

**FINAL PROJECT EVALUATION:
INTERREGIONAL COOPERATION TO STRENGTHEN NATIONAL
CAPACITIES TO MEASURE PROGRESS IN ACHIEVING GENDER
EQUALITY AND WOMEN'S EMPOWERMENT**

**ECONOMIC AND SOCIAL COMMISSION FOR ASIA AND THE
PACIFIC**

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FINAL EVALUATION REPORT

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Acronyms

CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
DESA	United Nations Department of Economic and Social Affairs
EA	Expected accomplishment
ECA	United Nations Economic Commission for Africa
ECLAC	United Nations Economic Commission for Latin America and the Caribbean
EDGE	Evidence and Data for Gender Equality initiative
ECE	United Nations Economic Commission of Europe
ESCAP	United Nations Economic and Social Commission for Asia and the Pacific
ESCWA	United Nations Economic and Social Commission of Western Asia
GDP	Gross Domestic Product
GIIn	Gender Goals, Issues and Indicators
GSP	Gender Statistics Programme (ESCWA)
IAEG	Inter-Agency and Expert Group
IAEG-GS	Interagency and Expert Group on the Development of Gender Statistics
MDGs	Millennium Development Goals
NGO	Non-Governmental Organisation
NSO	National Statistics Office
OECD/DAC	Organisation for Economic Cooperation and Development, Development Assistance Committee
RCs	Resident Coordinators
SDGs	Sustainable Development Goals
UN	United Nations
UNDP	United Nations Development Programme
UNFPA	United Nations Fund for Population Activities
UNSC	United Nations Statistical Commission
UNSD	United Nations Statistics Division
WBI	World Bank Institute
WHO	World Health Organisation

Executive Summary

The United Nations Economic and Social Commission for Asia and the Pacific (ESCAP), together with the Economic Commission of Europe (ECE) and the Economic and Social Commission of Western Asia (ESCWA), implemented a project financed by the United Nations Development Account entitled "Interregional Cooperation to Strengthen National Capacities to Measure Progress in Achieving Gender Equality and Women's Empowerment" from 2013-2016.

This is an independent final evaluation of the project whose purpose is to document key achievements, challenges, lessons learned and good practices. The evaluation assesses the relevance, effectiveness, efficiency and sustainability of the project results. The evaluation looks at all project activities implemented from 2013 to 2016. It covers the three project regions – Asia Pacific (ESCAP), Western Asia (ESCWA), and Europe (ECE).

The evaluation used a mix of data sources collected through multiple methods, with analysis of both quantitative and qualitative data. This included primary data which was collected directly from stakeholders about their first-hand experience with the intervention. This data was collected through a survey questionnaire, in-depth interviews, attendance at an inter-regional end of project workshop. It also included secondary data collected through a desk review of project documents and other relevant materials. The desk review was used to verify qualitative data gathered directly from stakeholders. Results were triangulated where possible.

The project was **relevant** because the project objectives and outputs were well aligned with project countries' national development strategies – all expected accomplishments focused on assessing progress in achieving gender equality goals, including under national MDG and SDG implementation, and national development strategies encompassed gender equality or gender statistics goals. The project took into account and built upon on-going initiatives at international levels (MDGs, SDGs, global minimum set of gender indicators, EDGE), regional levels (respective sub-programmes of the regional commissions), and national levels (comprehensive review of national gender statistics, on-going initiatives at the national level in project countries) to improve the quality of gender statistics, and their dissemination. Moreover, project activities met the needs of the project countries to a large extent by focusing on increasing technical capacity of national statistical offices and national mechanisms for gender equality to mainstream a gender perspective in statistics, including in nationalization of the Sustainable Development Goals, which emphasize sex-disaggregated data collection and use. It prioritized countries with the least developed statistical systems and those who submitted expressions of interest.

Furthermore, the project was **effective** in many ways, with clear and realistic objectives that were mutually reinforcing due to their interdependent nature and connectivity. The project partially achieved all activities under the three expected accomplishments, except for some discrete activities, such as 2.3, which was discontinued by consensus of the three regions¹ and the money redistributed. The regional frameworks were moderately used in all three regions (i.e. roughly half of that countries that have subscribed to the regional framework have improved gender statistics) to monitor progress in achieving gender equality goals. There is evidence that the project was successful in its target countries, both at increasing the capacity of national

¹ It was thought that the money would be better spent at country level rather than at inter-regional level.

statistics offices and other relevant national institutions to produce gender statistics and to use, analyse, disseminate, and communicate gender statistics. However, project countries have made good use of skills learnt under the project, such as by delivering gender statistics training, developing National Action Plans on Gender Equality and on Gender Statistics, modifying gender equality methodology of surveys and censuses, by using gender statistics in the preparation of monitoring reports on gender related national development goals, such as the MDGs, and by the production and dissemination of a wide range of gender equality publications with improved quality of sex-disaggregated data, gender indicators and gender analysis that is presented in a more user friendly way.

Regarding **efficiency**, the project's use of financial resources was mixed. They were used efficiently for example by certain countries funding their own workshop travel, and by reallocating the funds for the interregional expert group meeting which was deemed not so useful. However, in other respects there were challenges. All participating regional commissions noted the difficulties with the transition to the new UN Secretariat financial administration system "Umoja", which delayed initial activities in several regions, yet the Regional Commissions worked to mitigate any negative consequences. Human resources were well used in the ECE and ESCWA regions, but there were challenges in some activities in the ESCAP region. For instance, whilst appropriate trainees attended an ESCAP-organized workshop, it would have been good to have criteria for follow-up activities of the workshop (as was the case for ECE and ESCWA), and staff turnover at the country level was a challenge in the ESCAP region. Also, it would have been helpful to engage a wider group, including academics, for data analysis, delivering training, and technical support.²

With respect to **sustainability**, stakeholders were confident that positive outcomes resulting from the project would be continued, including the regional frameworks; production, use, and dissemination of gender statistics in national monitoring reports; gender statistics training; carrying out surveys to collect gender statistics; and use of technical guides and toolkits. Stakeholders considered some project outputs to be replicable, including dissemination of technical publications in more languages, training of trainers, integration of gender statistics training in university curricula; and other outputs indicated in national gender statistics action plans. Opportunities for continuation and replication of project outputs include the nationalization of the Sustainable Development Goals agenda with its emphasis on the collection and analysis of gender statistics; and the adaptation of the regional gender statistics frameworks for use in national monitoring. Stakeholders noted that the extent to which positive outcomes resulting from the project could be continued as well as the extent to which project outputs could be replicated would depend upon political will, commitment, financing for gender equality, capacity of human resources, continuity in personnel trained in gender statistics, and availability of technical assistance. Other challenges included national ownership and national budgets; knowledge management and the documentation of knowledge and expertise gained through gender statistics workshops; whether key senior staff in national statistics offices and national machineries for gender equality remain the same, committed and technically competent; whether national level staff can apply knowledge gained to apply similar engendering processes and procedures to future surveys and other gender statistics collection

² ESCWA opted to have workshops not training in developing regional and national frameworks and in setting national guidelines for development of gender statistics programmes based on country good practices.

methods; maintaining and improving the dialogue between producers and users of gender statistics; and the availability of support from international agencies and donors. The evaluation is not recommending continuation of the project for a second phase, given that this work is already integrated into the work programmes of the three regional commissions. Moreover, many countries are continuing work in gender statistics, and this can be supported through the statistics programmes of the regional commissions, for example with technical assistance.

Gender equality was not well mainstreamed into the design and implementation of the project, despite having gender equality as a major thematic focus of the project, analysis of gender equality gaps and opportunities substantially informing the project, and risks to gender equality being identified and appropriately managed. The project design did not mainstream gender in its results based management systems, which would have been helpful for gender mainstreaming in subsequent implementation, monitoring and evaluation. As a result, annual reports, and workshop reports did not systematically include sex-disaggregated data or gender analysis. Moreover, the final evaluation terms of reference did not mainstream gender by requiring collection of sex-disaggregated data, nor did it include any key evaluation questions pertaining to gender equality. Regarding sustainability of gender equality concerns, a number of project countries have taken actions, which suggest that collection and dissemination of gender statistics are likely to be sustained in the long term in those countries. For instance, Egypt, Iraq, Jordan and Yemen have established a gender unit at its National Statistics Office; Egypt, Iraq, Jordan, Morocco and Yemen have set up gender statistics databases; Moldova is funding dissemination of gender statistics and the publication of gender reports on an ongoing basis; almost all ESCWA countries produce women and men publications on a regular basis; Iraq allocates 5% of the NSO budget to the gender statistics programme; and India and Viet Nam have allocated funds to implement their National Action Plans to Improve Gender Statistics. Common to all of these project countries is the existence of gender focal points who are strongly committed to increasing the production, use, analysis and dissemination of gender statistics. The survey illustrated that the regional frameworks and several project reports would continue to be used beyond the project, thereby contributing to the sustainability of gender concerns. However, evaluation interviews emphasized that sustainability of gender statistics collection, analysis, use and dissemination at the national level would depend upon political will, commitment and financing for gender equality. Others pointed out that where political will exists, many countries have already established gender statistics focal points and/or teams, but expansion of programme activities depends on budget allocation.

The evaluation drew five **lessons learned**, namely 1) the importance of regional frameworks as a guide for national production and use of internationally comparable gender statistics;³ 2) building an evidence base for national policy making and to monitor gender equality results through gender statistics and indicators: leave no one behind – the importance of a human rights based approach to data disaggregation; 3) the value of capacity building at inter-regional, regional and national levels; 4) national financing for gender equality is needed to support the sustainable production and use of gender statistics; and 5) gender equality projects should set a good example by mainstreaming gender at all levels.

³ In addition to the development of national frameworks and metadata to produce harmonized and comparable data at the national level

The evaluation highlights three **best practices** in gender statistics programming, namely 1) the compilation and dissemination of gender statistics in a central location at country level; 2) inter-regional exchange of good practices in integrating a gender perspective in statistics; and 3) the collection of micro data on gender sensitive topics, including entrepreneurship, time use, and violence against women.

Based upon the evaluation findings, conclusions, best practices and lessons learned, the following **recommendations** are made (in order of priority).

1. Improve the use of the regional frameworks to guide national production and use of internationally comparable gender statistics, including through development of national action plans for gender statistics, and through use of the frameworks to guide the work of NSOs and national mechanisms for gender equality in monitoring progress in achieving gender equality goals (e.g. Sustainable Development Goals, CEDAW).
2. Advocate for national financing for gender equality to support the sustainable production and use of gender statistics, including through allocation of a fixed budget for gender statistics programmes at national statistics offices, and through advocating for budget increases to expand the national gender statistics programme activities.
3. Scale up efforts to compile and disseminate gender statistics in a central website at regional level.
4. Widely disseminate the inter-regional exchange of good practices in integrating a gender perspective in statistics, including through publication on international, regional and national level statistics websites, and as a desk reference manual to provide assistance and inspiration for national statistical systems in integrating a gender perspective in statistics.
5. Leave No One Behind: guide Member States to employ a human rights based approach to data disaggregation, i.e. one that calls for disaggregation in accordance with grounds of discrimination prohibited by international human rights law – including sex, age, geographic location, income, and other characteristics relevant in the national context. Member States could be guided by OHCHR (2012), *Human Rights Indicators: A Guide to Measurement and Implementation*.
6. Seek to engage a wider range of stakeholders - including academics, research institutions, gender focal points, line ministries, national human rights commissions, and civil society organisations – for data analysis, delivering training, and technical support.
7. Ensure future design documents mainstream gender in their own results based management systems and that gender mainstreaming takes place systematically in project implementation, monitoring and evaluation. Consider using checklists to help with implementation.
8. When designing Development Account projects of two to three years, try to allow for realistic timelines by not being over-ambitious in planned activities, noting that many projects end up requesting short extensions of time. Allow for the unpredictable nature of the initial project approval process by trying not to schedule too much in first six months of implementation.

1. Introduction

A. Project background

The United Nations Economic and Social Commission for Asia and the Pacific (ESCAP), together with the Economic Commission of Europe (ECE) and the Economic and Social Commission of Western Asia (ESCWA), implemented a project under the United Nations Development Account entitled "Interregional Cooperation to Strengthen National Capacities to Measure Progress in Achieving Gender Equality and Women's Empowerment" from 2013-2016.

Gender statistics is an area that cuts across technical fields of statistics to identify, produce and disseminate statistics that reflect the realities of women and men's lives, and addresses policy issues relating to gender equality and women's empowerment. This interregional project was conceived in response to clear and repeatedly stated demands for more and better data, statistics on women and men, and gender-based indicators, from the Asia Pacific region⁴, the Western Asian region⁵, Europe⁶, and the global level⁷.

The project built on and was linked to ongoing initiatives to improve availability of gender statistics in the regional commissions and other development agencies. The project provided opportunities to draw from, build-on and benefit from promoting synergies across various ongoing initiatives and the cross-fertilization of related resources, experiences and lessons learned.

The purpose of the project was to enhance capacity of relevant national institutions in selected countries for improving data and statistics to promote gender equality and women's empowerment. The expected accomplishments were as follows:

- A. National statistical offices and other relevant national institutions are guided by a coherent framework of gender statistics for monitoring and assessing progress in achieving gender equality and women's empowerment goals;
- B. Strengthening the institutional capacity of national statistical offices to produce data and improved statistical estimates that address the current gaps and weaknesses in data systems for assessing progress in achieving gender-related development goals; and,
- C. Strengthening the institutional capacity of national statistical offices and other relevant national institutions to utilize, analyse, disseminate and communicate existing data and statistics for measuring progress in gender-related national development goals, including the MDGs.

The project closed on 30 June 2016, following an inter-regional/closing workshop in Bangkok, 6-8 June 2016.

⁴ In the ESCAP region, Asia and the Pacific, calls came from the Bangkok Declaration on Beijing +15 2009, the 11th Triennial Conference of Pacific Women 2010, the workshop on Institutional Strengthening of National Women's Machineries in South East Asia, and Economic and Social Commission for Asia and the Pacific Resolution 67/11 entitled "Strengthening statistical capacity in Asia and the Pacific".

⁵ In the Western Asian region, ESCWA resolution 286 (XXV) on gender statistics for equality and empowerment of women, resolution 297 (XXVI) on Arab MDG monitor for societal progress

⁶ In Europe, calls came from the 64th session of the Economic Commission for Europe 2011.

⁷ At the global level, ECOSOC Resolution 2006/6, decision 38/111 of the 38th session of the United Nations Statistical Commission.

B. Evaluation background

This is an independent final evaluation of the project "Interregional Cooperation to Strengthen National Capacities to Measure Progress in Achieving Gender Equality and Women's Empowerment". The evaluation was conducted between April and August 2016. The Lead Evaluator is Ms. Chantelle McCabe, who is joined by a Technical Expert on Gender Mainstreaming – Ms. Francesca Francavilla, and a Technical Expert on Gender Statistics – Mr. Swaraj Nath.

The purpose of the evaluation is to document key achievements, challenges, lessons learned and good practices for future applicable programmes and projects. It aims to:

- Assess the achievement of the project against the approved logframe and workplan
- Identify gaps, limitations and/or challenges
- Identify good practices and lessons learned.

The evaluation has assessed the relevance, effectiveness, efficiency and sustainability of the project results, and formulated recommendations for follow-up actions and the design and implementation of future projects.

The evaluation looked at all project activities implemented from 2013 to 2016. It covered the three project regions – Asia Pacific (ESCAP), Western Asia (ESCWA), and Europe (ECE). A mission will be undertaken to Bangkok, Thailand to attend the inter-regional closing workshop on 6-7 June 2016 and to interview key project stakeholders from the three regions.

The primary end users of the evaluation's findings will be the management team of the project, the three regional commissions – ESCAP, ESCWA and ECE, the United Nations Statistics Division and the donor (United Nations Development Account). Secondary parties making use of the results will include national statistics offices, national machineries for gender equality, and other organizations who have participated in the project, as well as other agencies working on gender equality and statistics at national and regional levels.

The evaluation had three phases – (1) desk review and preparation of inception report; (2) primary data collection – survey and interviews with the three regional commissions, and key project partners; and (3) report drafting and finalization.

The evaluation's findings and recommendations will be used to develop an ESCAP Management Response.

2. Methodology

A. Evaluation criteria

The evaluation has addressed OECD/DAC evaluation criteria, including:

- **Relevance:** Appropriateness of outcomes of the project in terms of the Commissions' priorities, governments' development strategies and priorities, and requirements of the target groups.

- **Effectiveness:** extent to which the expected outcomes of a project have been achieved, and have resulted in changes and effects, positive and negative, planned and unforeseen, with respect to the target groups and other affected stakeholders;
- **Efficiency:** the extent to which human and financial resources were used in the best possible way to deliver activities and outputs, in coordination with other stakeholders;
- **Sustainability:** the likelihood that the benefits of the project will continue in the future.

B. Evaluation methods and data collection instruments

To strengthen the credibility and usefulness of evaluation results, the evaluation has used a mix of data sources collected through multiple methods, with analysis of both quantitative and qualitative data, where possible. This included **primary data** which was collected directly from stakeholders about their first hand experience with the intervention. This data was collected through a survey questionnaire, in-depth interviews, attendance at an end of project workshop, and some observation. It also included **secondary data** consisting of documentary evidence that has direct relevance for the evaluation, such as nationally and internationally published reports, project documents, monitoring reports, workshop documents, and research reports. This data was collected through a desk review of project documents and other relevant materials. The desk review was used to verify qualitative data gathered directly from stakeholders. Results were triangulated where possible.

The evaluation process has been participatory. The regional commissions, national level stakeholders and other parties involved in the execution of the project have had the opportunity to be consulted, provide inputs and use the evaluation findings and lessons learned, as appropriate. Stakeholder participation was ensured through the following:

- a survey questionnaire distributed to 174 project stakeholders
- formal consultations at the outset of the evaluation
- review of the draft report
- consultations with women and men stakeholders
- interviews with direct recipients of project services, including national statistics offices, and national machineries for gender equality
- interviews with key project staff and backstopping staff in the three regional commissions.

The evaluation has taken into account gender concerns and makes recommendations for improved integration of gender perspectives into statistics and better use of gender statistics to inform policy making to advance gender equality and women's empowerment. Data collected during the evaluation obtained the perspective of both women and men beneficiaries and stakeholders. All data has been disaggregated by sex to the extent possible to allow for a thorough gender analysis of the evaluation's findings. The lead evaluator worked closely with and sought technical inputs from two technical experts, one on gender statistics, and another on gender mainstreaming.

The evaluation is carried out in line with the norms, standards and ethical safeguards as elaborated upon in the document "Standards for Evaluation in the UN System", United Nations Evaluation Group, 2005.

C. Limitations

The evaluation was limited by the non-availability of all project documents in English. Given the wide geographical reach of the project in Asia and the Pacific, Western Asia and Europe, there are some project documents in Arabic and other languages of these regions which the evaluators have been unable to read. However, many of the most relevant documents for the evaluation have English versions available.

Also, the evaluation was also limited by the low response rate to the survey questionnaire, which received only 18 responses out of 174 copies mailed out – less than 10%⁸. Therefore, care has been taken to limit conclusions based on this data alone, and instead to triangulate this data with the primary data gathered in interviews and the secondary data gathered in the desk review. It should be noted that of the survey respondents who disclosed their country, the following were included: Bangladesh, Bhutan, Cambodia, Egypt, Iraq, Israel, Moldova, Morocco, State of Palestine, Thailand, Timor Leste, Viet Nam.

These limitations in terms of data gathered during the evaluation process may have affected the validity of the evaluation findings.

D. Key evaluation questions

The following are key evaluation questions, as drawn from the Terms of Reference and the ESCAP Evaluation Guidelines:

1. Relevance

Appropriateness of the outcomes of a project in terms of Governments' development strategies and priorities, and requirements of the target groups.

- To what extent were project objectives and outputs aligned with project countries' development strategies and policies?
- To what extent did the project take into account and build on on-going initiatives both at the international, regional and country levels to improve availability of gender statistics?
- To what extent did project activities meet the needs of the project countries?

2. Effectiveness: Extent to which the expected outcomes of a project have been achieved, and have resulted in changes and effects, positive and negative, planned and unforeseen, with respect to the target groups and other affected stakeholders.

- To what extent were project activities effective in achieving the objectives and goals specified in the project document?
- What could have been done to increase the effectiveness of activities in achieving the objectives and goals?
- To what extent have project countries made use of, or applied, capabilities (knowledge, understanding, skills, techniques, etc.) built under the project?

⁸ Suspect either gross mis-specification of the survey target group or that people were approached in the language they do not understand. Obviously, responses cannot be generalised for the intended target group. Either way, this low response is unexpected considering that 101 countries subscribed the regional framework and the project activities were determined by expressions of interest and project countries sending consolidated ideas about their needs and interests. The low response might be related to some seasonal or short-term difficulties or may be related to more structured issues. The latter would tell us something about the need for further effort in mainstreaming gender at different levels.

3. Efficiency: Extent to which human and financial resources were used in the best possible way to deliver activities and outputs, in coordination with other stakeholders.

- To what extent were human and financial resources used in the best possible way to efficiently deliver activities and outputs?
- How was the project managed in terms of timeliness?
- Did any particular administrative or operational bottlenecks affect efficient implementation?

4. Sustainability: Likelihood that the benefits of the project will continue in the future.

- To what extent can the positive outcomes resulting from the project be continued?
- To what extent are the project outputs replicable?
- What are opportunities and challenges for continuation and replication of the project outputs?

5. Gender equality

- To what extent was gender integrated into the design and implementation of the evaluation topic?
- To what extent does the evaluation topic regularly and meaningfully report on gender concerns in reporting documents?
- To what extent is the sustainability of gender concerns assured?

3. Findings

3.1 Relevance

Relevance: Appropriateness of the outcomes of a project in terms of Governments' development strategies and priorities, and requirements of the target groups.

3.1.1 To what extent were project objectives and outputs aligned with project countries' development strategies and policies?

The project aimed to improve the capacity of relevant national institutions in selected countries, focusing on national statistical offices and entities responsible for mainstreaming gender in development policies and programmes to use data and statistics to monitor, measure, and analyse progress in achieving gender equality and women's empowerment.⁹

The project objectives and outputs were well aligned with project countries' national development strategies and policies. Each of the three expected accomplishments were particularly aligned with project countries' development strategies since they all focused on assessing progress in achieving gender equality goals. Gender equality is part of the national development policies and strategies of participating project countries (e.g. Kyrgyz Republic, Thailand, Viet Nam). Gender statistics is part of the National Development Strategy for Statistics of Moldova and the dissemination of gender statistics is part of the Moldovan national statistical

⁹ UNESCAP (2013), *Project Document: Interregional Cooperation to Strengthen National Capacities to Measure Progress in Achieving Gender Equality and Women's Empowerment (2013-2015)*. United Nations Development Account (8th Tranche).

agency's data dissemination strategy. Moreover, project countries' national gender equality, statistics and other development strategies include development of gender equality databases (e.g. Egypt, Iraq, Jordan, Morocco, Viet Nam, Yemen). Finally, the Sustainable Development Goals (SDGs) have a wide emphasis on measuring gender achievements, so the expected accomplishments were aligned with the national implementation of the SDGs.

3.1.2 To what extent did the project take into account and build on on-going initiatives both at the international, regional and country levels to improve availability of gender statistics?

The project explicitly took into account and built upon on-going initiatives at international, regional and country levels to improve availability of gender statistics.

At the **international level**, the project specifically took into account the 2030 Agenda for Sustainable Development and the Sustainable Development Goals, which have a wide emphasis on measuring gender achievements. Moreover, the project built upon the work of the Interagency and Expert Group on the Development of Gender Statistics and the 43rd session of the United Nations Statistical Commission (2012), which established a minimum set of indicators addressing the key issues in gender equality and women's empowerment that are common across countries and regions for adaptation through regional and national indicators. The project also promoted synergies with the Evidence and Data for Gender Equality (EDGE) initiative, a collaboration between several governments and international organisations to improve the availability and use of statistics to capture gender gaps in economic activity, by integrating the minimum set of indicators on education, employment, and entrepreneurship.

In addition, several initiatives to improve availability of gender statistics were already underway in the regional commissions and other development agencies, such as methods and tests on improving measurements of informal sector and informal employment (ESCAP, ESCWA, ECLAC), disability (ESCAP, ESCWA), vital statistics (ESCAP, ESCWA, ECA, WHO), time use statistics (ESCWA), and violence against women (ECE, ESCAP, ESCWA, UNFPA, WHO) and training on improving gender data collection and dissemination of censuses and surveys (ESCAP, ESCWA, UNFPA). The project provided opportunities to draw from, build-on and benefit from promoting synergies across various ongoing initiatives and the cross-fertilization of related resources, experiences and lessons learned.

At the **national level**, the project built on the comprehensive review of national gender statistics carried out by the United Nations Statistics Division (UNSD) and the United Nations regional commissions in 2011-2012. The country specific assessments were used to select participating countries for the project during its preparatory phase. In addition, the project took into account on-going initiatives at the national level in project countries, such as the Time Use Surveys in China, Mongolia, Thailand and Morocco, Violence Against Women in Egypt, Women and Men in Armenia: A Statistical Booklet in Armenia, and built upon these to improve the quality of gender statistics emanating from these products, and their dissemination.

3.1.3 To what extent did project activities meet the needs of the project countries?

The project activities met the needs of the project countries to a large extent. The project focused on increasing **technical capacity needs** of staff of national statistical offices and institutions responsible for formulation and implementation of gender-responsive development

policies, typically national mechanisms for gender equality **to mainstream a gender perspective in statistics. National statistical offices** are generally the main producers of statistics and, in less developed statistical systems are the *de facto* recognized statistical experts. However, available assessments indicated that, with little priority given to gender statistics in their statistical programmes, the NSOs lacked capacity to provide assistance in meeting users needs. Given the multi-thematic and inter-agency nature of gender-related data systems, a major challenge was to strengthen the links between producers of statistics in various fields at the national level. NSOs are also tasked with taking the lead in coordinating statistical activities, but they may not have the clout or mandate to do so.¹⁰ National mechanisms for gender equality are the focal agencies responsible for bringing gender issues to the forefront of the national development agenda and guiding the formulation and implementation of gender responsive policies. Thus, skills in using data—analysis and interpretation—are basic requirements in their jobs; however, this capacity is weak in many countries. It is sometimes the case that national mechanisms for gender equality lead the effort in the compilation of gender statistics with the support of the national statistical office and both lack capacity and need substantial technical assistance.¹¹ The project addressed the capacity needs of stakeholders, both producers and users of gender statistics, by facilitating consultation and coordination, introducing a relevant framework for organizing and prioritizing statistics and indicators at regional and national levels, providing technical assistance and opportunities for building both individual and institutional capacity, and making available tools and knowledge resources.

The project **prioritized countries with the least developed statistical systems**, and countries were selected based on analyses of the Global Review on Gender Statistics and ongoing country assessments by regional commissions. The project activities were determined by expressions of interest and project countries sending consolidated ideas about their needs and interests. This determined which countries would work with the respective regional commissions. Each region updated the framework from a regional perspective, and subsequently developed national frameworks for those countries which expressed an interest. There was quite good buy in from various countries, who could appreciate the **relevance for various international rights based frameworks which would need to be implemented at the national level**, such as the Sustainable Development Goals, which emphasize sex-disaggregated data collection and use.

3.2 Effectiveness

Effectiveness: Extent to which the expected outcomes of a project have been achieved, and have resulted in changes and effects, positive and negative, planned and unforeseen, with respect to the target groups and other affected stakeholders.

3.2.1 To what extent were project activities effective in achieving the objectives and goals specified in the project document?

The overall objective of the project was to enhance the capacity of relevant national institutions in selected countries to **improve gender statistics to promote gender equality and women's empowerment**. The project had three Expected Accomplishments (EA): EA1: national statistics offices and other relevant national institutions are guided by a coherent **gender statistics**

¹⁰ UNESCAP (2013), *Project Document: Interregional Cooperation to Strengthen National Capacities to Measure Progress in Achieving Gender Equality and Women's Empowerment (2013-2015)*. United Nations Development Account (8th Tranche).

¹¹ UNESCAP (2013), *Project Document: Interregional Cooperation to Strengthen National Capacities to Measure Progress in Achieving Gender Equality and Women's Empowerment (2013-2015)*. United Nations Development Account (8th Tranche).

framework to monitor progress in achieving gender equality and women's empowerment goals; EA2: strengthening capacity of national statistics offices and other relevant national institutions to **produce gender statistics**; and EA3: strengthening capacity of national statistics offices and other relevant national institutions to **use, analyse, disseminate, and communicate gender statistics**.

Regarding EA1, each regional commission held an expert meeting to develop a regional gender statistics framework, followed by a validation workshop to finalise the framework and prepare a regional implementation plan. Subsequently, participating countries in each region held national level stakeholder consultations to develop national action plans on gender statistics, guided by the framework, regional core sets and regional implementation plan. As to whether these activities were effective in achieving the use of a coherent gender statistics framework to monitor gender equality and women's empowerment goals at national level, it is significant that 33 countries in the ESCAP region, 51 countries in the ECE region, and 17 countries in the ESCWA region have subscribed to the respective regional core set of gender statistics and indicators, through endorsement of the framework at relevant Commission Sessions in 2014 and 2015. A little over half of the countries that have subscribed to the regional framework have improved their gender statistics in the ESCAP and ESCWA regions (18/33 ESCAP, 9/17 ESCWA) - and around half of the countries targeted by capacity-building - and around 45% in the ECE region (5/11¹²)¹³. Annual project reports indicate that countries did so through attendance and participation at project workshops, where countries formulated national action plans to implement the regional frameworks and strengthen production, use and dissemination of gender statistics. Also, 17 out of 18 survey respondents indicated that their country had used the recommended framework to improve its gender statistics – 94% of those by sex-disaggregated data collection, 59% by analysis of gender equality data, 59% by using gender equality data to advocate to make or change policy, 53% by monitoring progress in achieving gender equality or women's empowerment goals, and 35% by collection of gender sensitive data.¹⁴ The countries that responded to the survey included Bangladesh, Bhutan, Cambodia, Egypt, Iraq, Israel, Moldova, Morocco, Palestine, Thailand, Timor Leste, Viet Nam, with multiple respondents from Bhutan, Moldova, Thailand and Viet Nam.¹⁵ Therefore, there is some evidence to show that the regional frameworks were moderately used in all project regions to monitor progress in achieving gender equality goals¹⁶.

Regarding EA2, an inter-regional workshop was held to share good practices in gender statistics, and participating countries collected data in gender equality areas where there were data gaps, such as violence against women, disability, time use, and entrepreneurship. The project supported the data collection through provision of technical assistance, capacity building and making technical tools and knowledge resources available. As to whether these activities were

¹² ECE capacity-building activities in gender statistics target 11 countries of Eastern Europe, Caucasus and Central Asia: Armenia, Azerbaijan, Belarus, Georgia, Kazakhstan, Kyrgyzstan, Republic of Moldova, Tajikistan, Turkmenistan, Ukraine, Uzbekistan

¹³ ESCAP (2016), *Annual Progress Report: January-December 2015*.

¹⁴ Survey respondents were from ESCAP (11: Bangladesh, Bhutan x2, Cambodia, Thailand x3, Timor Leste, Viet Nam x3), ESCWA (2: Iraq, Israel) and ECE (3: Moldova x3).

¹⁵ The ESCWA countries that received the questionnaire complained that some of the questions were not relevant to the regional activities, upon investigating their query, the questions were related to ESCAP region and this caused a confusion and probably non response.

¹⁶ This is correct with respect improved gender statistics but we know too little to draw conclusions on the type of improvement, and these results cannot be generalised.

effective in strengthening the national capacity to produce gender statistics, all (7/7) participating countries across the three regions indicated they had increased knowledge and skills on the methods, production of better data and improved estimates required in priority gender-related areas/indicators, after attending the inter-regional workshop on good practices in 2014.¹⁷ In 2016, 18 out of 18 survey respondents stated that their country¹⁸ has increased its ability to collect and use gender equality data in gender related areas, including 16 in sex-disaggregated data collection, 15 in analysis of gender equality data, 11 in using gender equality data to make or change policy, 14 in monitoring progress in achieving gender equality or women's empowerment goals, 10 in training statisticians or other professionals on collection, analysis and use of gender statistics, and 7 in modifying survey questionnaires, labour force surveys or others to collect gender responsive data. Regarding the preparation of monitoring and assessment reports on gender related national development goals, including the MDGs, 3 ESCAP and 4 ESCWA participating countries stated they were using more and better quality data and indicators in their country. Therefore, there is evidence to show that the project was reasonably successful at increasing the capacity of national statistics offices and other relevant national institutions to produce gender statistics in at least some participating countries¹⁹ such as Armenia, Bangladesh, Bhutan, Cambodia, China, Egypt, Georgia, Iraq, Israel, Moldova, Morocco, State of Palestine, Thailand, Timor Leste and Viet Nam. For the other countries, there is not enough data to draw conclusions.

Regarding EA3, each region held national and regional level workshops to strengthen the capacity of select national statistics offices to use, analyse, disseminate, and communicate gender statistics, and to facilitate consultation and coordination between beneficiaries; national statistical training institutes piloted in-country training curricula; participating countries prepared analytical reports on gender issues; and an inter-regional final evaluation workshop was held to consolidate lessons learned and make recommendations, as part of the final evaluation. As to whether these activities were effective in strengthening the capacity of national statistics offices and other relevant national institutions to use, analyse, disseminate, and communicate gender statistics, some observations follow. According to the latest Annual Report 2015, 100% of the participants of in-country trainings indicated that their knowledge and skills were enhanced regarding the use, analysis, advocacy and communication of gender statistics (by at least 7 points on a scale of 1-10). Of the 13 survey respondents who indicated they had attended project gender statistics training, six indicated their knowledge and skills had improved in the use, analysis, advocacy and communication of gender statistics by at least 7 points on a scale of 1-10²⁰. Regarding the preparation and dissemination of analytical reports on gender issues based on existing data sources, three ESCAP countries completed a report based on time use data; two ECE countries completed analytical reports on a range of gender issues; and three ESCWA countries prepared analytical papers on the impact of violence on the economy, the impact of care work on GDP, and the gender pay gap.²¹ The quality of the reports when compared with previous work by these institutions in similar areas shows that the quality of the collection, use and analysis of gender statistics has also improved. Therefore, there is a

¹⁷ ESCAP (2016), *Annual Progress Report: January-December 2015*.

¹⁸ Bangladesh, Bhutan, Cambodia, Iraq, Israel, Moldova, Thailand, Timor Leste, Viet Nam.

¹⁹ This is not to say there is no room for improvement, as the baseline was fairly low in some countries.

²⁰ Due to the low response to the survey, it has not been possible to draw conclusions regarding the achievement of the target - At least 70% of participants of in-country trainings indicate that their knowledge and skills are enhanced on the use, analysis, advocacy and communication of gender statistics (by at least 7 points on a scale of 1-10

²¹ It is unclear how many of these were contracted out.

reasonable amount of evidence to illustrate that the project was quite successful at increasing the capacity of national statistics offices and other relevant national institutions to use, analyse, disseminate, and communicate gender statistics.

In summary, there is clear evidence that the project achieved its three expected accomplishments, namely, a lot more NSOs and national mechanisms for gender equality (32) in the three regions are now using gender statistics frameworks to guide their work in monitoring progress in achieving gender equality goals; and these institutions have increased both their awareness and capacity to produce, use, analyse, disseminate, and communicate gender statistics in a more user friendly and internationally comparable way than before the project began. Therefore, it is reasonable to conclude that the overall objective of the project was also achieved, namely that the capacity of relevant national institutions in selected countries was enhanced to improve gender statistics to promote gender equality and women's empowerment. This is demonstrated by the evidence cited above of improvement in the quality of the collection, use, analysis and availability of gender statistics.

3.2.2 What could have been done to increase the effectiveness of activities in achieving the objectives and goals?

Common challenges cited across the regions in achieving the objectives and goals included insufficient political commitment to address gender equality, women's empowerment and/or statistics; national ownership; lack of financial and human resources, including through national budgets; inadequate technical competencies of national staff in (i) understanding the difference between sex-disaggregated data and gender statistics, (ii) evaluating the reliability and validity of data gathered, and (iii) presenting data in a user friendly manner; insufficient cooperation between key stakeholders; lack of a centralized data location; little clarity in mandates of relevant entities (e.g. NSO, national mechanisms for gender equality); inconsistency between national and international standards, and between NSO data and line ministry data; and insufficient clarity as to what each indicator measures.

In order to address these challenges, and to increase the effectiveness of activities in achieving the project objectives and goals, stakeholders had the following suggestions:

- Sensitisation of relevant government officials / policy-makers, in relation to both gender equality and statistics
- Advocating with government entities and decision-makers to support the collection, analysis and dissemination of data on the indicators, including through budgetary allocations
- Increasing financing for gender statistics, including through government budgets
- Strengthening the capacity of all relevant staff, including in relation to data collection, research, analysis and production of statistics in user-friendly formats
- Strengthening wider stakeholder engagement, coordination and cooperation, which would include relevant government entities (NSOs, national mechanisms for gender equality, line ministries, gender focal points etc.), civil society organisations, development partners (e.g. UN entities), the private sector, and research institutions / academia
- Better dissemination and use of existing data at the national level, including through use of modern information and communication technologies
- Government mandates that specifically reference and empower the national statistical offices and the national machineries for gender equality.

3.2.3 To what extent have project countries made use of, or applied, capabilities (knowledge, understanding, skills, techniques, etc.) built under the project?

Project countries have made good use of skills learnt under the project. The survey showed that 11 out of 14 survey respondents indicated that their country has made use of or applied skills, knowledge or techniques learnt under the project. Examples cited include delivering gender statistics training (2); developing the National Action Plan on Gender Equality (1); drafting National Action Plans on Gender Statistics (2); amending National Statistics Master Plan (1); modified subsequent time use survey methodology (1); modified census methodology (1); greater NSO and national mechanism for gender equality coordination and collaboration on production, use and dissemination of gender statistics (1). Also, 16 out of 18 survey respondents indicated that their country had prepared a monitoring report on gender related national development goals, such as the MDGs, using gender statistics. Several respondents stated that they had included sex-disaggregated gender equality data, including in new areas such as unpaid work and women's decision making,

Other evidence of project countries applying knowledge and skills built under the project is the production and dissemination of a wide range of gender equality publications with improved quality of sex- disaggregated data, gender indicators and gender analysis that is presented in a more user friendly way. Some examples include the three ESCAP countries' reports based on time use data; the two ECE countries' analytical reports on a range of gender issues; and the three ESCWA countries' analytical papers on the impact of violence on the economy, the impact of care work on GDP, and the gender pay gap, to the extent they were prepared by the project beneficiaries (i.e. not contracted out); the compilation and dissemination of country level gender statistics publications and other resources in a central location - "The Arab Catalogue for Gender Statistics Activities" - for 22 Arab countries; collection, use and publication of gender equality data in non-traditional areas such as entrepreneurship, time use, and violence against women; the development of gender statistics databases; publishing of women and men reports; and implementation of violence against women and time use surveys. Moreover, the development of National Action Plans for Gender Statistics shows how project countries have applied knowledge learnt relating to the Regional Frameworks at the country level.

3.3 Efficiency

Efficiency: Extent to which human and financial resources were used in the best possible way to deliver activities and outputs, in coordination with other stakeholders.

3.3.1 To what extent were human and financial resources used in the best possible way to efficiently deliver activities and outputs?

Human resources were not utilized in the best possible way to efficiently deliver activities and outputs. Whilst appropriate trainees attended an ESCAP-organized workshop, it would have been good to have criteria for follow-up activities of the workshop, as was the case for ESCWA and ECE. Staff turnover at the country level was a challenge in the ESCAP region, with some stakeholders noting that new workshop attendees were not well briefed, and that a knowledge management mechanism was needed to manage this situation. Three of the four countries participating in the ESCAP data analysis initiative changed staff following the 2014 regional workshop, making it difficult to further project activities which relied on knowledge and skills learned during the workshop. The project made a number of efforts to address the issue,

including liaising with senior managers of the national statistical offices. China was able to re-constitute an analytical team, which implemented a number of key activities in finishing the paper. Kyrgyzstan re-constituted its analytical team at a fairly late stage in 2015, which meant that special arrangements were made to deliver technical advisory services. Other stakeholders noted that, whilst there was good attendance by staff of National Statistics Offices, data users were more sparse except for some national machineries for gender equality. Also, it would have been helpful to engage a wider group, including academics, for data analysis.

Financial resources were used efficiently in some respects. For example, the ESCWA region did not generally fund travel to workshops for Gulf country participants, since their governments were able to contribute these expenses. Moreover, the regional commissions exercised a degree of flexibility and changed some budget allocations where it was thought they would make a better contribution elsewhere. For example, the implementing agencies agreed that country level activities in support of collection and analysis of statistics would make a bigger contribution to the project objectives, rather than an inter-regional expert group meeting. As a result, funds initially allocated for inter-regional activity 2.3 were distributed among the regional commissions to support national activities in each of the three regions. Moreover, the project had initially allocated substantial funds to contractual services. However, national implementing partners expressed concern with the receipt of funds and therefore the funds were distributed through consultancy contracts and fellowships, grants, and contributions.

However, in other respects there were challenges. All participating regional commissions noted the difficulties with the transition to the new UN Secretariat financial administration system “Umoja”,²² which took up a lot more time than was anticipated, and delayed initial activities in several regions. As a result, ESCWA used regular budget funds for one of the initial e-learning software missions, and ECE was unable to carry out some national level activities. The transition did not impact upon ESCAP as much as the other regions because ESCAP changed to carry out regional level activities instead. The three regional commissions did their best to mitigate any negative consequences and, it should be noted, carried out activities additional to those planned, including regional training kits, software, publications and presentation of technical papers.

3.3.2 How was the project managed in terms of timeliness?

As noted above, the transition to the new financial administration system created delays in implementation of project activities. As discussed, creative management on the part of the regional commissions served to mitigate these delays in some respects.²³

Other delays included the development, finalization and adoption of the framework and core set of gender statistics and indicators for the Asia-Pacific region, which took longer than initially expected, given the number of countries in the Asia-Pacific region and the diversity across these

²² Umoja is a complete re-working of the way the United Nations Secretariat manages its administration, in both business processes and Information Technology solutions, now used by approximately 50,000 UN Staff members across the globe. Umoja replaced numerous legacy systems, including 8 different instances of IMIS, custom-built software programmes used to manage procurement, accounting, payroll, and logistics not to mention countless standalone spreadsheets and paper-based administrative processes across the global Secretariat.

²³ Please note there is a maximum time allowed for DA projects, all 3 Regional Commissions suffered from the unexpected initiation of UMOJA that halted the process of implementation by around 6 months. This was later compensated by a project extension.

countries in terms of the gender issues they face as well as existing statistical capacity. Also, the time use data analysis initially began with four countries, but Mongolia dropped out because of personnel going on leave, and the Kyrgyz Republic had a mixed experience because the consultant didn't work out.

However, the Regional Commissions all worked to mitigate any negative consequences of any delays and sought to be as efficient as possible in the circumstances. For instance, the discussions to develop regional frameworks and national plans were largely carried out by correspondence and calls, utilizing the time very well until the project was actually allocated.

3.3.3 Did any particular administrative or operational bottlenecks affect efficient implementation?

In addition to administrative difficulties already mentioned, all regional commissions cited difficulties stemming from the unpredictable duration of the project's approval process, which made it difficult to schedule the first activities that depended on project funds. ESCWA managed this situation by carrying out most of the desk work in 2013 and scheduling the first workshop in March 2014 to initiate project activities due to late issuance of the required allotment. ECE also scheduled its workshop in March 2014, but capitalized on the similarly timed ECE Work Session on Gender Statistics, which enabled the presence of a broader range of experts at the ECE project workshop. It also facilitated the participation of countries with less developed statistical systems in the region-wide exchange of experience in gender statistics.

3.4 Sustainability

Sustainability: Likelihood that the benefits of the project will continue in the future.

3.4.1 To what extent can the positive outcomes resulting from the project be continued?

Stakeholders were confident that positive outcomes resulting from the project would be continued. For expected accomplishment 1, 15 out of 18 survey respondents indicated that they would continue to use the regional framework for gender statistics in their country. All respondents indicated they would use the regional framework either to develop or revise their national gender statistics framework, or to develop national SDG monitoring frameworks and to be used for CEDAW reporting. Regarding expected accomplishments 2 and 3, stakeholders stated that they would continue the production, use and dissemination of gender statistics through (1) national monitoring reports such as the SDGs and CEDAW; (2) continuing training on gender statistics and gender analysis for other national stakeholders; (3) continuing to produce and use gender statistics to implement national development strategies and national gender statistics strategies; (4) carrying out surveys on women's issues. The training workshops on production, use and dissemination of gender statistics were well received, with 84% of ESCAP participants indicating they would be able to apply knowledge gained from the Regional Consultation (November 2013) to positively impact the capacity of their country to produce, disseminate, and use statistics in accordance with internationally agreed standards.²⁴ Technical guides and toolkits were also well received, with ECE participants stating they would continue to

²⁴UNESCAP (2013), *Responses to Workshop Evaluation Form – Regional Consultative Workshop to Develop a Framework and Core Set of Gender Statistics and Indicators in Asia and the Pacific, 4-6 November, 2013, Bangkok, Thailand.*

use the publication, “Indicators of Gender Equality” and the toolkit “Using Gender Statistics: a toolkit for training data users”.

Stakeholders noted that the extent to which positive outcomes resulting from the project could be continued would depend upon political will, commitment, financing for gender equality, capacity of human resources, continuity in personnel trained in gender statistics, and availability of technical assistance.

3.4.2 To what extent are the project outputs replicable?

Stakeholders consider some of the project outputs to be replicable. For instance, 9 out of 17 survey respondents indicated that project outputs would likely be replicated in their country or region. In the ECE region, stakeholders noted that the “Using Gender Statistics – a Toolkit for training data users” will be translated into Romanian and used as a tool for training in Moldova. In the ESCWA region, training of trainers in gender statistics are planned, including in Morocco. In the ESCAP region, stakeholders are interested to integrate gender statistics training in university curricula; to consider engaging academia to carry out gender statistics training workshops; gender statistics will be presented to relevant policy makers to develop gender equality policies in Thailand; the regional framework will be used to develop SDG indicators in Bhutan; and project outputs will be replicable under the National Action Plan on Gender Statistics in Viet Nam. Several other project country national action plans also indicate continuation of activities, which replicate project activities.

Stakeholders also noted that the extent to which project outputs could be replicated would depend upon political will, commitment, financing for gender equality, capacity of human resources, continuity in personnel trained in gender statistics, and availability of technical assistance.

3.4.3 What are opportunities and challenges for continuation and replication of the project outputs?

There is currently an opportunity to capitalize on the momentum of the project to encourage continuation and replication of the project outputs. Also, with the nationalization of the Sustainable Development Goals agenda, and its emphasis on the collection and analysis of gender statistics, there will be opportunities to continue to use and replicate project outputs at national level, including the adaptation of the regional gender statistics frameworks for use in national SDG monitoring and CEDAW reporting, and the knowledge gained in the gender statistics training workshops. Moreover, having the three regional gender statistics frameworks already in place is an opportunity to use these regional concepts to move things forward at the national level.

Key challenges for continuation and replication of project outputs have already been stated above. Other challenges stakeholders noted include national ownership and national budgets; knowledge management and the documentation of knowledge and expertise gained through gender statistics workshops; whether key senior staff in national statistics offices and national machineries for gender equality remain the same, committed and technically competent; whether national level staff can apply knowledge gained to apply similar engendering processes and procedures to future surveys and other gender statistics collection methods; maintaining

and improving the dialogue between producers and users of gender statistics; and the availability of support from international agencies and donors.

The evaluation is not recommending continuation of the project for a second phase, given that this work is already integrated into the work programmes of the three regional commissions. Moreover, many countries are continuing work in gender statistics, and this can be supported through the statistics programmes of the regional commissions, for example with technical assistance (e.g. through establishment of a gender statistics expert roster or online gender statistics training programmes), or through the training arm of the statistics subprogrammes of the regional commissions (e.g. the Statistical Institute for Asia and the Pacific (SIAP) for ESCAP and its counterparts in other regions). Follow up would be good however to consolidate gains made in the project.

3.5 Gender Equality

3.5.1 To what extent was gender integrated into the design and implementation of the evaluation topic?

The **design** document had gender equality as a major focus of the project, namely it focused on improving the collection and use of gender statistics in countries in the three regions. Also, analysis of gender equality gaps and opportunities substantially informed the project. Risks to gender equality were identified in the project document and were appropriately managed throughout the project. For example, the regional commissions ensured that appropriately selected staff of national statistics offices and national machineries for gender equality attended the project workshops, and did not allow attendance of inappropriate staff if countries purported to send them.

However, the project design document did not elicit any sex-disaggregated data in its own results based management systems (e.g. results framework, monitoring and evaluation framework), which would have been helpful for gender mainstreaming in project implementation, monitoring and evaluation. For example, it would have been useful to include the sex of workshop participants to ensure that female government staff had equitable access to training in gender statistics. Anecdotally, participants at the final project workshop noted that most - if not all - national participants in the project were women, reflecting the national level perception that gender issues are women's issues. Also, it would have been useful to know the percentage of female participants of in-country trainings that significantly increased their knowledge and skills in the use, analysis, advocacy and communication of gender statistics, namely if the indicator IA 3.1 had been disaggregated by sex.

Other missed opportunities to mainstream gender included through the project **implementation** documents, such as workshop/meeting reports and annual reports. It would have been helpful to lead by example, presenting sex-disaggregated data and including gender analysis throughout all project documentation. Gender analysis of sex-disaggregated data can gather and analyse information on social roles based on gender, in order to understand and redress gender based inequities through development interventions. Gender analysis looks at the structure of power relations in society and the relative position of men and women. Such analysis can determine whether interventions are supporting and targeting improvements in gender equality and at a minimum ensure that they do no harm.

Moreover, the final **evaluation** terms of reference did not mainstream gender by requiring collection of sex-disaggregated data, nor did it include any key evaluation questions pertaining to gender equality. Therefore, the evaluation team included gender equality evaluation questions as drawn from the ESCAP Monitoring and Evaluation Manual. However, three gender experts were recruited to form the final evaluation team – a Gender Expert/Team Leader, a Gender Mainstreaming Expert and a Gender Statistics Expert, which was good practice and helped to ensure integration of gender into the final project evaluation.

3.5.2 To what extent does the evaluation topic regularly and meaningfully report on gender concerns in reporting documents?

As already noted, promoting gender equality is a principal objective of the project, therefore the project reported on gender concerns in annual reports and other reporting documents, such as meeting/workshop reports. The project regularly reported on gender concerns such as measuring time use and unpaid work, entrepreneurship, and violence against women.

However, gender was not regularly mainstreamed in reporting documents. For instance, there was no information in Annual Reports as to whether project activities benefited women and men equally. Nor was there any information in project documents indicating that specific efforts were made to ensure that women benefitted from capacity building efforts under the project, such as campaigning of the project for a more intensive participation of women and exploring ways to make women more participatory in workshops, thereby contributing to a better involvement of women in policy discussions.

3.5.3 To what extent is the sustainability of gender concerns assured?

A number of project countries have taken actions, which suggest that collection and dissemination of gender statistics are likely to be sustained in the long term in those countries. For instance, Egypt established a gender unit at its National Statistics Office with a Director and 11 national gender statisticians. Iraq has also established a gender statistics unit at its National Statistics Office. Egypt, Iraq, Jordan, Morocco and Yemen have set up gender statistics databases. Morocco is also funding a training of trainers workshop based on project activities, which it has adapted for the Moroccan context. In Moldova, the government is funding dissemination of gender statistics and the publication of gender reports on an ongoing basis. Almost all ESCWA countries produce women and men publications on a regular basis. Iraq allocates 5% of the NSO budget to the gender statistics programme. India has allocated funds to implement its National Action Plan to Improve Gender Statistics and for the development of sex-disaggregated statistics to monitor the Sustainable Development Goals at the national level. Viet Nam has also allocated funds to implement its National Action Plan to Improve Gender Statistics. Common to all of these project countries is the existence of gender focal points who are strongly committed to increasing the production, use, analysis and dissemination of gender statistics.

The survey illustrated that the regional frameworks and several project reports would continue to be used beyond the project at least in some of the countries responding to the survey²⁵, thereby contributing to the sustainability of gender concerns. For instance, the survey indicated that 15 out of 18 survey respondent countries would continue to use the recommended

²⁵ Bangladesh, Bhutan, Cambodia, Iraq, Israel, Moldova, Thailand, Timor Leste, Viet Nam.

framework of gender statistics and indicators in the future. Respondents indicated that the framework is especially helpful for monitoring the Sustainable Development Goals at the national level. Moreover, the survey showed that 12 out of 17 survey respondent countries would continue to use project reports after the project closes. Respondents specifically mentioned the ECE toolkit Indicators of Gender Equality, Intra Family Time Allocation and Work Life Balance – Lessons from Thailand, and various National Action Plans on Gender Statistics.

However, evaluation interviews emphasized that sustainability of gender statistics collection, analysis, use and dissemination at the national level would depend upon political will, commitment and financing for gender equality. Others pointed out that where political will exists, many countries have already established gender statistics focal points and/or teams, but expansion of programme activities depends on budget allocation.

4. Conclusions

Based on the evaluation findings the following conclusions may be drawn.

The project was **relevant** because the project objectives and outputs were well aligned with project countries' national development strategies – all expected accomplishments focused on assessing progress in achieving gender equality goals, including under national MDG and SDG implementation, and national development strategies encompassed gender equality or gender statistics goals. The project took into account and built upon on-going initiatives at international levels (MDGs, SDGs, global minimum set of gender indicators, EDGE), regional levels (respective sub-programmes of the regional commissions), and national levels (comprehensive review of national gender statistics, on-going initiatives at the national level in project countries) to improve the quality of gender statistics, and their dissemination. Moreover, project activities met the needs of the project countries to a large extent by focusing on increasing technical capacity of national statistical offices and national mechanisms for gender equality to mainstream a gender perspective in statistics, including in nationalization of the Sustainable Development Goals, which emphasize sex-disaggregated data collection and use. It prioritized countries with the least developed statistical systems and those who submitted expressions of interest.

Furthermore, the project was **effective** in many ways, with clear and realistic objectives that were mutually reinforcing due to their interdependent nature and connectivity. The project partially achieved all activities under the three expected accomplishments, except for some discrete activities, such as 2.3, which was discontinued by consensus of the three regions and the money redistributed. The regional frameworks were moderately used in the ESCAP and ESCWA regions (i.e. roughly half of that countries that have subscribed to the regional framework have improved gender statistics) to monitor progress in achieving gender equality goals. Based on the low response rate of the survey (only one ECE country), conclusions on the extent of use are not possible for the ECE region. There is evidence that the project was successful in its target countries, both at increasing the capacity of national statistics offices and other relevant national institutions to produce gender statistics and to use, analyse, disseminate, and communicate gender statistics. In order to increase the effectiveness of such activities in achieving the project objectives and goals in the future, the following could be considered: sensitisation of relevant government officials / policy-makers, in relation to both gender equality and statistics; advocating with government entities and decision-makers to support

the collection, analysis and dissemination of data on the indicators, including through budgetary allocations; Increasing financing for gender statistics, including through government budgets; strengthening the capacity of all relevant staff, including in relation to data collection, research, analysis and production of statistics in user-friendly formats; strengthening wider stakeholder engagement, coordination and cooperation, which would include relevant government entities (NSOs, national mechanisms for gender equality, line ministries, gender focal points etc.), civil society organisations, development partners (e.g. UN entities), the private sector, non-governmental organisations and, research institutions / academia; better dissemination and use of existing data at the national level, including through use of modern information and communication technologies; and government mandates that specifically reference and empower the national statistical offices and the national machineries for gender equality. However, project countries have made good use of skills learnt under the project, such as by delivering gender statistics training, developing National Action Plans on Gender Equality and on Gender Statistics, modifying gender equality methodology of surveys and censuses, by using gender statistics in the preparation of monitoring reports on gender related national development goals, such as the MDGs, and by the production and dissemination of a wide range of gender equality publications with improved quality of sex-disaggregated data, gender indicators and gender analysis that is presented in a more user friendly way.

Regarding **efficiency**, the project's use of financial resources was mixed. They were used efficiently for example by certain countries funding their own workshop travel, and by reallocating the funds for the inter regional expert group meeting which was deemed not so useful. However, in other respects there were challenges. All participating regional commissions noted the difficulties with the transition to the new UN Secretariat financial administration system "Umoja", which delayed initial activities in several regions, yet the Regional Commissions worked to mitigate any negative consequences. Human resources were well used in the ECE and ESCWA regions, but there were challenges in the ESCAP region. Whilst appropriate trainees attended the ESCAP workshops, it would have been good to have criteria for attendance at workshops (as was the case for ECE and ESCWA), and staff turnover was a challenge in the ESCAP region. Also, it would have been helpful to engage a wider group, including academics, for data analysis, delivering training, and technical support.

With respect to **sustainability**, stakeholders were confident that positive outcomes resulting from the project would be continued, including the regional frameworks; production, use, and dissemination of gender statistics in national monitoring reports; gender statistics training; carrying out surveys to collect gender statistics; and use of technical guides and toolkits. Stakeholders considered some project outputs to be replicable, including dissemination of technical publications in more languages, training of trainers, integration of gender statistics training in university curricula; and other outputs indicated in national gender statistics action plans. Opportunities for continuation and replication of project outputs include the nationalization of the Sustainable Development Goals agenda with its emphasis on the collection and analysis of gender statistics; and the adaptation of the regional gender statistics frameworks for use in national monitoring. Stakeholders noted that the extent to which positive outcomes resulting from the project could be continued as well as the extent to which project outputs could be replicated would depend upon political will, commitment, financing for gender equality, capacity of human resources, continuity in personnel trained in gender statistics, and availability of technical assistance. Other challenges included national ownership and national budgets; knowledge management and the documentation of knowledge and expertise gained

through gender statistics workshops; whether key senior staff in national statistics offices and national machineries for gender equality remain the same, committed and technically competent; whether national level staff can apply knowledge gained to apply similar engendering processes and procedures to future surveys and other gender statistics collection methods; maintaining and improving the dialogue between producers and users of gender statistics; and the availability of support from international agencies and donors. The evaluation is not recommending continuation of the project for a second phase, given that this work is already integrated into the work programmes of the three regional commissions. Moreover, many countries are continuing work in gender statistics, and this can be supported through the statistics programmes of the regional commissions, for example with technical assistance.

Gender equality was not well mainstreamed into the design and implementation of the project, despite having gender equality as a major thematic focus of the project, analysis of gender equality gaps and opportunities substantially informing the project, and risks to gender equality being identified and appropriately managed. The project design did not mainstream gender in its results based management systems, which would have been helpful for gender mainstreaming in subsequent implementation, monitoring and evaluation. As a result, annual reports, and workshop reports did not systematically include gender disaggregated data or gender analysis. Moreover, the final evaluation terms of reference did not mainstream gender by requiring collection of sex-disaggregated data, nor did it include any key evaluation questions pertaining to gender equality. Regarding sustainability of gender equality concerns, a number of project countries have taken actions, which suggest that collection and dissemination of gender statistics are likely to be sustained in the long term in those countries. For instance, Egypt, Iraq, Jordan and Yemen have established a gender unit at its National Statistics Office; Egypt, Iraq, Jordan, Morocco and Yemen have set up gender statistics databases; Moldova is funding dissemination of gender statistics and the publication of gender reports on an ongoing basis; almost all ESCWA countries produce women and men publications on a regular basis; Iraq allocates 5% of the NSO budget to the gender statistics programme; and India and Viet Nam have allocated funds to implement their National Action Plans to Improve Gender Statistics. Common to all of these project countries is the existence of gender focal points who are strongly committed to increasing the production, use, analysis and dissemination of gender statistics. The survey illustrated that the regional frameworks and several project reports would continue to be used beyond the project, thereby contributing to the sustainability of gender concerns. However, evaluation interviews emphasized that sustainability of gender statistics collection, analysis, use and dissemination at the national level would depend upon political will, commitment and financing for gender equality. Others pointed out that where political will exists, many countries have already established gender statistics focal points and/or teams, but expansion of programme activities depends on budget allocation.

5. Lessons learned

A. Importance of regional frameworks as a guide for national production and use of internationally comparable gender statistics

The project emphasized the importance of developing regional frameworks for a core set of gender statistics in the three regions participating in the project – Asia Pacific, Western Asia and Europe. Each region developed a regional framework in consultation with national statistics

offices and national machineries for gender equality from the respective regions. ESCWA developed and updated the Arab Gender Statistics Framework 2014, ECE developed its “Indicators of Gender Equality” 2015, and ESCAP developed the “Asia Pacific Regional Framework and Core Set of Gender Statistics and Indicators”. The regional frameworks helped countries in the respective regions to collect and use gender statistics to measure gender equality progress in key global result areas, such as the Millennium Development Goals, the Sustainable Development Goals, and the Beijing Platform for Action critical areas.

The regional frameworks were all based upon the global minimum set of gender indicators. The Inter-agency and Expert Group on Gender Statistics, through its Advisory Group on Global Gender Statistics and Indicators Database, including experts from national statistical systems and international agencies, had identified a minimum set of gender indicators composed of 52 quantitative indicators grouped into three tiers and 11 qualitative indicators covering norms and laws on gender equality. The United Nations Statistics Division adopted the minimum set of gender indicators in 2013. The project sought to harmonise gender statistics in line with the minimum set of gender indicators, which will improve the development and dissemination of internationally comparable gender statistics in different policy areas. The regional frameworks customized the global gender indicators to be most relevant for the respective regions. These regional frameworks served as a guide for national production and use of gender statistics, and were customized at the national level in many participating countries.

Regional frameworks for gender statistics are an important tool for the following reasons:

- Facilitating cross country comparisons within the region and at global level
- Addressing the specific needs and situations of countries in the region
- Monitoring and reporting for evidence based policymaking at the national, regional and international levels
- Development and dissemination of comparable gender statistics in different policy areas
- Development of methodologies and indicators for evaluating policies and practices
- Monitoring and reporting on trends to implement evidence based policies
- Publication of a periodic report including progress towards targets and the evaluation of the results achieved
- Strategy for further developing and collecting gender statistics
- Frameworks serve as an official source of transparent information on gender indicators, with metadata to meet the needs of data producers and users from national and international communities
- Frameworks and their metadata facilitate the use of a common language with regard to measurement of priority issues at the sub national, national, regional and international levels
- Frameworks incorporate regional priority issues, e.g. the Arab Gender Statistics Framework includes domains such as “Women in armed conflict”, “Women and the environment”, and “Women and the media”, which are not included in the global framework.

B. Building an evidence base for national policy making and to monitor gender equality results through gender statistics and indicators: Leave no one behind – the value of a human rights based approach to data disaggregation

The project supported national institutions to build an evidence base to monitor results through gender statistics and indicators. This is important for evidence based national policy making, and

for monitoring international rights based frameworks at the national level, such as the Sustainable Development Goals, the Beijing Platform For Action, and the Convention on the Elimination of all forms of Discrimination Against Women. Evidence based national policy making needs to be underpinned by disaggregated data that tells the story as to why policy should favour a particular course of action. A human rights based approach to data disaggregation is one that calls for disaggregation in accordance with grounds of discrimination prohibited by international human rights law – including sex and gender. Disaggregation by a variety of categories allows for measurement which reflects the multiple and intersecting forms of discrimination against women. Data disaggregated by sex and other categories illustrates who is being left behind – for example women and girls, women with disabilities, or rural women – so that policies can be adjusted accordingly to target programming to address these inequalities.

This is an important lesson: to make sure no one is left behind in future policy making, there is a need to develop indicators that enable measurement of progress among women and girls who experience multiple and intersecting forms of discrimination. Therefore, data needs to be disaggregated by sex, geography, income, disability, and other categories of discrimination, as well as combined, to capture intersecting inequalities. The project supported national institutions to increase the availability of gender statistics, with many countries now able to produce and/or analyse sex-disaggregated statistics in areas including entrepreneurship (e.g. Armenia, India, Moldova), time use (e.g. Morocco, Thailand) and violence against women (e.g. Egypt). Today we have better and more widely available data on gender equality, women’s rights and empowerment than when the project began several years ago. However, political will and commitment are required to ensure indicators and data on the most sensitive gender equality and women’s rights issues are developed, collected, analysed and made public, and that national agendas tackle the structural causes of gender inequality as well as multiple and intersecting forms of discrimination.

There has been a recurrent call for data disaggregation as part of the development of the Sustainable Development Goals. In August 2014 UN Secretary General Ban Ki moon asked an Independent Expert Advisory Group to make concrete recommendations on bringing about a data revolution in sustainable development. The 2015 report of the High Level Panel of Eminent Persons on the Post 2015 Development Agenda, “A New Global Partnership: Eradicate Poverty and Transform Economies through Sustainable Development” states that, ‘indicators should be disaggregated to ensure no one is left behind and targets should only be considered ‘achieved’ if they are met for all relevant income and social groups’. ‘Data must also enable us to reach the neediest, and find out whether they are receiving essential services. This means that data gathered will need to be disaggregated by sex, geography, income, disability, and other categories, to make sure that no group is being left behind’. In other words, disaggregated statistics will be key to support tailored and evidence-based policy formulation, as well as monitoring of the implementation of the international development agenda.

Moreover, General Recommendation 9 of the Committee on the Elimination of all forms of Discrimination Against Women on statistical data recommends data disaggregation by gender so that users can easily obtain information on the situation of women in particular sectors. The Committees that monitor the various United Nations Human Rights Treaties have repeatedly requested data disaggregation by gender, age and other grounds of discrimination in various Concluding Observations to Member States around the world.

Gender equality is a standalone sustainable development goal as well as a key driver for achieving the other SDGs. This means that the development, collection and analysis of high-quality gender statistics is a crucial aspect of the “gender data revolution” needed to ensure the adequate monitoring of the new development framework. All countries will need to put in place, track and report on gender-sensitive indicators that measure progress towards achieving gender equality, women’s empowerment and the human rights of women and girls in line with both new and existing international commitments on gender equality, including the Sustainable Development Goals, the Beijing Platform for Action and the Convention on the Elimination of all forms of Discrimination Against Women. Such monitoring is challenged by a lack of comparable, high quality data on gender equality globally. The project supported national institutions to collect and use gender statistics and indicators, which can in turn be used to monitor national level results in achieving various international standards. In fact, the regional frameworks were specifically designed around the Beijing Platform for Action critical areas of concern. Moreover, the project emphasised the international comparability of gender statistics by drawing on gender indicators from the minimum set of 52 standard gender indicators, adopted by the UN Statistical Commission in 2013. As such the project helped to ensure that the global minimum set of gender indicators is rolled out at the regional level in Asia Pacific, Western Asia and Europe; and at the country level in participating countries in those regions.

C. The importance of capacity building at inter-regional, regional and national levels

The project’s approach to capacity building was multipronged, with capacity building at inter-regional, regional and national levels.

The inter-regional capacity building was through an inter-regional good practices workshop that took place in Mexico in 2014 and brought together a small group of 7 participating countries from the three regions to share their lessons and good practices from their experience of integrating a gender perspective into statistics. There were also colleagues from Canada and Italy who shared their experiences of gender statistics in developed countries. The workshop produced a good practices publication so that the lessons could be easily shared and disseminated. The sharing of inter regional good practices was a good example of South South learning which provided a good basis to share experiences, receive inspiration about what has worked in other contexts with potentially similar challenges, and learn lessons which may be applied in one’s own country. It was also helpful to have a couple of examples from more developed jurisdictions, to see the sophistication one could aim for further down the road. Moreover, the final evaluation workshop brought together representatives from participating countries in the three regions for an interregional workshop to take stock of good practices and evaluate lessons learned emanating from the project. This provided another opportunity for a small group of participants to learn from each other’s experiences, and get inspired about good practices which may be applied elsewhere.

The project’s regional capacity building focused on developing a regional framework of gender indicators by adapting the international core set to be most relevant for each region. The value of this approach was to have a joint focus on producing an outcome document that was regionally relevant that would then be further adapted at the national level. This method illustrates the importance of having practical tools and tangible outcomes for capacity building workshops. There was something concrete, published and electronically available as a focus, namely the minimum core set of gender indicators. The workshop participants were able to

build their capacity by participating in group work exercises to learn by doing, by adapting the international core set to be relevant in their respective regions. Moreover, using internationally agreed indicators at the regional level serves to increase the international comparability of gender statistics across a core set of thematic areas.

For the national capacity building, the project developed several useful technical manuals and guidelines on gender statistics. These were piloted, consulted on, and tested with national statistics offices and national machineries for gender equality in the three regions. For example, the ECE developed a toolkit for training gender statistics users, “Using Gender Statistics: a toolkit for training data users” in 2015 and published it in several regional languages, Armenian, English, Romanian and Russian. The toolkit was subsequently adapted to the national context, for example in Moldova, and used country specific examples. It was then used in Moldova for training data users. The toolkit was considered a comprehensive and useful instrument for conducting national training in gender statistics. It enhanced the capacity of national statistics offices to disseminate and communicate gender statistics, and the capacity of users to understand and use gender statistics. This shows that the use of good quality knowledge products supported by training and operational relevance increases uptake by data producers and users. It also illustrates the value of conducting training sessions using purpose designed training resources and training of trainer modules on gender statistics.

This project has demonstrated how projects financed from the Development Account aim at achieving development impact through building the socio-economic capacity of developing countries through collaboration at the national, sub-regional, regional and inter-regional levels. The Development Account provides a mechanism for promoting the exchange and transfer of skills, knowledge and good practices among target countries within and between different geographic regions, and through the cooperation with a wide range of partners in the broader development assistance community. It provides a bridge between in-country capacity development actors, on the one hand, and United Nations Secretariat entities, on the other. The latter offer distinctive skills and competencies in a broad range of economic and social issues that are often only marginally dealt with by other development partners at country level. For target countries, the Development Account provides a vehicle to tap into the normative and analytical expertise of the United Nations Secretariat and receive on-going policy support in the economic and social area, particularly in areas where such expertise does not reside in the capacities of the United Nations country teams.

D. National financing for gender equality is needed to support the sustainable production and use of gender statistics

Many project countries noted that gender statistics are not being collected or used due to lack of funding or that national statistics offices or national mechanisms for gender equality lack resources to fulfill their mandate. The chronic underinvestment in gender equality must be turned around. This can only happen if national budgets are allocating necessary funds to gender equality across all sectors. This means national budgets must allocate funds to gender statistics programmes of the national statistics offices. It means that national budgets must allocate adequate funds for national mechanisms for gender equality to fulfill their mandates. And it means that national budgets must allocate a gender budget for gender equality policy making in programmes that tackle the structural causes and consequences of gender inequality in areas including unpaid care work, violence against women, health, education, economy and others. Countries’ own domestic resources, such as taxes, are one of the most important

sources of finance for achieving gender equality and must be responsive to women's needs and priorities.

Public spending should be monitored for its impact on achieving gender equality and women's rights. Budget transparency, tracking financial allocations, and monitoring how and where they are spent is key to increase accountability in financing for gender equality. Donors, the UN and other partners can play an important role in supporting these country-led efforts to integrate gender into public financial management systems to ensure that policies, plans and budgets are gender-responsive. The use of Overseas Development Assistance funds can support developing countries in mobilizing their own domestic revenue. Development Account projects might want to consider an approach that encourages countries to match aid resources that invest in improving gender statistics. Also, countries could consider monitoring the Global Partnership for Effective Development Cooperation gender equality indicator – “proportion of developing countries with systems to track and make public allocations for gender equality and women's empowerment”, developed by UN Women and the OECD. This is one of ten indicators developed to monitor progress in the implementation of the Busan Partnership for Effective Development Co-operation 2011. The indicator provides data on whether governments track allocations for gender equality and make this information public.

E. Gender equality projects should set a good example by mainstreaming gender at all levels

Strengthening the institutional capacity of national statistics offices and other relevant national institutions to collect, utilize, analyse, disseminate and communicate data and statistics for measuring progress in gender-related national development goals is key to raising awareness about the importance of gender equality. This requires mainstreaming gender equality at all levels. Despite having gender equality and women's empowerment as final aim, the project did not adequately mainstream gender in its design and implementation, nor did it introduce gender equality criteria, targets or objectives for its evaluation.

An important lesson is that projects which aim to strengthen gender equality should set an example for how institutions may mainstream gender in their own activities, demonstrating best practice. In order to do so, the following suggestions may be helpful.

- Ensure future design documents mainstream gender in their own results based management systems, including through inclusion of sex-disaggregated data in the results and resources framework and monitoring & evaluation framework, analysis of gender equality gaps and opportunities, and identification and management of risks to gender equality
- Mainstream gender in project implementation, such as through presentation of sex-disaggregated data and gender analysis in workshop, meeting and annual reports, and determining whether interventions are supporting or hindering improvements in gender equality
- Make sure that gender mainstreaming takes place systematically in project monitoring and evaluation. This could entail collection and utilisation of sex-disaggregated data in project monitoring to inform programming, and ensuring that mid term and final evaluation terms of reference mainstream gender by requiring collection of sex-disaggregated data, and include any key evaluation questions pertaining to gender equality.

- Recruit project designers and evaluators with gender expertise and/or gender experts to help to ensure integration of gender into key project documentation.

6. Best practices

A. Compilation and dissemination of gender statistics in a central location at country level

The E-Catalogue of Gender Statistics 2016 – developed by ESCWA as part of the project - illustrates good practice in dissemination of gender statistics by compiling this information in one central place on the internet where it is accessible to all. It promotes good practice in compiling and disseminating gender statistics at the country level in 22 Arab countries. The catalogue provides valuable information on the development stage of gender statistics at the country and regional levels, which can inform technical assistance. Country pages include information on the National Statistical Office, national gender focal points, information on national gender program, and related institutional and legal frameworks. It also provides a list of activities and outputs categorized as follows: (1) Publications (gender statistics publications, gender focused publications, handbooks, related reports on women); (2) Surveys; (3) Gender Databases and Websites; (4) Meetings; and (5) Advocacy.

B. Inter-regional exchange of good practices in integrating a gender perspective in statistics

The three regional commissions co-organized an Inter-regional workshop on Good Practices in Gender Statistics in Mexico in 2014. The objective of the workshop was to exchange good practices in integrating a gender perspective in statistics, with a special focus on the institutional environment and support for gender statistics and related organizational aspects. A good practice in statistics is defined as one that adheres to the Fundamental Principles of Official Statistics, involves users and producers, is cost effective, sustainable and where the practice, objectives, processes and outcomes are replicable and adaptable. Sharing good practices across a range of countries, regions and situations offered participants valuable opportunities for mutual learning and capacity building. The three regions involved displayed great diversity in terms of country-specific economic, social and cultural contexts, stage of development and experience in developing and implementing regional plans. Individual countries also adopted a range of different institutional arrangements to support work on gender in their national statistical systems. As a result, participants shared a wide range of experiences and learned of a variety of solutions to the many challenges that continue to confront countries in the development and use of gender statistics.

The outcome of the workshop was a publication bringing together all the papers on good practices in various regions: **“Making Data Count for All: Good Practices in Integrating Gender in National Statistical Systems”**. This publication presents a collection of good practices in integrating a gender perspective in statistics. Some of the good practices in gender statistics are outlined here:

Case study 1 Armenia: efforts to improve the status of women through changes in the **legal framework for gender equality** have created both a demand and a mandate for the collection and dissemination of gender statistics. The study summarises the main legal instruments

establishing the principles of gender equality between women and men and their role in the development of gender statistics through the introduction of new surveys to provide data on specific gender issues and the review and revision of existing surveys from a gender perspective.

Case study 2 China: coordination mechanisms for gender statistics are integrated within the national gender coordination mechanism for promoting the development of women and children and protecting their rights. The case study describes gender statistics outcomes resulting from the interaction between the gender coordination mechanism and technical support from the statistical system, concluding with an overview of continuing challenges and future plans.

Case study 3 State of Palestine: the Palestine Central Bureau of Statistics (PCBS) has been able to access administrative data on the participation of women in elected positions and paid employment in local government to provide gender statistics for continuous monitoring of this important aspect of women's economic rights. The study highlights the institutional factors contributing to the success of the collaboration between PCBS and the Ministry of Local Government, outlines some remaining challenges and the strategies being employed to address them.

Case study 4 Maldives: motivated by a desire to improve the quality of data on women's contribution to the economy, a gender perspective was integrated through all stages of implementation of the **Population Census** of 2006. The case study describes the engendering process and its impact on the measures of female labour force participation enumerated in the census, emphasizing the role of international financial and technical support and the opportunity to learn from the experience of Nepal.

Case study 5 Moldova: describes government efforts to establish a **harmonised set of gender indicators** to monitor and report on the promotion of gender equality. The case study explains how the harmonised set of indicators was developed and how they have been used and further developed on the basis of feedback from users.

Case study 6 Morocco: shares Moroccan experience in **bridging data gaps on violence against women and time use** and describes how a gender perspective was integrated into data collection, dissemination and analysis for these major gender issues. The study describes the implementation of the violence against women and time use surveys, some methodological challenges and the solutions adopted. It concludes with a summary of lessons learned and future plans.

Case study 7 Georgia: following the discovery that many potential users of gender statistics were not aware that they were available or found accessing them too difficult, Georgia embarked on a new approach to the **dissemination of gender statistics**. This involved identifying the particular requirements for effective dissemination in the Georgian context and developing an appropriate strategy that revolved around improving communications between users and producers of gender statistics and better coordination within the statistical system. Despite the overall success of the strategy, several challenges remain including sustainability.

Case study 8 Moldova: also focuses on the development of effective **dissemination strategies for gender statistics** through improved communications with users. In addition to establishing user needs and levels of satisfaction with existing services, strategies have been developed to build users' capacity to use gender statistics appropriately and more effectively. Conventional gender statistics products are now being supplemented by new approaches to reach different groups of users and promote statistical literacy. The study concludes with an assessment of factors contributing to the success of the dissemination strategies.

This resource material is available for reference and use by national, regional and international stakeholders to provide assistance and inspiration for national statistical systems in integrating a gender perspective in statistics.

C. Collection of micro-data on gender sensitive topics

The project emphasized collection of micro data on gender sensitive topics, such as entrepreneurship (e.g. Armenia, Moldova), time use (e.g. Morocco, Thailand), and violence against women (e.g. Egypt, Morocco).

(i) Women's equal access to business leadership and entrepreneurship is essential for women's economic empowerment

It is generally acknowledged that a gender gap in entrepreneurship exists: women are less likely than men to start a business, and the enterprises owned by women are on average smaller and concentrated in a lower number of sectors than those owned by men²⁶. Women entrepreneurs often face gender based barriers to starting and growing their businesses, such as discriminatory property, matrimonial and inheritance laws and/or cultural practices; lack of access to formal finance mechanisms; limited mobility and access to information and networks; and an unequal share of family and household responsibilities and lack of maternity protection²⁷. The size of this gender gap and its different dimensions are however very difficult to quantify with official statistics: this lack of international data represents one of the main challenges when considering how to boost women's entrepreneurship²⁸. Moreover, a large percentage of women entrepreneurs operate micro and small businesses in the informal economy, making data gathering even more challenging. In the developing world, women workers make up around 60 per cent of non-agricultural employment in the informal economy – including up to 90 per cent of street vendors and up to 80 per cent of home-based workers²⁹.

Various bodies have recognised the importance of women's entrepreneurship. Many international commitments support women's economic empowerment, including the Beijing Platform for Action, the Convention on the Elimination of All Forms of Discrimination against Women and several International Labour Organization conventions on gender equality. The Office of the High Commissioner for Human Rights has stated that women's equal access to business leadership and entrepreneurship is essential both for women's economic empowerment and for their ability to affect economic policy³⁰. UN Women has emphasised that encouraging women's entrepreneurship is one of the most impactful steps that can be taken in addressing gender disparities. Empowering young women to become not only wage-earners but also job-creators is imperative for achieving the 2030 Agenda and for eradicating poverty. Supporting women not only as employees of new enterprises, but also as entrepreneurs and employers themselves, will generate new jobs for both young women and men, as well as new ideas for growth³¹.

²⁶ Piacentini, M. (2013), *Entrepreneurship Statistics By Gender: A Review of Existing Sources and Options for Data Development*, OECD.

²⁷ ILO (2008), *ILO Strategy on Promoting Women's Entrepreneurship Development*.

²⁸ Piacentini, M. (2013), *Entrepreneurship Statistics By Gender: A Review of Existing Sources and Options for Data Development*, OECD.

²⁹ ILO (2008), *ILO Strategy on Promoting Women's Entrepreneurship Development*.

³⁰ OHCHR (2014), *Women, Business and Human Rights*.

³¹ UN Women (2016), *Establishment of this global coalition of young women's entrepreneurship is a LEAP in the right direction*.

The project supported several activities for women's entrepreneurship statistics, including two national workshops in Armenia and in Moldova on collection and use of entrepreneurship statistics for gender equality. These workshops aimed to strengthen and support evidence-based monitoring and evaluation of the national programmes on ensuring gender equality and on promoting gender equality in economic spheres. Participants included national statistical offices, other government agencies, business associations, civil society organizations and academia. The workshop participants recognized the potential for better use of administrative sources for entrepreneurship statistics and urged statistical offices and other government agencies to work together to improve access to and use of the administrative sources. Also, the workshops explored the possibility of testing a survey module developed under the Evidence and Data for Gender Equality Initiative (EDGE), which seeks to pilot methodologies to integrate a gender dimension in entrepreneurship data.

The development of timely and internationally comparable statistics on women in entrepreneurship is essential to answer a wide range of policy questions. First, the statistics will allow monitoring trends in the contribution of women to the creation of new businesses, beyond what is currently possible using data on self-employment. Solid numbers proving the potential of women's entrepreneurship for job creation are important to keep the policy momentum high. Second, the data can help understand how the characteristics of women and men entrepreneurs, such as their human capital and management experience, affect the returns from entrepreneurship and thus the relationship between entrepreneurial investments and women's economic empowerment. Third, the statistics can provide insights on policy levers of entrepreneurship and on specific policy instruments that can help women start and develop their businesses³². Women's entrepreneurs can spur global growth and create jobs. Money in the hands of women fosters development through women's higher spending on the family on the health and education of children, contributing to the breaking of inter-generational poverty. It also enables women to be independent and take more active leadership in their communities.

(ii) Time use surveys recognize and value unpaid care and domestic work and can underpin policies to promote equal access of women to economic rights and to shared responsibility within the household and the family

Time use reflects how gender roles attributed to women and men, girls and boys shape the division of labour within a household. Social norms define certain activities as more feminine or masculine than others. Time use analyses have been increasingly related to unpaid care and gender inequality.

In recent years, important normative advances have been made in recognizing the contribution of unpaid work, including unpaid care work, to human well-being and economic prosperity and the need for its redistribution between women and men, as well as between households and the State. Various international fora and instruments have urged States to assess the value of unremunerated work and the need for its redistribution between women and men. The Committee on the Elimination all forms of Discrimination against Women and the Beijing Platform for Action urged States to measure the cost of unpaid work and highlighted the importance of tackling unequal distribution of unpaid work between men and women.

³² Piacentini, M. (2013), *Entrepreneurship Statistics By Gender: A Review of Existing Sources and Options for Data Development*, OECD.

Moreover, the Sustainable Development Goal on gender equality includes a target to recognise and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate. The Commission on the Status of Women has recognised that the costs of unequal sharing of responsibilities include weaker labour market attachment for women, weaker access to social security benefits, and less time for education/training, leisure and self-care and political activities. In addition, the Commission has underscored the need to value, reduce and redistribute unpaid care work by prioritizing social protection policies, including accessible and affordable social services and care services; the need for the development of infrastructure, including time- and energy-saving technologies; employment policies, including family-friendly policies; and for the promotion of the equal sharing of responsibilities and chores between men and women. Furthermore, under the auspices of the International Labour Organization, the nineteenth International Conference of Labour Statisticians adopted a resolution concerning statistics of work, employment and labour underutilization, which redefines “work activities” to include all forms of work, including the unpaid domestic and care work performed by women and girls in households. The above international fora and instruments, together with efforts at the international level to revise the classification of activities for time use statistics by the United Nations Statistics Division, have given further impetus to data collection in this area.

However, many countries are still not producing regular statistics that are of critical importance for gender equality such as time use, the distribution of money or the division of labour within households. Also, the Independent Expert Advisory Group on a Data Revolution for Sustainable Development has emphasized that much more data are needed on the economic roles of women of all ages as caregivers to children, older persons and the disabled in the household and in the labour force. Even in countries where snapshot data exist, there are often no trend data that enable monitoring of changes over time. Having comparable time use data is necessary to track how time spent on unpaid work by women and men across income groups, location and other axes of inequality changes in response to specific policies (e.g. improved infrastructure or accessible health-care services) and broader developments (e.g. an economic or ecological crisis).

The project supported a number of countries such as Thailand and Morocco³³ to analyse time use data, including its monetary value. The project did so through technical support provided by the American University and the regional commissions, ESCAP and ESCWA. However, it is too early to tell whether the analysis of time use data will be translated and transferred into socially transformative policy making on gender equality. Whilst more women in their prime working age are now in the workforce, responsibility for unpaid care work continues to constrain women’s access to decent work, and the division of unpaid domestic and care work between women and men remains highly unequal. This work must be recognized as valuable, and made visible by measuring it properly through time use surveys.

Together with a more equal valuing of unpaid and paid work by society, more equal sharing of unpaid domestic work and care between women and men (and girls and boys) is an essential

³³ Initially, the Kyrgyz Republic and Mongolia were also involved. However, the work in those countries was discontinued for various reasons explained elsewhere.

pre-requisite for gender equality. Time use gender statistics can provide the foundation for policy measures such as the introduction of subsidised child care, work-based child care, public provision of aged and disability care, and support programmes for family carers to reduce the load of unpaid care borne by women. It also requires the introduction of measures – such as paid parental leave for men, flexi time in the work place and work-based child care - that make it possible and socially acceptable for men to assume more and for women to accept less responsibility for unpaid domestic and care work.

(iii) Violence against women surveys with internationally agreed indicators allow for global comparability and the monitoring of trends over time

Violence against women impairs the enjoyment by women of their human rights and fundamental freedoms. In all societies, to a greater or lesser degree, women and girls are subjected to physical, sexual, and psychological abuse that cuts across lines of income, class and culture.³⁴

A call to end all forms of violence against women was made in the Declaration on the Elimination of Violence against Women and in the Beijing Declaration and Platform for Action in 1993 and 1995 respectively. Both instruments recognize that efforts to end violence against women must be accompanied by reliable statistics on such violence. Moreover, General Recommendation 12 of the Committee on the Elimination of all forms of Violence Against Women recommends that States Parties collect statistical data on the incidence of violence against women. The Sustainable Development Goal on gender equality includes a target on violence against women, which requires collection and use of violence against women statistics - Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.

The collection and dissemination of data on the prevalence and incidence of various forms of violence against women, as well as the causes and consequences of such violence, is the starting point for developing effective mechanisms at the policy level for eradicating this phenomenon. Accurate and comprehensive data serve to increase societal awareness of violence against women and call attention to the accountability of States to act against such violence. Detailed data are required to gauge the magnitude and dimensions of the problem, to establish baselines, identify vulnerable groups, to focus intervention and prevention efforts where they are needed most, to monitor change over time, and to address the harm to survivors of violence.

The project carried out a number of activities on violence against women. It held workshops on the importance of conducting violence against women surveys, and training participants on the elements of quality surveys. Morocco shared its good practices in relation to carrying out its national violence against women survey at the Good Practices Workshop in Mexico. Egypt was guided by ESCWA to conduct its first national violence against women survey, which included analysis of the economic and other costs of violence to society. Some lessons from the project activities follow.

³⁴ United Nations, Department of Economic and Social Affairs, Statistics Division (2014), *Guidelines for Producing Statistics on Violence Against Women*.

- **Need for surveys on violence against women:** If conducted properly, with due consideration for quality and ethics, population based surveys are the best source of data for estimating the prevalence of violence against women. Surveys can reach nearly all women, regardless of whether or not they have reported violence to the police or sought help from health or social service agencies. Whilst information and statistics on violence against women are potentially available from a variety of sources of administrative data, such as health and medical services, agencies of the criminal and civil justice systems, social services, and others, it is widely accepted that administrative data cannot provide an estimate of the prevalence of violence against women taking place within a population. Acts of violence against women are often underreported, especially when the perpetrator is an intimate partner. However, administrative data can be useful in providing an indication of both the societal response to reported cases of violence against women and services available for survivors.
- **Internationally agreed indicators about the scope and prevalence of violence against women are essential, as they allow for global comparability and the monitoring of trends over time:** Survey results are often not comparable across settings or over time because the methodologies used differ with respect to concepts and definitions of violence, timeframe and population groups. The collection, use and reporting of data in accordance with the nine violence against women indicators endorsed by the Statistical Commission assists with international comparisons and monitoring over time.
- **Dedicated surveys on violence against women—with specialized training of interviewers—are the preferred approach for acquiring detailed and reliable data on women’s experiences of violence.** Since they focus specifically on issues relating to violence against women, such surveys have the advantage of being able to elicit from respondents detailed information regarding the circumstances and consequences of the violence they experienced and their use of health, legal and other services, as well as descriptive information regarding the perpetrators. They are also excellent at providing detailed information on the prevalence and experience of different types of violence, including economic and psychological violence, which are often missed otherwise.
- **Given the sensitivity of the topic, ethical considerations are of utmost importance when implementing a survey on violence against women.** In addition to ensuring that all the fundamental principles for conducting statistical sample surveys are applied, care must be taken when conducting such surveys, to consider how each aspect of the survey design and implementation will affect the safety and well-being of the respondents and, indeed, of the interviewers. Important considerations include ensuring the safety of respondents and interviewers, protecting the confidentiality and anonymity of the data during collection and processing, minimizing and responding to emotional distress, providing information on sources of support and ensuring the ethical conduct of statisticians.
- **Measuring the scale of the economic impact of violence against women reinforces that it is everyone’s problem:** The violence against women survey carried out in Egypt measured the cost of violence against women to the Egyptian economy, perhaps the first to do so in the region. These costings can be used to frame policy arguments and give perspective on the issue. For example, if the national action plan on elimination of violence against women resulted in reduction of violence of 10%, \$X billion in costs to survivors, their families and friends, perpetrators, employers, governments and the community could be avoided. The business case for policies to end violence against women can present strong motives to policy makers.

- **Survey results can be widely disseminated and used for awareness raising and policy advocacy:** Morocco's violence against women survey has had a major impact on perceptions of the prevalence and social and economic costs of violence against women in Morocco. The results have been widely disseminated and have generated major debates within the media and among stakeholders. Women's NGOs are using the results to raise awareness and support advocacy for improved policy responses.
- **Role of NSOs, national mechanisms for gender equality and broader stakeholders:** In some countries, NSOs are responsible for conducting surveys on violence against women, while in others efforts have involved other government ministries, universities and civil society organisations. The involvement of various organisations and stakeholders reflects the recognition across a wide range of sectors of the need for reliable data in order to raise awareness of violence against women and to develop policies and programmes to eliminate it.
- **Government commitment to gender equality, preferably at the highest policy levels, is essential:** In Morocco strong national commitment to gender equality at the highest levels of government was complemented by a willingness to convert survey results into practical actions for achieving effective gender equality.

7. Recommendations

Based upon the evaluation findings, conclusions, best practices and lessons learned, the following recommendations are made.

1. Improve the use of the regional frameworks to guide national production and use of internationally comparable gender statistics, including through development of national action plans for gender statistics, and through use of the frameworks to guide the work of NSOs and national mechanisms for gender equality in monitoring progress in achieving gender equality goals (e.g. Sustainable Development Goals, CEDAW).
2. Advocate for national financing for gender equality to support the sustainable production and use of gender statistics, including through allocation of a fixed budget for gender statistics programmes at national statistics offices, and through advocating for budget increases to expand the national gender statistics programme activities.
3. Scale up efforts to compile and disseminate gender statistics in a central website at regional level.
4. Widely disseminate the inter-regional exchange of good practices in integrating a gender perspective in statistics, including through publication on international, regional and national level statistics websites, and as a desk reference manual to provide assistance and inspiration for national statistical systems in integrating a gender perspective in statistics.
5. Leave No One Behind: guide Member States to employ a human rights based approach to data disaggregation, i.e. one that calls for disaggregation in accordance with grounds of discrimination prohibited by international human rights law – including gender, age, geographic location, income, and other characteristics relevant in the national context. Member States could be guided by OHCHR (2012), *Human Rights Indicators: A Guide to Measurement and Implementation*.
6. Seek to engage a wider range of stakeholders - including academics, research institutions,

gender focal points, line ministries, national human rights commissions, and civil society organisations – for data analysis, delivering training, and technical support.

7. Ensure future design documents mainstream gender in their own results based management systems and that gender mainstreaming takes place systematically in project implementation, monitoring and evaluation. Consider using checklists to help with implementation.
8. When designing Development Account projects of two to three years, try to allow for realistic timelines by not being over-ambitious in planned activities, noting that many projects end up requesting short extensions of time. Allow for the unpredictable nature of the initial project approval process by trying not to schedule too much in first six months of implementation.

8. Annexes

A. Management Response

To be inserted

B. Terms of Reference

PURPOSE

The United Nations Economic and Social Commission for Asia and the Pacific (ESCAP), together with the Economic Commission of Europe (ECE) and the Economic and Social Commission of Western Asia (ESCWA) are implementing a project under the United Nations Development Account entitled "Interregional Cooperation to Strengthen National Capacities to Measure Progress in Achieving Gender Equality and Women's Empowerment" from 2013-2015. The project's purpose is to enhance capacity of relevant national institutions in selected countries for improving data and statistics to promote gender equality and women's empowerment.

The expected accomplishments are as follows:

- A. National statistical offices and other relevant national institutions are guided by a coherent framework of gender statistics for monitoring and assessing progress in achieving gender equality and women's empowerment goals
- B. Strengthening the institutional capacity of national statistical offices to produce data and improved statistical estimates that address the current gaps and weaknesses in data systems for assessing progress in achieving gender-related development goals; and,
- C. Strengthening the institutional capacity of national statistical offices and other relevant national institutions to utilize, analyse, disseminate and communicate existing data and statistics for measuring progress in gender-related national development goals, including the MDGs.

The project will close on 30 June 2016, following an inter-regional/closing workshop which is tentatively scheduled in Bangkok, 6-7 June 2016.

In this context, ESCAP is seeking to hire an evaluation consultant to conduct an independent, professional end-of-project evaluative review (henceforth referred to as simply "evaluation"). The evaluation will assess the relevance, effectiveness, efficiency and sustainability of the project results, and to formulate recommendations for follow-up actions and the design and implementation of future projects.

OBJECTIVE

Under the supervision of the Chief of the Population and Social Statistics Section of ESCAP Statistics Division and in close coordination with the project officer, and guided by the reference group, the consultant will be required to produce an evaluation report and present its main findings and recommendations. The report should include, but not be limited to, the following:

- i. Assessment of the relevance, effectiveness, efficiency and sustainability of the project results according to the expected accomplishments and project's objective. The evaluation scope and criteria are provided in Annex I
- ii. Recommendations relating to the evaluation's findings, for improving the design and implementation of future projects, in particular those funded by the Development Account; and,
- iii. Recommendations relating to the evaluation's findings, on desired follow-up activities to be undertaken by countries, ESCAP and its partners.

The consultant will work closely with and seek technical inputs from technical expert(s) to be recruited by ESCAP for this evaluation report.

The evaluation's findings and recommendations will be used to develop an ESCAP Management Response.

The consultant is requested to take into account gender concerns and make recommendations for improved integration of gender perspectives into statistics and better use of gender statistics to inform policy making to advance gender equality and women's empowerment. The consultant should also refer to relevant United Nations Evaluation Group (UNEG) guidance documents and the ESCAP M&E System and Evaluation Guidelines, throughout the assignment.

C. List of Documents Reviewed

- Project design document
- Annual report 2015
- Annual report 2014
- Annual report 2013
- Report of Regional Consultative Workshop to develop a Framework and Core Set of Gender Statistics and Indicators in Asia and the Pacific, United Nations Conference Centre, Bangkok, 4-6 November 2013
- Materials for a Workshop on Time-use Data Analysis from 11-15 October 2014 (workshop report, agenda, concept note, presentations, background material)
- Materials of the UNECE workshop on indicators of gender equality (Geneva, 17-18 March 2014) (workshop report, agenda, concept note, presentations, background material)

- UNECE (2015). Indicators of gender equality.
- Materials for a Workshop on Developing Gender Statistics in the Arab Countries, held in Istanbul during the period from 1 to 3 April 2014 (workshop report, agenda, concept note, presentations, background material)
- Materials for a regional workshop on Integrating a Gender Statistics in the Production of Statistics (Amman 1-4 December 2014) (workshop report, agenda, concept note, presentations, background material)
- The e-handbook for the 2014 Arab Gender Statistics Framework
- Materials of the UNECE Workshop on Developing Entrepreneurship Statistics by Gender in Armenia (Yerevan, 16-17 December 2014) (workshop report, agenda, concept note, presentations, background material)
- Report of the South-East Asia Workshop on Advancing Accountability and Strengthening Statistics for Gender Equality and Women’s Empowerment, United Nations Conference Centre, Bangkok, 9-11 September 2015
- Report of the South and South-West Asia Workshop on Advancing Accountability and Strengthening Statistics for Gender Equality and Women’s Empowerment, United Nations Conference Centre, Bangkok, 7 – 9 October 2015
- Materials of the UNECE Workshop on Gender Statistics Dissemination and Training (Chisinau, 3-4 November 2015) (workshop report, agenda, concept note, presentations, background material)
- UNECE toolkit for training users of gender statistics
- Evaluation forms of various project workshops
- Various country national action plans
- Papers on country good practices, November 2014 inter-regional workshop.

D. List of Interviewees

The lead evaluator had the opportunity to interview 13 females and four males.

Asia Pacific

- Ms. Nguyen Thi Thanh Tam, Viet Nam
- Ms. Nguyen Thi Viet Nga, Viet Nam
- Ms. Tassanee Sushevagul, Thailand
- Ms. Supaporn Arunraksombat, Thailand
- Ms. R. Savithri, India
- Mr. Yanhong Zhang, Statistician, United Nations Economic and Social Commission for Asia and the Pacific
- Mr. Sean Lovell, Associate Statistician, United Nations Economic and Social Commission for Asia and the Pacific
- Mr. Edgar Dante, Evaluation Officer, United Nations Economic and Social Commission for Asia and the Pacific
- Ms. Lorraine Corner, Independent Consultant, Australia

Western Asia

- Ms. Wafaa Maged, Egypt
- Ms. Bouchra Bouziani, Morocco

- Ms. Neda Jafar, Head of Statistical Policy Coordination Unit, United Nations Economic and Social Commission for Western Asia

Europe

- Ms. Lolakhon Baimatova, Kyrgyz Republic
- Ms. Verena Matraeva, Kyrgyz Republic
- Ms. Siranush Zeynalyan, Armenia
- Ms. Ala Negruta, Moldova
- Mr. Andres Vikat, Chief of the Social and Demographic Statistics Section, United Nations Economic Commission for Europe.

E. Survey Questionnaire

The survey received 18 responses. Of those who identified their gender, 13 were female and 3 were male.

Name

Female/male

Country

Organisation

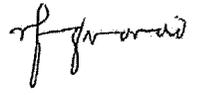
Job title

Brief description of involvement in project

1. Has your country adopted the recommended framework of gender statistics and indicators? Yes or No
2. Has your country used the recommended framework to improve its gender statistics? Yes or No
3. If yes, how? (Please check any that are applicable)
 - a. Sex disaggregated data collection
 - b. Analysis of gender equality data
 - c. Using gender equality data to make or change policy
 - d. Monitoring progress in achieving gender equality or women's empowerment goals
4. Will your country continue to use the recommended framework of gender statistics and indicators in the future? Yes or no
 - a. Why or why not?
5. Have you increased your ability to collect and use gender equality data in gender related areas? Yes or No
6. If yes, how? (please check any that are applicable)
 - a. Sex disaggregated data collection
 - b. Analysis of gender equality data
 - c. Using gender equality data to make or change policy
 - d. Monitoring progress in achieving gender equality or women's empowerment goals
7. Does your country prepare monitoring reports on gender related national development goals, such as the MDGs or SDGs? Yes or No
 - a. If yes, does your country use gender equality data? Yes or No
 - b. If yes, what kind of gender equality data do you use?
 - c. Please provide a weblink to your country's monitoring reports if available.

8. Did you participate in gender statistics training as part of the project? Yes or No
 - a. If yes, indicate whether your knowledge and skills have been improved in the use, analysis, advocacy and communication of gender statistics in the following scale, 1 being the least and 10 being the most:
 - i. 1-3
 - ii. 4-6
 - iii. 7-10
9. Has your country prepared and disseminated analytical reports on gender issues based on existing data sources, such as censuses of population and housing, labour force surveys, or vital statistics data? Yes or No
 - a. If yes, please write the name of the report, its date, and a weblink if available.
10. Will any project activities continue in your country or region after June 2016? Yes or No
 - a. If yes, please list which ones and explain how they will continue
11. Will any project reports continue to be used in your country or region after June 2016? Yes or No
 - a. If yes, please write the name of the report and its date.
12. Are any project outputs likely to be replicated in your country or region after June 2016? Yes or No
 - a. If yes, please indicate which project outputs, and describe how and where this may happen.
 - b. If no, please describe any challenges for replicating or continuing project outputs in your country or region.
13. Does your organization analyse policies with a gender lens? Yes or No
 - a. If yes, please give some examples
14. What could have been done to improve the project in your country or region?
15. Has your country made use of or applied skills, knowledge or techniques learnt under the project? Yes or No
 - a. If yes, please give some examples.

Management Response and follow-up Action Plan

Title of Evaluation	Interregional Cooperation to Strengthen National Capacities to Measure Progress in Achieving Gender Equality and Women's Empowerment	
	Signature	Date
Ms. Shamshad Akhtar Executive Secretary, ESCAP		19 APR 2017
Mr. Adnan Aliani Director, Strategy and Programme Management Division		04/04/17
Ms. Margarita Guerrero, Director, Statistics Division		27 March 2017
General Remarks by Management		
<p>ESCAP management welcomes the overall positive assessment of the relevance, effectiveness and sustainability of the project based on the analysis of both quantitative and qualitative data, and with inputs from technical experts on gender mainstreaming and statistics.</p> <p>The management notes with satisfaction the evaluation's drawing of lessons learned from the project implementation, in particular the importance of developing regional frameworks to guide national production and use of internationally comparable gender-responsive statistics as well as building an evidence base for national policy making through gender statistics and indicators, which was a key focus of the project.</p> <p>The management concurs with the recommendations contained in the evaluation report. The management appreciates the evaluation's analysis and conclusion of the challenges in implementing the project activities posed by the transition to the UN secretariat-wide financial administrative system UMOJA, as well as the efforts the implementing partners made to mitigate any negative consequences.</p>		

Title of Evaluation	Interregional Cooperation to Strengthen National Capacities to Measure Progress in Achieving Gender Equality and Women's Empowerment	
Report Recommendation	Management Response	Follow-up Action
<p>Recommendation 1: Improve the use of the regional frameworks to guide national production and use of internationally comparable gender statistics, including through development of national action plans for gender statistics, and through use of the frameworks to guide the work of NSOs and national mechanisms for gender equality in monitoring progress in achieving gender equality goals (e.g. Sustainable Development Goals, CEDAW).</p>	<p>The management agrees with this recommendation. ESCAP will use the regional core set of gender indicators to integrate a gender perspective in major regional statistical capacity building initiatives through 1) training of programme staff on the UNSD handbook "Integrating a gender perspective into statistics", and 2) key issues on gender equality will have been identified and incorporated in implementation of regional statistical building initiatives, including budgetary support to gender statistics (see Management Response to Recommendation 2) .</p>	<p>The regional core set of gender indicators is used to guide the review and integration of a gender perspective in the following:</p> <ul style="list-style-type: none"> • SIAP Training programmes • Regional Programme on Economic Statistics <p>Implementation Plan of the Regional Strategy on Population and Social Statistics</p>
<p>Recommendation 2: Advocate for national financing for gender equality to support the sustainable production and use of gender statistics, including through allocation of a fixed budget for gender statistics programmes at national statistics offices, and through advocating for budget increases to expand the national gender statistics</p>	<p>The management agrees in principle with the recommendation to advocate for adequate financing for gender-responsive statistics.</p>	<p>ESCAP will advocate for budgetary support to gender-relevant statistics through the Regional Programme on Economic Statistics, the Implementation Plan of the Regional Strategy on Population and Social Statistics and SDGs-related capacity development initiatives on gender statistics and data disaggregation.</p>

programme activities.		
Recommendation 3: Scale up efforts to compile and disseminate gender statistics in a central website at regional level.	The management agrees with this recommendation.	ESCAP will: 1) review the regional development indicator database in view of regional core set of gender indicators as well as gender-related global SDG indicators; 2) expand gender-relevant indicators as a result of #1; 3) explore options for integrating existing regional development indicator database with other regional databases on development indicators, in particular those on disability and civil registration and vital statistics for increased opportunities of gender-relevant analysis.
Recommendation 4: Widely disseminate the inter-regional exchange of good practices in integrating a gender perspective in statistics, including through publication on international, regional and national level statistics websites, and as a desk reference manual to provide assistance and inspiration for national statistical systems in integrating a gender perspective in statistics.	The management agrees with this recommendation.	ESCAP finalized and disseminated an online publication entitled “Making data count for all: good practices in integrating gender in national statistics system (http://www.unescap.org/resources/making-data-count-all-good-practices-integrating-gender-national-statistical-systems).
Recommendation 5: Leave No One Behind: guide Member States to employ a human rights based approach to data disaggregation, i.e. one that calls for disaggregation in accordance with grounds of discrimination prohibited by international human rights law – including sex, age, geographic location, income, and other characteristics	The management agrees with this recommendation and wishes to point out that tackling this issue requires first and foremost the support by the political leadership and high-level decision-makers. Thus support to national statistical offices in their effective strategic engagement with key policy counterparts to identify priority women and girls groups and their issues for intervention will be a key	ESCAP will develop a toolkit to support national statistical offices in their strategic engagement with key policy counterparts to identify and agree on population groups (including women and girls) and their issues for target intervention and corresponding statistical production and dissemination plans, including the OHCHR (2012) Human Rights Indicators: A Guide to Measurement and Implementation.

<p>relevant in the national context. Member States could be guided by OHCHR (2012), Human Rights Indicators: A Guide to Measurement and Implementation.</p>	<p>activity in ESCAP's regional statistical capacity strengthening initiatives to improve gender-responsive statistics.</p>	
<p>Recommendation 6: Seek to engage a wider range of stakeholders - including academics, research institutions, gender focal points, line ministries, national human rights commissions, and civil society organisations - for data analysis, delivering training, and technical support.</p>	<p>The management agrees with this recommendation and wishes to point out that this should be best done through integrating a gender perspective in major regional statistical capacity building initiatives.</p>	<p>Same as that for Recommendation 1.</p>
<p>Recommendation 7: Ensure future design documents mainstream gender in their own results based management systems and that gender mainstreaming takes place systematically in project implementation, monitoring and evaluation. Consider using checklists to help with implementation.</p>	<p>The management agrees with this recommendation and reaffirms its commitment to ensure gender is mainstreamed into ESCAP's programme of work. In support of this effort, ESCAP established a gender architecture comprising focal points from all ESCAP divisions and offices to support the management in the implementation of the UN System-Wide Action Plan on Gender Equality and Women's Empowerment. It also includes gender review in project appraisal processes through the Quality Assurance Team (QAT) to ensure gender is mainstreamed in project</p>	<p>ESCAP will update its Monitoring and Evaluation System to incorporate, among others, gender mainstreaming in project evaluations.</p> <p>ESCAP will organize capacity building activities on gender mainstreaming in ESCAP project design.</p>

	<p>design and results frameworks. The ESCAP Monitoring and Evaluation System is in the process of major updating to include, among others, a stronger gender perspective in ESCAP evaluation processes and tools.</p>	
<p>Recommendation 8: When designing Development Account projects of two to three years, try to allow for realistic timelines by not being over-ambitious in planned activities, noting that many projects end up requesting short extensions of time. Allow for the unpredictable nature of the initial project approval process by trying not to schedule too much in first six months of implementation.</p>	<p>Management agrees with the recommendation and reaffirms its commitment to improve the formulation and implementation of ESCAP projects.</p>	<p>ESCAP will organize capacity building activities in results-based management, project design, implementation, and monitoring and evaluation to improve the quality of ESCAP projects.</p>