

# Annexes

## Annexes – Volume 1

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## Annex 1. Vol.1 / Terms of reference

i. Short version [Regional thematic evaluation of UN Women contribution to women economic empowerment in the West and Central Africa region](#)

ii. Full version  
(click the icon)



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## Annex 2. Vol.1 /List of key documents consulted

### **UN Women Strategic documents**

UN Women. Strategic Plan (2018-2021)

UN Women. Strategic Plan (2022-2025)

UN Women. Regional Office West and Central Africa Strategic Note 2021

UN Women WCARO Annual Report 2019-2021

UN Women WCARO Empowering women through climate-resilient agriculture in West and Central Africa: Key results of un women's flagship programme, 2021

UN Women WCARO WEE Unit Advancing Women's Economic Empowerment in West and Central Africa through policy dialogues, reforms and innovations: achievements in 2022

### **Project Documents**

#### ***Cameroon***

2198 Appui aux activités spécifiques et entrepreneuriales des femmes

13932 Assistance Technique au Programme de Promotion de L'Entrepreneuriat Agropastoral des Jeunes

#### ***Central African Republic***

Renforcement du relèvement et de réintégration des femmes et des filles grâce à une agriculture résiliente au changement climatique pour instaurer la paix et la réconciliation en RCA après conflit, 2019-2021

#### ***Cote d'Ivoire***

Facilitation of women's access to appropriate information and technologies to strengthen their agricultural resilience in a context of climate change, 2019-20

W-led staple food cooperatives advisory project (As part of We-Fi Regional initiative)

Empowering women and girls through education and digital technology

#### ***Democratic Republic of Congo***

4318 Support to the Kinshasa Food Supply Centres Support Programme (PAPAKIN)

13584 Réforme et diffusion des lois favorables aux entreprises appartenant à des femmes dans 4 provinces de la RDC

### ***Liberia***

10418 Joint Programmed on Accelerating Progress toward the Economic Empowerment of Rural Women, Liberia

13124 Digital solutions to improve women smallholder farmers resilience to natural disasters, Liberia

### ***Mali***

Projet d'appui économique des femmes dans l'agriculture dans un contexte de changement climatique (2016-2021)

13661 Projet d'Appui à l'amélioration des moyens d'existence durable d'atténuation et adaptation des Communautés de Pêche face aux changements climatiques (PACP) (2021-24)

### ***Niger***

12696 Gender and Youth Promotion Initiative #GYPI" promotion de la cohésion sociale entre agriculteurs et éleveurs (hommes et femmes), Niger

12796 Appui aux initiatives transfrontalières de dialogue communautaire et avec les acteurs du secteur de la sécurité et de la justice pour la consolidation de la paix au Mali et au Niger

### ***Nigeria***

Restoring and Promoting Sustainable Agriculture Based Livelihoods for Food Security, Employment, And Nutrition Improvement in Borno State 08.01.2019

The Economic Empowerment of Women in Africa through Climate Smart Agriculture Empowering Nigeria's women through mobile phone based financial literacy training project

UN Women, Support for women entrepreneurs' access to public procurement in West Africa (Cote d'Ivoire, Mali, Nigeria, Senegal), 2021-24

Transformative Approaches 3 Rs WEE Programming- Policy and care services (21-23)

UN Women, Digital Innovations for Rural Women's Resilience to Disasters – Liberia, Mali, Niger and Senegal, 2019-23 (two phases of 18 months each)

UN Women, Gender & Green Transition in West and Central Africa, 2022-23

### **UN Women Evaluations**

Country Portfolio Evaluations 2018-2020, UN Women Cameroon, DRC, Liberia, Nigeria

UN Women Evaluation du projet d'autonomisation des femmes de la filière karité, Cote d'Ivoire, 2019

UN Women, FAO Evaluation Finale du Projet Conjoint : Renforcement du relèvement et de réintégration des femmes et des filles grâce à une agriculture résiliente au changement climatique pour instaurer la paix et la réconciliation en RCA après conflit, 2022

Corporate Evaluation of UN Women's Contribution to Women's Economic Empowerment, 2022

### **Publications**

UN Women, A Toolkit on Paid And Unpaid Care Work: From 3rs To 5rs, Economic Empowerment Section UN Women, New York, June 2022

<https://www.unwomen.org/sites/default/files/2022-06/A-toolkit-on-paid-and-unpaid-care-work-en.pdf>

UN Women, *The Power of Procurement: How to Source from Women-Owned Businesses, Corporate Guide to Gender-Responsive Procurement, Manual*, 2017

[A more comprehensive list can be found by clicking on the following icon]



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### Annex 3. Vol.1 /Evaluation matrix

| Key questions  | Indicator(s) data   | Collection methods  | Data source  | Assumptions   |
|--|---|---|--|---|
| <p><b>Relevance</b></p> <p>1. To what extent is the body of WEE initiatives relevant to the context and priorities of the region?</p> <p>2. To what extent is UN Women strategically positioned to enhance WEE</p>   | <ul style="list-style-type: none"> <li>• UN Women priorities are in alignment with global, regional and country level WEE priorities as documented in commitments/ resolutions/ strategies/ action plans/policies.</li> <li>• UN Women priorities are in alignment with end beneficiaries' (right holders') needs (rural women, women entrepreneurs, diverse needs of persons with disabilities and minorities).</li> </ul> | <ul style="list-style-type: none"> <li>• Document Review</li> <li>• Monitoring records</li> <li>• Interviews with UN Women Staff and partners</li> <li>• Case Studies</li> </ul>                        | <ul style="list-style-type: none"> <li>– National government website</li> <li>– UN Women programme staff</li> <li>– National counterparts</li> <li>– Implementing partners.</li> </ul> | <ul style="list-style-type: none"> <li>• Information is available</li> </ul>  |
| <p><b>Coherence</b></p> <p>3. How strategically consistent and aligned with approaches recommended regionally by UN Women?</p> <p>(a) <i>What are the common shared approaches across the different UNW initiatives for WEE?</i></p> <p>(b) <i>Are interventions consistent across the region?</i></p> | <ul style="list-style-type: none"> <li>• Common shared approaches across the different UNW initiatives for WEE identified</li> <li>• Existence of a feedback and guidance mechanisms exist on WEE between the RO and COs and among Cos</li> </ul>   | <ul style="list-style-type: none"> <li>• Document Review</li> <li>• Monitoring records</li> <li>• Interviews of UN Women Staff and partners</li> <li>• Case Studies</li> <li>• Online survey</li> </ul> | <ul style="list-style-type: none"> <li>– UN Women programme staff</li> <li>– National counterparts</li> <li>– Implementing partners.</li> </ul>  | <ul style="list-style-type: none"> <li>• National counterparts and partners are willing/able to participate in the evaluation.</li> <li>.UN Women Staff participate in Online Survey</li> </ul> |
| <p><b>Effectiveness</b></p> <p>4. How did UN Women's initiatives contribute to creating an enabling environment to remove obstacles to WEE?</p>  | <ul style="list-style-type: none"> <li>• Evidence of contribution to results as outlined in the programme/project plan and articulated in the theory of change</li> <li>• Evidence of effective consultation with key partners</li> </ul>   | <ul style="list-style-type: none"> <li>• Document analysis (annual and donor reports, etc.)</li> <li>• Monitoring records</li> <li>• Interviews</li> </ul>  | <ul style="list-style-type: none"> <li>– UN Women programme staff</li> <li>– National counterparts</li> <li>– Implementing partners.</li> </ul>  |   |

| Key questions  | Indicator(s) data   | Collection methods  | Data source   | Assumptions   |
|--|---|---|---|---|
| <p><i>To what extent have more women gained access to skills, financing tools and markets?</i></p> <p><i>To what extent does UN Women obtain support and cooperation from its stakeholders including governments and organizations working towards WEE?</i></p> <p><i>What is the nature of collaboration among similar UN agencies for greater influence and mutual learning on policy development?</i></p> | <p>over the flagship initiatives</p> <ul style="list-style-type: none"> <li>• Number and types of programs giving women access to skills, financing tools and markets</li> <li>• Number of countries and programs that have monitor and report on results as well as activities</li> <li>• Number of countries and programs that keep track of results sustained after the end of the program.</li> <li>• Identified enabling and limiting factors</li> </ul>   | <ul style="list-style-type: none"> <li>• Case study</li> </ul>  |   |   |
| <p><b>Organizational Efficiency</b></p> <p>(a) <i>Has delivery of knowledge products, recruitment of personnel and implementing partners been timely and efficient?</i></p> <p>(b) <b>Knowledge management:</b></p> <p>(i) <i>What knowledge sharing, lessons learned, feedback and guidance mechanisms exist on WEE between the RO and COs and among COs?</i></p>   | <ul style="list-style-type: none"> <li>• Number of countries that requested advice from RO</li> <li>• Number of countries that follow RO advice</li> <li>• Level of satisfaction of Country offices with their relationship with the RO</li> <li>• Level of satisfaction of the country offices with advice received from the Regional Office</li> <li>• Level of coordination/collaboration among similar UN Women and similar other initiatives at country level for mutual learning, and greater influence on policy development</li> <li>• Evidence of effective consultation with key partners</li> <li>• Type of support and cooperation UN Women receive from its stakeholders including governments and organizations working towards WEE</li> <li>• Extent UN Women influence on policy development</li> <li>• Evidence of mutual learning happening between Un Women and its partners.</li> </ul> | <ul style="list-style-type: none"> <li>• Document Review</li> <li>• Monitoring records</li> <li>• Interviews of UN Women Staff and partners</li> <li>• Case Studies</li> <li>• Online Survey</li> </ul> | <ul style="list-style-type: none"> <li>– UN Women programme staff</li> <li>– National counterparts</li> <li>– Implementing partners.</li> </ul> |   |
| <p><b>Gender Equality and Human Rights</b></p> <p>a) <i>To what extent is the gender equality and diversity lense included in the design and implementation of countries' WEE initiatives?</i></p>   | <ul style="list-style-type: none"> <li>• Number of partnerships with organizations that represent marginalized groups and actions for WEE taken</li> <li>• Number of participants from marginalized groups in WEE</li> </ul>  | <ul style="list-style-type: none"> <li>• Document Review</li> <li>• Monitoring records</li> <li>• Interviews of UN Women</li> </ul>   | <ul style="list-style-type: none"> <li>– UN Women programme staff</li> <li>– National counterparts</li> <li>– Implementing partners.</li> </ul> | <ul style="list-style-type: none"> <li>• Information is available</li> <li>• National counterparts and partners are willing/able to participate in the</li> </ul> |

| Key questions  | Indicator(s) data   | Collection methods   | Data source   | Assumptions   |
|--|---|--|---|---|
| <i>(b)How inclusive of marginalized and discriminated groups of women are WEE programmes that are implemented in WCA region?</i>   | <p>efforts</p> <ul style="list-style-type: none"> <li>• Number of women entrepreneurs from marginalized groups able to start or expand their business and increase their income</li> <li>• Number of participants from marginalized groups in WEE efforts that report taking actions to enhance WEE/ increase income</li> <li>• Evidence of engagement with marginalized groups</li> </ul>  | <p>Staff and partners</p> <ul style="list-style-type: none"> <li>• Case Studies</li> </ul>   |   | evaluation.   |
| <p><b>SUSTAINABILITY</b></p> <p>What is the likelihood of enduring results or program continuation over the long run after UN Women support, and in particular, what innovative WEE approaches have potential for replication and scaling up?</p> <p><i>(a) What WEE models and lessons from the Flagship projects are innovative and could be scaled up?</i></p> <p><i>(b)How have partnerships (with governments, NGOs, civil society organizations, UN agencies, IFIs, regional institutions, etc.) been established to foster sustainability of results?</i></p> | <ul style="list-style-type: none"> <li>• Evidence of a thematic area strategy including a dynamic theory of change in line with UN Women Strategic Plan</li> <li>• Partnerships established with other UN agencies, multi-lateral organizations, CSOs/NGOs, academic institutions and donors to further WEE through replicating and scaling up WEE efforts, innovations and knowledge product</li> <li>• Evidence of stakeholder's engagement in planning and strategy for UN Women WEE efforts at country and regional levels</li> <li>• Evidence that stakeholder's feedback on needs/priorities is considered.</li> <li>• Evidence that national stakeholders are taking leadership and action on WEE</li> </ul> | <ul style="list-style-type: none"> <li>• Document Review</li> <li>• Monitoring records</li> <li>• Interviews of UN Women Staff and partners</li> <li>• Case Studies</li> </ul> | <ul style="list-style-type: none"> <li>– UN Women programme staff</li> <li>– National counterparts</li> <li>– Implementing partners.</li> </ul> | <ul style="list-style-type: none"> <li>• Information is available</li> <li>• National counterparts and partners are willing/able to participate in the evaluation.</li> </ul> |

## Annex 4. Vol.1 /Questionnaires

The interview guide was adapted to the different stakeholders: UN Women staff, government stakeholders, UN system Partners, donors, implementing partners, CSOs and women beneficiaries as entrepreneurs and farmers. The guides were prepared in both English and French. In the interest of brevity, three types of interview guides have been presented here: UN Women personnel, women entrepreneurs and.

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

Opening:

- This interview will contribute to the evaluation of UN Women’s programme since 2019 to 2021 on Women’s Economic Empowerment (WEE) in the West and Central African region.
- This thematic evaluation of the WEE initiatives across the WCA region is critical for shaping the future strategic direction of the UN Women. It is important for us to obtain your perspective on the successes and strengths of UN Women and the WEE initiatives, as well as the challenges and potential opportunities you see for the future. We appreciate your time and your information to support this process.
- We are an independent team of evaluators, with a member of the UN Women Evaluation Service [introduce members present.
- Any information that you provide to us will be held confidential - including our notes of this interview. We will not attribute any specific comments or information to you or your company. We are taking notes for our own use, but we are not otherwise recording this conversation.
- You do not need to tell us any personal information or answer any of our questions if you do not wish to. If, at any time, you are uncomfortable or upset by our questions, we can take a break or simply stop the interview. We appreciate you taking part in our conversation but we believe your comfort is more important.
- Questions?

Closing:

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

*Timeframe for discussion: 1 hour maximum*

**Interview guide** (These questions were modified according to each staff member’s area of work)

Background (5 minutes)

1. Please briefly describe your UN Women role in the CO, including how long you have held the role.
2. Please describe your working relationship with UN Women WEE initiatives and projects.
3. What are your CO’s priority areas for WEE in your country?

Relevance (10 minutes)

4. How do the WEE activities and approaches in your country align to the global and regional goals of UN Women, including UN Women’s Strategic Plan and mandate?

5. As you see it, how well does the WEE approach align with your country context, policy frameworks, gender and human rights norms and standards?
6. What role did the UN Women WEE interventions play in your country in response to major social disruptions such as the COVID 19 pandemic?

Coherence (10 minutes)

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

Effectiveness (10 minutes)

10. What do you see as major achievements/results of UN Women's WEE initiatives in your country and within the region? What approaches have been particularly innovative and have potential for scaling up and replication?
11. Has your CO been able to leverage support for WEE from key national actors? (e.g. ministries, private sector organizations) What were the results?
12. Has your CO worked with other UN partners on WEE? If so, how has this been beneficial for WEE? What were the challenges?
13. From your perspective, what have been the main limitations of your CO to implement the mandate of UN Women with respect to WEE?

Human rights and gender equality

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

Efficiency (5 minutes)

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

Sustainability (10 minutes)

20. What are the key achievements in terms of sustainability of the results achieved (policy, financial, institutional, capacity or other aspect of sustainability)? What level of national and local ownership for achieved results on WEE has been created (if relevant, reflect on sustainability of HR and GEEW results)?
21. What was the contribution of UN Women to that?



22. What would be your recommendations to the UN Women CO in your country for the next strategic period?

**Interview guide for CSOs** (these questions were modified according to the kind in interventions the CSO participated in)

Background (5 minutes)

1. Please briefly describe your role in the organization, including how long you have held the role.
2. Tell us a bit about your organization's goals and operations.
3. Please describe the relationship between your organization and the UN Women CO.
4. Please describe which projects or programmes you have worked with UN Women directly on or taken part in activities.

Relevance (10 minutes)

5. What are in your view the key GEEW priorities and main challenges in your country? What are the root causes of gender inequality?
6. As you see it, how well does UN Women CO approach align to the country and regional context, policy frameworks, gender and human rights norms and standards?
7. What role did the CO play in response to major disruptions such as the COVID 19 pandemic? In the current pandemic context what is your view on UN Women's approach?

Coherence (10 minutes)

8. What are the mechanisms of coordination between UN Women and your organization? How effective are they? Are there any challenges?
9. What is the **value added or comparative advantage** of cooperation with UN Women CO?

Efficiency (5 minutes)

10. Were there any challenges related to efficiency in your cooperation with UN Women? What are UN Women COs strengths and weaknesses?

Effectiveness (10 minutes)

11. In your joint activities, did the planned interventions contribute to the outcomes? Examples? Who benefitted from the planned interventions?
12. In your joint activities, were there any unexpected outcomes? (Positive or negative) Who benefitted or did not benefit unexpectedly?
13. What opportunity was there for upscaling the benefits or innovative approaches? Were these discussed as a part of the activities?
14. To what extent do you think the cooperation with your organization is contributing to addressing underlying causes of GEEW inequalities in your country? How?
15. How is the LNOB principle ensured and most marginalized groups taken into account? What are the key benefits and changes achieved for these groups?
16. What are the main contributions of UN Women to the overall achievements? What innovative practices did UN Women contribute?
17. Have lessons learned and experiences from the joint activities been shared?

Sustainability (10 minutes)

18. What are the key achievements in terms of sustainability of the results of your joint activities? What level of national and local ownership for achieved results has been created (if relevant, reflect on sustainability of HR and GEEW results)?

19. What was the contribution of UN Women to that?
20. What would be your recommendations to the UN WOMEN CO for the next strategic period?

**Interview guide for governments** (these questions were modified according to the kind in mandate of the government agency concerned).

Relevance (10 minutes)

1. What are to your view key WEE priorities and main challenges in your country? What are the root causes of gender inequality?
2. As you see it, how well does the UN Women CO work and approach align to your country and regional context, policy frameworks and human rights norms and standards?
3. What role does UN Women play in response to major social disruptions such as the COVID 19 pandemic?

Coherence (10 minutes)

4. Who are the key players in your country in the field of gender equality and WEE?
5. To what extent do the interventions of UN Women WEE ensure synergy and coordination with government agencies and other key partners in achieving WEE? Do they avoid duplication?
6. Based on your experience and perspective, is UN Women making partnership choices that advance WEE in your country?
7. What is UN Women's added value/comparative advantage in the work of WEE compared to the other stakeholders in your country?

Efficiency (5 minutes)

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

Effectiveness (10 minutes)

9. In the WEE programmes you cooperated in with UN Women, did the planned interventions contribute to the outcomes? Can you mention some examples? Who and how benefitted from the planned interventions?
10. In your joint activities, were there any unexpected outcomes? (Positive or negative) Who benefitted or did not benefit unexpectedly?
11. What opportunity is there for upscaling the benefits or innovative approaches of WEE? Were these discussed as a part of your cooperation?
12. To what extent has your cooperation with UN Women on WEE contributed to addressing underlying causes of gender inequalities in your country? How?
13. How is the LNOB principle ensured and how are most marginalized groups taken into account? What are the key benefits and changes achieved for these groups?
14. What are the main contributions of UN Women to the overall achievements on WEE? What innovative practices on WEE did UN Women contribute?
15. Have lessons learned and experiences from your cooperation on WEE been shared? How and with whom?

Sustainability (10 minutes)

16. What are the key achievements in terms of sustainability of the results achieved (policy, financial, institutional, capacity or other aspect of sustainability)? What level of national and local ownership for achieved results on WEE has been created (if relevant, reflect on sustainability of HR and GEEW results)?

17. What was the contribution of UN Women to that?
18. What would be your recommendations to the UN Women CO in your country for the next strategic period?

## Annex 5. Vol.1 /Purposive sampling

The following table guided the identification of respondents to the evaluation at the regional, and country levels according to their varying levels of engagement with UN Women's WEE initiatives in the West and Central Africa Region.

| <b>Category of respondent</b> | <b>Respondents</b>              | <b>Contribution to the evaluation</b>   | <b>Importance for the evaluation</b> |
|-------------------------------|---------------------------------|---|--------------------------------------|
| <b>UN Women RO</b>            | Regional Senior Management Team | Discussion (and evidence) on strategic decisions choices on WEE areas of work   | High                                 |
| <b>UN Women RO</b>            | Regional WEE Team               | Discussion (and evidence) on the status, overall orientation of WEE programming and key challenges  | Very High                            |
| <b>UN Women CO</b>            | CO Senior Management Team       | Discussion (and evidence) on the country context as pertaining to WEE, on partnerships and the guidance received from RO, HQ and donor engagement   | Very High                            |
| <b>UN Women CO</b>            | CO WEE Team                     | Discussion (and evidence) on WEE efforts and national vision on WEE. Advice on other key players at the country level<br>Discussion (and evidence) of learning received from the RO and HQ in WEE | Very High                            |
| <b>UN Women CO</b>            | CO Operations Team              | Discussion on finance, transaction costs and human resources as related to delivery on WEE  | High                                 |
| <b>UN Women Partners</b>      | UN Agencies                     | Insights on reasons behind (joint) for programmatic achievements and potential scale-up, in particular from personnel involved in joint programs related to WEE                                   | High                                 |

| <b>Category of respondent</b> | <b>Respondents</b>          | <b>Contribution to the evaluation</b>   | <b>Importance for the evaluation</b> |
|-------------------------------|-----------------------------|---|--------------------------------------|
| <b>UN Women Partners</b>      | Donors                      | Insights on UN Women positioning and comparative advantage on the national WEE landscape  | High                                 |
| <b>UN Women Partners</b>      | Civil Society Organizations | Discussion (and evidence) on their experience working with UN Women on WEE and national vision on WEE.                              | Very High                            |
| <b>UN Women Partners</b>      | Government                  | Insights on context and national vision on WEE, donor coordination in the country and their experience working with UN Women on WEE | High                                 |
| <b>UN Women Beneficiaries</b> | Programme target groups     | Stories of change as a result of UN Women's efforts on WEE  | Very High                            |

## Annex 6. Vol.1/Evaluation Participants

|                          | Organization, title  | Method (Interview, FGD) | Female | Male |
|--------------------------|--|-------------------------|--------|------|
| <b>UN Women</b>          |  |                         |        |      |
| 1.                       | WEE expert, Cameroon   | Interview               |        | 1    |
| 2.                       | Gender and HIV expert, Cameroon  | Interview               |        | 1    |
| 3.                       | WEE team, Central African Republic   | Group discussion        | 2      |      |
| 4.                       | WEE team, Cote d'Ivoire  | Group discussion        | 3      |      |
| 5.                       | Programme officer, Democratic Republic of Congo  | Interview               |        | 1    |
| 6.                       | Programme Manager WEE/PADMPME, Programme Officer<br>National consultant, Democratic Republic of Congo  | Group discussion        | 3      |      |
| 7.                       | WEE team Mali  | Group discussion        | 2      | 1    |
| 8.                       | Programme Officer, Sierre Leone  | Interview               | 1      |      |
| 9.                       | WEE pillar and M&E Section, Liberia  | Group discussion        |        | 2    |
| 10.                      | Management and communications team, Liberia  | Group discussion        | 2      | 2    |
| 11.                      | EVAWG team, Liberia  | Group discussion        | 1      | 1    |
| 12.                      | WEE Senegal team   | Group discussion        | 2      | 1    |
| 13.                      | WEE regional policy advisor  | Interview               | 1      |      |
| 14.                      | WCA WEE Team   | Group discussion        | 4      | 1    |
| 15.                      | Feminist economist WCA RO, Dakar   | Interview               | 1      |      |
| 16.                      | Regional Programme Coordinator Affirmative Procurement WCA   | Interview               | 1      |      |
| 17.                      | Innovation specialist, WCA WEE team  | Interview               |        | 1    |
| <b>UN system partner</b> |  |                         |        |      |
| 18.                      | UNDP Cameroon  | Interview               |        | 1    |
| 19.                      | Gender specialist, UNDP Central African Republic   | Interview               | 1      |      |
| 20.                      | Coordinatrice Technique, LoCAL-LTFP/United Nations Capital<br>Development Fund, Mali   | Interview               | 1      |      |
| 21.                      | Appui au Chargé de programme de la FAO, Mali   | Interview               |        | 1    |
| 22.                      | Assistant representative FAO Liberia<br>Programme officer-Head of Programme, WFP, Liberia  | Group discussion        |        | 2    |
| <b>Government</b>        |  |                         |        |      |
| 23.                      | Coordinator, Association des Femmes cadres du Développement<br>Rural (AFCDR)<br>Central African Republic   | Interview               | 1      |      |
| 24.                      | Inspectrice Centrale, Ministère de l'Emploi, Central African<br>Republic   | Interview               | 1      |      |
| 25.                      | Coordonnateur National,<br>Expert en Genre et Inclusion Sociale<br>Projet d'Appui au Développement des Micro, Petites et Moyennes<br>Entreprises (PADMPME), Democratic Republic of Congo   | Group discussion        | 1      | 1    |
| 26.                      | Former programme coordinator Rural Women Joint Programme,<br>Ministry of Gender, Liberia<br>Former Director Food and Nutrition Security Unit for the RWE<br>PMU of the Ministry of Agriculture, Liberia                            | Group discussion        | 2      |      |
| 27.                      | Director of Policy, Ministry of Gender, Children and Social<br>Protection, Liberia   | Interview               |        | 1    |
| 28.                      | Four mayors (Dawchié, Matamé, Dongorto, Tchiénawa, Korni )<br>Five directors of technical services – Planning, Promotion of<br>Women, Agriculture, Rural engineering, Civil Status Department,<br>Migration and Refugees)<br>Niger | Group discussion        | 4      | 5    |

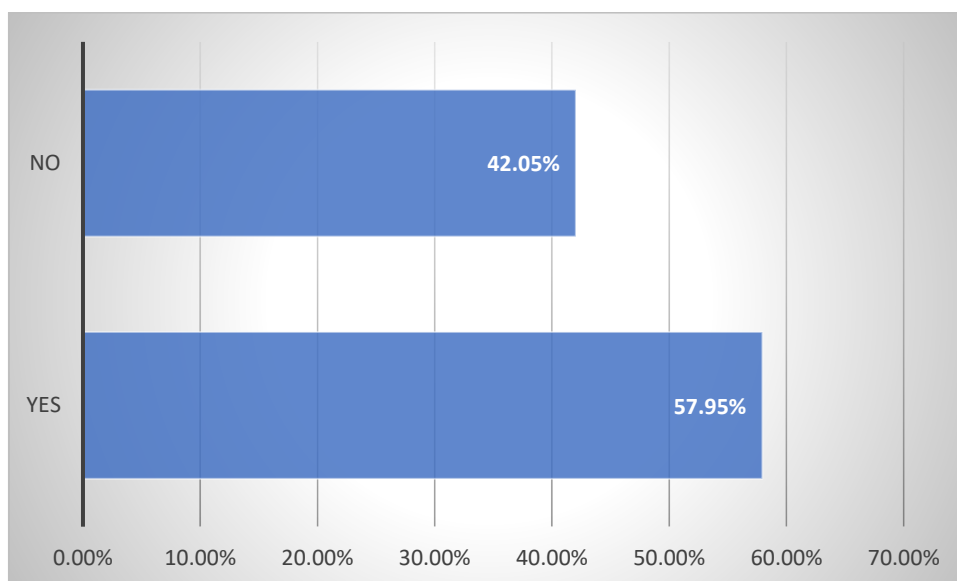
|  | Organization, title  | Method (Interview, FGD) | Female | Male |
|--|--|-------------------------|--------|------|
| 29   | Directeur Agence Regionale De Developpement - ARD de Saint-Louis, Senegal  | Interview               |        | 1    |
| 30   | Director of Women's Promotion and Economic Empowerment (AEF)<br>Division head of AEF<br>Staff of AEF<br>Director of Gender and Human Rights (DPDF)<br>Niger                              | Group discussion        | 9      | 5    |
| <b>Implementing partner/service provider</b> |  |                         |        |      |
| 31   | Directeur Régional de la Pêche de Ségou, Mali  | Interview               |        | 1    |
| 32   | Universal Empowerment Mission<br>EduCARE<br>National Adult Education Association Liberia (NAEAL)<br>Liberian Marketing Association (LMA):<br>Rights Rice Foundation (RRF): James Yarsiah | Group Discussion        | 3      | 4    |
| 33   | Manager, Orange Digital Centre   | Interview               |        | 1    |
| 34   | Vice-présidente du REFAN, adjointe au Maire de la commune de Ross Bethio et coordinatrice de zone, Senegal   | Interview               |        | 1    |
| <b>CSOs</b>                                  |  |                         |        |      |
| 35   | Présidente, Plateforme Mondiale des Femmes Entreprenantes (PLAMFE-RCA), Central African Republic   | Interview               | 1      |      |
| 36   | Secrétaire-générale, Association des femmes pour le culture et développement, Central African Republic   | Interview               | 1      |      |
| 37   | Représentante-Pays SACO, Côte d'Ivoire   | Interview               | 1      |      |
| 38   | Project and Impact Lead, Meridia, Côte d'Ivoire  | Interview               | 1      |      |
| 39   | Présidente, Fondation SEPHIS<br>Centre des Femmes Entrepreneurs, Côte d'Ivoire   | Interview               | 1      |      |
| 40   | Chargée de Projets Agricoles, Fin'ELLE, une filiale du Groupe Cofina, Côte d'Ivoire  | Interview               | 1      |      |
| 41   | Présidente, Réseau National des Associations des femmes rurales, Congo Democratic Republic   | Interview               | 1      |      |
| 42   | Action for Advocacy and Development-SL (AAD-SL), Sierra Leone  | Interview               |        | 1    |
| 43   | National president, County President,<br>Staff members<br>National Rural Women Association, Liberia  | Group discussion        |        | 4    |
| 44   | CSOs : Garkua, DIKO, SOS Femmes et Enfant victimes de violence, ADL, Karkara, etc , Niger  | Group discussion        | 12     | 7    |
| <b>Women beneficiaries</b>                   |  |                         |        |      |
| 45   | Orange Foundation, Liberia   | Group discussion        | 7      |      |
| 46   | Femme Entrepreneure bénéficiaire du projet We-Fi/Affirmative Procurement   | Interview               | 1      |      |
| 47   | Femmes bénéficiaires de Malan Koira  | Group discussion        | 24     | 8    |
| 48   | Deux présidentes de groupements de femmes bénéficiaires RWEE, Niger  | Group discussion        | 2      |      |
| 49   | Refugee women beneficiaries with Malibero project focal point, Niger   | Group disussion         | 12     | 5    |
| <b>Donors</b>                                |  |                         |        |      |
| 50   | Gender Officer, Swedish Embassy, Liberia   | Interview               | 1      |      |
| 51   | Programme Officer, European Union, Liberia   | Interview               | 1      |      |
| 52   | Gender Officer, World Bank, Liberia  | Interview               |        | 1    |

|                                       | Organization, title   | Method (Interview, FGD)   | Female | Male |
|---------------------------------------|---|---------------------------|--------|------|
| <b>Multi-stakeholder consultation</b> |   |                           |        |      |
| 53                                    | <b>Liberia</b><br>Seven UN Women partners and CSOs from 5 counties (Grand Bassa, Bong, Lofa, Marjilan, and Nimba counties)<br>Four representatives from the Ministry of Gender, Children and Social Protection in different counties<br>One official from Ministry of Agriculture<br>Three UN Women project facilitators<br>Three CSO representatives (War affected Women, Rural Women and Girls Promoter's for Sustainable Development RWGP and Rural Women's Rights Structure (RWRS)<br>Two private sector organisations (Meni-Nina Farmers Inc. and Liberian Marketing Association Inc. (LMA))<br>Cross-border women trader UN Women beneficiary | Group workshop/discussion | 13     | 8    |

## Annex 7. Vol.1 /Survey Analysis

### Summary of survey results

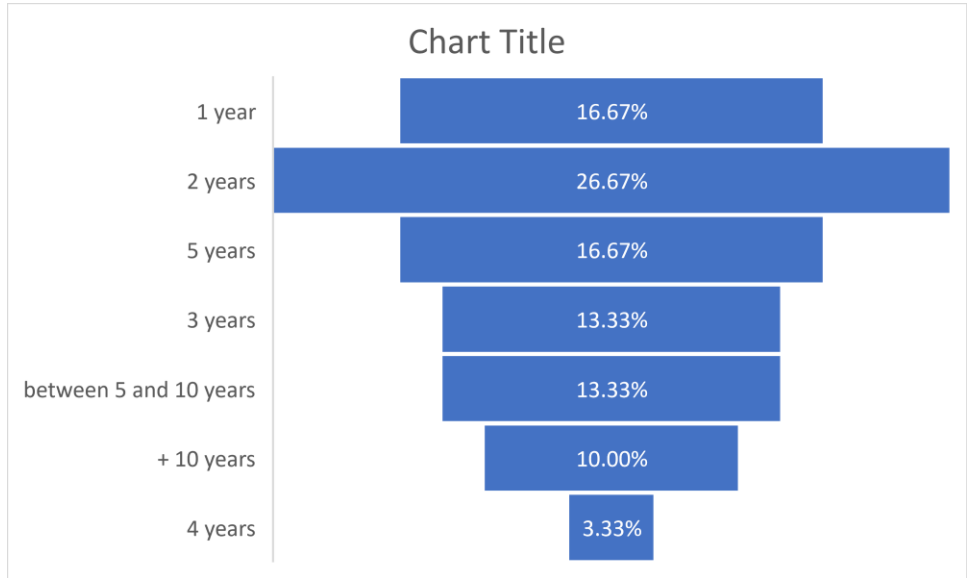
The online survey was completed for the most part by the Country Office or Program Presence staff (95.45%), with an equal distribution of 50% Men and Women. The number of respondents varied from one question to another, between N = 49 and N = 51.



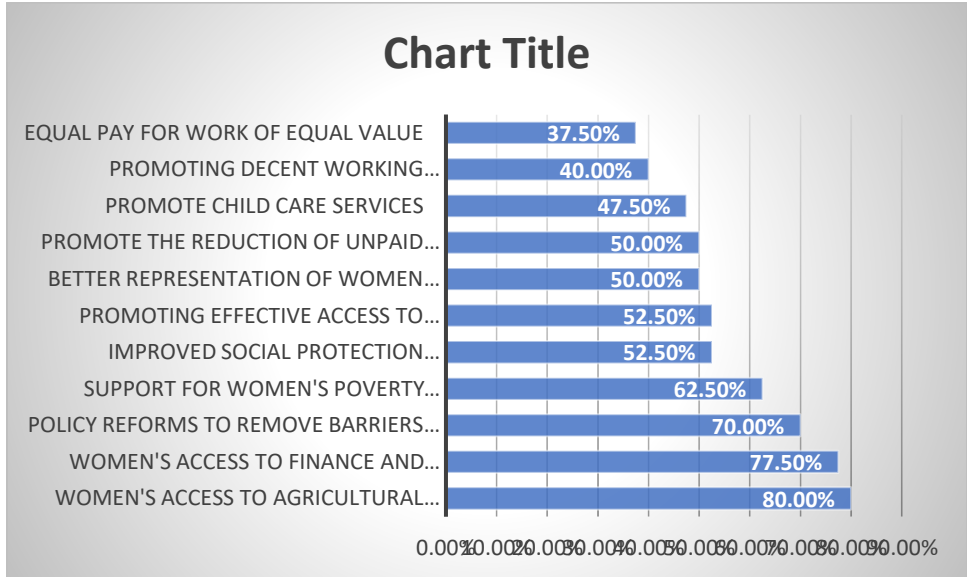
For the Survey Monkey online survey associated with the Women Economic Empowerment thematic evaluation, 57.95% of the staff questioned have functions related to women's economic empowerment (WEE) programs.

However, only 40% of the staffs who answered at least 5 years of experience in the field.





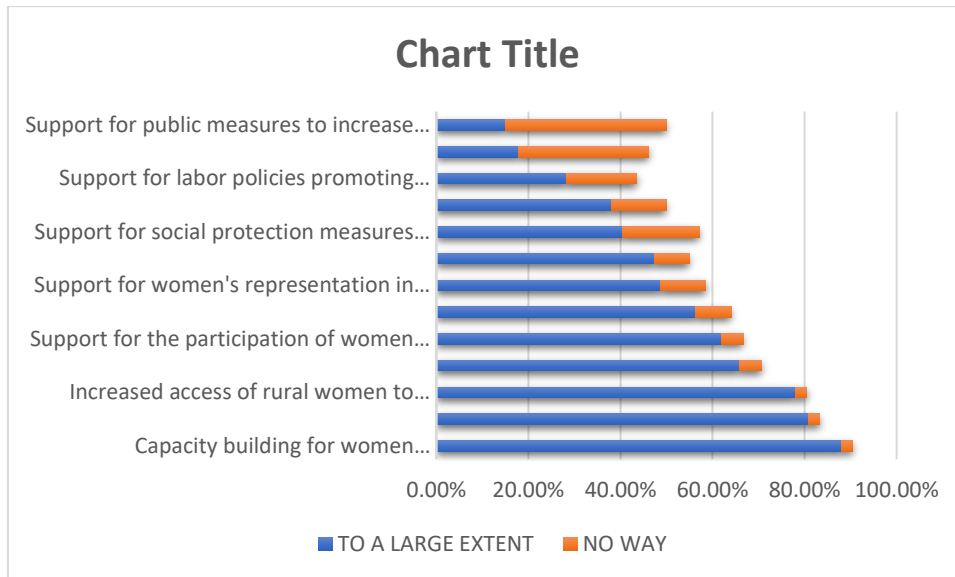
In particular, respondents identified three areas where their country office contributed: 1. *Women's access to agriculture services and resources* (80%), 2. *Women's access to finance and credit services* (77.5%), 3. *Policy reforms to remove barriers to women's equal access to economic opportunities* (70%).



The areas with the lowest contributions to Women's Economic Empowerment are identified as follows: *Equal Pay for Work of Equal Value* (37.5%) and *Promoting Decent Working Conditions for Women Workers* (40%); while the most important are *Women's Access to Agriculture Services and Resources* (80.00%), *Women's Access to Finance and Credit Services* (77.50%), *Policy Reforms to Remove Barriers to equal access of women to economic opportunities* (70.00%).

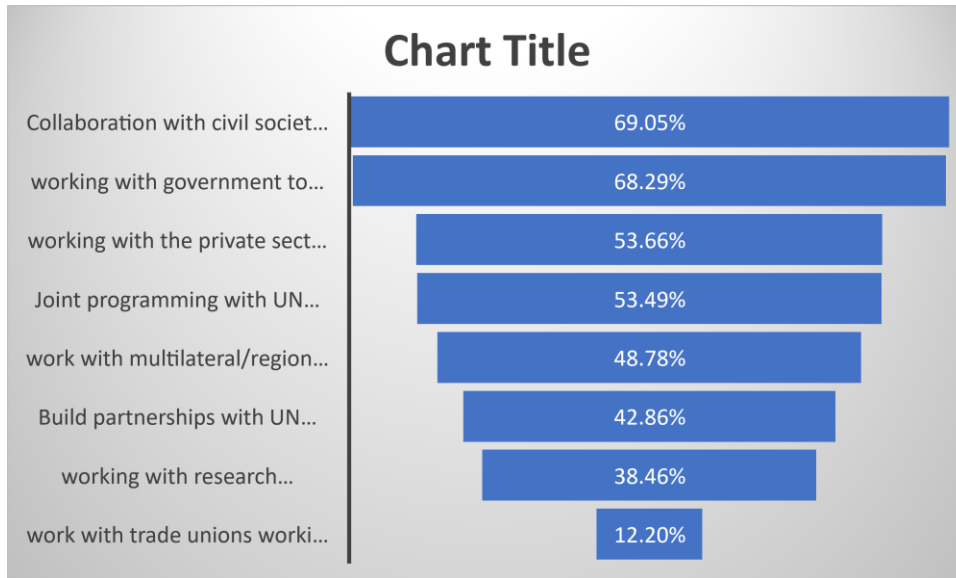
Apart from *Migration and Security*, *Advocacy for equal pay for work of equal value*, *Support for public measures to increase access to childcare and care for the elderly and/or disabled*, respondents consider

that the national (or regional) office works to a large extent in all areas relating to laws, and gender-responsive policies to advance women's economic empowerment (WEE).

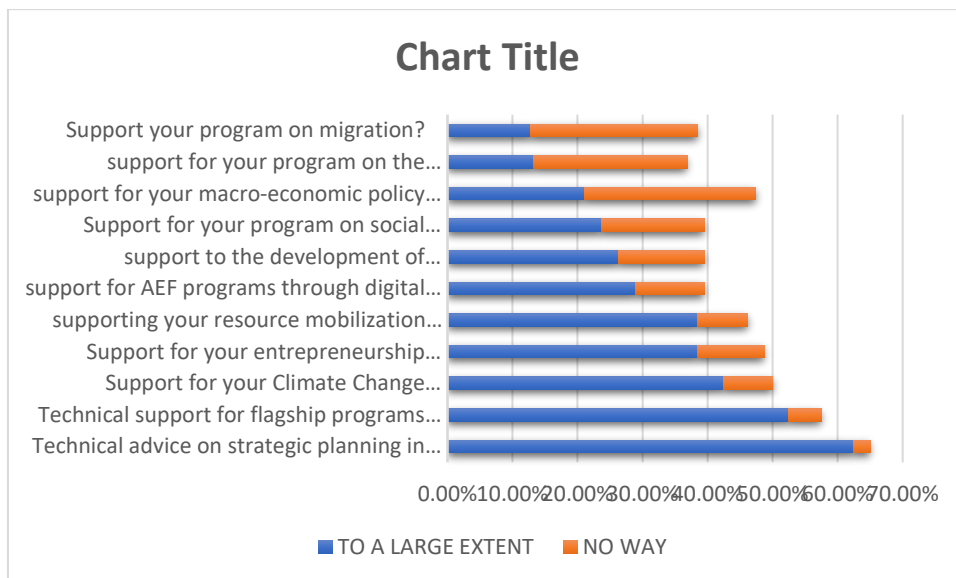


Regarding the effectiveness of the Bureau's contribution, respondents rate it as Very Effective for all areas: *Developing knowledge products on women's economic empowerment (WEE), Producing gender-disaggregated statistical data, Promoting decent working conditions, fair pay, and compliance with norms and standards in the workplace, Monitoring and reporting on the results of AEF projects, Application of the principle of no-left-behind and integration rights of marginalized groups in AEF programs, design/implementation of specific policies/rights for AEF.*

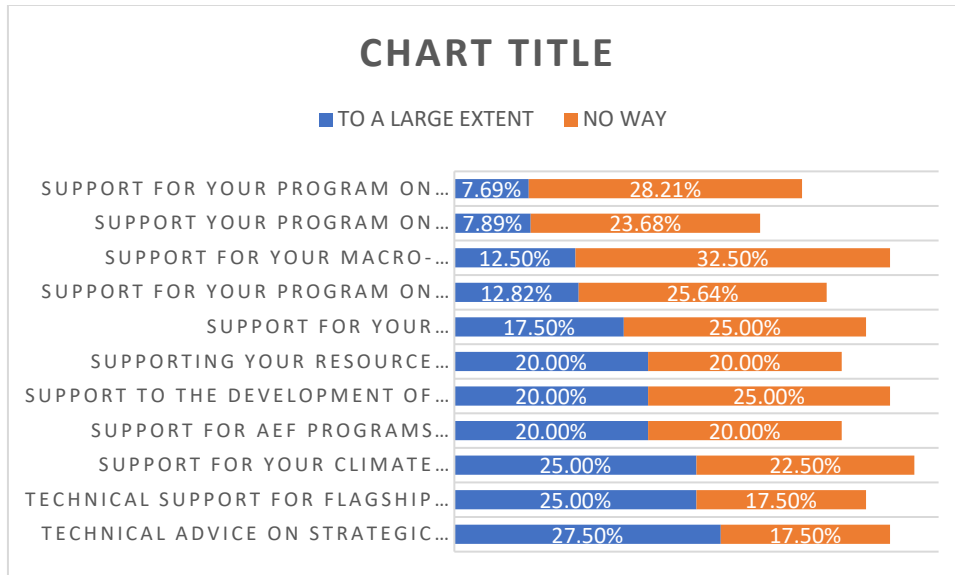
For Efficiency, apart from work *with trade unions working for workers' rights* where only 12.2% consider it Very Efficient and 31.71% Somewhat Efficient, all areas are rated Very Efficient: *Forming partnerships with UN agencies to influence policy and normative changes on AEF, Joint programming with UN agencies, Collaboration with civil society organizations on AEF, work with government to promote equal access for women to economic opportunities and decent work, work with the private sector on AEF, work with multilateral/regional organizations (World Bank, IFC, IMF, AfDB, UNECA), work with research institutions.*



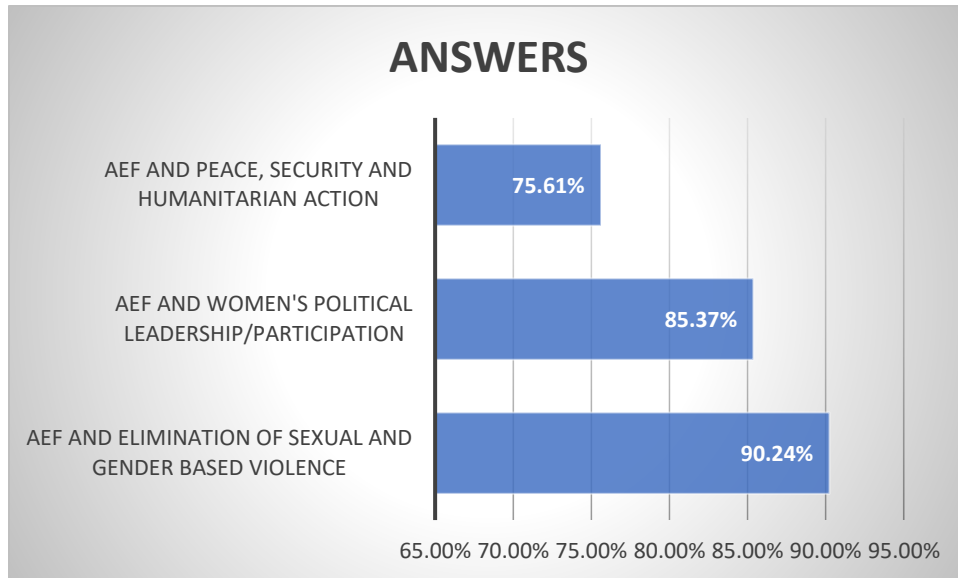
For the question to what extent has the Regional Office provided this support to the Country Offices, it is appreciated To a Large extent for the following areas: Technical advice on strategic planning in AEF (62.50%), *Technical support to flagship programs in AEF* (52.50%), *Support for your program on Agriculture Resilient to Climate Change* (42.50%), *Support for your program on entrepreneurship* (38.46%), *support for your resource mobilization efforts for the AEF* (38.46%) However, support is considered Not at all substantial for *Support for your program on migration* (23.08%), *Support for your program on social protection* (26.32%), *Support for your program on the economy of care* (26.32%), *support for your program on macro-economic policy (fiscal, monetary, trade, investment, employment)* (21.05%), and Very Little for *support for AEF programs through digital innovations* (18.42%), *support for the development of AEF knowledge products* (21.05%).



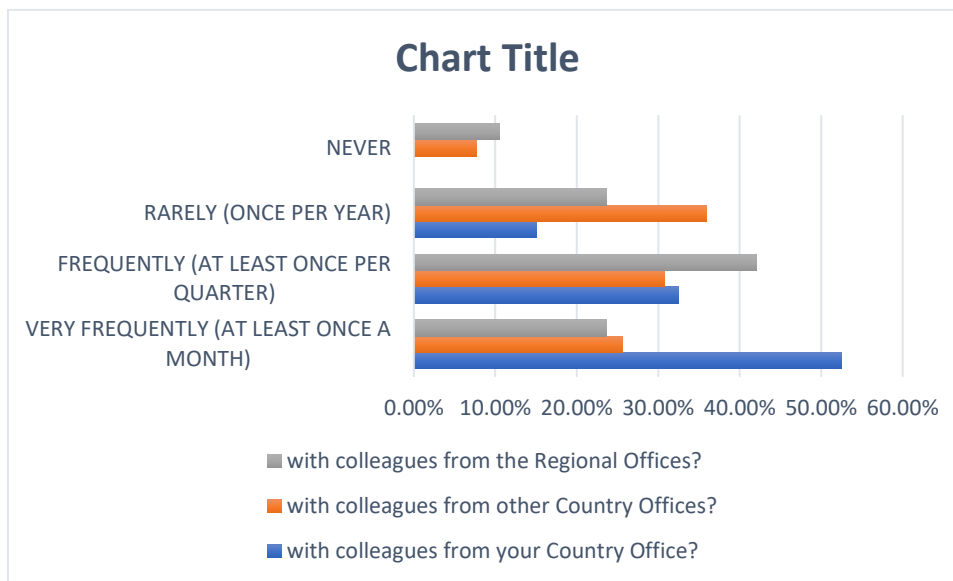
To the question To what extent has UN Women Headquarters provided this support to your Country Office, the staff answered To a large extent for: *Technical advice on strategic planning in AEF* (27.50%). For the modality Not at all, it is *Support for your program on Agriculture Resilient to Climate Change* (22.50%), *Support for your program on migrations* (23.68%), *Support for your program on entrepreneurship* (25.00%), *Support for your program on social protection* (25.64%), *support for your program on the care economy* (28.21%), *support for your program on macro-economic policy (fiscal, monetary, trade, investment, employment)* (32.50%), *support for AEF programs through digital innovations* (20.00%), *support for the development of knowledge products on AEF* (25.00%), *support for your efforts to mobilize resource for the AEF* (20.00%).



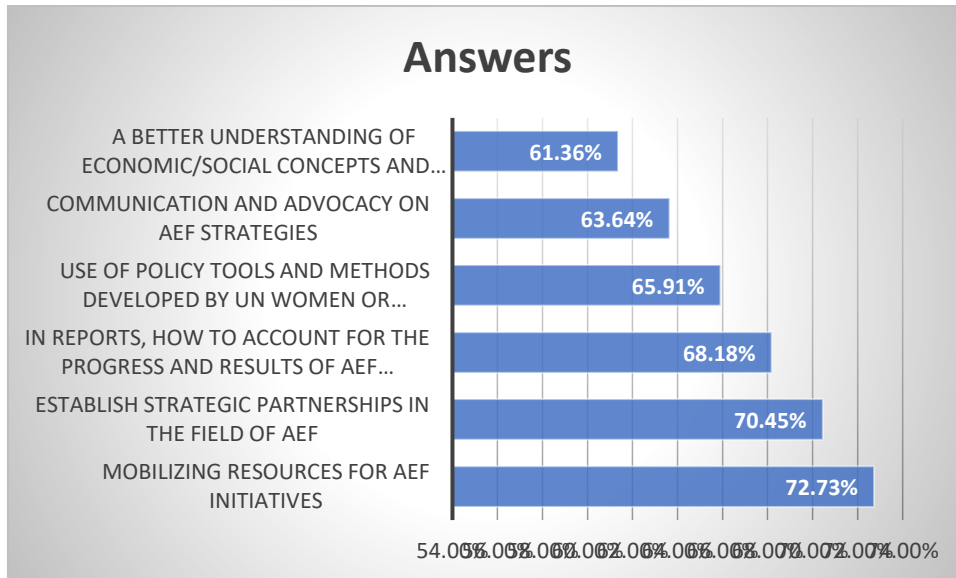
As to the question Has your Country Office (or, if applicable, the Regional Office) explored the linkages between the AEF and other UN Women impact areas, the following areas were identified: *AEF and Elimination of Sexual and Gender-Based Violence* (90.24%), *AEF and Peace, Security and Humanitarian Action* (75.61%), *AEF and Women's Political Leadership/Participation* (85.37%).



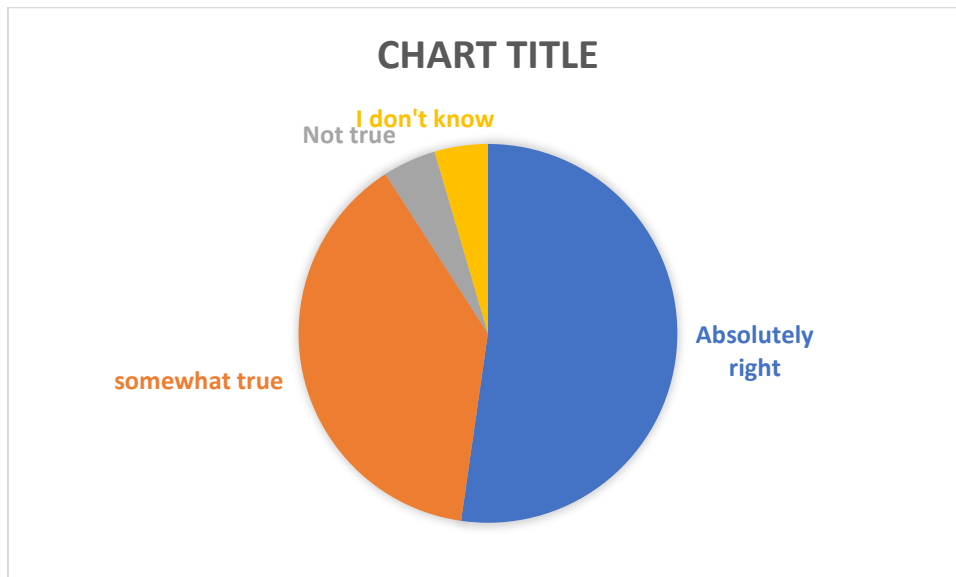
For the question To what extent do you share your knowledge and lessons learned in AEF, respondents said Very frequently (at least once a month ) with colleagues in their Country Office (52.50%), Rarely (a once a year) with colleagues from other Country Offices (35.90%), with colleagues from the Regional Office frequently (at least once a quarter) (42.11%).



Among the following knowledge and skills, colleagues would particularly like to develop: *Mobilizing resources for EFA initiatives* (72.73%), *Establishing strategic partnerships in the area of EFA* (70.45%), *In reports, how to report on AEF program progress and results* (68.18%), *Use of policy tools and methods developed by UN Women or partners.* (65.91%), *Communication and advocacy on AEF strategies* (63.64%), *Better understanding of economic/social concepts and theories* (61.36%).



For the statement "In general, the AEF programs of my Country Office (or Country Offices) have sustainable results.", respondents consider it to be Completely true at (52.27%) and Somewhat true at 38.64%.



## Annex 8. Vol.1 / Evaluation Reference Group

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

**Reference group members were expected to:**

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

| <b>Reference group composition:</b> |   |
|-------------------------------------|---|
| <b>Name</b>                         | <b>Function</b>                         |
| Adama Moussa                        | Country Representative DRC              |
| Elena Ruiz April                    | Policy Advisor (WEE), WCARO             |
| Hady Sangare                        | Agriculture Flagship Coordinator , Mali |
| Mamadou Bobo Diallo                 | Economics Specialist, HQ                |
| Mehjabeen Alarakhia                 | Policy Specialist (WEE), ESARO          |
| Ramon Garlayee Garway               | WEE Coordinator, Liberia                |
| Semin Qayum                         | Policy Advsr (WEE), ESARO               |
| Venge Nyirongo                      | Intergovernmental Specialist            |

## ANNEXES (VOL. 2) - PROCESSES AND CONTRIBUTION TO RESULTS

**DISCLAIMER:** Information drawn from desk review was triangulated with interviews and focus groups to limit the potential of reporting biased results. However, the possibility of having numeric errors is not excluded: the figures cited below were compiled from country office reports and were not verified on the ground by the evaluation.

### Annex 9. Vol. 2 / Table 1 - Capacity Building

| <b>Capacity building efforts</b>   |
|--|
| <b><i>Democratic Republic of Congo</i></b>   |
| <p>Under the <i>PADMPME</i> project UN Women led workshops in 2022 in four provinces to strengthen the skills of provincial deputies on the principles of equality between men and women and the integration of the gender dimension in various texts, laws and budgets. This training was implemented through two UN Women programmes, namely, Women Political Participation and PADMPME, with its sub-component "improvement of the business environment". In addition, UN Women trained 129 executives from partner organizations of PADMPME and the Project Coordination Unit of the Small and Medium Enterprises Ministry, of whom 91 were women, on the necessary skills to integrate gender into their programmes. Also 100 executives, women leaders and women entrepreneurs acquired skills to advocate for women's rights, 81 of whom were women. During the capacity building sessions and an online zoom session with 47 women entrepreneurs, a consultation with stakeholders was held in the four cities on the legal frameworks to be reformed in the field of entrepreneurship in the DRC.</p> <p>Under the <i>Agrifed</i> project, several hundred women were trained (2018-21) on the processing and transformation of cassava (making bread flour, preparing cakes, donuts, waffles and spaghetti), nutritional concepts, hygiene and conservation rules for the various products and financial knowledge. However, it was reported that only a few women were able to actually put into practice the teachings.<sup>22</sup></p> |
| <b><i>Côte d'Ivoire</i></b>  |
| <p>Training of women entrepreneurs on procurement procedures and opportunities during the national seminar on women's entrepreneurship in November 2022.</p>   |
| <b><i>Liberia</i></b>  |
| <p>Improvement of financial literacy skills for 693 rural women<sup>23</sup> and 500 rural women received leadership training and self-confidence building.</p> <p>Although issues of gender are well highlighted in the National development plan, the Pro- Poor Agenda for Prosperity and Development, the Revised National Gender Policy, the Girls Education Policy Inclusive Education Policy, the National Health Policy and Plan, and the GRPB Policy, gender-disaggregated allocations for specific programmes and plans are not specified in the budget. To help address this, training on gender analysis of the national budget for the 2021 financial year, was provided by UN Women to 18 lawmakers from the budget committee of the gender and women legislative caucus.<sup>24</sup></p>  |



| <b>Capacity building efforts</b>  |
|---|
| <b><i>Mali</i></b>  |
| <b><i>Nigeria</i></b>   |
| <p>Capacities for women farmers to organize along the value chain nodes was strengthened through the number of women farmers trained on business management and financial literacy skills (140), on branding, packaging and marketing skills (320), on standards and certification (120), and a training of trainers (TOT) as extension officers on gender and value chain development (65), on use of climate resilient technologies (6,442).</p> <p>Training for 1,200 women smallholder rice farmers along the Shea butter value chain including an improved rice production system with the use of high yielding, short-cycled seed varieties, mechanical land preparation, irrigation, and improved crop management, harvest and post-harvest practices.</p> <p>Training for 120 rural women in the development and review of community adaptation plans that address climate risks in the targeted Local Government Areas, and 120 members of the women cooperative were mentored on access to the land network. Forty Nine (49) beneficiaries from seven cooperatives groups across the four pilot LGAs were trained in soap making techniques.</p>  |
| <b><i>Senegal</i></b>   |
| <p>In March 2021, UN Women and the Senegalese Public Procurement Regulatory Authority launched a training programme to empower 500 women entrepreneurs on public procurement procedures. It was also planned for 70 civil servants from the contracting authorities (ministries and other public structures) to be trained on gender-responsive procurement. To date, out of a target of 500, 287 women entrepreneurs have benefited from capacity-building sessions on various topics relating to procurement methodology, procedures and contracting. In addition to this training programme, UN Women strengthened 30 women entrepreneurs’ skills on “Gender and public procurement in the context of COVID-19: what prospects for women entrepreneurs in Senegal?”</p>  |
| <b><i>Regional</i></b>  |
| <p>Prior to the AfCFTA Conference on Women and Youth held in Tanzania from September 12th to 14th, 2022, UN Women, including the WCARO WEE Unit, leveraged capacity building of delegates attending the conference using its policy brief “<i>Improving Women’s and Young Women’s Access to the Opportunities Created by the AfCFTA: Opportunities and Key Action Areas</i>”. The policy brief identified affirmative procurement as one of the strategies to improve women-owned businesses’ and women entrepreneurs’ access to markets under the AfCFTA. The conference outcome document identified affirmative procurement as a key element to be included in the AfCFTA Protocol on Women and Youth in Trade.</p> <p>The WEE section of the WCARO organized in 2020 the first regional capacity-building event on gender and macroeconomics for about 30 UN Women and IMF staff from seven regional Country Offices. Topics included gender analysis of macroeconomic policies and gender-responsive climate investment reforms.</p> <p>UN Women also promoted gender-responsive procurement in both public and private sectors in Mali, Nigeria and Senegal, by training 341 women business owners on procurement methods, preparation of tenders and management of public procurement contracts and 70 government officials on gender-responsive procurement in 2021.</p> |

Source: Information from evaluation reports, annual reports compiled by Evaluation Team.

## Annex 10. Vol. 2 / Table 2 Mobilisation and organisation of women farmers and entrepreneurs

| <b>Mobilisation and organisation of women farmers and entrepreneurs</b>   |
|---|
| <b><i>Democratic Republic of Congo</i></b>  |
| Through the Agrified programme a not-for-profit national network of rural women (RENAFER) was established in 2020 in collaboration with FAO. It is estimated that there are 2,500 member associations across 19 provinces, making it potentially possible to reach a total of 125,000 rural women and to overcome the obstacles of distance linked to the vast territory of the DRC. <sup>27</sup> However, there are challenges for the associations to market their produce due to their not-for-profit status.   |
| <b><i>Niger</i></b>   |
| UN Women strengthened the organizational capacities of 11,725 women members of 469 farmers' organizations to promote the involvement and active participation of rural women in facilities' management and local decision-making processes.   |
| <b><i>Nigeria</i></b>   |
| Thirty rural women farmers cooperatives were supported to register on agribusiness platforms. There were 37 women farmers cooperatives/groups organized and supported by the UN Women Climate Smart Agriculture project and 21 women entrepreneurs were facilitated to register on agribusiness platforms. UN Women partnered with the Nigeria Agribusiness Register, which hosts the digital platform Agribiz.ng that connects sellers to national and international buyers, to empower women smallholder farmers and entrepreneurs through access to online and offline markets, links to financial institutions, capacity-building and logistical support. |

## Annex 11. Vol. 2 / Table 3 - Access to land ownership and utilisation

| <b>Access to land ownership and utilisation</b>  |
|--|
| <b><i>Cameroon</i></b>   |
| In 2018, a UN Women project <sup>1</sup> reached out to 77 women living along the highway, helping them to obtain land titles (52) and land permits (25) with the aim of increasing women's access to land ownership and securing agricultural production to increase income. <sup>2</sup> |
| <b><i>Central African Republic</i></b>   |
| 1,250 rural women secured access to productive resources and engaged in sustainable agriculture through a local land tenure charter that gave over 500 hectares to women's organizations. <sup>3</sup>   |
| <b><i>Mali</i></b>   |

<sup>1</sup> Gender promotion and acceleration of women's economic empowerment along the Batchenga-Ntui-Yoko-Lena road project, sponsored by the Development Bank of Central African States in partnership with the African Development Bank, Japan International Cooperation Agency and the French Development Agency, through the government of Cameroon.

<sup>2</sup> UN Women Country Portfolio Evaluation 2018–2020 Cameroon, 2021

<sup>3</sup> UN Women WCARO, Annual Report, 2021, 2022

### Access to land ownership and utilisation

UN Women increased access to land and land security for 12,000 rural women through the acquisition of nearly 350 hectares of agricultural land.<sup>4</sup>

With the support of UN Women Mali's AgriFeD programme, more than 66 hectares were secured on behalf of 2,049 programme beneficiaries.<sup>5</sup> The Climate Smart Agriculture flagship programme, focused on raising awareness and disseminating information on the law on agricultural land (LFA 2017) and the agricultural orientation law (LOA). The programme also carried out advocacy activities with traditional and administrative authorities to grant land to the various women's groups. UN Women, in its support, has helped to facilitate women's legal access to land. The granting of land was conditional on the women being organized into groups and/or cooperatives. A strong sensitization and advocacy process contributed to this with 36 municipalities adhering to gender-sensitive land management charters. However, follow-up on the applicability of the charters was limited. Land granted to women was not always suitable for market gardening. For example, in the village of Gonikoro, in the commune of Didiéni, the women deplored the quality of the land that has been ceded to them. Women are poorly represented on Land Commissions (COFO) with nominal lists of members showing an average of 2% women, translating into women's concerns not being considered in decision-making. Women are more likely to have access to land to cultivate rather than being legal land owners.<sup>6</sup>

#### ***Nigeria***

1,200 female smallholder farmers were given two tracts of land to improve rice production through smart agronomic practices.<sup>7</sup>

#### ***Senegal***

With the support of UN Women Mali's AgriFeD program, more than 66 hectares were secured on behalf of 2,049 programme beneficiaries.

#### ***Regional***

WCARO reports that 100,000 women in the region in 2021 were made more aware of their land rights and 620 hectares were given to women for climate-smart agriculture.

## Annex 12. Vol. 2 / Table 4 - Access to income, finance and markets

<sup>4</sup> UN Women WCARO, *Annual Report 2021, 2022*

<sup>5</sup> UN Women WCARO, *Annual Report, 2020, 2021*

<sup>6</sup> UN Women, *Rapport D'évaluation Mi-Parcours Du Projet Accès Des Femmes Aux Moyens De Production Pour Une Agriculture Résiliente Aux Changements Climatiques « Agrifed » Régions De Kayes, Koulikoro, Ségou, Mopti, Sikasso , Mali, 2022.*

<sup>7</sup> UN Women WCARO, *Annual Report, 2021, 2022*

## Access to income, finance and markets

### **Cameroon**

A gender -sensitive market was reconstructed in Kerawa, during which 30 women SGBV survivors who has lost their income were trained and employed under a cash-for-work programme. They were given mobile phones as well as SIM cards containing an Orange Money account with an amount of 147\$ to start businesses.<sup>41</sup>

### **Central African Republic**

In 2021, 1,250 women had improved access to financial services through the opening of a local microfinance agency.<sup>42</sup>

### **Liberia**

344 women gained employment through Orange Liberia Mobile money services<sup>43</sup> and 13 per cent increase in production for women farmers.<sup>44</sup>

As a result of UN Women’s support to rural communities, over 40 Village and Loan Associations (VSLAs) are providing sustainable rural credit to over 1000 women smallholder farmers for investing in climate smart agriculture.<sup>45</sup>

A project funded by Canada in 2019-2021 upgraded *Gender Friendly Facilities in Gbah Market for the Economic Empowerment of Rural Communities in Senjeh District, Bomi County*. Benefitting 700 market women, it focused on two key activities: 1.) Installation of solar power system and accessories; and 2.) Provision of capacity building training in the use, management and maintenance of the solar power system and accessories.

### **Mali**

In 2021, 1,830 women entrepreneurs were able to access financing from the Fund for the Empowerment of Women and Children (FAFE), National Bank for Agricultural Development (BNDA) and others.<sup>46</sup>

4,505 female farmers made over \$900,000 in profits thanks to strengthened capacities in commercial techniques and support in establishing relationships with buyers, and 2,400 women organized into 25 cooperatives to improve their potential access to targeted markets. In addition, 30 companies from Mali were selected and strengthened for the export of agri-foods and crafts to Canada.

A number of initiatives under the Agrifed project aimed at increasing women farmer’s access to finance: 15 staff from partner NGOs acquired skills in mechanisms for collecting information and supporting the development of group business plans through training of trainers for the sustainability of achievements; and two guarantee funds, one of the government and the other from a bank or a financial institution, to reduce the level of mistrust and risk of banks in the financing of women farmers. However, the majority of rural women still borrowed money from savings and credit groups or from their husbands or families as they trust these mechanisms over which they have control, because they know each other, more than financial institutions. A small percentage of the rural women interacted with financial institutions and this mainly involved opening a bank account.<sup>47</sup>

In the Agrifed project women reported that some of the new climate smart techniques were quite physically exhausting (for example composting), but the results are very satisfactory not only in terms of lower financial costs, but also the availability of local raw materials. These new practices have increased their production by an average of 35%. The data shows that women have developed marketing channels. Sales are mainly made on the basis of

| <b>Access to income, finance and markets</b>   |
|--|
| trust for onions (72%), shallots (74%) and potatoes (68%). There was a low level of contracts with customers, with only 5% of sales for shallots and onions and 4% for potatoes. The programme target was for 70% of women farmers to obtain reliable outlets for the marketing of their products. <sup>48</sup>   |
| <b><i>Niger</i></b>  |
| 4,650 rural women in Niger could access to revolving funds <sup>49</sup> . A further 100 women were supported in 2021 through the village loan and saving association approach, which helped strengthen income-generating activities. <sup>50</sup> There was a reported 20 per cent increase in sales of agricultural products. <sup>51</sup>   |
| <b><i>Nigeria</i></b>  |
| In 2021, UN Women signed MOU with the Nigeria Agribusiness Register (NAR) to provide women smallholder farmers and entrepreneurs with complimentary listing on the Agribiz platform which would enable them to have access to premium markets and increases competitive advantage. The digital company will also link the smallholder farmers to offline markets and ensure their sustainability by leveraging their partnerships with Global Shea Alliance (GSA), National Shea Products Association of Nigeria (NASPAN), Small Scale Women Farmers Organization in Nigeria (SWOFON), Rice Farmers Association of Nigeria (RIFAN) and Paddy Rice Dealers Association of Nigeria.          |
| 37 women cooperatives and enterprise were supported to access the BfW digital platform   |
| 200 women in cooperatives were supported to have a bank account for their business   |
| 10,000 women benefited from the Flagship programme on climate resilient agriculture. The project contributed to the improved rice seed varieties producing a 40 percent higher yield (4.67 metric tons of paddy per hectare) than the farmers' normal varieties, which produced 3.29 metric tons per hectare. The improved seeds of farrow also matured earlier (90 days) than the farmers' previous varieties (120-140 days). Relative to the farmers' existing practices, the new production system saved on labour by 40 percent, reduced water requirement by at least 10 percent, and generated a better benefit cost of 1.99 (farmer's existing practices gave a B/C ratio of 1.17). |
| <b><i>Senegal</i></b>  |
| UN Women provided technical support to the 16,000 members of the Network of Women Farmers of the North (REFAN) to improve their financing opportunities. And a partnership with the International Bank for Trade and Industry of Senegal (BICIS) led to the establishment of a revolving credit line adapted and accessible to women farmers and in 2021, 1,588 female farmers benefited from a BNP Paribas credit line. <sup>52</sup>   |

**Annex 13. Vol. 2 / Table 5 - Normative work for economic empowerment**

**UN Women's contribution to WEE-friendly policies and laws**

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| <b><i>Democratic Republic of Congo</i></b> |
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| <p>The signing of a memorandum of understanding (MOU) in 2022 whereby the parliamentary officials undertook to integrate gender into parliamentary practices and engage UN Women to support them.</p> <p>UN Women’s engagement contributed to the adoption of the Law on the promotion of entrepreneurship in DCR promulgated on 8 September 2022<sup>53</sup>.</p>   |
| <p><b><i>Côte D’Ivoire</i></b></p>  |
| <p>Launch in 2022 of the Gender Responsive Assessment, Review and Audit of Procurement Laws, Policies, Regulations, and Institutions at both national and sub-national tiers of governance in 2021 as part of UN Women’s project on Women’s Economic Empowerment through Affirmative Procurement Reform in West and Central Africa between 2021-2024.</p>   |
| <p><b><i>Liberia</i></b></p>  |
| <p>The JP RWEE provided support to revise the National Gender Policy, and in 2018 the Land Rights Act favourable to women was signed into law in Liberia.</p> <p>UN Women provided technical and financial support in 2021 for developing a framework that would guide the strategic direction of the Ministry for Gender, Children and Social Protection (MGCSP) in the next two years.<sup>54</sup></p>   |
| <p><b><i>Mali</i></b></p>   |
| <p>UN Women provided technical support to integrate gender in the Methodology for Assessing Procurement Systems (MAPS) which aims to assess and improve public procurement systems.</p> <p>UN Women’s support for gender responsive budgets contributed to a governmental circular letter outlining supplementary instructions on Gender-Responsive Budgeting that was disseminated in 2022.</p>  |
| <p><b><i>Niger</i></b></p>  |
| <p>A gender-responsive National Economic and Social Development Plan (PDES 2022-2026) was adopted.</p>  |
| <p><b><i>Nigeria</i></b></p>  |
| <p>UN Women organised six policy dialogues on the adoption of the Agriculture Promotion Policy between 2019-2021. Two regulations/policies promoting women’s rights to secure land were developed and updated by line ministries with the support of the UN Women Climate Smart Agriculture project. UN Women is working with organizations such as ImpactHer in efforts to support the implementation of the 2016 Procurement Act requiring a quota of 30 per cent of annual procurement for people with disability, women, youth and elders UN Women’s review of Nigeria’s Economic Sustainability Plan highlighted that a lack of age and gender disaggregated beneficiary data creates difficulties in delineating causal pathways between programmes and changes in the living standards of poor women, young women, and women with disabilities. UN Women published a brief in 2021 to present emerging evidence on the role the private sector can play in promoting gender equality and women’s empowerment in Nigeria.</p> |
| <p><b><i>Senegal</i></b></p>  |
| <p>Under the affirmative procurement We-Fi project UN Women support resulted in procurement-related quotas being set for suppliers which meet key criteria in relation to gender equality. A preferential clause of two per cent of contracts was reserved for women entrepreneurs.</p>   |

Provisions for recognizing, reducing and redistributing women’s unpaid care work (3Rs) were considered while developing new Local Development Plans in six municipalities in the north of Senegal. As pointed out by a recent evaluation of the 3 R programme while this represents an innovative and transformative approach aligned to local gender and development priorities, changes are yet to be achieved at institutional level: despite positive impressions recorded during capacity strengthening sessions, significant knowledge gaps remained amongst male representatives of targeted municipalities<sup>55</sup>.

**Sierra Leone**

The National Machinery for the advancement of Women with support from UN Women and UNDP completed the drafting of the Gender Equality and Women Empowerment Policy. In January 2023 the Gender Equality and Women's Empowerment Act was passed guaranteeing women at least 30% of positions in government and the private sector, with equal pay. UN Women is supporting the formation of a national federation of cooperatives covering the whole country. This has influenced the new cooperative national policy and UN Women is popularising the policy which is paving the way for the review of the 1977 Cooperative Act.

**Regional**

WCARO has developed partnerships and worked with global and regional bodies such as the African Public Procurement Network, the Open and Contracting Partnership (procurement), the Regional Conference on Women in Trade (12-14 September 2022) for the Women in Trade Protocol for the AfCFTA. Together with the IDRC, and the Economic and Social Research Consortium the First Symposium on Women's Economic Empowerment in West Africa was organised in October 2022. Intense advocacy and policy dialogue on women’s participation in the green economy contributed to the Ministers of Gender of ECOWAS, adopting a Roadmap for the Implementation of CSW66th action plan on climate change. In 2022 the AU, UN Women, UNDP, ITU, UNECA organised a Pre-CSW67 Consultation in Africa on the theme “*Innovation and technological change, and education in the digital age for achieving gender equality and the empowerment of all women and girls.*”

**Annex 14. Vol. 2 / Table 6 - Partnerships**

| <b>Partnerships</b>   |
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| <b>WCARO with global organisations</b>  |
| <i>Open Contracting Partnership (OCP)</i> on advocacy and policy dialogue that advance programmes and reforms on gender responsive procurement.   |
| <i>Canadian International Development Research Centre (IDRC)</i> <sup>58</sup> on women’s economic empowerment through innovation and policy actions for a gender-just care economy in West and Central Africa by 2024. |
| <b>WCARO with regional organisations</b>  |
| The MOU with <i>African Development Bank</i> in 2021 with a focus on mainstreaming women’s economic empowerment within policy formulation and programming.  |
| <i>ImpactHER on</i> empowering African female entrepreneurs in Mali and Senegal to support women’s capacities to access markets leveraging digital technologies. <sup>59</sup>  |

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| <b>Partnerships</b>  |
| <i>ECOWAS Gender Development Centre</i> on boosting women’s access to green jobs opportunities resulting in the ECOWAS ministers of gender equality adopting a roadmap for the implementation of the 66th CSW session.   |
| <b>Country level with global organisations</b>   |
| <b>Senegal</b>   |
| <i>World Bank We-Fi Public Procurement Project:</i> activities are implemented in partnership with UN Women and relevant government agencies in Senegal, including training civil servants on improving engagement with women-led SMEs and setting up gender-responsive procurement processes. |
| <b>Mali</b>  |
| The <i>Inclusive and Equitable Local Development Programme (IELD)</i> is a global joint UNCDF, UNDP and UN Women initiative that addresses structural impediments that prevent women from entering the labour market.  |
| <i>Trade Facilitation Office (TFO) Canada.</i> TFO and UN Women have partnered in Mali to support women-led businesses access to the Canadian market, via digital platforms.   |
| <b>Partnerships within countries</b>   |
| <b>Côte d’Ivoire</b>   |
| Setting up of a National steering committee and a Technical committee to support the project implementation on affirmative procurement. Members are from various ministries, and programmes as well as NGOs representing women entrepreneurs and women lawyers.                                |
| <b>Senegal</b>   |
| Collaboration with the Senegalese <i>Agence de Couverture Maladie Universelle</i> (National Health Insurance Scheme) to tackle the burden of unpaid care work among women.   |

**Annex 15. Vol. 2 / Box 1 - Collaboration between UN Women and Orange Foundation in Liberia**

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| <p>The following describes some results obtained through collaboration with Orange-Liberia.</p> <p>In 2020, 120 women benefited from capacity-building training through an early trial of the Buy from Women platform. This was preceded by a baseline study in 2019 to benchmark information on rural women farmers engaged in key value chains in Bong, Lofa and Nimba Counties. All the women farmer groups recognized the need for capacity building to enable them to become more profitable in the farming business. The number one skill they needed was good agricultural practices (97.4 percent) followed by skills in marketing (54.8 percent) and operating farm equipment (46.1 percent). In addition to these skills the groups reported that they needed other support including access to quality seeds (64.5 percent), links to buyers or high- value markets (62.7 percent) and accessibility of affordable transport (48.2 percent).</p> |
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Over 17 community-based facilitators and 52 extension officers from the government – including from the Ministry of Agriculture and Ministry of Gender Children and Social Protection have been disseminating the knowledge and skills needed to use and manage the UN Women Liberia Buy from Women digital platform. The platform connects women farmers and cooperatives to information finance and markets. In addition over 700 women learners are Orange Money users as shown by the use and management of their Orange mobile money accounts. Employment opportunities were created for over 70 UN Women beneficiaries as Orange Money Agents (providing mobile money).

Two community “peace huts” were transformed into Women’s Digital Centres (WDC) in partnership with Orange Foundation. These WDCs are actively supporting women’s empowerment through providing women peacemakers with access to digital literacy classes including information and communication technologies.

Liberia UN Women has also introduced an innovative means of providing extension and advisory services using social media; specifically WhatsApp. This social media platform is being used by UN Women to dep knowledge products and lessons to more than 800 women and youth farmers through various farm cooperatives.

UN Women in Liberia has transferred management of the Buy for Women Platform to the Orange Foundation in Liberia.

*Source: UN Women Liberia Annual Report 2021*

## Annex 16. Vol. 2 / Box 2 - WCARO Team's key role

### The WEE team at the WCARO is playing a pivotal role

The Women’s Economic Empowerment team at the WCARO is playing a pivotal role in leading initiatives on women’s economic empowerment in the region, producing innovative knowledge products and nurturing partnerships at the regional level for policy action. It is consistently pushing for transformative approaches to eliminating structural obstacles to women’s economic empowerment and advocating for more engagement with government bodies for policy change and implementation and putting forward a focus on macro-economic and fiscal policy.

Over the last four years, the WCARO WEE team has introduced in programmes and projects of the region, new issues such as addressing the unpaid care work of women<sup>8</sup> as a means of freeing women’s time for productive income earning activities, gender sensitive procurement<sup>9</sup> as a strategy to support women entrepreneurs to secure public and private business contracts and enter the value chain. The team has been coordinating other interventions on women’s participation in climate smart agriculture and agricultural supply chains, and digital solutions for women farmers and entrepreneurs. The team also actively seeks partnerships with African and ECOWAS financial and policy institutions and is forward looking in terms of identifying women’s opportunities in the green jobs transition in Africa. [In November 2020, WCARO,](#)

<sup>8</sup> The 3R is a two-year programme which ended in May 2023 and was implemented in Rwanda, Senegal, and South Africa. It was co-managed by Headquarters in collaboration with two Regional Offices.

<sup>9</sup> Affirmative Procurement is a four-year programme which will end in May 2025. It is ongoing in CIV, CMR, NGA and SEN.

in collaboration with FINDEV Canada, supported a ‘reverse mentoring event’ between development financial institutions and African female fund managers who invest in women-led businesses. The dialogue identified constraints and co-created solutions to improve the flow of finance to women-led SMEs in the region.

In view of the large economic impact of the COVID-19 pandemic on women and girls, particularly entrepreneurs and women in the informal sector the Women’s Economic Empowerment Unit (WEE) of the RO shifted its focus to supporting country offices and governments in identifying key economic impacts of the pandemic, providing evidence-based policy advice to governments in the region on how to address these impacts, and ensuring that women’s needs were considered in fiscal stimulus packages and economic recovery strategies. The RO also supported CO’s strategic partnerships with the International Monetary Fund (IMF) for engendering fiscal stimulus packages in Niger and Nigeria and with the African Development Bank’s Affirmative Financial Action for Women in Africa in Côte d’Ivoire, Mali, Nigeria, and Senegal.

The WEE WCARO team is also supporting the development of communities of practice on topical issues to build capacity of CO staff internally. These include one on *Affirmative procurement* with periodic internal meetings to discuss goals, progress, results, budget, schedule and to seek approval for the next steps where appropriate. Another concerns *WEE/VAW learning sessions and conversations* between UN Women’s WEE and ERAW (End Violence Against Women) teams. The purpose of the sessions is to drive synergies to address the issues of violence against women and girls and women’s economic security in West and Central Africa. Another Community of practice meeting is on *Engendering fiscal stimulus*. In May 2022 a meeting was held with all UN Women ESARO and WCARO country offices (Kenya, Mali, Mozambique, Niger, Nigeria, Senegal, Uganda) under a Joint Programme “Engendering Fiscal stimulus packages”. The meeting resulted in an exchange of key findings, activities being implemented, identified bottlenecks and reforms achieved. The meeting also promoted the exchange of best practices between countries and regions, thus enhancing the capacity of staff for gender-responsive approaches.

The WCARO provides support on the above initiatives to country offices through regular updates and sharing the knowledge products. However, given it is a small team, it is a challenge to meet the needs of all the country offices for capacity building and leadership on areas such as advocating for green economy transition, unpaid care work and macro and fiscal stimulus policies.

## Annex 17. Vol. 2 / Box 3 - Model interventions

### ***KEY ECONOMIC EMPOWERMENT INTERVENTIONS***

UN Women’s comparative advantage is most evident in the following key interventions: climate smart agriculture, gender-responsive procurement, and recognition, reduction, and redistribution of women’s unpaid care work. Innovations in climate resilience, energy conservation, digital solutions, and credit and insurance schemes have been implemented to empower rural women as producers and entrepreneurs. Mobilization and organization of women in cooperatives has proved significant for sustainability. There is a need to scale up these interventions and sustain them on a larger scale. UN Women is examining strategies to expand activities to other countries and value chains. Initiatives such as Buy from Women and Digital solutions to improve women smallholder farmers’ resilience to natural disasters, have been launched. Challenges include connectivity and electricity supply, ownership and maintenance of mobile phones, and basic literacy and numeracy skills. To take innovative initiatives to a significant scale, UN Women can focus on influencing others to scale up innovation on digital solutions for climate smart

## ***KEY ECONOMIC EMPOWERMENT INTERVENTIONS***

agriculture, collaborating with the private sector, and exploring options for agreements. However, more needs to be done to address the overall design of innovative initiatives to ensure sustained accessibility, usability, capacity, and results for women farmers.

### ***Climate smart agriculture***

CSA is a farming approach that helps to sustainably increase productivity and income, while also reducing greenhouse gas emissions and building resilience to climate change. CSA techniques include practices such as intercropping, crop rotation, conservation tillage, agroforestry, and integrated pest management. As shown in the case study, mobilisation and organisation of women in cooperatives was a means to further their economic empowerment and apply their learning. This strategy was revealed to be significant for sustainability. The challenge is how to scale up these interventions and to sustain them on a larger scale given the millions of poor women working in agriculture in the region. UN Women is not alone in this endeavour as there are many other players implementing similar programmes and concerned with climate change and CSA, some of which have far greater resources. These include UN agencies, IFIs, international development agencies and bilateral donors. UN Women's contribution in supporting the organisation of women farmers into autonomous groups and cooperatives is an important element for sustainability. Not only does there need to be more of this kind of support for the development of more groups to reach more women, but these groups also need additional financial inputs to expand their economic activities in agriculture and value chains.

UN Women WCARO is playing a key role in examining strategies to scale up results and expand activities to other countries and value chains within countries where the flagship programme is already working. Work is already underway to allow women to scale up impact significantly through access to green climate finance in Senegal. In this process, the programme plans to continue leveraging UN Women's comparative advantage by building on good practices and innovative approaches such as working alongside men and traditional leaders to change systems and social norms at the root of women's economic discrimination, and promoting policy change in pivotal areas for women's participation in the economy. In Liberia, Mali and Senegal piloting social protection mechanisms adapted to women farmers in the form of digital micro-insurance is ongoing. A stronger integration of women farmers' reproductive needs and solutions to recognize, reduce and redistribute women's unpaid care burden along agricultural value chains is also an important area to continue developing in the future.

### ***Digital technology***

In recent years, digital technology has become an increasingly important tool for development. Two important initiatives on digital technology have been launched in the region: *Buy from Women* (BfW) rolled out globally by UN Women and *Digital solutions to improve women smallholder farmers' resilience to natural disasters* (D4RWRD), a Norway funded programme Liberia, Mali, and Senegal together with Haiti and Malawi. The *D4RWRD* project carried out a comprehensive assessment and ecosystem mapping to identify the needs of women farmers to access resilience-building mechanisms. Considerable research, tools development and knowledge sharing together with engagement with private sector companies and resource mobilisation has contributed to the sustainability of this initiative.

Both these initiatives work with private sector technology and communication companies in establishing digital platforms. In the case of *D4RWRD* for leveraging gender-responsive innovative approaches, business models and mobile technology for low-tech and voice-based capacity building trainings tailored to the needs of rural women. And in the case of BfW, for facilitating rural women's access to new market and learning

## ***KEY ECONOMIC EMPOWERMENT INTERVENTIONS***

opportunities by using web and mobile platforms tailored to their needs and providing a one-stop shop and supporting women smallholder farmers throughout the business cycle.

Both of these digital initiatives faced similar challenges in terms of connectivity and electricity supply as well as ownership and maintenance of mobile phones, especially for the poorest women farmers in remote communities who lack basic literacy and numeracy skills.

An example of synergy and building sustainability among these digital initiatives was that the resilience-building and disaster risk reduction tools developed by the D4RWRD project were integrated into the existing digital BfW platform and contributed to the development of a weather information and weather alert module in Senegal and Liberia, to provide women farmers with localized and relevant information and alerts in case of heavy rainfall, storms, or prolonged drought.

Given UN Women's limited human and financial resources, initiatives such as D4RWRD and BfW piloting important innovations can only be upscaled and replicated through strong agreements and partnerships with governments and private sector companies. To take innovative initiatives to significant scale, UN Women can focus on influencing others to scale up innovation on digital solutions for climate smart agriculture. It would be strategic to modify UN Women policies, procedures and guidance to facilitate collaboration with the private sector and explore options for agreements on working on digital solutions and initiatives with ICT companies in the private sector to manage platforms and training and guarantee accessibility for women farmers and buyers.

But more needs to be done to go beyond relying on technology as a form of innovation in itself to be able to address the overall design of innovative initiatives that will ensure sustained accessibility, usability, capacity and results for women farmers. This would involve developing business models and partnerships along the various agricultural supply chains. As pointed out by UN Women's corporate evaluation on innovation, "there is no organization-wide systematic approach to identify, track, document and learn about these new solutions, nor is there guidance or frameworks on how to monitor and report on results from innovation."

### ***Gender responsive procurement***

A new project in West Africa, supported by the African Development Bank, aims to promote greater economic inclusion by creating opportunities for women. Affirmative procurement reform involves using public procurement as a tool for promoting diversity and inclusion, by setting targets for procurement from underrepresented groups and creating opportunities for small and medium-sized enterprises. It promotes women's economic empowerment through policy reforms, institutional strengthening of public sector institutions and capacity building of women owned/led businesses to access procurement opportunities in Senegal, Nigeria, Cote d'Ivoire and Mali.

The project is aiming for 1,360 women led SMEs in Nigeria, Senegal, Mali and Cote d'Ivoire to improve their capacity to access procurement opportunities, at least 400 women led SMEs to access new procurement opportunities in the 4 countries, 270 government officials to improve their understanding of how to implement affirmative procurement reform and four legal/regulatory reforms are adopted to facilitate women led businesses access to procurement opportunities. This initiative on affirmative procurement in WCA is targeted more to strengthening women's entrepreneurship and their participation in supply chains, as compared to many other interventions of UN Women in the region that focus on rural women farmers. The

## ***KEY ECONOMIC EMPOWERMENT INTERVENTIONS***

experience to date in Senegal has targeted public procurement and going forward plans to include working with both public and private procurement agencies.

UN Women globally has identified gender responsive or affirmative procurement as a critical aspect of addressing gender inequality and women's empowerment. It has published a number of knowledge products and guidelines on the subject.

Senegal was the first country in the WCA region where UN Women has implemented a project on affirmative procurement in the last few years. In addition to training women-led businesses on public procurement, the project trained procurement officers of the national public procurement agency and succeeded in advocating for quotas to be set for awarding contracts to women-led businesses.

While this is a new and innovative area for UN Women, an important element for sustainability is the role of UN Women in not only building capacity but also in advancing data collection and analysis on women-owned businesses. This would help fill an information gap whereby companies interested in engaging with women-owned or led businesses in supply chains face a dearth of data as the gender of business owners is not generally available. Making such data and analysis through data base would help support the selection of women's businesses for procurement contracts. In addition, this would be strategic for UN Women's promotion of the UN Women's Empowerment Principles (WEPs) in the region, seeing one of the principles addresses gender equality in supply chains. Such data is also key for working with women's entrepreneur organisations and with government agencies responsible for SME policy and development. In this regard, compilation of a database of women entrepreneurs is underway in Senegal.

The WCARO WEE unit is participating in UN Women's work with its partners in the African region as a whole to ensure that gender affirmative procurement clauses are included in the Women in Trade Protocol of the AfCFTA currently under formulation. This is in the context of seeing gender affirmative procurement as presenting an opportunity to leverage and sustain women-owned SMEs' access to the intra-regional markets under the African Continental Free Trade Area (AfCFTA).

### ***UN Women's Transformative Approach to Recognize, Reduce, and Redistribute Unpaid Care Work in Women's Economic Empowerment***

The 3R Programme responds to the need for more programmatic interventions on recognizing, reducing and redistributing (3Rs) women's unpaid care and domestic work as well as overall time poverty. UN Women introduced the 3 R concept (recognising, reducing and redistributing unpaid care work) in northern agricultural communities in Senegal, funded by Canada. By addressing unpaid care the Programme tackled one of the fundamental obstacles to gender inequality and provided an entry point for accelerating women's economic empowerment which is uncommon when designing and implementing gender and development projects in the region.

Integrating the 3 Rs programme into an ongoing AgrifED project in Senegal was also innovative and a strategy with potential for enhancing sustainability. This represented value addition to the project. In combination with education and application of climate resilient agricultural measures, introducing the concept to local government and rural women's associations (REFAN) of reducing women's unpaid care

## ***KEY ECONOMIC EMPOWERMENT INTERVENTIONS***

work to facilitate productive work contributed to increased incomes, as well as access to the nation health insurance scheme for 1000 women.

Transformative 3 R s is a new area of work and thus is a learning experience and evaluations such as one recently completed in Senegal help identify the effectiveness of the interventions as well as the gaps and risks.<sup>10</sup> It found that “despite good research efforts, some issues such as a full understanding of existing disability and health insurance schemes that already provided coverage to women farmers and their family members were missed affecting the effectiveness and sustainability of the programme. “The evaluation also noted that “to be further explored is the extent to which freeing up women’s time actually translates into more time for productive income work. This is linked to other structural obstacles facing women farmers such as access to finance and markets that need to be addressed simultaneously.”

Nevertheless, these results hold promise of UN Women being able to pursue the strategy of introducing the 3 Rs into ongoing and future community interventions and policy advocacy work. WCARO has played a leading role in putting the 3 Rs on the WCA regional agenda. In 2022, UN Women WCARO conducted a review of case-studies, practices, gender-inclusive policies, and innovative financing models addressing women's unpaid care work in the African region. These case studies point the way to replicable practices for the WCA region. The full-report is forthcoming in 2023.

As work is developed over time on the 3 Rs, there will be a need to broaden this concept to the transformative 5 Rs: recognising, reducing, redistributing, rewarding and representing) as integral to building care economies. The latter two particularly concern the situation of millions of domestic workers in the region who are often invisible and can be poorly treated and abused.

Senegal’s National Strategy for Women’s Economic Empowerment identifies unpaid care work of women as a key obstacle to women's participation in the economy. The Government of Senegal has made a commitment to address gender inequalities in the distribution of care work through policies and programmes with the approval of the National Strategy on Women’s Economic Empowerment (SNAEF) in September 2019. A revision of the SNAEF in January 2021, to reflect the needs of women in the post-COVID-19 economic recovery phase, which counted on the support of the Embassy of Canada in Senegal, reiterated the importance of strengthening the government’s response in the areas of unpaid care and social protection. UN Women has conducted a study to assess the fiscal and employment effects of public investments in early childhood education in Senegal to support the government in devising policies to address gender inequalities in the distribution of unpaid care work by providing evidence on the costs and benefits of institutionalizing care provision.

It will do this through a holistic package of solutions, i.e. transformative care services, including provision of childcare services, early childhood education, access to time-saving infrastructure and services, that enable and/or strengthen women’s effective participation in economic empowerment programmes and interventions. With support from Global Affairs Canada, the 3R Programme Senegal integrated a standalone care component into existing UN Women climate-resilient agriculture project in Senegal.

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<sup>10</sup>Draft Interim Report on 3 Rs in Senegal, March 2023.

## Annex 18. Agriculture share of GDP in WCA region and Female employment in Agriculture

