

UN Women ROAP

Evaluation of Women's Economic Empowerment through private sector engagement in Asia and the Pacific

Annexes – Volume 1

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Annex 1: Terms of Reference

Link: <https://gate.unwomen.org/EvaluationDocument/Download?evaluationDocumentID=9787>

Annex 2: Evaluation Reference Group

The UN Women evaluation reference group is an integral part of the evaluation management structure and is constituted to facilitate the participation of relevant stakeholders in the design and scope of the evaluation, raising awareness of the different information needs, quality assurance throughout the process and in disseminating the evaluation results.

Reference group members was expected to:

- Act as source of knowledge for the evaluation
- Act as an informant of the evaluation process
- Assist in the collection of pertinent information and documentation
- Assist in identifying external stakeholders to be consulted during the process;
- Play a key role in disseminating the findings of the evaluation and implementation of the management response
- Participate in any meetings of the reference group
- Provide input and quality assurance on the key evaluation products: ToR, inception report and draft evaluation report
- Participate in the validation meeting of the final evaluation report
- Participate in learning activities related to the evaluation report

The reference group composition included the following:

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Anuradha Rajan	Executive Director, South Asia Women Foundation India

Filomena Ditukana

President Lautoka Market Vendors Association, Fiji.

Annex 3: List of key documents consulted

UN Women Strategic documents

UN Women. Strategic Plan (2018-2021).

UN Women. Strategic Plan (2022-2025).

UN Women. Regional Office Asia Pacific Strategic Note 2019.

UN Women. Regional Office Asia Pacific Strategic Note 2020.

UN Women. Regional Office Asia Pacific Strategic Note 2021.

UN Women. Annual Work Plan – Fiji MCO 2019, 2020 and 2021.

UN Women. Annual Reports- Fiji MCO 2019, 2020 and 2021.

UN Women. Annual Reports- Vietnam CO 2019, 2020 and 2021.

UN Women. Annual Reports- Indonesia CO 2021.

UN Women. Annual Reports- India CO 2019, 2020 and 2021.

UN Women. Annual Reports- Pakistan CO 2019, 2020 and 2021.

Project Documents

WeEmpowerAsia

UN Women. “WeEmpowerAsia: First Annual Report to the European Union Partnership Instrument”.

UN Women. “WeEmpowerAsia: Second Annual Report to the European Union Partnership Instrument”.

UN Women. WeEmpowerAsia: Project document.

UN Women. “Mid-term review of the EU-UN Women Partnership Programme: Promoting Economic Empowerment of Women at work in Asia (WeEmpowerAsia)”. 2021.

Evaluation of Partnership Instrument actions on Responsible Business Conduct, Women’s economic empowerment and Social and Solidarity Economy. Annex VI –Final Report of the action:We Empower Asia. 2021.

WEPs Transparency and Accountability Framework

WEPs Brochure

WEPs COVID-Rapid Assessment Tool

WeRise - Toolkit for Gender Responsive Entrepreneur

WeRise - Toolkit for Gender Responsive Acceleration

Guidance Document on Business and Human Rights (Philippines)

Private Sector Pulse Check – The Effects of the COVID-19 Pandemic on Women and Businesses: A Survey of 65 CEOs and Business Leaders in Asia and Europe

Guidance Note for Action: Supporting SMEs to Ensure the Economic COVID-19 Recovery is Gender-Responsive and Inclusive Women's Empowerment Principles (WEPs) Introduction for Companies in the Asia-Pacific

Other projects

UN Women. “Project Document- Supporting Women to recover from Socio-Economic Impacts of COVID-19 in China” 2020.

UN Women. “Project Document- WeCare - Mobilizing companies to address unpaid care work and violence against women in the workplace” 2020.

UN Women. “Project Document- Women's Empowerment for Inclusive Growth (WING). 2020.

UN Women. “Final Report (End of Evaluation)- Strengthening Qinghai Women Farmers' Income Security and Resilience in a Changing Climate” 2021.

UN Women. “Project Document- Enhancing social protection for female tea garden workers and their families in Sylhet Division, Bangladesh” 2020.

UN Women. “Project Document-M4C (Phase II)” 2020.

UN Women and UNDP. “Joint Project proposal submitted to the Government of Japan. The Project for Strengthening Recovery and Development Assistance in Support of Durable Solutions in Rakhine and Kachin States”.

UN Women. “Project proposal (MPTF). Accelerating COVID-19 Socio-Economic Recovery in Myanmar through Resilient and Gender Transformative Enterprises” 2020.

UNDP, UN Women and UNHCR. "Joint project proposal submitted to the Government of Japan- The Project for Humanitarian and Development Assistance in Rakhine State".

UNDP and UN Women. "Joint Project document- Women's Empowerment and Resilient Inclusive Communities in Rakhine" 2020.

UN Women. "Proposal- Strengthening economic resilience and food security for women Home Based Workers and women farmers" 2021.

UNDP and UN Women. "Joint Proposal- Khyber Pakhtunkhwa Tribal Districts Support Programme" 2019.

UN Women. "UN Joint Programme initiation Plan: Area Based Approach For Emergency Development In Northern And Southern Region" 2021.

UN Women. "Supporting Afghan Women and Girls: Nexus Programming in Afghanistan" 2021.

UN Women. "Project Document- Leaving Protecting People: Supporting the Government of Indonesia and Key Stakeholders to Scale-Up Inclusive Social Protection Programmes in Response to COVID-19."

UN Women. "Project Documents- Leaving No One Behind in Timor-Leste's COVID-19 Response - Technical and Financial Support for the Implementation of the Cash Transfer Scheme for Low-Income Households" 2021.

UN Women. Fiji MCO: Markets for Change- Donor Reports (4th, 5th and 6th) 2017, 2018 and 2019.

SHARE THE CARE: Proposal

We Rise: Project Document

ASEAN WEE Concept Note: UN Women

IWISER (DFAT) WE business Asia: Request for Expression of Interest

WE migrate Care and Migration: Draft Proposal

Markets for Change, 4th, 5th, 6th Annual report to Australia

AKVO analysis, Markets for Change, Fiji

Publications

UN Women and Pulse Lab. UN COVID-19 Response and Recovery Multi-Partner Trust Fund (COVID-19 MPTF). "Leveraging digitalization to cope with COVID-19: An Indonesia case study on women-owned micro and small businesses" 2020.

ICRW. "Understanding and Measuring Women's Economic Empowerment: Definition, Framework and Indicators" 2011.

CSR Asia and Oxfam. "Responsible and Inclusive Business: The Role of the Private Sector in Women's Economic Empowerment in Asia".

Report Of the UN Secretary-General's High-Level Panel on Women's Economic Empowerment. "Leave No One Behind A Call to Action for Gender Equality and Women's Economic Empowerment".

OECD Development Centre. "Unpaid Care Work: The missing link in the analysis of gender gaps in labour outcomes" 2014.

UN Women and UN Global Compact. "Women's Empowerment Principles Global Trends Report".

UN Women. "Progress Of the World's Women 2019–2020: Families in a Changing World" 2019

Mckinsey Global Institute. "The Power of Parity: Advancing Women's Equality in Asia Pacific" 2018

APEC and USAID. "APEC Women@work".

ESCAP and UN Women. "Report on the Asia-Pacific Dialogue on Women's Economic Empowerment in the changing world of work" 2017.

ADB Institute. Policy Brief: "Women's Economic Empowerment in Asia" 2021.

UN Women, International Finance Corporation and International Capital Market Association. "Bonds to Bridge the Gender Gap: A Practitioner's Guide to Using Sustainable Debt for Gender Equality" 2021.

ILO. 2021. Independent Final Evaluation of the Project "Promoting Economic Empowerment of women at Work through Responsible Business Conduct –G7 countries, WE-EMPOWER-G7"

UN Women Evaluations

Women's Economic Empowerment Programme Thematic Evaluation, Nepal Country Office.

Impact evaluation of the Safe Cities and Safe Public Transport Programme, Papua New Guinea.

Country Portfolio Evaluation: UN Women Bangladesh

Country Portfolio Evaluation: UN Women Papua New Guinea

UN Women Programme Presence Portfolio Evaluation in Asia and the Pacific

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

Programme evaluation - Women's access to equal employment and leadership in China

Country Portfolio Evaluation: UN Women Cambodia

Programme Evaluation: Strengthening Qinghai Women Farmers' Income Security and Resilience in China

Country Portfolio Evaluation and Audit: UN Women Pakistan

Country Portfolio Evaluation and Audit: UN Women Vietnam

Developmental evaluation Nepal

Final evaluation of 'From Opportunities to Capacities: A Multi-Sectoral Approach to Enhancing Gender Responsive Governance', India.

Regional Evaluation on women's Economic Empowerment: UN Women Americas And Caribbean regional Office

Corporate Evaluation of UN Women's Contribution to Women's Economic Empowerment

Effectiveness And Efficiency Assessment of UN Women flagship Programme Initiatives and Thematic Priorities of the Strategic Plan 2018–2021

Corporate Formative Evaluation of UN Women's Approach to Innovation

Annex 4: Evaluation Matrix

Evaluation Matrix			
Key Question Relevance	1. To what extent does UN Women’s support to private sector engagement for WEE (specifically through the WEA programme and others) align with global, regional, and national priorities (including those of the European Union donor) and speak to UN Women’s added value within the WEE space?		
Sub Question	What is UN Women’s added value in facilitating women’s economic empowerment through private sector engagement vis a vis other development actors in the region?		
Assumptions	Indicators	Sources of Information	Methods for Data Collection
UN Women is adding value by bringing gender technical expertise, leadership and advocacy, and mobilization of actors through convening of partners.	Extent to which UN Women WEE work is filling a niche/gap and adding strategic value to the WEE-private sector space. Extent to which there is overlap/duplication of WEE efforts. Recognition from partners as a credible leader on WEE-private sector.	UN Women partners: Private sector; UN; Government; donors; multilateral partners; CSOs Strategic Plans/ websites	Desk review Interviews Case studies
Sub Question	To what extent do UN Women WEE efforts align with the regional and national priorities and needs and adapt to the dynamic context, including COVID-19?		
Assumptions	Indicators	Sources of Information	Methods for Data Collection
UN Women efforts are aligned with priorities at global, regional and national levels and	UN Women priorities are in alignment with global, regional and country level WEE priorities as documented in commitments/ resolutions/ strategies/ action plans/policies. UN Women priorities are in alignment with end beneficiaries’ (right holders’) needs (women entrepreneurs, considering diverse SOGIESC needs, diverse needs of persons with disabilities, and racial and ethnic minorities).	Documents including: UN Women SP and SN and programme documents/reports; Regional and National commitments on WEE Stakeholders: Private sector; UN; Government; donors; multilateral partners CSOs; Rights holders	Document review Interviews Meta-analysis of evaluations Case Studies

UN Women programmatic efforts are adapted to respond to the dynamic needs and enhanced response efforts, including to the COVID-19 pandemic.	UN Women priorities have been adjusted according to major changes in the context and needs. Extent to which partners believe UN Women provide timely and relevant support or technical guidance on the key issues related to WEE and COVID-19 response increasing awareness and understanding of partners. Evidence of relevant actions taken in response to COVID-19.	Stakeholders: Private sector; UN; Government; donors; multilateral partners CSOs; Rights holders Documents including: : UN Women SP and SN and programme documents/reports;	Document review Interviews Case Studies
Key Question Coherence	To what extent is UN Women’s regional and country level support to private sector engagement for WEE (specifically through the WeEmpower Asia and others) work internally coherent with UN Women’s and UN system overall WEE efforts?		
Sub Question	To what extent is UN Women’s coordination and convening among UN system and other stakeholders contributing to: <ul style="list-style-type: none"> Enhanced leadership & advocacy for WEE Enhanced partnerships & networks for WEE Mobilizing and strengthened capacity of national actors for WEE 		
Assumptions	Indicators	Sources of Information	Methods for Data Collection
UN Women provides a platform for key partners that contributes to mobilizing and capacitating stakeholders to act for WEE.	Enhanced leadership & advocacy for WEE among partners Enhanced partnerships & networks for WEE among partners Mobilizing and strengthened capacity of national actors for WEE among partners Partners act (number, type and results of actions) to further WEE within their sphere of work. Extent to which interventions are achieving synergies (coherence) with the work of the UN and other partners at regional and country levels (evidence of partners coordinating to avoid duplication of work on similar areas of work)	Programme and partner Reports Stakeholders: Private sector; UN; Government; donors; multilateral partners CSOs; Rights holders	Document review Interviews / FGDs Case Studies
Sub Question	To what extent are UN Women efforts coherent between: UN Women’s strategic direction for WEE through private sector engagement and programmes/projects at different levels of the organization (vertically and horizontally). <ul style="list-style-type: none"> How is regional and headquarters relevant units supporting internal coherence within the WEE area with respect to private sector engagement? 		
Assumptions	Indicators	Sources of Information	Methods for Data Collection
UN Women has a clear vision for the thematic area and strategies are aligned with the overarching Strategic Plan and guidance provided.	WEE efforts at country level are aligned and coherent with each other (build off synergies between each other) rather than a siloed project approach. WEE efforts at regional level are informed by and guide country level efforts and aligned with global level efforts. Quality of UN Women strategic direction and support for WEE through private sector engagement at headquarters and regional level.		

	Regional and headquarters relevant units support internal coherence within the WEE area with respect to private sector engagement through provision of strategic and technical guidance, networking and information exchange.		
Key Question Effectiveness	To what extent is UN Women in Asia and the Pacific region contributing to the advancement of the WEE agenda, providing innovative solutions, and directly benefitting women's economic empowerment through the approach of private sector engagement (specifically WeEmpower Asia) to advance sustainable and inclusive growth?		
Sub Question	In what ways have the models employed for WEE through private sector engagement been effective in contributing to empowerment and increased incomes and what potential do they have to be replicated or scaled up? What factors contributed to failed efforts/ or efforts that did not work as expected?		
Assumptions	Indicators	Sources of Information	Methods for Data Collection
<p>WEP's Activator supports companies to effectively implement the WEPs principles.</p> <p>WeRise and Care Accelerator provides women entrepreneurs with tools that enhance the viability of their economic gains.</p> <p>Engagement and mobilization of market vendors and relevant policies contributed to their agency, access and enabling environment leading towards economic empowerment.</p>	<p>Number of companies that conducted a gender assessment using the gap analysis tools.</p> <p>Number of companies reporting policies and initiatives, action plan adopted or producing a case study about WEP implementation</p> <p>Number of companies entering WEP Award competitions and taking action to implement WEPs</p> <p>Number of women entrepreneurs using capacity building tools received (WeRise, Care Accelerator, M4C)</p> <p>Number of women entrepreneurs reporting feeling empowered in their workplace</p> <p>Number of participants reporting having the knowledge and tools to enhance GEWE</p> <p>Number of women-owned businesses reporting increased incomes or potential</p>	<p>WEPS signatories and employees</p> <p>Market Vendors</p> <p>Documents: reports, surveys, etc.</p>	<p>Case studies: key informant interviews, focus group discussions, survey, desk review against WEPS principles</p>
Sub Question	What were key driving factors that contributed to an adaptive enabling environment (normative change) for WEE through private sector engagement? (Legislative and policy frameworks, financial frameworks, institutional framework, political framework, partnerships)		
Assumptions	Indicators	Sources of Information	Methods for Data Collection
<p>UN Women engages champions to advocate for WEE supportive policy changes within the government and private sector that contribute to an enabling environment.</p>	<p>Number and type of legislative and policy frameworks, financial frameworks, institutional framework, political frameworks on WEE-private sector</p> <p>Actions that male or other champions have taken actions to enhance WEE</p> <p>Number of national and regional policy dialogues influenced by WEE</p>	<p>Social media/ Awards / Event reports</p> <p>Research, knowledge generation and advocacy communication efforts</p>	<p>Review of social media accounts</p> <p>Review of stats for downloads and evidence on use of</p>

Knowledge generated and technical support of UN Women contributes to raised awareness and action to inform evidence-based policy changes that support WEE.	Reported use of knowledge-based products Reported reach communication products Reported actions (legislative and policy frameworks, financial frameworks, institutional framework, political frameworks) based on knowledge products/ event attendance/ communications received		
Sub Question	Which strategies helped most to catalyze access to and control over financial tools and market access? What did not work?		
Assumptions	Indicators	Sources of Information	Methods for Data Collection
UN Women partnerships and networks and capacity building contributes to enhanced access to and women's control over financial tools and market access (enabling environment and capacity).	Number and type of partnerships on WEE that have resulted in or have potential to enhance access to and control over financial tools and market access Number of beneficiaries reporting enhanced access to and control over financial tools and market access	Partners – Business associations, donors, international financial institutions, UN Annual or flagship Reports Media	Interviews Case studies Desk review
Key Question HR and GE	To what extent did UN Women identify and engage the most marginalized groups within the context of private sector engagement for WEE (e.g. women with disabilities, diverse SOGIESC persons) and were there any unintended results or contributions to transformative change?		
Sub Question	What strategies worked to meaningfully engage the most marginalized groups? What type of benefits (or potential harm) were realized?		
Assumptions	Indicators	Sources of Information	Methods for Data Collection
UN Women actively identifies and engages the most marginalized groups to define how efforts should be designed, leading to empowerment and increased incomes/ potential.	Number of partnerships with organizations that represent marginalized groups and actions for WEE taken Number of participants from marginalized groups in WEE efforts Number of women entrepreneurs from marginalized groups able to start or expand their business and increase their income Number of participants from marginalized groups in WEE efforts that report taking actions to enhance WEE/ increase income Number of participants from marginalized groups in WEE efforts that report feeling empowered	Attendance lists for activities/trainings, etc Project and programme progress and annual reports Programme beneficiaries/ participants: entrepreneurs, market vendors, companies business associations CSOs	Desk review Interviews Focus Group discussions Case studies
Sub Question	To what extent did UN Women actively identify and address the social norms and structural barriers that can facilitate an enabling environment for private sector engagement for WEE?		
Assumptions	Indicators	Sources of Information	Methods for Data Collection

UN Women defines the social norms that inhibit progress of women and marginalized groups in the economic sphere and actively engages men and boys and champions in its efforts to address social norms and power dynamics within the private sector.	Extent to which the efforts can be rated “inclusive” and “transformative” Percentage of male participants in WEE efforts that have taken action for WEE Number of outputs/ activities specifically focusing on the engagement of men and boys Number of outputs/activities that integrate/include a focus on the engagement of men and boys Number and visibility of WEP company champions who are men Number of partnerships with organizations that can engage men and boys and have taken actions for WEE	Attendance lists for activities/trainings, etc Project and programme progress and annual reports Programme beneficiaries/ participants: entrepreneurs, market vendors, companies business associations CSOs	Desk review Interviews Focus Group discussions Case studies
Assumptions	Indicators	Sources of Information	Methods for Data Collection
UN Women identifies the structural barriers that inhibit progress of women within the economic sphere and works to address these.	Participatory research studies to identify barriers and solutions (knowledge products) Formation of partnerships with relevant organizations and institutions to study and address barriers Number, type and reach of advocacy and communications efforts that address policy level change necessary for WEE	Attendance lists for events Media Stakeholders – govt/private sector decision makers	Desk review Google analytics Interviews
Key questions Sustainability	To what extent has UN Women’s influence supported increased regional and national ownership of private sector engagement for WEE agenda and which areas of the WeEmpower Asia approach have the most potential for replication and scaling-up?		
Sub Question	What steps have been taken to embed UN Women approaches for WEE through private sector at national level to ensure that the models and lessons from programmatic efforts can be taken forward?		
Assumptions	Indicators	Sources of Information	Methods for Data Collection
UN Women embeds a long-term approach and engages closely with national actors at all stages to ensure national ownership and sustainability of efforts.	Evidence of a thematic area strategy including a dynamic theory of change in line with UN Women SP period Evidence of stakeholder’s engagement in planning and strategy for UN Women WEE efforts at country and regional levels Evidence that stakeholder’s feedback on needs/priorities is considered. Evidence that national stakeholders are taking leadership and action on WEE	UN Women RO documents; UN Women SP Partners: International financial institutions, private sector, WEPs signatories, donors, business associations, NGOs/CSOs Media UN Women reports.	Interviews Content analysis of media/communications Case studies
Sub Question	To what extent and how have UN Women WEE efforts established the relevance for the uptake of gender equality and human rights for the business case/business outcomes? Were there any catalytic results from the programmatic efforts?		
Assumptions	Indicators	Sources of Information	Methods for Data Collection

<p>Companies and private sector organizations recognize the contribution of gender equality to their business objectives</p> <p>Private sector organizations and networks promote WEE agenda</p>	<p>Number of companies becoming champions and taking leadership/actions for WEE</p> <p>Number of business organizations supporting their members to sign WEPs and promoting WEE tools beyond their own company/organization</p> <p>Number of business women's organizations using and advocating for WEPs, WeRise or other WEE tools</p> <p>Partnerships established with other UN agencies, multi-lateral organizations, CSOs/NGOs, academic institutions and donors to further WEE through replicating and scaling up WEE efforts, innovations and knowledge products.</p>	<p>Partners: International financial institutions, private sector, WEPs signatories, donors, business associations, NGOs/CSOs</p> <p>UN Women reports. WEPs online database Media</p> <p>Partners: International financial institutions, private sector, WEPs signatories, donors, business associations, NGOs/CSOs</p>	<p>Interviews</p> <p>Content analysis of media/communications</p> <p>Case studies</p> <p>Interviews</p> <p>Content analysis of media/communications</p> <p>Case studies</p>
Key questions	How well are UN Women's human and financial resources at regional level used to support efficient regional and country level WEE efforts (primarily the Organizational Efficiency WEA project)?		
Sub Question	How does the governance (organizational structure and oversight) and overall feedback loops (between HQ, RO, CO's) and support from Headquarters and the Regional Office contribute to the performance? To what extent are monitoring and lessons learned shared between units and informing new efforts?		
Assumptions	Indicators	Sources of Information	Methods for Data Collection
UN Women regional and HQ units provide sufficient guidance and ensure support and linkages between country, regional and headquarters.	<p>Number of UN Women personnel feeling supported and with adequate guidance on WEE</p> <p>Number of exchanges organized between UN Women WEE colleagues at regional / global level</p> <p>Number of UN women personnel that feel that their voice is being heard in regional/ global planning on WEE</p> <p>Proportion of resources (human and financial) allocated and spent on linking country and regional work (including EU)</p> <p>Proportion of resources (human and financial) allocated and spent on linking country/regional work with headquarters</p>	<p>Budget and expenditure documents</p> <p>UN women personnel at RO/ CO/ HQ</p>	<p>Analysis of budget</p> <p>Interviews</p> <p>Focus Group Discussions</p>
Sub Question	How economically has UN Women used its human and financial resources for WEE through engaging private sector?		
Assumptions	Indicators	Sources of Information	Methods for Data Collection
UN Women allocates sufficient financial and human resources to enable strategic action for WEE in line with its plans.	<p>Resources were invested in a cost-effective manner.</p> <p>Publications/events: value for money analysis was integrated in decision making and achievements are comparable to the resources invested.</p> <p>ROAP human resources and unit structure is fit for purpose.</p>	<p>UN Women RMS, ATLAS and donor reports</p> <p>UN Women personnel</p>	<p>HR & Financial analysis</p>

Annex 5: Background to the evaluation

Annex 5.1: Evaluation Scope

The scope focused on the Regional Office functions and regional programmes implemented at country level. However, to ensure a broader understanding of progress towards women's economic empowerment in the region, country level efforts will be included. The scope was been narrowed to focus primarily on the private sector, which looks broadly at the spectrum of informal to formal sector. UN Women integrated mandate: normative, coordination and operational will be covered. UN Women adheres to the Leave no One Behind principle, and thus the evaluation integrated considerations of how efforts are affecting groups differently (across disability status, race, ethnicity, and other dimensions) and ensuring an inclusive approach.

The ROAP Women's Economic Empowerment efforts are captured under the ROAP Strategic Note (2019-2021) Outcome 2.1 and 2.2 and are aligned with UN Women Strategic Plan 2022-2025 (Impact area 2 and outcome 4) and UN Women Strategic Plan 2018-2021 (Outcome 3 and Output 8,9 and 10) and will be the focus of this evaluation. The geographic scope includes Asia and the Pacific, with in-depth field work in India and Fiji MCO. The geographic coverage of UN Women WEE programming in the AP region covers 16 offices and WEE efforts are being implemented in approximately 19 countries (refer to figure in synthesis report).

Annex 5.2: Methodology

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

Annex 5.3 Data collection and Analysis

The evaluation employed mixed-methods of data collection and analysis, all driven by the evaluation questions and selected with the aim of providing the most useful information possible to UN Women offices. Recognizing that the COVID-19 pandemic continues to complicate in-person data collection, the evaluation primarily relied on remote data collection. However, field data collection was led by National consultants in two countries: India and Fiji. This allowed the evaluation to reach rights holders. Also, the case studies reached rights holders / beneficiaries of UN Women efforts through online means.

The evaluation approach and methods were discussed with the Evaluation Management Group and Evaluation Reference Group, peer reviewers and IES Chief and IEAS Director for feedback and adapted, as appropriate. Apart from interviews and Focus Group discussions, the analysis of the WEE portfolio in the region, surveys conducted by the WEA team, meta-analysis of evaluations on WEE and analysis of the WEA knowledge products were vital in providing evidence to the evaluation findings and conclusions.

Two case studies provided insight to the effectiveness questions relating to why, how and under what circumstances results were achieved (or not). This methodology was used to develop a deeper understanding of the potential causal relationships occurring in the specific context of the case explored. (See Volume 2 for the full case studies).

1. Sustaining and catalyzing uptake of WEPs in the private sector (WEA programme)
2. Capacity building for developing models and upscaling approaches for women SMEs (WEA and Markets for Change programmes). Including an assessment of the diagnosis, design, delivery, synergies and follow-up, enabling environment, individual change, organizational change, and impact.

Contribution analysis was based on the theory of change reconstructed for this evaluation and was captured through an evidence map (see annex: Evidence map). The use of NVIVO software for qualitative data analysis was employed. Triangulation of sources and methods of information was done to ensure robust findings that can be used with confidence and limitations were made explicit.

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

² UNEG, "Ethical guidelines for Evaluation", 2020, available online at: <http://www.unevaluation.org/document/detail/2866>

Annex 5.4 Sample Interview Guide

The interview guide was adapted to the stakeholder: UN Women personnel, government stakeholders, UN system Partners, donors and CSOs working with rights holders. In the interest of brevity, three types of interview guides have been presented here: UN Women personnel, women entrepreneurs and Individual company signatories of WEPs or participants of activators.

During each interview, the following standardized introductory points were used by the Evaluation Team members conducting each interview:

Opening:

- This interview will contribute to the evaluation of UN Women's programme on Women's Economic Empowerment (WEE) through engagement with the private sector in Asian and the Pacific region.
- Since 2019, a key aspect of the UN Women's WEE programme has been working together with the private sector involving the participation of companies and business organizations.
- This evaluation of the WEE programme is critical for shaping the future strategic direction of the UN Women, particularly in regard to supporting the role of the private sector in women's economic empowerment. It is important to us to obtain your perspective on the successes and strengths of UN Women and the WEE programme in working with the private sector, as well as the challenges and potential opportunities you see for the future. We appreciate your time and your information to support this process.
- We are an independent team of evaluators, with a member of the UN Women Evaluation Service [introduce members present] .
- Any information that you provide to us will be held confidential - including our notes of this interview. We will not attribute any specific comments or information to you or your company. We are taking notes for our own use, but we are not otherwise recording this conversation.
- You do not need to tell us any personal information or answer any of our questions if you do not wish to. If, at any time, you are uncomfortable or upset by our questions, we can take a break or simply stop the interview. We appreciate you taking part in our conversation but we believe your comfort is more important.
- Questions?

Closing:

- Thanks for your time given, sharing and valuable insights, etc.
- What happens next – we are interviewing range of stakeholders across Asia and the Pacific region. Information and analysis will be synthesised and integrated into an evaluation report of UN Women's WEE programme in the Asian Pacific region. The report will be an important input to the design of future UN Women's WEE programmes and projects, not only in the region, but globally in terms of lessons learned and models, tools and innovations to scale up. It will also inform donors of such programmes in relation to their future priority setting for funding and cooperation on WEE and engagement with the private sector.
- Wishing all the best for your journey in supporting gender equality and WEE.

Timeframe for discussion: 1 hour maximum

Interview guide for UN Women (These questions were modified according to each staff member's area of work)

Background (5 minutes)

1. Please briefly describe your UN Women role in the CO, including how long you have held the role.
2. Please describe your working relationship with UN Women WEE programmes.
3. Please describe which projects or programmes you have worked with UN Women directly on or taken part in activities.

Relevance (10 minutes)

4. How does the WEE activities and approaches in your country align to the global and regional goals of UN Women, including UN Women's Strategic Plan and mandate?
5. As you see it, how well does the WEE approach align your country context, policy frameworks, gender and human rights norms and standards?
6. What role did the UN Women WEE programme play in your country in response to major social disruptions such as the COVID 19 pandemic?

Coherence (10 minutes)

7. How does support for WEE both for development and implementation, work between your CO and ROAP? What is HQ's role?
 1. Does your CO benefit from and/or contribute to regional synergies or partnerships on WEE with the RO and other UN Women offices in the region? How?
 2. Does UN Women ROAP play a leadership role on WEE in the region? In which areas and how?
8. From your CO perspective, what priority areas of focus did not receive sufficient attention during implementation of the WEE activities? What is the reason? Should these areas be amplified in future WEE programmes and projects?
9. What do you think is the key comparative advantage for UN Women on WEE?

Effectiveness (10 minutes)

10. What do you see as major achievements of WEE in your country and within the region?
11. Has your CO been able to leverage support for WEE from key national actors? (e.g. ministries, private sector organizations) What were the results?
12. How has your CO working with other UN partners in engaging the private sector been beneficial for WEE? What were the challenges?
13. From your perspective, what have been the main limitations of your CO to implement the mandate of UN Women with respect to WEE?

Human rights and gender equality

14. From your perspective, has your WEE programme made progress in addressing root causes of inequalities and reaching the most vulnerable groups? Could you please give us an example? How can this be improved to strengthen operationalisation of "No one is left behind" principles.

Efficiency (5 minutes)

15. What is your perception of the human resources envelope in the region for WEE? Do you think ROAP and the COs are well equipped from HR and financial perspectives? What is your perception of the leadership on WEE?
16. What is your view on the management of resources for WEE? Do you think resources are timely and efficiently implemented?
17. To the best of your knowledge, during the implementation period of WEE in your country was there compliance with audit, financial and reporting obligations?
18. Are you familiar with the resource mobilization approach/strategy? What is your perception of it?
19. What unique expertise has UN Women developed in working with the private sector on WEE?
20. What are your recommendations for UN Women in regard to WEE for the next strategic period (CO or RO)?

Interview guide for women entrepreneurs (these questions were modified according to the kind in intervention the entrepreneur participated in)

Background (if possible to obtain prior to the interview) (10 minutes)

1. Please briefly describe your enterprise/business and role, including how long you have held the role.
2. In what sector does your business operate? Does your business have employees? How many? What is the proportion of men and women overall and at management level?
3. Please describe the relationship between your business and UN Women programme.
4. Does your business have a policy on gender equality? If yes, can you tell us about its contents and implementation?

Relevance (10 minutes)

5. In your view what are the key priorities and main challenges for women's economic empowerment? What do you think are the root causes of gender inequality in your country?
6. How has UN Women assisted you to establish and expand your business?
7. Have you heard about the UN's Women's Empowerment Principles? If yes, from where? UN Women? Would you consider becoming a signatory?
8. What were the adaptations in your business development process in relation to the COVID 19 pandemic?

Effectiveness (15 minutes)

9. In the (programme) activities that you participated in, were there results for yourself and your business? Can you mention some examples? Who and how did they benefit from the activities? What do you know about the results for other women entrepreneurs that participated in (programme) with you?
10. In your activities with UN Women were there any unexpected outcomes? (Positive or negative) Who benefitted or did not benefit unexpectedly?
11. What is your assessment of UN Women's (programme) training activities and mentoring for you and your business? In what ways can they be improved and expanded?
12. What do you think are the opportunities for upscaling the benefits or innovative approaches?
13. Has your business been able to link to the value chain of other companies?
14. Have lessons learned and experiences from your cooperation been shared others? (in your business, with other women entrepreneurs, business organizations, other companies.)

Efficiency (5 minutes)

15. Were there any issues related to efficiency in your cooperation with UN Women? In the activities in which you participated, were the interventions delivered on time? What are UN Women's strengths and weaknesses?

Sustainability (10 minutes)

16. What are the key achievements in terms of sustainability of the results for your business? What was the contribution of UN Women to that?
17. What would be your recommendations to UN Women to better support businesses such as yours to grow and expand?
18. What partnerships could UN Women further develop and strengthen that could further assist women entrepreneurs?

Interview guide for companies – Individual company signatories of WEPs or participants of activators

Background (if possible to obtain details prior to the interview) (10 minutes)

1. Please briefly describe your role in your company including how long you have held the role.
2. In what sector does your company operate? How many employees does your company have? What is the proportion of men and women overall and at management level?
3. Please describe which activities your company participated in with UN Women.
4. Is your company a signatory to the WEPs?
5. Does your company have a policy on gender equality? If yes, can you tell us about its contents and implementation?

Relevance (10 minutes)

6. Why was your company interested in advancing gender equality in the workplace? What would you say are the key motivating factors for taking action?
7. Why were you motivated to engage in the WEPs (awards/signatory/activator)? If your company is a signatory to the UN's Women's Empowerment Principles, what was the role of UN Women in this process? What were the adaptations in relation to the COVID 19 pandemic?

Effectiveness (15 minutes)

8. Have the efforts related to advancing GEWE led to results for your company (internally and/or externally)? Can you mention some examples? Who and how did they benefit from the activities?
9. Did you participate in any WEPs related events, workshop or training? What is your assessment of these WEP related activities In what ways do you think you or your company have benefited from these events? In what ways can they be improved and expanded? Have they inspired any action (please describe if so)?
10. Have you worked directly with UN Women or ? If so, how has this contributed to addressing underlying causes of gender inequalities in your company? What innovative practices did UN Women contribute? Can they be scaled up?
11. Have lessons learned and experiences from your cooperation been shared within your company and/or with business organizations/other companies/value chain?

Efficiency (5 minutes)

12. Were there any issues related to efficiency in your cooperation with UN Women? In your joint activities, were the interventions delivered on time? What in your view are UN Women's strengths and weaknesses?

Sustainability (10 minutes)

13. What are the key achievements in terms of sustainability of the results for your company? What was the contribution of UN Women to that?

14. What suggestions do you have for your company to fully implement the WEPs and to achieve gender balance and gender equality in your company? How can UN Women assist in this?
15. What would be your recommendations to UN Women to better support the private sector in regard to WEE?
16. What partnerships could UN Women further develop and strengthen?

Market Observation tool

This tool was developed by the evaluation team to assess the infrastructure related outcome of the Markets for change project. This observation tool is designed to engage in unobtrusive observation (i.e., only to observe but not in an obvious manner) and does not involve interaction with participants. However, the evaluator can intervene when further clarification on certain aspects is needed.

This tool will allow the evaluation team to provide a broad picture of infrastructure facilities in the markets and need not indicate exact numbers for the statements mentioned below. The information will be triangulated in conjunction with other approaches as part of the evaluation design, including Key Informant Interviews and Focus Group Discussions to provide evidence on M4C's contribution to developing safe, accessible and inclusive market spaces.

Name of auditor:

Name of UN Women Fiji personnel:

Name of Market:

Date:

Demographics (Age / Sex) Please indicate approximate ratio	# Women	# Men
Children 17 and younger (maybe just hanging with parents)		
Between 18-35		
Between 35-60		
Elderly (60 and above)		
Facilities		
Presence of a securely fenced market shed		
Communications systems (i.e. loudspeaker)		
Running water		
Presence of gender segregated washrooms		
Additional feedback on facilities available in washrooms (lighting, locks on doors, clean, running water, maintenance/repair/upkeep, other WASH requirements). Please also indicate if there are a number of washrooms located at different places in the market.		
Established accommodation centre (for vendors to stay the night) in the market (indicate yes/no and number)		
Additional feedback on facilities available in the accommodation centre (Clean, lighting, locks on doors, maintenance/repair/upkeep, availability of gender segregated washrooms, rentable locker rooms, running water and other WASH requirements)		
Creche facilities – childcare provision or safe space for children (as applicable)		
Presence of a functional “resource centre” (indicate yes/no and number) [Annual reports mention resource centre construction]		
Presence of a market management centre and market manager (indicate yes/no and number)		

Regular supply of electricity (for example lighting in the market, and to power refrigerators which store seafood)	
Secure space to store items after closing market	
Presence of shelter for vendors who sit in the periphery of the market	
Benches/Pavements/tables to sell produce	
OTHER OBSERVATIONS	
Transport	
Bus stops directly in front or nearby the entrance of the market (indicate yes/no and approximate number at various access points of the market)	
Other public transport facilities (indicate yes/no, type and access)	
Designated Parking space	
OTHER	
Disaster resilient infrastructure	
Presence of drainage system and covered Drains (to prevent flooding during cyclones)	
Presence of secure rooftop (rather than loose umbrellas)	
OTHER	
Safety and security	
Vendors outside of the designated market	
Loitering individuals (not market vendors)	
Functional CCTV cameras	
Presence of Market Safety Patrol or police	
Functional Street and market lights	
OTHER	
Disability access	
Wheelchair ramps	
Signage	
Accessible Toilets	
OTHER	

Annex 5.5: Gender responsive and Ethical Procedures

Gender and human rights responsive evaluation approach

Evaluation in UN Women is guided by key normative agreements³ to be gender-responsive and utilizes the entity’s strategic plan as a starting point for identifying the expected outcomes and impacts of its work and for measuring progress towards the achievement of results.

³ For example, the Convention on the Elimination of Discrimination Against Women (CEDAW), the Beijing Platform for Action, and the Quadrennial Comprehensive Policy Review (QCPR) of Operational Activities, among others.

The key principles for gender-responsive evaluation at UN Women are: 1) National ownership and leadership; 2) UN system coordination and coherence with regard to gender equality and the empowerment of women; 3) Innovation; 4) Fair power relations and empowerment; 5) Participation and inclusion; 6) Independence and impartiality; 7) Transparency; 8) Quality and credibility; 9) Intentionality and use of evaluation; and 10) Ethics.

The analysis applied a gender-responsive lens by integrating the principles spelled out above and in the UNEG guidance on Integrating Human Rights and Gender Equality in Evaluation⁴ that suggests analyzing links with guiding normative frameworks (e.g. CEDAW, Beijing Platform for Action), underlying power dynamics, institutional structures and barriers to gender equality, and reflecting on who has voice in the evaluation.

Accountability to stakeholders, and in particular women and girls that are meant to benefit from UN Women programming, is a key tenet of a gender responsive approach. Participatory methods will be integrated throughout the evaluation through the engagement of key stakeholders in the Evaluation Reference Group, representing a cross-section of UN Women stakeholders, from the inception phase through to the use of the evaluation. The below approach for ensuring application of ethical guidelines was also employed for those rights holders reached via telephone.

Plan for ensuring ethical approach

UN Women has developed a [UN Women Evaluation Consultants Agreement Form](#) for evaluators that must be signed as part of the contracting process, which is based on the [UNEG Ethical Guidelines and Code of Conduct](#). These documents will be annexed to the contract. The UNEG guidelines note the importance of ethical conduct for the following reasons:

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

The evaluation's value added is its impartial and systematic assessment of the programme or intervention. As with the other stages of the evaluation, involvement of stakeholders should not interfere with the impartiality of the evaluation. The evaluator(s) have the final judgment on the findings, conclusions and recommendations of the evaluation report, and the evaluator(s) must be protected from pressures to change information in the report. Additionally, if the evaluator(s) identify issues of wrongdoing, fraud or other unethical conduct, [UN Women procedures](#) must be followed and confidentiality be maintained.

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

The evaluators obtained informed consent to participate in the evaluation activities prior to engaging in data collection. The evaluation team members read the statement of intent of the evaluation and requested the individual to express their willingness to participate or not prior to initiating the discussion or interview in English (or in Rohingya).

All data collected through this evaluation is subject to the UN Women Information Security Policy that sets out the basis for UN Women in protecting the confidentiality, integrity and availability of its data to protect these assets against unauthorized usage, access, modification, destruction, disclosure, loss or transfer of data, whether accidental or intentional. All UN Women staff and other authorized individuals or entities are responsible for maintaining appropriate control over information in their care and for bringing any potential threats to the confidentiality, integrity, or availability of that information to the attention of the appropriate management. Compliance with this Policy is a condition of employment for all UN Women staff and a condition of contract for all other authorized individuals or entities, unless a prior (temporary) waiver is obtained. Failure to comply with this Policy without obtaining a prior waiver shall be dealt with in accordance with Staff Regulations and Rules, or as appropriate, the contractual terms of UN Women's engagement of the authorized individual or entity.

⁴ UNEG, *Integrating Human Rights and Gender Equality in Evaluation*, (2016), available from: <http://www.unevaluation.org/document/detail/1616>.

Ensuring the safety of women affected by violence

Although violence against women (VAW) was not the primary focus of the evaluation, all evaluations have an ethical obligation to ensure proper planning and protocol in the case that the subject of violence against the individual being interviewed is raised. As such, the evaluation was guided by the World Health Organization *Ethical and Safety recommendations for intervention research on violence against women (2016)*.⁵

The primary focus of discussions with rights holders was on understanding how UN Women supported programming has affected their own life without referring specifically to any affect (positive or negative) around violence. Nevertheless, the following steps were taken for all interviews which were conducted over the phone:

1. Safety of respondents and research team:
 - a. The title of the study communicated to stakeholders was “learning from [project]”, so as to avoid confusion and keep the discussion focused on their needs; and appropriately translated into the local language.
 - b. The evaluator ensured the individual was in a space that was private and away from public interference. The interviewer asked whether the respondent felt safe in the space before initiating and if not then noted they would call/ come back if the respondent so wished.
 - c. Informed consent was obtained after describing the purpose of the interview and how the findings will be used; and prior to initiating the interview. The benefits and risks of participation were explained and participants comprehension verified by oral consent.
2. Protect confidentiality: confidentiality of information obtained will be ensured through ensuring the actual names of participants are not included in the report; given that discussions with rights holders engaged by UN Women in programming efforts will be organized, the participants will be requested to avoid sharing details regarding other participants outside of the space; all local laws pertaining to reporting incriminating information regarding violence reported will be followed.
3. Train team members: The National evaluation consultant and the team leader discussed in advance of field work the protocol for discussions with rights holders, followed the agreed upon interview / discussion guide and agreed upon steps to take in the case that violence is reported.
4. Minimize stress to the respondent: the below is adapted from the WHO guidelines:
 - a. Data collection tools designed in a way that are culturally appropriate and avoid stress to the participant.
 - b. The timing and location of the discussions will be determined in consultation with the local staff to ensure that they do not create stress or harm to the respondent.
 - c. When distress is detected, inform the participant that the research process is suspended.
 - d. Provide and/or refer the participant for support.
 - e. Discuss the appropriateness of continuing the research process on that or on another occasion, or to opt out of the project altogether.
 - f. If continuing with the research, inform the participant that the researcher is resuming her research role, and that the process can be interrupted again if the woman becomes distressed again or does not want to continue for any reason.
5. Refer those in need to local services: UN Women CO provided the evaluation team with a list of services.
6. Feed findings into efforts to strengthen response to VAW: The WHO guidance discusses the ethical obligation to advocate for the availability of an intervention if it is proven effective.⁶ The evaluation is being used to inform UN Women’s approach on WEE; any specific findings related to the case studies were communicated to the Evaluation Management Group and included in the case study summary and evaluation report.

Annex 5.6: Data management plan

⁵ Ethical and safety recommendations for intervention research on violence against women. Building on lessons from the WHO publication *Putting women first: ethical and safety recommendations for research on domestic violence against women*. (Geneva, World Health Organization, February 2016).. Accessible [here](#)

⁶ The ethical obligation to advocate for the availability of an intervention, should it be proven effective, is unique to intervention research. In line with ethical guidance in the Helsinki Declaration and the Council for International Organizations of Medical Sciences (CIOMS) International ethical guidelines, VAW intervention researchers need to consider what constitutes reasonable availability of an effective intervention to the study population and/or the broader community or country upon completion of the research.

COLLECTION OF DATA AND STUDY MATERIALS

Are these digital or non-digital data/materials?

- Combination: digital/physical notes from interviews, as well as digitally recorded focus group discussions

Are these new or existing data/materials?

- New data and existing reports

Type(s) *(survey/questionnaires, audio-visual files, physical objects etc.)*

- Interview notes, online survey data, recorded virtual focus group discussions

Methods of data/materials collection

- Virtual interviews, virtual focus group discussions, online survey

Approaches to ensuring quality *(file naming conventions, peer review, controlled vocabularies, repeated measurements, data validation/verification rules)*

- Any audio-visual files will be securely stored during the evaluation and destroyed once data have been extracted and verified.

TREATMENT OF CONSULTED POPULATIONS

Determination of study population characteristics (vulnerable or not), evaluation topics (sensitive or not), and accordingly the informed consent approach

Informed consent protocol

- Informed consent verbally sought during interviews and as part of the online survey.

STORAGE, SECURITY AND BACKUP

Where will you store your data/study materials? *(UN Women Sharepoint / Teams)*

- UN Women OneDrive secure folder

Approaches to securing data and study materials *(How will you mitigate risks? If applicable, consider ways to secure your data/study materials whilst in transit)*

- Access to the OneDrive Folder is restricted to evaluation team members only

What is your backup strategy? *(who is responsible for backing up your data, how often, location of backup copies, etc.)*

- No data are being stored on individual laptops, all files are secured on the OneDrive and Sharepoint Cloud.

Are you using any personal, identifiable or pseudonymised data? *(If so, reach out to the UN Women Data Protection Officer on handling sensitive, personal and special categories of data)*

- No

What software/ platforms are you using for data analysis and cleaning (including transcribing interviews) and what security measures are in place?

- NVivo, Microsoft forms, and MS Excel for data analysis

ARCHIVING, PRESERVATION AND CURATION

How long for will you preserve the data/output? *(UN Women recommends preserving data for four years, covering the four-year Strategic Note period)*

- Four years, secured stored on TeamMate

How will you remove personally identifiable information and archive the data *(archive digital and/or non-digital materials?)*

- No personally identifiable information is being collected

If applicable, how will you dispose of any evaluation data?

- Once the evaluation has been completed, all analysis and backup files will be deleted from MS Teams.

DISCOVERY, ACCESS AND SHARING

Limits of data access and sharing (*any ethical, legal and /or commercial constraints on data sharing?*)

- Data may be shared within UN Women IEAS

Ethical issues

- No specific issues

Usage licenses

- No specific issues

Data sharing statement

- Data may be shared within UN Women IEAS, after approval from Chief of Evaluation

RESPONSIBILITIES

Evaluation Team Lead

Chief of Evaluation

Director IEAS

Annex 6: Evaluability Assessment

Evaluability Assessment - ROAP

Outcomes	Output	Quality Score	Indicators	Quality Score
Impact2	AP-RO Impact Area II: More women have increased economic opportunities			
Outcome 2.1	Gender-responsive policy and legislative frameworks are developed and implemented to promote safe migration, decent work and sustainable development for all women workers, including migrant workers	<p>Rating: Weak</p> <p>Pros: Specific (WEE), relevant to UN Women global priorities</p> <p>Cons: Opportunity to specify by when e.g. “by 2021...” and to use change language e.g. “more gender responsive policies...”</p> <p>Triple focus: safe migration, decent work and “sustainable development”. Feasibility? Opportunity to focus on a single, cumulative and well-defined idea. “All” women workers: unrealistic and general. Opportunity to identify target group.</p>	Indicator 2.1A: Number of laws, policies, procedures, and intergovernmental mechanisms related to migration and decent work, which are more gender-responsive and rights-based as a result of the programme	<p>Rating: weak</p> <p>Pros: specific laws mentioned</p> <p>Cons: At what level? Where? Who will adopt these laws/frameworks?</p> <p>Opportunity to specify “Intergovernmental mechanisms”</p> <p>How will indicator measure “implemented” aspect of outcome statement?</p> <p>What criteria will be used to measure gender-responsiveness of these laws and policies?</p>
Output 2.1.1	Intergovernmental normative support: Governments have increased capacity to promote gender-responsive labour and migration governance	<p>Rating: Adequate</p> <p>Pro: Change language, specific topic</p> <p>Cons: not clear on what “promote” can imply (create awareness? Or Adopt/Implement? In case of the former, it cannot be assumed that these policies already exist) Opportunity to specify alignment with international standards (such as ILO standards)</p>	<p>Indicator 2.1.1A: Number of research and tools produced with evidence and practical policy recommendations that inform the development of gender responsive migration policy and legislative frameworks in line with international norms and standards on migration, labour and gender</p> <p>Indicator 2.1.1B: Number of national and intergovernmental dialogues and mechanisms supported by UN Women to inform gender-responsive migration policies</p> <p>Indicator 2.1.1C: Number of member states who receive technical support, advice and evidence in line with international norms and standards on migration, labour and gender</p>	<p>Indicator 2.1.1A</p> <p>Weak</p> <p>What has been the reach and use of these research and tools? How are we measuring the extent to which products “informed” the development of policy (for e.g. a minimum framework criteria to gauge gender responsiveness of a policy after exchange of these tools)?</p> <p>Opportunity to specify “tools”, “international standards”</p> <p>Indicator 2.1.1B</p> <p>Weak</p> <p>What is the evidence on the ability to influence and contribute to policy? Opportunity to specify who are the participants and how many participants of these dialogues, “Mechanisms”</p> <p>Indicator 2.1.1C</p> <p>Weak</p> <p>How is UN Women providing this support (not clear what we are intending to produce, though it has been clarified at the activity level) Opportunity to merge this indicator with the above 2, as there is some overlap</p> <p>What is the end result in terms of policies for women? Indicator is too broad- migration, labour and gender</p>
Output 2.1.2	Capacity development and technical assistance: Frontline service providers have enhanced capacity to	<p>Rating: Weak</p> <p>Cons: Opportunity to specify “enhanced” and what “needs”. Due to lack of clarity in these terms, what kind</p>	Indicator 2.1.2B: Number of frontline service providers, including civil society, recruitment agencies, and employers/private sector companies	<p>Indicator 2.1.2B</p> <p>Weak</p> <p>Numbers receiving information does not translate into raised awareness. How can we measure the how this</p>

	response to the needs of women migrant workers.	of capacities are to be built and what will be measured is not clear.	receiving information and training on gender responsive recruitment, training and service delivery Indicator 2.1.2C: Number of women workers, including migrant workers, receiving gender responsive information, training and services	information/training is benefitting/raising awareness? (e.g. baseline/endline survey of employees on good practices on gender responsive recruitment) Opportunity to measure beyond awareness raising to what capacities are being built and used in practice Indicator 2.1.2C Weak How is this linked to the output which specifies frontline workers? Same as above- opportunity to measure the change (end benefit) that the training/information has had on targeted beneficiaries, apart from success stories. Specify "gender responsive information"
Output 2.1.3	Advocacy and social mobilisation: Governments, employers, women workers and community members are informed of gender-disaggregated data and evidence and mobilized to engage in campaigns and advocacy for the recognition of rights and contributions of women migrant workers.	Rating: weak Cons: Multiple focus of both stakeholders and interventions (inform on data and mobilized) Output should reflect a clear and single idea Gender-disaggregated data and evidence on what? And for what purpose? Enhance awareness/understanding/action?	Indicator 2.1.3A: Number of advocacy and campaign initiatives and forums supported by UN Women to engage governments, employers and community members to protect and promote the rights of women migrant workers	Indicator 2.1.3A Weak High-level and tries to capture too many aspects without specifying how each will be measured. Does not cover specific aspects as mentioned in the output such as gender-disaggregated data and evidence Measuring number of initiatives is not enough as benefit also depends on the number and type of participants, engagement and end action that these campaigns were able to stimulate
Outcome 2.2	More women lead, participate and have access to business opportunities to advance sustainable and inclusive growth	Rating: Adequate Pros: Specific (WEE), Change language (More women), operational Cons: Opportunity to specify by when e.g. "by 2021.." and what type of strategies and initiatives will be prioritized. Opportunity to identify target group (e.g low/middle income)	Indicator 2.2B: Number of Collective approaches and/ or practices to challenges of global and/ or mutual concern which have been developed/ embraced/ implemented.	Rating: Weak Cons: The indicator does not align with the outcome statement. It should measure "more women leadership; participation; access to business opportunities". What does "approaches" or "practices" include? Subjectivity of "global/mutual concern" Measurability of these approaches/practices? Is it enough to only measure the number without looking at what these approaches resulted in?
Output 2.2.1	Knowledge: Women's networks, public institutions and the private sector in the EU and Asia share expertise and knowledge to advance an enabling business environment for women's economic empowerment	Rating: Adequate Cons: Opportunity to specify what kind of women's networks (business?) "Enabling environment" measurability?	Indicator 2.2.1B: Percentage of participants targeted by outreach and advocacy events who acknowledge having engaged further on the topic on their own initiative as a result of their exposure to an event.	Indicator 2.2.1B Adequate Pro: Goes beyond just measuring participation but does not specify how this data will be collected and there is scope to specify what "engage" means for the 3 stakeholders involved (opportunity to have separate indicators for each as end result will differ) Specify "exposure"
Output 2.2.2	Capacity development and technical assistance: Women-owned business and entrepreneurs have	Rating: Adequate Pro: Specific and clear idea. Operational. Cons: opportunity to specify women owned businesses (SMEs), "advancement". Assumes policies already exist.	Indicator 2.2.2A: Number of processes related to state level and sub-state level (bilateral, regional, multi-lateral) and non-state partnership strategies and	Indicator 2.2.2A Weak Specify "processes" and "non-state partnerships".

	increased capacity to engage with governments and private sector companies in policies and dialogues for advancement of women's economic empowerment in selected countries in Asia	And "women's economic empowerment" is quite broad.	policy dialogues which have been influenced.	"influenced" is an intended result but not a unit of measurement- opportunity to include a precise and measurable metric How is this linked to increasing capacity of women entrepreneurs'/businesses' capacities to engage as mentioned in the output? It is unclear what UN Women is trying to produce here or what service it is providing, though clarified at activity level
Output 2.2.3	Advocacy and representation: More private sector companies implement the WEPs, including the gender-sensitive business culture and practices in EU and Asia	Rating: Adequate Cons: Opportunity to add "adopts" with "implements". ? "gender-sensitive business culture/practices" is a broad phrase.	Indicator 2.2.3A: Number of WEPs signatories	Indicator 2.2.3A Weak Does not measure the "implementation" as specified in the output statement only the adoption. Opportunity to disaggregate by location/ owner (e.g. female-led)/ etc; opportunity to measure how this has created a gender sensitive work culture (feedback/survey)- how WEPs is being implemented as stated in the output statement

Evaluability Assessment - WEA

	Outcomes/outputs	Quality Score	Indicators	Quality Score
Outcome 1	To support women's networks, public institutions and the private sector in the EU and Asia in sharing expertise and knowledge to advance an enabling business environment for women's economic empowerment	Rating: Weak Pros: Specific (WEE), operational, relevant Cons: Output level statement Opportunity to specify by when e.g., "by 2022..." Uses action language: expresses would-be results rather than change language "more women's networks..." Outcome statement is complicated- lacks clarity that puts across a single, clear idea (multiple focus) "Enabling environment" measurability?	OC-customised-non- matched 1: percentage of readers of the platform who report having benefited from the shares (creating online survey tool on the platform for people logging in to feedback on the products they read/download)	Rating: Weak Cons: Opportunity to enquire beyond activity based result eg: "...women's networks supported" Indicator measures only one aspect of the outcome. Not specific- Who are the "readers", what is included in "shares"? How is the platform expected to benefit the readers? Measurability – will all readers provide feedback? Missing is the aspect of the outcome statement on: "to advance an enabling business environment"
Output 1.1	New knowledge and evidence (including good practice case studies, lessons learned, tools for implementing WEPs) are generated and made	Rating: Weak Pros: Specific Cons: Activity level statement. Multiple focus (both what and whom), should be observed cumulatively. Opportunity to use change	OP6: Number of knowledge-based products	Weak Lacks specifics and clarity- who will be the beneficiary of this information (this has otherwise been mentioned in the output)? What is the reach and use of these products? (likes, shares, downloads, unique visitors)

	available for women's network, public institutions and the private companies in the region (this output will be implemented at the regional level)	language instead of action language "women's networks have increased capacity..."		
Output 1.2	Knowledge exchange platform is established for cross-learning, multi-stakeholder training and capacity building among women's networks, public institutions and the private sector in EU and Asia (this output will be implemented at the regional level)	Rating: Weak Cons: Activity level statement. Output could have been merged with 1.1 which also refers to knowledge exchange amongst the same stakeholders Specify "public institutions" and "private sector" Multiple focus of stakeholders	OP7: Number of communication products developed OP1: Number of participants in an event OP2: Percentage of participants who report having benefited from an event	OP 7: Weak What kind of communications products and for whom (this has also not been covered at the activity level)? How will benefit be measured? OP1: Weak What kind of event, though this has been clarified at activity level? What is the benchmark number of participants to conclude if an event was successful or not? Number of participants does not measure benefit accrued to stakeholders involved- how will the end result on WEE be measured? Scope to combine with below indicator (OP2) OP 2 Adequate Scope to expand on how "benefit" will be defined and how this feedback will be collected
Output 1.3	Pool of EU-Asia Champions to serve as strategic advisors, mentors and advocates for gender equality at work is created at the regional and country levels (Champions to be identified during inception period)	Rating: Weak Cons: Activity level (a pool is created), opportunity to use change language by first identifying who is the end beneficiary for e.g. "More women employees benefit from a pool of EU-Asia champions who serve as strategic..."	OP-customised-non-matched 1: Number of EU-Asia champions serving as mentors and advocate in the pool	Weak What has been the reach to public and private sectors? (number of business leaders/ governments engaged/participated) What are the end results for women employees? (can be measured with baseline/endline survey sampled for some companies who participated based on a specific criteria) What is the relevance of the mentor to the target
Outcome2	To contribute to the strengthening of the capacity of women-owned	Rating: Weak Pros: Specific (WEE), relevant	OC -customised-matched lo 2: Number of processes related to	Rating: Weak Pros: Levels specified

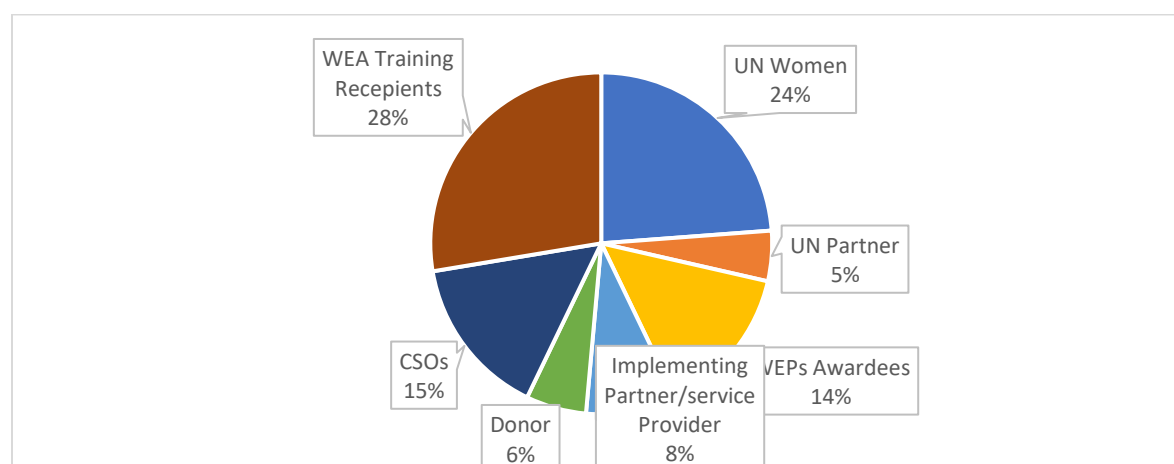
	business and entrepreneurs to engage with governments and private sector companies in policies and dialogues for advancement of WEE in selected countries in Asia	<p>Cons: Output rather than outcome (“strengthening capacity”) and is a result that is within the control of the programme. Uses action language and expresses would-be results rather than change language “more women-owned businesses...” Opportunity to specify by when e.g., “by 2022...”</p>	<p>state and sub- level policy dialogue on WEE which have been influenced</p>	<p>Cons: Opportunity to specify “Processes”, “influenced”. Which processes and influenced in what way? Element of subjectivity which impacts reliability of the indicator How is this a directly linked to women’s strengthened capacities as mentioned in the outcome?</p>
Output 2.1	<p>Women-owned organisations, women entrepreneurs have increased access to entrepreneurship and leadership training programmes (business training, financial education and/or technical skills as per specific sectors) (This output will be implemented at the regional level including Malaysia and Thailand; at the country level, it will be implemented in China, India, Indonesia, Viet Nam, and the Philippines - TBC at inception phase)</p>	<p>Rating: adequate Pros: Specific, operational Cons: opportunity to use change language eg “more women entrepreneurs benefit from training/have increased capacity to...” Specify how this is linked to the outcome which talks about engagement of women with govt/private sector”</p>	<p>OP1: Number of participants in the training OP-customised-non- matched 2: Number of women-owned organisations that participate in training programmes OP-customised-non- matched 3: percentage of women-owned organisations that participated in the training and report having benefited from the trainings</p>	<p>Weak Change could be measured through comparing before/after change in knowledge base and the extent to which this added knowledge is being used by women to produce tangible results- access to finance, expansion/formalization of business Specify what kind of training (as mentioned in the output) and the type of organizations to be priorities (SMEs?)</p>
Output2.2	<p>Public sector institutions and private sector companies (both financial and non-financial service providers) are able to explore innovative business practices, technology and investment options to support women-owned businesses and associations, and women entrepreneurs (This output will be implemented at the</p>	<p>Rating: Weak Cons: Opportunity to specify which public institutions “able to explore”- measurability? Triple focus: innovative business practices + technology + investment options; and what do these lead to? Programme/UN Women role here is unclear</p>	<p>OP-customised-non-matched 4: Number of partnerships with EU or Asian social impact/ innovation funds in the region to support women-owned innovation and business ventures</p>	<p>Weak Opportunity to use a result focused indicator- measure the support provided to women entrepreneurs through the partnerships UN Women role as facilitator is unclear here, though has been clarified at the activity level</p>

	regional level implementation with support/contribution from country-level participants)			
Outcome3	To support the take-up in the implementation of WEPs by private sector companies	Rating: Weak Pros: Specific (WEE), Measurable, single idea Cons: Activity level. What change will adoption of WEPs bring about for stakeholders? (either indicate change in institutional performance or behavior of individuals/groups) Opportunity to specify by when e.g., “by 2022...”	OC-customised-non-matched 3: number of WEPs signatories reporting to have an action plan for WEPs implementation and/or case studies about WEPs implementation	Rating: Adequate Pros: Specific Cons: What is the end result of take-up of WEPs for WEE? (This has more to do with issues in the outcome statement itself)
Output3.1	Networks of private sector companies of WEPs are strengthened and expanded in EU and Asia to create an enabling environment for the adoption and implementation of good practices at the regional and country levels (This output will be implemented at the regional level including Thailand and Malaysia; at country level, it will be implemented in China, India, Indonesia, Philippines and Viet Nam - TBC during inception phase)	Rating: Weak Cons: usage of broad phrases like “strengthened” “enabling environment”. “good practices” on what, at what levels within the region or country? What end results are envisaged for women here? Measurability of “strengthened and expanded” networks?	OP1: Number of participants in an event OP2: Percentage of participants who report having benefited from an event OP-customised-non-matched 5: Number of companies signing up to the WEPs in Asia	OP 1 and OP 2 Weak Overall: opportunity to combine first 2 indicators Specify what kind of events and organized for whom. (though specified at activity level) “benefitted” how? - how will this be measured (e.g. increase in % of good practices (set criteria to assess this) adopted/implemented by WEPs companies; would be good to understand how it has been used/actions taken. OP 5 Adequate Specific and relevant to output, but could be expanded to measure actual change in the workplace (eg survey of women employees who see an improved workplace culture after WEPs implementation)
Output 3.2	Tools and guidelines are generated/ disseminated to assist businesses and companies in developing and implementing corporate policy and practices to engage women at the workplace, market place and community (e.g. equal pay	Rating: Weak Cons: “Generated/disseminated” indicates activity rather than output Multiple focus of target beneficiaries and in the examples in parenthesis - opportunity to state these cumulatively Change language can be used here, for e.g. “More women in the workforce benefit from knowledge generated...”	OP6: Number of knowledge products (including tools/good practice case studies and guidelines developed for companies to implement their corporate policy that engage women in the workplace) OP-customised-non-matched 6: Number of companies that are self-	OP6 Weak Measuring products “Developed” is not enough, opportunity to gauge the uptake of these tools and their actual usage by companies OP non-matched 6 Adequate Measures companies’ gender equality performance across the workplace but could

	for equal work, gender-responsive procurement, and work of equal value, and workplace policies and programmes on health, safety and wellbeing.		administering and reporting on the WEPs Gaps analysis tool	be expanded to include an objective viewpoint from target beneficiaries- for e.g. perception of women employees on change pre and post adoption of WEPs
Output 3.3	Awareness and visibility of the WEPs have increased among business leaders in Asia (this output will be implemented at the regional level as well as country level)	Rating: Weak Pro: Specific and singular idea Cons: Measurability of “visibility” of WEPs What is the change factor here, who benefits? (skills, abilities, products or services due to programme intervention)	OP7: Number of communication/ awareness raising products developed OP-customised-non-matched 7: Number of participants registered on the platform OP-customised-non-matched 8: Number of persons who signed up to the HeForShe campaign	OP7 weak Is not linked to the output which relates to increase in awareness and visibility and not merely the number of products developed OP non-matched 7 weak Specify platform. Registered participants is not enough to demonstrate results. Number of attendees and the ability of the platform to influence change for WEE through business leaders OP 8 Weak This has already been covered in output 1.3, activity 1.3.1

Annex 7: List of interviews and focus group respondents

WEA/ WEE related stakeholders	Total	Female	Male
UN Women	25	23	2
UN Partner	5	4	1
Government			
WEPs Awardees	15	12	3
Implementing Partner/service Provider	9	7	2
Donor	6	4	2
CSOs	16	14	2
WEA Training Recipients	29	26	3
	105		



#	Organization, Title	Method (interview/FGD etc.)	Female	Male
UN Women				
1	<ul style="list-style-type: none"> • Programme Analyst China • Programme Manager Vietnam • Programme Analyst China • Programme & Partnership Spec. 	Group Discussion	3	1
2	<ul style="list-style-type: none"> • Programme Manager (Thailand) • Programme Associate-WE Empower (Indonesia) • PO WOMEN ENTREPRENEURSHIP (Indonesia) • Country Programme Manager (Indonesia) • National Consultant Private sector engagement and coordinator (Thailand) 	Group Discussion	5	1
3	Country Programme Manager Consultant - Monitoring Reporting and Documentation	Group Discussion	2	
4	Regional Programme Manager	Interview	1	
5	Country Programme Manager (Philippines)	Interview	1	

6	WEE consultant (WEA team)	Interview	1	
7	Country Rep, India	Interview	1	
8	Programme Specialist EAWG WEE Timor Leste Program Officer (Eco Empower) Nepal Programme Coordinator Bangladesh Programme Coordinator Bangladesh	Group discussion	4	
9	Deputy Representative Myanmar Portfolio Manager WEE and SL Pakistan	Group Discussion	2	
10	Programme Manager WEEAfghanistan	Interview	1	
11	Programme specialist ASEAN, WPS	Interview	1	
12	Deputy Regional Director	Interview	1	
Donor				
1	<ul style="list-style-type: none"> • EEAS-BEIJING FPI China FPI China • FPI Programme Manager EEAS-NEW DELHI FPI India • INTPA Gender Focal Point EEAS-HANOI Viet Nam • INTPA Women Focal Point 	Group Discussion	2	2
2	Programme Officer, Foreign Policy Instruments	Interview	1	
3	Gender Equality Advisor DFAT	Interview	1	
Implementing Partner/Service Provider				
1	Regional Director, Southeast Asia and Oceania We connect	Interview	1	
2	Research Lead Value4women	Interview		1
3	Women's Entrepreneurship Lead BOP Inc	Interview	1	
4	Co-founder, the DO	Interview	1	
5	Founder and Chairperson Manager, Consulting & Client Services Director of Research and Content Leadwomen	Group discussion	3	
6	Partnership Manager Accelerator Technical Lead Seedstar	Group Discussion	1	1
UN System Partner				
1	Programme Lead (EU) Senior Specialist, Gender, Equality and Non-Discrimination RO- ILO	Group Discussion	1	1
2	Business & Human Rights Specialist, Asia-Pacific Regional Centre Bangkok regional hub UNDP	Interview	1	
3	Programme Officer India UNCTAD	Interview	1	
4	UNDP	Interview	1	
Care Accelerator Entrepreneurs				
1	Entrepreneurs : <ul style="list-style-type: none"> • AYAT Care (Bangladesh) • Bihani Social Venture (Nepal) • Skill and Scale Training Institute LLP (TiTLi) India 	FGD	1	2
2	Angels & I Children Daycare (Indonesia) kiidu (Thailand)	FGD	2	
3	Kiddocare Sdn Bhd (Malaysia)	Interview	1	
WEPS Awardee				
1	Vice President, Human Resources, Limited, Pakistan Engro Fertilizers	FGD	4	1

	MD and Investment Director "Sweef Capital Management Pte Ltd (Singapore)" CEO and Co_Founder 3 Sisters Adventure Trekking Nepal			
2	CEO & Founder Baeru Environmental Services, India Senior Project Manager Timeline Consultancy, China CorSec and Communication SpecialistTelkomtelstra (now Digiserve) , Indonesia	FGD	4	1
3	Head of Brand, Sponsorship, and Sustainability Standard Chartered Malaysia CEO ATTA Autohaus, Thailand Head of Business Sustainability and External Affairs; Leadership Development Manager Unilever Viet Nam	FGD	3	
4	CEO & Founder Dharma Life (an initiative of Gajam India Pvt Ltd) ,India Head, Marketing & Communications QBO Innovation Hub, Philippines	FGD	1	1
CSOs/Women's Organizations/Business Networks				
1	Deputy Director Vietnam Women Entrepreneurs Council	Interview	1	
2	President, Women's Business Council of the Philippines/Felta MultiMedia	Interview	1	
3	Executive Director Indonesia Business Coalition for Women's Empowerment (IBCWE)	Interview	1	
4	Director, "supporting women in the economy" department of VWU	Interview	1	
5	Sustainability Officer and Gender Focal Philippine stock exchange	Interview	1	
6	Executive Director South Asia Women Foundation India	Interview	1	
7	President Lautoka Market Vendors Association Fiji	Interview	1	
8	Chairperson Viet Nam Women Entrepreneur Council, Viet Nam Chamber of Commerce and Industry	Interview	1	
9	Senior Social Development Specialist (Gender and Development) ADB (RO)	Interview	1	
10	Manager, Projects European Business and Technology Center (India)	Interview		1
11	I-WE	Interview	1	
12	National Director Empretec India Foundation	Interview		1
13	Director IGCN	Group Discussion	3	
14	Chairperson, AWEN	Interview	1	
WEPS Capacity Building				
1	Assistant Vice President and Function Head - HR Talent Processes and D&I Zensar Technologies (india)	Interview	1	
2	Sustainability Senior Manager Siam Makro PCL (thailand)	Interview	1	
3	China Government Affairs and Public Policy S&P Global (China) Ratings	Interview	1	
4	President and CEO TeamAsia Philippines	Interview	1	
5	Axiata (Malaysia)	Interview	1	
6	Save the duck (EU)	Interview	1	
7	Specialist Corporate Responsibility/ Quality Assurance International ALDI (EU)	Interview	1	
8	General Director Julie Sandlau Vietnam (JSV) (2)	Group Discussion	1	1

	VP, HR			
9	Vice President, Human Resources	24*7.ai (India)	Interview	1
10	Yasmin Butik Batik		Interview	1
11	Goodvibes		Interview	1
Industry Disruptor Participants				
1	E-Waste Social, co-Founder		Interview	1
2	Stonesoup, co-Founder		Interview	1
3	Sustainable Lead Advancements OPC Pvt Ltd, Founder & Director		Interview	1
4	Astu Eco Pvt Ltd, Founder		Interview	1
5	Sketch, Founder and Director		Interview	1
6	Funk for Hire, Partner		Interview	1
7	Green souls, co-Founders		Interview	1
8	Ivillage Social Solutions LLP/Founder & Partner		Interview	1
9	Epicenter Rural India, Founder & Director		Interview	1
10	Upciclo.com Pvt Ltd, Founder & Director		Interview	1
11	Studio Beej, Founder		Interview	1

Markets for Change:

- 104 market vendors consulted (90 females and 14 males) including 7 FGDs across 6 markets. This includes 17 vendors who were also part of the market management.
- In addition to the President of Lautoka Market Vendors Association Fiji (which has been counted above) and apart from market vendors, the following interviews were conducted:

S.No	Organization	Method (Interview, FGD)	Male	Female
1.	Ministry of Local Government, Director	Interview		1
2.	CLGF, Director	Interview (written response)		1
3.	CEO Levuka Town Council	Interview	1	

- A simultaneous Audit exercise held by the IEAS in the Fiji MCO also helped to provide inputs to the case study on M4C. The KII's held as part of this exercise include interviews with members from the Nausori Town Council and the President, VP and Treasurer of the MVA in Nausori along with the M4C programme lead in UN Women and the UNDSS Field security associate.
- Market Observation tool used for 4 markets (see annex: Data collection tools)

Annex 8: Evidence Map Snapshot

Key Evaluation Question	Interviews / FGD			
	UN Women (UNW); UN partners (UNP); Civil Society organisations (CSOs); Donors (DON); Government (GOVT); Beneficiaries	Surveys (Conducted by WEA team)	Case Studies (WEPs in the Private sector, Women in the marketplace)	Desk review (Including meta-analysis of evaluations; the financial analysis; and the communications/ publications analysis)
<p>[RELEVANCE] Key Question 1: To what extent does UN Women's support to private sector engagement for WEE (specifically through the WEA programme and others) align with global, regional, and national priorities (including those of the European Union donor) and speak to UN Women's added value within the WEE space?</p>				
<p><i>Sub question: To what extent do UN Women WEE efforts align with the regional and national priorities and needs and adapt to the dynamic context, including COVID-19?</i></p>				

<p>UN Women efforts are aligned with priorities at global, regional and national levels and</p>	<p>There was a general consensus (UNSP, UN Women Vietnam, Phil, China and India, IP, Donor) that promoting gender equality at the workplace is an important and relevant area of work.</p> <ul style="list-style-type: none"> • UNSP: ILO conventions were made part of the project – this was appreciated • Bangladesh, BCO has started working with construction workers given the rising employment in this sector. • Private sector (both companies and entrepreneurs) is driving growth in many developing nations liked India, China and Vietnam. The WEA project provided a systematic and comprehensive framework on how to approach the private sector. • As more countries in the region are moving into the middle income category – there is need for a gender economist (Note: perhaps to understand the dynamic changes in the economic sphere and its implication on women??). • We could provide data like time use surveys – we may not necessarily do this as many other agencies are doing it – but can advocate for its usage. 	<p>WEA Outcome 1 indicator survey: 51% of the respondents found that the WEA events were useful (rating them 5 on 5) and 71% said that since the time they have participated in WEA event, they have taken further action to promote gender equality.</p> <p>EU FPI Survey: This was conducted as part of the EU FPI survey (the evaluation has been shared with us): We Empower Asia Programme - WEP signatories and allies, Enterprises perception survey</p> <ul style="list-style-type: none"> • More than 50% respondents voted that the following 2 are the most relevant for their business (maximum votes in the "significant") <ol style="list-style-type: none"> 1. Webinars and events on issues for women in business and gender equality in the private space and 2. Awards for companies to acknowledge their best practices. <p>UN Women 2020 Asia-Pacific WEPs Awards Ceremony - Post-Event Survey: 62% answered that the WEPs awards have been "very beneficial" to them and 58% said it has increased their understanding about GEWE greatly.</p>	<p>Industry Disruptor</p> <ul style="list-style-type: none"> • The ID programme came at right time for several participants, who had just commenced business so it was a useful exercise on visioning, branding, marketing etc to go through. • The ID programme for a very few also helped in establishing market linkages within the cohort and also with private players/sponsors who were part of the programme. However, this for just 1 or 2 participants. • WEE is focus for national and private and civil society players in India and hence the programme as such in terms of enlisting more and more women entrepreneurs as participants is aligned to the national agenda. 	<p>Meta-evaluations</p> <p>3 of the 13 evaluations looked at the aspect of alignment of the programmes with global priorities. These programmes were found to be aligned with SDGs, CEDAW and Beijing Platform for Action.</p> <p>6 of 13 evaluations looked at aspect of alignment with national priorities and confirmed alignment with various country-specific development plans, national policies on women and legislations relating to WEE.</p> <p>While project interventions were aligned to the needs and priorities of beneficiaries, the Bangladesh CPE noted that the SN did not include strong, consistent analysis of the intersections of different kinds of inequality, which might support strategic targeting of issues affecting the most marginalized women and girls.</p> <p>The Vietnam CO took the opportunity to identify the needs and priorities from the perspective of stakeholders, such as through the WeEmpower study: "Viet Nam and COVID-19: Impact on the private sector" published in July 2020. The CO also worked with UNDP to complete an assessment of the impact of the pandemic on vulnerable households and enterprises. Further, the evaluation of the Gender Responsive Governance program in India found evidence of mapping exercise with specific objectives clearly indicating the addressed needs. However, needs assessment has not been a standard practice across all WEE programmes in the region. For example, the Women's access to equal employment and leadership in China programme targets the needs of the beneficiaries of GEWE social change, but the good practice of needs assessment has been applied to only one output (SheCan) even</p>
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		WEA Satisfaction Survey 2022: • 60% found the WEA events either useful or extremely useful.	though there was scope to apply to the whole programme. 7 of the 13 evaluations assessed if UN Women priorities have been adjusted according to major changes in the context and found that UN Women has demonstrated flexibility in adapting its approaches to shifting local contexts, which has facilitated the achievement of results for WEE. For example, trainings such as the SheCan in China were adjusted and delivery was switched to an online format. The Vietnam CO was involved in funding proposals to include efforts aimed at reaching marginalized populations with cash to sustain livelihoods.
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Annex 9: Portfolio Analysis

Annex 9.1. UN Women Programme budgetary Insights

A portfolio analysis was undertaken with the aim of canvassing all existing efforts classified under the thematic area of Women’s Economic Empowerment implemented by UN Women ROAP and CO’s during the ROAP SN period 2019-2021. Impact Area 2, which covers economic empowerment has been combined with outcomes on migration and climate resilience in the ROAP planning. However, for the purposes of this portfolio mapping, we have included only those migration and climate resilience projects which have women’s economic empowerment components embedded in their scope of intervention.⁷ The purpose of the portfolio analysis was to feed into the evaluation design and inform the scope of the evaluation. The evaluation team reviewed the UN Women Donor Agreement Management System (DAMS) and reached out to ROAP and CO focal points to confirm the accuracy of the collected data. The information presented was not verified against Atlas financial system of UN Women and thus, actual budget may differ, nevertheless, this mapping was helpful in providing an overview. To ensure all WEE projects implemented during 2019-2021 were covered, the mapping includes both projects that were initiated before 2019, but for which the implementation period was overlapping with the ROAP SN period (2019-2021) and projects that were initiated during or after 2019.⁸ During 2019-2021, UN Women implemented approximately 55 projects⁹ in the Asia and the Pacific region by 16 offices¹⁰ and the ROAP with the total committed budget of more than US \$101 million.¹¹ Out of these 55 projects, 51 projects are unique to the countries while 4 projects are regional (i.e., cover more than one country in the AP region). Migration related projects are typically classified under WEE but are separated in the table for clarity. Out of the 55 projects, 51 are focused on WEE and 4 on migration (refer to Table 1).¹²

⁷ The regional Safe and Fair project, although an initiative on migration, has not been included in this list of projects as it has been categorised in the Ending violence against women impact area on the Donor Agreement Management system.

⁸ While 2 separate tables have been provided in Annex 9, Table 1 and Figure 1 combine the information from both types of projects to present a more comprehensive view of WEE efforts in the region.

⁹ In addition to these 55 projects, Malaysia, Singapore, Thailand, Philippines and Indonesia are implementing an initiative - the Qonsultant- a communications and license agreement for regional TV show for which no separate funding has been provided in DAMS. UN Women’s primary role is to serve as a key content partner and provide technical input on content in the launch of a TV show “Arise”.

¹⁰ These 16 offices include those offices where UN Women has a physical presence and therefore does not include Republic of Korea (no field presence during 2021) and Lao PDR (which was a former field presence).

¹¹ Source of information is committed budget specified in the Project Document or Donor Agreement.

¹² Several of the migration projects also cover aspects of WEE such as livelihoods and skill trainings of the migrants.

Table 1: UN Women Asia and the Pacific WEE projects implemented during 2019-2021. (source: Donor Agreement Management System and verified with WEE focal points)

S.No	Office	Number of projects	Type of Project	Combined WEE project/s budget US \$	Proportion of total AP budget
1.	Afghanistan Country Office	6	WEE	\$ 16,697,861	16%
2.	Bangladesh Country Office	4 (3+1 regional)	3 WEE+1 Migration	\$ 1,637,703	2%
3.	Cambodia Country Office	1 (Regional)	1 WEE	0	0%*
4.	China Country Office	10 (8+2 regional)	WEE	\$ 6,608,080	7%
5.	Fiji Multi-Country Office	4 [#]	WEE	\$ 19,977,815	20%
6.	India Country Office	2(1+1 Regional)	2 WEE	\$ 5,149,480	5%
7.	Indonesia Country Office	5 (2+3 Regional)	4 WEE+1 Migration	\$ 2,121,339	2%
8.	Republic of Korea (No Presence)	1	WEE	\$ 821,409	1%
9.	Lao PDR (former Field Presence)	1	WEE	\$ 2,79,264	0%**
10.	Myanmar Country Office	8 (6+2 Regional)	6 WEE+2 Migration	\$ 8,920,761	9%
11.	Nepal Country Office	6 (5+1 Regional)	5 WEE+1 Migration	\$ 8,122,576	8%
12.	Pakistan Country Office	5	WEE	\$ 6,261,686	6%
13.	Papua New Guinea Country Office	4	WEE	\$ 13,539,110	13%
14.	Philippines Field Presence	2 (1+1 Regional)	2 WEE+1 Migration	\$ 924,378	1%
15.	Regional Office Asia Pacific (including WEA in Malaysia)	4 (Regional)	2 WEE+2 Migration	\$ 6,761,908	7%
16.	Sri Lanka Field Presence	1 Regional	1 Migration	0	0%*
17.	Thailand Field Presence	3 (1+2 Regional)	2 WEE+2 Migration	\$ 1,592,512	2%
18.	Timor Leste Country Office	2	WEE	\$ 227,225	0%**
19.	Vietnam Country Office [^]	3 (2+1 Regional)	3 WEE	\$ 1,936,564	2%
	Total	55 Projects (51 Country Specific, 4 Regional)	55 Projects (51 on WEE and 4 on Migration)	\$ 101,579,761	100%

*The budgets of the respective projects of Cambodia Country Office and Sri Lanka Field Presence are administered by ROAP
** WEE Budget of Timor Leste Country Office and Lao PDR (former field presence) fall below \$ 2,80,000 or 0.27% of the total WEE budget in the AP region and have been rounded off to 0% in the table.
[#]Includes projects implemented in Fiji, Vanuatu and Solomon Islands. Phase II of the Markets for Change project (M4C) has not been included here as the start date was January, 2022.
[^]Vietnam Country Office has 2 more projects that have been categorized as “WEE” under DAMS. However, these projects primarily related to DRR (as the office combines WEE and DRR under impact 2) and therefore has not been recorded in this analysis.

As visible from table 2, Government of Australia/DFAT is the largest donor, covering 26% of the total WEE budget in the region. These funds are concentrated in 5 projects, 3 of these projects have their start date in or after 2019 and are concentrated around building safe and equitable marketplaces for women in the Pacific region (specifically Papua New Guinea Office and Fiji Multi-

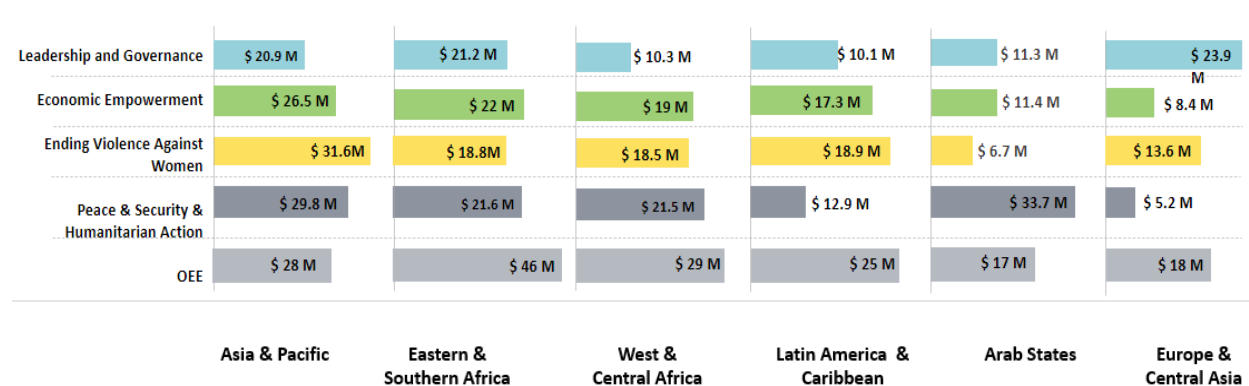
country Office).¹³ European Union is the second largest donor covering 9% of the total WEE budget in the region, with the funds focused on a single regional project- WeEmpowerAsia (WEA).

Table 2: Top 10 donors for the WEE portfolio in the Asia Pacific region

Donor	Amount US\$
Government Of Australia/DFAT	\$ 25,515,519
European Union	\$ 8,772,358
Government of Norway	\$ 7,570,139
Swedish International Development Cooperation	\$ 7,439,530
Government of Austria	\$ 5,674,600
Government of Japan	\$ 5,268,625
Government of Finland	\$ 5,136,586
Government of New Zealand	\$ 4,603,200
MPTF	\$ 4,058,546
Multi-Donor Trust Fund Office	\$ 2,978,024
*MPTF covers MPTF COVID- 19 response and recovery fund, MPTF AFG Special fund and MPTF SDG fund	

In 2022, the AP region had the highest planned budget for the WEE impact area compared to other UN Women regions (figure 1). For the Asia and the Pacific region, in 2022, 37% of the total (or US\$ 43 million) Development Results Framework budget was dedicated to the systemic outcome “Access to services, goods and resources” (figure 2).

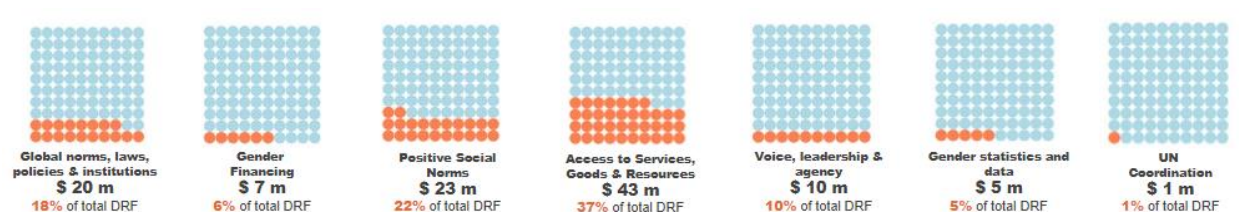
Figure 1: 2022 Regional Footprint summary according to impact area. Source: Meta-analysis of UN Women 2022 Work plans, Technical Level presentation by SPRED shared on 26th January, 2022.¹⁴



¹³ The other 2 projects are the regional project “Preventing the Exploitation of Migrant Women Workers in ASEAN Project” implemented across 7 countries in the region and the “Survivors Economic Empowerment Journey” implemented in Afghanistan. The Markets for Change (M4C) project funded by the Government of Australia has moved into Phase II (\$ 3.8 million) as of January 2022 and expanded in Samoa but has not been included here as this portfolio analysis covers the ROAP SN period 2019-2021.

¹⁴ It must be noted here that Impact Area 2 which covers economic empowerment has been combined with outcomes on migration and climate resilience in the ROAP planning. **Outcome 2.1:** Gender-responsive policy and legislative frameworks are developed and implemented to promote **safe migration, decent work and sustainable development for all women workers**, including migrant workers. Outcome 2.2: More women lead, participate and have access to **business opportunities** to advance sustainable and inclusive growth (Outcome 7). Outcome 2.3: Needs of women are better addressed by **climate change and disaster risk reduction** actions for ensuring alternative climate-resilient livelihoods

Figure 2: 2022 Asia Pacific footprint according to SP outcome areas. Source: Meta-analysis of UN Women 2022 Work plans, Technical Level presentation by SPRED.



Annex 9.2. UN Women Country level WEE efforts in the Asia and the Pacific region

In terms of country level initiatives on WEE, UN Women Fiji Multi-Country Office ranks first in terms of the proportion of overall budget in the region, at 21% or more than US\$ 19 million of funding (table 1). The Fiji MCO has implemented a total of 4 projects, with the Markets for Change (M4C) as one of the central initiatives in the Pacific region. The project, funded by the Governments of Australia, Canada and New Zealand, has entered Phase-II as of January 2022 and is being implemented in Fiji, Vanuatu, Solomon Islands and expanded to include Samoa to support women market vendors.¹⁵ This is in line with the Strategic Note of the Fiji MCO “*Inclusive, effective and representative marketplace groups are created and grow, contributing to gender, social and economic advancement, the elimination of gender-based discrimination and violence and expanded economic opportunities*”. Projects which focus on safe, inclusive and remunerative markets for women are also being implemented in Papua New Guinea and Timor Leste, the former of which ranks third in terms of the proportion of overall WEE budget in the AP region. Afghanistan, which has the second highest budget in AP for WEE, has 6 projects with a focus on increased income generating opportunities for women. Most offices also target policies, plans and legislations to enhance the socio-economic empowerment of women.

Figure 4 presents a correlation between UN Women’s WEE project/s budgets active between 2019-2021 (including projects initiated before 2019 but which extend into this period) in countries in the AP region¹⁶ and the country-wise Gross National Income (GNI) per capita (World Bank Database, 2020).¹⁷ A total of 77% (14/18) of countries fall under the category of low-income economies or lower-middle income economies. Of these countries, 43 % (6/14) spend less than US\$ 2 million on WEE project/s while another 43 % (6/14) spend between US\$ 2 million and US\$ 10 million. Papua New Guinea and Afghanistan are outliers- where Afghanistan, which has the lowest GNI per capita (US\$ 500) amongst the countries in this set, has the largest WEE portfolio at more than US\$ 16 million and Papua New Guinea with a GNI per capita of US\$ 2,720 has a WEE portfolio of more than US\$ 13 million. Fiji which is classified as an upper middle-income country with GNI per capita at US\$ 4,890, has a WEE portfolio budget¹⁸ of a little over US\$ 14 million.

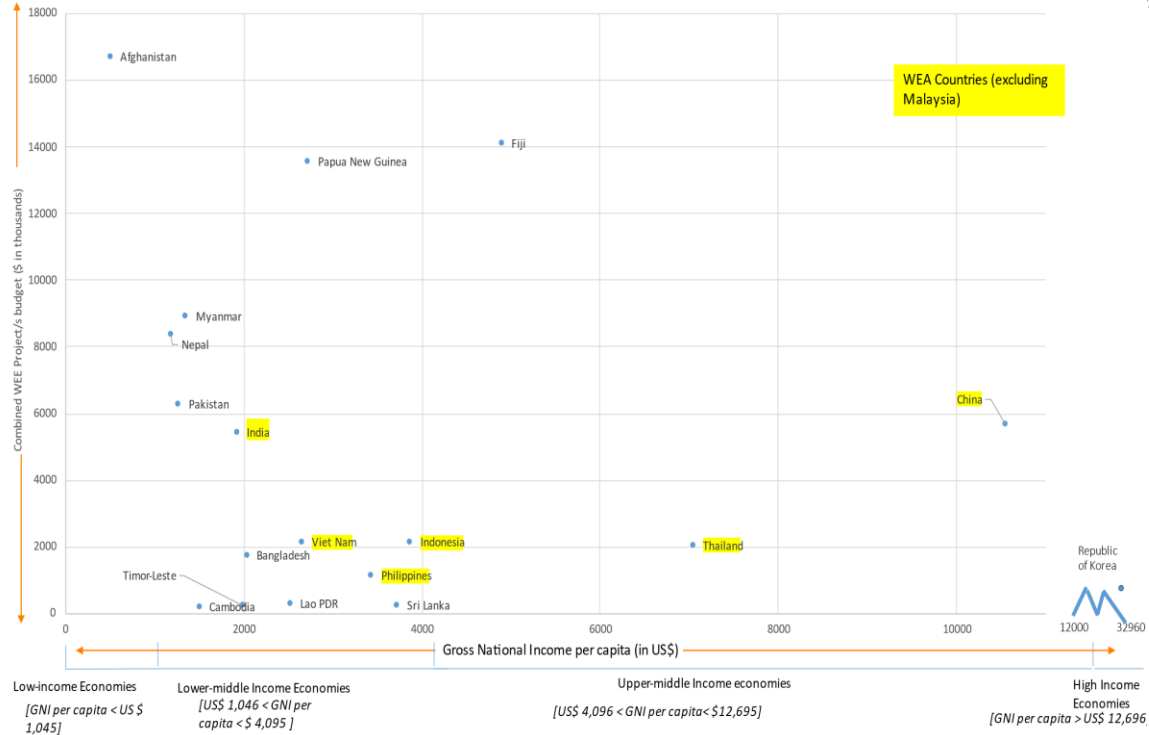
¹⁵ Phase II funds (US \$ 3.8 million) have not been reflected in Table 1, Table 2 and Figure 1 as it has been initiated in January, 2022 while this evaluation will cover the ROAP SN period 2019-2021.

¹⁶ Does not include Malaysia as the only project (WeEmpowerAsia) funds have been combined with ROAP funds. Fiji represents only the amount dedicated to the Markets for change (M4C) project in Fiji, to enable comparison with the GNI per capita of Fiji. It is to be noted that the WEE portfolio of the Fiji MCO otherwise also has projects in Vanuatu, Solomon Islands and now in Samoa (M4C-Phase II).

¹⁷This methodology uses the GNI per capita, Atlas method (current US\$). GNI per capita (formerly GNP per capita) is the gross national income, converted to U.S. dollars using the World Bank Atlas method (<https://datahelpdesk.worldbank.org/knowledgebase/articles/378832-what-is-the-world-bank-atlas-method>), divided by the midyear population. GNI is the sum of value added by all resident producers plus any product taxes (less subsidies) not included in the valuation of output plus net receipts of primary income (compensation of employees and property income) from abroad. It uses the World Bank national accounts data and OECD National Accounts data files. GNI per capita for each country can be found here: <https://data.worldbank.org/indicator/NY.GNP.ATLS.CD>. For the current 2022 fiscal year, low-income economies are defined as those with a GNI per capita, calculated using the World Bank Atlas method, of \$1,045 or less in 2020; lower middle-income economies are those with a GNI per capita between \$1,046 and \$4,095; upper middle-income economies are those with a GNI per capita between \$4,096 and \$12,695; high-income economies are those with a GNI per capita of \$12,696 or more. The classification of economies can be found here: <https://datahelpdesk.worldbank.org/knowledgebase/articles/906519-world-bank-country-and-lending-groups>

¹⁸ Calculated as per non-core (available) for M4C project only for Fiji (and not other countries covered by the Fiji MCO).

Figure 4: Correlation between WEE Project/s budget active between 2019-2021 (including projects initiated before 2019 but which extend over in this time period) and country-wi



Given the wide scope of WEE

interventions and different actors involved, the evaluation team has attempted to classify the efforts in the region by sub-theme and identify the targeted beneficiaries of these efforts. Figure 5 provides an overview of alignment of programmes initiated in or after 2019 with the key interventions related to women’s economic empowerment as mapped out in the new UN Women Strategic Plan (2022-2025). The list of country-wise projects has been included in Annex 14.

- ❖ All projects are contributing to decent work, women’s labor force participation and their economic rights.
- ❖ 44% of projects engage stakeholders¹⁹ to support women’s leadership in the economy, to tackle legislation and in tackling discriminatory social norms and practices which hinder the economic participation of women. Engagement of trade unions, is a neglected area of intervention in the projects that were analyzed.
- ❖ 44% of the projects include influencing macroeconomic policies to strengthen WEE under key intervention 3.
- ❖ 31% of projects are targeted towards providing access to social protection for women²⁰ while 22% include engaging women in climate-resilient agriculture, 25% and 72% to digital and financial inclusion respectively and 75% to women’s entrepreneurship.
- ❖ Care economy work is an emerging area of work with only 16% of project outcomes relating to the care economy and unpaid care work²¹ and 16% relate to gender-responsive procurement

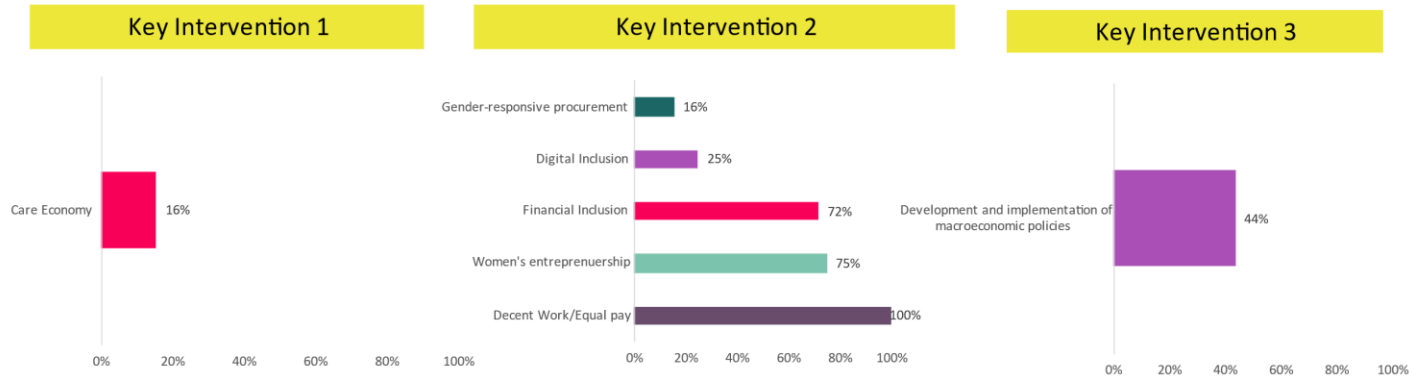
¹⁹ The term “stakeholders” includes women’s organizations, the private sector and trade unions. These interventions will cover public and private sectors, urban and rural areas, and formal and informal economies and workers, as mentioned in key intervention 6. The point on legislation is already covered under key intervention 3, and so has not been included here to avoid duplication.

²⁰ Key intervention 4 also mentions efforts as part of COVID-19 recovery. An assessment of how certain efforts was pivoted to tackle the new challenges posed by the pandemic will be explored further in the evaluation.

²¹ Any intervention that redistributes or reduces unpaid care work such as skilling, access to finance, creation of an enabling environment has also been included here.

Figure 5: WEE Projects in the Asia Pacific region according to key interventions of the UN Women Strategic Plan (2022-2025)

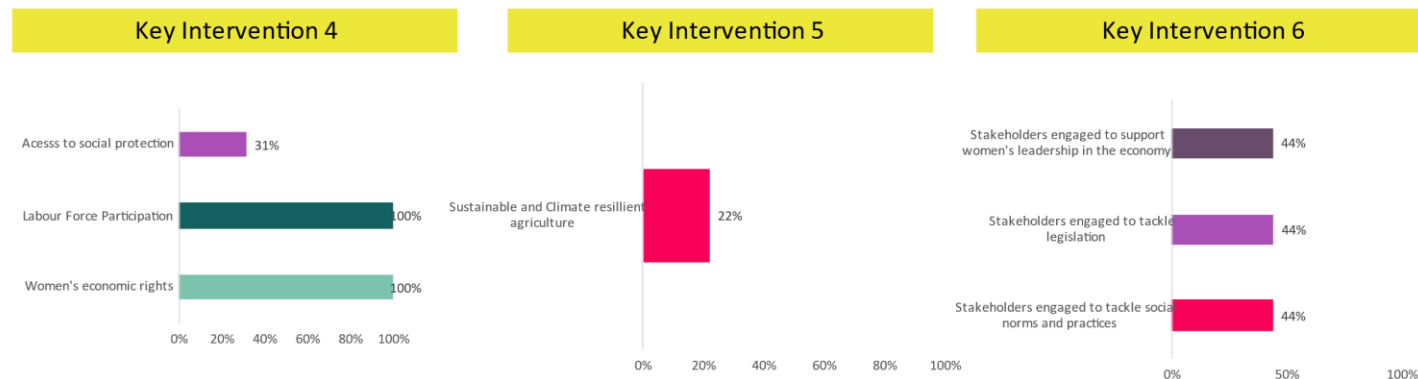
WEE programmatic efforts in the Asia Pacific Region according to Key interventions (SP 2022-2025)



Key intervention 1: Supporting key partners in transforming the **care economy** by strengthening and implementing the 5Rs: recognize, reduce, redistribute unpaid care and domestic work, and reward and represent careworkers.

Key intervention 2: Incentivizing **decent work, equal pay** for work of equal value, and **entrepreneurship**, including by promoting **financial** and **digital inclusion** to close the gender digital divide and leveraging public and private **procurement processes** to expand opportunities for women-owned enterprises.

Key intervention 3: Supporting the **development and implementation** of macroeconomic policies and practices that advance gender equality and women's empowerment by working with ministries of finance and IFIs.



Key intervention 4: Reducing women's and girls' poverty by strengthening **women's economic rights, labour force participation** and employment rates, and **access to social protection systems**, as part of COVID-19 economic recovery.

Key intervention 5: Championing women's increased participation and leadership in green and blue economies and **climate-resilient agriculture**.

Key intervention 6: Engaging with women's organizations, the private sector and trade unions to tackle discriminatory **social norms, practices** and **legislation**, and support women's active participation and **leadership** in the economy. These interventions will cover public and private sectors, urban and rural areas, and formal and informal economies and workers.

Figure 6 presents an overview of the targeted population of WEE efforts initiated in or after 2019. As many as 75% of the projects specifically target women entrepreneurs while 41% target women employees,²² from both the formal and informal sector. 56% of projects aim to build capacity and create linkages and dialogue between women’s networks and women’s organizations. 63% projects target government bodies/public institutions to provide technical expertise on making laws, policies and frameworks more gender-responsive. 38% projects target private sector, who also receive benefit from engagement with UN Women in the form of technical expertise, capacity building and advocacy efforts. However, only 34% of the projects specifically mention changing perceptions of men and boys around women’s socio-economic empowerment, a necessary condition to keep up the momentum on tackling discriminatory gender identities and socioeconomic stereotypes.

Figure 6: Targeted population of the WEE efforts in the Asia and the Pacific region

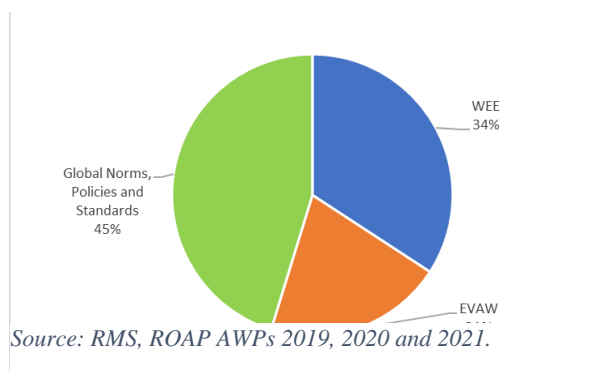


Annex 9.3. Regional Office for Asia and the Pacific (ROAP) led WEE efforts

Figure 7 maps the ROAP outcome areas as a proportion of the total ROAP budget as per the Annual Work Plans (2019-2021). WEE received the second highest budget or 34% of the total ROAP budget amongst three outcome areas.

Table 3 maps the **total** non-core funding received by UN Women ROAP per SN Impact Area in 2018 – 2022 (2018 is included as this information is based on a report from ROAP and useful for seeing the history). WEE impact area received 11.9% of the total funds, standing in the fifth position in

Figure 7: ROAP SN outcome areas as percentage of total budget



²² We make a distinction between women entrepreneurs and women employees, where the former implies women or a group of women who initiate, organize and operate a business enterprise. Women employees on the other hand relate to women employed for wages or salary paid and who work for a person or company.

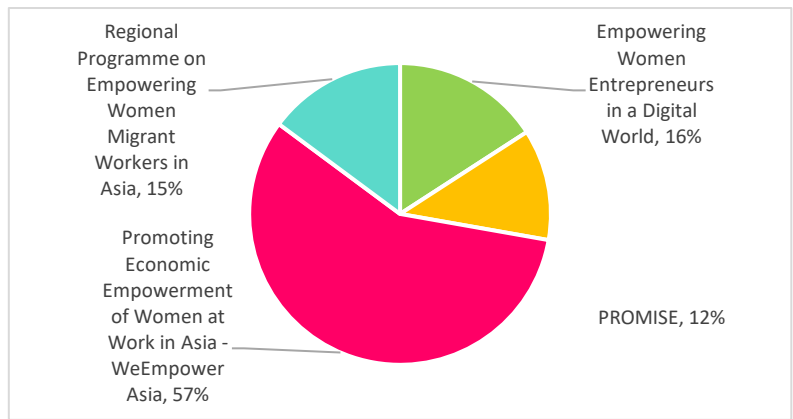
terms of priority of funds dedicated per SN impact area in the ROAP.

Table 3 3: Total non-core funding received by UN Women ROAP per SN Impact Area in 2018 – 2022 (Source: ROAP periodic update on resource mobilization based on ATLAS as calculated on 11th February, 2022)

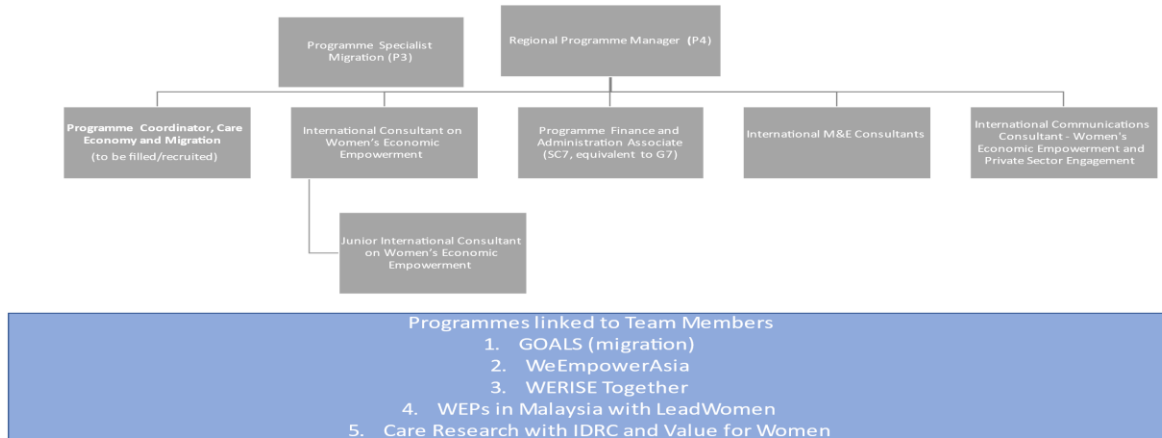
SN Impact Area	2018	2019	2020	2021	2022	Total	SN Impact Area	% of Total
LPP	\$1,954,023	\$1,902,509	\$2,378,604	\$3,135,277	\$1,419,191	\$10,789,603	LPP	22.5%
WPS	\$5,602,400	\$1,314,505	\$1,780,369	\$1,402,350		\$10,099,624	WPS	21.1%
HA&DRR	\$2,117,930	\$620,079	\$4,857,157		\$1,184,897	\$8,780,064	HA&DRR	18.3%
EVAW	\$1,534,862	\$1,574,815	\$2,627,760	\$1,098,328		\$6,835,766	EVAW	14.3%
WEE	\$190,000	\$1,988,684	\$1,806,322	\$1,453,740	\$267,790	\$5,706,536	WEE	11.9%
GNPS	\$1,359,148	\$438,158	\$206,748	\$1,918,175	\$615,401	\$4,537,630	GNPS	9.5%
SN				\$834,366		\$834,366	SN	1.7%
NPB	\$196,000	\$94,680				\$290,680	NPB	0.6%
Total	\$12,954,363	\$7,933,431	\$13,656,960	\$9,842,236	\$3,487,279	\$47,874,269	Total	100.0%

The ROAP administers 4 regional projects (2 focused on WEE and 2 on migration) with a total budget of more than \$ 6.7 million or 7% of the overall WEE budget in the region. The European Union funded, WeEmpower Asia (WEA) project is the largest WEE initiative implemented at the regional level, with 57% of the total WEE budget in ROAP dedicated to WEA (figure 8).

Figure 8: Breakdown of ROAP WEE/Migration projects



The infographic below presents the ROAP Women’s Economic Empowerment team organizational chart.



Annex 9.4: WeEmpower Asia (WEA)

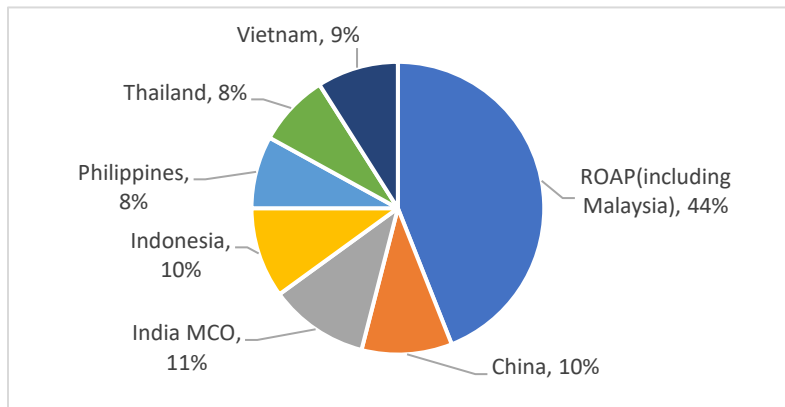
WeEmpower Asia is aligned to one of UN Women’s core objectives under its Strategic Plan 2018-2021 ‘Women have income security, decent work, and economic autonomy.’ It is being implemented in China, India, Indonesia, Malaysia, Philippines, Thailand, and Vietnam. The overall objective of the WeEmpower Asia programme is that *more women lead, participate and have access to enhanced business opportunities and leadership within the private sector to advance sustainable and inclusive growth*. The programme aims to achieve this through three complementary outcome areas to be implemented in seven selected middle-income countries in Asia:

- Women’s networks, public institutions, and the private sector will collaborate and share expertise and knowledge to build an enabling business environment for women’s economic empowerment in the workplace and in the market place,
- The capacity of women-owned businesses and women entrepreneurs will be developed to enable them to engage with government and private sector corporations in policy development and dialogues for advancing women’s economic empowerment, and
- The private sector will be supported to implement gender-sensitive practices and culture within their businesses through the take-up of the Women Empowerment Principles (the WEPs – a set of guiding principles to achieve gender equality within companies).

Budgetary Insights

Figure 9: Budget Breakdown of WEA funds amongst target countries

The WeEmpowerAsia project is supported by EUR 7,500,000 from the EU while UN Women contributes EUR 500,000 (a total of approximately USD 8.67 million). Figure 9 gives a breakdown of the budget amongst different countries in which the project is being implemented. ROAP (includes Malaysia) has the highest amount of funds (44%) followed by the India CO at 11%.



Annex 9.5: Formal vs Informal sector projects

Office	Project Name	Budget USD (for that country only)	Formal/Informal/Both
India	Promoting Economic Empowerment of Women at Work in Asia - WeEmpower Asia	960238.00	Formal
China	Supporting Women to recover from Socio-Economic Impacts of COVID-19 in China	1111074.00	Formal

	Promoting Economic Empowerment of Women at Work in Asia - WeEmpower Asia	905902.00	Formal
	WeCare - Mobilizing companies to address unpaid care work and violence against women in the workplace	785077.00	Formal
	Strengthening Qinghai Women Farmers' Income Security and Resilience in a Changing Climate	950000.00	Informal
	Strengthening rural Chinese women's economic resilience to escape poverty and adapt to climate change in Qinghai, China, and Women's Economic Empowerment in Ethiopia	14342.00	Informal
	Empowering Women Entrepreneurs in a Digital World	289000.00	Informal
Bangladesh	Enhancing social protection for female tea garden workers and their families in Sylhet Division, Bangladesh	500000.00	Informal
	Women's Empowerment for Inclusive Growth (WING)	914724.00	Both
Fiji	Markets for Change - Fiji	1930087.00	Informal
Myanmar	Women's Empowerment and Resilient Inclusive Communities in Rakhine	3907523.23	Informal
	Joint Programme on Humanitarian and Development Assistance in Rakhine State Joint Programme on Humanitarian and Development Assistance in Rakhine State Supporting the Creation of Conditions Conducive to the Return of Displaced Persons	990740.74	Informal
	Preventing and mitigating Gendered Impacts of Conflict related to Human Trafficking in Kachin State, Myanmar	178675.00	Informal
	The Project for Strengthening Recovery and Development Assistance in Support of Durable Solutions in Rakhine and Kachin States	500201.00	Informal
	Accelerating COVID-19 Socio-Economic Recovery in Myanmar through Resilient and Gender Transformative Enterprises	283333.00	Both
	Poverty Reduction through Safe Migration, Skills Development and Enhanced Job Placement in Cambodia, Lao People's Democrat Republic, Myanmar and Thailand (PROMISE)		Both
Pakistan	KHYBER PAKHTUNKWHA TRIBAL DISTRICTS SUPPORT PROGRAMME	1480789.00	Informal
	UN COVID-19 Response and Recovery Fund (Strengthening economic resilience and food security for women Home Based Workers and women farmers)	1000000.00	Informal
	Women's Economic Empowerment Project	1188007.00	Both
Papua New Guinea	Papua New Guinea UN Country Fund (2018 Outcome 2 Prosperity – Safe Public, Safe and Prosperous Districts, Power to Women and National Markets for Change)	827323.90	Informal

	Markets, Economic Recovery and Inclusion (MERI) Program	6199495.83	Informal
	Safe and Prosperous Districts Programme- Securing Women's Livelihood during COVID 19_Prevention Response and Recovery	1909090.00	Informal
Vietnam	Promoting Economic Empowerment of Women at Work in Asia - WeEmpower Asia	751014.00	Formal
Timor Leste	Leaving No One Behind in Timor-Leste's COVID-19 Response - Technical and Financial Support for the Implementation of the Cash Transfer Scheme for Low-Income Households	199020.00	Informal
Afghanistan	UN Women Afghanistan Country Office Strategic Note 2014-2021 (Annual Work Plan 2021) in Kabul Afghanistan	28373.00	Both
	Supporting Afghan Women and Girls: Nexus Programming in Afghanistan	5674600.00	Informal
	Special Trust Fund for Afghanistan - Supporting Community Resilience in Afghanistan Programming Strategy	1478918.00	Informal
Indonesia	Protecting People: Supporting the Government of Indonesia and Key Stakeholders to Scale-Up Inclusive Social Protection Programmes in Response to COVID-19	270000.00	Informal
	Promoting Economic Empowerment of Women at Work in Asia - WeEmpower Asia + UN Women Regional Office for Asia and the Pacific (ROAP) and Investing in Women (Business Coalitions) Joint Action Plan 2021-March 2022	921044.00	Formal
	Empowering Women Entrepreneurs in a Digital World	161000.00	Informal
Philippines	Bridging Recruitment to Reintegration in Migration Governance: Philippines (BRIDGE)	250000.00	Informal
	Promoting Economic Empowerment of Women at Work in Asia - WeEmpower Asia + UN Women Regional Office for Asia and the Pacific (ROAP) and Investing in Women (Business Coalitions) Joint Action Plan 2021-March 2022	664378.00	Formal
Thailand	Governance of Labour Migration in South and South-East Asia (GOALS)	922143.00	Informal
	Poverty Reduction through Safe Migration, Skills Development and Enhanced Job Placement in Cambodia, Lao People's Democrat Republic, Myanmar and Thailand (PROMISE)		Both

Project Name	Type of document shared with evaluation team	Time Period	Budget	Donor
Confirmed Funding				
Care work- research on care entrepreneurship	The PSCA, proposal and grant agreement	2022-2023	CAD 300,000 (Upto 500,000CAD) (USD: 215,000 - 358,345)	IDRC (Govt of Canada)
We Rise together – GRP and WEPS awards	Pro Doc	2022-2025	AUD 2,850,000 USD: 2,042,566	DFAT
WEPS awards/WEPS activator/WEPS learning in Malaysia	PSCA	2023-2024	USD 70,000	Leadwomen
Funding in pipeline				
Unpaid Care Work/share the care	Concept Proposal	2021-2023	USD 5,000,000	Proposed to Canada, DFAT, SIDA
On entrepreneurship: Fair and Equal: Transforming market access for women-owned businesses in ASEAN in COVID-19 recovery	Concept Note	2022-2025	Indicative budget: USD 6 million	Canada
IWISER: WE Business Asia	EOI	2023-2027	Total proposed DFAT funding: AUD80 million	DFAT
BETTER WORK - BETTER CARE (Care enterprises and migrant workers)	Draft Proposal	2022-2025	USD 3 Million	Sweden (SDC)

	Promoting Economic Empowerment of Women at Work in Asia - WeEmpower Asia + UN Women Regional Office for Asia and the Pacific (ROAP) and Investing in Women (Business Coalitions) Joint Action Plan 2021-March 2022	670369.00	Formal
ROAP	Empowering Women Entrepreneurs in a Digital World	1065657.00	Informal
	Poverty Reduction through Safe Migration, Skills Development and Enhanced Job Placement in Cambodia, Lao People's Democrat Republic, Myanmar and Thailand (PROMISE)	800000.00	Both
	Promoting Economic Empowerment of Women at Work in Asia - WeEmpower Asia	3899413.00	Formal

Annex 9.5 Funding Proposals for WEE (ROAP)

Annex 9.6: Sample of knowledge products on women’s economic empowerment produced by UN Women Country Offices in the Asia and the Pacific region

Sample of knowledge products on women’s economic empowerment produced by UN Women Country Offices in the Asia and the Pacific region

- Bangladesh: Policy brief on gender-responsive planning and budgeting for enhancing the social protection of female tea garden workers and their families in Bangladesh (May 2022)
- [Supporting the Recovery of Women Entrepreneurs and Women’s Micro, Small, Medium Enterprises from the Impact of COVID-19 in Bangladesh](#) (December 2020)
- [Understanding the Gender Composition and Experience of Ready-Made Garment \(RMG\) Workers in Bangladesh](#) (October 2020)
- China: Ready for Risk: A Business Continuity Management Toolkit for Women SME Entrepreneurs, developed by UN Women with the China Centre for Promotion of SME Development (May 2022)
- Sri Lanka: Gender Disparities and Labour Market Challenges: The Demand for Women Workers in Sri Lanka (March 2022)
- India: Driving Women’s Entrepreneurship, Innovation, and Leadership in India (November 2021)
- [Roadmap for Women’s Economic Empowerment in India](#) (October 2020)
- Thailand: Research on barriers and opportunities to improving outcomes for women migrant workers through skills development in Thailand (December 2021)
- Afghanistan: The Telling Nature of Time: What Time-Use Reveals About Gender Equality in Afghanistan (2021)
- [The Impact of COVID-19 on Unpaid Care and Domestic Work in Afghanistan: Insights from the Afghanistan Time Use Survey](#) (May 2020)
- Myanmar: Regressing Gender Equality in Myanmar: Women Living Under the Pandemic and Military Rule (March 2022)
- Timor-Leste: [For Equality and the Economy: Exploring the Gender Dimensions of Timor-Leste’s Tourism Sector](#) (March 2021)

Annex 10: Survey Analysis

The evaluation team undertook an analysis of the WeEmpowerAsia team led surveys. The key insights have been summarized below. Please note that the WEA team did not track the survey response rates; thus the information has to be used as insights and cannot be generalized.

Name of survey	Key Insights
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Outcome 1 indicator survey	<p>The objective of the survey was to measure the percentage of participants of WEA related events during the past six months, who acknowledge having engaged further on their own initiative as a result of exposure to an event.</p> <ul style="list-style-type: none"> • The RO survey had 28 respondents. • 51% of the respondents found that the WEA events were useful (rating them 5 on 5) and 71% said that since the time they have participated in WEA event, they have taken further action to promote gender equality. • Signing the WEPS (51%) and advocating for GEWE policies in the company (42%) were options which received the most votes • However, as many as 40% respondents said they were not interested in learning more about topics and activities related to GEWE and are not willing to be contacted by UN Women and WeEmpowerAsia for support.
EU FPI Survey	<p>This was conducted as part of the EU FPI survey (the evaluation has been shared): We Empower Asia Programme - WEP signatories and allies, Enterprises perception survey</p> <ul style="list-style-type: none"> • More than 50% respondents voted that the following 2 are the most relevant for their business (maximum votes in the "significant") <ol style="list-style-type: none"> 1. Webinars and events on issues for women in business and gender equality in the private space and 2. Awards for companies to acknowledge their best practices. <ul style="list-style-type: none"> • Further, more than 50% of the respondents said the WEA Programme "significantly" enabled their company to take up effective gender equitable business practices and also that the Programme is "significantly" useful to create and strengthen relationships with institutions, organizations, networks etc. • 60 % of the companies "significantly" felt that The Women's Empowerment Principles (WEPS) is a good way to enhance the quality of their company's supply chains in the region and 58% answered "significantly" on option "strengthening of capacities of SMEs and female leaders in their supply chain /sector is good for business". • 57% companies also significantly agreed that the WEPS is a good way for being visible as a gender-responsive company is an advantage with regard to the negotiations with authorities and business partners • On the status of implementation of each principle, 73 % (the highest) reported they had implemented principle 3 (Principle 3: Ensure the health, safety and well-being of all women and men workers) while principle 7 received the least voted in the implemented category (Principle 7: Measure and publicly report on progress to achieve gender equality)
EU FPI Survey	<p>This was conducted as part of the EU FPI survey: Women led businesses perception survey</p> <ul style="list-style-type: none"> • On the question "How interesting are the following objectives, for you and for your enterprise or organisation?" To strengthen my capacities to expand my business/or the services provided to the members of my organization received 80% of the "significantly" votes • Workshops and training to increase business-development for knowledge, entrepreneurial skills were rated as very relevant for the organisations and 75% agreed that the WEA products were of high quality
Care Accelerator Survey	<ul style="list-style-type: none"> • 8 of the 13 respondents rated 10/10 for recommending the care accelerator programme. • Some found connections and networking with start-ups, investors and speakers helpful. • However, not all participants found some of the speakers or some particular session relevant for their work. • Overall all- the networking opportunities with like-minded companies were really appreciated
WEPS Activator 1.0 Survey	<p>This survey was conducted for the Amfori WEPS Activator,</p> <ul style="list-style-type: none"> • More than 50% companies were from the garment and textile industry, with 30% (maximum) having more than 10,000 employees. • 90% of the companies had gender related targets, goals or strategies. 40% of these strategies related to gender equality in the workplace. • 72% of the companies had signed the WEPS. 54% had taken the GAT tool. • After participating in the WEPS activator, WEPS Principle 5 (WEPS 5: Enterprise and supply-chain development and marketing practices) was seen as the principle with the biggest opportunity to drive change in their company • The maximum responses (55%) to the question "What impact did the WEPS Activator have on your company?" was "The WEPS Activator motivated my company to become a WEPS signatory" • The maximum responses (30%) to the question "How did the WEPS Activator help you advance gender equality in your company?" was "It improved my knowledge of the WEPS" • Overall there was a consensus that trainings and topics were useful/very useful.

UN Women 2020 Asia-Pacific WEPs Awards Regional Awards Ceremony - Post-Event Survey	<ul style="list-style-type: none"> • 62% answered that the WEPs awards have been "very beneficial" to them and 58% said it has increased their understanding about GEWE greatly. • 96% felt that the WEPs awards is a good way to mobilise companies to take action on gender equality
UN Women 2021 Asia-Pacific WEPs Awards Regional Awards Ceremony - Post-Event Survey	<ul style="list-style-type: none"> • 46% answered that the WEPs awards have been "very beneficial" to them and 62% said it has increased their understanding about GEWE greatly. • 87% felt that the WEPs awards is a good way to mobilise companies to take action on gender equality
Industry Disruptor 1.0 cohort 2 post-program survey	<ul style="list-style-type: none"> • One of the main learnings from the sessions was the opportunity to network and be part of the entrepreneurship community. • Tools helped develop capacity on business model realisation, business strategy and funding. More involvement of mentors from relevant industries was some feedback received. • Approximately 90% said the content and tools were relevant for their business challenges and needs
Industry Disruptor 1.0 cohort 2 post-program survey (2 months after program)	Unpredictable markets and supply chains impact due to covid and capital to scale the businesses have been some of the primary challenges faced by participants
Industry Disruptor 1.0 Survey Cohort 1	<ul style="list-style-type: none"> • Key takeaways include understanding on concepts on sustainability and sustainable fashion, connections with like-minded entrepreneurs and resilience to COVID-19. • Respondents expressed scope for improvement on more content related to business innovation, finance, scalability, and marketing for small enterprises. (open ended questions)
WEA Satisfaction Survey 2022	<ul style="list-style-type: none"> • 60% found the WEA events either useful or extremely useful. • 93% expressed that it has inspired them to take further action to promote Gender equality in the organisation with almost 50% committing to signing of the WEPs. • On the question "In which of following areas do you feel most progress has been made among businesses in the Asia-Pacific in the past 3 years?" 75% selected promoting women in leadership. The least votes (12%) were for "Develop/strengthen gender-responsive supplier mechanisms." 64% also chose the former (women in leadership) as an area which UNW should prioritise for gender inclusive businesses.
WomenRiseAboveCovid(Part 1): Economic Impacts of the Covid-19 Pandemic on Women: Current Insights, Prospects for Recovery and Resilience Building with Oxfam	This survey was feedback received on a session conducted to deepen understanding on economic impacts of covid-19 on women. Majority representation (25%) was from international organisations, followed by private sector and academia. Attendees found the sessions relevant and useful and were mostly satisfied with its contents. Some of the key takeaways highlighted by participants were the importance of identifying and monitoring the changing needs of women and how to respond to these needs by embracing the new normal.
Promoting Sustainable and Inclusive MSMEs through Gender Responsive Mentoring 1.0 Survey	<ul style="list-style-type: none"> • One of the key takeaways from the session as noted by participants was gender responsive mentoring and coaching and the need to consider gender challenges when it comes to division of labour. • Participants said that they will now approach their mentees keeping in mind a gender lens and will be more sensitive to the nature of their problems
Promoting Sustainable and Inclusive MSMEs through Gender Responsive Mentoring 2.0 Survey	<ul style="list-style-type: none"> • Most of the respondents who answered the survey would like to have the Certificate. This seems to be one of the main reasons why they answered the survey. • Many attendees acknowledge Prof. Natsy's discussion on gender sensitivity training on why it is important and value of men being conscious of this, to also understand why gender equality is not just for women but also of all genders. They also like the portion of highlighting the role of mentors to entrepreneurs. • From all the three questions related to the relevance of the webinar, the mentors found the webinar to be of value and that it would help them in their plans. They also believe that it adds value in their personal knowledge and professional development (more than 80% votes).

PH WEPs Awards 2021 Survey	<ul style="list-style-type: none"> • All respondents agreed that the WEPs Awards Ceremony increased their understanding about how the 7 WEPs can be implemented by the private sector. • Advocating for GEWE in their own company was one of the key actions that the WEPS awards inspired amongst respondents, followed by signing of the WEPS and working with UNW (5,4,3)
Investor Consortium 1 Post Training Survey	<ul style="list-style-type: none"> • (Investor feedback) Go to market strategies, product development and tech enablement were some of the support that the investors were willing to offer. • Invitation to further funding opportunities received the least number of votes in terms of support that can be offered.
Investor Consortium 2 Post Training Survey	<ul style="list-style-type: none"> • (Entrepreneur feedback) overall feedback of mentors was good and the mentorship was relevant. • A fixed number of hours committed by the mentor was a suggestion for the workshop. • One of the key common takeaways was building a personalised story around your product/brand, fundamentals of fundraising and marketing strategies. • The opportunity to pitch to investors helped build confidence but some respondents remarked the need for feedback on their pitch decks (open ended questions)
Trends and Future Opportunities to advance Gender Equality in the Private Sector - Implementing the Women's Empowerment Principles (WEPs) in Asia-Pacific survey	<p>88.8% (N=135/152) respondents said that their company had commitments and/or have taken action for gender equality prior to becoming a WEPs signatory</p> <p>Knowledge exchange and access to new knowledge products and update on latest trends were choices that received the highest number of votes (63 % or N= 95/152 and 57% or N=86/152), apart from visibility and credibility (59% or N= 90/152)</p> <p>75% of the respondents (N= 114/152) answered in the affirmative when asked if the WEA programme contributed to their decision to join the WEPs community</p>

Annex 11: Snapshot of meta-analysis of WEE evaluations

A meta-analysis was developed based on the recent WEE evaluations in the region. This examination of data from a number of evaluations on WEE or having components of WEE was helpful in informing the evaluation on overall trends on WEE in the region. These evaluations include:

1. Women's Economic Empowerment Programme Thematic Evaluation- Nepal
2. Impact evaluation of the Safe Cities and Safe Public Transport Programme – Papua New Guinea
3. Country Portfolio Evaluation - Bangladesh
4. Country Portfolio Evaluation – Papua New Guinea
5. Programme Presence Portfolio Evaluation in Asia and the Pacific
6. Economic Empowerment of Women Home Based Workers and Excluded Groups - Pakistan
7. Women's access to equal employment and leadership - China
8. Country Portfolio Evaluation - Cambodia
9. Strengthening Qinghai Women Farmers' Income Security and Resilience in a Changing Climate
10. Country Portfolio Evaluation and Audit - Pakistan
11. Country Portfolio Evaluation – Viet Nam
12. Developmental evaluation- Nepal
13. Final evaluation of 'From Opportunities to Capacities: A Multi-Sectoral Approach to Enhancing Gender Responsive Governance' – India

A snapshot of the meta-analysis has been presented for “UN Women efforts aligned to national priorities” under the relevance criterion (refer to evaluation matrix).

Evaluation	UN Women's efforts aligned to national priorities (Yes/No)	Additional Information
Women's Economic Empowerment Programme Thematic Evaluation- Nepal	Yes	UN Women's objectives articulated in both the SN are aligned with the Government of Nepal's policies and guidelines
Country Portfolio Evaluation - Bangladesh	Yes	The SN is aligned with the 7th Five-Year Plan of the GOB, including SDG gender equality targets as adopted by the GoB and the National Action Plan for the National Women's Development Policy, as well as the country level UNDAF 2017-2020. The consensus that the range of issues addressed is appropriate includes recognition from stakeholders working in particular sectors that within UN Women's broad impact areas, there are a number of sub-themes which demand and deserve more attention, including: facilitating gender-responsive macro-economic policy; more attention at both policy and advocacy levels to the issue of unpaid care work under the WEE impact area
Programme Presence Portfolio Evaluation in Asia and the Pacific	Yes	PPO interventions in Asia and the Pacific are responsive to the local contexts and are aligned with national priorities as well as the country-specific UNDAF/PAFs. Policies include National Economic and Social Development Plan and The Gender Equality Act in Thailand, Second National Strategy for the Advancement of Women (NSAW) 2011–2015; National Strategy for Gender Equality (2016-2025) and National Plan of Action in Lao. In the Maldives, UN Women reported supporting the development of the Gender Equality Law that was passed in 2016. UN Women reviewed the draft law, advocated to include a separate chapter for rural women, and supported the gathering of comprehensive and disaggregated data to advocate for decent work, enhanced livelihoods, and economic opportunities for women.
Economic Empowerment of Women Home Based Workers and Excluded Groups - Pakistan	Yes	The project enabled UNW and its partners to continue their support to national and provincial governments' ongoing efforts to frame and adopt legislation and policies for protection and realization of the strategic and practical rights and needs of the women HBWs in all four provinces (Punjab, Sindh, KP and Balochistan). Further, the project's planned results supported the development priorities of the Government of Pakistan as outlined in Vision 2025 and in the National Policy on Development Economic Empowerment of Women Home Based Workers and Excluded Groups in Pakistan and Empowerment of Women (2002).
Women's access to equal employment and leadership - China	Yes	The WEL programme's activities are consistent and aligned to China's national position on GEWE and are supporting the enactment of these policies. This includes priorities in Thirteenth Five-Year Plan for National Economic and Social Development and Outline for the Development of Women, legislations and strategies (such as on microloans)

Strengthening Qinghai Women Farmers' Income Security and Resilience in a Changing Climate - China	Yes	The evaluators find 'relevance' to be highly satisfactory with continued alignment with UN Women's and national policies and development priorities. The project is relevant to China's priority to eliminate absolute poverty by the end of 2020. The project supported the government's ten-year (2011-2020) rural poverty reduction and development program
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Annex 12: Joint WEE programmes in the Asia Pacific Region

Office	Project Name	Partnering Agency
Bangladesh	Enhancing social protection for female tea garden workers and their families in Sylhet Division, Bangladesh	UNICEF, UNFPA, ILO
	Women's Empowerment for Inclusive Growth (WING)	UNCDF, UNDP
Fiji MCO	Markets for Change Project	UNDP
Myanmar	Women's Empowerment and Resilient Inclusive Communities in Rakhine	UNDP
	Joint Programme on Humanitarian and Development Assistance in Rakhine State	UNDP, UNHCR
	State Joint Programme on Humanitarian and Development Assistance in Rakhine State Supporting the Creation of Conditions Conducive to the Return of Displaced Persons	
	Preventing and mitigating Gendered Impacts of Conflict related to Human Trafficking in Kachin State, Myanmar	UNODC
	The Project for Strengthening Recovery and Development Assistance in Support of Durable Solutions in Rakhine and Kachin States	UNDP
Pakistan	KHYBER PAKHTUNKWHA TRIBAL DISTRICTS SUPPORT PROGRAMME	FAO, UNDP, UNICEF
	UN COVID-19 Response and Recovery Fund (Strengthening economic resilience and food security for women Home Based Workers and women farmers)	FAO
Timor Leste	Leaving No One Behind in Timor-Leste's COVID-19 Response - Technical and Financial Support for the Implementation of the Cash Transfer Scheme for Low-Income Households	ILO, UNDP, UNICEF, WFP, IOM
Afghanistan	Special Trust Fund for Afghanistan - Supporting Community Resilience in Afghanistan Programming Strategy	UNDP, IOM, UNHCR, UNFPA, UNHABITAT, UNODC, UNESCO UNCTAD, UNOPS, ILO
Indonesia	Protecting People: Supporting the Government of Indonesia and Key Stakeholders to Scale-Up Inclusive Social Protection Programmes in Response to COVID-19	WFP, UNDP, UNICEF
Philippines	Bridging Recruitment to Reintegration in Migration Governance: Philippines (BRIDGE)	ILO, IOM
Thailand	Governance of Labour Migration in South and South-East Asia (GOALS)	ILO, IOM

Regional Project	Poverty Reduction through Safe Migration, Skills Development and Enhanced Job Placement in Cambodia, Lao People's Democrat Republic, Myanmar and Thailand (PROMISE)	IOM
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Annex 13: Sample of WEA Knowledge Products and reach
59 knowledge products were developed under the WEA programme.²³

UN WOMEN | WeEmpowerAsia Knowledge Products

Total number of Knowledge products published or completed: **59** (Regional and country level)

Below are the top 5 publications in terms of highest number of downloads. These are primarily the **guidance notes on post COVID-19 response for economic recovery**.

WEA Programme: Outputs on Knowledge products:

Output 1.1

New knowledge and evidence are generated and made available for women's network, public institutions and the private companies in the region

Output 3.2

Tools, guidelines, and best practices are generated, disseminated to assist businesses and companies



Guidance Note for Action: Supporting SMEs to Ensure the Economic COVID-19 Recovery is Gender-Responsive and Inclusive
Downloads: 640



The Philippines and COVID-19: Impact on the private sector
Downloads: 496



Guidance Note for Action: Women as a Force for Accelerated and Inclusive Economic Recovery Post-COVID-19 in Asia-Pacific
Downloads: 453



Guidance Note for Action: Gender-Sensitive Private Sector Response to COVID-19 for Accelerated and Inclusive Economic Recovery
Downloads: 416



Guidance Note for Action: Addressing the Emerging Impacts of the COVID-19 Pandemic on Migrant Women in Asia and the Pacific for a Gender-Responsive Recovery
Downloads: 387

Number of downloads as compiled on April 21, 2021 with the date range from 1 Jan to 31 Apr 2021

²³ Based on the list shared by the regional WEA team on 31st January, 2022.