ANNEXES

FINAL EVALUATION OF THE PROJECT:

EMPOWERING WOMEN FOR SUSTAINABLE PEACE

PREVENTING VIOLENCE AND PROMOTING SOCIAL COHESION IN ASEAN

2021-2025

UN WOMEN

FOR ALL WOMEN AND GIRLS

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Produced by UN Women Indonesia, January, 2026.

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ANNEXES

Date of the report: 17 December 2025

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ANNEX

1

TERMS OF REFERENCE

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Final Evaluation of the "Empowering Women for Sustainable Peace: Preventing Violence and Promoting Social Cohesion in ASEAN" project

Duration of assignment:	1 May 2025 - 10 December 2025
Geographical Coverage:	Home-based with visits to Viet Nam, Thailand, The Philippines, Indonesia, Cambodia and Timor-Leste
Type of contract:	Special Service Agreement (SSA) – International Consultant National consultants in Viet Nam, Thailand, The Philippines, Indonesia, and Timor-Leste to support data collection
Supervision:	Programme Coordination Specialist- WPS ASEAN

I. Background

UN Women, grounded in the vision of equality enshrined in the Charter of the United Nations, works for the elimination of discrimination against women and girls; the empowerment of women; and the achievement of equality for women as partners and beneficiaries of development, human rights, humanitarian action, peace, and security. Placing women's rights at the centre of all its efforts, UN Women leads and coordinates United Nations (UN) system efforts to ensure that commitments on gender equality and gender mainstreaming translate into action throughout the world.

Since 2017, the UN has partnered with the Association of Southeast Asian Nations (ASEAN) to advance the Women, Peace, and Security (WPS) agenda. This collaboration includes providing technical support for the ASEAN Regional Symposium on WPS (2018) and the development of the ASEAN Regional Study on WPS, launched in March 2021[1]. These efforts highlight the importance of ASEAN ownership and multilateral cooperation in advancing WPS in the region.

Under the ASEAN-United Nations Plan of Action 2021- 2025[2], UN Women is mandated to lead on Women, Peace, and Security in close collaboration with other UN agencies leveraging its coordination mandate to ensure the UN system delivers on gender equality and the empowerment of women and girls. The Regional Project, "Empowering Women for Sustainable Peace: Preventing Violence and Promoting Social Cohesion in ASEAN," builds on the partnership and collaboration with ASEAN, including the recommendations from the ASEAN Regional Study on WPS.

II. Description of the project

The regional project, **'Empowering Women for Sustainable Peace: Preventing Violence and Promoting Social Cohesion in ASEAN (2021-2025)'** - referred to as **"The Project"** in this document - was launched on 24 February 2021 with an inception phase from 1 January 2021 until 1 October 2021, and implementation from 01 October 2021 to 30 June 2025. The project is generously funded by the Government of Canada, the

[1] ASEAN Regional Study on Women Peace and Security | UN Women – Asia-Pacific
[2] Plan of Action to Implement the Joint Declaration on Comprehensive Partnership between ASEAN and the United Nations (2021-2025) - ASEAN Main Portal

Government of the Republic of Korea, and the Foreign, Commonwealth and Development Office. The project was endorsed by ASEAN[3] in December 2021, becoming an ASEAN Cooperation project. The main purpose of this project is to advance the implementation of the WPS agenda in ASEAN. Although the Project largely focuses on advancing normative frameworks, capacity building on WPS, and exchange of knowledge and good practices at the ASEAN regional level. At the country-Level the project provides technical assistance to government and non-state actors for the development and implementation of WPS frameworks and strengthens capacity of state and non-state actors on WPS related areas. Regional engagement and implementation have contributed to national implementation and vice-versa. The project acknowledges the importance of addressing the humanitarian-peace-development nexus, given the overlapping challenges of conflict and crises at the sub-national level.

During the implementation, in collaboration with the UN and ASEAN dialogue partners, UN Women aimed to support ASEAN in leveraging and amplifying its comparative strengths in WPS policy and project interventions at both the regional and country levels. The project's ultimate goal is to ensure that ASEAN Member States will advance and strengthen the implementation of the WPS agenda, including preventing violence against women and girls and promoting social cohesion in the region. To achieve this, the project focused specifically on achieving the following immediate outcomes:

Immediate Outcome 1: ASEAN Secretariat, sectoral bodies and institutions have increased access to gender and WPS expertise to develop regional policies on WPS and related frameworks.

Immediate Outcome 2: ASEAN sectoral bodies and institutions and non-state actors have strengthened capacity to implement the WPS agenda.

Immediate Outcome 3: A regional platform for cooperation and advocacy among ASEAN Member States, observer state, sectoral bodies, and institutions as well as civil society and women organizations is strengthened to promote good practices and evidence on WPS.

Immediate Outcome 4: ASEAN Member States, Observer State and non-state actors have increased knowledge and capacity to develop, implement and monitoring WPS policy frameworks and test and upscale innovative approaches to implementing WPS agenda and conflict prevention at the national level

The project contributes to the ASEAN Vision 2025 and the agenda 2030 for Sustainable Development (particularly Goal 5: Achieve gender equality and empower all women and girls and Goal 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice to for all and build effective, accountable and inclusive institutions at all levels). The project contributes to 'Area four' of the UN Women Strategic Plan 2022-2025, "*Women Peace and Security, Humanitarian Action, and Disaster Risk Reduction*". To date, activities have been implemented regionally at the ASEAN level- with ASEAN institutions and sectoral bodies, and nationally in Indonesia, Thailand, the Philippines, Viet Nam and Timor-Leste-.

The project applies the principle of leaving no one behind, as highlighted by an independent midterm review in 2023, which commended the project for reaching marginalized populations and those most in need.

[3] ACW Cambodia and The Committee of Permanent Representatives (CPR) endorsed the project.

a. The theory of change

The project is contributing to the intermediate outcome, "ASEAN Member States, Observer State, sectoral bodies, institutions, and non-state actors to promote WPS, including preventing violence against women and girls at the regional and national levels."

In realizing this intermediate outcome, the project is based on the **Theory of Change (TOC)** that:

- If the ASEAN Secretariat, sectoral bodies and institutions have increased gender and WPS expertise to develop regional policies on WPS and related frameworks.
- If the ASEAN sectoral bodies and institutions and non-state actors have strengthened capacity to implement the WPS agenda.
- If a regional platform for cooperation and advocacy among ASEAN Member States, Observer State sectoral bodies, and institutions as well as civil society and women organizations is strengthened to promote good practices and evidence on WPS; and
- If the ASEAN Member States, Observer State and non-state actors have increased knowledge and capacity to develop, implement and monitoring WPS policy frameworks and test and upscale innovative approaches to implementing WPS agenda and conflict prevention at the national level.

Then: ASEAN sectoral bodies, institutions, ASEAN Member states Observer State and non-state actors will be able advance women, peace and security agenda in the region, amplifying the comparative strengths of WPS policy and programming among member states, and advocating with member states to share responsibility and accountability for reaching common WPS objectives.

Because: ASEAN sectoral bodies, institutions, ASEAN Members states, Observer State and non-state actors will have strengthened policies and capacity on WPS to ensure a gender perspective is included in conflict prevention, resolution and recovery processes, and social norm change for empowerment of women to lead efforts to promote peace and security in the region.

The TOC is based on the overall assumption that there is a high level of political commitment and that the WPS agenda is seen as a regional priority within ASEAN and ASEAN Member States (AMS) Observer State and key to promote peace and stability in the region. The conditions required for achieving all the key results (at the immediate outcome level) include continued momentum within ASEAN, AMS, and Observer States. This momentum must involve key senior decision-makers who continue to advocate for women's participation and leadership, as well as gender equality, as critical drivers for a peaceful society and social cohesion within ASEAN. It assumes that individual commitments at the leadership level can translate into institutional commitments and structures that will sustain progress over time.

b. Beneficiaries

The primary beneficiaries of the project include women and girls in the targeted ASEAN countries, particularly those who are vulnerable to violence, conflict and crisis in the region. The immediate beneficiaries include ASEAN Secretariat and relevant ASEAN sectoral bodies, including ASEAN Committee of Women (ACW) and ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC) and Member States of ASEAN (duty bearers) and gender advocates, civil society organizations (CSOs), and associations at regional and national levels (rights holders).

Rights holders who directly participate in the project will ideally be engaged in reflecting on the outcomes of these efforts from their perspective. However, the cost-benefit and feasibility of engaging rights holders as evaluation participants will be assessed during the inception phase, in adherence to a do-no-harm approach. In cases where direct engagement with rights holders is not feasible, representatives of rights holders engaged by UN Women will be consulted for feedback. Any limitations in the evaluation process will be clearly outlined in the final report.

Stakeholder Mapping:

The table below provides an initial overview of key stakeholder groups relevant to this evaluation. During the inception phase, the evaluation team will undertake a more comprehensive mapping to ensure the inclusion of all relevant stakeholders and inform the sampling approach.

Stakeholder role	Specific Group	Main contributions
Target groups of right holders	Women and youth groups	Direct beneficiaries and project participants
	Hidden marginalized groups, women with disabilities, women's rights activists, indigenous women Selected Community representatives Civil society organizations Community based organizations	
Principal and primary duty bearers who make decisions	ASEAN UN Women Country Offices and field presences Ministry of Women and Child Affairs and key ministries from targeted ASEAN Member States (AMS) Bilateral dialogue partners	Development, implementation, M&E of policies

c. Project governance and management arrangements

To ensure close collaboration and coordination with ASEAN, the project is managed by the UN Women Indonesia Country Office, which also fulfils the ASEAN Liaison function. The Country Office coordinates with the WPS team at the UN Women Regional Office for Asia and the Pacific in Bangkok. The Project Management Team consists of international and national UN Women staff based in the targeted ASEAN Member States.

The **Project Steering Committee (PSC)** was established at the regional level to provide strategic guidance and ensure effective collaboration among stakeholders. The PSC is composed of representatives from:

- ASEAN Secretariat.
- National women's machineries holding the Chair of ACWC and ACW and/or Representatives from ACWC and/or ACW.
- ASEAN Committee on Disaster Management (ACDM).
- ASEAN Institute for Peace and Reconciliation (ASEAN-IPR).

- UN Department of Political and Peacebuilding Affairs-Department of Peace Operations (UN DPPA-DPO).
- Government of Canada.
- United Kingdom Foreign, Commonwealth & Development Office (FCDO).
- UN Women Indonesia Country Office.

The PSC facilitates effective and efficient collaboration among participating organizations and provides overall guidance to the Project Management Team. Its role is to ensure the project remains aligned with its objectives, delivers measurable outcomes, and is implemented successfully.

d. Details of the project

Donor Reference:	Government of Canada through the Department of Foreign Affairs, Trade and Development: 7427936 Government of the Republic of Korea: N/A Government of the United Kingdom of Great Britain and Northern Ireland: 2223 VIETNAM ODA 001; 400029-401
Project Duration:	Government of Canada through the Department of Foreign Affairs, Trade and Development: 1 April 2021 – 31 December 2025 Government of the Republic of Korea: 1 January 2021 – 30 June 2023 Government of the United Kingdom of Great Britain and Northern Ireland: 8 December 2021-31 March 2022 (EIF VNH 003003) 16 January 2022-31 March 2023 (2223 VIETNAM ODA 001) 16 August 2023- 31 December 2025 (400029-401)
Donors/Funds:	Government of Canada through the Department of Foreign Affairs, Trade and Development: CAD 8.5 million Government of the Republic of Korea: USD 800,000 Government of the United Kingdom of Great Britain and Northern Ireland: GBP 33,000 (EIF VNH 003003) GBP 35,000 (2223 VIETNAM ODA 001) GBP 3,051,784 (400029-401)

III. Purpose and use of the Evaluation

The overall purpose of this evaluation is to support strategic decision-making, foster learning, and enhance accountability for the results achieved so far. The findings will be used by UN Women, ASEAN, national governments, project partners, and donors to inform future interventions and programming in ASEAN.

The primary users of the evaluation—ASEAN and UN Women—will use the findings to strategize the further advancement of the WPS agenda in the region. This evaluation will also provide critical insights for designing a second phase of the regional project to support the implementation of the ASEAN Regional Plan of Action on Women, Peace, and Security.

Secondary users, including partners within these organizations, will use the findings to identify effective approaches to advancing the WPS agenda. Donors may use the findings for accountability inform future decision-making and support.

Primary and Secondary Users and Their Intended Use

Primary & Secondary Intended Users	Learning and Knowledge Generation	Strategic decision making	Accountability
ASEAN Secretariat	X	X	X
ASEAN Women Peace and Security Advisory group[4]	X	X	X
UN Women	X	X	X
National Government of targeted AMS	X	X	X
Civil society Representatives	X	X	X
Donors	X	X	X
Dialogue partners and other UN Agencies supporting ASEAN	X	X	

IV. Objectives (criteria and key questions)

In alignment with the project document, the final evaluation will focus on assessing the delivery of project results and examine its contributions to impact, sustainability, and capacity development.

The key objectives of the evaluation are to:

1. Assess the relevance and coherence of the project with respect to internal and external WPS initiatives related to ASEAN.
2. Assess the effectiveness and organizational efficiency of the project in achieving expected results.
3. Assess the sustainability of project results and integration of human rights and gender equality.
4. Collect stories of change from beneficiaries (both women and men), key government partners, and stakeholders, and identify and validate important lessons learned, best practices, innovative approaches, and strategies for replication, providing actionable recommendations.

The evaluation will apply the OECD-DAC evaluation criteria, focusing on relevance, coherence, effectiveness, efficiency, (contribution toward) impact, and sustainability. An additional criterion—gender equality and human rights—will also be included to align with UN Women's commitment to these principles.

The consultant will refine these questions and develop an **evaluation matrix** during the inception phase.

Criteria	Potential guiding questions

[4] The members of the ASEAN WPS Advisory Group are the ASEAN Committee on Women (ACW); ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC); Senior Officials Meeting on Transnational Crimes (SOMTC); ASEAN Defense Senior Officials' Meeting (ADSOM); ASEAN Inter-Governmental Commission on Human Rights (AICHR); ASEAN Institute for Peace and Reconciliation (ASEAN-IPR), which liaises with members of the ASEAN Women for Peace Registry (AWPR); ASEAN Committee on Disaster Management (ACDM); and ASEAN Women Entrepreneurs Network (AWEN).

Relevance Assess the relevance of the project's objectives, outcomes, and design in addressing the problems faced by women	- To what extent what the project aligned with regional and national priorities and to international normative frameworks on WPS? - To what extent has the project been responsive to contextual changes - including emerging regional and national security threats - to remain relevant? - How do the project interventions leverage UN Women's unique mandate and comparative advantages in relation to other organizations working in this area? - How do the project interventions leverage UN Women's unique mandate and comparative advantages in relation to other organizations working in this area?
Coherence Assess the compatibility of the intervention with other interventions	- To what extent has the project facilitated synergies and strengthened partnerships with other initiatives at ASEAN and country levels, including those implemented by the UN, international NGOs, AMS, and civil society organizations, to achieve its objectives? - To what extent are the project interventions aligned with ASEAN Commitments and UN Women's Strategic Plan and Strategic Note, ensuring coherence with other ASEAN WPS and UN Women initiatives? - To what extent was the project coherent with the interventions of other UN organizations, targeted ASEAN Member States, and Donors?
Effectiveness Assess the contribution towards achievement of outcomes	- To what extent have the planned outputs been delivered, and how has the project contributed to the achievement of expected outcomes? - What results have been achieved to date, and what key factors have facilitated or hindered their achievement? - What unplanned positive or negative results have emerged during the project's implementation? - Which strategies have been most effective in achieving the project's intended results, and why?
Efficiency Assess the organizational efficiency	- To what extent was the project management structure and coordination and monitoring mechanisms efficient in supporting project implementation? - Were the financial and human resources allocated for the project sufficient and utilized efficiently to achieve the intended results? - to what extent were activities and outputs delivered in a timely manner?

	- How effectively did the project leverage cost-sharing opportunities, partnerships, or in-kind contributions to enhance overall efficiency?
Contribution towards impact Assess the contribution of the intervention toward the intermediate outcome and ultimate outcome	- To what extent have the WPS policy frameworks developed through the project advanced the role of women in conflict prevention, resolution, and peacebuilding? - How effectively has the project contributed to achieving its ultimate outcomes, and what evidence supports this progress? - Has the project contributed to any transformative changes, such as shifts in gender equality, social norms, or empowerment among target groups?
Sustainability Assess the key factors affecting sustainability of the project	- What is the likelihood that the project's results, including its policies and frameworks, will be sustained and remain useful in advancing the WPS agenda over the long term after the project ends? - To what extent has UN Women strengthened the institutional capacity of the ASEAN Secretariat, key sectoral bodies, and ASEAN Member States to advance the Women, Peace, and Security agenda? - To what extent do ASEAN, government counterparts, and CSOs show national ownership and commitment to sustaining and expanding the project's outcomes? - Which components of the project should be carried forward into the next phase, and what positive or innovative approaches can be improved, scaled up, or replicated in similar contexts?
Gender equality and human rights. Assess to what extent the intervention promoted gender equality and human rights	- To what extent were the most marginalized groups (i.e., ethnic minorities, persons with disability, LGBTIQ+) perspectives integrated in the project and reached in meaningful ways? - To what extent was a human rights-based approach and gender responsive approach embedded in the approach of the project (i.e., participatory, transparent, inclusive, realizing power dynamics, etc.)? - To what extent were power dynamics and structural barriers addressed through the project? - To what extent was the project relevant to address the causes and structural factors of gender inequalities in the ASEAN Region?

V. Scope

The evaluation will focus primarily on the 2021–2025 implementation period of the project, with a view toward identifying lessons learned and actionable recommendations for future programming. It will assess the project's Relevance, Coherence, Efficiency, Effectiveness, Sustainability, and Inclusiveness and examine the extent to which recommendations from the Mid-Term Review (2023) have been implemented effectively to adjust the course of action. The evaluation will include Inputs, Activities, Outputs and use of Outputs, and immediate Outcomes and contribution to intermediate and ultimate Outcomes. It focuses on both macro and micro levels. In alignment with the intention of the project, much of the attention of the evaluation is focused on target groups. The evaluation will cover all countries where the project is implemented.

VI. Design (Process and Methods)

This final evaluation will be informed by the mid-term review conducted in 2023, the Evaluability Assessment (EA) of the project finalized in April 2022, the baseline study conducted in 2021 and the project monitoring framework and the existing disaggregated data.

The evaluation will use non-experimental, theory-based, and gender responsive approaches; mixed methods (quantitative and qualitative data collection methods and analytical approaches) will be utilized to account for the complexity of gender relations in the Project countries and to ensure participatory and inclusive processes that are culturally appropriate. If needed, the evaluator will reconstruct the TOC to ensure a robust analytical framework for assessing contributions to outcomes, incorporating any changes to the original TOC. The evaluation team will use various data collection methods to provide evidence-based information that is credible, reliable, and useful. The methods to be used include a review of project documents, key informant interviews, focus group discussions, and survey . Most significant change or storytelling approaches will be utilized to capture how the project has impacted the lives of the participants. The evaluation will engage the UN Women project team, ASEAN and government counterparts, implementing partners, right-holders. and other stakeholders. The evaluator will be expected to develop a sampling frame for data collection, that is representative of all stakeholder groups, including vulnerable groups. Sampling to select the sites to be visited should also be representative. The evaluation methodology should enable achievement of the evaluation purpose, be aligned with the evaluation approach, and be designed to address the evaluation criteria and answer the key questions through credible techniques for data collection and analysis.

To ensure maximum validity, reliability of data (quality) and promote use, the evaluation will ensure triangulation of the various data sources collected using various participatory methods listed below. The entire evaluation will be undertaken as per UNEG Ethical guidelines and consider a human-rights-based and gender empowerment approach[5]. The evaluation experts and all their direct collaborators will follow UN Women's Evaluation Handbook and are bound by the UN Women report assessment criteria (GERAAS), which will be provided upon initiation.[6] The evaluation is expected to report using disaggregated data.[7] To the extent possible, the evaluation will integrate an inclusive approach and ensure do no harm in engaging

[5] UNEG Norms and Standards for Evaluation (2016): https://www.betterevaluation.org/en/resources/example/UNEG-evaluation-standards-2016; UNEG Ethical Guidelines for Evaluations (2020): http://www.unevaluation.org/document/detail/2866; Integrating Human Rights and Gender Equality in Evaluation (2014): http://www.uneval.org/document/detail/1616

[6] UN Women's Evaluation Handbook https://www.unwomen.org/en/digital-library/publications/2022/05/un-women-evaluation-handbook-2022

[7] UN Women's Evaluation Handbook https://www.unwomen.org/en/digital-library/publications/2022/05/un-women-evaluation-handbook-2022

marginalized groups, including from diverse SOGIESC, persons with disabilities and/or ethnic minorities. Ethical protocol will be developed and annexed to the inception report.

VII. Ethical considerations

UN Women has developed a UN Women Evaluation Consultant Agreement Form for the evaluator, which must be signed as part of the contracting process. This form is based on the UNEG Ethical Guidelines and Code of Conduct. All data collected by the consultant must be submitted to the evaluation manager in Word, PowerPoint or Excel formats and is the property of UN Women. Proper storage of data is essential for ensuring confidentiality and a data protection plan will be developed during the inception phase. The evaluation's value added is its impartial and systematic assessment of the project. As with the other stages of the evaluation, involvement of stakeholders should not interfere with the impartiality of the evaluation. The evaluators have the final judgment on the findings, conclusions and recommendations of the evaluation report, and the evaluator must be protected from pressures to change information in the report. Proper procedures for data collection with rights holders who may have been affected by violence must be adhered to as outlined in the Improving the collection and use of administrative data on VAW and WHO Ethical and Safety Recommendations for research on violence against women. Additionally, if the evaluator(s) identify issues of wrongdoing, fraud or other unethical conduct, UN Women and UNDP procedures must be followed and confidentiality be maintained. The UN Women Legal Framework for Addressing Non-Compliance with UN Standards of Conduct, and accompanying policies protecting against retaliation and prohibiting harassment and abuse of authority, provide a cohesive framework aimed at creating and maintaining a harmonious working environment, ensuring that staff members do not engage in any wrongdoing and that all allegations of wrongdoing are reported promptly, investigated and appropriate action taken to achieve accountability.

VIII. Limitations

The evaluation team will rely on the accuracy and completeness of the provided documents by the offices, with independent verification of the information provided, where possible. To avoid biases raised, the information will be triangulated and validated with the UN Women team, the Evaluation Management team and Reference Groups.

IX. Evaluation management

The evaluation will be managed by the UN Women Programme Coordinator Specialist ASEAN WPS, under the oversight of the ASEAN Governance and Security Specialist and programme Lead. The Evaluation Management Group (EMG) will be comprised of the UN Women Programme Coordinator Specialist ASEAN WPS, the ASEAN Governance and Security Specialist and programme Lead, the UN Women Regional Evaluation Specialist. The EMG will provide quality assurance to the entire evaluation process and approve all deliverables.

An evaluation reference group (ERG) will be established comprising representatives from the key stakeholders and representing the different types of stakeholders (e.g., ASEAN, government, UN, CSO's, donors). The ERG will be consulted throughout the evaluation process: they will provide inputs on the inception report, preliminary findings, and final report to ensure it is participatory and has the ownership of

the key project stakeholders. The ERG will participate in the inception meeting, and presentation of preliminary findings to provide feedback and validation.

The evaluation team will consist of an international team leader and an evaluation analyst and five national consultants. The team leader will be responsible for overseeing the entire evaluation process and ensuring the quality of all evaluation products.

The national consultants, in close consultation with the team leader, will:

1. Review and adapt data collection tools as needed and provide translations where required.
2. Submit detailed notes collected during the data collection process using the provided template.
3. Prepare a summary report of key findings from site visits, in coordination with the team leader.
4. Contribute to the development of preliminary findings, the draft synthesis report, and presentations.

The team leader will support data collection in Indonesia. The evaluation analyst will assist with developing the inception report, ensuring adherence to the UN Women Evaluation Handbook, and managing the overall logistics of organizing the data collection schedule of the evaluation.

X. Expected deliverables and time frame.

Evaluation phases

The final evaluation will be conducted according to the following timeline (subject to adjustment):

1. Preparation (November 2024-30 April 2025)

- Development of the Terms of Reference of the Evaluation and submission to the PSC.
- Stakeholder analysis and establishment of the evaluation Management Group (EMG) and Evaluation reference group (ERG)
- Recruitment of the evaluation team including one international and 5 national consultants.

2. Inception (1 May 2025-14 June 2025)

- Briefing and consultation with EMG
- Desk review of key documents including baseline study, evaluability assessment, Mid Term Review, Project Monitoring Framework, Project Documents and others.
- Evaluability assessment and reconstruction of the TOC if needed.
- Stakeholders workshop if needed
- Evaluation matrix and data collection tools
- Presentation of the inception report to ERG and EMG
- Integrating feedback and comments
- Submission of final version of the inception report

3. **Conduct (15 June 2025– 15 August 2025)**

- Data collection, including virtual and on-site interviews and meetings and debriefing of UN Women upon finalization
- Data systematization, analysis and interpretation of findings

4. **Reporting (16 August 2025- 30 October 2025)**

- Present the preliminary findings to EMG and ERG to validate findings and allow the evaluators to incorporate preliminary feedback in the draft report
- Draft report
- Comments and feedback from Evaluation Management and Reference Groups tracked for transparency
- Final evaluation report
- Presentation of the final evaluation report to the EMG, ERG and PSC

5. **Use and follow up (31 October- 10 December 2025)**

- Management response within 3 weeks of competition
- Development of knowledge and communication products
- Communications based on the final evaluation to be disseminated widely to stakeholders and public
- Follow up to the implementation of the management response

Deliverables	**Deadline of Submission**
Inception Report and power point presentation. The inception report should capture relevant information including background, and proposed methods for data collection and analysis. The inception report should also include an evaluation review matrix, guiding questions, methodology, list of stakeholders to be engaged, and proposed schedule of tasks, activities and deliverables. The inception report should be approved by the EMG and ERG	14 June 2025
Presentation of preliminary findings to the EMG and ERG. The consultant will share preliminary findings and recommendations with the ERG at the end of the field visits/data collection phase.	5 September 2025
Submission of draft Evaluation Report. The report will be structured as follows: - Title - Executive summary - Context / Background and project description - Purpose, objectives and scope - Methodology and limitations - Findings structured by evaluation criteria - Conclusions - Recommendations - Lessons learned and innovations.	22 September 2025

- Proposed dissemination Strategy Annexes: a) Terms of reference b) List of documents/publications reviewed and cited. c) Data collection instruments d) Lists of institutions interviewed or consulted, and sites visited (without direct reference to individuals) e) Evaluation matrix. f) List of findings, conclusions and recommendations	
Submission of a Final evaluation Report and power point presentation. Revise the draft report- in line with feedback provided by UN Women and partners. Deliverable: Final report of no more than forty pages. The report should be structured as the draft Evaluation report Brief (2 pager) with an overview of the evaluation methodology, key findings, conclusions and recommendations. The final evaluation report should be presented to the EMG, ERG and PSC	30 October 2025

XI. Consultant's competencies, skills, and experiences

Team Leader Required Qualifications

- Master's degree in public administration, economics, gender studies, human rights, humanitarian affairs, or any relevant field related to gender equality and the empowerment of women and girls.
- A first-level university degree combined with six additional years of qualifying experience may be accepted in lieu of the advanced university degree.
- At least 5 years of experience as a Team Leader in complex evaluations with international organizations.
- Proven ability to manage and lead multi-disciplinary teams in a challenging environment.
- Experience in gender and human rights-responsive evaluation. Familiarity with Women, Peace, and Security programming is a strong asset.
- Strong understanding and experience in results-based management for project planning, monitoring, and reporting.
- Excellent writing and communication skills. Previous experience with UN Women and other UN agencies is an advantage.
- Fluency in English is required. Working knowledge of Thai, Indonesian, or Filipino is preferred.
- Demonstrates integrity by modelling the United Nations' values and ethical standards. Promotes the vision, mission, and strategic goals of the UN and UN Women. Displays cultural, gender, religion, race, nationality, and age sensitivity and adaptability. Ability and willingness to work as part of a team to meet tight deadlines and produce high-quality work.
- Previous experience conducting evaluation in the ASEAN Region is highly desirable.

XII. Annexes

- UN Women GERAAS evaluation quality assessment checklist. https://gate.unwomen.org/Evaluation/Download?evaluationId=4918
- UN Women Evaluation Consultant Agreement Form. https://gate.unwomen.org/resources/docs/SiteDocuments/UNWomen%20-%20CodeofConductforEvaluationForm-Consultant.pdf
- UNEG Norms and Standards for evaluation. http://www.unevaluation.org/document/download/2787
- UN Women Evaluation Handbook. https://www.unwomen.org/en/digital-library/publications/2022/05/un-women-evaluation-handbook-2022

ANNEX

2

EVALUATION GOVERNANCE STRUCTURE

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

An evaluation reference group (ERG) was comprised of representatives from the key stakeholders and representing the different types of stakeholders (e.g., ASEAN, government, UN, CSO's, donors). The ERG was consulted throughout the evaluation process: they provide inputs on the inception report, preliminary findings, and final report to ensure it is participatory and has the ownership of the key project stakeholders. The ERG participated in the inception meeting, and presentation of preliminary findings to provide feedback and validation.

Name	Title	Organization	E-mail address
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ANNEX

3

LIST OF DOCUMENTS CONSULTED

Project Documents

- UN Women (2021, and revisions 2022, 2023). Proposal: Empowering women for sustainable peace: preventing violence and promoting social cohesion in ASEAN
- United Nations Philippines (2022, March). Joint Programme Document: Empowering women for sustainable peace in the Bangsamoro Autonomous Region in Muslim Mindanao (BARMM)
- UN Women Indonesia Country Office (2024, March). Revised Project Document: Empowered Women for Sustainable Peace: Addressing the Peace - Humanitarian Nexus to Enhance Community Resilience in Indonesia. Jakarta: UN Women Indonesia Country Office.
- UN Women Indonesia Country Office (2022, November). UN Women Indonesia Proposal Overview. Jakarta: UN Women Indonesia Country Office.
- UN Women (2022, January). Terms of Reference Project Steering Committee "Empowering women for sustainable peace: preventing violence and promoting social cohesion in ASEAN".
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- UN Women (2021). Inception Report: Empowering women for sustainable peace: preventing violence and promoting social cohesion in ASEAN. Jakarta: Indonesia Country Office.
- UN Women (May 2025). Project Results Framework

Donor Agreements

- UN Women, Government of the Republic of Korea (2020), Agreement
- UN Women, The Department of Foreign Affairs Trade and Development (2021), Grant Agreement
- UN Women, Government of the United Kingdom of Great Britain and Northern Ireland. Framework Agreement (2016) and contribution agreement (2023)

Donor Reports

- UN Women (2025, June). Donor Report 2024. Jakarta: Indonesia Country Office.
- UN Women (2024, June). Donor Report 2023. Jakarta: Indonesia Country Office.
- UN Women (2023, June). Donor Report 2022. Jakarta: Indonesia Country Office.
- UN Women (2022, June). Donor Report 2021. Jakarta: Indonesia Country Office.
- Project Briefs

Research, Evaluation, Assessments and Other Reports

- Midterm review report: Empowering women for sustainable peace: Preventing violence and promoting social cohesion in the Association of Southeast Asian Nations (ASEAN)
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- UN Women (2025). Corporate Evaluation of UN Women's Support to Women's Participation in Peace Processes (2018–2023)
- UN Women (2022). Evaluation of UN Women's Crisis response in Asia and the Pacific
- UN Women (2021). Evaluation of Regional Office for Asia and the Pacific Contributions to Women, Peace and Security
- UN Women (2021). Evaluation of UN Women's Contribution to the Implementation of Timor-Leste National Action Plan on UNSCR 1325 on Women, Peace and Security (2016-2020)

Knowledge Products

- UN Women (2025, January). Advancing the Women, Peace, and Security (WPS) Agenda through Gender-Responsive Budgeting (GRB) in ASEAN. https://wps.asean.org/resources/advancing-the-women-peace-and-security-agenda-through-gender-responsive-budgeting-in-asean/
- Pokja P3AKS (2024, February). Pelaksanaan Rencana Aksi Nasional Perlindungan dan Pemberdayaan Perempuan dan Anak Dalam Konflik Sosial (RAN P3AKS) 2014 – 2023. https://wps.asean.org/resources/pelaksanaan-rancana-aksi-nasional-perlindungan-dan-pemberdayaan-perempuan-dan-anak-dalam-konflik-sosial-ran-p3aks-2014-2023/
- ASEAN Secretariat (2023, December). Localisation Toolkit and Guidelines for the ASEAN Regional Plan of Action on Women, Peace and Security. Jakarta: ASEAN Secretariat. https://asean.org/book/localisation-toolkit-and-guidelines-for-the-asean-regional-plan-of-action-on-women-peace-and-security/
- ASEAN Secretariat (2023, June). The Making of the ASEAN Regional Plan of Action on Women, Peace and Security: Insights and Lessons Learned. https://wps.asean.org/resources/the-making-of-the-asean-regional-plan-of-action-on-women-peace-and-security-insights-and-lessons-learned/
- UN Women (2023, August). Annual Report 2022: Empowering Women for Sustainable Peace. https://wps.asean.org/resources/annual-report-2022-empowering-women-for-sustainable-peace/
- UN Women (2024, August). Annual Report 2023: Empowering Women for Sustainable Peace. https://wps.asean.org/resources/annual-report-2023-empowering-women-for-sustainable-peace/
- ASEAN – IPR (2025, April). Policy Research: Advancing gender-responsive conflict and crisis prevention in ASEAN. https://wps.asean.org/resources/policy-research-advancing-gender-responsive-conflict-and-crisis-prevention-in-asean/
- UN Women (2025, January). Women, Peace and Security in the Philippines. https://wps.asean.org/resources/women-peace-and-security-in-the-philippines/

Other Documents

- ASEAN Secretariat (2022, December). ASEAN Regional Plan of Action on Women, Peace and Security.
- ASEAN, United Nations (2020). Plan of Action to Implement the Joint Declaration on Comprehensive Partnership between ASEAN and the United Nations (2021-2025)

  Institute for Economics and Peace (2024). Global Peace Index 2024
- ASEAN (2017). Joint Statement on Promotion of Women, Peace and Security

ANNEX

4

EVALUATION FRAMEWORK

RELEVANCE	EQ 1: To what extent has the Project been aligned with regional and national priorities and to international normative frameworks on WPS?		
Assumptions	**Indicators**	**Source of information**	**Methods for data collection**
	1.1 To what extent has the Project been aligned with regional and national priorities? Were the design and implementation organized in a participatory manner?		
The project has been responsive to the regional and national context and needs of stakeholders involved.	• Evidence of the project being developed on sound analysis and/or addressing key issues of UN Women and other organization's analysis. • Evidence on consultations with the stakeholders • Share of stakeholders perceiving the project being relevant to the regional and national contexts and priorities.	• UN Women personnel (regional and country level) • ASEAN • UN partners • Donors • External stakeholders • Project documents, needs assessments • Results matrix • Knowledge products, research, evaluation	• KIIs / FGDs • Surveys • Document review • Results reporting • Documentation review • Case studies 1 and 2
	1.2 To what extent has the Project been aligned with the international normative frameworks on WPS?		
The project has been aligned with the international UNSCRs on WPS and the design and implementation focuses on all pillars of WPS agenda	• Reference to WPS UNSCR's in project design and implementation. • Representation of the WPS pillars in design and implementation (both in policy and operational work).	• UN Women personnel (regional and country level) • ASEAN • Project documents, needs assessments • Knowledge products, research, evaluation	• KIIs / FGDs • Surveys • Document review • Results reporting • Documentation review • Case studies 1 and 2
	1.3 To what extent has the project been responsive to contextual changes - including emerging regional and national security threats - to remain relevant?		
The project sustained relevance addressing contextual changes and emerging security threats	• Evidence of data ana knowledge produced along the project on the context and emerging trends and security threats. • Evidence of adjustment of the approaches based on the findings.	• UN Women personnel (regional and country level) • ASEAN • External stakeholders • Project documents, needs assessments • Results matrix • Knowledge products, research, evaluation	• KIIs / FGDs • Surveys • Document review • Results reportig • Documentation review • Case studies 1 and 2

Assumptions	Indicators	Source of information	Methods for data collection
	1.4 How do the project interventions leverage UN Women's unique mandate and comparative advantages in relation to other organizations working in this area?		
The project interventions make use of UN Women's unique mandate and strengths, compared to other organizations working in this area	• Perception of stakeholders about UN Women's comparative advantages and added values • Evidence (examples) of these comparative advantages and added values being used in the project implementation and benefiting the partners and other participants in the project.	• UN Women personnel (regional and country level) • ASEAN • UN partners • Donors • External stakeholders • Project documents, needs assessments • Results matrix • Knowledge products, research, evaluation	• KIIs / FGDs • Surveys • Document review • Results reporting • Documentation review • Case studies 1 and 2
COHERENCE	**EQ 2: To what extent has the project facilitated internal and external synergies and strengthened partnerships with other UN Women's and ASEAN initiatives in the region?**		
Assumptions	**Indicators**	**Source of information**	**Methods for data collection**
	2.1 To what extent are the project interventions aligned with ASEAN Commitments on WPS and other relevant ASEAN frameworks and sectoral priorities that support or intersect with the WPS agenda? To what extent it aligns with UN Women's Strategic Plan and the APRO Strategic Note and other ASEAN WPS and UN Women initiatives?		
The project logic is aligned and coherent with ASEAN's and UN Women's strategic framework.	• Evidence of alignment of the project with the corporate UN Women Strategic Plan and Regional Strategic Note for Asia and the Pacific. • Evidence of alignment of the project with ASEAN frameworks and sectoral priorities that support or intersect with the WPS agenda • Number and type of other UN Women and ASEAN initiatives connected to WPS project.	• UN Women personnel (regional and country level) • ASEAN • Project documents • Results matrix	• KIIs • Document review • Results reporting • Documentation review • Case studies 1 and 2

Assumptions	Indicators	Source of information	Methods for data collection
	2.2 How are interventions and the regional and national/local level mutually influenced and how coherent is the approach across WPS pillars?		
The project achieves horizontal and vertical synergies. This includes internal synergies between UN Women Regional Office and Country Offices, ASEAN and its members states synergies between the WPS project and other projects in UN Women portfolios and ASEAN's portfolios.	• Congruence and synergies between project outcome areas • Perception of stakeholders on linkages and synergies between project components and integration of WPS pillars • Number and type of UN Women projects connected to WPS project • Successful and less successful coordination strategies identified	• UN Women personnel (regional and country level) • ASEAN • Donors • External stakeholders • Project documents • Results matrix	• KIIs / FGDs • Surveys • Document review • Results reporting • Documentation review • Case studies 1 and 2
	2.3 To what extent was the project coherent and has facilitated synergies and strengthened partnerships with other initiatives at ASEAN and country levels, including those implemented by the UN, international NGOs, ASEAN member states, and civil society organizations, and supported by different donors to achieve its objectives?		
The project achieves horizontal external synergies with other stakeholders' initiatives.	• Number and type of other stakeholders' initiatives connected to WPS project • Number of UN partners and other stakeholders involved in coordination of WPS interventions. • Successful and less successful coordination strategies identified	• UN Women personnel (regional and country level) • ASEAN • UN partners • Donors • External stakeholders • Project documents • Results matrix	• KIIs / FGDs • Surveys • Document review • Results reporting • Documentation review • Case studies 1 and 2

EFFECTIVENESS	EQ 3: To what extent and how were the expected results achieved? Were there any unexpected results?		
Assumptions	**Indicators**	**Source of information**	**Methods for data collection**
	3.1 To what extent have the planned outputs been delivered, and how has the project contributed to the achievement of expected outcomes?		
UN Women and ASEAN activities led to reaching of the targets outlined in the results matrix.	• Perception of stakeholders on project effectiveness. • Indicators progress against targets • Examples of communication efforts contributing to results.	• UN Women personnel (regional and country level) • ASEAN • UN partners • Donors • External stakeholders • Project documents • Results matrix	• KIIs / FGDs • Surveys • Document review • Results reporting • Documentation review • Case studies 1 and 2
	3.2 What results have been achieved to date, in development and implementation of WPS policy framework and what key factors have facilitated or hindered their achievement (including reaching the political consensus around development and implementation)? What are the benefits or challenges for the national and subnational stakeholders and what for ASEAN from pursuing WPS agenda within cooperation with the regional intergovernmental organization?		
UN Women and ASEAN activities led to normative advancements in WPS area at the regional, national and sub-national level.	• Number and type of adopted and drafted policy documents at different levels • Number and type of policy initiatives at different levels. • Evidence on benefits and challenges for national and subnational stakeholders and ASEAN from pursuing WPS through the regional intergovernmental organization	• UN Women personnel (regional and country level) • ASEAN • UN partners • Donors • External stakeholders • Project documents • Results matrix	• KIIs / FGDs • Surveys • Document review • Results reporting • Documentation review • Case studies 1 and 2
	3.3 What are the results of capacity development initiatives and how are provided knowledge and skills applied in practice?		
Project participants advanced knowledge and skills provided in WPS capacity development programmes and apply them in practice at the regional, national and/or sub-national levels.	• Number and type of participants involved in capacity development interventions. • Examples of knowledge and skills being applied by project participants (government, CSOs and others) towards development and implementation of normative frameworks	• UN Women personnel (regional and country level) • ASEAN • UN partners • Donors • External stakeholders • Project documents • Results matrix	• KIIs / FGDs • Surveys • Document review • Results reporting • Documentation review • Case studies 1 and 2

Assumptions	Indicators	Source of information	Methods for data collection
	3.4 What unplanned positive or negative results have emerged during the project's implementation?		
Project design and implementation catalysed positive effects beyond originally planned results and countries.	• Examples of results beyond originally planned. • Examples of negative effects (if any) and actions to address them	• UN Women personnel (regional and country level) • ASEAN • UN partners • Donors • External stakeholders • Project documents • Results matrix and other project documentation	• KIIs / FGDs • Surveys • Document review • Results reporting • Documentation review • Case studies 1 and 2
	3.5 How were the implementation strategies selected and combined? What approaches proved to be the most effective in achieving the project's intended results, and why?		
UN Women and ASEAN selected and combined the strategies to achieve results in the most effective and efficient manner.	• Perception of stakeholders on the most effective and efficient strategies • Evidence of selected strategies of combination of strategies leading to results	• UN Women personnel (regional and country level) • ASEAN • UN partners • Donors • External stakeholders • Project documents • Results matrix and other project documentation	• KIIs / FGDs • Surveys • Document review • Results reporting • Documentation review • Case studies 1 and 2
HUMAN RIGHTS AND GENDER EQUALITY	**EQ 4: To what extent has the project addressed the needs of the most marginalized groups and integrated human rights and gender responsive approach?**		
Assumptions	**Indicators**	**Source of information**	**Methods for data collection**
	4.1 To what extent have the planned outputs been delivered, and how has the project contributed to the achievement of expected outcomes?		
Design and implementation of WPS policy frameworks was participatory and involved those most vulnerable.	• Evidence of consultation with vulnerable groups • Evidence of integration of vulnerable groups and their gender equality and human rights perspectives into project design and implementation (into project documentation) • Evidence of recognized intersectionality and their effect on targeted population.	• UN Women personnel (regional and country level) • ASEAN • UN partners • Donors • External stakeholders • Project documents • Results matrix and other project documentation	• KIIs / FGDs • Surveys • Document review • Results reporting • Documentation review • Case studies 1 and 2

Assumptions	Indicators	Source of information	Methods for data collection
	4.2 To what extent was a human rights-based approach and gender responsive approach embedded in the approach of the project (i.e., participatory, transparent, inclusive, realizing power dynamics, addressing structural barriers of gender inequalities and social norms etc.)?		
Capacity development interventions were inclusive and allowed access to marginalized groups of women. Implementation of the project and policies that the project contributed to translate into benefits for women and girls, including those most vulnerable.	• Perception of the stakeholders involved, including members of the vulnerable groups of the inclusivity and results of the project. • Examples of benefits for the vulnerable groups of women and girls. • Examples of communication efforts contributing to stated results.	• UN Women personnel (regional and country level) • ASEAN • UN partners • Donors • External stakeholders • Project documents, financial reports • Results matrix and other project documentation	• KIIs / FGDs • Surveys • Document review • Results reporting • Documentation review • Case studies 1 and 2
EFFICIENCY	**EQ 5: To what extent were the resources allocated and implementation mechanisms set appropriate to support effective implementation?**		
Assumptions	**Indicators**	**Source of information**	**Methods for data collection**
	5.1 To what extent was the project-management structure - including coordination mechanisms between UN Women and ASEAN Secretariat and ASEAN sectoral bodies, member states and partners and the in-country presence in Indonesia - efficient and effective in supporting project implementation? To what extent did the coordination mechanisms allow for smooth implementation and shared ownership (strengths and challenges in coordination of multiple stakeholders, recommendations to enhance effectiveness in future)?		
Project management structure (Jakarta and Bangkok and across the country offices) allows for smooth implementation and delivery of results. Project management presence in Jakarta contributed to timely effective and coordinated engagement with ASEAN stakeholders.	• Perception of stakeholders on management arrangements. • Perception of external stakeholders on efficiency of the collaboration with UN Women and ASEAN. • Strengths and challenges in management arrangements.	• UN Women personnel (regional and country level) • ASEAN • Project documents, financial reports	• KIIs / FGDs • Surveys • Document review • Results reporting • Documentation review • Case studies 1 and 2
	5.2 Were the financial and human resources allocated for the project sufficient and utilized efficiently to achieve the intended results?		
UN Women and ASEAN had sufficient and adequate human and financial resources for implementation of the project.	• Perception of stakeholders on adequacy of human and financial resources available. • Sufficiency of financial resources to cover planned costs • Ability to respond to partner's demands . • Evidence of budget being allocated to the interventions that were perceived most effective.	• UN Women personnel (regional and country level) • ASEAN • Project documents, financial reports	• KIIs / FGDs • Surveys • Document review • Results reporting • Documentation review • Case studies 1 and 2

Assumptions	Indicators	Source of information	Methods for data collection
	5.3 To what extent were activities and outputs delivered in a timely manner?		
Effective management between the partners led to timely implementation.	Activities timely implemented and reaching envisaged number of participants.	• UN Women personnel (regional and country level) • ASEAN • Project documents, financial reports	• KIIs / FGDs • Surveys • Document review • Results reporting • Documentation review • Case studies 1 and 2
	5.4 How effectively did the project leverage cost-sharing opportunities, partnerships, or in-kind contributions to enhance overall efficiency?		
The increased overall scope and/or efficiency using cost-sharing and partnership opportunities.	Evidence of cost-sharing, partnerships, catalytic financing synergy with indicators related to external coherence.	• UN Women personnel (regional and country level) • ASEAN • Project documents, financial reports	• KIIs / FGDs • Surveys • Document review • Results reporting • Documentation review • Case studies 1 and 2
	5.5 How efficient was the project monitoring, evaluation and learning?		
The project has sound monitoring, evaluation and learning systems capturing results at all levels (outputs, immediate and intermediate outcomes) informing implementation adjustments.	• Strong results-based matrix • Sound monitoring and reporting system developed • Regularly updated indicators • Lessons learnt used for project adjustment and strategic planning	• UN Women personnel (regional and country level) • ASEAN • Project documents, financial reports	• KIIs / FGDs • Surveys • Document review • Results reporting • Documentation review • Case studies 1 and 2

TOWARDS IMPACT	EQ 6: To what extent has the project supported achievement of long-term benefits for women and girls?		
Assumptions	**Indicators**	**Source of information**	**Methods for data collection**
	6.1 To what extent have the WPS policy frameworks developed through the project advanced the role of women in conflict prevention, resolution, and peacebuilding?		
Implemented interventions and adopted policy frameworks are translated into benefits and changed lives of women and girls.	• Perceptions of stakeholders, and in particular, of women and girls participating at the country level on the effects of the project on their lives and communities. • Examples of agency, networking, advocacy for accountability of duty bearers around WPS agenda. • Contribution of implemented policies with systemic and community level changes	• UN Women personnel (regional and country level) • ASEAN • UN partners • Donors • External stakeholders • Project documents	• KIIs / FGDs • Surveys • Document review • Results reporting • Documentation review • Case studies 1 and 2
	6.2 Has the project contributed to any transformative changes, such as shifts in gender equality, social norms, or empowerment among target groups?		
Implemented interventions challenge discriminatory social norms and gender inequalities and contribute to transformative changes for women and girls.	• Examples by stakeholders about the project challenging stereotypes, discriminatory social norms and gender inequalities. • Anecdotal information on changed beliefs, attitudes, practices and	• UN Women personnel (regional and country level) • ASEAN • UN partners • Donors • External stakeholders • Project documents	• KIIs / FGDs • Surveys • Document review • Results reporting • Documentation review • Case studies 1 and 2

SUSTAINABILITY	EQ7: To what extent has the project built political commitment over the WPS agenda and ownership over the results and how likely are the results are to sustain in longer-term perspective?		
Assumptions	**Indicators**	**Source of information**	**Methods for data collection**
Sub Questions	**7.1 What is the likelihood that the project's results, including its policies and frameworks, will be sustained and remain useful in advancing the WPS agenda over the long term after the project ends? To what extent do ASEAN, government counterparts, and CSOs show will and commitment to sustaining and expanding the project's outcomes?**		
• Project implementation supported development of stakeholders' commitment to support WPS agenda. The project, UN Women and ASEAN played a significant role in fostering ownership among national and regional actors and in ensuring the sustainability of programming. • Financial resources are allocated for implementation of the normative WPS frameworks (RAP, NAPs and other policies).	• Perceptions of personnel/partners/stakeholders regarding commitment for WPS agenda • Examples of strategies and contextual factors to support commitment for WPS agenda • Programming results reported related to ownership and sustainability • Examples of strategies and activities to develop ownership and ensure sustainability within RO programming • Evidence of financial allocations for implementation of policy frameworks	• UN Women personnel (regional and country level) • ASEAN • UN partners • Donors • External stakeholders • Project documents	• KIIs / FGDs • Surveys • Document review • Results reporting • Documentation review • Case studies 1 and 2
	7.2 To what extent has the project contributed to strengthening the institutional capacity of the ASEAN Secretariat, key sectoral bodies, and ASEAN Member States to advance the WPS agenda? To what extent did the project contribute to UN Women's capacities and mechanisms for engagement with regional organizations, such as ASEAN and ASEAN Secretariat?		
• Capacities developed are being used. • Policies prepared are likely to be adopted and those adopted have established mechanisms for implementation. • UN Women strengthened its capacities and mechanisms for partnerships with regional intergovernmental organizations.	• Number of stakeholders reporting individual and institutional application of knowledge and skills learnt and their results (in development, costing and budgeting, implementation and reporting on WPS) • Level of motivation • Frequency of application of knowledge and skills and lessons learnt	• UN Women personnel (regional and country level) • ASEAN • UN partners • Donors • External stakeholders • Project documents	• KIIs / FGDs • Surveys • Document review • Results reporting • Documentation review • Case studies 1 and 2

Assumptions	Indicators	Source of information	Methods for data collection
	7.3 How sustainable are the capacities and results for the civil society organizations and right holders?		
Capacities developed are being used.	• Number of CSO stakeholders reporting individual and institutional application of knowledge and skills learnt (in advocacy, monitoring, campaigning, political participation, supporting services for women, mediating community conflicts) and their results • Level of motivation • Frequency of application of knowledge and skills	• UN Women personnel (regional and country level) • ASEAN • UN partners • Donors • External stakeholders • Project documents	• KIIs / FGDs • Surveys • Document review • Results reporting • Documentation review • Case studies 1 and 2
	7.4 Which components of the project should be carried forward into the next phase, and what positive or innovative approaches can be improved, scaled up, or replicated in similar contexts?		
Project generated best practices and drew lessons learnt from implementation to use in the next phase.	• Evidence on best practices and lessons learnt that can be used for the next phase and scaling up	• UN Women personnel (regional and country level) • ASEAN • UN partners • Donors • External stakeholders • Project documents	• KIIs / FGDs • Surveys • Document review • Results reporting • Documentation review • Case studies 1 and 2

ANNEX

5

BACKGROUND TO THE EVALUATION

ANNEX 5.1. STAKEHOLDER OVERVIEW

Stakeholder Group	Key Stakeholders		What? (Role)	Why (Rationale for involvement)	When / How	Priority
UN Women	APRO Leadership	RO Director / Deputy Director	Strategic leadership	Insight into strategic relevance and directions	Data collection, interview	Very High
	Project personnel	• Programme Specialist ASEAN and GWPS • Project Coordination Specialist • Monitoring and Evaluation Consultant • Communication and Advocacy Analyst • Programme Associate • Operations Manager	Planning and implementation	Insight into all aspects of project implementation at the regional and country level according to the evaluation criteria	**Inception**: Interview; Theory of Change Workshop **Data Collection:** Interview, Survey	
	Indonesia					
	Project personnel	• UN Women GWPS Programme Analyst • UN Women WPS Programme Analyst • UN Women GPR Programme Manager	Implementation at the country level	Insight into all aspects of project implementation at the country level according to the evaluation criteria	**Inception:** Theory of Change Workshop **Data Collection:** Interview, Survey	Very High
	Philippines					
	Project personnel	• UN Women, Programme Analyst WPS • UN Women, Monitoring and Reporting Analyst • Programme Specialist, WPS • Programme Associate, WPS	Implementation management at the country level	Insight into all aspects of project implementation at the country level according to the evaluation criteria	**Inception:** Theory of Change Workshop **Data Collection:** Interview, Survey	Very High

Stakeholder Group	Key Stakeholders		What? (Role)	Why (Rationale for involvement)	When / How	Priority
UN Women	**Timor-Leste**					
	Project personnel	• WPS Programme Officer • Governance Peace and Security Analyst • WPS Programme Assistant • Technical Consultant (provide support to NAP 1325 Secretariat and National Directorate of Community Conflict Prevention) • Technical Consultant (Civic education for peace and development)	Implementation management at the country level	Insight into all aspects of project implementation at the country level according to the evaluation criteria	**Inception:** Theory of Change Workshop **Data Collection:** Interview, Survey	Very High
	Thailand					
	Project personnel	• UN Women Thailand Country Coordinator • UN Women Programme Analyst	Implementation management at the country level	Insight into all aspects of project implementation at the country level according to the evaluation criteria	**Inception:** Theory of Change Workshop **Data Collection:** Interview, Survey	Very High
	Viet Nam					
	Project personnel	• UN Women, Programme Analyst • Country Representative • Program Management Specialist • Program Management Analyst • Program Specialist - EVAW • Program Specialist- Climate Change and DRR	Implementation management at the country level	Insight into all aspects of project implementation at the country level according to the evaluation criteria	**Inception:** Theory of Change Workshop **Data Collection:** Interview, Survey	Very High
	Cambodia, Malaysia, Lao PDR					
		To be confirmed	Implementation management at the country level	Insight into all aspects of project implementation at the country level according to the evaluation criteria	**Inception:** Theory of Change Workshop **Data Collection:** Interview, Survey	Very High

Stakeholder Group	Key Stakeholders		What? (Role)	Why (Rationale for involvement)	When / How	Priority
ASEAN	Secretariat and sectoral bodies	• ASEAN Committee of Women (ACW) • ASEAN Committee on Disaster Management (ACDM) • ASEAN Institute for Peace and Reconciliation (ASEAN-IPR) • Former ACW Focal Point – Cambodia • ACWC Representative on Women's Rights – Indonesia • ASEAN Commission on the Promotion and Protection of the Rights of Women and Children • ASEAN Intergovernmental Commission on Human Rights (AICHR) • ASEAN Women Entrepreneurs Network (AWEN) • ASEAN Defense Senior Officials' Meeting (ADSOM) • Working Group on Counter Terrorism (WG-CT) of the Senior Officials Meeting on Transnational Crimes (SOMTC) • Director of Human Development, ASEAN Socio-Cultural Community Department of the ASEAN Secretariat (ASEC) • Deputy Secretary General, AIPA • Chair of the ASEAN WPS Advisory Group	Implementation and management at the regional level	Insight into all aspects of project implementation at the ASEAN level according to the evaluation criteria	**Inception:** Interviews **Data Collection:** Interview, Survey	Very High

Stakeholder Group	Key Stakeholders		What? (Role)	Why (Rationale for involvement)	When / How	Priority
External stakeholders	**Regional level**					
		• Canada Mission to ASEAN • UK Mission to ASEAN • Permanent Mission of the Republic of Korea to UN	Donors / development partners	Strategic insight, effectiveness and efficiency of collaboration, future perspectives	**Data Collection:** Interview	Very high
		• UN Department of Political and Peacebuilding Affairs-Department of Peace Operations (UN DPPA-DPO). • Former UN Liaison to ASEAN • UNESCAP	UN agencies / UN coordination on WPS	Strategic regional insight into WPS, UN coordination on WPS, effectiveness	**Data Collection:** Interview	High
		• Former and current staff of Global Network of Women Peacebuilders • Independent journalist • The Apex Chronicle	Implementing responsible party	All aspects of implementation with non-state actors	**Data Collection:** Interview	High
		Consultants (Former ACW Advisor and former Head of PEGD)	Technical support	Specific areas of contribution to implementation	**Data Collection:** Interview	High
	Indonesia					
	International partners	Sasakawa Foundation				High
	National government	• Ministry of Women Empowerment and Child Protection (KPP PA) -- Former NAP focal point • Ministry of Women Empowerment and Child Protection (KPP PA) • Coordinating Ministry of Human Development and Cultural Affairs (Kemenko PMK) • Ministry of Foreign Affairs • National Agency for Preventing and Countering Violent Extremism (BNPT) • Peacekeeping Mission Center of the Indonesia National Armed Forces (PMPP TNI)	Implementation at the country level	Insight into all aspects of project implementation from the government / public policy and implementation perspective according to the evaluation criteria	**Data Collection:** Interview, Survey	Very high

Stakeholder Group	Key Stakeholders		What? (Role)	Why (Rationale for involvement)	When / How	Priority
	NGOs/CSOs	• AMAN Indonesia • Wahid Foundation • Aliansi Remaja Indonesia • UN Women National Gender Youth Activist • Balai Syura Ureung Inong Aceh (BSUIA) • Lembaga Penguatan Masyarakat Sipil (LPMS) -- former director • Ruang Damai • LIBU Perempuan • Lingkar Pemberdayaan Perempuan dan Anak (LAPPAN) Maluku • La Rimpu • YouthID Foundation	Localization, women's empowerment, advocacy	Insight into all aspects of project implementation from the government / public policy and implementation perspective according to the evaluation criteria	**Data Collection:** Interview, Survey	Very high
		Women – end beneficiaries (to be confirmed)	Expected to benefit from the actions implemented by the duty bearers, advocacy	Impact / benefits of the project implementation on rightsholders	**Data Collection:** Interviews	Very high
	Experts / consultants	• Badan Riset dan Inovasi Nasional (BRIN) • Pusat Studi Hak Asasi Manusia (Pusham) Universitas Surabaya • Pusat Studi Keamanan dan Perdamaian (PSKP), Universitas Gadjah Mada	Expertise, WPS curricula	Specific areas of contribution to implementation	**Data Collection:** Interview	Medium
	Philippines					
	National government	• Office of the Presidential Adviser on Peace, Reconciliation and Unity (OPAPRU) • Philippine Commission on Women (PCW)	Implementation at the country level	Insight into all aspects of project implementation from the government / public policy and implementation perspective according to the evaluation criteria	**Data Collection:** Interview, Survey	Very high
	Regional government	• Bangsamoro Women Commission (BWC) • Ministry of Public Order and Safety (MPOS)	Implementation at the regional and local level	Insight into all aspects of project implementation from the government / public policy and implementation perspective according to the evaluation criteria	**Data Collection:** Interview, Survey	Very high

Stakeholder Group	Key Stakeholders		What? (Role)	Why (Rationale for involvement)	When / How	Priority
	CSOs / NGOs	• The Moropreneur Inc. (TMI) • WEAct 1325 • Tupo na Tao sa Laya Women (TTLAW) • Women Insider for Mindanao'n Peace and Development (WMPAD) • Thuma Ko Kapagingud Service Organization • Magungaya Mindanao, Inc. • Women Empowered to Act for Dialogue and Peace	Localization, women's empowerment, advocacy	Insight into all aspects of project implementation from the government / public policy and implementation perspective according to the evaluation criteria	**Data Collection:** Interview, survey	Very high
	Academia	• Mindanao State University - Maguindanao • Ateneo de Manila University • International Consultant	Expertise, WPS curricula	Specific areas of contribution to implementation	**Data Collection:** Interview	Medium
	Private sector, media	• Konde.co			**Data Collection:** Interview	Medium
	Timor-Leste					
	National government	• Director, National Directorate for Community Conflict Prevention (DNPCC), Ministry of the Interior • Principal Advisor for Strategic Planning & Security Reform and ASEAN Affairs, Ministry of Interior • Director-General for ASEAN Affairs, Ministry of Foreign Affairs and Cooperation • Directorate General for Justice Policy, Ministry of Justice & President of Commission to Combat Trafficking in Persons • NAP 1325 Focal Point, Ministry of Justice • Director of International Relations, Secretariat of State for Equality • Chief of Gender Section, Timor-Leste Defence Force • Directorate of PNTL Community Police, National Police of Timor-Leste • Chief of PNTL Gender Equality and Inclusion Cabinet, National Police of Timor-Leste	Implementation at the country level	Insight into all aspects of project implementation from the government / public policy and implementation perspective according to the evaluation criteria	**Data Collection:** Interview, Survey	Very high

Stakeholder Group	Key Stakeholders		What? (Role)	Why (Rationale for involvement)	When / How	Priority
	CSOs/NGOs	• Director, Ba Futuru • Director, NGO Belun • Director, FOKUPERS • Director, Community Base Rehabilitation Network TL (CBRN-TL) • Director, Asosiasaun Defisiensia Timor-Leste (ADTL) • Advocacy Officer, Alola Foundation • Programme Coordinator, AJAR • Director, Judicial system Monitoring programme • Director, Associacaon Chega Ba Ita (ACBIT) • Director, CODIVA Foundation	Localization, women's empowerment, advocacy	Insight into all aspects of project implementation from the government / public policy and implementation perspective according to the evaluation criteria	**Data Collection:** Interview, Survey	Very high
	Other government stakeholders	• Coordinator (Mediator in Dili), National Directorate for Community Conflict Prevention (DNPCC), Ministry of the Interior • NAP 1325 Facilitator, Ministry of Interior • Community Police (Dili), National Police Timor-Leste • Armed Force, Defence Force of Timor-Leste	Localization, women's empowerment, advocacy	Specific areas of contribution to implementation, benefits for the communities	**Data Collection:** Interview	High
	Academia, experts	Lecturer, Department of Political Science, National University of Timor-Leste	UN Women's Technical Consultant for Supporting Development of NAP to Combat Trafficking in Persons	Specific areas of contribution to implementation	**Data Collection:** Interview	Medium

Stakeholder Group	Key Stakeholders		What? (Role)	Why (Rationale for involvement)	When / How	Priority
	Thailand					
	UK Embassy	Project Officer	Donor/development partner	Insight into operational implementation, effectiveness and efficiency of coordination, future perspectives	**Data Collection:** Interview	High
	National government	• Ministry of Social Development and Human Security • Ministry of Foreign Affairs	Implementation at the country level	Insight into all aspects of project implementation from the government / public policy and implementation perspective according to the evaluation criteria	**Data Collection:** Interview, Survey	Very high
	Regional and local governments	• Southern Border Provinces Administrative Centers (SBPAC)-Assistant Secretary General • Coordination Centre for Children and Women (CCCW) in Southern Border Provinces - Director	Implementation at the regional and local level	Insight into all aspects of project implementation from the government / public policy and implementation perspective according to the evaluation criteria	**Data Collection:** Interview, Survey	Very high
	CSOs / NGOs	• Center for Girls Foundation (CFGF)-Director/ Founder • Chiang Khong Women Council • FOCUS Foundation - Programme Coordinator • Bala Foundation • Fasai Association • Civic Women for Peace (CIVIC WOMEN) • Deep South CSOs Council • WePeace-President • Digital for Peace • People's College-Director • Yuyo Mush Room Community • Association of Children and Youth for Peace in the Deep South (Luuk Riang) • Sala Loy Community –WE Center Surin • NET Foundation-Manager • Sustainable Development Foundation (SDF)-Director	Localization, WPS agenda implementation, advocacy	Specific areas of contribution to implementation, benefits for the communities	**Data Collection:** Interview	High

Stakeholder Group	Key Stakeholders		What? (Role)	Why (Rationale for involvement)	When / How	Priority
	Academia, experts	• AIT • Faculty of Science and Technology, Prince of Songkla University (PSU), Pattani Campus - Dean • Pattani Provincial Federation of Thai Industries-Chairman	UN Women's Technical Consultant for Supporting Development of NAP to Combat Trafficking in Persons	Specific areas of contribution to implementation	**Data Collection:** Interview	Medium
	Final beneficiaries	Yuyo Community, mush Room, further, to be confirmed	Expected to benefit from the actions implemented by the duty bearers, advocacy	Impact / benefits of the project implementation on rightsholders	**Data Collection:** Interview	Very high
	Viet Nam					
	Donors, development partners	• UK Embassy - Political and Development Counsellor • Canada Embassy - Counsellor Political/Public Affairs • US Embassy - Political-Military Officer • UK Embassy - International Programme and Women Peace & Security (WPS) Coordinator	Donor/development partner	Insight into operational implementation, effectiveness and efficiency of coordination, strategic views, future perspectives	**Data Collection:** Interview	High
	UN agencies	• UNDP Program Officer • UNDP Assistant Resident Representative • UNODC Program Officer • UNFPA Program Coordinator • UNFPA Program Specialist	UN coordination on WPS	UN coordination on WPS, strategic insights, synergies	**Data Collection:** Interview	High

Stakeholder Group	Key Stakeholders		What? (Role)	Why (Rationale for involvement)	When / How	Priority
	National government	• Ministry of the Interior • Ministry of Foreign Affairs and Cooperation • MOFA • Department of Party and Political Work - Ministry of Public Security • Chair, Women's Union of MPS • Department of Party and Political Work - Ministry of Public Security • Vice Chair, Women's Union of MPS	Implementation at the country level	Insight into all aspects of project implementation from the government / public policy and implementation perspective according to the evaluation criteria	**Data Collection:** Interview, Survey	Very high
	CSOs, NGOs	Center for Studies and Applied Sciences in Gender - Family - Women And Adolescents (CSAGA)	Localization, WPS agenda implementation, advocacy	Specific areas of contribution to implementation, benefits for the communities	**Data Collection:** Interview	High
	Cambodia, Malaysia, Lao PDR					
		To be confirmed				

ANNEX 5.2. PROJECT BUDGET

Project budget and donors (2021-2025)

Donor	Portfolio	2020 (USD)	2021 (USD)	2022 (USD)	2023 (USD)	2024 (USD)	2025 (USD)	GRAND TOTAL (USD)
ROK	Regional	29,629.62	370,370.38	242,167.98	157,832.02	-	-	**800,000.00**
CAD	Regional	-	1,436,459.41	1,173,338.92	1,881,447.89	746,104.96	1,178,771.84	**6,416,123.02**
UK	Regional	-	-	-	341,725.70	1,774,201.77	1,759,945.95	**3,875,873.42**
	Viet Nam	-	-	-	42,372.88	-	-	**42,372.88**
	Viet Nam	-	-	-	-	-	94,221.11	**94,221.11**
		29,629.62	**1,806,829.79**	**1,415,506.9**	**2,423,378.49**	**2,520,306.73**	**3,032,938.9**	**11,228,590.43**

Source: UN Women PPM Project Budget Balance Report as of 19 June 2025

Budget and expenditures (2021-2025)

Year	Total Budget (USD)	Total Expenditure (USD)
2021	968,431	922,131
2022	1,984,748	1,763,033
2023	2,108,262	2,063,556
2024	2,717,333	2,687,437
2025	3,626,297	2,744,882
Grand Total	**11,405,071.50**	**10,210,669.00**

Source: UN Women PPM Project Budget Balance Report as of 4 September 2025

ANNEX 5.3. PROJECT MANAGEMENT AND HUMAN RESOURCES

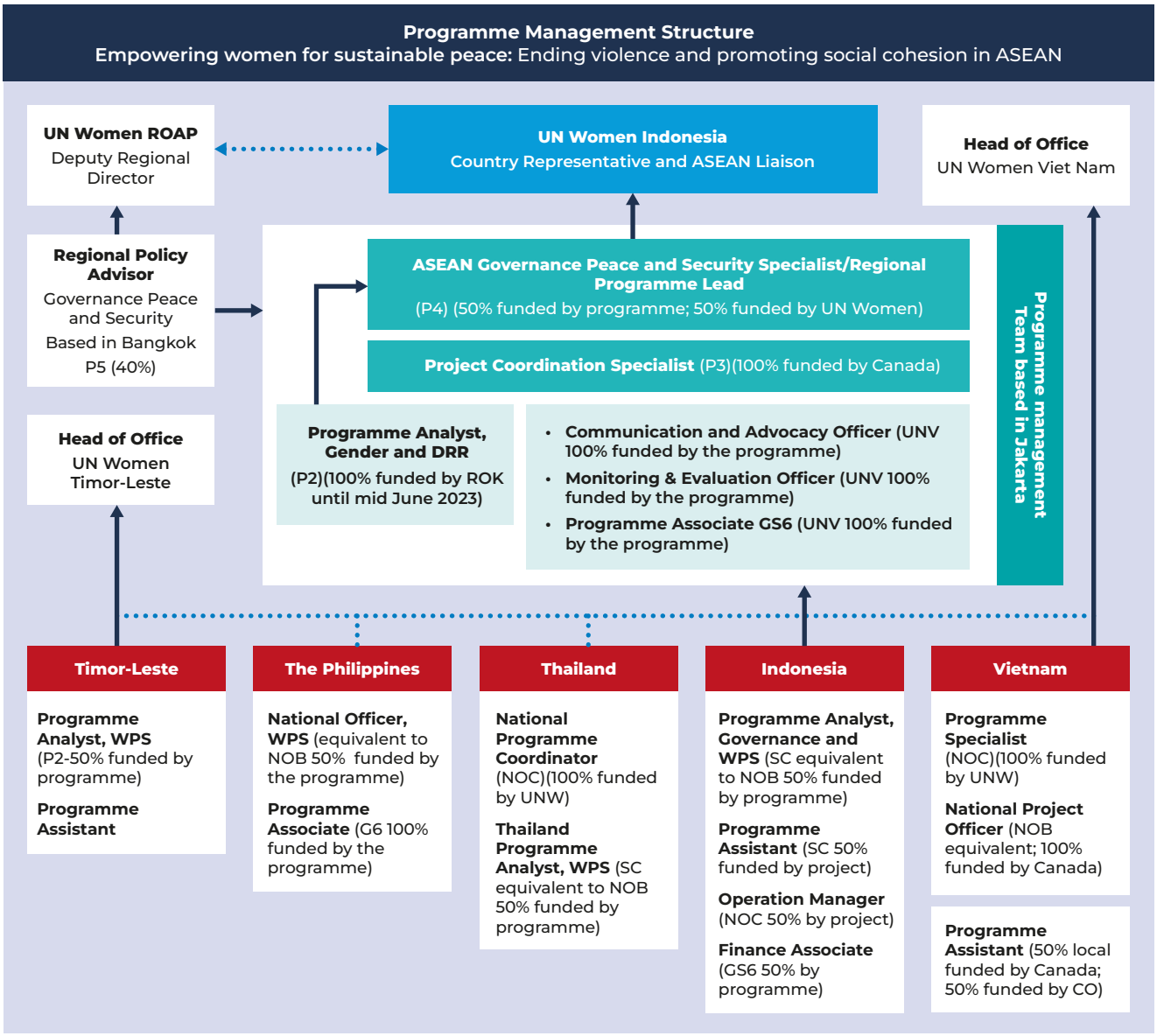
The Project is managed by the UN Women Indonesia Country Office, which also fulfils the ASEAN Liaison function and UN Women country personnel in the County Offices.

Indonesia Country Office further coordinates with the WPS team at the UN Women Regional Office for Asia and the Pacific in Bangkok and the Project Steering Committee that provides strategic guidance and ensures effective collaboration among stakeholders. Project is managed by the ASEAN Governance, Peace and Security Specialist / Programme Lead and the Regional Coordination Specialist. Other personnel at the central project level include Programme Analyst Gender and Disaster Risk Reduction, Communication and Advocacy Officer, Monitoring and Evaluation Consultant and the Programme Associate. Country level work is coordinated by 13 country office personnel (WPS programme personnel and programme assistants and operations personnel) in Timor-Leste, Philippines, Thailand, Indonesia and Viet Nam.

In ASEAN, the project is implemented by the Secretariat, and its Poverty Eradication and Gender Division, with active involvement of all seven sectoral bodies and institutions of the ASEAN WPS Advisory Group, namely: the ASEAN Committee on Women (ACW); ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC); Senior Officials Meeting on Transnational Crimes (SOMTC); ASEAN Defence Senior Officials' Meeting (ADSOM); ASEAN Inter-Governmental Commission on Human Rights (AICHR); ASEAN Institute for Peace and Reconciliation, which liaises with members of the ASEAN Women for Peace Registry (AWPR); ASEAN Women Entrepreneurs Network (AWEN), ASEAN Committee on Disaster Management (ACDM) and ASEAN Coordinating Centre for Humanitarian Assistance (AHA Centre).

The Steering Committee includes: ASEAN Secretariat, national women's machineries holding the Chair of ACWC and ACW and/or Representatives from ACWC and/or ACW, ASEAN Committee on Disaster Management (ACDM), ASEAN Institute for Peace and Reconciliation (ASEAN-IPR), UN Department of Political and Peacebuilding Affairs-Department of Peace Operations (UN DPPA-DPO) and the donors: Government of Canada, United Kingdom Foreign, Commonwealth & Development Office (FCDO) and lastly UN Women Indonesia Country Office.

Project management structure



ANNEX

6

METHODOLOGY

ANNEX 6.1. EVALUABILITY ASSESSMENT

Overall score:	Strong toward adequate
Intermediate outcome:	100% strong (1 strong); Indicators: 100% adequate (3 adequate);
Immediate outcomes:	75% strong, 25% weak (3 strong, 1 weak); Indicators 37.5% strong ,50% adequate, 12.5% weak (3 strong, 4 adequate, 1 weak)
Outputs:	100% strong (9 strong); Indicators: 84.6% strong, 15.4% weak (11 strong, 2 weak)
Ratings:	Weak, Adequate, Strong

Outcomes/Outputs	Quality Score	Indicators	Quality Score
Intermediate Outcome 1100. ASEAN sectoral bodies, institutions and Member States, Observer State and non-state actors promote WPS, including preventing violence against women and girls at the regional level and national levels	**Rating:** strong **Pros**: UN Women can influence and contribute to change, intermediate change, change in institutional performance, attitude, singular focus, specific, achievable **Cons:** not-timebound	**I1100a:** Number of regional WPS policy frameworks complete with implementation and accountability mechanisms adopted.	**Rating:** adequate **Pros:** clearly measure change, specific – mention implementation and accountability mechanisms, measurable **Cons:** -
		I1100b: Number of national policy frameworks to advance WPS complete with accountability mechanisms and financial backing adopted.	**Rating:** adequate **Pros:** clearly measure change, specific – mention implementation and accountability mechanisms, measurable **Cons:** -
		I1100c: Perceptions of stakeholders (including women and youth CSOs) on the authority of frameworks to effect change.	**Rating:** adequate **Pros**: specific – focused on change, includes rights holders' perspective **Cons:** -
			Other remarks: missing an indicator on implementation, which would additionally demonstrate promotion of WPS agenda. For example, there is an immediate outcome and related indicators on implementation below

Outcomes/Outputs	Quality Score	Indicators	Quality Score
Immediate outcome 1110. ASEAN Secretariat, sectoral bodies and institutions have increased access to gender and WPS expertise to develop regional policies on WPS and related frameworks	**Rating:** Weak **Pros:** UN Women can influence and contribute to change **Cons:** demonstrates output level result (access, availability), not the change itself (for example use/application of expertise)	**I1110a:** Number of members of ASEAN Secretariat, institutions and sectoral bodies who report having increased their capacity on gender and WPS as a result of participating in drafting processes of regional frameworks on advancing WPS agenda	**Rating:** Weak **Pros:** Singular focus, sex disaggregated **Cons:** based on self-reporting, lack clarity (what does capacity mean in relation to the immediate and intermediate outcome)
		I1110b: Level of confidence in mainstreaming gender in various WPS related policies reported by relevant ASEAN sectoral bodies, institutions and parliamentarians (f/m) .	**Rating:** Adequate **Pros:** Singular focus, specific, measurable, gender disaggregated, demonstrate motivation and confidence (likeliness to apply) **Cons:** based on self-reporting
Output 1111. Technical assistance provided on the development and/or implementation of regional policy frameworks on WPS and related gender equality frameworks.	**Rating:** Strong Pros: Within control of UN Women, immediate change, demonstrates availability of services **Cons:** -	**I1111a:** Number of regional policy frameworks on WPS (including results tracking on implementation of WPS agenda) and related gender equality frameworks on which TA is provided for development and implementation.	**Rating:** Strong **Pros:** Linked to the output, specific, measurable, available **Cons: -**
Output 1112. Technical assistance provided to conduct regional evidence-based policy research related to WPS in ASEAN.	**Rating:** Strong Pros: Within control of UN Women, immediate change, demonstrates availability of services **Cons:** -	**I1112a:** Number of regional WPS evidence-based policy research produced and disseminated.	**Rating**: Strong **Pros:** Linked to the output, specific, measurable, available **Cons**: -

Outcomes/Outputs	Quality Score	Indicators	Quality Score
Immediate outcome 1120. ASEAN sectoral bodies and institutions and non-state actors have strengthened their capacity to implement the WPS agenda.	**Rating:** Strong **Pros:** UN Women can influence and contribute to change, singular focus, change language, provided specific definition of capacity **Cons: -**	**I1120a:** Number of members (f/m) from sectoral bodies and ASEAN institutions who report better knowledge, skills and ability[1] in the development, implementation[2], and monitoring of regional policies on WPS.	**Rating:** Adequate **Pros:** Singular focus, gender disaggregated, more specific than previous immediate outcome indicator **Cons:** based on self-reporting
		I1120b: Perceptions of relevant members (f/m) from ASEAN sectoral bodies and ASEAN institutions on their capacity to implement the WPS agenda	**Rating:** Adequate **Pros:** Singular focus, specific, measurable, gender disaggregated, demonstrate motivation and confidence (likeliness to apply) **Cons:** based on self-reporting
			Other remarks: Rating adequate provided as the indicators are solely based on self-reporting. For example, resource mobilisation could have been tracked and evidence from other sources of evidence. For some reason the indicators do not reflect change in non-state actors, although there is a related output.

1 Technical and functional skills- Knowledge of WPS pillars and ability to integrate gender analysis, relevant WPS data/evidence in ASEAN region, all WPS pillars, use RPA and NAP WPS guidelines, strategy formulation, establishing operational linkages with RPAs on P/CVE and EVAW and undertaking a consultative process with diverse stakeholders

2 Including mobilization of resources/financing for implementation.

Outcomes/Outputs	Quality Score	Indicators	Quality Score
Output 1121. Technical assistance provided to build capacity of ASEAN sectoral bodies, institutions, and Government stakeholders on WPS	**Rating:** Strong **Pros:** Within control of UN Women, immediate change, demonstrates availability of services **Cons:** -	**I1121a:** Number of training sessions delivered on WPS/ WPS UNSCRs/CEDAW GR 30 and other relevant topics for ASEAN sectoral bodies[3].	**Rating:** Strong **Pros:** Linked to the output, specific, measurable, available, sex disaggregated **Cons:** -
		I1121b: Number of participants (sex-disaggregated) by ASEAN sectoral body participating in capacity-building activities.	**Rating:** Strong **Pros:** Linked to the output, specific, measurable, available, sex disaggregated **Cons:** -
Output 1122. Technical assistance provided to enhance the capacity of women's organizations and networks on the implementation of the WPS regionally.	**Rating:** Strong **Pros:** Within control of UN Women, immediate change, demonstrates availability of services **Cons:** -	**I1122a:** Number of training sessions/Workshops on WPS/WPS UNSCRs/CEDAW GR 30/ DPO/DPA and other relevant content provided to women and youth organizations, civil society, and regional alliance/networks.	**Rating**: Strong **Pros:** Linked to the output, specific, measurable, available, disaggregated per type of organisation involved **Cons**: not sex disaggregated
		I1122b: Number of events on WPS agenda organized by women and youth-led organizations for which technical assistance is provided.	**Rating**: Strong **Pros**: Linked to the output, specific, measurable, available, disaggregated per type of organisation involved **Cons:** not sex disaggregated

3 ASEAN Secretariat and sectoral bodies may include ASEAN Ministerial Meeting on Women (AMMW), ACW, and ACWC as well as key ASEAN sectoral bodies under the ASEAN Political-Security Community (APSC) (such as the AICHR, ASEAN-IPR, AWPR, ASEAN Senior Officials' Meeting on Transnational Crime [SOMTC], and ASEAN Defence Senior Officials' Meeting), the ASEAN Economic Community (AEC), and other relevant sectoral bodies within the three communities.

Outcomes/Outputs	Quality Score	Indicators	Quality Score
Immediate outcome 1130. A regional platform for cooperation and advocacy among ASEAN Member States, Observer State, sectoral bodies and institutions as well as civil society and women organizations is strengthened to promote good practices and evidence on WPS.	**Rating:** Strong **Pros:** UN Women can influence and contribute to change, singular focus, change language **Cons:** -	**I1130a:** Number of ASEAN staff members and stakeholders (including women and youth CSOs) who report accessing and using knowledge created through the knowledge hub and different regional dialogues.	**Rating:** Strong **Pros:** Singular focus, specific, measurable **Cons:** disaggregation mentioned, but not tracked/reported
		I1130b: Perceptions of ASEAN staff members and stakeholders (including women and youth CSOs), on the usability of knowledge products on the WPS agenda.	**Rating**: Strong **Pros:** Singular focus, specific, measurable **Cons:** disaggregation mentioned, but not tracked/reported
Output 1131. Technical assistance provided to organize cross-sectoral dialogues, and regional and cross-regional exchanges to advance WPS.	**Rating:** Strong **Pros:** Within control of UN Women, immediate change, demonstrates availability of services **Cons:** -	**I1131a:** Number of cross-sectoral dialogues held to advance WPS within ASEAN by the end of the project.	**Rating:** Strong **Pros:** Linked to the output, specific, measurable, available **Cons:** -
		I1131b: Number of knowledge exchange workshops on WPS with other region partners/institutions[4].	**Rating:** Strong **Pros**: Linked to the output, specific, measurable, available **Cons:** -
Output 1132. Technical assistance provided to develop ASEAN's knowledge hub on WPS.	**Rating:** Strong **Pros:** Within control of UN Women, immediate change, demonstrates availability of services **Con**s: -	**I1132a:** Existence of a fully functional[5] website[6] for knowledge mobilization, sharing and exchange.	**Rating:** Strong **Pros:** Linked to the output, specific, measurable, available, although not introduced as indicator, web page view are tracked as well **Cons:** -

4 African Union (AU), European Union (EU), International Conference of Great Lakes Region (IGLR), North Atlantic Treaty Organisation and its Partners (NATO/ EAPC), Organisation for American States (OAS), Organisation for Security and Cooperation in Europe (OSCE), Pacific Islands Forum (PIF) and South African Development Community (SADC).
5 Fully functional website defined in terms of considering user friendliness, mobile friendliness, and global quality standards on HTML and backend structure.
6 Please note description of project website in the Communication Strategy (p. 17-18).

Outcomes/Outputs	Quality Score	Indicators	Quality Score
1133. Technical assistance provided to non-state actors, including women's organization and/ or civil society to develop advocacy for gender equality, peace, and inclusion through traditional and social media.	**Rating:** Strong **Pros:** Within control of UN Women, immediate change, demonstrates availability of services **Cons:** -	**I1133a:** Number of media literacy training/workshops provided to media workers, influencers, including youth, CSOs, and key opinion leaders on raising awareness and advocating for WPS agenda in the ASEAN region.	**Rating:** Strong **Pros:** Linked to the output, specific, measurable, available **Cons:** -
		I1133b: Evidence of customized advocacy and awareness raising content produced including but not limited to media briefs, advocacy notes, and social media posts on WPS.	**Rating**: Strong **Pros:** Linked to the output, specific, measurable, available **Cons**: -
Immediate outcome 1140. ASEAN Member States, Observer State and non-state actors have increased knowledge and capacity to develop, implement and monitor WPS policy frameworks, test and upscale innovative approaches to implementing WPS and conflict prevention at the national level.	**Rating:** Strong **Pros:** UN Women can influence and contribute to change, singular focus, change language, provided specific definition of capacity **Cons:** -	**I1140a:** Number of state actors and non-state actors who report increased skills and knowledge in content areas associated with the implementation of the WPS agenda.	**Rating:** Weak **Pros:** Singular focus, sex disaggregated **Cons:** based on self-reporting, lack clarity (what does capacity mean in relation to the immediate and intermediate outcome)
		I1140b: Level of confidence of ASEAN MS stakeholders in their knowledge and skills[7] to implement WPS agenda at local level.	**Rating:** Adequate **Pros:** Singular focus, specific, measurable, gender disaggregated, demonstrate motivation and confidence (likeliness to apply) **Cons:** based on self-reporting

7 Technical and functional skills- Knowledge of WPS pillars and ability to integrate gender analysis, relevant WPS data/evidence in ASEAN region, all WPS pillars, use RPA and NAP WPS guidelines, strategy formulation, establishing operational linkages with RPAs on P/CVE and EVAW and undertaking a consultative process with diverse stakeholders.

Outcomes/Outputs	Quality Score	Indicators	Quality Score
Output: 1141. Technical assistance for national policy/ programme interventions, including capacity of state actors to plan, coordinate and implement policies and law related to WPS, including prevention and response to violence against women and building social cohesion for peaceful societies in ASEAN.	**Rating:** Strong **Pros:** Within control of UN Women, immediate change, demonstrates availability of services **Cons:** -	**I1141a:** Number of policy/programme products[8] resulting from consultative processes to assist state actors in the development, implementation and/or coordination of National WPS relevant policies.	**Rating:** Weak **Pros:** Within control of UN Women, immediate change, demonstrates availability of services **Cons:** lacking the number of stakeholders or institutions supported and disaggregation by group and sex
Output 1142. Technical assistance provided to increase capacity of non-state actors and communities to implement the WPS agenda at the local level.	**Rating:** Strong **Pros:** Within control of UN Women, immediate change, demonstrates availability of services **Cons:** -	**I1142a:** Topics of trainings and workshops related to the implementation of the WPS agenda at the local level provided to women's and youth groups/networks and other CSOs (in Indonesia, Philippines, Thailand, Viet Nam)	**Rating:** Weak **Pros:** Within control of UN Women, immediate change, demonstrates availability of services **Cons**: Lacks number of reached stakeholders and disaggregation by group and sex

8 Customised NAP on WPS guidelines, handbook/ guidelines on WPS/gender mainstreaming in policies/legislations, work planning/tracing frameworks, annual reporting templates

ANNEX 6.2. DATA COLLECTION TOOLS

This annex outlines key data collection tools – interview protocols and survey questionnaires. The questions will be further fine-tuned and adjusted to each specific group of key informants.

Overall introductory notes

Name of Interviewee: _____

Designation of interviewee: _____

Organization of interviewee: _____

Date: _____

Evaluation team members present: _____

Thank you for agreeing to meet us today for the interview within the Final Evaluation of the Project "Empowering Women for Sustainable Peace: Preventing Violence and Promoting Social Cohesion in ASEAN" (WPS Project) that UN Women Regional Office Asia and the Pacific and ASEAN have implemented, since 2021.

The evaluation is commissioned by UN Women and carried out by the team of independent evaluation consultants. *Consultants introduce themself*.

Purpose of the evaluation is to support strategic decision-making, foster learning, and enhance accountability for the results achieved so far within this project and inform the design of the 2nd phase, should there be an interest by the involved stakeholders. This is the first WPS project that UN Women has ever implemented jointly with the regional inter-governmental body, so it provides a critical lessons learned for the organization in the engagement with regional inter-governmental process in translating normative work into operation on the ground. The evaluation specifically focuses on the project results in the WPS normative area and related capacity development and aims to examine its contributions to impact and sustainability of the results. It also aims to identify how capacity development on WPS organised within the project supported development and implementation of WPS policy frameworks as well as how these frameworks were translated into national and sub-national frameworks and results. The findings will be used by UN Women, ASEAN and their partners, primarily national governments, NGOs and CSOs as well as donors to inform future interventions and programming.

The interview will last up to 1 hour. Our talk is confidential, and you will not be named nor linked to any statements in the report. In case we would like to use any quotes from the interviews, they will be completely anonymised.

You are also free to not respond to any of our questions or stop the interview at any time.

Do you have any questions before we start?

Do you agree to continue with the interview on this basis?

UN Women Project Personnel – Regional Office

Please briefly introduce yourself, your role in the project and since when have you been involved with UN Women and this project?

Relevance

1. How was the alignment of the project with the regional and national priorities ensured? (prompts: How were the needs analysed? What national and international policy frameworks were observed? Were the design and implementation of the project organized in a participatory manner?

2. To what extent has the project been responsive to contextual changes - including emerging regional and national security threats - to remain relevant?

3. What do you see as UN Women's unique and comparative advantages in relation to other organizations working in WPS? What are the comparative advantages of implementation of the project in partnership with the regional intergovernmental organization - ASEAN?

Coherence

4. To what extent are the project interventions aligned with ASEAN Commitments and UN Women's Strategic Plan and Strategic Note, ensuring coherence with other ASEAN WPS and UN Women initiatives?

5. To what extent have the interventions at different levels (regional, national, and local) worked in a complementary manner? What synergies with other UN Women's and ASEAN initiatives were established and how?

6. What other organisations' initiatives (UN organizations, targeted ASEAN Member States, and donors) has the project connected with?

Effectiveness

7. What results have been achieved to date, in development, financing of priorities and implementation of WPS policy framework? (Prompt: How was the political consensus and commitment reached? What are the results of capacity development initiatives and are knowledge and skills used in practice? What are the examples of policies being translated into practice?)

8. What key factors have facilitated or hindered the achievements?

9. What knowledge products and research was produced during the project and how was it used?

10. Have you seen other positive or negative effects beyond the planned outcomes of the project (access to gender expertise, built capacities to implement WPS agenda, regional cooperation platforms, development, implementation and monitoring of WPS policy frameworks) .

11. How were the implementation strategies selected and combined? What approaches proved to be the most effective in achieving the project's intended results, and why?

Human Rights and Gender Equality

12. How were the most marginalized groups (i.e., ethnic minorities, persons with disability, LGBTIQ+) reached and what were the key results for them?

13. To what extent has the project created opportunities for root causes of gender inequalities and social norms to be addressed and how? To what extent it contributed to empowerment of women and girls in conflict and post-conflict settings?

Efficiency

14. To what extent was the project management structure and coordination efficient in supporting project implementation at both regional and country level? Possible sub questions:

    - Did the presence of a project management function in Jakarta contribute to more timely, effective, and coordinated engagement with ASEAN stakeholders?

    - Was the current distribution of functions across locations (Jakarta and Bangkok) appropriate to support effective coordination with ASEAN bodies, ASEAN Member States and implementing partners?

    - Did the presence of the project team in Jakarta contribute to strengthening partnerships and fostering new ones?

    - What have been the strengths and limitations of maintaining in-country project management presence, and what trade-offs would a shift to centralized management at ROAP entail? How effectively did the current structure facilitate timely decision-making and adaptive management?

Based on lessons from Phase I, what adjustments to the project management structure and location of functions (e.g., project manager, technical leads) could enhance delivery in Phase II?

15. What were the main challenges or bottlenecks in implementation, and were they related to coordination structures, staffing location, or management arrangements?

16. Were the financial and human resources allocated for the project sufficient and utilized efficiently to achieve the intended results? Were the resources invested cost-effectively - in the most effective interventions?

17. To what extent were monitoring, evaluation and learning systems in place to capture results at different levels and provide learnings for timely adjustments when needed?

Towards Impact

18. How did the project contribute the ultimate outcome that the ASEAN sectoral bodies, institutions and Member States, Observer State and non-state actors promote WPS?

19. Has the project contributed to any transformative changes, such as women's agency, shifts in attitudes and behaviours of key stakeholders on WPS and gender equality, social norms, or empowerment and protection and safety of the target groups?

Sustainability

20. How likely is that the project's results, including its policies and frameworks, will be sustained and remain useful in advancing the WPS agenda over the long term after the project ends?

21. To what extent has the project strengthened the institutional capacity of the ASEAN Secretariat, key sectoral bodies, and ASEAN Member States to advance the WPS agenda?

    - For example capacities in development, costing and budgeting, implementation and reporting on WPS agenda.

    - How motivated the public officials and institutions are?

    - How frequently they apply knowledge and skills?

22. How sustainable are the capacities and results for the civil society organizations and right holders?

    - For example for advocacy, monitoring, campaigning, political participation, supporting services for women, mediating community conflicts

    - How has the project influenced their level of motivation?

    - How often they use knowledge and skills?

23. To what extent did the project contribute to UN Women's capacities and mechanisms for engagement with regional organizations, such as ASEAN and ASEAN Secretariat?

24. To what extent do ASEAN, government counterparts, and CSOs show ownership and commitment to sustaining and expanding the project's outcomes?

Recommendations

25. Based on what we discussed, what are your recommendations for the future? (Prompt: Which components of the project should be carried forward into the next phase, and what positive or innovative approaches can be improved, scaled up, or replicated in similar contexts?)

UN Women Project Personnel – Country Offices

Please briefly introduce yourself, your role in the project and since when have you been involved with UN Women and this project?

Relevance

1. How was the alignment of the project with the regional and national priorities ensured? How were the needs analysed at the country level (prompts: what were the processes, what national and international frameworks were considered, was it participatory, what about LNOB)?

2. To what extent has the project been responsive to contextual changes - including emerging regional and national security threats - to remain relevant?

3. What do you see as UN Women's unique and comparative advantages in relation to other organizations working in WPS? What are the comparative advantages of implementation of the project in partnership with the regional intergovernmental organization - ASEAN?

Coherence

4. How well does this project fit into the Country Office Strategic Note and what are the connections with other projects in the WPS portfolio or other thematic portfolios?

5. To what extent have the interventions at different levels (regional, national, and local) worked in a complementary manner? What synergies with other UN Women's initiatives were established and how?

6. What other organisations' initiatives (UN organizations, ASEAN, governments, major development organisations and NGOs and Donors) has the project connected with?

Effectiveness

7. What results have been achieved to date, in development, financing of priorities and implementation of WPS policy framework? (Prompt: How was the political consensus and commitment reached? What are the examples of policies being translated into practice?)

8. What key factors have facilitated or hindered their achievement?

9. What are the results of capacity development initiatives and how are provided knowledge and skills applied in practice? (please provide examples)

10. What knowledge products and research was produced during the project and how was it used?

11. Have you seen other positive or negative effects beyond the planned outcomes of the project (access to gender expertise, built capacities to implement WPS agenda, regional cooperation platforms, development, implementation and monitoring of WPS policy frameworks) .

12. How were the implementation strategies selected and combined? What approaches proved to be the most effective in achieving the project's intended results, and why?

Human Rights and Gender Equality

13. How were the most marginalized groups (i.e., ethnic minorities, persons with disability, LGBTIQ+) reached and what were the key results for them?

14. Has the project contributed to any transformative changes, such as women's agency, shifts in attitudes and behaviours of key stakeholders on WPS and gender equality, social norms, or empowerment and protection and safety of the target groups? To what extent it contributed to empowerment of women and girls in conflict and post-conflict settings?

Efficiency

15. To what extent was the project management structure and coordination efficient in supporting project implementation at both regional and country level? Possible sub questions (if relevant):

    - How did the presence of a project management function in Jakarta contribute to more efficient implementation?
    - Was the current distribution of functions across locations (Jakarta and Bangkok and country levels) appropriate to support effective implementation?
    - How effectively did the current structure facilitate timely decision-making and adaptive management?
    - Based on lessons from Phase I, what adjustments to the project management structure and location of functions (e.g., project manager, technical leads) could enhance delivery in Phase II?

16. What were the main challenges or bottlenecks in implementation, and were they related to coordination structures, staffing location, or management arrangements?

17. Were the financial and human resources allocated for the project sufficient and utilized efficiently to achieve the intended results? Were the resources invested cost-effectively - in the most effective interventions?

18. To what extent were monitoring, evaluation and learning systems in place to capture results at different levels and provide learnings for timely adjustments when needed?

Towards Impact

19. How did the project contribute the ultimate outcome that the ASEAN sectoral bodies, institutions and Member States, Observer State and non-state actors promote WPS?

20. Has the project contributed to any transformative changes, such as women's agency, shifts in attitudes and behaviours of key stakeholders on WPS and gender equality, social norms, or empowerment and protection and safety of the target groups?

Sustainability

21. How likely is that the project's results, including but not limited to WPS policies and frameworks, capacities, benefits for women and girls in fragile and conflict contexts, will be sustained and remain useful in advancing the WPS agenda over the long term after the project ends?

22. To what extent has UN Women strengthened the institutional capacity of the ASEAN Secretariat, key sectoral bodies, and ASEAN Member States to advance the WPS agenda?

    - For example capacities in development, costing and budgeting, implementation and reporting on WPS agenda.
    - How motivated the public officials and institutions are?
    - How frequently they apply knowledge and skills?

23. How sustainable are the capacities and results for the civil society organizations and right holders?

    - For example for advocacy, monitoring, campaigning, political participation, supporting services for women, mediating community conflicts
    - How has the project influenced their level of motivation?
    - How often they use knowledge and skills?

24. To what extent do ASEAN, government counterparts, and CSOs show ownership and commitment to sustaining and expanding the project's outcomes?

Recommendations

25. Based on what we discussed, what are your recommendations for the future? (Prompt: Which components of the project should be carried forward into the next phase, and what positive or innovative approaches can be improved, scaled up, or replicated in similar contexts?)

Communication personnel – Regional Office and Country Offices

Relevance

1. How would you assess the relevance of the project for UN Women, ASEAN and the regional priorities?

2. How is the communication work organised and how was the communication plan designed?

3. What do you see as UN Women's unique and comparative advantages in relation to other organizations working in WPS that need to be communicated?

Coherence

4. Do you see any connections/synergies of WPS project and other areas of UN Women's work? How is that communicated? (please mention some examples)

5. Were there joint communication initiatives with ASEAN, UN or other partners?

6. How aligned are the messages between the country and regional level?

Effectiveness

7. Please reflect on the key results of communication efforts. (please provide statistics)

8. What would you highlight as the key or most effective communication products you worked on?

9. How do you measure effectiveness of communication?

Efficiency

10. How would you assess the coordination and communication with other teams (programmes, operations)?

11. How efficient is communication between the Regional and Country Offices?

Recommendations

12. In terms of your area of work, what are your key recommendations for the coming period?

Administrative / Operations – Regional Office and Country Offices

Relevance

1. Please briefly describe how is the administrative and operations work organised in the project?

Coherence

2. Do you see any connections and synergies between this and other UN Women's initiatives?

3. What is your role in coordination with partners and external stakeholders?

Efficiency

4. How would you assess human and financial resources allocated to the project? Are they used in the most efficient way?

5. How is the collaboration with other teams and collaboration between the Regional Office and Country Offices, especially how did the placement of the project team in Jakarta Country Office affected the efficiency?

6. What are the key strengths and challenges in your area of work? Were there any bottle necks?

7. How effectively were the responsible parties and external consultants, service providers managed?

Recommendations

8. In terms of your area of work, what are your key recommendations for the coming period?

UN Women Regional Director

Relevance

1. How would you assess the relevance of the project for UN Women and ASEAN?

2. What strategic benefit has it brought to UN Women?

3. What do you see as UN Women's unique and comparative advantages in relation to other organizations working in WPS?

Coherence

4. How would you assess the coherence of the WPS programme area with other UN Women areas of work?

5. How would you assess the coherence between the regional priorities and what the Country Offices are doing on WPS?

6. How strong has UN Women positioned itself in WPS area in Asia and the Pacific, and specifically in ASEAN? Who are the other stakeholders UN Women collaborates with and are there some that still need to be involved?

Effectiveness

7. What are the key results of the project that you are most proud of?

Efficiency

8. How would you assess UN Women's human resources to lead on WPS agenda in the region?

9. How would you assess the cost-effectiveness of this project?

Sustainability

10. How likely is that the project's results, including its policies and frameworks, will be sustained and remain useful in advancing the WPS agenda over the long term after the project ends?

Recommendations

11. Based on what we discussed, what are your recommendations for the future? (Prompt: Which components of the project should be carried forward into the next phase, and what positive or innovative approaches can be improved, scaled up, or replicated in similar contexts?)

ASEAN Secretariat and Sectoral Bodies

Please briefly introduce yourself, your role in the project and since when have you been involved with UN Women and this project?

Relevance

1. How relevant was the project for the region and specifically for ASEAN and your work? (prompts: how were the needs assessed, what national, regional and international frameworks were considered, was it participatory, what about LNOB)?

2. To what extent has the project been responsive to contextual changes - including emerging regional and national security threats - to remain relevant?

3. What do you see as UN Women's unique and comparative advantages in relation to other organizations working in WPS? What are the comparative advantages of implementation of the project in partnership with the regional intergovernmental organization - ASEAN?

Coherence

4. How well connected are the interventions with other areas of your work? Who are the other important stakeholders (UN, NGOs, donors etc.) in the WPS area and how do you cooperate with them? Are there any synergies with WPS project?

5. How well connected are the regional and national/ local level components and how are they mutually influenced?

Effectiveness

6. What results have been achieved to date, in development, financing of priorities and implementation of WPS policy framework? (Prompt: How was the political consensus and commitment reached? What are the examples of policies being translated into practice?)

7. What key factors have facilitated or hindered their achievement?

8. Can you provide some examples of how WPS policies have been translated into practice?

9. What are the results of capacity development initiatives and how did you and your colleagues applied learnt knowledge and skills? (please provide examples)

10. What knowledge products and research was produced during the project and how useful it was to ASEAN? (please provide some reflection on how they were used)

11. Have you seen other positive or negative effects beyond the planned outcomes of the project (access to gender expertise, built capacities to implement WPS agenda, regional cooperation platforms, development, implementation and monitoring of WPS policy frameworks) .

12. How were the implementation strategies selected and combined? What approaches proved to be the most effective in achieving the project's intended results, and why?

Human Rights and Gender Equality

13. How were the most marginalized groups (i.e., ethnic minorities, persons with disability, LGBTIQ+) reached and what were the key results for them?

14. To what extent has the project created opportunities for root causes of gender inequalities and social norms to be addressed and how? To what extent it contributed to empowerment of women and girls in conflict and post-conflict settings?

Efficiency

15. To what extent was the project management structure and coordination (including between UN Women and ASEAN) adequate? (presence of UN Women's project management function in Jakarta, distribution of functions with the Regional Office in Bangkok, ASEAN's management structure and coordination with UN Women)

- How effectively did the current structure facilitate timely decision-making and adaptive management?

- What were the main challenges or bottlenecks in implementation, and were they related to coordination structures, staffing location, or management arrangements?

- Based on lessons from Phase I, what adjustments to the project management structure and location of functions (e.g., project manager, technical leads) could enhance delivery in Phase II?

16. How efficient were the monitoring mechanisms in supporting project implementation at both regional and country level?

17. Were the financial and human resources allocated for the project sufficient and utilized efficiently to achieve the intended results? Were the resources invested cost-effectively - in the most effective interventions?

18. How would you assess the quality of external consultants, service providers that were engaged during the project?

Towards Impact

19. How did the project contribute the ultimate outcome that the ASEAN sectoral bodies, institutions and Member States, Observer State and non-state actors promote WPS?

20. Has the project contributed to any transformative changes, such as women's agency, shifts in attitudes and behaviours of key stakeholders on WPS and gender equality, social norms, or empowerment and protection and safety of the target groups?

Sustainability

21. How likely is that the project's results, including but not limited to WPS policies and frameworks, capacities, benefits for women and girls in fragile and conflict contexts, will be sustained and remain useful in advancing the WPS agenda over the long term after the project ends?

22. To what extent has the project strengthened the institutional capacity of the ASEAN Secretariat, key sectoral bodies, and ASEAN Member States to advance the WPS agenda? Prompts: capacities in development, costing and budgeting, implementation and reporting on WPS agenda, motivation, continuity in application of knowledge and skills)

23. How sustainable are the capacities and results for the civil society organizations and right holders?

Recommendations

24. Based on what we discussed, what are your recommendations for the future? (Prompt: Which components of the project should be carried forward into the next phase, and what positive or innovative approaches can be improved, scaled up, or replicated in similar contexts?)

Donors

Please briefly introduce yourself, your role in the project and since when have you been involved with UN Women and this project?

Relevance

1. How relevant was the project for the region and specifically for ASEAN?

2. How does it fit into the priorities of your organisation?

3. To what extent has the project been responsive to contextual changes - including emerging regional and national security threats - to remain relevant?

4. What do you see as UN Women's unique and comparative advantages in relation to other organizations working in WPS? What are the comparative advantages of implementation of the project in partnership with the regional intergovernmental organization - ASEAN?

Coherence

5. To the best of your knowledge, were there any synergies of this project with other projects from your or other development partner's portfolios?

6. How well connected are the regional and national/ local level components and how are they mutually influenced?

7. Do you see any partner that UN Women and ASEAN should strengthen their collaborate with?

Effectiveness

8. What results have been achieved to date, in development, financing of priorities and implementation of WPS policy framework? (Prompt: How was the political consensus and commitment reached? What are the examples of policies being translated into practice?)

9. What key factors have facilitated or hindered their achievement?

10. Can you provide some examples of how WPS policies have been translated into practice or how the knowledge gained by key target groups is being applied in practice?

11. How were the implementation strategies selected and combined? What approaches proved to be the most effective in achieving the project's intended results, and why?

Human Rights and Gender Equality

12. How were the most marginalized groups (i.e., ethnic minorities, persons with disability, LGBTIQ+) reached and what were the key results for them?

13. To what extent has the project created opportunities for root causes of gender inequalities and social norms to be addressed and how? To what extent it contributed to empowerment of women and girls in conflict and post-conflict settings?

Efficiency

14. To what extent was the project management structure and coordination (including between UN Women and ASEAN) adequate?

15. Were the financial and human resources allocated for the project sufficient and utilized efficiently to achieve the intended results? Were the resources invested cost-effectively - in the most effective interventions?

16. Were there any major challenges or bottlenecks in implementation?

Sustainability

17. How likely is that the project's results, including but not limited to WPS policies and frameworks, capacities, benefits for women and girls in fragile and conflict contexts, will be sustained and remain useful in advancing the WPS agenda over the long term after the project ends?

Recommendations

18. Based on what we discussed, what are your recommendations for the future? (Prompt: Which components of the project should be carried forward into the next phase, and what positive or innovative approaches can be improved, scaled up, or replicated in similar contexts?)

UN Partners

Please briefly introduce yourself, your position and since when have you been involved with UN Women and this project?

Relevance

1. How relevant was the project for the region and specifically for ASEAN?

2. How does it fit into the priorities of your organisation?

3. To what extent has the project been responsive to contextual changes - including emerging regional and national security threats - to remain relevant?

4. What do you see as UN Women's unique and comparative advantages in relation to other organizations working in WPS?

Coherence

5. Were there any synergies of this project with other projects from your or other development partner's portfolios?

6. How well connected are the regional and national/ local level components and how are they mutually influenced?

7. Do you see any partner that UN Women and ASEAN should strengthen their collaborate with?

Effectiveness

8. What results have been achieved to date, in development, financing of priorities and implementation of WPS policy framework? (Prompt: How was the political consensus and commitment reached? What are the examples of policies being translated into practice?)

9. What key factors have facilitated or hindered their achievement?

10. Can you provide some examples of how WPS policies have been translated into practice or how the knowledge gained by key target groups is being applied in practice?

11. How were the implementation strategies selected and combined? What approaches proved to be the most effective in achieving the project's intended results, and why?

Human Rights and Gender Equality

12. How were the most marginalized groups (i.e., ethnic minorities, persons with disability, LGBTIQ+) reached and what were the key results for them?

13. To what extent has the project created opportunities for root causes of gender inequalities and social norms to be addressed and how? To what extent it contributed to empowerment of women and girls in conflict and post-conflict settings?

Efficiency

14. How would you assess efficiency of UN Women's coordination with your organisation? And with ASEAN?

15. To the best of your knowledge, would you say the financial and human resources allocated for the project are sufficient and utilized for the most effective purposes?

Sustainability

16. How likely is that the project's results, including but not limited to WPS policies and frameworks, capacities, benefits for women and girls in fragile and conflict contexts, will be sustained and remain useful in advancing the WPS agenda over the long term after the project ends?

Recommendations

17. Based on what we discussed, what are your recommendations for the future?

National and sub-national government counterparts

Please briefly introduce yourself, your role in the project and since when have you been involved with UN Women and this project?

Relevance

1. How relevant was the project for the country and specifically for your institution and your work? (prompts: how were the needs assessed, was it participatory and were vulnerable groups involved, what national and regional policy frameworks were observed?

2. To what extent has the project been responsive to contextual changes - including emerging regional and national security threats - to remain relevant?

3. What do you see as UN Women's unique and comparative advantages in relation to other organizations working in WPS? What are the comparative advantages of implementation of the project in partnership with the regional intergovernmental organization - ASEAN?

Coherence

4. How well connected are the regional and national/ local level components and how are they mutually influenced?

5. Who are the other important stakeholders (UN, NGOs, etc.) in the WPS area and how do you cooperate with them? Are there any synergies with WPS project?

Effectiveness

6. What results have been achieved to date, in development, financing of priorities and implementation of WPS policy framework? (Prompt: How was the political consensus and commitment reached? What are the examples of policies being translated into practice?)

7. What key factors have facilitated or hindered their achievement?

8. Can you provide some examples of how WPS policies have been translated into practice?

9. What are the results of capacity development initiatives and how did you and your colleagues applied learnt knowledge and skills? (please provide examples)

10. How useful were the knowledge products and research produced by the project to you and your institution? (please provide some reflection on how they were used)

11. Have you seen other positive or negative effects beyond the planned outcomes of the project (access to gender expertise, built capacities to implement WPS agenda, regional cooperation platforms, development, implementation and monitoring of WPS policy frameworks) .

12. How were the implementation strategies selected and combined? What approaches proved to be the most effective in achieving the project's intended results, and why?

Human Rights and Gender Equality

13. How were the most marginalized groups (i.e., ethnic minorities, persons with disability, LGBTIQ+) reached and what were the key results for them?

14. To what extent has the project created opportunities for root causes of gender inequalities and social norms to be addressed and how? To what extent it contributed to empowerment of women and girls in conflict and post-conflict settings?

Efficiency

15. To what extent was the project management structure and coordination (including between UN Women and your institution) adequate?

16. How efficient were the monitoring mechanisms in supporting project implementation at both regional and country level?

17. Were the financial and human resources allocated for the project sufficient and utilized efficiently to achieve the intended results? Were the resources invested cost-effectively - in the most effective interventions?

18. Were there any major challenges or bottlenecks in implementation?

19. How would you assess the quality of external consultants, service providers that were engaged during the project?

Towards Impact

20. How did the project contribute to achieving its ultimate outcomes, what are the examples?

21. To what extent has the project created opportunities for root causes of gender inequalities and social norms to be addressed and how? To what extent it contributed to empowerment of women and girls in conflict and post-conflict settings?

Sustainability

22. How likely is that the project's results, including but not limited to WPS policies and frameworks, capacities, benefits for women and girls in fragile and conflict contexts, will be sustained and remain useful in advancing the WPS agenda over the long term after the project ends?

23. To what extent did the project strengthen the capacity of your institution to advance the WPS agenda?

24. Do you see the capacity of ASEAN to pursue the WPS agenda independently?

Recommendations

25. Based on what we discussed, what are your recommendations for the future? (Prompt: Which components of the project should be carried forward into the next phase, and what positive or innovative approaches can be improved, scaled up, or replicated in similar contexts?)

CSOs

Please briefly introduce yourself, your role in the project and since when have you been involved with UN Women and this project?

Relevance

1. How relevant was the project for the country and specifically for your organisation and your constituency?

2. Were the design and implementation of the project organized in a participatory manner? How was the LNOB principle integrated and vulnerable groups involved?

3. To what extent has the project been responsive to contextual changes - including emerging regional and national security threats - to remain relevant?

4. What do you see as UN Women's unique and comparative advantages in relation to other organizations working in WPS?

Coherence

5. How well connected are the regional and national/ local level components and how are they mutually influenced?

6. Who are the other important stakeholders (UN, NGOs, etc.) in the WPS area and how do you cooperate with them? Are there any synergies with WPS project?

Effectiveness

7. What results have been achieved to date, in development, financing of priorities and implementation of WPS policy framework? (Prompt: How was the political consensus and commitment reached? What are the examples of policies being translated into practice?)

8. What key factors have facilitated or hindered their achievement?

9. Have you participated in the trainings organised by the project? What are the results of capacity development initiatives and how did you and your colleagues applied learnt knowledge and skills? (please provide examples)

10. What knowledge products and research was produced during the project and how useful it was to you and your institution? (please provide some reflection on how they were used)

11. How were the implementation strategies selected and combined? What approaches proved to be the most effective in achieving the project's intended results, and why?

Human Rights and Gender Equality

12. How were the most marginalized groups (i.e., ethnic minorities, persons with disability, LGBTIQ+) reached and what were the key results for them?

13. What changes has the project achieved for women and girls in the communities? (for example: has the project contributed to any transformative changes, such as women's agency, shifts in attitudes and behaviours of key stakeholders on WPS and gender equality, social norms, or empowerment and protection and safety of the target groups?)

Efficiency

14. Have you noticed any major challenges or bottlenecks in implementation of the project?

15. How would you assess the quality of external consultants, trainers, service providers that were engaged during the project?

Sustainability

16. How likely is that the project's results, including but not limited to WPS policies and frameworks, capacities, benefits for women and girls in fragile and conflict contexts, will be sustained and remain useful in advancing the WPS agenda over the long term after the project ends?

17. To what extent did the project strengthen the capacity of your organisation to advance the WPS agenda?

18. Do you see the capacity of the government and/or ASEAN to pursue the WPS agenda independently?

Recommendations

19. Based on what we discussed, what are your recommendations for UN Women's action in the future?

Other stakeholders, consultants, media, academia

Please briefly introduce yourself, your role in the project and since when have you been involved with UN Women and this project?

Relevance

1. How relevant was the project for the country and specifically for your area of work?

2. Have you participated in the design of the project or any of its components and what was the experience?

3. To what extent has the project been responsive to contextual changes - including emerging regional and national security threats - to remain relevant?

4. What do you see as UN Women's unique and comparative advantages in relation to other organizations working in WPS?

Coherence

5. To the best of your knowledge, has the project connected with other WPS initiatives and what were the results? or

6. Are there other WPS initiatives that this project should connect with?

Effectiveness

7. What results have been achieved to date, in development, financing of priorities and implementation of WPS policy framework? (Prompt: How was the political consensus and commitment reached? What are the examples of policies being translated into practice?)

8. What key factors have facilitated or hindered their achievement?

9. Can you provide some examples of how WPS policies have been translated into practice?

10. How were the implementation strategies selected and combined? What approaches proved to be the most effective in achieving the project's intended results, and why?

Human Rights and Gender Equality

11. How were the most marginalized groups (i.e., ethnic minorities, persons with disability, LGBTIQ+) reached and what were the key results for them?

12. Has the project contributed to any transformative changes, such as women's agency, shifts in attitudes and behaviours of key stakeholders on WPS and gender equality, social norms, or empowerment and protection and safety of the target groups? To what extent it contributed to empowerment of women and girls in conflict and post-conflict settings? (please provide examples)

Efficiency

13. Have you noticed any major challenges or bottlenecks in implementation?

Towards Impact

14. How did the project contribute to changes in lives of the communities and particularly for women and girls, what are the examples? Has the project contributed to any transformative changes, such as shifts in gender equality, social norms, or empowerment and protection of the target groups?

Sustainability

15. How likely is that the project's results, including its policies and frameworks, will be sustained and remain useful in advancing the WPS agenda over the long term after the project ends?

Recommendations

16. Based on what we discussed, what are your recommendations for UN Women's action in the future?

Survey templates

Surveys will be developed and shared with UN Women personnel at the regional and country level, ASEAN and national / sub-national governments and civil society organisations.

UN Women Personnel (RO and COs)	ASEAN, national and sub-national governments	Civil Society Organisations
Dear Madam/Sir: Thank you for taking part in this survey aiming to contribute to the Final Evaluation of the Project "Empowering Women for Sustainable Peace: Preventing Violence and Promoting Social Cohesion in ASEAN" (WPS Project) that UN Women Regional Office Asia and the Pacific and ASEAN have implemented, since 2021. The evaluation is carried out by the team of independent evaluation consultants. Purpose of the evaluation is to support strategic decision-making, foster learning, and enhance accountability for the results achieved so far within this project. The evaluation specifically focuses on the project results in the WPS normative area and related capacity development and aims to examine its contributions to impact and sustainability of the results. It also aims to identify how capacity development on WPS organised within the project supported development and implementation of WPS policy frameworks as well as how these frameworks were translated into national and sub-national frameworks and results. The findings will be used by UN Women, ASEAN and their partners, primarily national governments, NGOs and CSOs as well as donors to inform future interventions and programming. The survey will take between 15-20 minutes to complete; certain questions are optional in the case you are unable to answer. All data will be treated confidentially without any attribution to your identity. If you have any questions, please contact the independent evaluation team at *[email]*.		
Introduction		
What type of contract do you have? *(multiple choice, single answer)* - SSA (Special Services Agreement) - SC (Service Contract) - FTA (Fixed Term Appointment) - UNV (UN Volunteer) - Other	**Your institution** *(multiple choice, single answer)* - ASEAN - National government - Sub-national government - Other	**Your organization type** *(multiple choice, single answer)* - Foreign/International NGO - Local Civil Society Organisation - Informal group - Other
		Does your organization represent or support the rights of any vulnerable group? If yes, please mention which group(s)

Country: *(multiple choice, single answer)* - Indonesia - The Philippines - Thailand - Timor-Leste - Viet Nam	**Country:** *(multiple choice, single answer)* - Indonesia - The Philippines - Thailand - Timor-Leste - Viet Nam	**Country:** *(multiple choice, single answer)* - Indonesia - The Philippines - Thailand - Timor-Leste - Viet Nam
Your gender identification *(multiple choice, single answer)* - Female - Male - Non-binary - Transgender - Prefer not to say - Other:	**Your gender identification** *(multiple choice, single answer)* - Female - Male - Non-binary - Transgender - Prefer not to say - Other:	**Your gender identification** *(multiple choice, single answer)* - Female - Male - Non-binary - Transgender - Prefer not to say - Other

UN Women Personnel	ASEAN, national and sub-national governments	NGOs, CSOs and informal groups
How long have you worked at UN Women Regional Office? *(multiple choice, single answer)* - Less than 1 year - 1-3 years - 3-5 years - More than 5 years	**How long have you been collaborating with UN Women?** *(multiple choice, single answer)* - Less than 1 year - 1-3 years - 3-5 years - More than 5 years	**How long have you been collaborating with UN Women?** *(multiple choice, single answer)* - Less than 1 year - 1-3 years - 3-5 years - More than 5 years
What is your main thematic area of work? Select all that apply *(multiple choice, single answer)* - Ending violence against women - Women's political empowerment - Governance, planning and budgeting - Women's economic empowerment - Women, Peace and Security - Normative - Coordination - Operations - Communications - All of the above - Not applicable - Other:	**Please indicate your thematic area of work:** *(open ended)*	**Please indicate your thematic area of work:** *(open ended)*

Relevance		
UN Women Personnel	**ASEAN, national and sub-national governments**	**NGOs, CSOs and informal groups**

Thinking of the WPS project, please rate to what extent do you agree with the following statements on project relevance:
(1 = completely disagree, 2 = mostly disagree, 3 = neutral, 4 = mostly agree, 5 = completely agree), (scale to be offered for each statement)

a) Design of the project was well informed by the needs of the key target groups.
b) The project was designed in a participatory manner.
c) The project is relevant for the most pressing needs of women and girls in the area of WPS.
d) Needs of the marginalized groups were taken into account in the project design and implementation.
e) Project interventions are relevant to advance WPS agenda in my country and region.

Please briefly explain the ratings you have provided, preferably those you disagreed with *(open ended)*

Thinking of the WPS project, please rate to what extent do you agree with the following statements on coordination with other initiatives:
(1 = completely disagree, 2 = mostly disagree, 3 = neutral, 4 = mostly agree, 5 = completely agree (scale to be offered for each statement)

a) The project effectively coordinates with other relevance initiatives on WPS.
b) UN Women connected the WPS project with other areas of its work (for example political participation, gender responsive budgeting, ending violence against women, economic participation, humanitarian etc.)
c) UN Women effectively coordinates with ASEAN on WPS.
d) UN Women effectively coordinates with the national and sub-national governments on WPS.
e UN Women effectively coordinates with the civil society organisations on WPS.

Please briefly explain the ratings you have provided, preferably those you disagreed with *(open ended)*

Effectiveness

How would you assess UN Women's support and WPS project effectiveness in the following area of WPS policy development and implementation at your level of work (regional, national, sub-national):
(1 = Very ineffective, somewhat ineffective, neither effective nor ineffective, somewhat effective, 5 = very effective; not sure / not applicable) (scale to be offered for each statement)

a) Preparatory work, needs assessment, data and statistics on gender equality
b) Participatory inclusive consultations on WPS policies
c) Drafting of WPS policy documents
d) Political consensus building around WPS policies
e) Costing and budgeting of WPS policies
f) Monitoring, evaluation and reporting
g) Capacity development for policy development and implementation
h) Knowledge generation and dissemination

Please briefly explain the ratings you have provided, preferably those that you gave lower score to *(open ended)*

UN Women Personnel	ASEAN, national and sub-national governments	NGOs, CSOs and informal groups
	Which of the following WPS trainings organized by the UN Women – ASEAN WPS project did you participate in: *(multiple choice, multiple answers possible)* • Development and implementation of the Regional Plan of Action on WPS • Development and implementation of national WPS frameworks • Global normative frameworks (UNSCR 1325, CEDAW General Recommendation 30 etc.) • Gender responsive disaster risk reduction • Gender responsive emergency and crisis response (natural disasters) • Women's leadership and/or political participation trainings • Preventing sexual exploitation and abuse • Cybersecurity • Mediation / conflict resolution trainings • Peace village trainings • Entrepreneurship trainings • WPS and gender responsive journalism • Training of trainers on WPS • Resource mobilisation • Results-based management • Study trips on WPS to other countries	**Which of the following WPS trainings organized by UN Women - ASEAN WPS project did you participate in:** *(multiple choice, multiple answers possible)* • Development and implementation of the Regional Plan of Action on WPS • Development and implementation of national WPS frameworks • Global normative frameworks (UNSCR 1325, CEDAW General Recommendation 30 etc.) • Gender responsive disaster risk reduction • Gender responsive emergency and crisis response (natural disasters) • Women's leadership and/or political participation trainings • Preventing sexual exploitation and abuse • Cybersecurity • Mediation / conflict resolution trainings • Peace village trainings • Entrepreneurship trainings • WPS and gender responsive journalism • Training of trainers on WPS • Resource mobilisation • Results-based management • Study trips on WPS to other countries

Thinking of the trainings provided in the WPS project, please rate to what extent do you agree with the following statements on training design: *(scale to be offered for each statement)* 1 = completely disagree, 2 = mostly disagree, 3 = neutral, 4 = mostly agree, 5 = completely agree a) The capacity needs were well assessed before capacity development was designed. b) Capacity development was designed based on the needs. c) Capacity development approaches and methodologies were effective. d) Capacity development content (knowledge and skills provided) was applicable in practice. e) UN Women provided continuous support to ensure knowledge and skills will be applied.	**Thinking of the trainings provided in the WPS project, please rate to what extent do you agree with the following statements on training design:** *(scale to be offered for each statement)* 1 = completely disagree, 2 = mostly disagree, 3 = neutral, 4 = mostly agree, 5 = completely agree a) The capacity needs were well assessed before capacity development was designed. b) Capacity development was designed based on the needs. c) Capacity development approaches and methodologies were effective. d) Capacity development content (knowledge and skills provided) was applicable in practice. e) UN Women provided continuous support to ensure knowledge and skills will be applied.	**Thinking of the trainings provided in the WPS project, please rate to what extent do you agree with the following statements on training design:** *(scale to be offered for each statement)* 1 = completely disagree, 2 = mostly disagree, 3 = neutral, 4 = mostly agree, 5 = completely agree a) The capacity needs were well assessed before capacity development was designed. b) Capacity development was designed based on the needs. c) Capacity development approaches and methodologies were effective. d) Capacity development content (knowledge and skills provided) was applicable in practice. e) UN Women provided continuous support to ensure knowledge and skills will be applied.

Thinking of the trainings provided in the WPS project, please rate to what extent do you agree with the following statements on training effectiveness: *(scale to be offered for each statement)* 1 = completely disagree, 2 = mostly disagree, 3 = neutral, 4 = mostly agree, 5 = completely agree a) Training participants frequently apply knowledge and skills gained b) Training participants seem confident in application of knowledge and skills gained c) I was able to see the results of their application of knowledge and skills d) I was able to see change of participant's attitudes, beliefs and behaviors thanks to WPS training e) I was able to see change in participants performance thanks to WPS training f) I was able to see change in participants' organisations performance thanks to WPS training g) WPS training contributed to systemic changes in the WPS area	**\Thinking of the trainings provided in the WPS project, please rate to what extent do you agree with the following statements on training effectiveness:** *(scale to be offered for each statement)* 1 = completely disagree, 2 = mostly disagree, 3 = neutral, 4 = mostly agree, 5 = completely agree a) I frequently apply knowledge and skills gained in WPS training b) I am confident in application of knowledge and skills gained in WPS training c) I achieved results applying knowledge and skills in practice d) I changed my attitudes, beliefs and behaviors thanks to WPS training e) I improved my performance thanks to WPS training f) My institution improved performance thanks to WPS training g) Thanks to WPS training I contributed to systemic changes in the WPS area	**Thinking of the trainings provided in the WPS project, please rate to what extent do you agree with the following statements on training effectiveness:** *(scale to be offered for each statement)* 1 = completely disagree, 2 = mostly disagree, 3 = neutral, 4 = mostly agree, 5 = completely agree a) I frequently apply knowledge and skills gained in WPS training b) I am confident in application of knowledge and skills gained in WPS training c) I achieved results applying knowledge and skills in practice d) I changed my attitudes, beliefs and behaviors thanks to WPS training e) I improved my performance thanks to WPS training f) My institution improved performance thanks to WPS training g) Thanks to WPS training I contributed to systemic changes in the WPS area

Please provide some examples of achieved results. Reflect on individual results, changes in your institution/ organization and/or systemic changes. *(open ended)*

Which of the following publications of the UN Women – ASEAN WPS project are you familiar with (check all that apply): *(multiple choice, multiple answers possible)*

- ASEAN Regional Plan of Action on Women, Peace and Security
- The Making of the ASEAN Regional Plan of Action on WPS: Insights and Lessons Learned
- Localisation Toolkit and Guidelines for the ASEAN Regional Plan of Action on WPS
- National Action Plans on WPS and related guidelines
- Gender Analysis of Violent Extremism and the Impact of COVID-19 on Peace and Security in ASEAN: Evidence-based Research for Policy
- Policy Research: Advancing gender-responsive conflict and crisis prevention in ASEA
- Review and Scoping Study of the Peace Villages Initiative in Preventing Violent Extremism in Indonesia
- Voices of Peace: Catalogue of Good Practices by Civil Society Organizations on Women, Peace and Security in Southeast Asia
- Women Build Peace: Southeast Asia Training of Trainers Workshop on Women, Peace and Security Facilitator's Guide
- Publications on Gender Responsive Budgeting in ASEAN member states

How useful were these publications for your work? (check all that apply) *(multiple choice, multiple answers possible)*

a) I didn't use them at all
b) Only read some parts
c) Read full publication
d) Used the publication for my own research
e) Used the publication to deliver presentation or workshops
f) Used the publication for project development or implementation
g) Used the publication to inform the policy(ies)

Please mention one example of how you used the publications. *(open ended)*

Efficiency		
	How would you assess the following specific areas of collaboration with UN Women on WPS project? *(scale to be offered for each statement)* (1 = Very negative, mostly negative, average, mostly positive, 5 = very positive, 6 not applicable) a) Collaboration UN Women personnel on planning b) Collaboration with UN Women personnel on thematic areas of work c) Collaboration with UN Women personnel on administrative and financial issues d) Collaboration with UN Women's consultants and service providers.	**How would you assess the following specific areas of collaboration with UN Women on WPS project?** *(scale to be offered for each statement)* (1 = Very negative, mostly negative, average, mostly positive, 5 = very positive, 6 not applicable) a) Collaboration UN Women personnel on planning b) Collaboration with UN Women personnel on thematic areas of work c) Collaboration with UN Women personnel on administrative and financial issues d) Collaboration with UN Women's consultants and service providers.
	How would you assess the collaboration with UN Women on WPS project overall? *(scale)* (1 = Very negative, mostly negative, average, mostly positive, 5 = very positive)	**How would you assess the collaboration with UN Women on WPS project overall?** *(scale)* (1 = Very negative, mostly negative, average, mostly positive, 5 = very positive)
	Please briefly elaborate on your response *(open ended)*	**Please briefly elaborate on your response** *(open ended)*

Sustainability

Thinking of the sustainability of WPS project results, to what extent do you agree with the following statements: *(scale to be offered for each statement)*

1 = completely disagree, 2 = mostly disagree, 3 = neutral, 4 = mostly agree, 5 = completely agree

a) There is a political consensus regionally on the importance of WPS agenda
b) There is a strong commitment of ASEAN to pursue WPS agenda and policies at the regional level
c) There is a strong commitment of national and sub-national governments to pursue WPS agenda and the country level
d) The capacities of public officials at ASEAN are well developed to sustain achieved results
e) The capacities of public officials at the national and sub-national level are well developed to sustain results
f) The capacities of civil society in the country(ies) is well developed to pursue WPS agenda

What are the areas that require further support in order to achieve sustainability of the results and ensure regional and national ownership over the policies and processes. *(open ended)*

Thank you so much for taking the time to participate in this survey. Your insights will be critical for strengthening the future UN Women, ASEAN's and their partners work on WPS.

ANNEX

7

LIST OF INTERVIEW AND FOCUS GROUP RESPONDENTS

Regional

Organization, Title	Method (interview/FGD etc.)
UN Women	
Policy advocacy, governance, and security	Interview
International consultant for Monitoring and Reporting	Interview
Program Specialist ASEAN, Governance, WPS	Interview
Program Associate WPS ASEAN	Interview
Communication and advocacy officer - KOICA	Interview
Programme Coordination Specialist	Interview
UN Women Indonesia, Operation Manager	Interview
UN Women Lao PDR	Interview
UN Agencies	
UNESCAP	Interview
UN Department of Political and Peacebuilding Affair	Interview
Government / Multilateral	
Expert consultant Former ACW Advisor and former Head of PEGD	Interview
Lao Women's Union	Interview
Former ACWC Philippine Rep	Interview
AIPR	Interview
AIPA	Interview
ASEAN Women Entrepreneurs Network (AWEN)	Interview
AICHR Chair & Representative of Malaysia to AICHR	Interview
ASEAN Secretariat	Interview
Ministry of Women Affairs Cambodia	Interview
Donor	
ASEAN Program officer for economic and political security, FCDO	Interview
Political security officer, FCDO	Interview
Councillor and head of cooperation ASEAN - Canada	Interview
CSO	
Senior program director, Global Network of Women Peacebuilders	Interview
Founder The Apex Chronicles, Journalist, freelance writer, researcher	Interview

Indonesia

Organization, Title	Method (interview/FGD etc.)
UN Women Country Office	
UN Women, Governance Analyst (in Indonesia)	Interview
UN Women, Project Manager, NEXUS Indonesia	Interview
UN Women, Program Analyst EVAW	Interview
Consultant for supporting the government to prepare NAP report; Consultant for Indentifying Emerging Issues of WPS for the ASEAN WPS; Consultant for the NEXUS on cross cutting WPS with Climate Change	Interview
Consultant, WPS Specialist of the NFL Project (UN Women)	Interview
UN Agencies	
UNFPA, Gender Programme Specialist	Interview
Government / Multilateral	
ACDC, Indonesia	Interview
Assistant Deputy to the Minister of Women Empowerment and Child Protection (KPP PA) -- Former NAP focal point	Interview
Assistant Deputy Coordinating Minister for Human Resources and Culture (Menko PMK)	Interview
Peacekeeping Mission Center of the Indonesia National Armed Forces (PMPP TNI)	Interview
CSO	
Head of MEL Unit of AMAN Indonesia	Interview
Managing Director of Wahid Foundation	Interview
Lecturer, Pusat Studi Keamanan dan Perdamaian (PSKP), Universitas Gadjah Mada	Interview
Founder, Editor in Chief, Konde Media	Interview
Balai Syura Ureung Inong Aceh (BSUIA)	Interview
Founder, Director of LIBU Perempuan	Interview
Co-Founder of LIBU Perempuan	Interview
Former Chair of National Commission on the Prevention of Violence Against Women, Currently part of SAKA Foundation	Interview
Former Chair of National Commission on the Prevention of Violence Against Women, Currently Board Chair of AMAN Indonesia	Interview
Aliansi Remaja Indonesia	Interview
Lembaga Penguatan Masyarakat Sipil (LPMS) -- former director	Interview
Co-Founder Ruang Damai	Interview
Founder and Chair of Lingkar Pemberdayaan Perempuan dan Anak (LAPPAN) Maluku	Interview
YouthID Foundation	Interview
Akademi Perlindungan Anak	Interview

Organization, Title	Method (interview/FGD etc.)
Indonesia Hapus Femisida	Interview
Jemaat Ahmadiyah Indonesia NTB	Interview
Rumah Pemberdayaan Anak &Masyarakat Rudat	Interview
Rifka Annisa	Interview
SRILI	Interview
INGO	
Director of WPS, Sasakawa Foundation	Interview
Deputy Chair of Disability Rights Fund	Interview

Thailand

Organization, Title	Method (interview/FGD etc.)
UN Women	
UN Women, Programme Analyst	Interview
GOVERNMENT / MULTILATERAL	
Gender Equality Promotion Division, Department of Women's Affairs and Family Development (DWF), Director	Interview
Gender Department of Women's Affairs and Family Development, Senior Expert	Interview
Senior Professional Level, Department of Women's Affairs and Family Development, Social Development Officer	Interview
Southern Border Provinces Administrative Centers (SBPAC), Assistant Secretary General of SBPAC (Social Development)	Interview
Coordination Centre for Children and Women (CCCW) in Southern Border Provinces, SBPAC, Director	Interview
SBPAC Advisory Council, Member and WePeace, President	Interview
CCCW-SBP Committee (The Coordination Center for Children and Women in the Southern Border Provinces), SBPAC (2017 – 2021 and 2021 - 2025), Former Chairwomen	Interview
DONOR	
UK Embassy in Thailand, Project Officer	Interview
CSO	
Deep South CSOs Council, Expert	Interview
Sustainable Development Foundation (SDF), Director	Interview
Center for Girls Foundation (CFGF), Director/Founder and Chiang Rai WE Centre, Coordinator	Interview
Hilltribe Women's Council and Human Rights Protection Committee Member and Chiang Rai WE Centre, member	Interview

Organization, Title	Method (interview/FGD etc.)
Kong Roi Nam Som, Chiang Khong Women Leading Change Towards Stronger Communities	FGD
Chiang Khong Women's Council	FGD
Secretary to Chiang Khong Women's Council	FGD
NET Foundation, Manager and Surin WE Centre, Coordinator	Interview
Civic Women for Peace and Yayu Community WE Center (Mushroom), Coordinator	FGD
Digital for Peace, Director	Interview
Private Sector	
CCCW-SBP Committee (The Coordination Center for Children and Women in the Southern Border Provinces), SBPAC (2025 onwards), Chairwomen, and the Association of Children and Youth for Peace in the Deep South (Luuk Riang), President	Interview
Beneficiaries (Right holders)	
Committee Member	FGD
Village Health Volunteer	FGD
Village Health Volunteer	FGD
Community Committee Member	FGD
Village Health Volunteer	FGD
Head of Salaloy Community and Village Health Volunteer	FGD
Member	FGD
Sala Loy Community WE Center Surin, Coordinator	FGD
NET Foundation, Manager	FGD
FOCUS Foundation team	FGD
Chiang Khong Women's Council,Vice President (Disabled Person)	Interview
Ahka Hilltribe Women's Council, Committee Member (Statelessness person)	Interview
Center for Girls Foundation, International Volunteer (LGBTIQ+)	Interview
The 42nd Female Ranger Taskforce Operation, Deputy Section Chief	Interview
Volunteer Defense Corps of the Southern Border Provinces, Women Volunteer	FGD
Civic Action Program (Border Patrol Police School and Field Hospital School), Border Patrol Police Sub-Division 44, Teacher	FGD
Yala Police Special Taskforce 91	FGD
Thai Reserve Officer Training Corps Unit and Section Chief, Awareness Raising and Civic Affairs Operations of Pattani Army Special Taskforce, Trainer	FGD
The 45th Ranger Task Force Operation	FGD
Civic Affairs Division, the 46th Ranger Task Force Operations, Head	FGD
Lammai Provincial Police Station, Yala Province, Deputy Inspector (Inquiry)	FGD
Laempho Sub-district Administrative Organization, Pattani Province, Promotion Officer	FGD

Organization, Title	Method (interview/FGD etc.)
Laempho Sub-district Administrative Organization, Pattani Province, Comunity Development Officer	FGD
Motherhood Development in Southern Border Provinces, Laempho Sub-district Administrative Organization, Pattani Province, Graduate Volunteers	FGD
Women Network for Disaster Management in SBPs, Laempho Community, Pattani Province, President	FGD
Bang Tawa Community, Pattani Province, Village Health Volunteer	FGD
Women group, Bang Tawa Community, Pattani Province, Member	FGD
Vice Community Leader	FGD

The Philippines

Organization, Title	Method (interview/FGD etc.)
UN Women Philippines team	Interview
GOVERNMENT / MULTILATERAL	
Philippine Commission on Women, Senior GAD Specialist	Interview
Ministry of Public Order and Safety- Bangsamoro Autonomous Region in Muslim Mindanao (MPOS-BARMM)	Interview
Community Affairs Officer -MPOS-BARMM	Interview
Bangsamoro Women Commission (BWC), GAD Specialist and WPS Coordinator, Media and Communications Officer	Interview
Office of the Presidential Adviser on the Peace, Reconciliation and Unity (OPAPRU)	Interview
OPAPRU, Program Development Officer for WPS-GAD	Interview
CSO	
Magungaya Mindanao, Inc., Executive Director	Interview
The Moropreneur, Inc., Executive Director	Interview
TMI, Community Coordinators	Interview
Tupo na Tao sa Laya Women (TTLAW)	Interview
Women Insider for Mindanao'n Peace and Development (WIMPAD)	Interview
Thuma Ko Kapagingud Service Organization	Interview
Women Empowered to Act for Dialogue and Peace	Interview
WEAct 1325	Interview
Mujer	Interview
Mindanao State University-Maguindanao	Interview

Timor-Leste

Organization, Title	Method (interview/FGD etc.)
UN Women Country Office	
UN Women, Governance Peace and Security Analyst	Interview
UN Women, Technical Consultant (Civic education for peace and development)	Interview
UN Women, Operation Manager	Interview
UN Women, Technical Consultant (provide support to NAP 1325 Secretariat and National Directorate of Community Conflict Prevention)	Interview
UN Agencies	
UNDP, Project Officer	Interview
GOVERNMENT / MULTILATERAL	
Ministry of Interior, Principle Advisor	Interview
Ministry of Interior, National Director	Interview
National Police of Timor-Leste, Gender	Interview
F-FDTL (Defence Force), Captain	Interview
National Police of Timor-Leste, Director of PNTL Community Police	Interview
Ministry of Justice, Directorate General for Justice Policy & President of the Commission to Combat Trafficking in Persons (KLATU)	Interview
Ministry of Justice, NAP 1325 Focal Point	Interview
Secretariat of State for Equality (SEI), Director of International Relations	Interview
Ministry of Foreign Affairs and Cooperation, Director General for ASEAN Affairs	Interview
Secretariat of State for Equality (SEI), National Director for Development of Gender Equality	Interview
Ministry of Interior, NAP 1325 Facilitator	Interview
Ministry of Interior, NAP 1325 Facilitator	Interview
F-FDTL (Defence Force), Alferes	Interview
Ministry of Interior, Mediators	FGD
F-FDTL (Defence Force)	FGD
PNTL (National Police)	FGD

Organization, Title	Method (interview/FGD etc.)
CSO	
Ba Futuru NGO, Managers	Interview
BELUN NGO, Director	Interview
ACBIT, Staff	Interview
ACBIT, Director	Interview
CBRNTL (DPO), Director	Interview
ALOLA Foundation	Interview
FOKUPER, Director	Interview
ADTL (DPO), Director	Interview
CODIVA (LGBTQI)	Interview
JSMP, Director	Interview
UNTL, Lecturer-UN Women Consultant	Interview

Viet Nam

Organization, Title	Method (interview/FGD etc.)
UN Women Country Office	
UN Women in Viet Nam, Programme Analyst	Interview
UN Women in Viet Nam, Program Management Specialist	Interview
UN Women in Viet Nam, Program Management Analyst	Interview
UN Women in Viet Nam, Country Representative	Interview
GOVERNMENT / MULTILATERAL	
Ministry of Home Affairs, specialist	Interview
DONOR	
UK Embassy - International Programme and Women Peace & Security (WPS), Coordinator	Interview
CSO	
Center for Science, Technology Application and Startup, Standing (Viet Nam Association of Women Intellectuals, Director	Interview
Center for Women Empowerment (CEPEW), Vice-director	Interview
Viet Nam Women Entrepreneur Council (VWEC), Vice-director	Interview
VUFO - NGO Resource Centre	Interview
LIGHT, founder	Interview
Center for Studies and Applied Sciences in Gender, Family, Women and Adolescent (CSAGA), director	Interview

Organization, Title	Method (interview/FGD etc.)
INGO	
Mine Actions, Director	Interview
Beneficiaries (Right holders)	
Hanoi Law University, Head of International Department	Interview
Viet Nam's Center for Gender and Women's Rights Studies – Institute of Human Rights Ho Chi Minh National Academy of Politics, Lecturer	Interview
Viet Nam's Center for Gender and Women's Rights Studies – Institute of Human Rights Ho Chi Minh National Academy of Politics, Lecturer	Interview
Viet Nam Women Academy, Lecturer	Interview
Defense TV Channel, Journalist	Interview
Freelancer, Gender expert	Interview

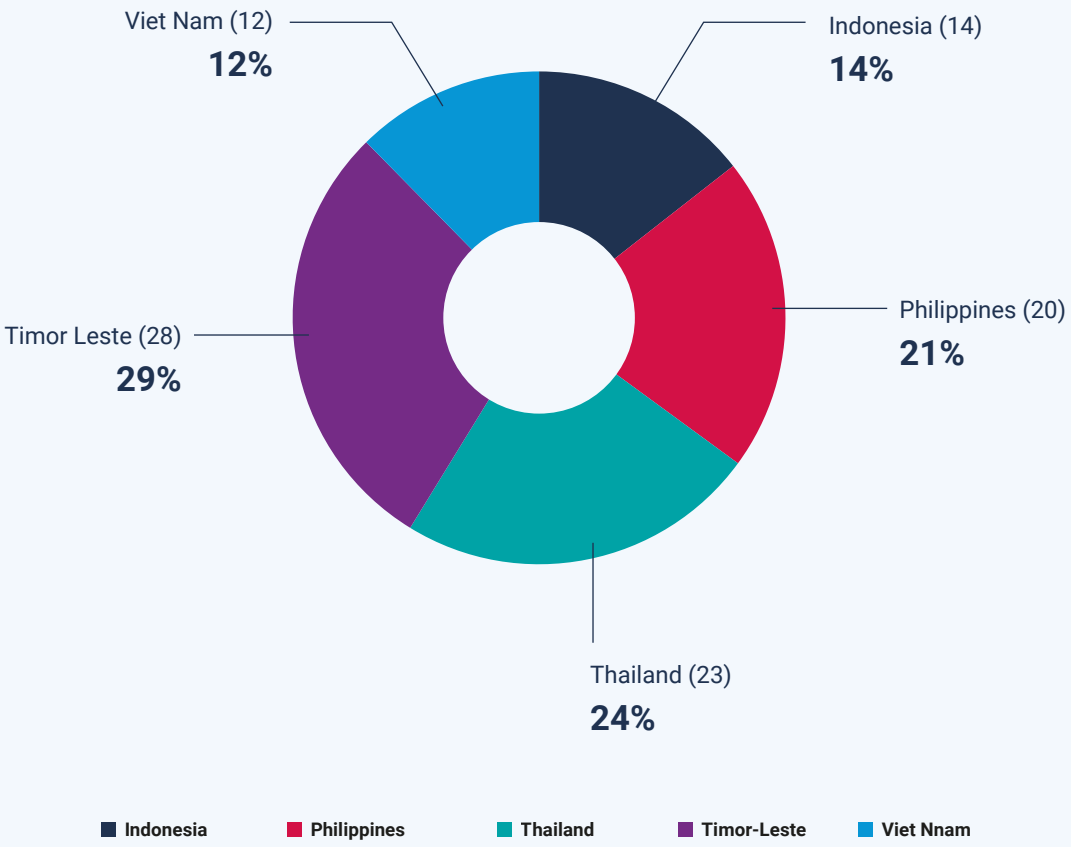
ANNEX

8

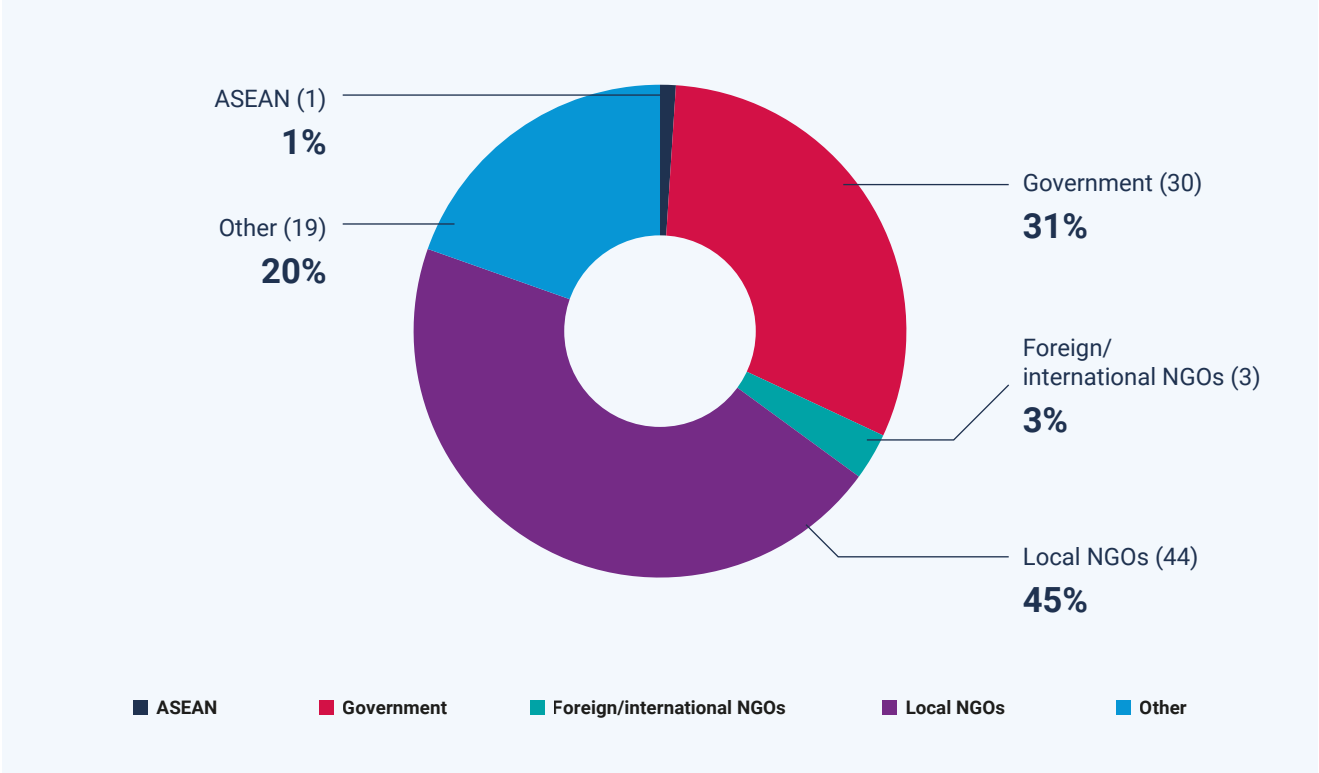
SURVEY SUMMARIES

External Stakeholders Survey

Country	
Indonesia	14
Philippines	20
Thailand	23
Timor-Leste	28
Viet Nam	12
	97



Type of organization	
ASEAN	1
Government	30
Foreign/international NGOs	3
Local NGOs	44
Other	19
	97



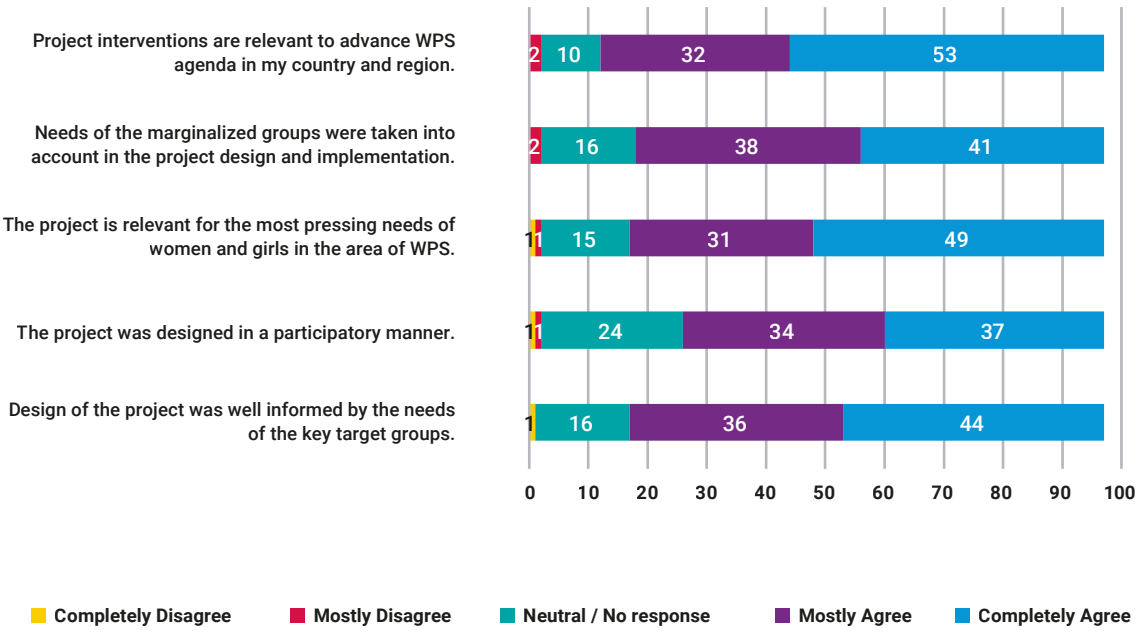
Gender identification	no.	%
Female	54	55.67
Male	18	18.56
Transgender	2	2.06
Other		0.00
Does not want to disclose	23	23.71
	97	**100**

For NGOs - does your organization represent vulnerable groups	no.	%
Yes	33	70.2
No	14	29.8
	80	

How many years you have been working with UN Women		
Less than 1 year	19	19.59
1-3 years	14	14.43
3-5 years	13	13.40
More than 5 years	23	23.71
No response	28	28.87
	97	

Thinking of the WPS project, please rate to what extent do you agree with the following statements on project relevance (N=97):

	1	2	3	4	5
Statement	**Completely Disagree**	**Mostly Disagree**	**Neutral / No response**	**Mostly Agree**	**Completely Agree**
Design of the project was well informed by the needs of the key target groups.	1	0	16	36	44
The project was designed in a participatory manner.	1	1	24	34	37
The project is relevant for the most pressing needs of women and girls in the area of WPS.	1	1	15	31	49
Needs of the marginalized groups were taken into account in the project design and implementation.	0	2	16	38	41
Project interventions are relevant to advance WPS agenda in my country and region.	0	2	10	32	53



Please elaborate on any of the statements (summary):

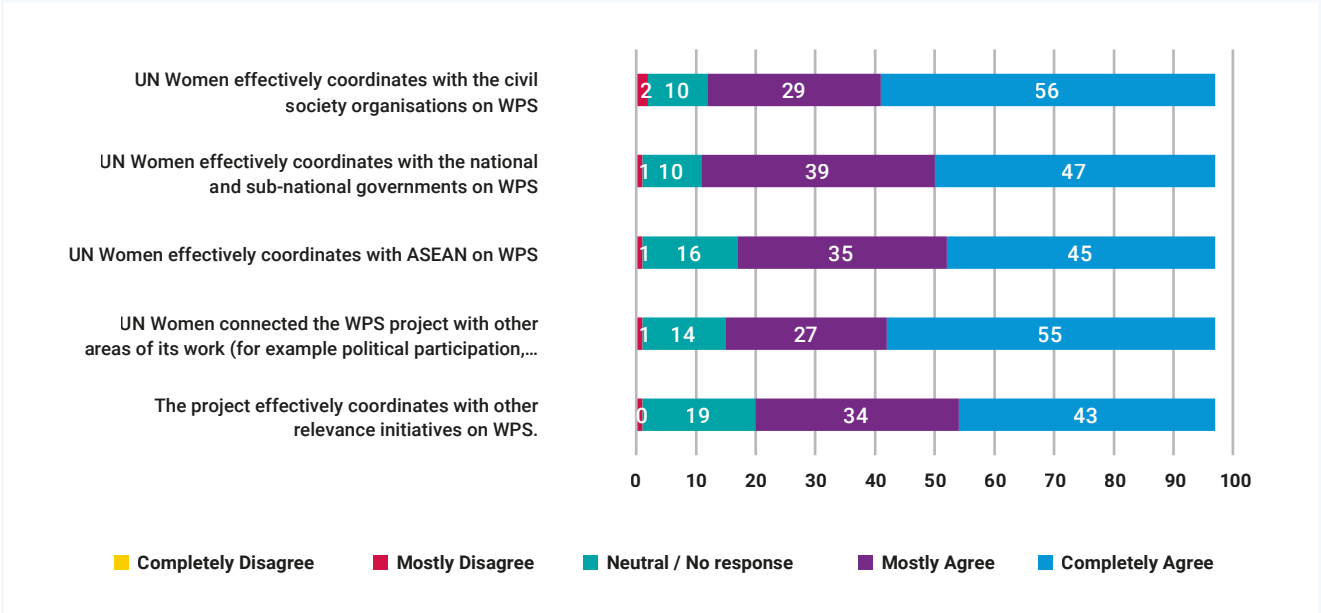
Overall, respondents find the WPS Program highly relevant and well-aligned with the real needs of women and girls. The program is praised for being evidence-based, participatory, and responsive, ensuring that women have ownership and a voice in shaping interventions that affect their lives.

Many highlighted the program's strong contribution to advancing the WPS agenda at both national and community levels. It was recognized for promoting empowerment, participation, and protection, including for women and girls with disabilities. However, respondents emphasized the need to further strengthen the inclusion of women with disabilities, whose perspectives remain underrepresented.

Respondents also suggested that the program should prioritize rural communities, ensuring interventions reflect local realities and specific needs. There was a call to enhance participation of civil society organizations (CSOs) and create more opportunities for their involvement in both design and policy advocacy phases. A few respondents noted limitations in data or direct participation, which prevented them from fully assessing the program's suitability. Some also acknowledged institutional and resource constraints affecting design and implementation.

Thinking of the WPS project, please rate to what extent do you agree with the following statements on project relevance (N=97):

Statement	Completely Disagree	Mostly Disagree	Neutral / No response	Mostly Agree	Completely Agree
The project effectively coordinates with other relevance initiatives on WPS.	0	1	19	34	43
UN Women connected the WPS project with other areas of its work *(for example political participation, gender responsive budgeting, ending violence against women, economic participation, humanitarian etc.)*	0	1	14	27	55
UN Women effectively coordinates with ASEAN on WPS	0	1	16	35	45
UN Women effectively coordinates with the national and sub-national governments on WPS	0	1	10	39	47
UN Women effectively coordinates with the civil society organisations on WPS	0	2	10	29	56



Please elaborate on any of the statements (summary):

Respondents generally acknowledge UN Women's effective coordination with civil society organizations (CSOs), particularly through regional and central-level collaboration with ASEAN, government ministries, and national institutions. The program demonstrates positive efforts in communication, knowledge exchange, and participation through workshops, consultations, and joint planning.

However, several respondents note gaps at the local level, where coordination remains limited. There is insufficient linkage to economic participation, gender-responsive budgeting, and local initiatives, which weakens implementation on the ground.

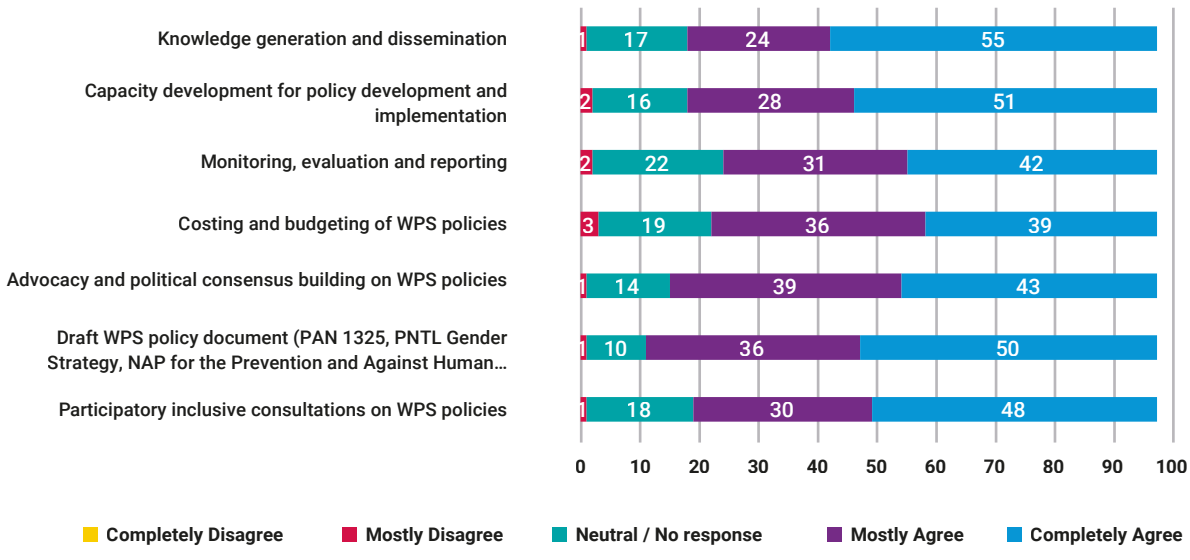
Some participants identify institutional challenges as barriers to stronger CSO cooperation, while others observe that UN Women maintains ongoing engagement through inclusive frameworks but needs to deepen collaboration and empower CSOs in decision-making and advocacy.

Recommendations emphasize the need to:

- Enhance communication and complementarity among stakeholders.
- Strengthen local-level coordination and outreach to women at both grassroots and political levels.
- Continue educational and empowerment efforts for women and CSOs.
- Improve inclusion of organizations representing people with disabilities.

How would you assess UN Women's support and WPS project effectiveness in the following area of WPS policy development and implementation at your level of work (regional, national, sub-national) (N=97):

Statement	Very Ineffectivee	Mostly ineffective	Neutral / not answered	Mostly effective	Very Effective
Participatory inclusive consultations on WPS policies	0	1	18	30	48
Draft WPS policy document (PAN 1325, PNTL Gender Strategy, NAP for the Prevention and Against Human Trafficking, etc.)	0	1	10	36	50
Advocacy and political consensus building on WPS policies	0	1	14	39	43
Costing and budgeting of WPS policies	0	3	19	36	39
Monitoring, evaluation and reporting	0	2	22	31	42
Capacity development for policy development and implementation	0	2	16	28	51
Knowledge generation and dissemination	0	1	17	24	55



Respondents highlighted both strengths and areas needing improvement in the WPS (Women, Peace and Security) Program.

Key gaps identified:

- Limited dissemination of knowledge products.
- Capacity-building efforts could be more contextualised.
- Few gender-responsive policies exist and limited use of gender-segregated data is present.
- Risk of weak coordination and follow-up after project implementation.
- More involvement of CSOs needed in budgeting processes.

Recommendations and positive points:

- Inclusion of people with disabilities was good, needs to be further enhanced, to involve them in consultations, committees, and implementation of the National Action Plan on WPS.
- Seen improved access to resources from government bodies (e.g., Ministry of Interior) and more support for CSOs to operationalize WPS actions.
- More opportunities for women in policymaking and leadership roles.
- WPS program seen as highly valuable, especially for ASEAN countries and for women's empowerment in Viet Nam—helping women build confidence, self-reliance, and reduce poverty and life risks.
- Respondents acknowledged UN Women's non-discriminatory work approach and strong regional relevance.

Which of the following WPS trainings organized by the UN Women – ASEAN WPS project did you participate in (multiple choice, multiple answers possible):

- Training of Trainers (ToT) on WPS (8)
- Transformative leadership for gender equality (7)
- Women's leadership training (7)
- Women's leadership and political participation training (6)
- Capacity building to increase technical knowledge (5)
- Practical experience sharing to strengthen implementation (5)
- Peacebuilding training at local level (5)
- Training on conflict prevention and resolution (5)
- Gender-responsive disaster risk reduction (natural disasters) (4)
- Gender-responsive emergency and crisis response (4)
- Development and implementation of the Regional Action Plan on WPS (4)
- Results-Based Management (3)
- Resource mobilization (3)
- Human rights, WPS, and crime prevention (3)
- Prevention of sexual exploitation and abuse (3)
- Training on gender-responsive community policing (3)
- Cybersecurity (2)
- Comparative study visits / International workshops on WPS (2)

WHY?

Capacity Building and Training of Trainers (TOT):

TOT is seen as vital for improving knowledge, developing facilitation skills, and promoting positive mindsets.

Training helps participants educate families, communities, and workplaces about gender equality, prevention of violence, and women's participation.

There is a recognized need for more training opportunities to reach a wider audience.

Promotion of Women's Participation and Leadership:

Continued implementation of PAN 1325 FPS is encouraged to strengthen women's leadership and reduce discrimination.

Training supports the advancement of women in public service and aligns with commitments under CEDAW Article 30.

Conflict Prevention and Mediation:

Mediators highlight the importance of understanding the mediation process and prevention strategies to resolve community conflicts effectively.

Promoting cooperation between women and men in peacebuilding helps prevent transactional crime and strengthen social harmony.

Knowledge Sharing and International Learning:

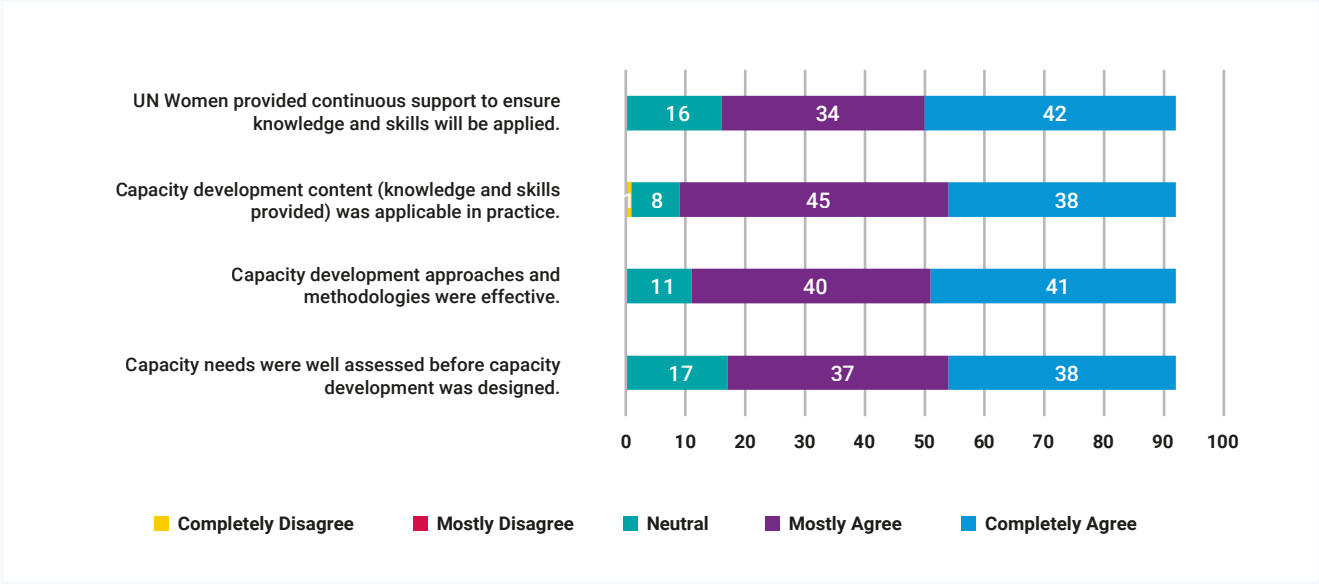
Participants value comparative studies and learning from other countries to enhance national approaches to WPS.

Developing and distributing FPS-related materials is encouraged to support broader knowledge dissemination.

Community Safety and Disaster Preparedness:

Vulnerable communities need more education and awareness to prevent and protect themselves from natural disasters.

Thinking of the trainings provided in the WPS project, please rate to what extent do you agree with the following statements on training design (N=92):					
Statement	**Completely Disagree**	**Mostly Disagree**	**Neutral / No response**	**Mostly Agree**	**Completely Agree**
The capacity needs were well assessed before capacity development was designed.	0	0	17	37	38
Capacity development approaches and methodologies were effective.	0	0	11	40	41
Capacity development content (knowledge and skills provided) was applicable in practice.	1	0	8	45	38
UN Women provided continuous support to ensure knowledge and skills will be applied.	0	0	16	34	42



Thinking of the trainings provided in the WPS project, please rate to what extent do you agree with the following statements on training effectiveness: (Scale from 1 – 5) (N=92):					
Statement	**Completely Disagree**	**Mostly Disagree**	**Neutral / No response**	**Mostly Agree**	**Completely Agree**
I frequently apply knowledge and skills gained in WPS training	0	0	16	27	49
I am confident in application of knowledge and skills gained in WPS training	1	0	9	27	55
I achieved results applying knowledge and skills in practice	0	1	17	28	46
I changed my attitudes, beliefs and behaviors thanks to WPS training	0	0	7	42	43
I improved my performance thanks to WPS training	0	0	13	28	51
My institution improved performance thanks to WPS training+A211	0	0	18	31	43
Thanks to WPS training I contributed to systemic changes in the WPS area	0	0	14	25	53

Please elaborate on any of the statements (summary):

Participants reported that the WPS program has contributed to improved knowledge, leadership capacity, and gender sensitivity within participating institutions and communities. Training activities on transformative leadership, gender-based violence (GBV) prevention, and mediation have enabled participants—particularly women—to take on leadership and facilitation roles, enhance decision-making skills, and apply WPS principles in their professional and community contexts.

Evidence of institutional change was observed through the integration of WPS concepts into organizational policies, planning processes, and security mechanisms, including the establishment of standard operating procedures (SOPs), women's peace tables, and WPS focal teams. Respondents also noted increased participation of women in leadership and decision-making, as well as improved collaboration between male and female staff.

At the behavioral level, participants reported greater awareness and understanding of gender equality, women's rights, and non-discrimination, with early signs of attitude and practice change. Cases of workplace sexual harassment reportedly decreased in some contexts.

However, implementation remains uneven. Respondents highlighted persistent gaps in awareness at the local level, limited systemic support from national institutions, and insufficient resources to sustain WPS-related initiatives. While progress in institutionalization and inclusion is evident, further efforts are needed to ensure comprehensive and long-term integration of WPS principles, particularly in economic participation, policy advocacy, and local-level engagement.

Which of the following publications of the UN Women – ASEAN WPS project are you familiar with (check all that apply):

ASEAN RPA	37
NAP WPS and guidelines	24
Peace villages	2
Developing the ASEAN Regional Plan of Action on WPS: Insights and Lessons Learned	19
Localization Toolkit and Guidelines for the ASEAN Regional Plan of Action on WPS	8
National Action Plans on WPS and related guidelines	18
Gender Analysis of Violent Extremism and the Impact of COVID-19 on Peace and Voices of Peace: Catalogue of Good Practices by Civil Society Organizations on Women, Peace and Security in Southeast Asia	5
Women Build Peace: Southeast Asia Training of Trainers Workshop on Women, Peace and Security Facilitator's Guide	6
Publications on Gender-Responsive Budgeting in ASEAN member states	5
Voices of Peace: A Collection of Civil Society Good Practices on Women Peace and Security in Southeast Asia	4
Women in Peace: A Facilitator's Guide to Workshops to Build Women's Leaders Peace and Security in Southeast Asia	10

How useful were these publications for your work? (check all that apply) (multiple choice, multiple answers possible)

Statement	#
I didn't use them at all	6
Only read some parts	23
Read full publication	14
Used the publication for my own research	13
Used the publication to deliver presentation or workshops	21
Used the publication for project development or implementation	33
Used the publication to inform the policy(ies)	20
	130

Please provide examples (summary):

Publications raise awareness about women's participation in peace and security, disseminate knowledge, and encourage inclusive practices.

Training and education materials (manuals, guides, workshops) help build capacity among government officials, local authorities, and communities.

Guidelines serve as tools to communicate international frameworks like UNSCR 1325 and CEDAW.

Participants engage with WPS-related documents such as UNSCR 1325, CEDAW, and the PNTL Gender Strategic Plan (2028). They use materials from books, workshops, media, and online sources to enhance knowledge on gender equality and GBV prevention.

Used as references for training, research, lectures, curriculum integration, and policy development.

Support program design, proposal writing, and advocacy on gender and peacebuilding.

Serve as citations in academic work, project reports, and published articles.

Help promote regional and national policies on women's and child protection.

Facilitate information sharing in international exchange and community engagement activities.

Used as references for training, research, lectures, curriculum integration, and policy development.

Support program design, proposal writing, and advocacy on gender and peacebuilding.

Serve as citations in academic work, project reports, and published articles.

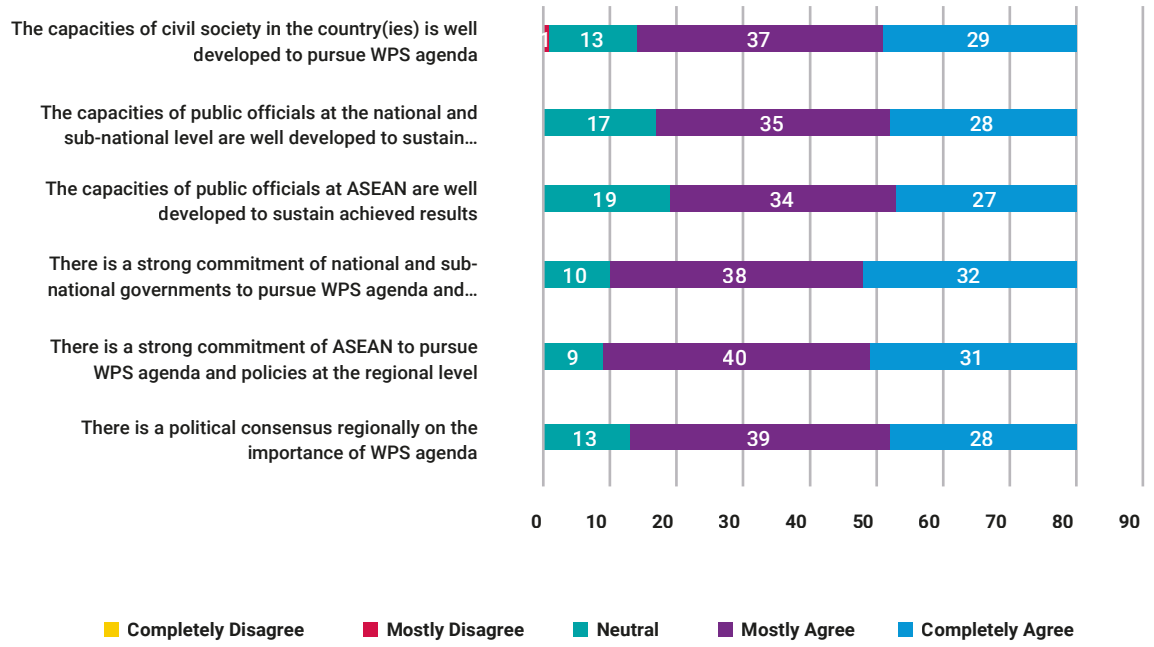
Help promote regional and national policies on women's and child protection.

Facilitate information sharing in international exchange and community engagement activities.

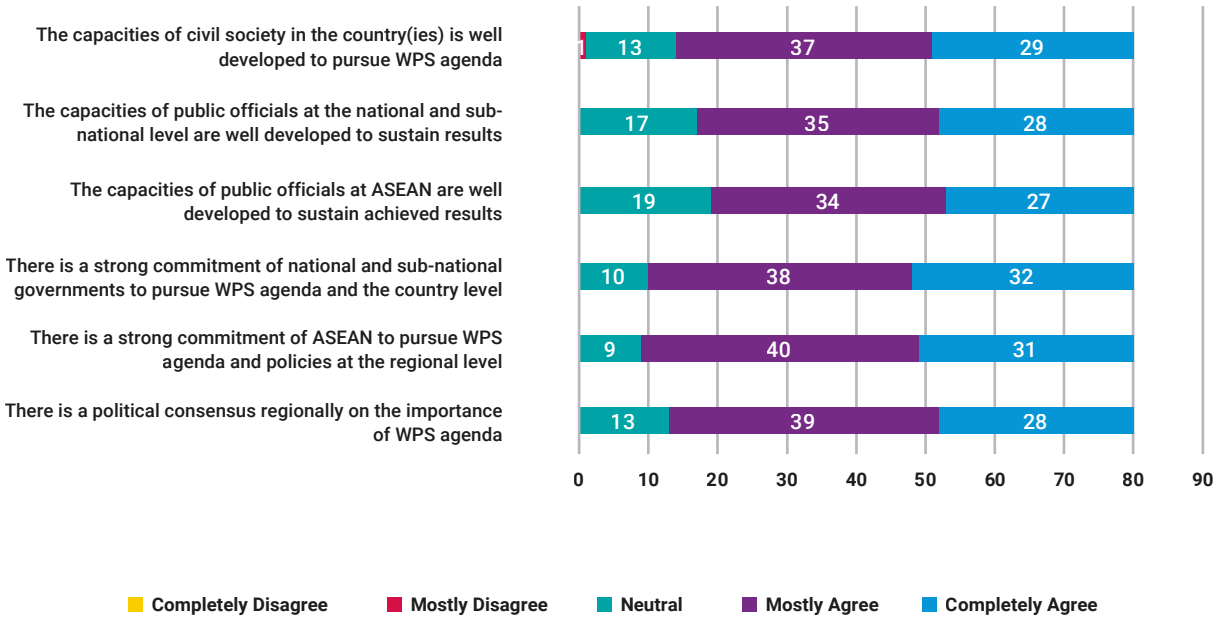
Key limitations: Knowledge and understanding remain limited when only parts of publications are reviewed instead of full texts.

How would you assess the following specific areas of collaboration with UN Women on WPS project? (N=80):

Statement	Very Negative	Mostly Negative	Average	Mostly Positive	Very Positive	N/A
Collaboration UN Women personnel on planning	0	0	5	21	35	5
Collaboration with UN Women personnel on thematic areas of work	0	0	4	19	39	4
Collaboration with UN Women personnel on administrative and financial issues	0	0	8	20	30	8
Collaboration with UN Women's consultants and service providers.	0	0	7	19	36	4



How would you assess the collaboration with UN Women on WPS project overall (N=81)					
	Very Negative	Mostly Negative	Average	Mostly Positive	Very Positive
	1	1	5	25	50
Statement	**Completely Disagree**	**Mostly Disagree**	**Neutral / Do not know**	**Mostly Agree**	**Completely Agree**
Thinking of the sustainability of WPS project results, to what extent do you agree with the following statements (N=80):					
There is a political consensus regionally on the importance of WPS agenda	0	0	13	39	28
There is a strong commitment of ASEAN to pursue WPS agenda and policies at the regional level	0	0	9	40	31
There is a strong commitment of national and sub-national governments to pursue WPS agenda and the country level	0	0	10	38	32
The capacities of public officials at ASEAN are well developed to sustain achieved results	0	0	19	34	27
The capacities of public officials at the national and sub-national level are well developed to sustain results	0	0	17	35	28
The capacities of civil society in the country(ies) is well developed to pursue WPS agenda	0	1	13	37	29



What areas of work need additional support to ensure sustainability and build ownership at the regional and national levels to help drive policies and processes to support them?

- Governments should prioritize implementation, accountability to be ensured, therefore close collaboration with them is necessary.
- Capacity building and knowledge development, including ongoing coaching and mentoring are emphasized as essential to sustaining progress.
- Thematic areas of prevention of sexual abuse of minors, focus on stronger accountability and protective mechanisms, especially against abuse by people in power.
- Greater support to employment and development opportunities for rural women.
- Better facilities, transport, sanitation, and funding for women-focused projects.
- More training on conflict resolution, disaster response, and gender-sensitive emergency management.
- Awareness campaigns with students, civil society, and communities.
- Improved monitoring and accountability frameworks.

UN WOMEN SURVEY

External Stakeholders survey

Country	
Indonesia	5
Philippines	2
Thailand	0
Timor-Leste	3
Viet Nam	0
	10

Position	
Program Director	0
Program Manager	2
Program Officer	1
Program Coordinator	2
Program Assistant	1
M&E Officer	1
Operations	0
Admin and Finance	0
Consultant	2
Advisor	0
Other	1
	10

Gender identification	no.	%
Female	6	60
Male	3	30
Transgender		
Other	1	10
Does not want to disclose		

Type of contract	No.	%
SSA (Individual Contract)	2	20
SC (Service Contract)	1	10
FTA (Fixed Term Contract Appointment)	5	50
UNV (UN Volunteer)	0	0
Other	2	20
	10	

How many years you have been working with UN Women	No.	%
Less than 1 year	2	20
1-3 years	1	10
3-5 years	1	10
More than 5 years	6	60
No response	0	0
	10	

What is your main thematic area of work? Please, select all that apply.	No.
Ending violence against women	1
Women's political empowerment	1
Governance, planning and budgeting	4
Women's economic empowerment	0
Women, peace and security	10
Normative	3
Coordination	1
Operations	0
Communications	1
Gender data and statistic	1
All of the above	0
Not applicable	0
Other	0

	1	2	3	4	5
Statement	**Completely Disagree**	**Mostly Disagree**	**Neutral / No response**	**Mostly Agree**	**Completely Agree**
Design of the project was well informed by the needs of the key target groups.	0	0	1	3	6
The project was designed in a participatory manner.	0	0	2	4	4
The project is relevant for the most pressing needs of women and girls in the area of WPS.	0	0	1	3	6
Needs of the marginalized groups were taken into account in the project design and implementation.	0	0	1	4	5
Project interventions are relevant to advance WPS agenda in my country and region.	0	0	0	1	9

Please elaborate on any of the statements: No response

Thinking of the WPS project, please rate to what extent do you agree with the following statements on coordination with other initiatives (N=10):

Statement	**Completely Disagree**	**Mostly Disagree**	**Neutral / No response**	**Mostly Agree**	**Completely Agree**
The project effectively coordinates with other relevance initiatives on WPS.	0	0	0	2	8
UN Women connected the WPS project with other areas of its work (for example political participation, gender responsive budgeting, ending violence against women, economic participation, humanitarian etc.)	0	0	0	3	7
UN Women effectively coordinates with ASEAN on WPS	0	0	0	0	10
UN Women effectively coordinates with the national and sub-national governments on WPS	0	0	0	0	10
UN Women effectively coordinates with the civil society organisations on WPS	0	0	0	0	10

Please elaborate on any of the statements (1 response):
The WPS works with CSOs in the ASEAN and has worked closely to achieve its goals and to address the needs fo women and girls

Statement	Very Ineffective	Mostly ineffective	Neutral / not answered	Mostly effective	Very Effective
Participatory inclusive consultations on WPS policies	0	0	0	4	6
Draft WPS policy document (PAN 1325, PNTL Gender Strategy, NAP for the Prevention and Against Human Trafficking, etc.)	0	0	0	3	7
Advocacy and political consensus building on WPS policies	0	0	1	3	6
Costing and budgeting of WPS policies	0	0	1	3	6
Monitoring, evaluation and reporting	0	0	2	5	3
Capacity development for policy development and implementation	0	0	0	3	7
Knowledge generation and dissemination	0	0	0	4	6

Please elaborate on any of the statements (1 response):
Need to strengthen the inclusiveness approach specially the engagement with PWD, IP (most disadvantage) and others.

Thinking of the trainings provided in the WPS project, please rate to what extent do you agree with the following statements on training design (N=92):

Statement	Completely Disagree	Mostly Disagree	Neutral / No response	Mostly Agree	Completely Agree
The capacity needs were well assessed before capacity development was designed.	0	0	0	5	5
Capacity development approaches and methodologies were effective.	0	0	0	5	5
Capacity development content (knowledge and skills provided) was applicable in practice.	1	0	0	3	7
UN Women provided continuous support to ensure knowledge and skills will be applied.	0	0	1	3	6

Please elaborate on any of the statements (1 response):
Capacity buildings are provided to the partners

Thinking of the trainings provided in the WPS project, please rate to what extent do you agree with the following statements on training effectiveness: (Scale from 1 – 5) (N=92):					
Statement	**Completely Disagree**	**Mostly Disagree**	**Neutral / No response**	**Mostly Agree**	**Completely Agree**
Training participants frequently apply knowledge and skills gained	0	0	2	3	5
Training participants seem confident in application of knowledge and skills gained	0	0	1	3	6
I was able to see the results of their application of knowledge and skills	0	0	3	5	2
I was able to see change of participant's attitudes, beliefs and behaviors thanks to WPS training	0	0	3	4	3
I was able to see change in participants performance thanks to WPS training	0	0	1	5	4
I was able to see change in participants' organisations performance thanks to WPS training	0	0	1	5	4
WPS training contributed to systemic changes in WPS area	0	0	2	3	5

Please provide some examples of achieved results (summary):

UN Women provided extensive technical support in strengthening institutional capacity of security and justice institutions in advancing WPS in the country and contributing to adoption and implementation of the second National Action Plan 1325 (2024-2028), and the Timor-Leste National Police's Gender Strategy 2024-2028, and the drafting of key frameworks, such as the upcoming NAP to Prevent and Counter Trafficking in Persons. The UN Women's capacity development programmes have significantly enhanced the capacity of security and justice institutions to plan, implement, and finance WPS-related activities effectively, while incorporating gender-responsive perspectives into their policies and programs. UN Women has played a pivotal role in the consultation, development, adoption and implementation of the second NAP 1325. UN Women provided technical support to the Ministry of Interior (MOI) throughout the process, which included capacity development of the key stakeholders, national consultations, drafting the NAP, and validation workshops to finalize the NAP, in line with the UNSCR1325, CEDAW and the Beijing Platform for Action. With the support of UN Women, a robust Monitoring and Evaluation Framework has been developed for the second NAP 1325, designed to enhance accountability and equip both government and civil society members with the requisite tools for systematically tracking progress, monitoring and reporting gender equality outcomes, and ensuring the effective implementation of WPS commitments. UN Women's capacity development programme and technical assistance have proven effective in enhancing the National Parliament and Women Parliamentary Caucus's roles in promoting gender-responsive budgeting (GRB). This support has played a significant role in securing an increased allocation in the 2025 State Budget for the NAP 1325, Maubisse Declaration and other gender commitments, reflecting a strengthened focus on women's participation in peace and security, as well as the empowerment and development of rural women. These efforts have also facilitated parliamentary oversight of key national gender commitments, including the NAP 1325, the NAP on Gender-Based Violence (NAP GBV), and CEDAW. These advancements highlight Timor-Leste's ongoing commitments to aligning financial resources with both national and international gender equality and WPS objectives. Specifically, the MOI has allocated over USD 1.5 million to its Subprogram for the Prevention of Community Conflicts and Peacebuilding, reflecting a strong focus on conflict prevention and community-based

peacebuilding. This increased budget has also strengthened the national mediation ecosystem in the country which fall within the purview of WPS, promoting women leadership in conflict prevention and resolution efforts. Amongst the national mediators from the National Directorate for Community Conflict Prevention (DNPCC), women represent 81 out of 267 mediators (30%) across all municipalities and Special Administrative Region (RAEOA), in 2024.

Institution lead the implementation of the developed policies - allocation of funding to NAP WPS 1325, Police Force Gender Strategy and NAP on Human Trafficiking - Participants of the ToT can deliver the training to others professionally - master on the materials delivery as well as facilitating skills.

Which of the following publications of the UN Women – ASEAN WPS project are you familiar with (check all that apply):

ASEAN RPA	10
Localization Toolkit and Guidelines for the ASEAN Regional Plan of Action on WPS	9
National Action Plans on WPS and related guidelin	8
Gender Analysis of Violent Extremism and the Impact of COVID-19 on Peace and Voices of Peace: Catalogue of Good Practices by Civil Society Organizations on Women, Peace and Security in Southeast Asia	7
Peace villages	6
Developing the ASEAN Regional Plan of Action on WPS: Insights and Lessons Learned	5
Policy Research: Advancing gender-responsive conflict and crisis prevention in ASEAN	5
Women Build Peace: Southeast Asia Training of Trainers Workshop on Women, Peace and Security Facilitator's Guide	3
Publications on Gender-Responsive Budgeting in ASEAN member states	6
Voices of Peace: A Collection of Civil Society Good Practices on Women Peace and Security in Southeast Asia	7
Women in Peace: A Facilitator's Guide to Workshops to Build Women's Leaders Peace and Security in Southeast Asia	

How useful were these publications for your work? (check all that apply) (multiple choice, multiple answers possible)	
Statement	**#**
I didn't use them at all	1
Only read some parts	3
Read full publication	0
Used the publication for my own research	1
Used the publication to deliver presentation or workshops	7
Used the publication for project development or implementation	5
Used the publication to inform the policy(ies)	3

Please provide examples (summary):

- Inform CSO partners or Government Counterparts how the publication could help them.
- The publications and reports were used for organizing capacity development workshops for government and CSO stakeholders, and for informing our support to the government in policy making.
- The Localisation Toolkit and Guidelines for the ASEAN Regional Plan of Action on WPS was used to design training materials for the two 'NAP Academies/workshops' rolled out at regional level
- Using the publications to prepare the training materials
- I work on the admin side.

Thinking of the sustainability of WPS project results, to what extent do you agree with the following statements (N=10):					
Statement	**Completely Disagree**	**Mostly Disagree**	**Neutral / No response**	**Mostly Agree**	**Completely Agree**
There is a political consensus regionally on the importance of WPS agenda	0	0	0	5	5
There is a strong commitment of ASEAN to pursue WPS agenda and policies at the regional level	0	0	1	4	5
There is a strong commitment of national and sub-national governments to pursue WPS agenda and the country level	0	0	1	4	5
The capacities of public officials at ASEAN are well developed to sustain achieved results	0	0	4	1	5
The capacities of public officials at the national and sub-national level are well developed to sustain results	0	0	1	4	5
The capacities of civil society in the country(ies) is well developed to pursue WPS agenda	0	0	0	4	6

Please elaborate on any of the statements (3 responses):

- Sustained support for regional knowledge exchange and experience sharing amongst the CSOs in advancing WPS agenda at both regional and national levels

- Despite 5 years of rigor implementation, not all governments/AMS or ASEAN Sectoral Body that is entitled to implement WPS may feel confident to move forward without UN Women's technical assistance. There is a strong need for continued funding/resource mobilization for governments/ ASEAN to take the initiatives forward.

- Continue to support the lead institution for the implementation of the policies: with the technical and financial capacities.

UN WOMEN EXISTS TO ADVANCE WOMEN'S RIGHTS, GENDER EQUALITY AND THE EMPOWERMENT OF ALL WOMEN AND GIRLS.

As the lead UN entity on gender equality and secretariat of the UN Commission on the Status of Women, we shift laws, institutions, social behaviours and services to close the gender gap and build an equal world for all women and girls. Our partnerships with governments, women's movements and the private sector coupled with our coordination of the broader United Nations translate progress into lasting changes. We make strides forward for women and girls in four areas: leadership, economic empowerment, freedom from violence, and women, peace and security as well as humanitarian action.

UN Women keeps the rights of women and girls at the centre of global progress – always, everywhere. Because gender equality is not just what we do. It is who we are.

UN WOMEN

FOR ALL WOMEN AND GIRLS

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