

VOLUME II

Final Report Annexes

Corporate thematic evaluation of UN Women's support to women's political participation: Insights from the field



INDEPENDENT EVALUATION SERVICE (IES)

Independent Evaluation and Audit Services (IEAS)

UN Women

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List of acronyms

| | |
|----------|---|
| DPPA | United Nations Department of Political Affairs |
| DPPA-EAD | United Nations Department of Political Affairs – Electoral Assistance Division |
| HQ | UN Women Headquarters |
| OECD-DAC | Organisation for Economic Co-operation and Development's Development Assistance Committee |
| OHCHR | Office of the United Nations High Commissioner for Human Rights |
| OIOS | United Nations Office of Internal Oversight Services |
| QCA | Qualitative Comparative Analysis |
| RMS | Results Management System |
| SDG | Sustainable Development Goals |
| SP | Strategic Plan |
| UNDP | United Nations Development Program |
| UNFPA | United Nations Population Fund |
| UN Women | United Nations Entity for Gender Equality and the Empowerment of Women |
| WPP | Women's Political Participation |

Annex 1: Terms of References and Inception Report

| Title |
|---|
| Women's Political Participation Evaluation Terms of Reference |
| Internal Reference Group Terms of Reference |
| External Reference Group Terms of Reference |
| Inception Report and Annexes |

Annex 2: Evaluation and data collection matrix

The evaluation team adhered to the Organization for Economic Co-operation and Development – Development Assistance Committee (OECD-DAC) criteria of relevance, coherence, effectiveness, efficiency, sustainability, and gender equality/human rights to maintain consistency with the scope and aims for this evaluation. The key evaluation questions below drew upon assumptions set out in the evaluation theory of change.

The evaluation team employed a mixed-methods approach of desk review, portfolio analysis, and engaging stakeholders via key informant interviews and focus group discussions (224 stakeholders; $n = 183$ female, 41 male) and online surveys (397 respondents; $n = 397$ female, 9 male, 2 other/unknown). Most data were collected remotely using virtual platforms with in-person interactions taking place during IES Field Visits to Kenya, Moldova, Samoa, and Zimbabwe. A combination of quantitative and qualitative methods enabled the evaluation team to capture granular details and situate relevant documentary data and survey data from stakeholders in context, and then triangulate and analyse the information through descriptive statistics; qualitative content analysis and contribution analysis to illustrate UN Women’s contributions to women’s political participation.

| Evaluation Question | Evaluation Criteria | Types of Evidence | Data Sources | Tools for Data Collection |
|---|------------------------|--|--|---|
| EQ1: What is the impact of UN Women support to women’s political participation at country level? | | | | |
| A. What factors (strategies, programming modalities, innovations) have worked and contributed to the most significant achievements? Conversely, what have been some of the most persistent bottlenecks? | Effectiveness / Impact | Programme documents, results and monitoring system, perceptions of stakeholders, government statistics and global indices on WPP | UN Women personnel perceptions, key stakeholder and women leader perceptions, government statistics and political party statistics on a) female membership and participation in civic spaces b) elected women at different levels, document review | Key informant interviews with UN Women personnel Routine monitoring data review, Surveys with female aspirants / political leaders Structured programme document extraction Trend analysis of government and other indices on WPP QCA truth tables |

| Evaluation Question | Evaluation Criteria | Types of Evidence | Data Sources | Tools for Data Collection |
|---|---------------------|--|---|---|
| B. What types of institutional (HQ, regional) support are the most effective at achieving results at country level? | | Perception data from qualitative interviews, results and monitoring systems | UN Women personnel perceptions, key stakeholder and female political leaders' perceptions, QCA analysis | <p>Global online survey with UN Women personnel</p> <p>Key informant interviews with UN Women personnel</p> <p>Key informant interviews with external stakeholders</p> <p>In-depth interviews and focus group discussions with female political leaders</p> <p>If relevant, QCA truth tables</p> <p>Global online survey with UN Women personnel</p> <p>Online survey with female aspirants/leaders</p> |
| C. What good practices and lessons were identified? | | Structured document extraction of programme documents, results from the monitoring system, perceptions of stakeholders | UN Women personnel perceptions, key stakeholder and female political leaders' perceptions, QCA analysis, programme document and RMS | <p>Structured document extraction tool</p> <p>Key informant interviews with UN Women personnel and key stakeholders</p> <p>In-depth interviews and focus group discussions with female political leaders</p> <p>RMS trends analysis</p> <p>QCA analysis including truth tables</p> |

| Evaluation Question | Evaluation Criteria | Types of Evidence | Data Sources | Tools for Data Collection |
|---|---|---|---|--|
| | | | | <p>Global online survey with UN Women personnel</p> <p>Online survey with female aspirants/leaders</p> |
| <p>D. What unintended positive or negative consequences were identified? To what extent were negative consequences mitigated?</p> | | <p>Programme document extractions, RMS, qualitative interview data of perceptions of UN Women personnel/key stakeholders/female political leaders</p> | <p>UN Women personnel perceptions, key stakeholder and key stakeholder perceptions, RMS and programme reports</p> | <p>Structured document extraction tool</p> <p>Key informant interviews with UN Women personnel and external stakeholders</p> <p>In-depth interviews and focus group discussions with female political leaders</p> |
| <p>EQ2. In what ways has UN Women’s support been tailored to the local political context?</p> | | | | |
| <p>A. What domains of the political system are intervened on? Why?</p> | <p>Relevance/ appropriateness of approach</p> | <p>Programme document review, qualitative interviews with key stakeholders</p> | <p>UN Women personnel perceptions, RMS and programme reports</p> | <p>Structured document extraction tool</p> <p>Timeline analysis</p> <p>Key informant interviews with UN Women personnel and external stakeholders</p> <p>Global online survey with UN Women personnel</p> <p>Online survey with female aspirants/leaders</p> |

| Evaluation Question | Evaluation Criteria | Types of Evidence | Data Sources | Tools for Data Collection |
|--|---------------------|--|---|---|
| B. To what extent is UN Women contributing at the local (sub-national) government level? | | Programme document review, qualitative interviews with UN Women personnel/key stakeholders/female political leaders, RMS | UN Women personnel perceptions, key stakeholder and female political leaders staff perceptions, programme reports | <p>Key informant interviews with UN Women personnel and external stakeholders</p> <p>Structured document extraction tool</p> <p>Timeline analysis</p> <p>In-depth interviews and focus group discussions with female political leaders</p> <p>Online survey with female aspirants/political leaders</p> <p>Global online survey with UN Women personnel</p> |
| C. How is backlash encountered and managed? | | Programme reports of backlash, qualitative interviews with UN Women personnel/key stakeholders/female political leaders, RMS | RMS, programme reports, qualitative interviews | <p>Structured document extraction tool</p> <p>Key informant interviews with UN Women personnel and external stakeholders</p> <p>Timeline analysis</p> <p>In-depth interviews and focus group discussions with female political leaders</p> |

| Evaluation Question | Evaluation Criteria | Types of Evidence | Data Sources | Tools for Data Collection |
|--|---|--|---|--|
| | | | | Survey with female political leaders |
| EQ3. How well does UN Women work with its partners (UN and others) on the ground? | | | | |
| A. Which partnerships are effective at advancing the agenda for women's political participation? | Coherence | Programme reports and qualitative interviews | Programme reports, UN Women personnel and key stakeholder in-depth qualitative interviews | Structured document extraction tool Timeline analysis Key informant interviews with UN Women personnel and women political aspirants and leaders |
| B. What is UN Women's added value vis-à-vis others that are working in women's political participation and how does this vary across contexts? | | Qualitative perceptions | Programme reports, UN Women personnel and key stakeholder in-depth qualitative interviews | Key informant interviews with UN Women personnel and women political aspirants and leaders Global online survey with UN Women personnel |
| EQ4. How effectively is UN Women's integrated mandate (operational, coordination, normative) leveraged at country level? And with what effects? | | | | |
| EQ4 | Coherence/ effectiveness and efficiency | Qualitative perceptions, programme reports | Programme reports, UN Women personnel and key stakeholder in-depth qualitative interviews | Key informant interviews with UN Women personnel and external stakeholders Structured document extraction tool Timeline analysis |

| Evaluation Question | Evaluation Criteria | Types of Evidence | Data Sources | Tools for Data Collection |
|---|------------------------------|---|--|--|
| EQ5. What aspects of equity are targeted by UN Women’s interventions (leave no one behind and gender equality)? How effective are these at ensuring equity of women’s access and political representation? | | | | |
| EQ5 | Equity / Leave no one behind | Programme reports, qualitative perceptions, survey data | Programme reports, UN Women personnel and key stakeholder in-depth qualitative interviews, government reports on female constituents | Structured document extraction tool Survey with female leaders (socio-demographic data) Key informant interviews with UN Women personnel and women political aspirants and leaders Qualitative interviews with female aspirants / leaders Global online survey with UN Women personnel Online survey with women political aspirants / leaders |
| EQ6. What is UN Women’s approach to safeguarding sustainability of impact and efforts in this area? | | | | |
| A. What is UN Women’s approach to sustainability and how does this vary by context? | Sustainability | Programme reports, qualitative perception data | Programme reports, UN Women personnel and key stakeholder in-depth qualitative interviews | Structured document extraction tool Key informant interviews with UN Women personnel and external stakeholders |

| Evaluation Question | Evaluation Criteria | Types of Evidence | Data Sources | Tools for Data Collection |
|---|---------------------|--|---|---|
| B. What is the learning on feasible approaches to sustainability? | | Programme reports, qualitative perception data | Programme reports, UN Women personnel and key stakeholder in-depth qualitative interviews | Structured document extraction tool Key informant interviews with UN Women personnel and external stakeholders |

Annex 3: Stakeholder mapping

Individuals and groups at the global, regional and country levels who engage in UN Women’s work in women’s political participation, as well as those who might be affected by the outcomes of this evaluation process were considered key stakeholders for this evaluation. Key stakeholders were identified and engaged in the data collection process based on sampling criteria such as special knowledge of women’s political participation in the areas under review, geographic representativeness, and opportunities for learning.

A wide range of internal and external stakeholders were consulted, including beneficiaries (e.g., women aspirants, candidates, leaders) and government officials. Furthermore, the 12 Country Case Studies were selected based on the following criteria to ensure that they were geographically representative: level of investment, country context (income level, relevant SDG indicators), strategic significance of programmes, potential for learning (duration of engagement, significant results, key partnerships), sustainability and relevance to implementation of SP 2022-2025, availability of data and evidence, including monitoring data and evaluations. As a best practice, the evaluation team also coordinated with the ongoing evaluation on social norms to gather insights from stakeholders in-person in Samoa. Finally, online survey respondents included 57 internal stakeholders (28 per cent response rate) and 351 women political aspirants and leaders (see Annex 7 for more details).

Table 1. Stakeholders by level

| | Headquarters | Regional | Country |
|-------------------|---|--|--|
| UN Women | Women’s political participation team; Policy Advisors & Programme Specialists for WPP; Governance & Participation section; Senior Management & Executive Leadership teams; UN Women Executive Board | Directors; Policy Advisors; Programme Specialists; Monitoring & Evaluation Specialists | Country Representatives; Programme Specialists; Monitoring & Evaluation Specialists |
| UN System | Other UN agencies, particularly UNDP, UNFPA, OHCHR, DPPA, DPPA-EAD, OIOS | Regional Coordinator Regional commissions | UN Country team, other UN agencies |
| Government | Governments; Member States | Regional networks | Congress; parliaments; legislative bodies; women and other key line ministries; Member States; National governments; |

| | | | |
|--|--|---|--|
| | | | Sub-national/local governments; law enforcement (e.g., police officers); National Statistical Organizations |
| Political | Intergovernmental bodies (e.g., European Union, African Union); Interparliamentary Union | African Women's Leadership Network | Political parties; national assemblies; Election management bodies; regulatory agencies; women's caucuses; policy makers and political analysts |
| Advocacy, research, & service organizations | Intergovernmental organizations; private organizations; academia; think tanks | Civil Society Organizations; Non-Governmental Organizations; private organizations; academia; think tanks; regional organizations | Civil Society Organizations; Non-Governmental Organizations; women's networks & forums; private organizations; academia; think tanks |
| Rights holders | | | Elected women officials; women political aspirants and candidates; youth candidates; voters; women with disabilities; rural women; women belonging to minority ethnic or religious groups; LGBTIQ+ |
| Donors | International donors; Multi-Partner Trust Fund; foundations; charities | Regional donors | National donors; Foundations; charities |
| Media | Social media companies | Traditional media; social media companies | Traditional media; social media companies; local media channels (radio, television) |

Table 2. Stakeholder mapping

| | Group | Priority | Role | Gains | Engagement | Inputs to evaluation |
|-----------------|---|-----------|--|---|---|---|
| UN Women | Women’s political participation team HQ | Very high | Lead global corporate strategy on WPP; implementation of global programmes on WPP; research and global knowledge generation and management; capacity building; SDG 5.5.1b monitoring; UN Coordination on electoral assistance and on violence against women in politics and co-chairs Inter-agency Task Team on Temporary Special Measures; lead normative | Use of evaluation findings and lessons to make decisions regarding WPP work | Reference Group Key informant Informational | Conceptualization Inception Data collection Report review Dissemination |

| | | | | | | |
|--|--|-----------|---|---|---|---|
| | | | support on WPP; partners with Member States at global level and international organizations (e.g. Inter-Parliamentary Union, International IDEA, United Cities and Local Governments) | | | |
| | Regional policy advisors & thematic programme specialists and analysts for WPP | Very high | Partners with government, ministries and Civil Society Organizations, particularly at country and regional levels | Use of evaluation findings and lessons to make decisions regarding WPP | Key informant Informational | Conceptualization Inception Data collection Dissemination |
| | Governance & Participation section | Very high | Implementation of Governance and Participation Strategic Notes and Annual Work Plans | Use of evaluation findings and lessons to make decisions regarding governance and participation | Reference Group Key informant Informational | Conceptualization Inception Data collection Report review Dissemination |

| | | | | | | |
|--|--|-----------|---|---|--|--|
| | Senior Management & Executive Leadership teams | High | Decision-making on UN Women's overall strategic direction, priorities & high-level WPP efforts | Evidence for strategic decision-making and implementation of the current Strategic Plan, including on UN Women's support to WPP | Reference Group Informational | Conceptualization Data collection Dissemination |
| | Regional Directors | Very high | Better regional guidance and strategic decisions regarding UN Women's WPP efforts at the regional level | Improved implementation of UN Women's contributions and support to WPP at the regional and country levels | Key informant Informational | Conceptualization Inception Data collection Dissemination |
| | Regional thematic leads & advisors | Very high | Regional guidance and implementation of UN Women's WPP efforts | Better regional guidance and roll out on thematic support | Reference Group Key informant Informational | Inception Data collection Report review Dissemination |
| | Executive Board | Desirable | Interested in the success of UN Women's WPP efforts | Use of evaluation findings to advise on UN Women's current Strategic Plan and any related | Informational | Dissemination |

| | | | | | | |
|-----------------------|--|-----------|--|--|---|-----------------|
| | | | | strategic decisions | | |
| UN System | EOSG, UNDP, DPPA, UNESCO, OHCHR | High | Inter-agency partners in UN Women's support to WPP | Potential beneficiary of lessons generated by the evaluation/use of the evaluation for future inter-agency engagements | Reference Group Key informant Informational | Data collection |
| | Regional commissions | Medium | Inter-agency engagements in supporting WPP | Potential beneficiary of lessons generated by the evaluation/use of the evaluation for future inter-agency engagements | Key informant Informational | Data collection |
| Rights holders | Women office holders; political aspirants and candidates; voters | Very high | Ultimate beneficiaries of UN Women's WPP efforts | Potential beneficiary of change generated by the evaluation & greater awareness of UN Women's | Key informant Informational | Data collection |

| | | | | | | |
|--|---|-----------|--|---|---|-----------------|
| | | | | contribution to WPP efforts | | |
| Government | Members of Congress, Parliament, Legislative bodies; National & sub-national governments; Key line ministries; policymakers | Very high | Target audience of UN Women's WPP efforts & in partnership with UN women in leading and implementing policy change | Improved support from UN Women, potentially a beneficiary of change generated by the evaluation | Key informant Informational | Data collection |
| Intergovernmental organizations | Intergovernmental bodies; Non-UN intergovernmental organizations: Interparliamentary Union, International IDEA | Desirable | Target audience of UN Women's WPP efforts | Improved support from UN Women, potentially a beneficiary of change generated by the evaluation | Key informant Informational | Data collection |
| Political parties | Various | Desirable | Target audience of UN Women's WPP efforts | Improved support from UN Women, potentially a beneficiary of change generated by the evaluation | Key informant Informational | Data collection |
| Advocacy, research, & service organizations | Women's networks & groups; Civil Society Organizations; Non-Governmental Organizations; academia | High | UN Women partners in implementation of WPP | Use evaluation findings and lessons learned to inform and strengthen | Reference Group Key informant Informational | Data collection |

| | | | | | | |
|---------------|---|-----------|--|---|-----------------------------|-----------------|
| | | | programmes and initiatives | future partnerships with UN Women | | |
| Donors | Sweden/Swedish International Development Agency, Canada, European Union, Multi-Partner Trust Fund, Peacebuilding Fund | Desirable | Have contributed to/invested in UN Women's WPP efforts and programming | Use of evaluation findings and lessons to make decisions regarding strategic directions and investments | Key informant Informational | Data collection |
| Media | Traditional media organizations & social media companies | Desirable | UN Women partners in implementation of WPP programmes and initiatives | Use evaluation findings and lessons learned to inform and strengthen future partnerships with UN Women | Key informant Informational | Data collection |

Annex 4: Data collection tools

I. Key Informant Interview Protocol

The following broad protocols were developed for key informant interviews. The protocols were adapted to suit each stakeholder group being interviewed: UN Women headquarters, regional and country level personnel, partners from the UN system, government, and civil society (among others). The protocols were also adapted for focus group discussions, as needed.

Materials needed

- Timeline analysis (for country case studies only - this was done ahead of IES Field Visits)
- Interview protocol
- Interview notes template

Interview Protocol

All interview notes must be saved on the UN Women protected shared drive.

Pre-amble/Introduction

Hello, and thank you for agreeing to speak with us today. Our team is conducting a global corporate evaluation of UN Women’s support to women’s political participation. This includes both a retrospective look at achievements made during the Strategic Plan 2018-2021 cycle, as well as a forward-looking perspective on the Strategic Plan 2022-2025. The goals of the evaluation are to contribute to strategic decision-making, learning, and accountability at UN Women.

We know that this is an area of a lot of progress, but also an area which can be complicated. With a timeframe of 2018-2023 (just up to June), we would like to understand key achievements and also what lessons should be taken forwards into programming.

All interviews are confidential. Your name, or any identifying information, will not be shared with anyone outside of the evaluation team. The interview will take about an hour, and you can choose to skip or not answer any question without any repercussions. We will be taking notes, but we will not be recording this interview. We would be happy to answer any questions about the evaluation or methods at the end of the interview.

Are you ok for us to proceed? Is it ok for us to take notes?

Interview details

| Date | Interviewee / Office Division | Interviewer | Attendees |
|----------|----------------------------------|-------------|-----------|
| DD/MM/YY | | | |

Background and Introduction

1. Please briefly tell us about your role within UN Women (or partner organization) (*probe: which level do you work at? HQ, regional, country*).

2. What has been your engagement with UN Women's work on women's political participation (WPP)?

Contextual alignment (for country-level respondents only)

Interviewer says: "We would like to first of all ask about the political context where you work, in order to better understand alignment with contextual factors."

3. In your (*insert country*), what have been the main drivers of women's political participation?
4. In your opinion, how have these helped or hindered the development of women's political participation?

Key initiatives and activities

Interviewer says: "We would now like to ask you about your view on UN Women's programmes/initiatives on WPP in terms of activities. We will come to successes and outcomes achieved shortly."

5. In your view, where have UN Women's activities on WPP been focused during the time in scope (2018- June 2023)?
(*Probe: did activities cover the focus areas outlined in the SP? Legal / policy reforms including TSMs, responding to VAWP, technical support, addressing social norms and capacity-building women leaders and aspirants, data and research*)

Alignment and Coherence

Interviewer says: "We would now like to speak about how UN Women works with partners to deliver on programmes/initiatives."

6. What partnerships or alliances are important for UN Women for the delivery of the WPP portfolio?
7. What do you think are UN Women's comparative advantages and value add vis a vis other partners in this space?
8. (For partner organizations only) In your view, how effective has your partnership with UN Women been? (*Probe: success factors/challenges?*)
9. (For UN Women personnel only) Which partners have been problematic for UN Women for delivery of WPP? (*Probe: any partnerships / alliances which were desirable but difficult to establish?*)

Programme Results, Outcomes and Impact

Interviewer says: "We would now like to focus specifically on the programme achievements, or outcomes and impact."

10. What do you think have been UN Women's key successes to date in WPP? Can you specify what impact and outcomes were achieved?
11. Thinking about these impacts and outcomes, what were the critical factors which led to achieving these outcomes? (*Probe: What role did UN Women play in achieving these outcomes? And what contextual factors were also important in achieving these outcomes?*)
12. Any areas that you think have shown less progress and need to be strengthened?
13. Were there any unintended positive or negative consequences from UN Women's work in WPP? (*Probe: any evidence of backlash? How was this addressed?*)

Equity and leave no one behind

Interviewer says: “We would now like to talk about equity and leave no one behind in UN Women’s WPP work.”

14. What aspects of leave no one behind are being addressing in the context of WPP? Is there sufficient outreach to any specific marginalised groups? Why is this/ why not?
15. In your view, how effectively has UN Women been able to address equity in WPP programmes?
16. (For country level respondents only): In your view, to what extent are female aspirants / leaders representative of the population? Why is this?

Institutional support (for UN Women personnel only)

Interviewer says: “We would now like to talk about how institutional support and Un Women’s triple mandate work to achieve results at the country level.”

17. What types of regional/HQ support are provided at country level? How effective has this support been?
18. In your view, how effectively has UN Women leveraged its triple mandate (normative, coordination, operations) to deliver on WPP at the country level?

Sustainability

Interviewer says: “We would now like to consider the issue of sustainability and ask about approach and your opinion on what aspects of sustainability UN Women should be aiming for.”

19. In your view, is UN Women’s current work contributing to sustainable change in women’s political participation? Why or why not?
20. Have you seen reversals in gains in WPP in your context? What caused these?

Key learnings / insights

Interviewer says: “Thinking about everything that we have discussed today, we would like to ask about key learnings / insights.”

21. What do you think have been the key learnings / insights about what works and does not work for improving WPP?

Recommendations

Interviewer says: “This is the final question for this interview.”

22. What do you recommend for future strategic support to WPP? In what ways could it be strengthened?
23. Are there any unintended positive or negative consequences that you think need to be considered?

Wrap up

Interviewer says: “The interview is now finished – We want to thank you for your time. Are there any questions that you have for us?”

II. Case Study Template

Notes on using the template

This template draws on the Evaluation Questions and the Theory of Change (TOC), to extract/identify relevant evidence for each county case study. Evaluators consequently need to be familiar with the TOC in-depth, including differences between short and long-term outcomes. Evaluators should also identify contextual factors, as described in the TOC, and any observations on the validity of TOC assumptions as these case studies will directly feed into the Qualitative Comparative Analysis and Contribution Analysis.

1. Background

- Country name:
- Sample size (total number of stakeholders engaged, details in Annex I):
- Data collection methods (in-person/ virtual/ combination):

2. Case study evidence by workstream

| |
|--|
| Design and Model Workstream |
| Country Context (gathered from the evidence review) |
| <p>Summary of contextual factors: <i>Types of contextual factors – assessment of gender development, political system, policies/procedures to encourage women leaders, counter-feminist movements, strengths of civil society, any evidence of pro / harmful social norms</i></p> |
| Context factors / drivers (results from the Key informant interviews) |
| <p>Summary of contextual drivers: <i>What did stakeholders identify as being important contextual drivers?</i></p> |
| Adaptation to the local context / model design |
| <p>A) What are UN Women’s core activities in WPP? <i>Which parts of the political system are being acted on and why- i.e., which of the three stages of women’s entry into the political sphere? Also specify if UN Women is working at the national level and/or local levels (use TOC / funnel to guide your responses).</i></p> |
| <p>B) What is the evidence of tailoring activities to the local context (including national vs local politics)? <i>How does UN Women use contextual drivers to deliver?</i></p> |
| <p>C) Any evidence of backlash and how this is being addressed?</p> |

| |
|--|
| Sustainability |
| A) What is UN Women’s approach to sustainability? <i>what factors hinder or help?</i> |
| B) Any learning on what is feasible/replicable in this context (and other contexts)? |
| Delivery Workstream |
| Partnerships |
| A) Evidence of effective partnerships (<i>who are the partners, what activities do they collaborate on, is the evidence triangulated through partner perceptions, what makes partnerships work?</i>) |
| B) Evidence of non-effective partnerships? |
| C) UN Women’s value add? |
| UN Women’s triple mandate |
| A) How is the triple mandate leveraged at the country level? |
| B) Evidence of the impact of triple mandate being leveraged? |
| Equity |
| A) What aspects of equity is UN Women working on? |
| B) What are the key issues in women’s political participation from an equity perspective? |
| C) Evidence of effectiveness in addressing this? |
| Performance Workstream |
| Impact / outcomes <i>NOTE: impact/outcomes will be mapped against the TOC below</i> |
| A) Factors / bottlenecks leading to success |

| |
|--|
| B) Regional / HQ support (<i>which types of support are the most effective?</i>) |
| C) Unintended consequences (positive / negative) |
| Insights / learning |
| A) Learning / insights |
| B) What is replicable in other contexts? |

III. The theory of change – assessing outcomes and impact

In this section evaluators will map the outcomes / impact based on the ‘funnel’/ stages of women’s participation. Key areas of interest are:

- What claims are being made at each level of the TOC?
- What was UN Women’s contribution?
- How strong is the evidence that UN Women’s claim of contribution is ?

Evaluators should use the ranking tool to assess the strength of evidence for each claim.

| Rank | Justification |
|------|--|
| 1 | Evidence/claim comprises multiple data sources (both internal and external) (good triangulation), which are of good quality. Where fewer data sources exist, the supporting evidence is more factual than subjective. |
| 2 | Evidence /claim comprises multiple data sources (good triangulation) of lesser quality, or the finding is support by fewer data sources (limited triangulation) of decent quality but that are more perception based than factual. |
| 3 | Evidence/claim comprises few data sources across limited stakeholder groups (limited triangulation), and it is perception-based, or generally based on data sources that are viewed as being of lesser quality. |
| 4 | Evidence comprises very limited evidence (single source) or incomplete or unreliable evidence. |

Note: Only fill in the sections where evidence/claims have been identified.

| Element of the Theory of Change: 1. Women enter Politics | |
|--|--|
| Short-term outcomes | Summary of claim: <i>what is the claim? What is UN Women’s contribution claim?</i> |
| | Assessment of the strength of the claim (<i>rank and narrative explanation</i>): |

| | |
|---|---|
| Longer-term outcomes: | Summary of claim: <i>what is the claim? What is UN Women’s contribution claim?</i> |
| | Assessment of the strength of the claim <i>(rank and narrative explanation):</i> |
| Any impact level change? | Summary of claim: <i>what is the claim? What is UN Women’s contribution claim?</i> |
| | Assessment of the strength of the claim <i>(rank and narrative explanation):</i> |
| Element of the Theory of Change: 2. Women Stand for Election | |
| Short-term outcomes | Summary of claim: <i>what is the claim? What is UN Women’s contribution claim?</i> |
| | Assessment of the strength of the claim <i>(rank and narrative explanation):</i> |
| Longer-term outcomes: | Summary of claim: <i>what is the claim? What is UN Women’s contribution claim?</i> |
| | Assessment of the strength of the claim <i>(rank and narrative explanation):</i> |
| Any impact level change? | Summary of claim: <i>what is the claim? What is UN Women’s contribution claim?</i> |
| | Assessment of the strength of the claim <i>(rank and narrative explanation):</i> |
| Element of the Theory of Change: 3. Women as Leaders | |
| Short-term outcomes | Summary of claim: <i>what is the claim? What is UN Women’s contribution claim?</i> |
| | Assessment of the strength of the claim <i>(rank and narrative explanation):</i> |
| Longer-term outcomes: | Summary of claim: <i>what is the claim? What is UN Women’s contribution claim?</i> |

| | |
|---------------------------------|---|
| | Assessment of the strength of the claim (<i>rank and narrative explanation</i>): |
| Any impact level change? | Summary of claim: <i>what is the claim? What is UN Women’s contribution claim?</i> |
| | Assessment of the strength of the claim (<i>rank and narrative explanation</i>): |

IV. Guidance note on timeline and trend analysis

Purpose

The timeline analysis is a qualitative evaluation tool which facilitates graphical representation of qualitative data. Timelines are useful to visually map a lot of information and explore or establish causal relationships. They facilitate a deeper understanding of the process of events which led to the achievement of outcomes. The timeline analysis allows for a more longitudinal perspective on women’s political participation¹ and will include episodic events, such as pandemics, women’s movements (including large-scale protests), counter movements – as well as continuous pressure. The accompanying trend analysis is a quantitative tool to map outcomes/data related to changes in women’s representation (where possible) across country case studies.

Methodological approach

The timeline and trend analyses can be used by both Qualitative Comparative Analysis and Contribution Analysis in the following ways:

- For Contribution Analysis: The timeline can test the plausibility of the claims, asking whether the sequence of events could have feasibly contributed to an achieved outcome (*e.g., did the trainings happen before the women were elected?*).
- For Qualitative Comparative Analysis: Both the timeline and trend analyses can support the identification of ‘conditions’ for the necessity and sufficiency analysis.

Proposed timeline analysis method

The following are **core requirements** for the timeline:

- Timeline for key WPP UN Women initiatives and programmes (including start/end dates)
- Any key events/outcomes related to women’s political participation e.g., legal changes, electoral systems changes, notable changes in political rights. *Note: elections and results on proportion of women elected (national and local levels – as appropriate to each country) to be inputted from accompanying trend analysis*

¹ Hughes, M and Paxton, P (2008) “Continuous Change, Episodes and Critical Periods: A Framework for Understanding Women’s Political Representation over Time”, *Politics and Gender*, Volume 4, Issue 2, pp 233-264

The following format can be used to briefly describe key programmes and initiatives that UN Women has supported for women’s political participation between 2018-2023.

- Indicate the levels at which (government (ministries, government bodies, bureaucrats), parliament (MPs, women’s caucus etc.), political parties etc.) each key programme/initiative was supported by UN Women in the corresponding box(es).
- Indicate year(s) in which the initiatives were carried out

| UN Women’s Initiatives | Government | Parliament | Local | Other (specify) |
|--|-------------------|-------------------|--------------|------------------------|
| Constitutional/Legal reforms | | | | |
| Temporary special measures, including quotas (e.g., reserved seats) | | | | |
| Candidate training | | | | |
| Support to elected women | | | | |
| Electoral assistance (UN-led process and/or work with EMBs) | | | | |
| Social norms change | | | | |
| Capacity building on institutional gender mainstreaming | | | | |
| Violence Against women in politics | | | | |
| Other (specify) | | | | |

Contextual factors

Additional factors are any contextually important events that directly affect change. Evaluative judgement is needed to identify these, and the types of events to be mapped could include:

- Any major events in terms of reversals / progress in women’s rights that is credited with affecting women’s political participation (e.g., changes to reproductive rights, access to health care etc.)
- Any women-led movements credited with affecting women’s political participation, including for marginalized groups
- Episodic crises

How to develop the timeline

The timeline can be developed in Word or PowerPoint, using a simple graphical representation.



- The timeline will use a mix of qualitative and quantitative data (*see trend analysis below*)
- The data used should be referenced clearly with sources mentioned. It is also recommended to keep a record of the decision-making process of why certain events/factors were included (or not).
- It may not be possible to map all the qualitative data (*For example, while 'favorable perceptions of a very visible female leader' cannot be put on a timeline and is not 'event-based'; the election of women leaders would be mapped*).
- The timeline should be constructed and refined at different times. While it can be initially filled in with 'core' requirements, these should be revisited and refined again post-fieldwork with 'contextual' factors.
- Types of events can be color coded e.g. UN Women's initiatives/activities in blue, key events/outcome changes in red, contextual events in yellow.

Proposed trend analysis format

For each country:

- Indicate the country context
- For each election cycle occurring between January 2018- June 2023 map the related indicators and extent of UN Women's activities, if any

| | | Election cycles | | |
|--|--|-----------------|--|--|
| Country Context (as of 2023) | Country | | | |
| | Region | | | |
| | Type of government system | | | |
| | Income classification (World Bank) | | | |
| | SDG Indicator 5.1.1 (%): Legal frameworks | | | |
| | SDG Indicator 5.5.1 (%): Women's representation in national parliaments (% & reporting year) | | | |
| | SDG Indicator 5.5.1b: Women in local government (% & reporting year) | | | |
| Election Context (2018-June 2023, list data each election) | Election year | | | |
| | Quota applicable to election (indicate 0-100%) | | | |
| | Type of election (National, Local, etc.) | | | |

cycle in separate column)

UN Women's activities
(2018-June 2023, list data for each election cycle in separate column)

| | | | |
|---|--|--|--|
| Resulting change in women's representation (<i>indicate percentage point increase/decrease</i>) | | | |
| # of women candidates trained | | | |
| # of trained women candidates who stood for office | | | |
| # of trained women candidates who were elected | | | |
| Electoral support (Y/N) | | | |
| VAWP (Y/N) | | | |
| Social norms campaign (Y/N) | | | |
| Other (<i>specify</i>) | | | |

4. Online surveys

As part of the data collection phase, the evaluation team developed two surveys which were administered online: 1) Survey for UN Women personnel (internal); and 2) Survey of women political aspirants and leaders (external). See Annex 8 for a summary table of the target survey respondents and responses received.

INTERNAL SURVEY FOR UN WOMEN PERSONNEL

Hello, and thank you for taking the time to complete this survey. The information you provide will contribute to the ongoing corporate thematic evaluation of *UN Women's support to women's political participation: insights from the field* led by the UN Women Independent Evaluation Service. The purpose of this evaluation is to contribute to strategic decision making, learning and accountability for UN Women's work in this area. The evaluation will be conducted during 2023 and presented to the UN Women Executive Board during its Annual Session in 2024.

In this context, **the survey seeks to better understand your perspective on UN Women's work on women's political participation.** The survey will take approximately 7-10 minutes to complete. Please note that your responses to this survey will remain anonymous. The information collected will be treated as confidential and will be stored and managed according to the Independent Evaluation Services' data protection protocols. For any questions, please contact the Evaluation Lead.

We thank you again for taking the time to complete this survey.

| # | Question Type | Question | Response categories |
|---|-----------------------------------|--------------------------------|---|
| 1 | Multiple choice / choose one only | What is your role at UN Women? | <ul style="list-style-type: none"> Senior Manager (D1/P5 or equivalent at country level) Middle Manager (P3/P4 or equivalent at country level) Entry level staff (P1/P2 or equivalent at country level) General Service Staff Other (please specify) |

| # | Question Type | Question | Response categories |
|--|--------------------------------------|--|---|
| 2 | Multiple choice/ choose one only | What is your gender identity? | <ul style="list-style-type: none"> • Female • Male • Prefer not to say • Other (please specify) |
| 3 | Multiple choice / choose one only | Where is your office located? | <ul style="list-style-type: none"> • Arab States • Americas and the Caribbean • Asia and the Pacific • Eastern and Southern Africa • Europe and Central Asia • Headquarters • Western and Central Africa |
| 4 | Multiple choice / choose one only | What type of office are you currently affiliated with? | <ul style="list-style-type: none"> • Headquarters (HQ) • Regional Office (RO) • Multi-Country Office (MCO) • Country Office (CO) • Programme Presence (PP) • Liaison Office (LO) • Non-Resident Agency (NRA) • Other (please specify) |
| We would now like to ask about programme activities, and how effective you feel that they have been. | | | |
| 5 | Scale | In your view, to what extent does your team contribute to the following areas of UN Women's work on women's political participation: | <ul style="list-style-type: none"> • Frequently contribute • Occasionally contribute • Rarely contribute • Never contribute • Don't know/Can't say • Supporting states to promote inclusive political processes and institutions and reach a 50/50 gender balance, including through legal / policy reform such as temporary special measures • Promotion of social norms change around women's political leadership, including addressing perceptions of women as effective political leaders • Building women's capacities and confidence to take part in |

| # | Question Type | Question | Response categories |
|----|---------------------------------|---|--|
| | | | <p>politics, as leaders, candidates, or office holders</p> <ul style="list-style-type: none"> Addressing violence against women in politics through prevention, monitoring, response Other (please specify) |
| 6 | Scale | <p>To what extent do you agree with the following statement:</p> <p>UN Women's efforts to advance women's political participation have led to demonstrable outcomes.</p> | <ul style="list-style-type: none"> Strongly agree Somewhat agree Agree Disagree Strongly Disagree Don't know / can't say |
| 7 | Open ended | Please provide details explaining your choice | |
| 8 | Multiple choice / select main 3 | In your view, what types of institutional support from HQ and/or regional offices are the most effective in contributing to advances in women's political participation at the country level? | <p>Please select the three most relevant areas</p> <ul style="list-style-type: none"> Technical assistance and policy advise in specific areas Guidelines and programming tools in specific areas Knowledge management, including through communities of practice to share experiences and best practices Networking / liaising with key actors on women's political participation Advocacy and communications Data and Knowledge products Financial support through seed funding Other – please specify |
| 9 | Scale / please select one | In your view, how effectively has UN Women been able to leverage its triple mandate to support women's political participation? | <ul style="list-style-type: none"> Very Effectively Somewhat effectively Effectively Not very effectively Not at all effectively Other |
| 10 | Open-ended | Please explain which aspects of the triple mandate (coordination, | |

| # | Question Type | Question | Response categories |
|---|---------------------------------|--|---|
| | | operational, normative) have been leveraged effectively, and where challenges remain | |
| 11 | Multiple choice / select main 3 | In which of the following areas does UN Women face the greatest challenges in successfully supporting women's political participation at the country level? | <p>Please select the three most relevant</p> <ul style="list-style-type: none"> • Addressing barriers due to social norms • Addressing barriers due to political factors • Coordination and convening efforts in-country • Managing multi stakeholder partnerships • Capacity-building work with CSOs, women's rights organizations • Working with national government counter-parts • Accessing sufficient resources • Learning • Technical support |
| We would like to ask you about partnerships. | | | |
| 12 | Multiple choice / select 3 | Which types of partners and stakeholders do you think are the most influential actors in advancing women's political participation? Please select up to three types of partners. | <ul style="list-style-type: none"> • Civil Society organisations (CSOs) • Women's organizations • National women's machineries • Electoral Management Bodies • Political parties • Women political leaders, including office holders • Academia/Think tanks • Local governments • National governments • UN system • Community or religious leaders • Parliamentary bodies • Other (please state): _____ |
| 13 | Open-ended | Please provide details explaining your choice. | |
| We would now like to ask you about equity and working with marginalised groups. | | | |
| 14 | Scale / choose one only | To what extent do you agree with the following statement: | <ul style="list-style-type: none"> • Strongly agree • Somewhat agree • Agree |

| # | Question Type | Question | Response categories |
|----|----------------------------------|--|--|
| | | UN Women integrates the needs of marginalised groups (e.g. rural women, women living with disabilities, young women, indigenous women, displaced women, and others at risk of being left behind) into its work on women’s political participation. | <ul style="list-style-type: none"> • Disagree • Strongly Disagree • Don’t know / can’t say |
| 15 | Open ended | Please provide details explaining your choice, if possible. | |
| 16 | Multiple choice / choose several | In your view, which of the following aspects of equity are targeted by UN Women’s interventions? (choose any/all that apply) | <ul style="list-style-type: none"> • Addressing discriminatory legislation or policy • Working to engage marginalised women in political life • Mitigating violence against marginalised women in politics • Challenging social norms around marginalised women ‘s political rights • Other (please specify) • N/A – UN Women’s interventions do not address aspects of equity |
| 17 | Open – ended | If there is anything else that you would like to add do so here | |

SURVEY FOR WOMEN POLITICAL ASPIRANTS AND LEADERS (EXTERNAL)

Hello, and thank you for taking the time to complete this survey. The information you provide will contribute to the ongoing corporate thematic evaluation of UN Women’s support to women’s political participation, led by the UN Women’s Independent Evaluation Service. The purpose of this evaluation is to inform and improve UN Women’s work on women’s political participation.

We would like to **learn about your views on the capacity development and training on political participation supported by UN Women. We are specifically interested in understanding how effective the training and other support were for you.** The survey will take between 7 to 10 minutes to complete. Please feel free to be honest in your responses – this will help us to learn what works and what does not.

Please note that your responses to the survey are completely confidential. All survey information will be stored safely, and results are only collectively, not individually.

We thank you again for taking the time to complete this survey.

For any questions, please contact the Evaluation Lead.

| # | Question type | Question | Response choices |
|---|---|---|---|
| First, please tell us a little about yourself. Your answers are confidential and will help us with some basic information about survey respondents. | | | |
| 1 | Multiple choice (should be able to select more than one response in this case) | What is your current position / political status? | <ul style="list-style-type: none"> • Political aspirant • Political candidate • Elected official at national level • Elected official at subnational (local) level • Appointed position in national government (not elected) • Appointed position in subnational (local) government (not elected) • Appointed position to women-specific representational role at national or subnational levels • Leadership position/high-level authority in political party • Other, please specify |
| 2 | Multiple choice | What is your gender identity? | <ul style="list-style-type: none"> • Female • Male • Prefer not to say • Other |
| 3 | Multiple choice | What region are you from? | <ul style="list-style-type: none"> • Americas and the Caribbean • Arab States • Asia and the Pacific • East and Southern Africa • Europe and Central Asia • West and Central Africa |
| We would now like to ask about any training that you have received for women participating in politics. | | | |
| 4 | Multiple choice | Have you ever taken part in a training related to women's political participation, supported by UN Women? | <ul style="list-style-type: none"> • Yes • No – SKIP TO Q10 |
| 5 | Multiple choice | When did the last training you attended take place? | <ul style="list-style-type: none"> • Within the past 11 months • 1-2 years ago • 3-5 years ago • More than 5 years ago |
| 6 | Multiple choice | What was your political status at the time of the last training? | <ul style="list-style-type: none"> • A first-time political aspirant • A first-time political candidate • An experienced political candidate that never held office • An experienced political candidate that had held office before |

| | | | |
|---|---------------------------------------|--|--|
| | | | <ul style="list-style-type: none"> • An elected leader not running for office • A campaign staff member • Other, please specify. |
| 7 | Multiple choice / tick all that apply | At what stage of the election cycle did the training take place? | <ul style="list-style-type: none"> • Prior to National and/or local elections (within 1 year) • Soon after elections (within 1 year) • In between electoral periods • Other (please specify) |
| 8 | Scale | <p>Please tell us about the extent to which you agree with the following statements:</p> <ul style="list-style-type: none"> • The training was high quality • The training provided me with skills and capacities which are useful for my work in politics • The training built my confidence to take part in politics • The training content was relevant to my work as a woman in politics | <p>Level of agreement:</p> <ul style="list-style-type: none"> • Strongly agree • Agree • Disagree • Strongly disagree • Don't know/Can't say |
| 9 | Multiple choice | <p>Which of the following capacities, skills and/or knowledge did you gain as a result of the training, if any? And which did you put into practice? Please select all that apply.</p> | <p>Tick all that apply for gaining capacities/skills/knowledge Tick all that apply for putting into practice</p> <ul style="list-style-type: none"> • Knowledge on gender equality and women's empowerment • Knowledge of electoral laws • Knowledge on gender-based violence against women in politics • Leadership skills • Public speaking/ media skills • Fund-raising skills • Capacity to develop a communications plan • Capacity to run a political campaign • Capacity to advocate for gender equality /advance a gender equality agenda |

| | | | |
|---|-----------------|--|---|
| | | | <ul style="list-style-type: none"> • Other, please specify |
| We would now like to ask you about any other types of support you may have received. | | | |
| 10 | Multiple choice | Did you receive any other type of support in addition to training? | <ul style="list-style-type: none"> • Yes • No - SKIP to Q12 • Do not recall – SKIP TO Q12 |
| 11 | Multiple choice | Please indicate what type of support you received and which were the most useful for you. | <p>Tick all types of support you received Tick all types which were useful for you.</p> <p>Type of support:</p> <ul style="list-style-type: none"> • Mentoring • Media profile building • Contact with networks of women leaders and/or women’s organizations • Facilitated access to civic documentation (birth certificate, IDs) • Registration to run for office • Legal support/access to lawyers • Mental health/Psychological support • Addressing violence against women in politics • Other, please specify. |
| 12 | Multiple Choice | Did the training or support provided by UN Women contribute to any of the following? Please select any/all that apply. | <ul style="list-style-type: none"> • Increased media appearances / coverage / followers on social media • Access to other women aspirants and candidates • Access to women’s networks working on women’s political participation • New opportunities to meet with decision-makers at the national level • New opportunities to meet with decision-makers at the community level • Increased voter engagement • Strengthened positioning within my party • Increased financing and/or new funding sources • Other, please specify |

| | | | |
|---|------------|--|--|
| 13 | Scale | Overall, please indicate your level of satisfaction with both the training and/or any other support received from UN Women. | <ul style="list-style-type: none"> • Highly satisfied • Satisfied • Not satisfied • Not at all satisfied • Don't know/Can't say |
| 14 | Open-ended | Please tell us why you were or were not satisfied | |
| 15 | Open-ended | Looking ahead, please indicate any suggestions you may have for UN Women to strengthen its support to political aspirants, candidates and/or leaders to advance women's political participation. | |
| <p>Closing Statement: Many thanks for taking part in this survey. Your views have made a valuable contribution to UN Women's work on supporting women's political participation.</p> | | | |

Annex 5: Key documents consulted

The following section contains a sample of key documents consulted for this evaluation. It is not a comprehensive list, as the evaluation team reviewed 500+ documents, specifically project and programme documents and reporting materials shared by Country Offices from the 12 countries selected for case study.

UN Women Corporate and Strategic Documents, Data and Reporting

- UN Women’s Strategic Plan 2018-2021
- UN Women’s Strategic Plan 2022-2025
- Integrated budget estimates for the United Nations Entity for Gender Equality and the Empowerment of Women for the biennium 2022-2023 (2021)
- UN Women’s Integrated Resource and Results Framework (2018-2021)
- UN Women’s Integrated Resource and Results Framework (2022-2025)
- Gender Equality Accelerators Brief
- Gender Equality Accelerator 1: Women’s equal participation in political decision making and institutions (Women Lead)
- Theories of change for UN Women’s thematic priorities: Achieving transformative results for gender equality and women’s empowerment (2017)
- Governance and participation in public life: Theory of change and action (2021)

Annual Reports

- 2018–2019 UN Women Annual Report
- 2019–2020 UN Women Annual Report
- 2020–2021 UN Women Annual Report
- 2021–2022 UN Women Annual Report
- 2018 UN Women Leadership & Governance HQ Office Strategic Note Report
- 2019 UN Women Leadership & Governance HQ Office Strategic Note Report
- 2020 UN Women Leadership & Governance HQ Office Strategic Note Report
- 2021 UN Women Leadership & Governance HQ Office Strategic Note Report
- 2022 UN Women Leadership & Governance HQ Office Strategic Note Report
- 2018 Annual Work Plan – Leadership & Governance section
- 2019 Annual Work Plan – Leadership & Governance section
- 2020 Annual Work Plan – Leadership & Governance section
- 2021 Annual Work Plan – Leadership & Governance section
- 2022 Meta Analysis of UN Women Work Plans – SPREAD

Monitoring and Reporting Databases

- UN Women ATLAS human resources data (as of June 2023)
- UN Women RMS Executive Dashboard Annual Reporting on WPP (2018-2022)
- UN Women list of donor agreements under WPP Impact Area (DAMS; 2018-2023)

UN Women Publications and Evaluations

- Regional thematic Evaluation on women’s political participation in Latin America and the Caribbean (2011-2014)

- Thematic evaluation on women's leadership and political participation (2011-2015)
- End of project evaluation of the Wanawake-Wanaweza project on women leadership and political participation in Tanzania (2017)
- Corporate evaluation of UN Women's contribution to women's political participation and leadership synthesis report (2018)
- Final report of UN Women Albania outcome evaluation on women's leadership and political participation (2018)
- Violence against women in politics: Expert group meeting report & recommendations (2018)
- Methodological note on SDG indicator 5.5.1b proportion of seats held by women in local governments (2018)
- Corporate thematic evaluation of UN Women's contribution to governance and national planning (2019)
- Mid-term evaluation of UN Women's supporting Syrian women's engagement in the Syrian political process – Building a homegrown constituency for peace programme final synthesis report (2019)
- A primer for parliamentary action: Gender sensitive responses to COVID-19 (2020)
- Standards for the protection of the human rights of women: Necessary tools for the defence of women's political participation (2020)
- Women's political empowerment and leadership project: Mid-term review report (2020)
- Women's representation in local government: A global analysis (2021)
- Final evaluation of the project: Gender equality in political leadership and participation in Turkey 2014-2020 (2021)
- Note and key messages on the use of temporary special measures, including legislated quotas, to fast track women's equal participation in decision-making (2021)
- An internal review of the impact of the strategic partnership framework on UN Women's work on women's political participation 2012-2021 (2022)
- Leadership pathways of women in Samoa research project (2022)
- Final external evaluation of the project: Supporting women and youth's political participation for peace and development in Guinea-Bissau 2018-2020 (2022)
- Action kit: Engaging parliaments in gender responsive budgeting (2022)
- Women in politics: 2023 map

Knowledge Products

See the link below for a list of knowledge products identified during the Inception Phase of this evaluation:

<https://unwomen.sharepoint.com/:x/t/LeadershipandGovernanceEval2023/EW--J73M1nBBrbUOsRMwE50B313ooMMjAq6waLS5vnxcvw?e=xAkZM1>

External Documents

- Cowper-Coles, M. (2021) Women political leaders: The impact of gender on democracy. WFD.
- Frost, R. (2020). Monitoring, evaluation, and learning for women's political participation programmes, WFD.
- George, R., Smman, E., Washington, K., & Ojha, A. (2020). Gender norms and women in politics: Evaluating progress and identifying challenges on the 25th anniversary of the Beijing Platform. ALIGN.

- Riche, C.T., Reif, L.K., Nguyen, N.T. et al. (2023). “Mobilizing our leaders”: A multi-country qualitative study to increase the representation of women in global health leadership. PLOS Global Public Health.
- Handbook on governance statistics by Praia City Group on Governance Statistics
- IPU Issues Brief: Sexism, harassment and violence against women parliamentarians (2016)

Annex 6: Reference Group members

| Internal Reference Group | | |
|------------------------------------|---|----------------------------------|
| Name | Title/Unit | Email |
| Headquarters | | |
| Nazneen Damji | Acting Chief, Governance and Participation; HIV/AIDS Advisor | nazneen.damji@unwomen.org |
| Julie Ballington | Global Policy Advisor, Political Participation | julie.ballington@unwomen.org |
| Marta Val | Policy Specialist | marta.val@unwomen.org |
| Regional Offices | | |
| Giulia Bortolotti | Advisor, Governance & Political Participation, ACRO | giulia.bortolotti@unwomen.org |
| Maureen Shonge | Policy Specialist, WPP, ESARO | maureen.shonge@unwomen.org |
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| Simone Briony Louise Oluoch-Olunya | Advisor, Political Participation, ASRO | simone.oluoch-olunya@unwomen.org |
| Kevin Tanguy Demanou | Interim Governance and Political Participation portfolio manager, WCARO | kevin.demanou@unwomen.org |
| Country Offices | | |
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| Anna Mutavati | Country Representative, Kenya | anna.mutavati@unwomen.org |
| Anastasia Divinskaya | Country Representative, Brazil | anastasia.divinskaya@unwomen.org |
| Comfort Lamptey | Country Representative, Liberia | comfort.lamptey@unwomen.org |
| Hodan Addou | Country Representative, Tanzania | hodan.addou@unwomen.org |
| Bibiana Aido Almagro | Country Representative, Colombia | bibiana.aido.almagro@unwomen.org |
| Dominika Stojanoska | Country Representative, Moldova | dominika.stojanoska@unwomen.org |

| External Reference Group | | |
|--------------------------|--|-------------------------|
| Name | Title/Organization | Email |
| Angela Arevalo | Team Leader, Secretariat Evaluation Support Inspection and Evaluation Division, OIOS | angela.arevalo@un.org |
| Najia Hashemee | Senior Specialist, UNDP | najia.hashemee@undp.org |
| Zeina Hilal | Gender Programme Manager, Inter-Parliamentary Union (IPU) | zh@ipu.org |
| Gabriela Alvarez | UNFPA, ECA | alvarezminte@unfpa.org |
| Steven Martin | EAD/DPPA Political/Electoral Affairs Officer (Serving as gender focal point for EAD) | steven.martin@un.org |
| Emilia Saiz | Secretary General, United Cities & Local Governments | esaiz@uclg.org |

Annex 7: Stakeholder engagement

Key Informant Interviews and Focus Group Discussions

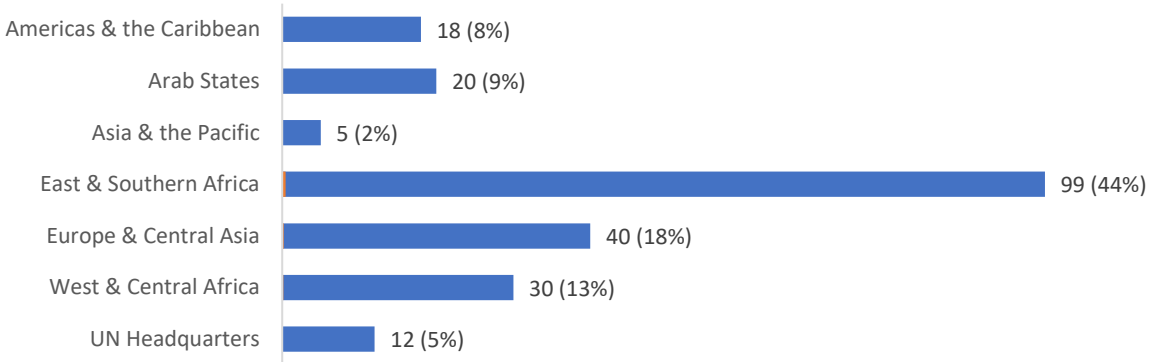
| Profile | Target | Actual | Examples |
|---|---------------|------------|--|
| Women political aspirants and women leaders | 10-15 | 38 | Women political aspirants and leaders; Kwale County Assembly; Madanyat; Mayors; Members of Parliament; Mombasa County Assembly |
| Civil Society Organizations, Women's Organizations, Non-Governmental Organizations, academia, and other implementing partners | 6-7 | 76 | AWLN; Femeia pentru Societate Contemporana; Fifty-Fifty; Instituto Alziras; NCCK; Tanzania Center for Democracy; Political Leadership and Candidate Training trainers; Roma Women's Network; Seeds; University of Dar es Salaam; media journalists |
| Donors | 3-5 | 11 | Embassy of Finland; Embassy of Ireland; Embassy of Sweden; Global Affairs Canada; Peacebuilding Fund; Switzerland; USAID; Department of Foreign Affairs, International Trade and Development |
| Government | 15-20 | 16 | Electoral Commission; Office of the Registrar of Political Parties; State Department for Gender and Affirmative Action (Kenya); Zimbabwe Human Rights Commission; Women's Legislative Caucus |
| Global and regional organizations | 3-5 | 4 | International IDEA; Inter-parliamentary Union |
| UN agencies (other than UN Women) | 7-8 | 21 | DPPA; OHCHR; UNDP; UNESCO; UNFPA |
| UN Women personnel | 51-65 | 58 | Advisors; Country representatives; Planning and M&E Specialists; Policy Specialists; Programme Analysts; Regional WPP Specialists; Resident Coordinators |
| TOTAL | 95-125 | 224 | |

Online surveys

| Profile | Target | Actual | Examples |
|---------------------------------------|----------------|------------|--|
| UN Women personnel | 30% of 155-225 | 57 | Personnel from global, regional, and country levels |
| Women political aspirants and leaders | 30% of 70-80 | 351 | Appointed (not elected) positions in national/subnational government; Elected officials at national/subnational levels; High-level authority in political party; Political aspirants; Political candidates |
| TOTAL | 225-305 | 408 | |

Stakeholders from all six regions were engaged, in a manner proportionate to the size of UN Women's programming on women's political participation. As seen in Figure 1 below, East and Southern Africa had the highest engagement (44 per cent, $n = 99$), while the region for Asia and the Pacific had the lowest (2 per cent, $n = 5$).

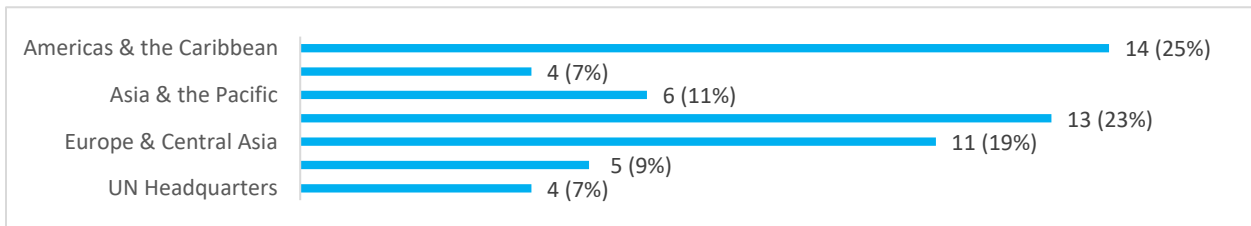
Figure 1. Stakeholders interviewed by region (N = 224)



Note. A total of 224 stakeholders (183 female; 41 male) were engaged through key informant interviews or through focus group discussions.

Source: Computed by the evaluation team.

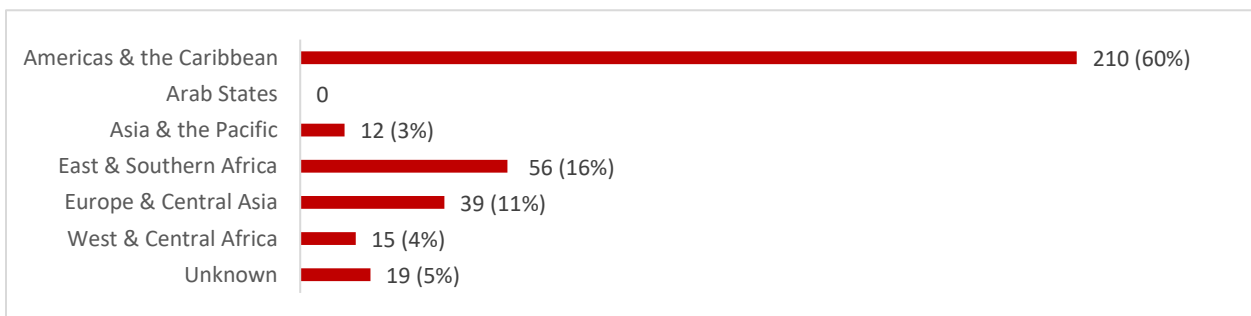
Figure 2. UN Women personnel (internal) survey respondents by region



Note. A total of 57 UN Women personnel (50 female; 7 male) from country, regional, and headquarters levels completed the internal survey.

Source: Computed by the evaluation team.

Figure 3. Women aspirants and leaders survey respondents by region



Note. A total of 351 stakeholders (347 female; 2 male; 2 other/skipped) completed the women aspirants and leaders survey. The UN Women Country Office for Colombia sent the survey to ~3,500 individuals, thus explaining the relatively high number of responses from the region for Americas and the Caribbean. The evaluation team was unable to field the external survey in the Arab States (Lebanon) due to operational constraints.

Source: Computed by the evaluation team.

Annex 8: Data protection protocols

| Data Management | Plan |
|---|--|
| COLLECTION OF DATA AND STUDY MATERIALS | |
| Are these digital or non-digital data/materials? | Combination: digital/physical notes from interviews and focus group discussions as well as digital survey response data |
| Are these new or existing data/materials? | New data and existing reports |
| Type(s) of data (e.g., Survey/questionnaires, audio-visual files, physical objects) | Interview and focus group discussion notes, online survey data, document-based desk review |
| Methods of data/materials collection | In-person/virtual interviews, In-person/virtual focus group discussions, online surveys, document-based desk review |
| Approaches to ensuring quality (e.g., file naming conventions, peer review, controlled vocabularies, repeated measurements, data validation/verification rules) | Interviewee names will not be included in interview notes. |
| TREATMENT OF CONSULTED POPULATIONS | |
| Determination of study population characteristics (vulnerable or not), evaluation topics (sensitive or not), and accordingly the informed consent approach | Study population includes UN Women personnel, and colleagues from other UN agencies and partner organizations as well as women political aspirants and leaders some of whom may be classified as vulnerable. |
| Informed consent protocol | Informed consent verbally sought during interviews and focus group discussions, as well as prior to the start of the online survey. |
| STORAGE, SECURITY AND BACKUP | |
| Where will you store your data/study materials? (e.g., UN Women SharePoint/Teams) | UN Women Teams secure folder |
| Approaches to securing data and study materials (e.g., How will you mitigate risks? If applicable, consider ways to secure your data/study materials whilst in transit) | Access to the Microsoft Teams Folder is restricted to evaluation team members only |

| | |
|--|--|
| What is your backup strategy? (e.g., Who is responsible for backing up your data, how often, location of backup copies) | No data are being stored on individual laptops, all files are secured on the Microsoft Teams and SharePoint Cloud. |
| Are you using any personal, identifiable or pseudonymized data? (If so, reach out to the UN Women Data Protection Officer on handling sensitive, personal and special categories of data). | No |
| What software/platforms are you using for data analysis and cleaning (including transcribing interviews) and what security measures are in place? | NVivo, Survey Monkey, and Microsoft Suite (e.g., Excel for data analysis). All files are accessible only to the evaluation team. |
| ARCHIVING, PRESERVATION AND CURATION | |
| How long for will you preserve the data/output? (UN Women recommends preserving data for four years, covering the four-year Strategic Note period) | Four years, secured stored on TeamMate |
| How will you remove personally identifiable information and archive the data (archive digital and/or non-digital materials?) | No personally identifiable information is being collected. Names will be deleted. |
| If applicable, how will you dispose of any evaluation data? | Once the evaluation is complete, all analysis and backup files will be deleted from Microsoft Teams. |
| DISCOVERY, ACCESS AND SHARING | |
| Limits of data access and sharing (Any ethical, legal and /or commercial constraints on data sharing)? | Data may be shared within UN Women Independent Evaluation and Audit Services (IEAS) |
| Ethical issues | No specific issues |
| Usage licenses | No specific issues |
| Data sharing statement | Data may be shared within UN Women IEAS, after approval from Chief of Evaluation |
| RESPONSIBILITIES | |
| Evaluation Team Lead | |
| Chief of Evaluation | |
| Director IEAS | |

Annex 9: Supplementary analysis

Trends and changes in women's political participation across country case study (2018-2023)

| Country | Election Year | Quota | Level of election (national, local) | Resulting change in women's representation |
|--------------------------|---------------|-------|-------------------------------------|--|
| Lebanon | 2018 | 0% | National (MPs) | 5% (+2 pp) |
| Zimbabwe | 2018 | 30% | National (MPs) | 34% (-1 pp) |
| Zimbabwe | 2018 | 30% | Local | 12% |
| Brazil | 2018 | 30% | National (MPs) | 15% (+4.3pp) |
| Brazil | 2018 | 30% | National (state assembly members) | 15.2% (+4pp) |
| Colombia | 2018 | 30% | National (MPs) | 15.06% (-4.82pp) |
| Moldova | 2019 | 40% | National (MPs) | 25.7% (+5 pp) |
| Moldova | 2019 | 40% | Local (mayors) | 21.8 % (+ 1.2 pp) |
| Moldova | 2019 | 40% | Local (councilors) | 36.5 % (+ 6.1 pp) |
| Papua New Guinea | 2019 | 0% | Local | no data |
| Tanzania | 2020 | 30% | National (MPs) | 37% (+ 1pp) |
| Tanzania | 2020 | 30% | Local | 31% (+ 1 pp) |
| Brazil | 2020 | 30% | Local (councilors) | 16% (+2.5pp) |
| Moldova | 2021 | 40% | National (MPs) | 39.6%(+14 pp) |
| Central African Republic | 2021 | 35% | National (MPs) | 12% (+ 5 pp) |
| Kyrgyzstan | 2021 | 30% | National (MPs) | 21% (+ 4 pp) |
| Kyrgyzstan | 2021 | 30% | Local (councilors) | 38% (+28 pp) |
| Samoa | 2021 | 10% | National | 13% (+ 3 pp) |
| Kenya | 2022 | 33% | National (MPs) | 13.3%(+ 5.4 pp) |
| Kenya | 2022 | 33% | Local (governors) | 14.9 % (+8.5 pp) |
| Lebanon | 2022 | 0% | National (MPs) | 6% (+1 pp) |
| Papua New Guinea | 2022 | 0% | National | 1.7% (+1.7 pp) |
| Brazil | 2022 | 30% | National (MPs) | 17.74% (+2.74pp) |
| Colombia | 2022 | 30% | National (MPs) | 28.88% (+13.82pp) |
| Liberia | 2023 | 0% | National (senators) | 10% (0 pp) |
| Liberia | 2023 | 0% | National (MPs) | 10% (- 2 pp) |
| Zimbabwe | 2023 | 30% | National (MPs) | 31% (- 3 pp) |

Source: Collated by evaluation team from country teams and validated through publicly available databases, including <https://localgov.unwomen.org/data>; <https://data.ipu.org/women-ranking?month=12&year=2023>

Qualitative Comparative Analysis (QCA) on contextual factors for women's political participation

Rationale

Qualitative comparative analysis (QCA) is an evaluative method which is based on set theory, as opposed to other types of analysis which measure the strength of associations between factors and an outcome (e.g., regression analysis). In set theory, selected factors, or 'conditions', entail membership of a set and

these in turn lead to a specified outcome. An important principle of QCA is that multiple combinations can produce the same outcome ('equifinality') and thus this method is useful for analysing complex interventions.

QCA has been applied to the study of women's political participation. Previous factor analyses have produced ambiguous or contradictory results, in which some factors such as quotas, women's movements and electoral systems (such as proportional representation) are present but not always. This suggests that the combination of certain factors can achieve an outcome in some contexts. This explains how change in women's political participation is achieved, for instance, in some countries quotas in themselves do not produce change until women's movements mobilize to galvanize political parties to fulfill their commitments to increased representation of women (Kook, 2010).² QCA can thus provide important insights into how combinations 'work' in different country settings.

However, previous research conducted by Kook et al (2010) found that none of the conditions examined were either necessary or sufficient to produce increases in women elected. In QCA, 'necessary' or 'sufficient' conditions are either always or sometimes needed to produce an outcome respectively. Kook's research usefully applied different conditions to regional analysis of women elected to power, principally northern democratic developed nations and sub-Saharan African nations. These results suggest that complex combinations of factors are needed to produce increases in women's political participation.

Application of QCA to contextual factors in the evaluation

The evaluation's predominant method was contribution analysis, with QCA applied to understand the contextual factors in the sample of case studies. QCA was used to evaluate which combinations of contextual factors were important to explain outcomes achieved. This supplemented the evaluation's understanding of relevance, exploring which contextual factors were most critical to each country setting. The QCA approach was rapidly applied using a simplified approach. The steps in brief were:

- Selection of conditions and of the outcome
- Calibration of each condition
- Analysis using specialist software (an excel add-on)

Selections of conditions and the outcome

- a) **Selection of the outcome:** The outcome was selected as 'increases in the proportions of women elected at national level (upper and lower houses)'. This so that both increases and decreases of women elected could be accounted for in the analysis. Given that quotas were present in most (9 of out 12) of the country case studies, the proportion of women elected would have been biased towards those with quotas. For instance, Zimbabwe does have a quota for women in both the lower and upper houses, but despite this has seen decreases in women's political participation in parliament over the last two elections. CAR has seen small but significant increases, but has not reached the proportions in the quota.
- b) **Selection of conditions:** the selection of conditions was based on previous studies in women's political participation, as well as the results of the qualitative country case studies during which respondents identified contextual factors which had impacted the interventions (either positively or negatively). Other studies, such as Kook's (2010), have identified conditions such as quotas,

² Kook, ML (2010) "Women's Representation in Parliament: A Qualitative Comparative Analysis", Political Studies: 2010, Vol. 58, pp 886-908

level of development, women’s status, strength of leftist parties, and post-conflict as conditions which have explanatory power.

The QCA incorporated measures of violence against women both in terms of general (physical and sexual) violence as well as violence against women in politics. This was based on findings from the qualitative data in each country setting, where VAWP was a strong barrier to women’s political participation. Countries with high levels of violence against women in politics also faced difficulties mobilizing women into politics. The analysis also included a measure of the strength of democracy both based on previous evidence that has consistently found that this condition has a strong influence on women’s political participation (women’s participation rates are often lower in more fragile, insecure or militarized contexts), as well as findings from the case studies. Lastly, a composite measure of women’s social status (the gender inequality index) was also included. Table 1 below shows each condition and the sources for this data.

Table 1. Conditions and data sources

| Condition | Type of data | Source |
|------------------------------------|--|--|
| Presence or absence of quotas | Presence of any quota for women in the upper/lower houses | Evaluation timeline analysis which included data from the UN gender quota portal |
| Gender inequality | Composite measure of gender inequality | UNDP data portal |
| Violence against women | Women aged 15-49 years of age experiencing any physical or sexual violence in the previous 12 months | SDG data portal |
| Strength of democracy | Composite measure of the quality and strength of democracy | Democracy Index, produced by the Economist Intelligence Unit |
| Violence against women in politics | Measure of reported incidents of violence against women in politics | Reported as part of the ‘Women, Peace and Security’ index (Georgetown Institute for WPS) |
| Conflict and fragile settings | Measure of conflict or fragile security settings | Fragile states index (Fund for Peace) |

An important limitation of QCA in this evaluation is that the number of conditions selected has to be smaller due to the low number of case studies (12) that were conducted. The minimum for QCA is ten case studies, and while the evaluation conducted slightly more than that, a higher number of case studies would enable more conditions to be included¹. Secondly, only measures that were sufficiently robust to be present across the range of regions in the country case studies could be included. However, the QCA analysis greatly benefited from the presence of more up to date composite measures.

- c) **Calibration of conditions:** the QCA used ‘fuzzy-set’ analysis, meaning that each condition was assessed and translated into a scoring for each condition. This means that the QCA does not just use binary scores, but instead can assign scores to each condition based on a ‘fuzzy’ membership which denotes a degree of membership of each condition. For instance, levels of national development can be calibrated and assigned to a 3-set membership score (high, medium or low).

Some the conditions for the QCA were binary (for instance, quotas). For continuous variables, the QCA used 3-set fuzzy analysis, which indicates full membership (score of 1), no membership (score of 0), and partial membership (score of 0.6).

- d) **Analysis:** the results of this process were entered into Excel which has an add-on for QCA analysis. The analysis process was iterative, testing through inclusion and exclusion of specific conditions.

Results

The results of the QCA confirmed Kook's (2010) analysis which is that none of these contextual factors are necessary conditions, meaning that conditions are both present and absent when the outcomes is achieved. This indicates there are multiple pathways that can lead to the outcome of increasing numbers of women elected. The QCA analysis identified six possible solutions, which are combinations of conditions which lead to the outcome.

However, the measure of consistency – which is simply the extent to which these conditions are consistently present when the outcome is present – showed that in some contexts, other contextual factors were at play. Where consistency was low (below 0.8), which was the case in Brazil, Colombia, Kyrgyzstan and Zimbabwe, the conditions provided less explanatory power. We posit that this is because some contextual factors could not be included due to the lack of availability of measures. For instance, the strength of the women's movement (important in Brazil and Colombia) and the blockage to women's political progress by men's political patronage networks (cited as a strong factor in Zimbabwe). However, the QCA provided good explanatory power in CAR, Lebanon, Moldova, PNG, Tanzania, Kenya and Samoa.

'Coverage' is a measure of the relevance of the conditions to achieving the outcome and was relatively high at 0.6 for these conditions.

Table 2. Truth table

| Country | Quotas | GII rank | VAW | Democracy index | VAWP | Conflict and fragile | Consistency |
|------------------|--------|----------|-----|-----------------|------|----------------------|-------------|
| Liberia | 0 | 0 | 1 | 1 | 0 | 0 | 0 |
| Lebanon | 0 | 1 | 1 | 1 | 0 | 1 | 1 |
| PNG | 0 | 1 | 1 | 1 | 1 | 1 | 1 |
| CAR | 1 | 0 | 1 | 0 | 1 | 1 | 1 |
| Tanzania | 1 | 0 | 1 | 1 | 1 | 0 | 1 |
| Moldova | 1 | 1 | 0 | 1 | 0 | 0 | 0.818182 |
| Brazil, Colombia | 1 | 1 | 0 | 1 | 1 | 0 | 0.5 |
| Kyrgyzstan | 1 | 1 | 1 | 1 | 0 | 0 | 0.714286 |
| Zimbabwe | 1 | 1 | 1 | 1 | 0 | 1 | 0 |
| Kenya, Samoa | 1 | 1 | 1 | 1 | 1 | 0 | 1 |

The implication of these results for the evaluation is that these contextual factors (or conditions) have complex combinations, but none of these measures are sufficient in themselves to push for women's participation. This underlines the importance of a strategic and flexible approach, which does not overly invest in specific measures (such as quotas) but also suggests that where consistency is low (for instance,

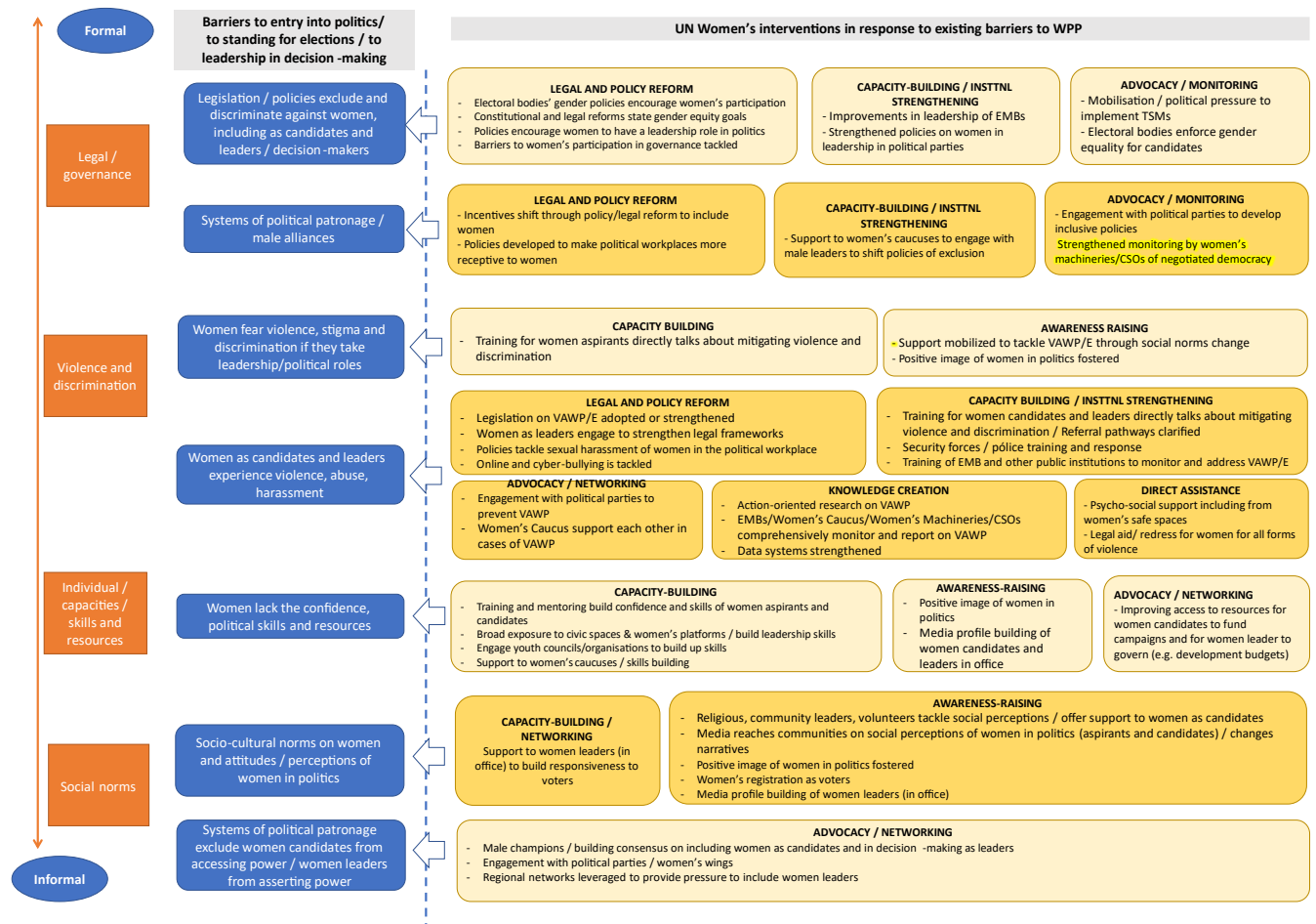
Zimbabwe), other contextual levers may be more strategic, for instance, strengthening the women’s movement.

Barriers analysis

A rapid barriers analysis was undertaken to assess the extent to which UN Women’s support to women’s political participation is tailored to context and to what extent it is addressing the right barriers which prevent women from being politically active. It also highlights where there are emerging approaches to tackling barriers. The analysis was based on evidence from qualitative key stakeholder interviews in selected country case studies and is complementary to the qualitative comparative analysis. This method does not analyse the quality or effectiveness of response but complements other evaluation methods which do.

Figure 1 below describes which barriers were identified and to what extent these were addressed by UN Women’s programmes in the countries under study.

Figure 1. Barriers to women’s political participation



Note. barriers are identified in blue. UN Women’s interventions are in yellow.

The barriers analysis shows that UN Women's interventions are targeted across both formal (legal, policy) and informal (social norms, individual capacities and perceptions) areas where barriers are found. They also have been strongly spread across all stages of women's political routes into power, and across the main domains of the theory of change (legal/policy, addressing VAWP, building skills, confidence and capacities, and addressing social norms). The analysis also shows that UN Women promotes legal and policy reform, capacity-building/institutional strengthening and advocacy as its main strategies to tackle legal/policy barriers. For tackling individual capacities and social norms barriers the organization relies primarily on capacity-building, awareness-raising and advocacy and networking, while for tackling violence against women in politics it uses a more comprehensive set of strategies.

As found in the mapping of programme outcomes, relatively more level of effort has been found in terms of addressing barriers to women's abilities to stand for election, relative to, for instance, improving women's participation in civic and political spaces. The barriers analysis also shows how investments in interventions such as work with the media addresses several different barriers (e.g., building women's profile as political candidates, changing perceptions of women leaders). Additionally, it shows that respondents often talked about issues to do with financial resources, incentives and the effects of male political networks and patronage. Practices such as 'negotiated democracy' (where political parties remove female candidates from a seat so that a male candidate can stand, or force women to accept appointed rather than elected positions) continue to exclude women. Models to address financing and policy incentives to better include women are in place through working with electoral management bodies, for instance, to push for better transparency in candidate lists or to hold political parties to account for improving the gender equity of proposed candidates. Emerging practices in addressing the finances for women as candidates and as political leaders also show promise of addressing key barriers but are not widely implemented at this stage.

It is also clear that women within parliament face several barriers to leadership, and there are many excellent examples of targeted mentoring and support offered to women's caucuses that rapidly build up their skills and confidence to lead. However, the barriers analysis also shows that several key areas could be more clearly emphasized. For instance, support to build 'responsiveness to voters' and working with male champions are areas which can tackle the perceptions of the quality of women's leadership e.g., being able to be seen to deliver back to their areas (if they have a constituency). This is strongly linked to male-controlled systems of political patronage, as often women in appointed seats where quotas were present had less development budgets and were less able to demonstrate to any local constituencies that they were responding to voter needs. This in turn reinforced perceptions of women as leaders being 'less effective'. Also, support for making policies in political workplaces gender-sensitive, including tackling of sexual harassment, could be more clearly emphasized.

Finally, the barriers analysis also shows the strong investment in strengthening systems to prevent and respond to violence against women in politics. These include *inter alia* legislation on the subject, enhanced capacities of security forces and electoral management bodies and monitoring systems for data gathering. Interventions such as working with community leaders on social norms, or promoting women's rights to take part in elections, appear to have also supported the prevention of violence against women in politics. However, it also shows that new emerging forms of cyber-bullying is an area that acts as a strong barrier to women's political participation and is a new area of concerted work. The qualitative data also showed that cyber-bullying dissuades women from building communication channels back to their constituencies

to demonstrate how their work as parliamentarians is responding to voters' needs and is an area for further work.

Annex 10: Strategic Plan Indicator Reporting

Table 1. Strategic Plan 2018-2021 indicators related to women's political participation

| Indicator | Baseline | 2018 | | 2019 | | 2020 | | 2021 | |
|--|----------|--------|--------|--------|-------|-------|-------|--------|-----------------|
| | | T | R | T | R | T | M | R | |
| Outcome 2.1 Number of legislative frameworks that promote gender balance in elections and decision making-bodies | 42 | - | 47 | - | 55 | - | 63 | 70 | 66 (94%) |
| Output 2.4.1 Number of gender equality reforms developed and/or being implemented by electoral stakeholders | 40 | 55 | 56 | 65 | 78 | 80 | 99 | 90 | 110 (140%) |
| Output 2.4.2 Number of women leaders, candidates, and aspirants with strengthened capacities to engage in political life, with UN-Women's support | 8,000 | 10,000 | 11,183 | 12,000 | 5,964 | 3,000 | 6,808 | 12,000 | 11,579 (96%) |
| Output 2.4.3 Number of gender equality initiatives developed and/or being implemented by parliamentary bodies (Legislative Parliamentary Committees/Women Caucus/Speaker of Parliament's Office/Secretariat of the Parliament), with UN-Women's support | 72 | 90 | 143 | 110 | 117 | 195 | 206 | 220 | 241 (114%) |
| Output 2.4.4 Number of initiatives developed and/or being implemented to monitor violence against women in politics, with UN-Women's support | 18 | 35 | 64 | 45 | 81 | 91 | 109 | 101 | 149 (150%) |

Note. T = target, R = result, M = milestone. Source: Compiled by the evaluation team based on the UN Women SP 2018-2021 data compendium

Table 2. Strategic Plan 2022-2025 indicators related to women’s political participation

| <i>Indicator</i> | <i>Indicator</i> | <i>Description</i> | Progress against 2022 Milestone (2022 result) | 2025 Target |
|---|------------------|---|--|---|
| Impact 1: Governance & Participation in Public Life | 1.1 | SDG 5.5.1: Proportion of seats held by women in (a) national parliaments, (b) local governments and I executive positions/ministers (cabinets) | - | (a) 30.0 (b) 39.0 (c) 30.0 |
| | | UNDP for 5.5.1a and 5.1.1b | | |
| Outcome 1: Global normative frameworks and gender-responsive laws, policies and institutions | 0.1.6 | Number of legal and policy frameworks that promote gender balance in decision-making institutions and processes | 100% (3) | 80 |
| | 0.1.f | Number of institutions that have increased capacities to design and implement institutional reforms/strategies/policies that promote gender equality and women’s empowerment. | 150% (1184) | 310* |
| Outcome 5: Women’s voice, leadership & agency | 0.5.e | Number of women and girls including women and girls living with and/or affected by HIV, with increased capacities to participate in public life and exercise leadership. ³ | 111% (86,499) | 87,941 |
| | 0.5.f | Number of initiatives developed and implemented to prevent, monitor, and mitigate violence against women in politics and in public life (including gender equality advocates in civil society organizations working on gender equality and women’s empowerment, especially women’s organizations) | 139% (32) | 224 |

³ Indicator 0.5.e is cross thematic but includes reporting on results related to capacity building of women aspiring political leaders, electoral candidates, and office holders, is intended as a continuation of Strategic Plan 2018-2021 indicator 2.4.2 (as shown in Table 2 above).

| | | | | |
|---|--------------|---|-----------------|-----------|
| <p>Outcome 7: UN system coordination for gender equality</p> | <p>0.7.8</p> | <p>Number of UNCTs implementing UN-system commitments and advocacy on women’s equal participation in elections and temporary special measures in their support to Member States</p> | <p>64% (18)</p> | <p>38</p> |
|---|--------------|---|-----------------|-----------|

Note. *Target for 2025 as per Strategic Plan 2022-2025 IRRF is 310. Indicator 0.1.f is cross-thematic and currently under review, given issues in overreporting.