and donor partners in December 2020 and January 2021. Some additional questions were asked in February 2021 to some interviewees to gain additional clarity.

The ET solicited guidance from the CO for who to interview; the Coordination Team and MEWGC staff provided lists of the main programme partners at CSA, PDC, MoWCY, CSOs, as well as other UN agencies and donor partners for MEWGC. The ET conducted interviews independently, using an interview guide (see Annex 5: Data Collection Instruments). In each interview, the ET asked specific questions from this longer list of all interview questions based on the experience of the key informant with the project and their responses to previous questions.

With COVID-19, all but two interviews were conducted remotely. Interviews were in English when done by the international team member or by both evaluators; interviews by the national team member – either in-person or remote - were in the Amharic. Notes were shared among the team and used for analysis. Each interview began with a brief explanation the purposes and processes of the evaluation and by obtaining informed consent - the clear agreement of the informant to participate in the evaluation's fieldwork under conventional evaluation ethics (non-attribution and anonymity). Data from key informant interviews has been complemented by review of documents and the e-mail survey.

E-mail Survey

MEWGC programme and CO staff encouraged the ET to also use a survey to collect data. The CO and programme team identified a list of 41 partners and beneficiaries that could be asked over electronic mail to fill out a brief survey as a third way to gather data. The ET prepared, discussed, revised, and finalised an e-mail survey questionnaire using questions similar to those in interviews and data review, which was sent to key staff, partners, and stakeholders (attached in Annex 5: Data Collection Instruments). Most survey questions measured responses using a simple three-point scale, with a fourth option indicating not sure. Some questions solicited short open-ended answers to give e-mail survey respondents a chance to provide more detailed information useful to addressing key evaluation questions. The initial two weeks for survey completion was extended a week with a reminder in an effort to increase the number of surveys received. In total, 10 surveys were returned for a response rate of just under 25%.

Document review, key informant interviews and the e-mail survey have generated more than enough valid and reliable data to analyse to answer all of the evaluation questions from the TOR as explained in the evaluation matrix.

3.3 Stakeholder Analysis and Sampling Approach

Stakeholder analysis was done as the programme team worked to identify partners, stakeholders, and beneficiaries suitable for interviews and the e-mail survey. Given the goals of the MTE and the ways the programme has worked to date with key partners, beneficiaries, and stakeholders in GoE institutions as well as with some CSO users of official statistical data, the evaluation has used purposive sampling to select the most knowledgeable, informed partners and beneficiaries as the appropriate informants for a MTE of a programme like MEWGC.

3.4 Data Analysis

The evaluation matrix developed how the ET would conduct data analysis through comparison and triangulation to identify and organize findings, reach conclusions, draw lessons learned, and make recommendations. The evaluation team has shared document review notes and KII notes systematically and collaborate in data analysis. Comparison has been through trend analysis of change over time and qualitative assessment of the relevance, effectiveness, efficiency, impact, and sustainability of the project's assistance. Triangulation has checked the compatibility of data and findings from different data sources and across different collection methods (across different KIIs, across different documents, and between KIIs and documents – as well as with data from the e-mail survey). In addition, the evaluators will validate findings and conclusions through discussions with UN Women and project staff. Based on the information available and stakeholder perceptions, the evaluators have made and supported judgments on the value and extent to which processes and activities contributed to the achievement of intended outputs.

3.5 Limitations

The evaluation has conventional evaluation limitations. Limitations include:

- Assessing contribution rather than attribution–Limited baseline data is available, and the evaluators have limited ability to gather data and examine other potential factors, including other donor programming, that may have influenced and contributed to the changes identified in MEWGC outputs and programme impact to date.
- An excessive number of potential evaluation questions – All development projects have many potentially useful, interesting, and valuable questions that could be asked in an evaluation. The TOR used the OECD-DAC evaluation criteria of relevance, effectiveness, efficiency, impact, sustainability, ownership, inclusiveness and participation, and gender equality and human rights as categories to organize questions. The TOR took these seven categories (two of which are compound ones that have more than one aspect in the title alone) and generated a list of 50 questions from these seven categories (a total which does not break down compound questions into their multiple components). The ET proposes to reduce this slightly by not using three impact questions that are not relevant at mid-term.
- Limited time- A limited amount of information can be gained from any one interview. The TOR included more than 50 guiding evaluation questions (which led to an even larger number of interview questions). However, only a limited number of questions could feasibly be asked and followed-up upon in any interview as diminishing returns were apparent after 60 to 90 minutes in interviews.
- Limited engagement of interviewees with MEWGC in Ethiopia programme - Many staff, partners, stakeholders, and beneficiaries have limited engagement with the project; while their perspectives are invaluable, they are often only relevant to parts of the project and/or some of the evaluation questions. The limited number of key project staff, partners, and stakeholders thus limits the extent of relevant data gathering.
- Building rapport in remote work- Finally, it is more challenging to build the solid rapport and connections between the evaluator and interviewees that provide for more thoughtful, expansive answers to interview questions through remote methods. In-person interviews

may be less problematic in this regard. COVID-19 pandemic conditions however may limit how many in-person interviews are possible.

The evaluators managed these limitations and minimized the impact of these challenges on data collection, data analysis, and the quality of the evaluation by:

- assessing the contributions of the project to changes in outputs and impact to date.
- engaging with UN Women through the inception report to focus the evaluation on key evaluation questions,
- using a smaller number of key interview questions in each interview to focus on the areas where informants were expected to provide the most value and asking specific questions relevant to their experience with the project,
- focusing the review of documents on the key evaluation questions, and
- using in-person interviews when safe and feasible to better build rapport with interviewees.

An additional limitation arose in conducting the fieldwork. The ways that UN Women manage with implementing and donor partners through broad LoAs and funding agreements made it challenging for the evaluators and interviewees to focus on the subset of funds that go to activities under MEWGC. Because donor agreements with Sweden and Norway provide core funds for the UN Women Strategic Note, not just this programme, donors and MEWGC partners discussed and referred to more than this programme. LoAs between UN Women and CSA, PDC, and especially the MoWCY also cover more than only MEWGC. UN Women secondees to these institutions to work on more than just MEWGC-funded programming. Some data, findings, and potentially conclusions, lessons, and recommendations may thus refer to UN Women programming funded by these partners beyond MEWGC or implemented in partnership with CSA, PDC, or MoWCY that is funded from outside of the MEWGC programme.

3.6 Ethics

The evaluation designed the fieldwork around ethical principles that are conventional best practices in evaluation: anonymity and non-attribution. For interviews and the e-mail survey, the evaluators assured informants that their responses would not be associated with them personally, and that no data in the evaluation would be attributed to them personally. Explicit informed consent was solicited and received from all interviewees to participate in the evaluation under these conditions and stated in the introduction to the e-mail survey (see Annex 5). The ET has maintained anonymity and non-attribution in the report.

4. Findings

4.1 Relevance

The OECD DAC defines relevance as “the extent to which the intervention objectives and design respond to beneficiaries’, global, country, and partner/institution needs, policies, and priorities, and continue to do so if circumstances change.¹

To what extent is the intervention relevant to the needs and priorities as defined by beneficiaries? Are they aligned to national priorities?

Amidst the lack of accurate data on gender statistics and the dearth of reporting on gender indicators², the program ‘Making Every Women and Girls Count’(MEWGC) is viewed as relevant and timely by UN Women, donors, IPs and CSOs interviewed, who recognized the importance of the programme in addressing the important gap in gender statistics in the country.

Key informants interviewed for evaluation were unanimous in noting the relevance of the MEWGC program to national priorities and the priorities of IPs. The program intends to improve the production of gender data, which is vital to address a gap in gender statistics. *“There is a lack of reporting on gender disaggregated data. We have a gender data gap for SDGs reporting, that’s why this program is relevant,”* one respondent noted.

Interviewees noted that the goal of the program, making “gender statistics available, accessible, analysed and used to inform policy making, advocacy and accountability for delivering gender equality and women’s empowerment” is highly relevant to meeting the government’s policy commitments on women’s empowerment and gender equality and endorsed international normative frameworks. For CSA, a principal body for the production of statistics and key implementing partner of the program, has gender data production and gender mainstreaming as a sub thematic area of its five-year National Strategy for the Development of Statistics II (NSDS II) which makes the MEWGC program highly relevant and aligned to its strategic plan (NSDS II, 2015/16-2019/20).

The program could not also be more relevant to the Ministry of Women Children and Youth (MoWCY) which is mandated to coordinate and report on policy commitments and international gender normative frameworks, which makes gender statistics indispensable for evidence-based reporting and accountability. Indeed, the lack of gender statistics and data disaggregated by sex has been a major impediment for policymakers and planners. In the words of one respondent, *“our challenge used to be lack of gender disaggregated data and gender statistics. The more data is disaggregated by gender, the more relevant and useful the information is for policy makers.*

“We need updated information. We need to set targets for our interventions with accurate and updated statistics. So, this program is very important especially if we all access information,” emphasized another stakeholder while discussing the need for updated statistics.³

¹ See Better Criteria for Better Evaluation Revised Evaluation Criteria Definitions and Principles for Use OECD/DAC Network on Development Evaluation, 2019.

² to inform evidence-based policy planning and reporting

³This is due to the most reliable surveys, i.e. CSAs are periodic in nature, including DHS that comes out in 5 years.

5 out 10 (50%) survey respondents stated the program has responded to the actual needs of the country in general and target groups in particular to a greater extent while 4 out of 10 (40%) to a medium extent and 1 out of 10 (10%) is unsure.

Implementing partners and wider stakeholders were unanimous in attesting to the significance and relevance of the MEWGC program for planners, implementers, and policy makers to ensuring gender responsiveness of planning, implementation, monitoring, and reporting of relevant national and global commitments.

To what extent is the intervention aligned with relevant national, regional, and international normative frameworks for gender equality and women's empowerment?

Interviews and documents noted that the MEWGC program is in alignment with the country's national development strategy, Gross and Transformation Plan II (GTP) II (2016-20) pillar 8 on Women and Youth Empowerment. The program also supports the National Strategy for the Development of Statistics II (2015/16-2019/20) Strategic Theme 2 on data development and sub-theme 2.6 on Gender Mainstreaming and Development of Statistic. The MEWGC program was also designed in conformity with the United Nations Development Assistance Framework (UNDAF) 2016-2020, Pillar 4: Governance, Participation and Capacity Development; and on Equality and Empowerment. *"This Women's count program is relevant to the priorities of our organization since it's under UNDAF and among the identified national priorities."*

The three program outcomes are also congruent with national, regional, and international normative frameworks endorsed by the Ethiopian government including the Convention on Elimination of Discrimination Against Women (CEDAW), and the Beijing Platform for Action (BPA), Sustainable Development Goals, and AU Agenda 2063. In its general recommendations, the United Nations Committee on the Elimination of Discrimination against Women (UN CEDAW), in its general recommendation, has on several occasions called for improving the production and use of gender statistics. Also, in 1995, the Beijing Platform for Action called for "generating and disseminating gender-disaggregated data and information for planning and evaluation." The Commission on the Status of Women (CSW) in its Agreed Conclusions has repeatedly called for better statistics to address data gaps and improve gender statistics. The SDGs also require data disaggregated by sex for measurement of its progress.

Cognizant of the above, robust gender indicators and quality data are required to identify gaps, ensure implementation, monitoring, and accountability of both national and global reporting commitments.

4 out of 10 (40%) survey respondents think the program is aligned to national, regional, and international normative frameworks for gender equality and women's empowerment to a greater extent, while another 4 out of 10 (40%) answered to a medium extent and two are unsure.

What are UN Women's comparative advantage in this area of work compared with other UN entities and key partners?

UN, GoE and CSO interviewees noted that UN Women has a comparative advantage to run the MEWGC program compared to other Agencies. As the lead United Nations entity in the area of gender equality and women's empowerment, UN Women is best positioned to work on gender statistics considering the vital role gender statistics has for revealing the status of women and measuring progress on women's empowerment and gender equality. In the view of one respondent,

“UN Women is specialized in the area of gender. They also have the mandate of gender equality, so they have a comparative advantage to work on gender statistics.”

Another key informant also argued

“UN Women should work on availing gender statistics while other entities should work on mainstreaming gender by using the gender statistics available. “

The majority of survey respondents, 6 out of 10, believe that UN Women has comparative advantages in gender statistics to a large extent compared to other UN entities and other partners, one to a medium extent, while 3 are unsure or do not know.

Is the intervention logic coherent and realistic? What needs to be adjusted?

UN Women interviewees noted that the intervention logic of the MEWGC program is captured in the theory of change (ToC) described in the programme document. The ToC articulates three levels of intervention for change to happen on gender statistics to deliver on gender equality and women's empowerment goal. The level of interventions outlined are a supportive and coordinated policy environment; availability of quality, comparable, regular, and accessible gender statistics; analysis of data by all users; advocacy for policy reform and accountability. In the event these components are in place, participatory rigorous assessment of data gaps will be conducted, and steps will be taken to address the gap. Analysis of the ToC as well as the planned outcomes, outputs, and activities indicate that the design of the program is logically coherent and realistic.

CSA, PDC, and MoWCY interviewees understood the need for a comprehensive programme, and that MEWGC was logical in linking the three outcomes, its outputs, and in work with its key IPs.

The conceptual linkage between the three outcomes and the need for a holistic approach can be inferred from the ToC. However, following the replacement of GTP II by the newly developed 10th Year Development Plan, the TOC might need to be updated accordingly.

6 of the 10 (60%) survey respondents are of the view that the project's logic is coherent and realistic to a larger extent, 2 out of 10 (20%) to a medium extent and 2 (20%) of them do not know or are unsure.

How strategic are partners in terms of mandate, influence, capacities, and commitment? To what extent have implementing partners added value to solve the development challenges stated in the programme document?

The overwhelming majority of interview and survey respondents are of the view that the program has the right strategic partners since all existing partners have the mandate and influence to carry out the activities outlined in the program and contribute to the program goal. Programme documents, particularly the ProDoc explained why CSA, PDC, and the MoWCY were key IPs. While CSA is the government body responsible for the production of statistics, PDC is mandated to coordinate national planning, and M&E, with MoWCY is the overall government coordinating body for gender. While the selection of these government implementing partners was strategic to attain the program goal, there may be others that can be relevant to the program implementation, due to the strategic position they acquire. A case in point is the Policy Research Institute which is mandated to issue policies and revise existing ones. Since enabling policy environment is a prerequisite for the program implementation, as clearly articulated in the TOC, the inclusion of this institute could add value for the program implementation. The institute depends on national data to deliver on policy research and revisions and if provided with gender responsive data and

statistics, they can contribute to the issuance of gender responsive policies and indicators. Another recommended actor to the list of partners is the Job creation Agency which will have a big contribution to the generation of employment related gender data.

That aside, the evaluation observed that the involvement of CSOs in the program implementation is limited. UN Women developed a one-year initiative to popularize SDGs and the alignment with the National plan though CSOs which ended in September 2019. The partnership was pilot from the onset with no intention of extension. Given the strategic role women's organizations have in research and advocacy for the development of gender responsive policy, monitoring and accountability of international normative frameworks, the program may have opportunities to capitalize on its work with CSOs for additional results, particularly in outcome 3; hence the need to reconsider the inclusion of women organizations in the program implementation.

The limited capacity of IPs, in terms of both human and financial, fund absorption, and in reporting to advance program implementation, was highlighted as a challenge for the timely program delivery. As a way to manage this known challenge, UN Women seconded technical experts to its main implementing partners of the program (MOWCY, PDC, CSA). The added value of these secondees in facilitating day to day program implementation was seen by UN Women as enormous. Their key roles were also indicated in interviews with staff of all hosting ministries. However, during the reporting period of this evaluation, the contract of UN Women's seconded person to PDC was coming to an end with no sign of an extension. Some informants in the Commission fear the vacuum that would be created, on top of the concurrent resignation of the gender director of the Gender Directorate, if the secondee is not in place.

The strategic choice of implementing partners - ones with the mandate, influence, technical knowledge - have added value to add to program implementation in a variety of ways. Interviewees noted that IPs have given the program a national reach and have contributed to its sustainability. These have been the case for different interventions of the program including for capacity building training whose reach has been beyond IPs federal level staff but also branch offices and regional bureaus. When fully operational, the National Gender Information System (NGIS) system⁴ will have data fed in from regions until Woreda level. The various surveys that will be supported by the program, such as the time use survey, Gender Asset Gap Survey all have a national reach, when materialized.

IPs have also contributed at the policy level to contribute positively to the enabling environment to support implementation of the various outcomes of the program. Given their expertise in the areas of the program outcomes and national reach, they will advance implementation and increase its impact. For instance, PDC interviewees noted that the Commission, mandated to develop the national development plan and framework of the country, used the data produced with the program support⁵ as an input for the 10th year Development plan, whose indicators were done in alignment with SDGs. It further spearheaded the development of key performance indicators (KPIs)⁶ developed for gender with MEWGC programme support for better monitoring and reporting. Reporting on KPI will be disaggregated by location, age, and sex, as learned during the interviews.

CSA is the central body to lead in statistical data in Ethiopia, and for gender statistics activities in the programme ranging from data production to analysis, dissemination, and use. Interviewees in CSA and

⁴ which was partly supported by the program

⁵ The case of the women's assessment study and the minimum gender indicators

⁶ KPIs are instituted in the 10th year perspective development time for the first time

outside of it noted that the contribution of CSA to programme implementation will be immense in that CSA can successfully lead in the production of gender statistics if adequately supported by MEWGC and others.

MoWCY along with UN Women had produced the first module on violence against women which was included in EDHS, expected to produce grounding results.

Given the above findings, the contribution of IPs to deliver on UN Women mandate in general and to MEWGC programmatic outcomes, in particular, is enormous.

How appropriate and useful are the indicators described in the programme document in assessing the programme's progress? Are the targeted indicator values realistic and can they be tracked? If necessary, how should they be modified to be more useful? Are the means of verification for the indicators appropriate?

The ProDoc developed indicators for the outcomes and outputs of MEWGC. The ET has reviewed both the outcome and output indicators in the result framework and asked in interviews about the indicators when informants were reasonably expected to know the full results framework. Only some UN Women interviewees had detailed knowledge of the indicators. These interviewees felt the indicators were realistic, measurable, and achievable. The ET found that the indicators with a few exceptions were realistic, measurable, and achievable for capturing programme progress and results. That said, some indicators may not be in use. Only one indicator, Output Indicator 2.1D, appeared to be an error that could be easily rectified. Targets however were not set for some indicators in the ProDoc. Some specific suggestions for potential indicator changes for MEWGC for UN Women for consideration are included as Annex 6

The indicators are comprehensively listed and used in the Effectiveness section below. For this question, beyond a general discussion, the ET only discusses specific indicators that appear to be problematic, were seen as challenging, or may not be in use. UN Women reporting to donors for 2019 does not use the results framework from MEWGC. It is not clear how or if UN women uses the indicators; it is clear that UN Women manages toward the results, but the CO and its staff may not track and measure some of the indicators.

Outcome indicators for Outcome 1: Strengthened policy and financial environment is in place to enable gender-responsive national adaptation and effective monitoring of the SDGs and GTP II were Indicator 1A: The implementation of the National Strategies for the Development of Statistics II is strengthened with UN Women's support (measured as a yes or no) and Indicator 1B: Percentage of allocated budget for CSA and sector ministries for the production of gender statistics annually over the programme period. Measurement of the first indicator is general and unspecified, but the indicator broadly captures the outcome; while a yes rating may be somewhat subjective, this assessment describes the outcome. This can be acceptable in combination with other indicators that are more precise and have independent measurements. The second indicator does not seem to be used or measured. MEWGC should engage with CSA to see if this indicator – which would be instructive about the pace of change in gender statistics – could be reasonably measured, who would measure it, and what reasonable MEWGC targets and the 2019 baseline would be.

Programme staff should also work with IPs to set targets and baselines for other indicators where they are absent in the ProDoc: Outcome Indicator 2B and Output Indicator 3.1A and 31B.

Output Indicator 2.1D, the Proportions of positions (by sex, age, persons with disabilities and population groups) in the labour force, appears to be an error. MEWGC does not have activities or aim to directly influence PWD labour force participation. It is likely that the indicator was meant to be Study on this proportion produced, which MEWGC has already achieved. UN Women can correct this likely error by making the indicator the production of this study, which has been achieved.

4.2 Effectiveness

Effectiveness is “The extent to which the intervention achieved, or is expected to achieve, its objectives, and its results, including any differential results across groups.”

What has been the progress made towards achievement of the expected outcomes and expected results? What are the results achieved so far?

Interviews provided broad evidence for programmatic effectiveness, as programme staff, IP staff, and other interviewees noted that the gender awareness of statisticians has improved. As one interviewee noted, In CSA, gender issues were not considered prior to introduction of this program. The programme’s gender assessment of the NSS found that there was a great deal of room for progress. Other CSA interviewee noted that the programme has created a shift and created opportunities as it helped CSA start to think differently and start to incorporate gender into all aspects of surveys. As one interviewee noted, “when the programme is finished, we will see added value in practice from the outputs.” The other aspect consistently noted as progress is the capacity building carried out by or funded by the MEWGC.

The survey asked broadly about the achievement of results in the programme goal, rather than about results under each outcome and output. Six of the ten survey respondents noted results to a large extent, three to a medium extent, with only one respondent unsure or not knowing.

Outcome 1: Strengthened policy and financial environment is in place to enable gender-responsive national adaptation and effective monitoring of the SDGs and GTP II

Outcome Indicator 1A: The implementation of the National Strategies for the Development of Statistics II is strengthened with UN Women’s support (measured simply as a yes or no without explanation of a measurement system) and Indicator 1B: Percentage of allocated budget for CSA and sector ministries for the production of gender statistics annually over the programme period, where no baseline is provided and no targets are developed, are difficult to use to assess effectiveness for the MTE. On the other hand, output indicators under this Outcome are clear.

Output 1.1. An assessment of gender statistics and identification of gaps is conducted at the national level

The programme completed the foundational gender assessment of the NSS in fall 2020, including validation of the assessment in workshops. The activity was included in the Letter of Agreement (LoA) with CSA signed on 20 June 2019 that started formal programme collaboration with CSA.

The assessment was conducted from fall 2019, including through a consultative inception meeting, until its finalization in 2020 – meeting Indicator 1.1A for the programme, Number of assessments conducted on the gender data gap, for which the Target was 1. The assessment was made public in February 2021, which can start the process of publicizing the report and making it widely disseminated.

Output 1.2. Enabling legal frameworks, institutional arrangements, and adequate resources for gender statistics are in place

UN Women supported the launch of the Census in January 2019 prior to its postponement. MEWGC then supported CSA with the development of Gender Statistics Guidelines through support for meetings of the Development Committee, a gender expert seconded from UN Women, and drafting, followed by consultations on the draft and its finalisation; the guidelines were designed to address the lack of recognition of and need for gender statistics in the Establishment Proclamation for the CSA. MEWGC supported the participation of CSA managers in an ESARO webinar on Citizen Generated Data (CGD) in May 2020.

Support from the programme funded two workshops for CSA on gaps in the Statistics Act, which has led to revisions of the act. These revisions have not yet been approved as of February 2021. Findings from the gender assessment of the NSS were also seen as having influenced the revisions.

The ProDoc set out 2 indicators under this output: Indicator 1.2A: An inter-agency gender statistics coordination committee in place, with a target of Yes, and Indicator 1.2B: Gender Statistics Guideline developed, reviewed, and approved, with a Target of 1 (equivalent to yes). MEWGC activities to support the establishment of the inter-agency gender statistics coordination committee were postponed in 2020. “The Booklet on How to Produce Analyse and Communicate Gender Statistics” was published February 2021 meeting this target. The output is thus half-accomplished.

Output 1.3. National plans to localize gender-related SDGs targets and indicators are developed

UNW has worked closely with PDC since 2019 to support the alignment of gender-related SDG targets and indicators with national plans guided by a LoA signed in June 2019. MEWGC supported the development of a minimum set of gender indicators relevant to gender (from GTP II) and gender relevant SDGs in the Ethiopian context; a team of experts of 10 experts from relevant directorates of MoWCY and PDC identified, compiled, and shared the set with key stakeholders through a consultative and validation meeting with PDC and MoWCY in October 2019. These validated indicators were shared with PDC’s Evaluation and Monitoring Team responsible for the preparation of the 10-year perspective plan’s Key Performance Indicators (KPI). The KPIs were finalized in March 2020. The launch of the 10-year perspective plan was delayed by the COVID-19 pandemic but was held in June 2020.

With the pandemic, PDC suggested revising some 2020 programming to disseminate information on performance in GTP II and SDG monitoring in COVID-safe rather than traditional, capacity-

building ways as anticipated in the AWP. Funding has also been reprogrammed through PDC for emergency support through a programme to mitigate the Impacts of COVID-19 on the working poor. As conditions became more favourable, MEWGC supported training on “Gender mainstreaming in the planning, monitoring and evaluation process at the time of COVID 19: the impacts of COVID 19 on gender” for almost 100 PDC staff in August 2020.

With the MoWCY, MEWGC worked to finalize the roadmap on national women’s economic, social, and political empowerment in 2019; however, it still needs to be approved by MoWCY for publication and dissemination. The Programme in 2020 supported the hiring of a national consultant to serve as the Minister’s Adviser on Gender and support the implementation of the 10 years perspective plan at MoWCY. The secondee took on this larger responsibility, while continuing to work with UN Women to coordinate programme implementation at MoWCY.

The ProDoc set indicator 1.3A as A minimum set of indicators tailored to the national context identified and agreed by all stakeholders, with a target of yes. The Minimum set has been reviewed and validated, meeting the target for the output.

However important activities remain to be implemented under the programme to support PDC technically and financially to align the gender-related SDG targets and indicators in the 10-year perspective plan, support PDC and MoWCY to identify translate the indicators to local languages, and to provide technical and financial support to the national taskforce on SDGs to mainstream gender in the joint work plan on implementation of the SDGs.

Outcome 2: Strengthen the production of gender statistics to enable the monitoring of national policies and reporting commitments under the SDGs

Programme reporting and interviews noted MEWGC-supported activities and products towards the outcome, and that the support was helpful through working towards the single encompassing output in this area. Programme reporting and UN Women tracking noted progress towards outputs and targets.

The outcome indicators in the ProDoc are Indicator 2A, Ethiopia produces and publishes at least 50% of the minimum set (including Tier I, Tier II and Tier III gender-related SDGs indicators) in the coming 3 years, respectively and Indicator 2B, the Number of data producers and users with strengthened capacities in the collection, analysis, dissemination and use of gender statistics, including in improving Tier II and Tier III SDGs indicators, with UN-Women’s support. Both the target and baseline for 2B were TBD in the ProDoc, while 2A is expected to shift from a baseline of no to a target of yes. Indications are positive that Ethiopia will continue to produce and publish an increasing percentage of the minimum set of indicators during the life of the project – and the project continues to strengthen the capacity of data producers and users

Output 2.1. Capacity of the NSS strengthened to produce and compile the minimum set of gender indicators under each tier to address national data gaps and monitor the SDGS, including that of non-traditional actors producing and using administrative and citizen-generated data

MEWGC delivered support to CSA and other partners to fund a series of capacity building trainings on gender mainstreaming and gender statistics in July 2019, which built the capacity of CSA staff in branch offices. The programme followed up with training on data analysis on gender in November 2019 with CSA statisticians. UN Women also supported experts from CSA to attend a regional conference to validate Administrative Data produced by UN Women Eastern and Southern Africa Regional Office. MEWGC also supported a Training of Trainers (ToT) on citizen generated data (CGD) has been conducted for staff from 29 CSOs in collaboration with Monitor Africa.

MEWGC planned activities to support a time use survey for 2019 at the start of the programme. However, CSA postponed the study based on capacity constraints; MEWGC adjusted to then support CSA's work in 2019 towards conducting the first ever Gender Asset Gap Survey (GAGS) in Ethiopia, including supporting the development of questionnaires and working manuals by the expert team. As this survey was also postponed by CSA, some support was shifted to 2020, when MEWGC support was used for the survey.

MEWGC supported PDC in this area as well; the programme funded participation the PDC Gender Director in Statistics Sweden training to develop Guidelines on Gender Data Quality Management in May 2019. As a follow-up to, UN Women financially and technically supported PDC, MoWCY and Mekelle University participation in a November 2019 regional workshop in Zambia on producing this booklet.

Support to MoWCY provided computer hardware accessories to regional BoWCY to improve regional networking and communication between MoWCY and regional BoWCY. MEWGC supported a workshop to disaggregate the indicators of the National Gender Information System (NGIS) in December 2019.

In 2020, towards the GAGS, MEWGC funded training on survey questionnaire development, an international consultant to support the finalization of the questionnaire, and organised and funded a well-received South-South experience sharing for CSA and MoWCY specialists to learn from the experience of Ghana with their survey. Continued capacity limits and priorities have meant that as CSA has been delayed in conducting the gender asset gap survey, this has led to CSA delaying the time use survey to 2021, correspondingly returning funds to UN Women. Progress, however, has been made – with the pre-test of the survey now launched. The survey has only been delayed; funding will again be forthcoming from the project when CSA is able to move forward. UN Women supported an assessment of sex, age, and disability status of persons in the labour force by reviewing of existing surveys. The survey was published in February 2021.

The ProDoc set four indicators for this output:

Indicator 2.1A: CSA supported to conduct and analyse (a) time use survey and (b) gender asset gap survey, with a target of 3

Indicator 2.1B: Number of trainings for data producers facilitated in the collection, analysis, dissemination and use of gender statistics with a target of 9

Indicator 2.1C: Number of regional states and city administrations linked through a network to feed into the MIS with a target of 3

Indicator 2.1D: Proportions of positions (by sex, age, persons with disabilities and population groups) in the labour force, without a target – and likely in error as the MEWGC does not attempt to influence PWD participation in the labour force – only that data is collected on it.

For these four, the GAGS is well underway and MEWGC has conducted numerous trainings so will certainly reach the 9 trainings. UN Women postponed support to MoWCY to purchase the equipment required to effectively cascade the MIS to regions; It is not clear from project reporting how many regional states and city administrations are linked into the MIS as of February 2021. The study on PWD in the labour force has been completed, which makes sense for the indicator which thus should be considered met. While all indicators have not been met, MEWGC and its partners are well on their way towards achievement.

Outcome 3: Gender statistics are accessible to all users (including governments, civil society, academia, and private sector) and can be analysed to inform research, advocacy, policies, and programmes and promote accountability.

Indicator 3A: Number of knowledge products published including gender assessments of SDGs using agreed SDGs indicators. Target: 3

Output 3.1. Increased dissemination of data at national, regional state and sectoral levels for a broad audience

MEWGC supported PDC to set up the national dashboard on the SDGs in collaboration with the SDGs Center for Africa by funding procurement of the server to host the dashboard in October 2019. The programme funded training on dashboard set up at the SDGs Center for Africa in Rwanda for PDC staff in November 2019. MEWGC procured the remaining IT accessories needed for the dashboard and handed over the remaining equipment (a backup server and IT accessories) in June 2020.

Upon the approval of the Commissioner, experts from the SDGs Center for Africa will travel to Ethiopia to set-up the dashboard and train experts from all sectors to link sectoral MIS, if available, to the national dashboard in PDC.

UNW also funded the publication of data, which was done by a consultant, from existing surveys of CSA and administrative sectors to provide detail on progress towards wide range of GTP II and SDGs indicators with a gender perspective at the regional level and disseminated this report, the Regional Level Gender Disaggregated Data Mining and Analysis report.

Funds remaining from the programme's work with the MoWCY from 2019 were reprogrammed to provide material support for vulnerable women and migrant returnees affected by the COVID-19 pandemic in 2020. Support packages were distributed to 200 vulnerable women in Oromia Regional State and to 100 migrant returnees in Addis Ababa.

Knowledge products have been produced, published, and disseminated in 2020 include:

- Rapid Gender Assessment on the impact of COVID-19 on women and men in Ethiopia, that was produced in collaboration with UN Women Eastern and Southern Africa Regional Office
 - Representation of persons with disabilities in the Ethiopian labour force survey
 - Assessment on gender responsiveness of COVID-19 interventions Communication toolkit on communicating gender statistics
 - Gender Statistics Guideline and
 - Gender Mainstreaming in the National Statistical System assessment
- Assessment to inform revision of the existing statistical Act

Indicator 3.1A: in the ProDoc was “Number of user-friendly data sources that can be easily accessed by data users.” However, the Target was TBD. Indicator 3.1B was the Number of publications on gender statistics disseminated to data users; no target was set for this indicator either in the ProDoc. However, by February 2021, the programme has certainly produced one source under each.

Output 3.2. Dialogue between users and producers is institutionalized to increase demand and relevance of gender statistics

MEWGC supported training by CSA for 46 participants from sector ministries, CSO and other users of gender statistics on data literacy in December 2019. The programme also partnered in 2019 with the Network of Ethiopian Women’s Association (NEWA), Ethiopian Women Lawyer’s Association (EWLA) and Women Can Do It (WCDI) CSOs to popularize the SDGs. Agreements with NEWS were used to fund well-attended user-producer dialogue forums that linked PDC staff with CSOs. WCDI developed and ran a weekly radio program popularizing key messages on the SDGs among the public. EWLA hosted a competition among university students on the SDGs.

The pandemic and state of emergency impeded dialogue and bringing stakeholders together in person. Many activities anticipated under this output were thus postponed

The ProDoc included Indicator 3.2A, the Number of user-producer dialogue forums and workshops, with a target of 9. Direct measurement data on the indicator has not been shared with the ET. However, it is clear that even under these unfavourable conditions, MEWGC has funded or held at least 3 workshops. Workshop pace could be accelerated should COVID-19 wane.

Output 3.3 Capacity of civil society, government, and other actors to generate, use, publicise, analyse, and disseminate gender statistics to inform decision-making is strengthened

MEWGC funded a consultant to prepare CSA’s Advocacy and Communication Strategy for Ethiopia 2020/2021 – 2025/2026. The strategy was produced in collaboration with CSA, validated at a CSA workshop, and published.

MEWGC worked with CSO partners such as EWLA to popularize gender statistics and domesticate the use of these statistics to support the implementation of SDGs, particularly SDG 5. The programme supported a series of capacity building trainings in 2019 in consultation with CSA, PDC and MoWCY to

strengthen the skills of experts from government and civil society skills in data generation and analysis from a gender perspective. Activities included supporting a PDC delegation visit Rwanda to learn from the national planning and follow-up mechanisms to use data to track and monitor progress. Trainings were held on data mining, analysis and report writing, how to produce, analyse and communicate gender statistics; and on the collection, analysis and use of citizen-generated data for reporting SDG5 and gender specific indicators in other SDGs. These trainings reportedly directly reached 86 people (some more than once).

Other planned activities to bring together users and producers of statistics were postponed due to the pandemic and state of emergency to address it in Ethiopia, which made it not advisable and not possible to bring large stakeholder groups together in person as envisioned in the ProDoc and AWP.

The ProDoc set Indicator 3.3A, the Number of CSO, academia and research institutions representatives trained on gender statistics, with a target of 10. It is not clear in reporting to date what the number of currently reached institutions is – only that numerous institutions have had staff trained under the programme. The programme can reach more beneficiary institutions when in-person workshops become possible again.

What are the internal and external factors that contributed to the achievement or non-achievement of intended results?

UN Women and the project team saw UN Women's processes of team work as significant internal factors supporting success. These processes are discussed further under efficiency below. UN Women staff noted the importance of having sufficient resources as an internal factor contributing to success.

UN Women and partner interviews saw having the right partners (CSA, PDC, and MoWCY) as key internal factors contributing to results. The good relationships created by UN Women with key partners like CSA were seen as key reasons for success. These good relationships are of two types: longstanding relationships between UN Women and key partners, as well as dedicated partnerships set up or built upon by the MEWGC programme towards shared goals at CSA, PDC, MoWCY, and CSOs.

Going forward, key external factors important to future success were seen as the other sectoral ministries in Ethiopia, who need to be reached through the project and MEWGC's GoE partners (CSA, PDC, the MoWCY) to have broad success across the government. The future need to really reach other sectoral ministries on the importance of gender statistics and to build their capacity to collect these data was seen as requiring greater resources. Donor partners appreciated the successful networking of UN Women and saw this and successful collaboration with CSO partners as key internal factors contributing to the achievements of MEWGC.

CSA noted an internal factor producing success is that the project is directly linked to their area of work and mandate, supports an area where they want to improve (gender statistics), and is workable. The dedication and commitment of CSA management to work with UN Women supports success.

In internal limitations, some interviews noted that there is still some resistance to gender issues in government; this was largely seen as coming from a lack of gender awareness (which could in part be

addressed by the programme). The continued fragmentation of data and information in government, and bureaucracy in general, were seen as challenges to be addressed with the support of the programme. Some interviews also noted political instability as posing challenges to the programme.

Other interviewees saw administrative issues in IPs were seen as key external factors to the project that have delayed some results, or not enabled their achievement to date. The processes to administer the funds in GoE IPs have been long, which has led to some delays in programme implementation. The COVID-19 pandemic has also delayed some activities and is recognized as an impediment, particularly by donors. The existence and use of international frameworks like the SDGs, as well as national planning frameworks like GTPII and the new 10-year perspective plan, were seen by some programme staff as key external factors promoting achievement; these frameworks and plans – which incorporate gender – serve as key anchor that demand improved gender statistics to monitor, measure, and report on progress. These frameworks provide what data to be produced – and motivate partners to produce these data (with project support). Knowledge of these frameworks by users of statistics also promotes their use of data.

To what extent did the programme contribute to achievement of results in terms of making gender statistics available, accessible, analysed, and used to inform policy making, advocacy and accountability for delivering on gender equality and women's empowerment commitments?

While progress is evident towards outcomes and outputs, the goal of the MEWGC in Ethiopia project has not yet been achieved. This is not surprising as this is a mid-term evaluation, and project implementation has been negatively affected by the COVID-19 pandemic. In interviews, UN Women, and programme staff, GoE partner leaders, and CSO leaders interviewed noted that even with these constraints, the programme has contributed to some extent to the programme goal already. This is not seen as sufficient; instead, this is seen as still the start of the effort.

When asked in the e-mail survey, five of the ten respondents noted that the programme had contributed to the production of gender statistics to a large extent, three to a medium extent, one to a small extent, with only two unsure or not knowing. These results indicate high levels of satisfaction with programme effectiveness.

How have stakeholders been involved in the programme implementation?

UN Women designed the MEWGC in Ethiopia programme to work through key IPs – the ones with the responsibility for, capacity to support, and interest in gender statistics. Most of the programme has been implemented by CSA, PDC, the MoWCY, or CSO partners as they work towards their mandates, which are aligned with the programme. The programme was designed with these partners' input for them to implement towards meeting their own institutional mandates – as well as meeting the goals of the MEWGC programme. Despite some challenges in implementation and the COVID-19 pandemic, the ProDoc's plan for partners to implement activities has been carried out. Consultations have continued with IPs over the course of

implementation, led by the UN Women secondees in CSA, PDC, and MoWCY. Consultation is also used to produce annual plans for activities with each partner.

Five of the ten survey respondents noted the project has involved stakeholders in implementation to a large extent, three to a medium extent, with the remaining two respondents unsure or not knowing. Survey respondents from CSA and PDC especially noted high stakeholder involvement in implementation.

How was the programme monitored and reviewed? To what extent was this exercise useful and used?

UN Women monitors the programme through programme staff funded by the project and UN Women's management, which holds regular meetings for UN Women and MEWGC staff—reported variously (twice a week – the first to plan for the week and the second to report out on results or biweekly) and adjust to support achievement if needed. UN Women staff use participatory processes to update an excel spreadsheet tracking tool that helps measure progress against the set goals. UN Women managers have staff explain why any expected progress had not been met, and the timeframe for rectifying this problem. UN Women's M&E expert was seen by UN Women staff as effectively supporting these processes across the portfolio – including for joint quarterly reporting to donors. Quarterly reporting is seen as useful in monitoring and adjusting as needed.

CSA noted that the UN Women staff work closely with the agency to track and report programme implementation. UN Women reported holding a planning and review meeting on the implementation of the MEWGC programme with CSA as part of the overall framework of collaboration between the two partners. The February 2020 meeting was designed to revise implementation and develop the 2020 AWP.

UN Women used similar processes with PDC. UN Women also reported holding a planning and review meeting on the implementation of the MEWGC programme with PDC as part of the overall framework of collaboration between the two partners. The February 2020 meeting was designed to strengthen implementation and develop the 2020 AWP.

In the survey, three of ten respondents noted the programme has monitored and reviewed its work to a large extent, two to a medium extent, and one to a small extent, with the remaining four respondents unsure or not knowing.

Have any good practices, success stories, lessons learned, or transferable examples been identified and documented?

The gender assessment of the NSS was seen as a good practice by some programme staff; the process was seen as useful in building consensus on current status and the way forward, with support of the programme, to broaden the availability of and access to gender statistics. Some partners noted the benefits of study tours for them and their institutions (such as PDC). The study tour of Rwanda was seen as instrumental in educating staff at PDC on the significance of gender statistics and their usefulness through the dashboard. UN Women processes and the programme

were also greatly appreciated for efficiently procuring key equipment, such as the server for PDC quickly at reasonable cost.

One CSA interviewee noted the placement of a UN Woman secondee as a good practice that helped a lot. The broad ways that UN Women is “close to” the agency – through the secondee, the project manager, the UN Women Coordination team head, and even the Country Representative – were seen as engaged and supportive of the agency’s work. The close relations were seen as key in working out any issues that arise in the programme.

4.3 Efficiency

Efficiency is defined by the OECD/DAC as the extent to which the intervention delivers, or is likely to deliver, results in an economic and timely way. The effectiveness section above noted the ways UN Women, and its partners were able to deliver; this criterion assesses how commensurate these processes were based their costs.

To what extent does the management structure of the intervention support efficiency for programme implementation?

UN Women’s processes seconding staff to the main IPs (three staff, one to each partner for all or most of the period of implementation to date) – and the work of UN Women staff (project manager, the UN Women Coordination team head, and even the Country Representative) - were seen as supporting efficient operations of the MEWGC programme. Interviews noted the importance of finding the right people with the right backgrounds to work as secondees in IPs, and how these staff that had been recruited specifically by UN Women Ethiopia for these positions facilitated programme implementation. “They make it possible to facilitate and implement the programme.” These staff were seen as especially important when there were transitions in the leadership of IPs, as secondees provided institutional memory and continued the link between IPs and the Country Office. Core UN Women/Ethiopia country office staff were also valued. Donors saw the programme structure as contributing positively to programme achievement.

IPs like CSA are seen as having the needed technical capacity to carry out the work efficiently, even if some of their administrative and financial procedures are less than efficient. Some CSO partners noted that they appreciated the involvement and engagement of UN Women management in their projects, including in efficiently reporting on their project-funded activities.

Five of the ten survey respondents noted the management structure of the intervention support efficiency for programme implementation to a large extent, two to a medium extent, with the remaining three respondents unsure or not knowing.

Have resources been used efficiently? Have activities supporting the strategy been cost-effective?

UN Women noted that resources were used as planned in the ProDoc; UN Women asserted that the development of the ProDoc costed out activities realistically, based on the needs of the IPs. Some programme staff noted the processes were efficient because the MEWGC programme has kept the focus on the big picture and outcomes in implementation, which they saw as an efficient practice because it supported achieving programme goals. Donors noted that UN Women has a strong programme and project management system, guided by its programme and operation manual, which brought organizational efficiency to programme implementation

The realities of work in 2020, under COVID-19 pandemic conditions, were seen as making resource and time efficiency “hard.” Under these conditions, shifting most of the tasks anticipated in 2020 was seen as sensible or inevitable, prioritizing through reprogramming.

Workshops were seen as key modalities to reach partners and stakeholders; MEWGC funded multiple-day workshops in many cases not only because lengthy workshops were seen as needed to achieve results but also because they were seen as more cost effective.

Workshop learning needs to then carry over into regular work in partner institutions. A gap was seen between workshop participation and the implementation of what was learned at workshops in IPs in some cases by interviewees. This gap was seen as an inefficiency; however, this was seen as simply a fact - no way of ensuring institutional adoption of workshop-trained practices and increased capacity at institutions was proffered.

Four of the ten survey respondents noted resources had been used efficiently to a large extent, two to a medium degree, with the remaining four respondents unsure or not knowing.

[Have programme funds and activities been delivered in a timely manner? If not, what were the bottlenecks encountered?](#)

UN Women managers noted some challenges in implementation with partners that have multiple priorities, limited capacity, and sometimes transitions in leadership. This has led to some activities not being carried out as planned. Some funds for non-implemented activities from CSA and PDC have been returned to UN Women, which anticipates transferring these funds again to these IPs when they are able to implement the planned activities. Some other funding has been reprogrammed, particularly to meet some urgent COVID-19 relief needs. The MEWGC programme was recognized as needing to hire staff upon the receipt of funds; this by its nature takes some time, which naturally delayed the start of programme implementation. LoAs with key partners were not signed until June 2019. Partner staff turnover, especially in management and for directors of key offices, has also impeded programme implementation. Donors recognized that partner turnover, limits on their capacity, and political instability plus COVID-19 had had negative effects on planned programme delivery. This was not seen as surprising or as a significant problem – just as facts to be managed and mitigated.

Three of the ten survey respondents noted programme funds and activities had been delivered in a timely manner to a large extent, three to a medium degree, and one to a small extent, with the remaining three respondents unsure or not knowing.

Are there enough resources (financial, time, human resources) allocated to integrate human rights and gender equality in the design, implementation, monitoring and evaluation of the programme?

IPs noted the benefits of having a UN Women secondee supporting the programme to support implementation, monitoring, evaluation, and reporting. CSA, PDC, and MoWCY noted that they had been able to invest enough time and resources in the design of the programme. Donors felt that through their country programme's with UN Women, there were sufficient resources for the programme – and asserted that staffing levels were adequate. Donors noted they fund through the UN Women Country Programme, not through particular projects like MEWGC. Projects need to be -and are - folded into the broader UN Women country programme for Norway and Sweden.

Survey respondents however saw the adequacy of resources as a challenge. Only one of the ten noted that there were enough resources to a large extent. Instead, four noted the adequacy of resources to a medium extent, two to a small extent, with the remaining three respondents unsure or not knowing.

Were there any constraints (e.g., political, practical, and bureaucratic) to addressing the gender data gap efficiently during implementation? What level of effort was made to overcome these challenges?

Constraints noted in interviews were delays due to IP processes, limited capacity in IPs, and the impact of COVID-19. Interviewees noted that the programme was designed specifically to address the constraint of limited IP and other partner capacity by building their capacity to collect and disseminate gender disaggregated data (at institutions like PDC). Some CSO partners interviewed noted that they did not receive enough resources through the programme to meet their goals; however, they were able to make adjustments and negotiate needs in order to successfully conduct the work for the MEWGC programme. Donors noted IP capacity constraints sometimes hindered timely reporting.

Two of the ten survey respondents noted constraints to addressing the gender data gap efficiently in implementation to a large extent, four to a medium extent, and one to a small extent, with two respondents unsure or not knowing (and one not answering this question).

3.4 Impact

Impact is “the extent to which the intervention has generated or is expected to generate significant positive or negative, intended or unintended, higher-level effects.” As a mid-term evaluation, the ET reduced and simplified the evaluation questions in this area to a single question.

How and how much has the programme contributed to improving the state of gender statistics in Ethiopia thus far?

While the MTE has been conducted at the end of year two of the three-year MEWGC, interviewees recognize that challenges with IPs that have delayed the programme and the COVID-19 pandemic mean the programme has had substantially less than two years in actual implementation. Nevertheless, programme documents and interviews noted ways that impact – not simply the achievement of outputs or progress towards outcomes - was already starting to be evident. For example, a CSA interviewee noted that “before the programme, CSA scarcely considered gender” and now, after the engagement of UN Women and training through MEWGC funds, at CSA “different departments now constantly asking for support to produce gender statistics on their own initiative.” This was seen as important progress that was based on the successful work of the programme to raise awareness of the importance of gender statistics, which has an impact in building interest in producing gender statistics, including in technical CSA Departments like Agriculture, who are now producing an independent gender statistics report. PDC interviewees were confident that the activities were going to produce an impact in terms of generating gender statistics in the long term (after the end of the three-year programme). MoWCY interviewees shared that perspective. CSO leaders interviewed were not as sure, as their activities in MEWGC had ended and their beneficiaries, such as journalists, were not seen as continuing to use the skills they had been trained in at present. But CSO engagement was pivotal in popularizing SDGs, in particular Goal 5, literally from scratch for their target groups and to the wider public, through live interactive radio programs. They had also been engaged in popularizing the levelling tool which created demand to replicate it and use it at CSOs level to track progress on gender mainstreaming within their organizations.

UN Women staff and IP staff interviewed were confident that there would be substantial impact from MEWGC in the future; the programme just needs more time to reach its results. A consistent idea was that given the delays and COVID, the MEWGC programme should be extended to provide more time to conduct planned activities and reach its outputs.

Three of the ten survey respondents noted that the programme has contributed to improving the state of gender statistics in Ethiopia so far to a large extent, with four answering to a medium extent, one to a limited extent, and two that were unsure or not knowing. These data suggest high levels of satisfaction with the impact of the programme thus far. CSA respondents were the most positive on impact, with CSO respondents answering that they did not know.

3.5 Sustainability

Sustainability is defined as “the extent to which the net benefits of the intervention continue, or are likely to continue.” Sustainability is thus challenging to examine before a programme ends; however, even at mid-term, staff, partners, and beneficiaries can discuss work to support sustainability in the future and potential signs that are promising – or not promising – of future sustainability.

Did the intervention design include an appropriate sustainability and exit strategy (including promoting national/ local ownership, use of national capacity, etc.) to support positive changes in the existence of regular, comparable, and reliable gender statistics in the country at the end of the intervention?

A review of the program document notes that the intervention does not have a clearly articulated, explicit sustainability plan and exit strategy linked to the program design. The majority of the stakeholders also interviewed that addressed this evaluation question indicated that they are not aware of the program's either sustainability plans or exit strategy. In the survey, four of the ten survey respondents were unsure

or did not know the degree to which the project design had an appropriate sustainability and exit strategy, with one respondent noting this to a limited degree, three to a medium degree, and only two to a large degree. This was one where survey respondents were most unsure or did not know, suggesting room for more explicit and directed discussion of sustainability and exit by UN Women with partners.

Experience has shown that sustainability thinking should begin at the conceptualization stage, during situation and stakeholder analysis, to have a better understanding of the sustainability factors which was not the case in this program. The program, during the design stage, attempted to identify the different components of the intervention that were needed for sustainability. However, some of the sustainability factors identified might not be feasible, as in the case of establishing a national statistical committee to oversee and monitor the production of gender statistics. This committee has yet to be established during the time of reporting and some interview respondents doubt its feasibility taking into account the voluntary nature of the assignment which requires time and commitment.

During implementation, the program has made headway to enhance the capacity of partners and building and maintaining a strong partnership with IPs which enhances ownership and contributes to some sustained results. Respondents noted the strong relationship UN Women has created with IPs as supporting sustainability.

Nonetheless, crafting project sustainability and a clearly articulated plan for an exit strategy is instrumental to ensuring the long-term sustainability and effectiveness of the intervention. Even though the program does not have a clearly stated exit strategy from the onset, it can still be done following this review.

The findings of the evaluation indicate that there will be positive changes towards gender statistics in the country, by the end of the interventions. Even though the program is only halfway through, where many of the implementations of planned activities were further derailed by COVID 19 pandemic and political instability, there are still signs of positive change towards the production of gender statistics that could remain.

The increased gender awareness of statisticians and the subsequent capacity built in the areas of gender statistics, gender mainstreaming, *inter alia*, through training that took place both within the country and overseas,⁷ is contributing to the production of gender statistics. A case in point is the booklet produced on gender statistics guidelines, by the program beneficiaries that took part in an international training program (ITP)- advanced gender statistics training, in Sweden.

Key initiatives the program is supporting including the stand-alone Gender Asset Gap Survey, Gender Statistics Guideline and Gender Mainstreaming in the National Statistical System are opening doors for the production of reliable gender statistics. For instance, the gender asset gap survey, that the program supported and carried out by CSA, will be the first of its kind for Ethiopia to assess the gender asset gap, gender wealth gap, and the gender dynamics of intra-household ownership with an immense contribution, once materialized, for reliable and comparable gender statistics.

Some respondents noted the assessment conducted on the representation of persons with disabilities in the Ethiopian labour force is another initiative that brings positive change in addressing, to some extent,

⁷ Advanced gender statistics

the gap in disability statistics. The extracted data has however been controversial given the inconsistency of the survey questions across the different data collection instruments.

That said, some of the standalone surveys covered by UN Women might risk regularity and financial sustainability, respondents cautioned when the support ends, particularly the cases of the time use survey and the gender asset survey.

The approach to managing risks of the project focuses on sustainability. The main risk is that the changes in the environment for, production of, and use of gender statistics are not sufficiently internalized in partner institutions. The way to manage this risk, as in the design of the programme, is to emphasize working with partners towards sustainable change – which is the UN Women approach in implementation as well.

What is the likelihood that the benefits from the MEWGC in Ethiopia Programme be maintained for a reasonably long period of time if the programme were to cease?

The interviews conducted with stakeholders provided broad evidence on the program benefits that will be maintained by the end of this intervention. Capacity supported by the project and products created by MEWGC with IPs are expected to endure. The gender gap assessment conducted on the national statistical system and the subsequent actions taken to review survey tools and administrative data collection methodologies, in a gender sensitive manner; the stand-alone survey that has just begun,⁸ and the ones completed like the persons with disabilities survey are among the interventions whose benefits will be maintained.

The mainstreaming of gender in CSAs survey tools and administrative data collection methodologies that the program intends to carry out, will put the program implementation on the right track to sustaining results and contribute heavily towards the generation of gender data across the various indicators/sectors. Some of these tools are gender blind hence the need for revision, as recommended by the gender gap assessment study. According to an informant from CSA, “once the instruments are designed to be gender sensitive and tested and endorsed by CSA, CSA can use them for a long period.”

“If the implementation of the project goes smoothly, we’ll mainstream gender in the system. If the system is developed, sustainability will not be questioned. We have to integrate gender into the functional system. Gender statistics are not standalone. If we are successfully integrating it in the system, we will be sustainable” stated a national stakeholder

Further, improved knowledge on varied issues of gender and gender statistics and the capacity built are among the interventions whose benefits will remain within the institutions.⁹ “We know how to produce gender data now,” stated a respondent while discussing the benefits of the capacity building training.

In order to digitalize national data collection and monitoring and reporting, UN Women has also supported the purchase of a server. Having installed the server, there was a plan to get in-house training from the Rwanda SDG Center which was delayed due to COVID-19. The staff of PDC does not feel equipped yet to use the server as the technology is new and adequate training is yet to be provided. According to a PDC

⁸ The gender asset gap survey

⁹ provided that staff turnover is less

interviewee, “when the server is functional, it will bring a paradigm shift” in the country’s monitoring and reporting system, including generating data for the 10-year Development Perspective Plan, SDG 2030, and AU Agenda 2063). The same is true with the establishment of the NGIS system.

The survey for the evaluation found that six of the ten respondents felt programme achievements/benefits would be sustained after MEWGC support comes to an end to a medium extent, one to a limited extend, and three were not sure. CSA respondents were least sure of all respondents.

That said, some respondents pointed out the less priority rendered to gender issues and the scarce resource available which could challenge the sustainability of some interventions. IPs also indicated the need for more time, with many suggesting a no-cost extension, for implementation, finalization, and consolidation of remaining activities to support sustainability.

To what extent have MEWGC in Ethiopia national partners undertaken the necessary decision and course of actions to ensure the sustainability of the effects of the Programme?

The evaluation findings note that there has not been any specific action taken as such by the program partners and UN Women alike to ensure the program sustainability. Nearly all the interview respondents indicated they are not aware of any specific action have taken from either side to ensure sustainability either in the forms of sustainability plan preparation or any discussion taken on it. However, as discussed in the previous section, the different interventions carried out by the program have some sustainability factors that could contribute to sustaining the program interventions albeit inadequate. Therefore, the need for a discussion platform for UN Women along with all its partners to strategize the program sustainability was suggested as a remedy.

How has the programme enhanced ownership and contributed to the development of national capacity in order to ensure sustainability of efforts and benefits?

Taking the limited duration of the program implementation into account, amidst COVID-19, one can say that the program has created some sense of ownership and contributed to the development of national capacity. 4 out of 10 (40%) of the survey respondents are of the view that the program has contributed for enhanced ownership and development of a national capacity to a greater extent, while 3 (30%) of them to a medium extent, 1 (10%) to a limited extent and 2 (20%) are unsure/do not know.

The extent to which interviewees noted that the MWGC program is owned by stakeholders is largely dependent on the level of their participation in the programme as well as on the programme’s relevance to their interests and mandates. The fact that IPs are directly engaged in the implementation of the program, which is already aligned to their mandate and area of work, has contributed to ownership of the program. *“We feel we own it since we jointly do the work and it’s also part of our own plan,”* stated a respondent from an IP.

The various gender capacity building training supported by the program not only have contributed to the development of national capacity on gender statistics but also improved understanding of the significance of gender statistics, resulting in ownership of the issue. A respondent from CSA observed an increase in demand for support on gender statistics training across the different sectors within the institution, hinting at the interest the intervention generated to advancing the gender statistics cause. “It has developed the

national capacity, it has increased the awareness and capacity of statisticians," noted an informant from CSA while commenting on the program's contribution.

When fully functional, the server purchased to PDC that will make M&E digitalized, will enhance the national capacity to generate data and monitor and track progress on government's policy commitments and international normative frameworks including SDGs, 10th-year perspective development plan. The same holds true for the NGIS, if the system is installed and becomes functional, it will generate gender data ranging from federal to woreda level and enhance the national capacity. Speaking on this, a respondent stated, "*this program will have a big contribution to the generation of national data. All sectors can access and interpret the data- no one can manipulate, it which will contribute to the right planning and intervention.*"

While some of these bold actions taken and supported by the program, especially the server and GIS, will have an enormous contribution to enhancing the national capacity, the intervention risks regress in the event these efforts are not followed through and sustained. Some fear of the limited capacity at the regional and woreda level could obstruct the functionality of the GIS system at the local level. The same is true,

How will the benefits of the intervention be secured for rights holders (i.e., what accountability and oversight systems were established)?

Few interviewees provided responses on this evaluation sub question partly due to the lack of clarity on the question itself and the limited time to go through the many evaluation questions.

Some interview respondents noted that the effort made to support the gender directorates to oversee the program implementation has brought women¹⁰ in the CSA to the oversight and accountability of the programme implementation - but not necessarily towards encouraging sustainability. This was also the case, to some extent for PDC, where although the M&E department was mainly involved with MEWGC, the gender directorate that was headed by a woman had been overseeing some of the interventions of the programme. Now that the gender director has left PDC, there does not seem to be a chance for women to be brought to oversight, unless the management of PDC, who are women, become involved in the programme.

With the limited information available, it would be difficult to make a bold conclusion on this aspect. But the evaluation surmises that there has not been such deliberate action taken to bring rights holders, particularly women, into the process of oversight and accountability towards sustainability of the program in IPs. UN Women reporting documents and staff interviewees note the pervasive use of practices to bring beneficiaries and stakeholders into participatory inception and validation meetings for MEWGC processes and products. These processes on the UN Women side support accountability and oversight of MEWGC.

3.5 Ownership, inclusiveness, and participation

¹⁰ Since the gender directorates are mostly run by women, the case of CSA and PDC.

To what extent did the targeted population, citizens, participants, local and national authorities make the programme their own, taking an active role in it? What modes of participation (leadership) have driven the process?

The evaluation found that partners have to some extent made the program their own, based on their assertions in interviews as well as demonstrated by their active role in program implementation.

IPs have taken an active role in the program through actively engaging in planning, implementation, and progress monitoring. Since the program is being implemented through partnership, both government IPs and partner women's NGOs had an active role to play in promoting effective implementation. "*We took an active role during implementation including during procurement of the server*", stated a respondent from PDC. The active participation of partners and stakeholders in the program planning and implementation has contributed to effective implementation and ownership.

Throughout its operations promoting of gender equality, UN Women has built a strong partnership with government IPs as well as CSOs. This strong partnership is built on the regular interface UN Women has with IPs in program implementation. Interviews with CSA, PDC, and MoWCY noted how UN Women had enlisted beneficiaries' engagement right from the initiation of the program; UN Women leadership has also driven the engagement of IPs in implementation

IP's have made the MEWGC programme their own as it aligns with the mandates and areas of work of CSA, PDC, and MoWCY; this congruence has driven their engagement and participation in the program.

There is also evidence that the approach UN Women used in seconding experts to government IPs, which takes their limited capacity into account and helps strengthen programme implementation, was effective in enhancing the work of the program with IPs and overall implementation through the provision of technical support, follow up, and dialogue.

Have the stakeholders taken ownership of the programme?

Although the MWGC programme has been running for only two years and some activities were postponed due to COVID-19, the intervention has managed to create some sense of ownership by CSA, PDC, and MoWCY. This sense of ownership of the program was attributed to designing the programme to align with IPs' mandates and areas of responsibility and their engagement in the gap/needs identification from the onset of the program design. In the words of one IP, "*we own it because it was designed based on our needs - not that UN Women imposed it on us.*"

Half of the survey respondents of the survey, 5 out of 10, felt that the stakeholders had taken ownership of the program to a large extent, 2 participants saw ownership to a limited extent with another 2 answered unsure/do not know and 1 answered non-applicable.

Also, while informants interviewed are of the view that they are taking ownership of the program, some caution remains. Interviewees in UN Women and IPs noted that the remaining consolidation and capacity building work needed to attain full ownership is challenging. UN Women and IP staff interviewed still report instances of resistance to addressing gender issues in IPs which is seen as a threat to ownership. Expansion of gender awareness training and engagement of IP's leadership in the program is seen as an important step forward by UN Women and by IP staff interviewed. IPs suggested that program

activities need to be more harmonized and aligned to IPs strategic documents and plans of action to enhance ownership.

To what extent and in what ways has ownership or the lack of it, impacted in the efficiency and effectiveness of the MEWGC in Ethiopia Programme?

Interviews with IP staff revealed the level of IP effectiveness increased when they began taking ownership of the program. IP interviewees asserted that the slow pace of implementation at the earlier stage of the program implementation was partly attributable to the limited ownership partners had taken of the program. Once ownership was enhanced through awareness raising by MEWGC, continuous follow up with IPs, and regular discussions as partners, project implementation advanced across IPs and different directorates within them: “If we hadn’t owned it, we wouldn’t have followed up on activities and advance implementation” stated an informant.

There was a consensus in principle in interviews that there would be an efficient use of resources when ownership is enhanced. IPs generally indicated there was also a timely and efficient use of resources when the fund is managed by UN Women taking into account IPs administrative processes and level of bureaucracy.

Has the design, implementation, and monitoring of the programme been participatory?

Interviewees noted that the design of the program was done in a participatory manner and has also implemented in this manner thus far. IPs informed the ET that they have taken part in consultations for identification of gaps during the design of the program, in planning, and during the course of implementation. *“During implementation, we are highly involved. We tell them what we want, how we want it. So, we were highly involved; we are also participating in the mid- term review now,”* stated a stakeholder.

In terms of monitoring, UN women follow up on implementation regularly and IPs send a quarterly report to UN Women. However, most monitoring and reviews of progress are done internally by IPs. IPs have a joint discussion and review of progress in meetings with UN Women during annual planning sessions and occasionally as needed. Apart from that, no regular participatory monitoring processes are followed by the program. Some interviewees felt that UN Women should develop an M&E format that takes IPs input into account, including by developing a monitoring plan and conduct monitoring visits to track progress, identify obstacles and take corrective measures, as needed.

Have stakeholders been provided with opportunities to give their inputs into project design and implementation? How useful were the process?

UN Women and IP interviewees noted that stakeholders were provided with opportunities to give input during both the project design process and implementation. Some opportunities for inputs were in the development of program document, during the design, in bi-lateral discussion on gaps and needs; in annual planning/review meetings, and ad-hoc review meeting when required.¹¹ IPs inform UN Women whenever program adjustment is needed. For instance, the communication Strategy CSA has developed had initially been planned to be a gender communication strategy. In preparation, CSA developed the

¹¹ The review/evaluation meeting took place with CSA, along with other stakeholders, when it lagged in implementation at the beginning of MEWGC.

conviction that a broad communication strategy was what was needed first before venturing on developing a gender communication strategy. After discussion with UN Women, MEWGC adjusted so a communications and advocacy strategy for CSA was developed.

Stakeholders regarded opportunities to give their input as useful. A case in point was expedited action to second staff following a review meeting UN Women had called due to CSA's lag in MEWGC implementation in earlier stages. Slow implementation was attributed to inadequate staffing and lack of connectivity; UN Women took expedited actions to address these concerns. However, IPs noted that this kind of platforms between UN Women and IPs are neither regular nor institutionalized.

Indeed, interviews found that UN Women closely follows up on the program implementation and has a strong presence in IPs activity and forums. The coordination unit has also maintained a good working relationship with IPs, which facilitates smooth implementation. Regular UN Women and IPs review forums such as quarterly meeting are required to have a regular exchange of views and provide input to program implementation.

The survey for the evaluation found that three of the ten respondents felt that stakeholders had been provided with opportunities to give their inputs into project design and implementation to a large extent, one to a medium degree, three to a limited degree, and two were not sure (with one again not answering the question). It may be encouraging for sustainability that the sense of ownership of the programme was greater than the sense that stakeholders had been given opportunities to provide inputs.

3.6 Gender Equality and Human Rights

With many interview questions to ask from the TOR and corresponding interview guide, the evaluators found time limited to ask interviewees the GE and HR questions. When asked, interview respondents frequently had little to say about GE, and less about HR. Survey respondents on GE and human rights were about equally divided in their assessments, with half highly positive about the MEWGC programme in GE and HR while the other half answered "unsure/don't know" to these questions.

To what extent has gender been integrated into the programme design and implementation?

Documents demonstrated that UN Women Ethiopia integrated gender into the design of the MEWGC programme and interviews noted continued attention to gender in programme implementation. Six of the ten survey respondents noted gender integration in the programme design and implementation "to a larger extent", one "to a medium degree", with the remaining respondents unsure or not knowing.

To what extent have human rights considerations been integrated into the programme design and implementation?

One programme staff noted that in implementation, their work was always conscious of and supported personal data protection, which was sometimes not a priority of programme partners like CSA. They saw one of their roles as ensuring that personal identification was not associated with data when the data made public. This was seen as bringing important attention to ethics at CSA. Five of the ten survey respondents noted human rights considerations were integrated in the programme design and

implementation to a larger extent, two to a medium degree, with the remaining three respondents unsure or not knowing.

Has the programme treated everyone equally and avoided discriminating against any groups of people?

One programme staff interviewed noted that the programme treated everyone equally – and their work had had a component for people with disabilities. Five of the ten survey respondents noted gender integration in the programme design and implementation to a larger extent, one to a medium degree, with the remaining respondents unsure or not knowing.

5. Conclusions

Conclusions summarizes and compiles the main findings from that section above.

Relevance

The MEWGC programme is clearly relevant to Ethiopia's priorities and is recognized as such by the key IPs (CSA, PDC, MoWCY, and CSOs) as well as donor partners. The intervention is aligned with national development strategies as well as national, regional, and international normative frameworks for GEWE – and is recognized as such by UN Women and programme partners. The MEWGC program is also in alignment with the country's national development strategy, Gross and Transformation Plan II (GTP) II (2016-20) pillar 8 on Women and Youth Empowerment. The program also supports the National Strategy for the Development of Statistics II (2015/16-2019/20). The MEWGC program was also designed in conformity with the United Nations Development Assistance Framework (UNDAF) 2016-2020. The experience of MEWGC has made UN Women's comparative advantage in gender statistics compared to other UN agencies and key partners clear to IPs and donors. The clear logic of the programme is noted by partners and UN Women, who value its comprehensive nature as well as focus on priorities for IPs and the UN. MEWGC has the right strategic partners to promote gender statistics and adds value by building their capacity as well as through support for the development, production, and dissemination of statistical products supporting GEWE. CSO partners however have felt less included. MEWGC has a largely realistic results framework and set of indicators, although some indicators need to be revisited to be useful, accurate, or measured.

Effectiveness

UN Women and its IPs have made substantial progress towards achievement of the expected outcomes and results, although there have been delays based on IP capacity limits and the challenges of the COVID-19 pandemic. MEWGC appears on track to meet many or most of its targets for outcome and output indicators, although there are delays and some anticipated products have not yet begun (such as the time use survey). UN Women, IP, and CSO staff note key internal and external factors that contributed to these achievements, including UN Women's management processes, having the right strategic partners, UN Women's good relations with these partners, and the clear links between MEWGC goals and IP priorities. Limitations noted were some continued resistances to addressing gender issues, the fragmentation of data in the GoE, political instability, and capacity challenges in IPs. While progress is evident towards outcomes and outputs, the goal of the MEWGC in Ethiopia project has not yet been achieved. This is not surprising, as this is a mid-term evaluation, and project implementation has been negatively affected by

the COVID-19 pandemic. Stakeholders have been deeply involved in programme implementation since MEWGC works through the key IPs that have the responsibility for, capacity to support, and interest in gender statistics (CSA, PDC, the MoWCY, and CSOs). UN Women monitoring is seen as effective and to some extent collaborative with IPs. Some good practices identified include the collaborative processes to develop the gender assessment of the NSS, study tours, and efficient equipment procurement.

Efficiency

UN Women's management processes were seen as supporting efficient operations. Resources appear to have been largely used as planned, which is thought to be efficient. COVID-19 pandemic conditions have led to changes and shifts, which were seen as making it hard to be efficient. Programme funds have been delivered in a timely manner; activities however have sometimes been delayed by challenges in implementation with partners that have multiple priorities, limited capacity, and sometimes transitions in leadership. IPs and UN Women felt there were adequate resources to integrate GEWE into the programme; they especially appreciated UN women secondees in programme implementation. Constraints noted in interviews were delays due to IP processes (mainly in financial utilization), limited capacity in IPs, and the impact of COVID-19.

Impact

Impact is difficult to assess in mid-term evaluations. While it is still early in implementation, especially with COVID-19 contributing to delays, the work of MEWGC to achieve its outputs and affect outcomes suggest that the project will be impactful. Some positive impacts are already evident as IPs themselves expand the production and use of gender statistics even without direct support of the programme.

Sustainability

The intervention does not have a clearly articulated, explicit sustainability plan and exit strategy linked to the program design, which could be strengthened. Key initiatives within MEWGC however are supportive of sustainability. However more could be done to support sustainability. Broad evidence on the program benefits that will be maintained by the end of this intervention were identified by interviewees and from documents. Capacity supported by the project and products created by MEWGC with IPs are expected to endure. Little evidence of specific activities to support sustainability was seen in IPs. That IPs are directly engaged in the implementation of the program, which is already aligned to their mandate and area of work, has contributed to ownership of the program; they value the benefits of the MEWGC programme. There has not been such deliberate action taken to bring rights holders, particularly women, into the process of oversight and accountability towards sustainability of the program in IPs

Ownership, inclusiveness, and participation

Partners have to some extent made the program their own, based on their assertions in interviews as well as demonstrated by their active role in program implementation. MEWGC has managed to create some sense of ownership by CSA, PDC, and MoWCY. This sense of ownership of the program was attributed to designing the programme to align with IPs' mandates and areas of responsibility and their engagement in the gap/needs identification from the design stage on. The effectiveness of IPs was seen to have increased when they began taking ownership of the program. The design of the program was done in a participatory manner; UN women follow up on implementation regularly and IPs send a quarterly report to UN Women.

Gender equality and human rights

The MEWGC in Ethiopia programme was appropriately designed and implemented to focus on supporting GE – a key HR - through the goal of the programme.

6. Recommendations

1. **Continue emphasis on relevance.** UN Women should continue to articulate the relevance and importance of the MEWGC programme for Ethiopia and its IPs; continued reminders of the relevance and importance of a better framework for gender statistics, strengthened collection of gender statistics, and better use of gender statistics remains of vital importance for meeting national goals as well as UN targets.
2. **Review and finalize the results framework.** UN Women should consider engaging its staff and partners to review and finalize the results framework from the ProDoc, setting agreed targets where they are missing, revising targets based on learned experience and delays from the COVID-19 situation, and changing or ratifying changed indicators as appropriate. UN Women should also engage with IPs on how the partners can together not only collect and report on these data but also use these measurements for programme management. This step should also support relevance, efficiency, impact, sustainability, and ownership, inclusiveness, and participation of MEWGC. Detailed suggestions of potential indicator changes for UN Women for consideration are included as Annex 6.
3. **Continue to second staff.** UN Women should continue to second staff to IPs and should work closely with IP staff to build their capacity in M&E and reporting to facilitate high-quality, timely reporting from IPs to UN Women and its donors. MEWGC should increase the capacity of PDC by filling the gap in staffing capacity that may be created as a result of UN Women secondee's end of contract and the concurrent resignation of the gender director at PDC.
4. **Engage more stakeholders.** UN Women should consider involving more stakeholders such as Policy Research Institute and Job Creation Agency to the list of program implementors as their contribution for policy advocacy and analysis and employment data generation respectively is huge and add value to the program implementation.
5. **Consider more engagement with CSOs.** UN Women should consider re-engaging with CSO partners given the significant role women's organizations have in research and advocacy, monitoring and accountability of international normative frameworks. The MEWGC program should reconsider re-engaging Women NGOs to advance the implementation of the program outcome, particularly outcome 3. UN Women has started a 2 year's project with CSOs on citizen's generated data under the leadership of the International Institute for Rural Reconstruction (IIRR) which is an International agency which will work with a number of CSOs working on gender data and GEWE.
6. **Maintain a focus on the production of gender statistics.** Since the existence and availability of gender statistics are prerequisites for use in policy planning, advocacy, and monitoring and evaluation, MEWGC should continue to focus on the production and analysis of gender statistics
7. **Support a functioning NGIS.** To ensure full functionality of the NGIS, MEWGC should continue provide capacity building to sustain the program on data analysis, interpretation, and generation of gender statistics. UN Women should consolidate effort to provide the necessary training to make the server fully functional and functioning.

8. **Consider a no-cost or cost extension.** The MEWGC programme has been delayed by challenges with IP implementation and the COVID-19 Pandemic. This has impeded implementation. UN Women should work with its donor partners and IPs to consider extending the programme at cost or no-cost for a year or more as many activities have been delayed – but are still warranted, needed, and can likely be accomplished given more time.
9. **Enhance Inter-IP coordination.** The evaluation found that inter-IP coordination and linkages of the MWGC program are loose. The linkage between MoWCY and CSA has also been found weak affecting some aspects of implementation. Therefore, UN Women should consider supporting the establishment of a regular coordination and review platform -perhaps bi-monthly - to facilitate regular exchange of views among IPs and UN Women, provide inputs to program implementation, and review and monitor progress.
10. **Expand gender awareness training and engagement with IP leaders.** UN Women should expand the gender training provided to IPs to address gender resistance issues and enhance ownership.
11. **Increase harmonization and alignment.** Ensure the program activities of the MWGC program are further aligned and harmonized to IPs strategic documents and plan of action to enhance IPs ownership of the program. UN Women should also seize the opportunity of the National Strategy for the Development of Statistics (NSDS) III development which is currently underway, to provide strategic support to the gender directorate to ensure gender issues are integrated and addressed. Alignment of the MWGC program should also be done to the new NDSS III.
12. **Jointly develop an exit strategy.** UN Women and IPs should jointly plan and develop an exit strategy to be agreed upon with IPs that clarifies how the programme will end or transform at the end of the program cycle or once the program outcomes have been achieved.
13. **Be explicit about GE and HR in programme implementation.** UN Women's core business is ensuring GE and Women's rights which are understood and addressed as human rights issues To continue to raise attention on GE and HR with partners, UN Women Ethiopia should continue to explicitly refer to GE and HR in the development and implementation of programming to encourage the understanding and use of the concepts by partners; this continued attention to the goals and ways of operating has the potential to support further progress towards GE and HR in Ethiopia through partner adoption of this orientation – that GEWE are fundamental HR issues.

7. Lessons Learned

UN Women's comparative advantage in gender is recognized by key partners and stakeholders that look to UN Women for important assistance in meeting their priorities. Partners that look to UN Women are not only the MoWCY, but also CSA and PDC (for assistance in gender and targeting women).

inter IP coordination is key for ensuring quality and timely implementation of programs. This is due to the lack of inter-IP coordination in the program implementation that needed to be improved for effective implementation

Development Partners' harmonization will produce better results. As opposed to competing for limited resources and ownership, development partners' supporting this program were working towards the same goal which helped the program go smoothly and produce results.

When technical advice is provided by technically equipped institutions and individuals, the work gets easier. This is primarily due to seconded UN Women personnel at IPs - but the development partners have also contributed.

UN Women is appreciated by IPs as unbureaucratic and eager to support partners expedite the achievements of results.

Aligning the program outcomes and activities with IPs' mandates and priority areas will enhance ownership and contribute to sustainability.

Resistance for gender issues within IPs can threaten ownership and sustainability of the programme.

Limited capacities of IPs in terms of both reporting and funds absorption impedes MEWGC implementation.

The lower priority rendered to gender issues and the scarce resource available for gender issues at IP levels could challenge the sustainability of some interventions.

When duration of a project implementation is short and with small budget, the level of impact you make can be limited.

Strengthening the media component for popularization (e.g., SDGs) produces lots of results and reaches wider public.

Annex 1: Terms of Reference (TOR)

Terms of Reference for Midterm Evaluation of Programme on Making Every Woman and Girl Count in Ethiopia: Supporting the Monitoring and Implementation of the SDGs through better Production and Use of Gender Statistics

UN Women Ethiopia Country Office

I. Background (programme context)

Ethiopia has manifested its commitment in the last decade to advancing the rights of women and girls and promoting gender equality by the adoption of national and international conventions such as the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), Beijing Declaration and Platform for Action (BDPfA), Sustainable Development Goals (SDGs), and Africa Agenda 2063. The country has also adopted policy frameworks that focus on the rights of women such as the National Action Plan on Gender Equality (2006 -2010) and the Women Development and Change Strategy and Package (March 2017).¹² The Government of Ethiopia (GoE) has also put in place institutional framework to foster the implementation of laws and policies including a dedicated ministry responsible for women, children and youth that coordinates, facilitates and monitor progress and hold sectors accountable on their performance on GEWE.

The Growth and Transformation Plan (GTP) II is the overarching national framework guiding the country's development agenda. GTP II stipulates the participation and empowerment of women as one of its strategic pillars.¹³ The national policy and strategy frameworks on gender equality and women's empowerment are strengthened by the international commitments the country has adopted. The Sustainable Development Goals (SDGs) set out 17 Goals with 169 associated targets. Goal 5 focus on the achievement of gender equality and the empowerment of all women and girls. The adoption of the SDGs in Ethiopia is preceded by the success registered in the implementation of the Millennium Development Goals (MDGs), whereby the Country achieved most of the MDGs.¹⁴

Ensuring the implementation of these national and global commitments on gender equality and the empowerment of women and girls requires an implementation, accountability and monitoring mechanism supported by quality data and statistics. As such, data and statistics have become an indispensable tool for devising policies to achieve gender equality and women's empowerment, assessing their impact and ensuring accountability. Statistics, in general, and gender statistics, in particular, play a dual role to meet SDGs and the development plans in GTP II. On one hand, the availability of gender statistics promotes evidence-based decision making to augment their implementation. On the other hand, it serves as a measurement and accountability tool to monitor and evaluate the impact and effectiveness of said policies.

With the aim of responding to the data needs under the SDGs, the Entity for Gender Equality and Women's Empowerment (UN Women), launched a global flagship programme initiative (FPI) on Making every woman and girl count: Supporting SDG monitoring and implementation through the production and use of gender statistics (MEWGC) in 2016. The programme has an overall goal of: *Gender statistics is available, accessible, analysed and used to inform policymaking, advocacy, and accountability for delivering gender equality and*

¹² The first National Policy on Women was adopted in 1993 followed by consecutive legal and policy reforms including the adoption of the Revised Family Code and the Criminal Code in 2005.

¹³ Federal Democratic Republic of Ethiopia *Growth and Transformation Plan II* (GTP II) (2015/16-2019/20) Target 8.

¹⁴ Under the MDGs, Ethiopia achieved the goals on reducing the proportion of people living below the poverty line, significantly reducing the prevalence of hunger and undernourishment, expanding access to education, and narrowing the gap in school enrolment between boys and girls. In health, under-five mortality has been reduced by two thirds and substantial progress has been made in reducing HIV/AIDS, malaria, tuberculosis and other diseases. See: MDG 2014 Report 'Assessing progress in Africa toward the Millennium Development Goals' United Nations Economic Commission for Africa, African Union, African Development Bank and United Nations Development Programme, 2014 [http://et.one.un.org/content/dam/unct/ethiopia/docs/MDG%20Report%202014%20\(7\).pdf](http://et.one.un.org/content/dam/unct/ethiopia/docs/MDG%20Report%202014%20(7).pdf).

women's empowerment. UN Women identified 12 countries (pathfinders) to develop and support the implementation of the programme between 2016 and 2021. In the meantime, other Country Offices adopted the programme as a self-starter based on the data needs in their respective countries. Ethiopia is one of these self-starter countries implementing MEWGC with the national statistical office and other relevant stakeholders.

The programme on Making Every Woman and Girl Count in Ethiopia was launched in January 2019. The programme envisions the undertaking of a midterm evaluation after one and half year of implementation of the programme. The midterm evaluation exercise has the objective of improving programme management and results framework. It will inform the strategies for future programme implementation and will serve for organizational learning and accountability.

Therefore, UN Women Ethiopia Country Office is seeking a team of consultants to conduct the midterm evaluation of the programme. The evaluation should follow the guiding documents for evaluation at UN Women, including the [Evaluation Policy](#), [Evaluation Chapter of the POM](#), the [GERAAS evaluation report quality checklist](#), the [United Nations System-wide Action Plan Evaluation Performance Indicator](#) (UN-SWAP EPI) and the UN Women [Evaluation Handbook](#) on gender responsive evaluation. These documents serve as the frame of reference for the Evaluation Manager and the evaluation consultant(s) for ensuring compliance with the various requirements and assuring the quality of the evaluation report.

II. Description of the programme

The three-year Programme "Making Every Woman and Girl Count in Ethiopia: Supporting the Monitoring and Implementation of the SDGs through better Production and Use of Gender Statistics" was launched in January 2019 with an end date of December 2021¹⁵ and ran for one and half year so far with a total estimated planned budget of 3,225,239 USD and actual budget of 1,110,580 USD as of 2019.¹⁶ The programme is so far being implemented at the federal level and with selected CSOs that are working on SDG goal 5.

The overall goal of the programme is making gender statistics available, accessible, analysed, and used to inform policy making, advocacy and accountability for delivering on gender equality and women's empowerment commitments.

The three-year programme has the following expected outcomes:

- Strengthened policy and financial environment is in place to enable gender-responsive national adaptation and effective monitoring of the SDGs and GTP II.
- Strengthen the production of gender statistics to enable the monitoring of national policies and reporting commitments under the SDGs; and
- Gender statistics are accessible to all users (including governments, civil society, academia, and private sector) and can be analysed to inform research, advocacy, policies, and programmes and promote accountability.

With a view to achieving the expected outcomes, the programme, has deployed the following strategies:

- Data management.
- Capacity development.
- Partnerships and cross-learning.
- Awareness creation, advocacy, dialogue forum and knowledge generation.

The programme has a three-level intervention. At policy level the legal and institutional frameworks that have an impact in the production and use of data will be reviewed, data gaps identified and enabling policy frameworks will be promoted. Secondly, the capacity building targeting the national statistical system as a whole aims at ensuring the availability, accessibility and use of quality, timely, regular, and user-friendly gender data in the country focusing on data producers. Lastly, the further analysis and dissemination of data will extend to the community level in an effort to improve the wider use of gender statistics. As the goal of the programme

¹⁵ LPAC Approved budget at 2,661,042 USD.

¹⁶From which the 2020 budget is 693,389 USD.

is to facilitate the implementation of SDGs aligned with GTP II, strengthening accountability mechanisms on the implementation of the GEWE commitments will be another focus area of the program. Multi-stakeholder coordination systems to bring accountability in the implementation of GEWE commitments will be strengthened.

The major implementing partners (IP) under this programme are Central Statistical Agency (CSA) and CSA branches, Planning and Development Commission (PDC), Ministry of Finance and Economic cooperation (MoFEC), Ministry of Women, Children and Youth (MoWCY), Bureaus of Women, Children, and Youth (BoWCY), and Civil Society Organisations (CSOs) among other.

Major donors of the programme to date include:

- Government of Sweden, through the Embassy of Sweden in Ethiopia
- Government of Norway, through the Royal Norwegian Embassy in Ethiopia

Under the overall supervision of the UN Women Representative to Ethiopia, Africa Union and UNECA, and with the technical guidance of UN Women East and Southern Africa Regional Office (ESARO), the programme was managed by the UN Women ECO Coordination Team. The team was composed of the following staff:

- Programme manager (PM) with the overall responsibility of providing technical support and capacity-building for high quality implementation and guarantying high-quality financial management and reporting to UN Women and donors.
- Programme officers with the role of supporting the PM and strengthen the programme's intended outputs in this area while also providing support to the programme partners.
- Programme associate with the role of providing technical support to CSO partners and ensuring UN Women financial and procurement policies are strictly followed and used for intended purpose.
- Short-term technical consultants based at CSA, PDC and MoWCY to support with the implementation, monitoring and reporting of the programme.

III. Purpose (and use of the midterm evaluation)

As per the Programme Document where the need for conducting a Midterm review after a year and a half of implementation is stated, UN Women ECO is initiating a mandatory midterm evaluation of the entire MEWGC in Ethiopia programme. The purpose of the evaluation is to provide an in-depth assessment of the results against the three outcomes of the programme and performance in terms of the relevance, effectiveness, efficiency, sustainability, impact, inclusiveness, participation, equality, non-discrimination, and social transformation. It further aims to adjust the result framework of the programme through concrete recommendations to respond to the changes in the context, availability of funds and to ensure effective result measurement for the rest of the programme implementation period.

It should identify lessons learned, good practices, and factors that facilitated/hindered achievement. Through this, it aims to contribute to accountability, learning and decision-making including practical recommendations to inform the management and coordination of programme implementation leading towards the final evaluation and other related initiatives on gender statistics.

The midterm evaluation will be undertaken with the following key stakeholders in mind:

- Relevant staff from IPs, including federal government institutions
- CSOs and women organisations that have benefited from the capacity building initiatives and data and statistics produced through the program
- UN Women ECO programme staff
- UN sister agencies, such as UNDP, UNICEF and UNFPA
- Development partners

IV. Objectives (evaluation criteria and key questions)

The specific objectives of the evaluation are to:

- Assess the context under which the programme has been implemented and the extent to which the results of the programme are achieved or are on track, including unintended results and examine to what extent the programme is aligned with relevant international agreements and conventions, national needs, government priorities as well as with the UNDAF.
- Check on availability of data and evidence to allow informed and credible analysis of performance, and the ‘evaluability’ of the programme with a view to make amends for the implementation of the rest of the programme.
- To take stock of changes in the programming context (including normative developments, new funding available) and programmatic response.
- Review the programme design, implementation strategy, institutional arrangements as well as management and operational systems.
- To analyse and reflect on the progress of the programme and the validity of its identified strategies.
- Assess effectiveness and organizational efficiency in progressing towards the achievement of gender equality and women’s empowerment results as defined in the intervention, with a special focus on innovative and scalable and replicable interventions.
- Assess the relevance of the contribution of the programme to the national statistics development strategy in Ethiopia with particular focus on gender statistics.
- Assess the sustainability of the intervention in meeting the demand of quality, accessible, timely and reliable data to track progress on gender equality and women’s empowerment.
- Determine the impact of the intervention with respect to gender equality and women’s empowerment.
- Analyse how human rights approach and gender equality principles were integrated in implementation.
- Document good practices, innovations and lessons learnt and provide concrete and actionable recommendations for future programming.
- To provide recommendations and practical suggestions on how to revise the programme results framework particularly focusing on indicators, baseline, and targets document where necessary and enhance its ability to gauge change for the rest of the program implementation period (2020-2021).

The final evaluation question and relevant evaluation instruments will be determined during the inception stage in consultation with evaluation management group and reference group. The evaluation should be based on the following criteria:

Relevance

- To what extent is the intervention relevant to the needs and priorities as defined by beneficiaries? Are they aligned to national priorities?
- To what extent is the intervention aligned with relevant national, regional, and international normative frameworks for gender equality and women’s empowerment?
- What are UN Women’s comparative advantage in this area of work compared with other UN entities and key partners?
- Is the intervention logic coherent and realistic? What needs to be adjusted?
- How strategic are partners in terms of mandate, influence, capacities, and commitment? To what extent had implementing partners added value to solve the development challenges stated in the programme document?

- How appropriate and useful are the indicators described in the programme document in assessing the programme's progress? Are the targeted indicator values realistic and can they be tracked? If necessary, how should they be modified to be more useful? Are the means of verification for the indicators appropriate?

Effectiveness

- What has been the progress made towards achievement of the expected outcomes and expected results? What are the results achieved so far?
- What are the internal and external factors that contributed to the achievement or non-achievement of intended results?
- To what extent did the programme contribute to achievement of results in terms of making gender statistics available, accessible, analysed, and used to inform policy making, advocacy and accountability for delivering on gender equality and women's empowerment commitments?
- How have stakeholders been involved in the programme implementation?
- How was the programme monitored and reviewed? To what extent was this exercise useful and used? Have any good practices, success stories, lessons learned, or transferable examples been identified and documented?

Efficiency

- To what extent does the management structure of the intervention support efficiency for programme implementation?
- Have resources been used efficiently? Have activities supporting the strategy been cost-effective?
- Have programme funds and activities been delivered in a timely manner? If not, what were the bottlenecks encountered?
- Are there enough resources (financial, time, human resources) allocated to integrate human rights and gender equality in the design, implementation, monitoring and evaluation of the programme?
- Were there any constraints (e.g., political, practical, and bureaucratic) to addressing the gender data gap efficiently during implementation? What level of effort was made to overcome these challenges?

Impact

- To what extent was gender equality and women's empowerment advanced as a result of the programme implementation?
- To what extent can the changes that have occurred as a result of the MEWGC in Ethiopia Programme be identified and measured?
- How did the programme contribute to the identified changes?
- What were the unintended effects, if any, of the intervention?
- What are the notable impacts of the programme on the lives of women and men?
- How did the interventions of this programme impact the empowerment of women at all levels?

Sustainability

- Did the intervention design include an appropriate sustainability and exit strategy (including promoting national/local ownership, use of national capacity, etc.) to support positive changes in the existence of regular, comparable, and reliable gender statistics in the country at the end of the intervention?
- What is the likelihood that the benefits from the MEWGC in Ethiopia Programme be maintained for a reasonably long period of time if the programme were to cease?

- To what extent have MEWGC in Ethiopia national partners undertaken the necessary decision and course of actions to ensure the sustainability of the effects of the Programme?
- How has the programme enhanced ownership and contributed to the development of national capacity in order to ensure sustainability of efforts and benefits?
- How will the benefits of the intervention be secured for rights holders (i.e., what accountability and oversights systems were established)?

Ownership, inclusiveness, and participation

- To what extent did the targeted population, citizens, participants, local and national authorities make the programme their own, taking an active role in it? What modes of participation (leadership) have driven the process?
- Have the stakeholders taken ownership of the programme? If so, how?
- To what extent and in what ways has ownership or the lack of it, impacted in the efficiency and effectiveness of the MEWGC in Ethiopia Programme?
- Was the designing, implementation, and monitoring process of the programme participatory?
- Have stakeholders been given the chance to give their inputs? How useful was the process?

Gender Equality and Human Rights

- To what extent have gender and human rights considerations been integrated into the programme design and implementation?
- Have the programme interventions been following equality and non-discrimination principles at all times?

V. Scope of the evaluation

The midterm programme evaluation will cover the implementation of the programme from January 2019 – June 2020 under its three outcomes. This evaluation is a midterm assessment of the programme providing an evaluation on achievements as well as actionable recommendations for sustainability and improvement of future programme implementation. The evaluation will focus on all activities undertaken and geographical locations covered by the programme during the above-mentioned period.

The evaluation team is expected to establish the scope and limitations of the midterm evaluation, especially in terms of time frame, geographic coverage, thematic and programmatic coverage in addition to identifying which stakeholders will be included or excluded from the evaluation process. These will need to be discussed in the inception workshop. The evaluation team (one national consultant and one international consultant selected by UN Women) is expected to undertake a rapid evaluability assessment in the inception period and an initial assessment of the availability of secondary data in the country office necessary for the evaluation. Additionally, if the evaluation team will encounter any constraint – such as limited travel or accessibility to project sites - these limitations should be understood and generalizing findings should be avoided where a strong sample has not been used. In addition, cultural aspects that could impact the collection of data should be analysed and integrated into data collection methods and tools. Evaluators are expected to include adequate time for testing data collection tools.

VI. Evaluation design (process and methods)

The evaluation should follow a formative approach and promote inclusion and participation by employing gender equality and human rights responsive approaches with a focus on utilization, empowerment, or feminist approaches. The design should take into consideration that no comprehensive baseline document exists, and that this information will first have to be gathered from various documents and resources (MEWGC in Ethiopia programme document, Annual Workplans, Implementing Partner Agreements, etc.).

The evaluation will be carried out following the UN Evaluation Group (UNEG) Norms and Standards (see <http://www.unevaluation.org/document/detail/1914>), UN Women Evaluation Policy as well as the Ethical Guidelines for evaluations in the UN system. The evaluation will also apply the UN Women GERAAS evaluation report quality checklist (<https://www.unwomen.org/en/about-us/accountability/evaluation/decentralized-evaluations>), the UNEG Technical Note on the SWAP Evaluation Performance Indicator (<https://www.unwomen.org/en/about-us/accountability/evaluation/un-coherence>) and the UNW Evaluation Handbook on Gender Responsive Evaluation (include link to UNW Evaluation Handbook:

<https://www.unwomen.org/en/digital-library/publications/2015/4/un-women-evaluation-handbook-how-to-manage-gender-responsive-evaluation>) In line with Norms and Standards a management response will be prepared for this evaluation as practical means to enhance the use of evaluation findings and follow-up to the evaluation recommendations. The management response will identify who is responsible, what are the action points and deadlines.

Methods

The midterm evaluation methodology will be developed by the Evaluation Team and presented for approval to the Evaluation Reference Group. It should enable achievement of the evaluation purpose, be aligned with the evaluation design, address the evaluation criteria, and answer the key questions through credible and gender-responsive techniques for data collection and analysis. Gender-responsive evaluation applies mixed-methods (quantitative and qualitative data collection methods and analytical approaches) that are appropriate to address the main evaluation questions, to account for complexity of gender relations and to ensure participatory and inclusive processes that are culturally sensitive and appropriate.

The evaluation is expected to apply a gender-responsive approach to assessing the contribution of the programme to development effectiveness. It should identify expected and unexpected changes in target and affected groups. It is anticipated that the evaluation will apply process tracing to identify the mechanisms of change and the probable contributions of the programme. The evaluation is expected to assess the strategic position of UN Women in MEWGC interventions in Ethiopia. It is anticipated that mixed qualitative and quantitative data will be collected, and case studies of different target groups will be developed, compared. The evaluation team will identify which factors, and which combinations of factors, are most frequently associated with a higher contribution of the programme to expected and unexpected outcomes.

The methods should include a wide range of data sources (e.g., documents, field information (collected by IPs during implementation and UN Women ECO during field visits), institutional information systems, financial records, beneficiaries, staff (from both IPs and UN Women), funders, experts, government officials and community groups). The evaluation team is particularly encouraged to use participatory methods to ensure that all stakeholders are consulted as part of the evaluation process. The evaluators are also expected to develop a sampling frame and specify how it would address the diversity of stakeholders.

Furthermore, due to possible travel restrictions, it is expected that the methods include creative options for virtual/online participation and data collection.

The evaluation team is encouraged to use a wide range of relevant participatory data collection tools, including:

- Interviews (including via skype, zoom)
- Focus group discussions (including through the use of skype, zoom)
- Secondary document analysis
- Observations (where travel is allowed)
- Multimedia (photography, drawing)
- Online Survey

The evaluators should take measures to ensure data quality, reliability and validity of data collection tools and methods and their responsiveness to gender equality and human rights. For instance, the limitations of the sample (representativeness) should be stated clearly, and the data should be triangulated (cross-checked

against other sources) to help ensure robust results.

In terms of data source, the following documents will be shared with the evaluation team by UN Women ECO:

- Programme Document of the three-year MEWGC in Ethiopia programme
- Ethiopia's second Growth and Transformation Plan (GTP II)
- United Nations Development Assistance Framework (UNDAF) 2016-2020
- Programme work plans and LoAs with IPs
- Progress reports (and presentations on progress and achievements)
- Donor reports
- IPs reports
- Publications and promotional materials
- Reports on specific activities
- Documents related to programme achievements
- Assessment reports on SDGs roll out and implementation
- UNW ECO Strategic Notes

VII. Stakeholder participation

The evaluators are expected to discuss during the Inception Workshops how the process will ensure participation of stakeholders at all stages:

- Preparation (inception workshop)
- Conduct (consultation of stakeholders; stakeholders as data collectors; interpretation)
- Reporting and use

The evaluators are encouraged to further analyse stakeholders' role according to the following characteristics:

- System roles (target groups, programme controllers, sources of expertise)
- Gender roles (intersections of sex, age, household, and community roles)
- Human rights roles (rights holders, principal duty bearers, primary, secondary, and tertiary duty bearers)
- Intended users and uses of the respective evaluation

The evaluators are encouraged to extend this analysis through mapping relationships and power dynamics. It is instrumental to a successful evaluation to focus in particular on participation of rights holders - especially women to ensure the application of a gender-responsive approach. It is also important to specify ethical safeguards that will be employed.

The evaluators are expected to validate findings engaging with stakeholders through workshops, debriefings, or other forms of engagement.

VIII. Time frame

The evaluation will be done within 40 working days starting from the date of signing the consultancy agreement. A detailed work plan will be developed by the evaluation team during the inception phase based on inputs received from the Evaluation Reference Group.

Evaluation Phases	Deliverables	Dates/ working days	Meetings
Phase Preparation 1	Desk review		
Phase 2 Conduct	Rapid evaluability assessment of the programme	10 days	
	Evaluation design and inception report drafting, including data collection tools and instruments		
	Presentation of inception report and data collection tools and instruments	15 days	Yes (Evaluation Reference Group)
	Submission of final inception report		
	Data collection and field visits		Yes (participating agencies, government, Donor group for gender)
Phase Reporting 3	Presentation of preliminary findings	10 days	Yes (participating agencies, government, Donor group for gender)
	Preparation of draft evaluation report		
	Presentation and validation of evaluation findings to stakeholders and collect feedback	5 days	Yes (Evaluation Reference Group)
	Total Number of Days	40 days	

IX. Expected deliverables

Deliverable	Time frame for submission	Person responsible (all stages will be coordinated by the evaluation manager)	Payment schedule
Inception Report (detailed evaluation design including evaluation workplan, key questions, data collection and analysis methods)	10 days	Evaluation Team with engagement of the Evaluation Reference Group and approved by Evaluation Management Group	30%
Draft Evaluation Report	14 days	Evaluation Team. To be reviewed by the Evaluation Reference Group	
Presentation on draft findings at the validation meeting	1 days	Evaluation Team	30%

Final Evaluation Report (incorporating comments made on the draft report in addition to having annexes of specific findings from the evaluation and recommendations)	15 days	Approved by Evaluation Management Group	40%
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The evaluation manager (UN Women M&E focal point) and UNW Regional Evaluation Specialist will assure the quality of the evaluation report. The draft and final evaluation report will be shared with the Evaluation Reference Group and the Evaluation Management Group for quality review. The final report will be approved by the evaluation management group. The final evaluation report will be independently assessed using quality standards outlined in the [UNW Global Evaluation Reports Assessment and Analysis System \(GERAAS\)](#). The final evaluation report and evaluation management responses will be publicly disclosed in the [UNW GATE system](#).

The final report should follow the standard table of contents for an evaluation report:

- I) Title and opening pages
- II) Executive summary
- III) Background and purpose of the evaluation
- IV) Programme description and context
- V) Evaluation objectives and scope
- VI) Evaluation methodology and limitations
- VII) Findings
- VIII) Conclusions
- IX) Recommendations
- X) Lessons Learned

ANNEXES: ToR; Documents consulted; lists of institutions/stakeholders interviewed or consulted, and sites visited; analytical results and methodology related documentation, such as evaluation matrix; list of findings and recommendations.

X. Management of evaluation

At UN Women the evaluation phases are:

Stage 1: Planning

Stage 2: Preparation: This includes the stakeholder analysis and establishment of the Reference Group, Evaluation Management Group, development of the ToR, and recruitment of the evaluation team

Stage 3: Conduct: Inception workshop, data collection and analysis

Stage 4: Reporting: Presentation of preliminary findings, draft, and final reports

Stage 5: Use and follow up: Management response, dissemination of the report, and follow up to the implementation of the management response

The evaluations will have the following management structures:

Country Office M&E Analyst (Evaluation Manager): for coordination and day-to-day management with support from Coordination team.

Evaluation Management Group for administrative support and accountability: Country Representative or Deputy Country Representative, M&E Officer, Regional Evaluation Specialist (in advisory capacity), National Programme Coordinator.

Evaluation Reference Group for substantive technical support: UN Women programme staff, national government partners, development partners/donors, UNCT representatives, former and current UN Women Civil Society Advisory Group Members and CSO partners. These should be selected based on the stakeholder

analysis.

The main roles and responsibilities during the process are:

Evaluation team

- To avoid conflict of interest and undue pressure, the members of the evaluation team need to be independent, implying that they must not have been directly responsible for the design, or overall management of the subject of the evaluation, nor expect to be in the near future.
- Evaluators must have no vested interest and must have the full freedom to conduct their evaluative work impartially. They must be able to express their opinion in a free manner.
- The evaluation team prepares all evaluation reports, which should reflect an agreed- upon approach and design for the evaluation from the perspective of the evaluation team and the evaluation manager

Evaluation manager

To maximize stakeholder participation and ensure a gender-responsive evaluation, the evaluation manager should support the evaluator(s), together with the Coordination programme team, during data collection in the following ways:

- Consult partners regarding the evaluation and the proposed schedule for data collection
- Arrange for a debriefing by the evaluator(s) prior to completion of data collection to present preliminary and emerging findings or gaps in information to the evaluation manager, evaluation management and reference groups
- Ensure the stakeholders identified through the stakeholder analysis are being included and provide logistical support as necessary contacting stakeholders and arranging for transportation.
- Ensure that a gender equality and human rights perspective is streamlined throughout the approach, and that the evaluator(s) is abiding by the ethical principles outlined below.

Evaluation
Management group
**(including Regional
Evaluation
Specialist)**

- To oversee the evaluation process and will be coordinated by the evaluation manager.
- Provide substantive comments and operational assistance throughout the preparation of reports.
- Where appropriate, participates in meetings and workshops with other key partners and stakeholders before finalization of reports.
- Have the responsibility of final approval of the evaluation ToR, selection of the external evaluation team, inception report and final evaluation report.

Evaluation reference
group

- Serve as sounding board and consultative body to ensure the active involvement of stakeholders
- Serve as the primary contact point for the evaluation team
- Provide a balanced picture of views and perceptions regarding

- achievements and limitations of the programme
- Provide inputs and feedback throughout the evaluation process
 - Provide support to ensure ownership of evaluation findings and recommendations through prompting users of the evaluation and other stakeholders into action during and after the evaluation.
 - Review ToR, inception report, methodology and data gathering tools.
 - Take part in the evaluation inception and debriefing session and provide feedback on the different evaluation products (evaluation inception and draft report).
 - Provide relevant background information to the evaluation team as relevant
 - Review the draft and final evaluation report.
 - Participate in stakeholder meetings and feedback sessions where deemed necessary;
 - Participate in the validation meeting of the final evaluation report and support dissemination of evaluation results
 - A ToR with detail roles and responsibilities can be drafted by the evaluation manager and agreed upon by the group themselves

XI. Evaluation team composition, skills, and experiences

An international evaluation consultant supported by a national evaluation expert will undertake the evaluation. The evaluation team will be assembled to ensure the right mix of evaluation expertise, knowledge of the national context and expert knowledge of statistics in general and gender statistics in particular. UN Women will maintain Gender balance of the consultants.

Required Background and Experience

International consultant:

- Advanced Degree in Statistics, Welfare Economics, Economics, Gender studies, Development Economics, or related fields in Social Sciences with formal research skills.
- At least seven years of progressive experience in conducting evaluations as team leader Internationally
- A professional training in Monitoring and Evaluation and Results-Based Management is considered an asset.
- High proficiency in English
- Ability to manage and supervise evaluation teams and ensure timely submission of quality evaluation reports

National consultant:

- Advanced Degree in Statistics, Welfare Economics, Economics, Gender studies, Development Economics, or related fields in Social Sciences with formal research skills.
- At least five years of experience in conducting evaluations
- A professional training in Monitoring and Evaluation and Results-Based Management is considered an asset
- High proficiency in English
- Fluent in Amharic / local language

Required competencies for both International / National consultant

- Strong knowledge of issues concerning development frameworks, statistics, gender statistics, gender equality and women's empowerment.
- Experience in working with UN agencies and UN programmes and evaluations.
- Excellent facilitation and communication skills.

- Experience with focus group discussions and key informant interviews.
- Ability to deal with multi-stakeholder groups; as well as displaying cultural sensitivity.
- Ability to write focused evaluation reports; as well as excellent writing skills (in English).
- Broad experience in quantitative and qualitative data collection methods.
- Experience and skill in administering online data collection and facilitating virtual meetings.
- Experience in undertaking home-based consultancies.
- Willingness and ability to travel to project sites, when deemed necessary.
- Ability to work in a team.

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.

Applying for the consultancy

Applications should include:

Proposal

- Brief summary (not more than 3 pages) of the proposed methodology for the evaluation, including the involvement of stakeholders during each step.
- Detailed work plan and budget break down per deliverables (max 1 page).

Attachments

The following items should be included as attachments:

- Indicate whether you apply for the International or National consultancy.
- Cover letter stating why you want to do this work, summary of consultant experience and background and available start date.
- Detailed CV (UN Women P11) - of all the participating consultants. This can be downloaded from the UNDP website.
- List of the most relevant previous consulting projects completed, including a description of the projects and contact details for references.
- At least three sample reports from previous consulting projects (all samples will be kept confidential) or links to website where reports can be retrieved (highly recommended).

Applications with the above details should be sent to Tsgereda Lemma (tsgereda.lemma@unwomen.org) until latest 11 September 2020.

XII. Ethical code of conduct

It is expected that the evaluators will respect the [Ethical Code of Conduct of the UN Evaluation Group \(UNEG\)](#). These are:

- **Independence:** Evaluators shall ensure that independence of judgment is maintained, and that evaluation findings and recommendations are independently presented.
- **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 behaviour, 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 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.

Please also refer to the [UN Women Evaluation Consultants Agreement Form](#), [UNEG Ethical Guidelines](#) and [Code of Conduct for Evaluation in the UN system](#).

Annex 2: List of Documents Reviewed

MEWGC Documents

2019. Project Document, Making Every Woman and Girl Count in Ethiopia: Supporting the Monitoring and Implementation of the SDGs through better Production and Use of Gender Statistics

September 2020. Assessment of Mainstreaming Gender in the National Statistical System of Ethiopia,
Q1 and Q2 2020. CO Programme and Operations Tracking Tool 2020: Development results.

2020. Narrative Annual Report to Sweden. Jan-Dec 2019

2020. Assessment on Domestication, Awareness, and Implementation on SDGs in General and SDG-5
(Gender Equality) in Particular: Final.

2020. Conference Report: UN Women Annual conference on Evidence based Advocacy

2019. Proposed Gender Specific and Gender Relevant Indicators to be Added or Amended.

July-August 2019. Citizen Generated Data to Monitor the Sustainable Development Goals: Trainer's evaluation report

July-August 2019. Training Report - Training of Trainers on "The collection, analysis and use of Citizen-Generated Data for reporting of the SDGs-5 and gender-specific indicators in other SDGs"

July 2019. Gender Mainstreaming and Gender Budgeting Training

Dec. 15,2019. Women cluster 5 years (in Amharic)

Dec. 15,2019. Women cluster 10 years (in Amharic)

N.D. Proposed KPIs.

Planning Meeting with PDC 16 July 2019

Minutes - Planning and review meeting, PDC 13 Feb 2020

2 - 4 September 2019. PDC - Consultative Meeting: To share a Desk Review Report with Stakeholders from the Regions

ToR for Assessment- NSS

TOR - National Consultant to be seconded to CSA -11 09

TOR - International Consultant GAGS- Final

ToR - Editor Assessment Report Final

ToR - Editor Assessment Report Final Assessment on PWDs

Revised ToR Advocacy and Communications Strategy for Statistics

Nov. 14 - 15 Consultative Meeting Minute

Advocacy and Communication Strategy Training Minute

Presentation Comms & Advocacy Strategy CSA

Data Literacy Training Materials

22, 25 Nov. 2019. Data Mining Training Materials

Action Plan for GASCT South South Experience Sharing at Ghana

Concept Note - EVIDEO and Airtime

Mission report GAGS south south experience sharing- Final

January 21, 2020. Gender Statistics Guideline Development Team Meeting to Draft the Guidelines

UN Women Documents

Women Count. January 2020. Making Every Woman and Girl Count Mid-term Review: Final Report. New York: UN Women.

Independent Evaluation Office. 2015. How to Manage Gender Responsive Evaluation: Evaluation Handbook. New York: UN Women.

UN Documents

UN Sustainable Development Cooperation Framework for Ethiopia 2020-2025 <https://www.et.undp.org/content/ethiopia/en/home/library/UNSustainableDevelopmentCooperationFrameworkforEthiopia2025.html>

UN Evaluation Group (UNEG). "Integrating Human Rights and Gender Equality in Evaluations – Towards UNEG Guidance." <http://uneval.org/document/detail/980>

Partner Documents

CSA LoA

CSA. 2020 Work Plan

CSA. Concept Note - EVIDEO and Airtime

CSA. Conduct review of tools and methodologies TOR Revised

CSA. Final version Booklet Comments. 22Jan

CSA. Planning and review meeting minutes 13 Feb

CSA. Planning Meeting with Central Statistics Agency

CSA. Technical Proposal Methodology Draft

CSA. The Representation of Persons with Disabilities (PWDs) in the Ethiopian Labour Force: A Review of National Surveys on Disability Statistics

CSA. 2020. Communications & Advocacy Strategy 2020/21-2025/26.

CSA. Regional-Level Gender Disaggregated Data Final

CSA. Draft - Gender Statistic Guideline - to be refined

CSA. GAGS Manual - English - 01 -02- 2020

CSA. GAGS Manual - Amharic - 01 -02- 2020

CSA. n.d. Communications & Advocacy Strategy 2020/21-2025/26, Central Statistics Agency of Ethiopia (CSA).

MoWCY. July 2020. Enhancing the Role of the National Women Machineries (NWMs) to Effectively Mainstream Gender for the Realization of Gender Equality and Women's Empowerment (GEWE) in Ethiopia: Progress Report

MoWCY. December 2019. Enhancing the Role of the National Women Machineries (NWMs) to Effectively Mainstream Gender for the Realization of Gender Equality and Women's Empowerment (GEWE) in Ethiopia: Progress Report (Activity and Financial Report to UN Women: Q3 and 4)

MoWCY. September 2019. Enhancing the Role of the National Women Machineries (NWMs) to Effectively Mainstream Gender for the Realization of Gender Equality and Women's Empowerment (GEWE) in Ethiopia: Progress Report

MoWCY. September 2019. Revised Financial Report: Enhancing the Role of the National Women Machineries (NWMs) to Effectively Mainstream Gender for the Realization of Gender Equality and Women's Empowerment (GEWE) in Ethiopia

MoWCY. July 2019. Enhancing the Role of the National Women Machineries (NWMs) to Effectively Mainstream Gender for the Realization of Gender Equality and Women's Empowerment (GEWE) in Ethiopia: Progress Report

MoWCY. February 2019. Enhancing the Role of the National Women Machineries (NWMs) to Effectively Mainstream Gender for the Realization of Gender Equality and Women's Empowerment (GEWE) in Ethiopia: Progress Report (Activity and Financial Report to UN Women: Q1 and 2)

PDC N.D. LoA

PDC. N.D. Financial Report (Planning and Development Commission)

PDC. N.D. Activity and Financial Report September 2020

PDC. N.D. Women roadmap desk review zero draft (in Amharic)

PDC. N.D. Technical requirements for the server.

PDC. 2020. Supporting the Mainstreaming of Gender throughout the Planning, Monitoring and the Implementation of National and Global Development Frameworks through Better Production and Use of Gender Statistics: Annual Work Plan.

PDC. April 2019. Concept Note: Ethiopia's SGDs and Agenda 2063 National Monitoring and Reporting training

PDC. N.D. Proceedings Report for Compilation of the Desk Review

PDC. N.D. Desk review Report (in Amharic)

Network of Ethiopian Women's Associations, Ethiopian Women Lawyers' Association and Women Can Do It. N.D. Popularization and domestication and Implementation of SDGs in alignment with the Growth and Transformation Plan (GTPII) and the respective sector plans of the country: Progress report

Annex 3: List of Interviews

UN Women

Yelfigne Abegaz, National Programme Coordinator, UN Women

Habitamu Abegaz (no relation), Secondee to CSA, UN Women

Elias Ashene, Secondee to PDC, UN Women

Bezawit Bekele, Secondee to MoWCY, UN Women

Yodit Hailemichael, Programme associate, UN Women

Esete Berile, Coordination Officer, UN Women

GoE

Sorsie Gutema, Gender Mainstreaming Directorate Director, CSA

Solomon Tesfasilassie, Director General, Bureau of Monitoring & Evaluation, PDC

Tamiru Terefe, Director, Plan Implementation Monitoring & Evaluation, PDC

Ashenafi Feyisa, Gender mainstreaming Directorate, MoWCY

Seleshi Tadesse, Director, Women Mobilization and Participation Directorate, MoWCY

CSOs

Wendmneh Lemma, Programme Officer, Ethiopian Women Lawyers Association

Yemwodish Bekele, Executive Director, Women Can Do It

Mekdelawit Tesfaye, Network of Women's Associations

Donors

Tyobestya Shalemariam, Embassy of Norway

Per Mogstad, Counsellor, Head of Development Cooperation, Embassy of Norway

Annika Törnqvist, Programme Manager Private Sector, Market Systems and Gender Equality, Embassy of Sweden

Annex 4: Evaluation Matrix

Evaluation Questions from TOR by Category	Interview/ Document Review Questions	Indicators/ Measures	Data collection methods	Data sources	Assumptions
Relevance					
To what extent is the intervention relevant to the needs and priorities as defined by beneficiaries? Are they aligned to national priorities?	Do you see the project as relevant to the priorities of your organization and national priorities? Why or why not?	UN Women, partner, stakeholder, and donor perceptions of whether the project has been relevant	Document / desk review Key informant interviews (KII) / E-mail survey	ProDoc, national reports, policy documents, KII with UN Agencies, donors, partners &stakeholders	Documents address questions of relevance; Key informants are willing/ available to meet and respond to interviews
To what extent is the intervention aligned with relevant national, regional, and international normative frameworks for gender equality and women's empowerment?	To what extent is the programme aligned with national, regional, and international normative frameworks for gender equality and women's empowerment?	UN Women, partner, stakeholder, and donor perceptions of alignment	Document / desk review Key informant interviews / E-mail survey	ProDoc, international normative frameworks, national policy documents, UNDAF, KII with UN Agencies, donors, partners &stakeholders	Documents address questions of alignment; Key informants are willing/ available to meet and respond to interviews
What are UN Women's comparative advantage in this area of work compared with other UN entities and key partners?	Do you see comparative advantages for UN Women in this area of work compared to other UN entities and other partners?	UN Women, partner, stakeholder, and donor perceptions of comparative advantage	Document / desk review Key informant interviews / E-mail survey	ProDoc, UN Women strategic documents, UNDAF, KII with UN Agencies, donors, partners &stakeholders	Documents address questions comparative advantage; Key informants are willing/ available to meet and respond to interviews
Is the intervention	Do you see the project's logic as	UN Women, partner,	Review of program	ProDoc,	Documents and results matrix

logic coherent and realistic? What needs to be adjusted?	coherent and realistic – or should the logic be changed?	stakeholder, and donor presentation of and perceptions of whether the project is logical, coherent, and realistic	result matrix / Interviews / E-mail survey	Results framework matrix. Programme reporting (periodic, annual, donor reports; KIIs with UN Agencies, donors, partners &stakeholders	show intervention logic; Key informants are willing/ available to meet and respond to interviews
How strategic are partners in terms of mandate, influence, capacities, and commitment? To what extent have implementing partners added value to solve the development challenges stated in the programme document?	Does the programme have the right strategic partners – ones with the mandate, influence, and capacities and commitment to the programme's goals? How have IPs added value to the programme in implementation ?	UN Women, Partner, donors, and stakeholder perceptions of how strategic partners are vis-a vis their mandate, capacities and commitment UN Women, Partner, donors, and stakeholder perceptions of the added value partners to solve problems	Interviews, Desk review / E-mail survey	ProDoc, Programme Reports, Partner materials, UN Women	Partner cooperation to provide their mandate and relevant information; Documents address questions of partners and their contributions; Key informants are willing/ available to meet and respond to interviews
How appropriate and useful are the indicators described in the programme document in assessing the programme's progress? Are the targeted indicator values	Are the indicators realistic, measurable, and achievable to capture programme progress and results? Or should the indicators be	UN Women, Partner, donors, and stakeholder perceptions of programme indicators	Interviews / Desk Review / E-mail survey	ProDoc, results matrix, monitoring reports, donor reports, quarterly, annual reports	Documents use programme indicators; Partners are aware of the program indicators; Key informants are willing/ available to meet and

realistic and can they be tracked? If necessary, how should they be modified to be more useful? Are the means of verification for the indicators appropriate?	modified to be more useful or measurable – and if so, how?				respond to interviews Logical framework/ result matrix available
Effectiveness					
What has been the progress made towards achievement of the expected outcomes and expected results? What are the results achieved so far?	<p>What are the results achieved so far by the project?</p> <p>To what extent did the project achieve its expected outcomes and results of:</p> <ul style="list-style-type: none"> 1. Strengthened policy and financial environment is in place to enable gender-responsive national adaptation and effective monitoring of the SDGs and GTP II 2. Strengthen the production of gender statistics to enable the monitoring of national policies and reporting 	<p>UN Women, partner, stakeholder, and donor perceptions of results.</p> <p>Documented facts on outcome and output achievements to date</p>	<p>Interviews / Desk Review, observation / E-mail survey</p>	<p>Reports (quarterly, annual, donor) -Case studies/best practices documented</p> <p>Partners, Stakeholders, UN Women</p>	<p>Key informants know the expected outcomes and results of the programme;</p> <p>Key informants are willing/available to meet and respond to interviews</p>

	<p>commitments under the SDGs</p> <p>3. Gender statistics are accessible to all users (including governments, civil society, academia, and private sector) and can be analysed to inform research, advocacy, policies, and programmes and promote accountability</p>				
What are the internal and external factors that contributed to the achievement or non-achievement of intended results?	<p>What factors internal to the project would you say contributed to the achievement or non-achievement of these results?</p> <p>What factors outside of the project to the project would you say contributed to the achievement or non-achievement of the project's results?</p>	<p>UN Women, partner, stakeholder, and donor perceptions of the impact of internal and external factors on the achievement of results</p>	<p>Interviews, Desk review / E-mail survey</p>	<p>Reports (periodic, donor etc. -Stakeholders/ IPs</p>	<p>Key informants are willing/ available to meet and respond to interviews; Documents address influence of internal and external factors re: achievements</p>
To what extent did the	To what extent did the	UN Women, partner,	Interviews / Desk	Documentation of gender	Key informants are willing/

programme contribute to achievement of results in terms of making gender statistics available, accessible, analysed, and used to inform policy making, advocacy and accountability for delivering on gender equality and women's empowerment commitments?	programme contribute to achievement of results in terms of making gender statistics available, accessible, analysed, and used to inform policy making, advocacy and accountability for delivering on gender equality and women's empowerment commitments?	stakeholder, and donor perceptions of the project's contributions	review, observation / E-mail survey	statistics produced, reports (quarterly, annual, donor) IPS, stakeholders, UN Women	available to meet and respond to interviews; Documents report on results
How have stakeholders been involved in the programme implementation ?	How has the project involved stakeholders in implementation ?	UN Women, partner, stakeholder, and donor perceptions of stakeholder involvement in implementation	Interviews / Desk review/ E-mail survey	Stakeholders, IPs Reports	Stakeholders were involved in the implementation; Key informants are willing/ available to meet and respond to interviews
How was the programme monitored and reviewed? To what extent was this exercise useful and used? Have any good practices, success stories, lessons learned, or transferable examples been identified and documented?	How has the programme monitored and reviewed its work? Has M&E been useful and used to strengthen project implementation? Have any good practices, success stories, lessons learned, or transferable examples been	UN Women, partner, stakeholder, and donor knowledge and perceptions of project M&E and lessons	Interviews / Desk review / E-mail survey	Monitoring reports, Monitoring plans, tools, success stories, IPs, UN Women, donors	Programme data shows monitoring; Key informants are willing/ available to meet and respond to interviews

	identified and documented through M&E to date? If so, what are these lessons?				
Efficiency					
To what extent does the management structure of the intervention support efficiency for programme implementation ?	Has the management structure of the project supported efficient implementation ? Why or why not?	UN Women, partner, stakeholder, and donor perceptions of efficiency	Interviews / desk review / E-mail survey	UN Women, IPs	Documents discuss management and efficiency; Respondents are available for interviews
Have resources been used efficiently? Have activities supporting the strategy been cost-effective?	Have resources been used efficiently? How? Have activities supporting the strategy been cost-effective? How?	UN Women, partner, stakeholder, and donor perceptions of efficiency and cost effectiveness	Desk review/ interviews / E-mail survey	Periodic Reports, financial reports UN Women	Documents discuss the efficiency of resource use; Respondents are available for interviews and able to address cost effectiveness
Have programme funds and activities been delivered in a timely manner? If not, what were the bottlenecks encountered?	Was the project timely in its delivery? Why or why not?	UN Women, partner, stakeholder, and donor perceptions of timeliness of funding	Interviews / desk review/ E-mail survey	IPs, UN Women, donor reports	Documents address timeliness of funds; Respondents are available for interviews
Are there enough resources (financial, time, human resources) allocated to integrate human rights and gender	Are there enough resources (financial, time, human resources) allocated to integrate human rights and gender	UN Women, partner, stakeholder, and donor perceptions of adequacy	Desk review/ interviews / E-mail survey	UN Women, IPs, reports	Documents address adequacy of resources allocated to HR and GE; Respondents are available for interviews

equality in the design, implementation , monitoring and evaluation of the programme?	equality in the design, implementation , monitoring and evaluation of the programme?				
Were there any constraints (e.g., political, practical, and bureaucratic) to addressing the gender data gap efficiently during implementation ? What level of effort was made to overcome these challenges?	Were there any constraints to addressing the gender data gap efficiently in implementation ? If so, what were these constraints? What level of effort was made to overcome these constraints?	UN Women, partner, stakeholder, and donor perceptions of constraints and efforts to overcome them	Interviews / desk review / E-mail survey	Reports (periodic, donor etc.), UN Women, IPs	Documents address constraints; Respondents are available for interviews
Impact					
How and how much has the programme contributed to improving the state of gender statistics in Ethiopia to date?	How and how much has the programme contributed to improving the state of gender statistics in Ethiopia to date?	UN Women, partner, stakeholder, and donor perceptions of improvement attributed to the programme	Interviews / Desk review / E-mail survey	IPs, UN Women, reports (periodic, donor, etc.)	Documents identify and measure changes; documents assess contributions; Respondents are available for interviews
Sustainability					
Did the intervention design include an appropriate sustainability and exit strategy (including promoting national/ local ownership, use of national capacity, etc.) to	Does the project design have an appropriate sustainability and exit strategy? Why or why not? Will there be positive changes that support the existence of	UN Women, partner, stakeholder, and donor perceptions of sustainability in design UN Women, partner, stakeholder, and donor expectations	Document / desk review Key informant interviews (KIIs) / E-mail survey	ProDoc; KIIs with UN Agencies, donors, partners &stakeholders	Documents address sustainability and develop exit strategy; Key informants are willing/ available to meet and respond to interviews

support positive changes in the existence of regular, comparable, and reliable gender statistics in the country at the end of the intervention?	regular, comparable, and reliable gender statistics in the country at the end of the intervention? Why or why not?	for sustainable results			
What is the likelihood that the benefits from the MEWGC in Ethiopia Programme be maintained for a reasonably long period of time if the programme were to cease?	When the programme ends, do you think that the benefits will be maintained? Why or why not?	UN Women, partner, stakeholder, and donor expectations for the continuation of results	Document / desk review Key informant interviews (KIIs) / E-mail survey	Programme reports, partner policy documents, KIIs with UN Agencies, donors, partners &stakeholders	Documents address questions of benefits after the end of the programme; Key informants are willing/available to meet and respond to interviews
To what extent have MEWGC in Ethiopia national partners undertaken the necessary decision and course of actions to ensure the sustainability of the effects of the Programme?	Have UN Women and its partners taken the necessary actions to ensure programme sustainability? Why or why not?	UN Women, partner, stakeholder, and donor perceptions of the adequacy of ensuring sustainability	Document / desk review Key informant interviews (KIIs) / E-mail survey	ProDoc, programme reports, partner documents, KIIs with UN Agencies, donors, partners &stakeholders	Documents address questions of sustainability; Key informants are willing/available to meet and respond to interviews
How has the programme enhanced ownership and contributed to the development of national capacity in order to ensure sustainability of	How has the programme enhanced ownership and contributed to the development of national capacity?	UN Women, partner, stakeholder, and donor perceptions of capacity development and relationship with ownership	Document / desk review Key informant interviews (KIIs) / E-mail survey	ProDoc, programme reports, Partner reports & policy documents, KIIs with UN Agencies, donors,	Documents address questions of ownership; Key informants are willing/available to meet and respond to interviews

efforts and benefits?				partners &stakeholders	
How will the benefits of the intervention be secured for rights holders (i.e., what accountability and oversight systems were established)?	How have women been brought into the processes of oversight and accountability towards encouraging sustainability?	UN Women, partner, stakeholder, and donor perceptions of inclusion of women in programme and partner accountability and oversight systems	Document / desk review Key informant interviews (KII) / E-mail survey	ProDoc, programme reports, partner reports & policy documents, KII with UN Agencies, donors, partners &stakeholders	Documents address questions of accountability and oversight of rights-holders; Key informants are willing/available to meet and respond to interviews
Ownership, inclusiveness, and participation					
To what extent did the targeted population, citizens, participants, local and national authorities make the programme their own, taking an active role in it? What modes of participation (leadership) have driven the process?	How and how effectively have partners and beneficiaries taken an active role in the project? What has worked to enlist partner and beneficiary engagement in the programme?	UN Women, partner, stakeholder, and donor perceptions of participation UN Women, partner, stakeholder, and donor perceptions of the reasons for this participation	Document / desk review Key informant interviews (KII) / E-mail survey	Programme reports, partner documents, KII with UN Agencies, donors, partners &stakeholders	Documents address questions of active roles of participants; Key informants are willing/available to meet and respond to interviews
Have the stakeholders taken ownership of the programme? If so, how?	Have the stakeholders taken ownership of the programme? If so, how?	UN Women, partner, stakeholder, and donor perceptions of stakeholder ownership	Document / desk review Key informant interviews (KII) / E-mail survey	Programme reports, Partner documents, KII with UN Agencies, donors, partners &stakeholders	Documents provide evidence of ownership; Key informants are willing/available to meet and respond to interviews
To what extent and in what ways has	Has national or partner ownership	UN Women, partner, stakeholder,	Document / desk review	Programme reports, partner	Documents address questions of

ownership or the lack of it, impacted in the efficiency and effectiveness of the MEWGC in Ethiopia Programme?	affected the effectiveness of programme implementation ? If so, how? Has national or partner ownership affected the efficiency of programme implementation ? If so, how?	and donor perceptions effects of ownership on effectiveness UN Women, partner, stakeholder, and donor perceptions effects of ownership on efficiency	Key informant interviews (KIIs) / E-mail survey	documents, KIIs with UN Agencies, donors, partners &stakeholders	ownership and efficiency and effectiveness; Key informants are willing/available to meet and respond to interviews
Was the designing, implementation , and monitoring process of the programme participatory?	Has the design, implementation and monitoring of the programme been participatory? Why or why not?	UN Women, partner, stakeholder, and donor perceptions of participation	Document / desk review Key informant interviews (KIIs) / E-mail survey	ProDoc, Programme reports, partner documents, KIIs with UN Agencies, donors, partners &stakeholders	Documents address questions of participation; Key informants are willing/available to meet and respond to interviews
Have stakeholders been given the chance to give their inputs? How useful was the process?	How have stakeholders been provided with opportunities to give their inputs into project design and implementation ? How useful were the processes used to solicit input from stakeholders?	UN Women, partner, stakeholder, and donor perceptions the provision of opportunities for stakeholder input UN Women, partner, stakeholder, and donor perceptions of the utility of input soliciting processes	Document / desk review Key informant interviews (KIIs) / E-mail survey	ProDoc, programme reports, partner documents, KIIs with UN Agencies, donors, partners &stakeholders	Documents address stakeholder input; Key informants are willing/available to meet and respond to interviews
Gender Equality and Human Rights					
To what extent have gender and human	To what extent has gender been integrated into	UN Women, partner, stakeholder,	Document / desk review	ProDoc, programme reports,	Documents address questions of

rights considerations been integrated into the programme design and implementation ?	the programme design and implementation ? To what extent have human rights considerations been integrated into the programme design and implementation ?	and donor perceptions of integration	Key informant interviews (KIIs) / E-mail survey	partner reports, KIIs with UN Agencies, donors, partners &stakeholders	gender and human rights integration; Key informants are willing/ available to meet and respond to interviews
Have the programme interventions been following equality and non-discrimination principles at all times?	Has the programme treated everyone equally and avoided discriminating against any groups of people?	UN Women, partner, stakeholder, and donor perceptions of the consistency of the adherence to equality and non-discrimination principles	Document / desk review Key informant interviews (KIIs) / E-mail survey	ProDoc, programme reports, partner reports, KIIs with UN Agencies, donors, partners &stakeholders	Documents provide evidence of equality and non-discrimination; Key informants are willing/ available to meet and respond to interviews

Annex 5: Data Collection Instruments

INTERVIEW QUESTIONS FOR KEY INFORMANTS

Introduction

Thank you for talking with me.

My name is _____. I am working independently for UN Women to conduct an evaluation of the work conducted by so far with the support of the Making Every Woman and Girl Count in Ethiopia Programme.

The goal of this evaluation is to learn about what has been accomplished by the programme, what has worked well, and what has not worked as well. Lessons from this review will be used to help UN Women and their partners in future work, including in the remaining year of the programme.

The information collected today will only be used for the review. I will not use this information in a way that identifies you as an individual in the report.

This interview is entirely voluntary; you have the right to stop answering at any point without consequence.

I hope to learn from your knowledge and experience with the project and its activities. Please answer Yes if you are willing to participate in this study? [Ensure that participant(s) verbally agree to participate]

Do you have any questions for me before we begin?

Please tell me about your experience with the MEWGC programme. How did you learn about and begin to work with the programme?

Please answer our questions and discuss the project based on your experience with the programme and its activities. We want to know about what you know, think, and did with the programme and its activities, as well as what your organisation has done with the programme.

Introductory Questions:

- Tell us about the involvement of your organization in the programme?
- What have been some of the key successes and challenges facing the programme?

Relevance

Do you see the project as relevant to the priorities of your organization and national priorities? Why or why not?

To what extent is the programme aligned with national, regional, and international normative frameworks for gender equality and women's empowerment?

Do you see comparative advantages for UN Women in this area of work compared to other UN entities and other partners?

Do you see the project's logic as coherent and realistic – or should the logic be changed?

Does the programme have the right strategic partners – ones with the mandate, influence, and capacities and commitment to the programme's goals?

How have IPs added value to the programme in implementation?

Are the indicators realistic, measurable, and achievable to capture programme progress and results?

Or should the indicators be modified to be more useful or measurable – and if so, how?

Effectiveness

What are the results achieved so far by the project?

To what extent did the project achieve its expected outcomes and results of:

1. Strengthened policy and financial environment is in place to enable gender-responsive national adaptation and effective monitoring of the SDGs and GTP II
2. Strengthen the production of gender statistics to enable the monitoring of national policies and reporting commitments under the SDGs
3. Gender statistics are accessible to all users (including governments, civil society, academia, and private sector) and can be analysed to inform research, advocacy, policies, and programmes and promote accountability

What factors internal to the project would you say contributed to the achievement or non-achievement of these results?

What factors outside of the project to the project would you say contributed to the achievement or non-achievement of the project's results?

To what extent did the programme contribute to achievement of results in terms of making gender statistics available, accessible, analysed, and used to inform policy making, advocacy and accountability for delivering on gender equality and women's empowerment commitments?

How has the project involved stakeholders in implementation?

How has the programme monitored and reviewed its work?

Has M&E been useful and used to strengthen project implementation?

Have any good practices, success stories, lessons learned, or transferable examples been identified and documented through M&E to date? If so, what are these lessons?

Efficiency

Has the management structure of the project supported efficient implementation? Why or why not?

Have resources been used efficiently? How?

Have activities supporting the strategy been cost-effective? How?

Was the project timely in its delivery? Why or why not?

Are there enough resources (financial, time, human resources) allocated to integrate human rights and gender equality in the design, implementation, monitoring and evaluation of the programme?

Were there any constraints to addressing the gender data gap efficiently in implementation? If so, what were these constraints?

What level of effort was made to overcome these constraints?

Impact

How and how much has the programme contributed to improving the state of gender statistics in Ethiopia thus far?

Sustainability

Does the project design have an appropriate sustainability and exit strategy? Why or why not?

Will there be positive changes that support the existence of regular, comparable, and reliable gender statistics in the country at the end of the intervention? Why or why not?

When the programme ends, do you think that the benefits will be maintained? Why or why not?

Have UN Women and its partners taken the necessary actions to ensure programme sustainability? Why or why not?

How has the programme enhanced ownership and contributed to the development of national capacity?

How have women been brought into the processes of oversight and accountability towards encouraging sustainability?

Ownership, inclusiveness, and participation

How and how effectively have partners and beneficiaries taken an active role in the project?

What has worked to enlist partner and beneficiary engagement in the programme?

Have the stakeholders taken ownership of the programme? If so, how?

Has national or partner ownership affected the effectiveness of programme implementation? If so, how?

Has national or partner ownership affected the efficiency of programme implementation? If so, how?

Has the design, implementation and monitoring of the programme been participatory? Why or why not?

How have stakeholders been provided with opportunities to give their inputs into project design and implementation?

How useful were the processes used to solicit input from stakeholders?

Gender Equality and Human Rights

To what extent has gender been integrated into the programme design and implementation?

To what extent have human rights considerations been integrated into the programme design and implementation?

Has the programme treated everyone equally and avoided discriminating against any groups of people?

E-mail survey Questionnaire

Cover notes

TITLE

request completion and return of brief e-mail survey for UN Women mid-term evaluation of Making every woman and girl count in Ethiopia programme

TEXT OF E-MAIL

Dear colleagues:

UN Women has engaged us (Meron Genene and Lawrence Robertson) as independent evaluators for the mid-term review of the Making every woman and girl count in Ethiopia programme - and has suggested reaching out to you to learn about your experience with the project through an e-mail survey.

We would like to request that you fill out and return the brief survey to us for the mid-term evaluation. Your replies will only be used for the evaluation. As is conventional with evaluations, we will use survey responses anonymously and only in ways that do not make it possible to associate your answers with you personally or your institution. Please reply only to us, not to UN Women or programme staff to preserve the independence of the evaluation and your anonymity.

To fill out the attached survey, please:

1. Download the attachment,
2. Open the MS Word Survey
3. mark your answers with a check mark in the appropriate box and write in any additional information,
4. save this survey on your device, and
5. attach it to a return e-mail to both of us at "robertsonlawrence@hotmail.com" and "merongenene@hotmail.com" (not to UN Women please)

Please complete and return the survey by Friday 18 December.

In addition, we will be reaching out to many of you for interviews over this month to learn more about your engagement with the programme.

Thank you in advance for all your help - and thanks for all your work with the programme.

We look forward to learning from your experience.

All the best,

Lawrence and Meron
MEWGC Survey Questionnaire

Introduction

The United Nations (UN) Entity for Gender Equality and Women's Empowerment (UN Women) country office in Ethiopia has commissioned an independent, mid-term evaluation (MTE) of the Programme “Making Every Woman and Girl Count (MEWGC) in Ethiopia: Supporting the Monitoring and Implementation of the SDGs through better Production and Use of Gender Statistics” which was launched in 2019. The programme, widely known now as Women Count, has an overall goal of: Gender statistics is available, accessible, analysed and used to inform policymaking, advocacy, and accountability for delivering gender equality and women's empowerment. A team of an experienced international and national consultant were commissioned to conduct the mid-term evaluation.

The purpose of the evaluation is to provide an in-depth assessment of the results against the three outcomes of the programme and performance in terms of relevance, effectiveness, efficiency, sustainability impact, inclusiveness, participation, equality, non-discrimination, and social transformation. This questionnaire has been developed as part of the evaluation to help assess the Programme operations, administration, and outcomes in order to identify lessons and good practices that can improve the production of gender statistics to advance gender equality and women's empowerment in Ethiopia.

We would be very grateful for your time in providing answers to the following questions with as much specificity, clarity, and candidness as possible. For each question, please make a mark by the answer that most closely matched your views and experience. We estimate the survey will take 30 minutes to complete.

In responding to closed-end questions, please provide additional information if possible, to add detail to your answers to the specific question. Please feel free to type in the e-mail survey.

To fill out the attached survey, please:

6. Download the attachment,
7. Open the MS Word Survey
8. mark your answers with a check mark in the appropriate box and write in any additional information,
9. save this survey on your device, and
10. attach it to a return e-mail to both of us at "robertsonlawrence@hotmail.com" and "merongenene@hotmail.com" (not to UN Women please)

Please complete and return the survey by Friday 25 December.

We thank you for your time and candour, and for your work with the programme.

1. Respondent Profile

- 1.1. Gender: Male _____ Female _____
- 1.2. Institution Represented _____
- 1.3. Type of institution
- 1.3.1. UN Agency_____
 - 1.3.2. Government Institution _____
 - 1.3.3. NGO/CSO _____
 - 1.3.4. Private sector organization _____
- 1.4. Current Position of Respondent in the Institution _____
- 1.5. How long have you worked or engaged with the MEWGC programme?
- 1.5.1. Six months _____
 - 1.5.2. One year _____
 - 1.5.3. One and half years _____

2. Relevance

- 2.1. MEWGC is expected to respond to the needs of the country in terms of the production of gender statistics in supporting the Monitoring and Implementation of the SDGs. In your opinion, to what extent has the programme responded to the actual needs of the country in general and target groups in particular?
- 2.1.1. To a large extent _____
 - 2.1.2. To a medium extent _____
 - 2.1.3. To a small extent _____
 - 2.1.4. Unsure/Do not know _____
- 2.2. To what extent is the programme aligned with national, regional, and international normative frameworks for gender equality and women's empowerment?
- 2.2.1. To a large extent _____
 - 2.2.2. To a medium extent _____
 - 2.2.3. To a small extent _____
 - 2.2.4. Unsure/Do not know _____
- 2.3. To what extent do you see comparative advantages for UN Women in gender statistics compared to other UN entities and other partners?
- 2.3.1. To a large extent _____
 - 2.3.2. To a medium extent _____
 - 2.3.3. To a small extent _____
 - 2.3.4. Unsure/Do not know _____
- 2.4. Do you see the project's logic as coherent and realistic?
- 2.4.1. To a large extent _____
 - 2.4.2. To a medium extent _____
 - 2.4.3. To a small extent _____
 - 2.4.4. Unsure/Do not know _____

2.5. To what extent do you think the programme has the right strategic partners – ones with the mandate, influence, and capacities and commitment to the programme's goals?

- 2.5.1. To a large extent _____
- 2.5.2. To a medium extent _____
- 2.5.3. To a small extent _____
- 2.5.4. Unsure/Do not know _____

3. Effectiveness

3.1. To what extent did the programme contribute to achievement of results in terms of making gender statistics available, accessible, analysed, and used to inform policy making, advocacy and accountability for delivering on gender equality and women's empowerment commitments?

- 3.1.1. To a large extent _____
- 3.1.2. To a medium extent _____
- 3.1.3. To a small extent _____
- 3.1.4. Unsure/Do not know _____

3.2. To what extent has the project involved stakeholders in implementation?

- 3.2.1. To a large extent _____
- 3.2.2. To a medium extent _____
- 3.2.3. To a small extent _____
- 3.2.4. Unsure/Do not know _____

3.3. To what extent has the programme been monitored and reviewed its work?

- 3.3.1. To a large extent _____
- 3.3.2. To a medium extent _____
- 3.3.3. To a small extent _____
- 3.3.4. Unsure/Do not know _____

3.4 To what extent has the program contributed to the production of gender statics in Ethiopia?

- 3.3.1. To a larger extent _____
- 3.3.2. To a medium extent _____
- 3.3.3. To a small extent _____
- 3.3.4. Unsure/Do not know _____

4. Efficiency

4.1 Have resources been used efficiently?

- 4.1.1. To a large extent _____
- 4.1.2. To a medium extent _____
- 4.1.3. To a small extent _____
- 4.1.4. Unsure/Do not know _____

4.2. Have programme funds and activities been delivered in a timely manner?

- 4.2.1. To a large extent _____
 - 4.2.2. To a medium extent _____
 - 4.2.3. To a small extent _____
 - 4.2.4. Unsure/Do not know _____
- 4.3. To what extent has the management structure of the project supported efficient implementation?
- 4.3.1. To a large extent _____
 - 4.3.2. To a medium extent _____
 - 4.3.3. To a small extent _____
 - 4.3.4. Unsure/Do not know _____
- 4.4. Were there any constraints addressing the gender data gap efficiently in implementation?
- 4.4.1. To a large extent _____
 - 4.4.2. To a medium extent _____
 - 4.4.3. To a small extent _____
 - 4.4.4. Unsure/Do not know _____
- 4.5. Are there enough resources (financial, time, human resources) allocated to integrate human rights and gender equality in the design, implementation, monitoring and evaluation of the programme?
- 4.5.1. To a large extent _____
 - 4.5.2. To a medium extent _____
 - 4.5.3. To a small extent _____
 - 4.5.4. Unsure/Do not know _____

5. Impact

- 5.1. How much has the programme contributed to improving the state of gender statistics in Ethiopia so far?
- 5.1.1. To a large extent _____
 - 5.1.2. To a medium extent _____
 - 5.1.3. To a limited extent _____
 - 5.1.4. Unsure/Do not know _____

6. Sustainability

- 6.1. Do you believe that the programme achievements/benefits will be sustained after the MEWGC support comes to an end?
- 6.1.1. To a large extent _____
 - 6.1.2. To a medium extent _____
 - 6.1.3. To a limited extent _____
 - 6.1.4. Unsure/Do not know _____
- 6.2. To what degree does the project design have an appropriate sustainability and exit

strategy?

- 6.2.1. To a large degree _____
- 6.2.2. To a medium degree _____
- 6.2.3. To a limited degree _____
- 6.2.4. Unsure/Do not know _____

6.3. To what extent has the programme enhanced ownership and contributed to the development of national capacity?

- 6.3.1. To a large extent _____
- 6.3.2. To a medium extent _____
- 6.3.3. To a limited extent _____
- 6.3.4. Unsure/Do not know _____

7. Ownership, inclusiveness, and participation

7.1. To what extent have the stakeholders taken ownership of the programme

- 7.1.1. To a larger extent _____
- 7.1.2. To a medium extent _____
- 7.1.3. To a very limited extent _____
- 7.1.4. Unsure/Do not know _____

7.2. To what degree have stakeholders been provided with opportunities to give their inputs into project design and implementation

- 7.2.1. To a large degree _____
- 7.2.2. To a medium degree _____
- 7.2.3. To a limited degree _____
- 7.2.4. Unsure/Do not know _____

8. Gender Equality and Human Rights

8.1. To what extent has gender been integrated into the programme design and implementation

- 8.1.1. To a larger extent _____
- 8.1.2. To a medium extent _____
- 8.1.3. To a limited degree _____
- 8.1.4. Unsure/Do not know _____

8.2. To what extent have human rights considerations been integrated into the programme design and implementation?

- 8.2.1. To a larger extent _____
- 8.2.2. To a medium extent _____
- 8.2.3. To a limited degree _____
- 8.2.4. unsure/Do not know _____

8.3. To what extent has the programme treated everyone equally and avoided discriminating against any groups of people

- 8.3.1. To a larger extent _____
- 8.3.2. To a medium extent _____
- 8.3.3. To a limited degree _____
- 8.3.4. unsure/Do not know _____

8.4. Additional information

8.5. What do you see as the core gender statistics-related problems in the country?

8.6. Do you think MEWGC program can address these core gender statistics related problems?

8.7. How has the MEWGC programme addressed these core gender-related statistics problems so far?

8.8. What do you think should be done for the programme to be more effective in addressing these core gender-related statistics problems??

8.9. What do you see as the most serious challenges in program design, implementation, monitoring and evaluation for the MEWGC programme?

8.10. What are the major lessons to be drawn from the design and implementation of the MEWGC?

8.11. What recommendations do you have to improve similar future programmes, in terms of programme thematic focus, management and administration, strategies, working procedures, stakeholder participation, etc.?

Annex 6: Potential Modifications to Indicators

In the MEWGC ProDoc, Outcome 1: Strengthened policy and financial environment is in place to enable gender-responsive national adaptation and effective monitoring of the SDGs and GTP II has two outcome indicators: Indicator 1A: The implementation of the National Strategies for the Development of Statistics II is strengthened with UN Women's support (measured as a yes or no) and Indicator 1B: Percentage of allocated budget for CSA and sector ministries for the production of gender statistics annually over the programme period.

While measurement of the first indicator is extremely general and unspecified, it broadly captures the outcome and is useful as well as easy to measure. While a yes rating may be subjective, this assessment describes the outcome. This can generally be acceptable for monitoring in combination with other indicators that are more precise and have independent measurements.

The second indicator is detailed and would also measure the policy and financial environment for the effective production of gender statistics. However, it is not clear in UN Women reporting whether this indicator is measured or can be used. MEWGC should engage with CSA to see if this indicator – which would be instructive about the state of financing and producing gender statistics – as well as by comparing over time would make clear the pace of change in financial support for the production of gender statistics – could be reasonably measured, who would measure it, and what reasonable MEWGC targets and the 2019 baseline would be.

As an alternative, if these data for Outcome Indicator 1B are not available, UN Women should consider using a different indicator for the outcome. One way to construct an indicator would be to survey office directors at IPs on progress in the policy and budget support for gender statistics annually. A quick question from secondees to office directors in CSA could be done and aggregated. The question could use a scale to rate progress, and UN Women track progress over time in advancing on the scale. A possible question and scale is:

On a scale of 1 to 5, with 5 being the highest, how much would you say the budget for the annual production of gender statistics has grown over this FRDE budget year?

UN Women could then report the average from the first asking and changes to this average in the second asking, as well as the number of CSA respondents that provided these data.

Output Indicator 2.1D, the Proportions of positions (by sex, age, persons with disabilities and population groups) in the labour force, appears to be an error. MEWGC does not have activities or aim to directly influence PWD labour force participation. It is likely that the indicator was meant to be Study on this proportion produced, which MEWGC has already achieved. UN Women can correct this likely error by making the indicator the production of this study, with a baseline of 0 (or no) and target of yes (or 1 publication) - which has in fact already been achieved by MEWGC.

- In the ProDoc, some targets and baselines for other indicators are incomplete. Programme staff should work with IPs to set baselines and targets where they are absent in the ProDoc. This is three indicators: Outcome Indicator 2B: Number of data producers and users with strengthened

capacities in the collection, analysis, dissemination and use of gender statistics, including in improving Tier II and Tier III SDGs indicators, with UN-Women's support

- Output Indicator 3.1A: Number of user-friendly data sources that can be easily accessed by data users
- Output Indicator 31B: Number of publications on gender statistics disseminated to data users

Annex 7: Brief Biographies of Evaluators

Lawrence Robertson has been an independent consultant for the last 15 years leading teams and conducting evaluations and studies for United Nations and other development organisations in democratic governance, peacebuilding, and gender equality. He developed case studies for the global flagship Women Count programme in 2019 on mainstreaming gender into the development of national statistical systems in Africa, as well as support to improving statistics on violence against women (VAW). He evaluated UN Women programmes in Bougainville on EVAW and women's leadership in 2017 and supported the Country Programme Evaluation in Papua New Guinea with WPS analysis in 2019. In 2019 he also worked with the UN Women team in the Solomon Islands supporting learning from their experience advancing the WPS agenda. In 2016 and 2017, he was the Gender and Elections Advisor for the UNDP electoral cycle project in the Solomon Islands. He earned a Ph.D. from UCLA in Political Science in 1994 and taught international studies to M.A. and Ph.D. students at the University of Miami before eight years of government service with the United States Agency for International Development (USAID). In the Bureau for Europe and Eurasia, he led the analysis of political conditions and economic trends for the 27 countries of the region 1999 to 2003. From 2004-2006, he led USAID's Office of Conflict Management and Mitigation global engagement on women and conflict and the Office's work across Asia and Africa.

Meron Genene has been working in the field of gender for over a decade and half in development, post-conflict, and peace building settings. She has in the past worked as a gender advisor for United Nations, regional, governmental, and non-governmental settings in east and west Africa and Asia-pacific region. She has in the recent past worked as the gender and peacebuilding advisor for UN Women in Solomon Islands. She has in the past also served as a gender advisor for the African Union High Level Implementation Panel (AUHIP) on Sudan and South Sudan and UN Mission (UNMIS) in Sudan. She has also consulted multi-lateral, bi-lateral and regional organizations namely UN Women, UNICEF, UNFPA, Inter Governmental Agency for Development (IGAD), GIZ, European Union (EU), among many others, on research, evaluation, training. Ms. Genene has a strong evaluation experience, and she has in the past led ACCORD's Peace Building program end-term evaluation in South Sudan, took part in the end-term UN Joint Program Evaluation on Gender Equality and Women's Empowerment (JPGEWE), UN Women's EVAW program evaluation, OXFAM's humanitarian response program evaluation in Somali Region, inter alia. She holds a Master of Arts Degree in Peace and Conflict Studies from European Peace University in Austria and a Bachelor of Arts Degree in Political Science and International Relations and multiple other certificates in gender, monitoring and evaluation, peace, and security, among many others.