

**INCEPTION 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**

**UN WOMEN**

**Lawrence Robertson**

**Meron Genene**

**Independent Evaluation Consultants**

**11 December 2020**

## Table of Contents

Table of Contents .....	i
List of Acronyms .....	ii
1. Introduction .....	1
2. Evaluation purpose and methodology .....	5
3. Workplan and deliverables .....	13
<b>Annexes</b>	
1. Terms of Reference .....	14
2. Evaluation Matrix .....	29
3. List of Documents Reviewed .....	40
4. List of Key Informants for Potential Interviews .....	44
5. Interview Guide and Questionnaire .....	49
6. E-mail Survey Questionnaire .....	53
7. Draft Table of Contents for Mid-Term Evaluation Report .....	61

## List of Acronyms

BDPfA	Beijing Declaration and Platform for Action
BoWCYAs	Bureaus of Women, Children, and Youth Affairs
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
GEWE	Gender Equality and Women's Empowerment
GoE	Government of Ethiopia
GTP II	Growth and Transformation Plan II
KII	Key informant interview
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
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
PM	Programme manager
ProDoc	Project Document
SDGs	Sustainable Development Goals
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	UN Entity for Gender Equality and Women's Empowerment
USD	United States Dollar

## 1 Introduction

The United Nations (UN) Entity for Gender Equality and Women’s Empowerment (UN Women) country office (CO) 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” through a team of an experienced international and national consultant. The independent evaluation will be conducted by fulfilling the terms of reference (TOR) for the evaluation consultancy through best practices in participatory evaluation in November and December 2020, including following UN Evaluation Group (UNEG) Norms and Standards and UN Women guidance on how to conduct gender responsive evaluations.

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 will identify lessons learned, good practices, and factors that facilitated or hindered achievement. The MTE thus 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.

Independent evaluation consultants Lawrence Robertson and Meron Genene were recruited to conduct the assignment through fieldwork and the preparation and presentation of a draft and then final independent Mid-Term Evaluation Report based on the TOR for the evaluation.

This brief draft Inception Report was developed to:

- build a shared understanding among the two evaluators and between the evaluation team (ET) and UN Women as well as with the reference group for the evaluation on the purposes and tasks of the evaluation; and
- develop the methodologies and action plan to carry out the evaluation for the evaluation to produce all deliverables.

The draft inception report accomplishes these purposes through:

- This introduction (Section 1) explaining the Objectives
- Developing the scope and methodology of the evaluation (Section 2), including the development of evaluation questions and sub-questions (in the evaluation matrix, provided as Annex 2):
- Drafting a workplan to conduct the evaluation (Section 3) and produce all deliverables

This Inception Report was developed based on:

- The TOR and initial conversations with UN Women;
- Initial review of MEWGC documents and project reporting, provided as Annex 3.
- Initial discussion and analysis by the evaluation team

## **1.1 Context for Programme**

### *UN Women*

UN Women responded to the 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 globally. 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 partners with which to work initially 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, Ethiopia took the initiative as self-starter to roll out the Women Count programme in 2019, even though it was not part 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 Strategy and Package (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 10-year plan that runs from 2020 to 2030 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 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.

### ***1.2 Programme on Making Every Woman and Girl Count in Ethiopia***

The UN Women CO in Ethiopia launched the country MEWGC programme in January 2019. The programme is 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.

The three-year Programme was developed in 2018; it began January 2019 with end date of December 2021. It has now been in operation for two years 2019-2020. The required budget is 3,225,239 United States Dollars (USD); the programme had an actual budget of 1,110,580 USD as of 2019. The 2020 budget is 693,389 USD. The programme so far has been implemented at the federal level mainly with the Central Statistics Agency (CSA), Planning and Development Commission (PDC), Ministry of Finance (MoF), Ministry of Women, Children and Youth (MoWCY), and selected CSOs working on women's rights under the framework of SDG goal 5. It also has been implemented in the regional level with Regional branches of CSA and regional Bureaus of Women, Children, and Youth Affairs (BoWCYAs). The design targeted working at the initial stages with the Dire Dawa City Administration and the Amhara, Oromia, and Tigray regions.

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 support for:

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

The programme has been a three-level intervention, working at the policy level, in capacity building with data producers, 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 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 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 in an effort to improve the wider use of gender statistics.

As the goal of the programme is to facilitate the implementation of SDGs aligned with GTP II, strengthening accountability mechanisms on the implementation of the GEWE commitments is another focus area of the program. MEWGC will strengthen multi-stakeholder coordination systems to bring accountability in the implementation of GEWE commitments.

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 nontraditional 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

### ***1.3 Project organisation structure***

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 national MEWGC programme has the following staffing:

- 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.

The programme has established partnerships with MoWCY, CSA and the PDC to implement activities.

## **2 Evaluation Purpose and methodology**

### ***2.1 Evaluation Purpose***

To restate, the broad purposes of the evaluation from the TOR are:

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 TOR also set out specific objectives of the evaluation 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 UNDAF. To analyze 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 TOR then used the Organisation for Economic Co-operation and Development's Development Assistance Committee (OECD-DAC) evaluation criteria – which are also used by the UNEG and UN Women - to organize sets of key questions for the evaluation. These questions, when answered, will address the specific objectives above and meet the broad purposes of the evaluation. The evaluation team 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.

## **2.2 Evaluation Methodology**

The evaluation team has developed an evaluation matrix (Annex 2) that outlines how the team will use the organizing structure from the TOR to evaluate the programme. The structure comes from 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. These criteria also informed UNEG evaluation guidelines and UN Women gender responsive evaluation guidelines which will also be used by the ET. The evaluation matrix uses the categories of inquiry and the evaluation questions from the TOR, which appear to have been informed by UNEG Guidance on “Integrating Human Rights and Gender Equality in Evaluations,” to develop specific questions that the evaluators can use in systematic document review as well as ask key informants. The matrix shows how the questions will be used through document review, key informant interviews, and an electronic mail (e-mail) survey to gather the data to be analyzed to answer all of the evaluation questions.

The ET has used gender-responsive principles from the UNEG guidance to develop the evaluation matrix. The matrix, populated with the list of the specific questions from the TOR under these categories, goes on to show how the team has turned these questions into e-mail survey, interview and document review questions, what data is needed to answer these questions, as well as how the interview team will analyze these data once collected.

The effectiveness section and questions under the criteria will be used to assess programme progress towards outputs and their corresponding outcomes.

As part of Integrating Human Rights and Gender Equality into the Evaluation, the TOR used on Human Rights and Gender Equality as criteria for the evaluation and suggested evaluation questions for the criteria. The ET has used the criteria and questions for data gathering through all three data collection methods.

As a mid-term evaluation, we propose changes to one set of questions from the extensive list in the TOR. There are too many questions about impact for a MTE, especially one hampered in implementation by

COVID-19 and adjusting to these opportunities and constraints. We propose modify list of six proposed evaluation questions on impact from the TOR to one new more specific question - dropping:

- 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?
- To what extent was gender equality and women's empowerment advanced as a result of the programme implementation?
- What are the notable impacts of the programme on the lives of women and men? and
- How did the interventions of this programme impact the empowerment of women at all levels?

Evaluating these six impact questions seems as premature at this point. To inquire about and learn from the impact of the project to date.

We propose to ask instead:

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

The evaluators will use mixed methods to collect independent data and analyze these data and project documentation and other relevant documents to demonstrate findings, draw conclusions, determine lessons learned, and make actionable recommendations.

### ***Data collection***

Three main methodologies will be used to collect valid and reliable data to analyze and evaluate the project: document review, key informant interviews and an e-mail survey. The evaluators will focus these three data collection methodologies on the most relevant documents to addressing the evaluation questions and key informants have substantial engagement and knowledge of the project. In addition, Ms. Genene will look for opportunities to use observation when it is feasible and sensible to conduct in - person interviews with partners and stakeholders.

### ***Document review***

The evaluation will review the documents produced by the project (ProDoc, work plans, budgets, quarterly reports, biannual reports, annual reports, other studies) and other relevant materials of project partners to gather relevant data and other project related information to answer the evaluation questions as outlined in the evaluation matrix. A brief list of known preliminary documents is attached to the Inception Report as Annex 3. In interviews, the evaluators will enquire whether additional useful documents are available for review to ensure a complete picture of the project to date. Any additional documents identified during the evaluation's fieldwork will be added. The evaluators will review 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 will be complemented by key informant interviews.

### ***Key Informant Interviews (KIIs)***

The extensive set of questions outlined in the TOR have been used to develop interview questions for interviews in the evaluation matrix (Annex 2). An initial list of some Key Informants for potential interviews

is included as Annex 4. We look forward to working collaboratively with the programme team in the evaluation design phase to determine the most useful key informants for interviews.

An interview guide has been developed through the evaluation matrix with questions that can be asked in interviews to gather data for analysis relevant to answering the evaluation questions (EQs) in the TOR. The interview guide is attached as Annex 5. The evaluation team has divided these questions into sets in through the categories used to organize the evaluation; in each interview, the evaluator will ask 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. Any issues identified in discussions will be followed up on with additional targeted questions. So in each interview, based on their answers to what they have done with the project, we will adapt and ask some of the specific questions from this list that are most relevant to their experience, adapting as we go on in the interview. We will make sure in this adaptive interviewing to ask at least one question from each category to each informant (as long as it is relevant).

COVID-19 proscribes any travel from the international evaluator. It is expected that many interviews will be conducted remotely due to COVID-19 pandemic conditions. Some remote interviews may be done in English by both evaluators; other interviews are likely to be conducted in the Amharic led by Ms. Gerene as speaking this language is expected to produce more information and more valid and reliable data from Ethiopian key informants than interviews in English. We hope that Ms. Genene will be safely and securely able to travel to some partner and stakeholder offices for in-person interviews, likely also in Amharic.

Each interview will begin with a brief explanation of the purposes and processes of the evaluation. Each conversation will begin by obtaining informed consent - the clear agreement of the informant to participate in the evaluation's fieldwork under conventional evaluation ethics. Explicit informed consent will then be solicited from each interviewee, and the evaluation's rules of non-attribution and anonymity explained and assured. The evaluators will explain that all interviews are conducted using principles of non-attribution and anonymity at the beginning of each interview and explain how the evaluation will protect the confidentiality of the interviewee and their responses by not using their names/positions or the information they provide in such a way that can reasonably be attributed directly to them. Interviews will be conducted in person when possible and over Skype, WhatsApp, Zoom and/or other remote methods when direct contact is not possible.

Each KII will conclude by asking if there are additional documents that the evaluators should make sure to analyze, additional key informants that they suggest for interviews, and finally whether there is anything else about the MEWGC programme that we have not yet discussed but should cover now for the evaluation.

Data from key informant interviews will be complemented by review of documents and the e-mail survey.

#### *E-mail Survey*

MEWGC programme staff has identified partners and beneficiaries that could be asked over electronic mail to fill out a brief survey as a third way to gather data on engagement with the programme. The ET has prepared, discussed, revised, and finalised an e-mail survey questionnaire to be sent to key staff, partners, and stakeholders (attached as Annex 6).

E-mail survey questions are similar to the interview questions. The method will enable the ET to collect additional data to use to analyze and directly answer the evaluation questions. Most survey questions will measure responses using a simple three-point scale, with a fourth option indicating not sure. Some questions solicit short open-ended answers to give e-mail survey respondents a chance to provide more detailed information to key evaluation questions.

The programme team has identified partners, stakeholders, and beneficiaries suitable for the e-mail survey. The programme team may also be able to provide partners with a hard copy of the e-mail questionnaire; this however would still leave respondents with the tasks of completing and returning the survey – either through e-mail or in person in hard copy to the evaluator when there for in-person key informant interviews.

Document review, key informant interviews and the e-mail survey should generate 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. Other participatory methods have been ruled out as unnecessary and infeasible. The experience of the evaluators with remote methods suggests that focus groups are not valuable or feasible under remote conditions. The high-level partners, beneficiaries, and stakeholders of the project are more suitable for individual interviews and responding to the e-mail survey individually – and would be unlikely to be willing to participate in a focus group. Focus groups are challenging enough to conduct in person, and much more difficult to organise in equitable ways without being on-site. Assessing non-verbal communication is also critical in them, which cannot be done adequately without physical presence or video-conference facilities that show the entire room in high definition.

**Testimonials** will also be gathered on how the programme has made a difference in the production of gender statistics and improvement in monitoring of national policies and reports. This will be done through the semi-structured interviews whenever possible and salient quotes used in the final report to help illuminate the findings.

#### ***Stakeholder Analysis and Sampling Approach***

The stakeholder analysis done has been as the ET has worked closely with the programme team 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.

#### ***Data Analysis***

The evaluation matrix also notes what data analysis methods will be used and what the team will look for in interpreting and analysing the data. Data analysis will use comparison and triangulation to identify and organize findings, reach conclusions, draw lessons learned, and make recommendations. The evaluation team plans to share document review notes and KII notes systematically through Evernote, and collaborate closely through remote methods in data analysis.

### *Comparison*

Comparison methods will be trend analysis of change over time and qualitative assessment of the relevance, effectiveness, efficiency, impact, and sustainability of the project's assistance.

### *Triangulation*

Triangulation methods will check 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). Questions will be asked of other informants to corroborate the information when possible to address inconsistencies and develop greater understanding and clarity. Data analysis will especially triangulate any more controversial information with data from other sources, other interviews, and the e-mail survey. As part of Integrating Human Rights and Gender Equality in Evaluations, the ET will look for and note any differences in experiences and views from different sources. The key informant interviews will be complemented by the in-depth document review and 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 will make and support judgments on the value and extent to which processes and activities contributed to the achievement of intended outputs.

The Evaluation Report will follow UN Evaluation Group (UNEG) Norms and Standards, the UN Women Global Evaluation Reports Assessment and Analysis System (GERAAS) quality checklist, and the standards and norms from the UN Women Evaluation Handbook for independent evaluations, including guidance on conducting a gender-sensitive evaluation.

A draft Table of Contents is included as Annex 6 demonstrating how we propose to organize the mid-term evaluation report to fulfill the purposes of the evaluation and answer all of the agreed priority evaluation questions. The structure is similar to that of the GERAAS rating matrix used by UN Women to facilitate the use of the evaluation report.

### ***Limitations***

The evaluation has conventional evaluation limitations of assessing contributions rather than attribution, too many evaluation questions, limited time, limited engagement, and building rapport with informants.

- Contribution rather than attribution—Limited baseline data and limited ability to gather data and examine other potential factors, including other donor programming, that may have influenced and contributed to any identified changes in program outputs and impact.
- 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 with a key informant. The TOR provides so many guiding evaluation questions (which lead to even more interview questions). However, only a limited number of questions can feasibly be asked and followed-up upon in any interview as diminishing returns are usually apparent after 60 to 90 minutes in any interview.
- Limited engagement - Many staff, partners, stakeholders, and beneficiaries may 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.

#### *Management of Limitations*

To manage these limitations and minimize the impact of these challenges on data collection, data analysis, and the quality of the evaluation, the evaluators will:

- focus on assessing the contributions of the project to find out intended/unintended changes (with a focus on the outputs),
- engage with UN Women and the Evaluation Reference Group (ERG) through the inception report design to focus on the key evaluation questions for the evaluation,
- use a limited number of key interview questions in each interview focused on areas where informants are reasonably expected to provide the most value and ask specific questions relevant to their experience with the project,
- focus the review of documents on the key evaluation questions, and
- try to use in-person interviews when safe and feasible to better build rapport with interviewees.

### **3 Workplan and deliverables**

#### **3.1 Deliverables**

The TOR specifies four deliverables for the Evaluation:

- 1 An Inception Report with a detailed evaluation design including evaluation work plan, key questions, data collection and analysis methods;
- 2 A Draft Evaluation Report that presents the evaluation's main findings on the project, lessons learnt, conclusions, and actionable recommendations;
- 3 A presentation on draft findings for a validation meeting;
- 4 A Final Mid-Term Evaluation Report revised taking into account all comments on the draft, with a stand-alone Executive Summary of not more than three pages.

#### **3.2 Workplan**

The TOR provides 40 working days for the evaluation. There are four phases to the evaluation in the workplan corresponding to the four deliverables.

Phase 1: Review documents and develop Inception Report: (10 days work)

- Desk review of program documents provided by UN Women
- Submission of the draft Inception Report
- Review the draft inception report with UN Women and the Evaluation Reference Group
- Submit the final Inception Report (Deliverable) incorporating all comments received from UN Women and the Evaluation Reference Group

Phase 2: Data Collection, Data Analysis, Report Drafting: (14 days work)

- Conduct in-country KIIs and remote KIIs
- Continue review and analysis of documents
- Analyze data, accumulate findings and triangulate findings, draw conclusions, identify lessons, make recommendations
- Draft MTE Report

Phase 3: Presentation (1 day)

- Draft and present PowerPoint presentation on draft MTE processes, findings, conclusions, lessons learned, and recommendations

Phase 4: Finalisation of Evaluation Report: (15 days work)

- Draft and finalize all annexes
- Finalize Evaluation report, including Executive Summary, incorporating all comments received from UN Women and the Evaluation Reference Group

We propose the following work plan to produce these deliverables and complete these phases. Under this schedule, the ET will complete the evaluation on or before 15 January 2021.

### Tentative work plan

Phase	Task and activity	November				December				January			
		W 1	W 2	W 3	W 4	W 1	W 2	W 3	W 4	W 1	W 2	W 3	W 4
<b>Phase 1. Evaluation Design and Desk Review</b>	Signature of Contract												
	Introductory meeting with UN Women & consultants Conduct desk review												
	Drafting and presentation of draft evaluation inception report with data collections tools												
	Submission of final inception report responding to and addressing all feedback on the draft												
<b>Phase 2. Data collection</b>	UN Women to set up interview meetings												
	Federal level data collection (remote and in-person interviews) and implementation of the e-mail survey												
	Data Analysis and report writing												
	Submission of the first draft												
	Circulate document among UN Women & ERG and collect feedback												
<b>Phase 3. Finalization &amp; Report Writing</b>	Presentation and validation of evaluation findings to stakeholders and collect feedback												
	Preparation of final evaluation report by consultants												
	Submission of final evaluation report												



## 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).<sup>1</sup> 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.<sup>2</sup> 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.<sup>3</sup>

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 women's empowerment*. UN Women identified 12 countries (pathfinders) to develop and support the

---

<sup>1</sup> 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.

<sup>2</sup> Federal Democratic Republic of Ethiopia *Growth and Transformation Plan II (GTP II) (2015/16-2019/20) Target 8.*

<sup>3</sup> 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).

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 2021<sup>4</sup> 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.<sup>5</sup> 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 is to facilitate the implementation of SDGs aligned with GTP II, strengthening accountability mechanisms on

---

<sup>4</sup> LPAC Approved budget at 2,661,042 USD.

<sup>5</sup> From which the 2020 budget is 693,389 USD.

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), Bureau of Women, Children, and Youth Affairs (BoWCYA), 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 oversight 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 time?

#### 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 1 Preparation	Desk review	10 days	
Phase 2 Conduct	Rapid evaluability assessment of the programme		
	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)
Presentation of preliminary findings	Yes (participating agencies, government, Donor group for gender)		
Phase 3 Reporting	Preparation of draft evaluation report	10 days	
	Presentation and validation of evaluation findings to stakeholders and collect feedback		Yes (Evaluation Reference Group)
	Preparation of final evaluation report	5 days	
	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 work plan, 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%
--	---------	---	-----

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	<ul style="list-style-type: none"><li>• 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.</li><li>• 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.</li><li>• 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</li></ul>
Evaluation manager	<p>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:</p> <ul style="list-style-type: none"><li>• Consult partners regarding the evaluation and the proposed schedule for data collection</li><li>• 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</li><li>• Ensure the stakeholders identified through the stakeholder analysis are being included and provide logistical support as necessary contacting stakeholders and arranging for transportation.</li><li>• 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.</li></ul>
Evaluation Management group <b>(including Regional Evaluation Specialist)</b>	<ul style="list-style-type: none"><li>• To oversee the evaluation process and will be coordinated by the evaluation manager.</li><li>• Provide substantive comments and operational assistance throughout the preparation of reports.</li><li>• Where appropriate, participates in meetings and workshops with other key partners and stakeholders before finalization of reports.</li><li>• Have the responsibility of final approval of the evaluation ToR, selection of the external evaluation team, inception report and final evaluation report.</li></ul>
Evaluation reference group	<ul style="list-style-type: none"><li>• Serve as sounding board and consultative body to ensure the active involvement of stakeholders</li><li>• Serve as the primary contact point for the evaluation team</li><li>• Provide a balanced picture of views and perceptions regarding</li></ul>

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](mailto: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: Evaluation Matrix

Evaluation Questions from TOR by Category	Interview/ Document Review Questions	Indicators/ Measures	Data collection methods	Data sources	Assumptions
<b>Relevance</b>					
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 (KIIs) / E-mail survey	ProDoc, national reports, policy documents, KIIs 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, KIIs 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, KIIs 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 logic coherent and realistic?	Do you see the project's logic as coherent and realistic – or	UN Women, partner, stakeholder, and donor presentation	Review of program result matrix /	ProDoc, Results framework matrix;	Documents and results matrix show intervention logic; Key



What needs to be adjusted?	should the logic be changed?	of and perceptions of whether the project is logical, coherent, and realistic	Interviews / E-mail survey	Programme reporting (periodic, annual, donor reports; KIIs with UN Agencies, donors, partners & stakeholders	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 realistic and can they be tracked? If	Are the indicators realistic, measurable and achievable to capture programme progress and results?  Or should the indicators be modified to be more useful or	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 respond to interviews Logical framework/

necessary, how should they be modified to be more useful? Are the means of verification for the indicators appropriate?	measurable – and if so how?				result matrix available
<b>Effectiveness</b>					
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> <p>1. Strengthened policy and financial environment is in place to enable gender-responsive national adaptation and effective monitoring of the SDGs and GTP II</p> <p>2. Strengthen the production of gender statistics to enable the monitoring of national policies and reporting commitments under the SDGs</p>	UN Women, partner, stakeholder, and donor perceptions of results; Documented facts on outcome and output achievements to date	Interviews / Desk Review, observation / E-mail survey	Reports (quarterly, annual, donor) -Case studies/ best practices documented Partners, Stakeholders, UN Women	Key informants know the expected outcomes and results of the programme; Key informants are willing/ available to meet and respond to interviews

	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 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>	UN Women, partner, stakeholder, and donor perceptions of the impact of internal and external factors on the achievement of results	Interviews, Desk review / E-mail survey	Reports (periodic, donor etc. -Stakeholders/ IPs	Key informants are willing/ available to meet and respond to interviews; Documents address influence of internal and external factors re: achievements
To what extent did the programme contribute to achievement of	To what extent did the programme contribute to achievement of	UN Women, partner, stakeholder, and donor perceptions of	Interviews / Desk review, observatio	Documentatio n of gender statistics produced, reports	Key informants are willing/ available to meet and respond to

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?	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?	the project's contributions	n / E-mail survey	(quarterly, annual, donor) IPS, stakeholders, UN Women	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 identified and documented	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

	through M&E to date? If so, what are these lessons?				
<b>Efficiency</b>					
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 equality in the design,	Are there enough resources (financial, time, human resources) allocated to integrate human rights and gender equality in the design,	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

implementation , monitoring and evaluation of the programme?	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
<b>Impact</b>					
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
<b>Sustainability</b>					
Did the intervention design include an appropriate sustainability and exit strategy (including promoting national/ local ownership, use of national capacity, etc.) to support positive	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,	UN Women, partner, stakeholder, and donor perceptions of sustainability in design  UN Women, partner, stakeholder, and donor expectations for sustainable results	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

changes in the existence of regular, comparable and reliable gender statistics in the country at the end of the intervention?	comparable and reliable gender statistics in the country at the end of the intervention? Why or why not?				
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 (KIIs) / E-mail survey	ProDoc, programme reports, partner reports & policy documents, KIIs 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
<b>Ownership, inclusiveness and participation</b>					
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 (KIIs) / E-mail survey	Programme reports, partner documents, KIIs 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 (KIIs) / E-mail survey	Programme reports, Partner documents, KIIs with UN Agencies, donors, partners & stakeholders	Documents provide evidence of ownership; Key informants are willing/ available to meet and respond to interviews



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

		input soliciting processes			
<b>Gender Equality and Human Rights</b>					
To what extent have gender and human rights considerations been integrated into the programme design and implementation ?	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 ?	UN Women, partner, stakeholder, and donor perceptions of integration	Document / desk review Key informant interviews (KIIs) / E-mail survey	ProDoc, programme reports, partner reports, KIIs with UN Agencies, donors, partners & stakeholders	Documents address questions of 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 time?	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 3: 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: Trainers 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. 22 Jan

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

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 SDGs 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 4: List of Key Informants for Potential Interviews and the E-mail Survey

### List of contacts from stakeholders for key informant interview and email survey to the Midterm Evaluation of “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

No	Name	Position	Institution	Mobile Number	Email	Key Informant Interview	Email survey
1	Yelfigne Abegaz	National Programme Coordinator	UNW	+251911638494	<a href="mailto:Yelfigne.abegaz@unwomen.org">Yelfigne.abegaz@unwomen.org</a>	✓	✓
2	Habitamu Abegaz	Secondee to CSA	UNW	+251913020379	<a href="mailto:Habitamu.abegaze@unwomen.org">Habitamu.abegaze@unwomen.org</a>	✓	✓
3	Elias Ashene	Secondee to PDC	UNW	+251929004775	<a href="mailto:Elias.ashene@unwomen.org">Elias.ashene@unwomen.org</a>	✓	✓
5	Bezawit Bekele	Secondee to MoWCY	UNW	+251912052542	<a href="mailto:Bezawit.bekele@unwomen.org">Bezawit.bekele@unwomen.org</a> <a href="mailto:bezskinny@gmail.com">bezskinny@gmail.com</a>	✓	✓
6	Yodit Hailemichael	Programme associate	UNW	+251911647216	<a href="mailto:Yodit.hailemichael@unwomen.org">Yodit.hailemichael@unwomen.org</a>		✓
7.	Esete Berile	Coordination Officer	UNW	+251933714611	<a href="mailto:Esete.berile@unwomen.org">Esete.berile@unwomen.org</a>		✓

#### Central Statistics Agency (CSA)

No	Name	Position	Sector / institution	Email	Key Informant Interview	Email survey
1	Aberash Tariku	Deputy Director General, National Statistical System Coordination and Operations	CSA	<a href="mailto:kaberash@yahoo.com">kaberash@yahoo.com</a>	✓	✓
2	Alemayehu Teferi	Household and Price Statistics Directorate Director	CSA	<a href="mailto:alemteferig@gmail.com">alemteferig@gmail.com</a>	✓	✓
3	Sorsie Gutema	Gender Mainstreaming Directorate Director	CSA	<a href="mailto:sorsieg@yahoo.com">sorsieg@yahoo.com</a>	✓	✓
4	Asnakech Habtamu	Senior Statisticians	CSA	<a href="mailto:tamene.asnakech@gmail.com">tamene.asnakech@gmail.com</a>		✓
5	Safi Gemedi	Public Relation and Data dissemination directorate (PRDDD)	CSA	<a href="mailto:gemedis@yahoo.com">gemedis@yahoo.com</a>		✓
6	Abdulaziz Shifa	Senior Statisticians, agricultural statistics	CSA	<a href="mailto:abdulazizcsa@gmail.com">abdulazizcsa@gmail.com</a>		✓

7	Abbay Getachew	Senior Statisticians, agricultural statistics	CSA	<a href="mailto:abuleg27@gmail.com">abuleg27@gmail.com</a>		✓
9	Tiruzer Tenagne	Senior statistician population statistics	CSA	<a href="mailto:tiruzertenagne@yahoo.com">tiruzertenagne@yahoo.com</a>		✓
10	Daniel Nigatu	Senior statistician- Sampling and Methodology expert	CSA	<a href="mailto:dannigatu12@gmail.com">dannigatu12@gmail.com</a>		✓
11	Alemishet Ayele	Senior statistician – agricultural statistics	CSA	<a href="mailto:aalesmesht5@gmail.com">aalesmesht5@gmail.com</a>		✓
12	Teketelew Behailu	Senior statistician – population statistics	CSA	<a href="mailto:tbteke@gmail.com">tbteke@gmail.com</a>		✓
13	Daniel Hailu	Senior statistician – Programmer	CSA	<a href="mailto:dan_ber_h@yahoo.com">dan_ber_h@yahoo.com</a>		✓
14	Zemecha Abdela	Senior statistician – Programmer	CSA	<a href="mailto:zemu143@gmail.com">zemu143@gmail.com</a>		✓
15	Mesfin Tefera	Senior statistician - population statistics	CSA	<a href="mailto:mesfintefera69@yahoo.com">mesfintefera69@yahoo.com</a>		✓
16	Salah Yesuf	Senior statistician- Sampling and Methodology expert	CSA	<a href="mailto:harar10@yahoo.com">harar10@yahoo.com</a>		✓
17	Mekdes Tsegaye	Communication expert- PRDDD		<a href="mailto:mekdes12tsegaye@yahoo.com">mekdes12tsegaye@yahoo.com</a>		✓
18	Damtew Birhanu	Directorate Director, NSS Data quality and Standards directorate (NSSDQCD)	CSA	<a href="mailto:damtew.berhanu@gmail.com">damtew.berhanu@gmail.com</a>		✓
19	Fekade Asrat	Senior expert – NSSDQCD	CSA	<a href="mailto:ffasrat@gmail.com">ffasrat@gmail.com</a>		✓

#### Planning and Development Commission (PDC)

No	Name	Position	Institution	Mobile Number	Email	Key Informant Interview	Email survey
1	Ribka Woldesilassie	Director, Gender Affairs Directorate	PDC	+251911639641	<a href="mailto:rwselassie@gmail.com">rwselassie@gmail.com</a>	✓	✓
2	Kewani Yibra	Director, Social Sector Plan Directorate	PDC	+251904130811	<a href="mailto:yibrak@yahoo.com">yibrak@yahoo.com</a>	✓	✓
3	Sisay Alemayehu	Advisor	PDC	+251911108954	<a href="mailto:sisayalem5@gmail.com">sisayalem5@gmail.com</a>	✓	✓
5	Solomon Tesefasilie	Director General, Bureau of Monitoring & Evaluation	PDC	+251911904620	<a href="mailto:solomontesfasilassie@gmail.com">solomontesfasilassie@gmail.com</a>	✓	✓
6	Tamiru Terefe	Director, Plan Implementation Monitoring & Evaluation	PDC	+251911661441	<a href="mailto:tamirut@yahoo.com">tamirut@yahoo.com</a>	✓	✓
7.	Demeke Tsehay	Director	PDC	+251911390177	<a href="mailto:demekefr@gmail.com">demekefr@gmail.com</a>	✓	
8.	Tenaye Emire	Senior Expert	PDC	+251911784016	<a href="mailto:t_emire@yahoo.com">t_emire@yahoo.com</a>	✓	✓



### Civil society organizations (CSOs)

No	Name	Position	Institution	Mobile Number	Email	Key Informant Interview	Email survey
1	Saba Gebremedhin	Executive Director, Network of Ethiopian Woman Association	NEWA	+251911244781	<a href="mailto:saba_gmd@yahoo.com">saba_gmd@yahoo.com</a> <a href="mailto:newaethiopia@gmail.com">newaethiopia@gmail.com</a>	✓	✓
2	Yemwodish Bekele	Executive Director, Women Can Do It	WCDI		<a href="mailto:yemodbek@yahoo.com">yemodbek@yahoo.com</a>	✓	✓
3	Mekdelawit Tesfaye	Programme Officer. NEWA	NEWA	+251987054791	<a href="mailto:mekdelawit.tesfaye@newaethiopia.org">mekdelawit.tesfaye@newaethiopia.org</a>	✓	✓
5	Wendmneh Lemma	Programme Officer, Ethiopian Women Lawyers Association	EWLA	+251911784060	<a href="mailto:wendmneh@gmail.com">wendmneh@gmail.com</a>		✓
6	Seblewengel Tesfaye	M&E Officer	BENEFIT	+251911191178	<a href="mailto:seblewengelt@gmail.com">seblewengelt@gmail.com</a>	✓	✓
7.	Tensae Yemane	Gender Officer	AWSAD	+251925274966	<a href="mailto:tensaeyemane191@gmail.com">tensaeyemane191@gmail.com</a>		✓
8.	Tadele Fayso (Dr.)	Programme officer	Digital Green	+251911042011	<a href="mailto:ftadele81@gmail.com">ftadele81@gmail.com</a>		✓
9.	Lishan Seyoum	CSO AG Member and Program Manager	Remember the Poorest Co.	+251911811978	<a href="mailto:lishan@rpcafrica.com">lishan@rpcafrica.com</a>		✓
10	Dr. Mekdes Daba	CSO AG Member and President of ESOG	ESOG	+251916825596	<a href="mailto:mekdesdaba@gmail.com">mekdesdaba@gmail.com</a>		✓
11	Heran Abebe	TBC	EnCompass LLC	+251911176460	<a href="mailto:herantadesse4@gmail.com">herantadesse4@gmail.com</a>		✓

### Ministry of Women, Children and Youth

No	Name	Position	Institution	Mobile Number	Email	Key Informant Interview	Email survey
1	Tigist Misganaw	Information communication technology Directorate Director	MoWCY	+251918786033	Tigest2012@gmail.com	✓	✓
2	Ashenafi Feyissa	M and E team Leader	MoWCY	+251913824009	Ashenafi2m@gmail.com	✓	✓
3	Seleshi Taddesse	Director, Women Mobilization and Participation Directorate	MoWCY	+251911882233	Seleshi_tadess e@yahoo.com	✓	✓
4	Mebratu Yimer	Retired Advisor to the Minister	MoWCY	+251911476403	mebratu1960@gmail.com	✓	✓
5	Tesfanesh Tefera	Director, Women Affairs Mainstreaming and Ensuring Benefits Directorate	MoWCY	+251918076396	tesfanesh tefera@yahoo.com	✓	✓

### UN Agencies

No	Name	Position	Institution	Mobile Number	Email	Key Informant Interview	Email survey
1	Nebyu Mehary	Gender focal point	UNDP	+251911654437	nebyu.mehary@undp.org	✓	✓

2	Ellen Alem	Gender and Development Specialist	UNICEF	+251911400159	ealem@unicef.org	✓	✓
3	Bethlehem Kebede	Gender and human rights Program Specialist	UNFPA	+251115444082	kebede@unfpa.org	✓	✓

### Donors

No	Name	Position	Institution	Mobile Number	Email	Key Informant Interview	Email survey
1	Annika Törnqvist	Programme Manager Private Sector, Market Systems and Gender Equality	Embassy Sweden	M+251929173426	<a href="mailto:annika.tornqvist@gov.se">annika.tornqvist@gov.se</a>	✓	✓
2	Lydia Atomssa	Senior Policy Officer Gender/SRHR	Embassy Netherlands	<u>M: +251 94 380 1285</u>	<a href="mailto:lydia.atomssa@minbuza.nl">lydia.atomssa@minbuza.nl</a>	✓	✓
3	Per Mogstad	Counsellor – Head of Development Cooperation	Embassy Norway	+251 911 228 976	<a href="mailto:Per.Mogstad@mfa.no">Per.Mogstad@mfa.no</a> Please CC Teklemariam, Tyobestya Shalemariam <Tyobestya.Shalemariam.Teklemariam@mfa.no>	✓	✓

## **Annex 5: Interview Guides**

### **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 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?

## **Annex 6: E-mail survey Questionnaire**

### **Cover note**

#### **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, analyzed 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 candor, 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/Don't 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/Don't 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/Don't 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/Don't 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/Don't 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/Don't 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/Don't 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/Don't 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/Don't 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/Don't 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/Don't 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/Don't 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/Don't 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/Don't 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/Don't 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/Don't 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/Don't 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/Don't 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/Don't 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/Don't 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/Don't 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/Don't 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/Don't 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 7: Draft Table of Contents for Mid-Term Evaluation Report (compatible with GERAAS)**

- I) Title and opening pages
  - II) Executive summary
  - III) Objective and Context of the Evaluation
  - IV) Purpose, Objective and Scope
  - V) Methodology
  - VI) Findings
    - relevance
    - effectiveness
    - efficiency
    - impact
    - sustainability
    - ownership, inclusiveness and participation
    - gender equality and human rights
  - VIII) Conclusions and Lessons Learned
    - relevance
    - effectiveness
    - efficiency
    - impact
    - sustainability
    - ownership, inclusiveness and participation
    - gender equality and human rights
  - IX) Recommendations
  - X) Lessons Learned
- ANNEXES:
1. Terms of Reference
  2. List of Documents
  3. List of Interviews