

Final Report

Final Evaluation of the CEDAW South East Asia Programme Phase II

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Acronyms

A2J	Access to Justice
ACWC	ASEAN Commission on the Promotion and Protection of the Rights of Women and Children
AICHR	ASEAN Intergovernmental Commission on Human Rights
APWLD	Asia Pacific Forum on Women, Law and Development
ASEAN	Association of South East Asian Nations
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CIDA	(former) Canadian International Development Agency
CNCW	The Cambodian National Council for Women
CSO	Civil Society Organisation
CSW	Commission on the Status of Women
DFATD	Canadian Department of Foreign Affairs, Trade and Development
DV	Domestic Violence
ESCAP	United Nations Economic and Social Commission for Asia-Pacific
FGM	Female Genital Mutilation
FLTP	Feminist Legal Theory and Practice
GBV	Gender-Based Violence
GDA	Gender and Development Association (Lao PDR)
ICT	Information and Communications Technology
IDS	Institute of Development Studies
ISG	International Solutions Group
IWRAW	International Women's Rights Action Watch Asia Pacific
LBTI	Lesbian, Bisexual, Transgender and Intersex
LGBTI	Lesbian, Gay, Bisexual, Transgender and Intersex
LRCT	Law Reform Commission of Thailand
NCAW	National Commission for the Advancement of Women (Lao PDR)
NCDD	The National Committee for sub-national Democratic Development (Cambodia)
NGO	Non-Governmental Organisation
NHRCT	National Human Rights Commission of Thailand
NHRI	National Human Rights Institution
OHCHR	Office of the High Commissioner for Human Rights
OP	(CEDAW) Optional Protocol
PDR	People's Democratic Republic
PMF	Performance Monitoring Framework
PO	Programme/Project Office
RBM	Results-Based Management
RWI	Raoul Wallenberg Institute
SEAP	South East Asia programme
SEPI	Secretary of State for the Promotion of Equality (Timor Leste)
SIGI	OECD Social Institutions and Gender Index
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNODC	United Nations Office on Drugs and Crime
VAC	Violence Against Children
VAW	Violence Against Women
WLB	Women's Legal Bureau (Philippines)
WNM	Women's National Machinery

A. Executive Summary

1. Background

The CEDAW SEAP Phase II programme aims to promote, through continuous dialogues and capacity development, policy and programmatic measures to ensure compliance by State Parties with the obligations set out in the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

The programme, implemented in the countries of Cambodia, Indonesia, Laos, Myanmar (since 2014), Philippines, Thailand, Timor Leste and Viet Nam, has the Intermediate Outcome of *Enhanced SEA regional processes that facilitate CEDAW implementation* and the goal/ultimate outcome of *reduced discrimination against women in Southeast Asia*. The three immediate outcomes expected to be achieved from the programme activities are:

- 1) Increased skills and knowledge of government officials and civil society gender experts on CEDAW compliance in development and monitoring new and revised legislative frameworks.
- 2) Increased awareness among formal and informal justice system actors of CEDAW commitments.
- 3) Strengthened monitoring & accountability mechanisms for CEDAW commitments implementation

2. Purpose and objective

International Solutions Group (ISG), a Washington DC-based international development consulting organisation with specialist expertise in the areas of policy development and M&E, undertook a Final Evaluation of the programme in 2016. This final evaluation built on an earlier mid-term review, conducted by ISG in 2014, that evaluated the programme and made recommendations for action for its final two years of implementation.

The overall purpose of this evaluation is to provide a reconciliation of outcomes and results with what was planned by UN Women at programme outset, and refined at the mid-point of the programme. The evaluation provides UN Women specific feedback on what worked well, what worked less well, and what are the potential future avenues of programming and programme management in any future, similar, programming. This will enable UN Women to select the most appropriate areas of intervention, and the most appropriate tools whereby these interventions can be implemented and their results monitored.

The specific objectives of the evaluation were to:

- Evaluate whether the results envisaged at the programme conception stage have been achieved;
- Identify and analyse the enabling factors for the achievement of the results, and the challenges encountered during the programme implementation;
- Assess how the programme addressed the challenges and limitations that CEDAW mechanisms face in implementing their mandates;
- Make key recommendations on the development of forward looking strategies and approaches to consolidate the understanding and implementation of CEDAW in the ASEAN region.

3. Methodology

ISG utilised a set of evaluation questions (a list of the key questions is provided in Annex 2), developed based on the terms of reference for the assignment prepared by UN Women, that is aligned directly with the intended outcomes of the evaluation.

The Evaluation collected qualitative primary data and quantitative secondary data via:

- Key Informant Interviews (KII): of a wide range of stakeholders, conducted within and outside UN Women, both remotely and in-person;
- Desk Review (DR): of documentation from the region and the countries participating in the programme including annual status reports and PMF aggregate quantitative data;
- Field Visits: to four (of eight) programme countries (Cambodia, Lao PDR, Timor-Leste and Thailand).

Over 50 interviews were conducted during national consultations over a one-month period (one week per country) in the following categories (see Annex 1 for details on specific stakeholders interviewed, and Annex 3 for guiding questions for interviews):

- UN Women Regional/country office staff;
- Other UN agencies;
- Government Ministries and Agencies;
- National Human Rights Institutes;
- National Women's Machineries
- Legislators and judiciary members;
- Legal professionals and legal training providers;
- Regional and national NGOs/CSOs

The selection of participants from these groups was guided by UN Women staff based on levels of participation in and knowledge of the CEDAW SEAP II programme.

The Review Team synthesised data gathered over the course of the review by:

- Highlighting key information following each interview; and
- Reviewing and summarising essential information, themes, findings and issues to further pursue at the end of each day during country visits.

At the end of each country visit, findings under each of the review sub-questions were summarised and shared and qualitative interview data were coded to enable organising of notes and determining themes or patterns common among KIIs.

A findings and recommendations review and validation workshop was conducted in Indonesia by the evaluation team at the assignment conclusion. Held with a range of internal (i.e. UN Women & Global Affairs Canada) and external stakeholders from the programme countries, participants were presented with the headline findings of the evaluation, and given an opportunity to provide feedback to the findings and to prioritise the recommendations.

The Review Team consisted of a gender-balanced team of two international evaluation experts with extensive thematic and geographical experience, supported in each field visit country by national team members, who were themselves gender specialists, thus bringing an appropriate mix of skills and experience in the area of gender equality in South East Asia to the research team.

4. Key Findings

Progress towards results

Working closely with regional and national partners, UN Women made strong progress on the achievement of outputs across the three programmatic outcome areas. Progress has varied to some degree across the eight implementation countries, influenced in part by dynamic political and social contexts. An initial loss of momentum due to a lag between the closing on SEAP Phase I (2009) and the start of SEAP Phase II (2011) led to slow start-up phase (although this permitted extensive consultations between participating countries to ensure appropriately targeted responses), but UN Women undertook extensive efforts to ensure forward momentum from 2012 onward with activities across the region that contributed to the achievement of all outcomes.

Goal: Reduced discrimination against women in Southeast Asia

The overall levels of discrimination for South East Asian countries between 2012 and 2014, as measured by the OECD-DAC Social Institutions and Gender Index (SIGI), the headline indicator for this programme, indicated an overall decrease in inequality among all ASEAN countries except for the Philippines¹ and Myanmar.

This, in conjunction with definite gains noted by the programme with respect to the second headline indicator related to laws/policies addressing gender discrimination², indicates good progress towards the programme goal.

Outcome 1: Increased knowledge and skills to apply CEDAW compliance in the development and monitoring of new and revised legislative frameworks

Outcome 1 has been well achieved. Numerous initiatives have taken place throughout the programme period to increase knowledge and skills on CEDAW compliance in legislative frameworks. UN Women country-level offices have instituted partnerships with government and civil society stakeholders on a range of capacity-building activities geared towards improving knowledge and skills related to CEDAW, yielding strong results. The programme has supported a stronger foundation for women's and girls' human rights by helping to develop capacities within key institutions throughout the region, which should continue to influence positive change past the close of the programme. On a regional basis, UN Women has added to the knowledge base with publications and materials that have been translated and disseminated to country-level partners to assist in reviewing and implementing CEDAW-compliant legislation.

While quantitative measurement of the application of skills and training was based on self-reporting among stakeholders, it is clear from the available data that the total number of participants in relevant trainings reporting positively against this training surpasses the programme target.

¹ According the World Economic Forum's Gender Gap Index, which offers a composite measure of gender inequality in health, education, politics and economics, Philippines has reduced gender inequality between 2011 and 2015. <http://reports.weforum.org/global-gender-gap-report-2015/economies/#economy=PHL> Comparable WEF data is not available for Myanmar.

² Over the course of the programme, 17 such instruments have been enacted in programme countries, many of which were provided direct support by UN Women

Qualitative research by the evaluation team supports this finding, in that interviewees did highlight the usefulness of the UN Women trainings in their efforts to reform legislation. Many of them, however did note the considerable amount of work that was still required in order to realise gender equality goals in the programme countries, both in terms of the quality & quantity of knowledge required, and in terms of reaching other stakeholders in the legal and judicial sectors.

With respect to the enactment of legislation across programme countries, UN Women notes that 25 laws or strategies have been enacted with inputs pertaining to gender equality across all countries with the exception of Myanmar (although with the recent change in government, upcoming Myanmar laws, for example the under-revision Penal Code, are reported to be pending revision in line with CEDAW). This is also substantially above the programme target. Concrete measures of the *quality* of these laws (i.e. compliance with CEDAW) have not been undertaken beyond the Concluding Observations on the States' periodic reporting made by the CEDAW Committee. For example, in Viet Nam a range of laws have been reviewed and revised from a gender perspective, aligning with CEDAW and HR principles, but the most recent review by the CEDAW Committee (2015) notes that many of these amended laws continue to contain discriminatory provisions that are not compatible with CEDAW, and indeed the Viet Nam 2013 Constitution, which includes the principle of gender equality and the prohibition of discrimination based on sex.

Outcome 2: Increased awareness among formal, semi-formal and informal justice system actors of CEDAW Commitments

UN Women has worked effectively to achieve Outcome 2, after the mid-term review of the programme. Outputs under this outcome include regional and national workshops, seminars and exchanges between civil society actors, national human rights institutions, government officials and agencies, as well as some local-level leaders. Research on plural legal systems conducted in the eight programme countries contributed to a deeper understanding of barriers that influence women's access to justice at the local level. UN Women worked closely with legal training centres in the programme countries, successfully including women's human rights in the curricula and training materials of legal training centres in Cambodia, Timor-Leste, Viet Nam and Thailand. Ninety per cent of judicial actors responded in post-training self-assessments that they had acquired knowledge and skills to apply international human rights law to domestic gender-related issues.

Quantitative data reported from UN Women and qualitative findings of the evaluation team support the conclusion that awareness among justice system actors at all levels of CEDAW and the commitments under it has been, in many cases, created where none previously existed, and where it had, has been increased.

The extent to which CEDAW principles are integrated into (i.e. being explicitly used/referenced by) justice systems has not had any data reported on it by UN Women. Indeed, findings from the evaluation research indicate that there has been limited success in this, other than in national legislation (covered under Outcome 1). UN Women has indeed developed some resource materials on use of CEDAW in case law based on judgements and real cases in South East Asia. Similarly, based on the judicial colloquium in 2013 supported by this programme, and the Karen Vertido case of use of CEDAW Optional Protocol, a judicial resource book on gender stereotypes was produced enabling members of the judiciary to understand their own biases. Both these documents were developed with inputs from judiciary and judicial training institutions and will be translated and adopted for use at national level by courts and judicial training institutions.

These important and potentially valuable resources notwithstanding, many stakeholders interviewed noted that while awareness of CEDAW had indeed been created and was common at many levels of justice systems, there was little or no practical knowledge as to how CEDAW might be applied. This suggests a need to focus on the application and integration of CEDAW provisions into justice systems in UN Women's subsequent work.

Upcoming developments (specifically the pending application of the CEDAW Optional Protocol in the Philippines) may provide opportunities for engagement in this area. In February 2015, three judges in Timor Leste applied CEDAW in a Court Decision in a Domestic Violence case (two of them had received training and attended a CEDAW workshop organised by UN Women). The programme has also developed, by request, an online platform for members of judiciary to network and share examples.

Outcome 3: Strengthened monitoring and accountability mechanisms for implementation of CEDAW commitments

Outcome 3 has also been well achieved. UN Women has provided sound support through the programme to tool development and coordination for improved CEDAW monitoring and reporting via the State and shadow reporting processes. UN Women has established good partnerships with CSOs in programme countries in this regard, and is widely credited with playing a critical role in opening up stronger engagement between government and CSO stakeholders on WHR issues.

On a regional level, UN Women supports international NGOs (notably IWRAW-AP) on its networking with national NGOs on the shadow-reporting process. Seven of the eight programme countries submitted CEDAW periodic reports during the programme period, although civil society in only 5 (of 7 proposed) countries were reported by UN Women to have been directly supported. Lao PDR has prepared a draft report, and continued to work toward submission at the close of the programme. Lao PDR and Indonesia submitted interim reports as requested by the CEDAW Committee to address priority issues.

As no specific targets were put in place for issues around the quality of either the States' Party CEDAW Reports or the CEDAW Shadow Reports, assessment of the programme's performance against targets in this regard is not possible. However, the quality of reports from programme countries has demonstrably improved based on the concluding observations and feedback offered during presentations.

UN Women has developed and/or adapted a range of relevant support materials that have been translated into local languages for stakeholders in the eight programme countries. Most notably, the programme developed a guidance tool for CEDAW State report writing, which is expected to be adopted by the CEDAW Committee to offer global after the close of the programme. Government and civil society stakeholders alike report improved awareness of, and commitment to, implementing and monitoring the provisions of CEDAW, although strengthening of monitoring mechanisms for implementation of CEDAW commitments will require on-going focus in the region to maintain forward momentum.

Finally, the programme has also fostered partnerships, bringing gender perspective to the work of other actors and linking women's organisations to judicial, ASEAN and other stakeholders thereby bringing the discourse on gender equality to centre of key development dialogues in ASEAN.

5. Conclusions

The evaluation team found that the CEDAW SEAP II programme performed very well against the designated evaluation categories. The table below presents an overview:

Criterion	Result	Details
Effectiveness	Very good - objectives achieved/are likely to be achieved.	<p>The CEDAW SEAP Phase II programme built on the gains made under the first phase to contribute to a range of gains for gender equality across the main programme countries. UN Women, in most cases, surpassed its proposed targets for outputs and outcomes, and reached many key stakeholders in the area of Gender Equality.</p> <p>Further, UN Women has, directly via this programme, acted as a champion for women’s rights, supported and linked civil society actors (both national and regional) with government stakeholders, in increasingly challenging environments.</p>
Efficiency	Good – activities were substantially cost-efficient compared with alternatives, with one reservation.	<p>Given the substantial number of activities that were (at least partially) supported by the CEDAW SEAP II programme, UN Women has been efficient in its allocation of resources across the national and regional dimensions of the programme. UN policies on funding of partners have driven fiscal discipline among partners, although these have proven to be overly cumbersome for some partners.</p> <p>However, different management resources (i.e. country vs. project offices) across countries, contributed to a more ad-hoc approach to selection of programme activities that compromised efficiencies.</p>
Sustainability	Good – while work remains to be done, the benefits of the programme are likely to continue after donor funding ceases	<p>Given the long-term nature of change related to something as closely tied to socio-cultural dynamics as gender equality, the CEDAW SEAP II programme could never have been a standalone initiative with a clearly defined end-point. Thus, there is still considerable work remaining with existing and new stakeholders across all programme countries. Further, the political and social/cultural changes that are taking place across the region, many of them negative in human rights terms, undermines the goals that UN Women strives to achieve, and some of the gains that have been made.</p> <p>Despite this, UN Women has achieved much positive change in peoples’ knowledge, attitudes, and practices across all countries that will continue beyond programme completion. Laws have been put in place that improve the status of women. Networks have been fostered that will continue to thrive. Organisations and individuals across government, the judiciary and civil society have improved capacity, and women in communities across the programme countries now know that CEDAW exists for their protection, and the dividends of this will be seen in the years to come.</p> <p>Examples of longer-term tools and mechanisms put in place by the programme are:</p> <ol style="list-style-type: none"> 1- Strengthened regional mechanisms for achieving gender equality; 2- Tools for CEDAW state reporting; 3- Creation of a pool of experts on feminist legal theory and practice; 4- Strengthened NHRIs; 5- Analysis paper on development and strengthening NHRIs which help hold state accountable on Human rights 6- Development of judicial training tools

6. Recommendations for a Future CEDAW programme

Although no commitment has been yet made for a successor programme to CEDAW SEAP II, the achievements that have been made over the course of the five programme years are part of a continuum of progress that needs to be supported and nurtured if UN Women's goals are to be achieved in South East Asia. Key recommendations for the overall regional programme that the evaluation team note³ are as follows:

1. Engage all stakeholders early in the design of the Programme

Changing political and social/cultural dynamics across South East Asia require future programming to be sensitive to the status quo, but sufficiently flexible to be able to adjust where opportunities arise and needs are greatest. It is important for a future programme to build on the strengths of earlier phases and harness relationships established to strengthen ownership by engaging stakeholders in all stages, but especially in the design phase. This is critical to the sustainability of new initiatives. This practice, as established in Phase II, is increasingly important in the context of decreasing civil society space in some countries. UN Women should also leverage its demonstrated capacity to bring together civil society and government to a common table to facilitate meaningful involvement and leadership from representatives across sectors. Configurations will vary by country and context, but key factors based on experiences in Phase II highlight the importance of the following: involving grassroots and marginalized women; expanded engagement with non-traditional NGO partners including non-gender focused groups; expanded engagement with non-traditional government partners; broader involvement to include teachers/academics, law enforcers, the private sector and the medical field.

2. Select programmatic areas that reflect a balance between investment, efficiency, effectiveness and long/short term gains

The evaluation has shown that the selection of actions and initiatives is a complex process that must continue to be individualized for each country. Further actions should reflect careful consideration to cost-benefit while recognizing the need to invest in some initiatives that will be slow to register change. Noting limited resources in the gender sector, criteria to consider include:

- Contributing towards filling the gap in funding for gender within UN agencies – this could be based on a gender resource gap analysis among UN agencies (such as was undertaken by UN Women Viet Nam) that will determine which agencies are doing what in regards to gender, and where the needs lie;
- Interventions that can potentially be scaled-up, ensure sustainable changes and address the underlying causes of gender inequality and disempowerment;
- Activities that couple building of capacity with defined and measurable outcomes for action by those who should translate their changing knowledge, skills and attitudes into concrete activities. An example of a key area of intervention would be to seek to *sustainably* embed CEDAW/WHR teaching into the curricula of legal training institutes⁴ (as opposed to provision of periodic, UN Women-funded exposure/training to students/trainees);
- Maintaining the highest levels of efficiency for regional workshops and knowledge products requires that high quality translation is provided for all participants. Anecdotal evidence suggests that self-reports of language skills level may not be an accurate measure of needs, and may result in limited;
- Opportunities to work on the gender dimensions of ASEAN economic integration, especially among officials involved with economic policies, trade negotiations, labour and gender dimensions of climate change.
- Opportunities to seek entry points beyond VAW and/or to expand activities beyond the initial entry point of women's protection toward women's empowerment.

3. Consider the structure and availability of UN Women human and financial resources in the region

Variations in resources, management structures and capacities coupled with socio-political differences across the eight programme countries resulted in some variation with paces of achievement and levels of ownership. Issues with UN Women management structures were heightened by the transition to a full-fledged UN Agency over the course of the programme implementation, requiring extra efforts to adjust to new systems and operational structures. Drawing on these experiences, UN Women should consider carefully the impact of differences in country management modalities on future regional programming to ensure the best outcomes across the region, putting in

³ These key recommendations incorporate feedback and suggestions made by programme stakeholders in the evaluation validation workshop held in May 2016.

⁴ Strides have been made in this direction in Phase II in many programme countries, with some notable successes. Future phases need to draw on these success stories as outlined previously.

place appropriate structures to ensure effective/efficient resource use (within the constraints of individual country external contexts) and/or selectively targeting resources where they are most likely to be effectively employed.

4. Reinforce strong visibility and communication

Programmes related to changing attitudes and behaviours have a critical need for broad visibility. This is important to demonstrate how UN Women is working with governments to support efforts to increase gender equality, while also gaining greater recognition of the concepts and practice of CEDAW among the wider population of rights holders and duty bearers. Capacity-building efforts typically only reach a small proportion of available stakeholders, so associated initiatives are required to promote both a trickling-down of these capacity improvements and a wider exposure to the concepts of gender equality. In particular, there is a need to draw on programme successes and broaden efforts to reach children and youth via audio-visual and social media means. A further characteristic of a strong communication strategy in the South East Asian context is the need to contextualise resources for all participating countries – i.e. appropriate translation into local contexts and languages, and facilitating access (via web-portals, social media etc⁵.) for all, and, importantly, nuancing communications strategies to take cognisance of the risks associated with specific contexts, e.g. religious fundamentalism, distrust of foreign donors.

5. Mainstream gender responsive planning and service delivery at local levels

One of the key rationales for government participation in CEDAW SEAP II was the opportunity to facilitate reform, and the Programme delivered by contributing to the reform of many laws in programme countries. Although there is still considerable ground to cover to ensure more laws are CEDAW-compliant, UN Women should also focus its attention on the promotion of CEDAW principles and the rollout of existing laws at sub-national levels of government, especially where decentralisation of governance structures is taking place (e.g. Indonesia, Timor-Leste, Cambodia, Philippines). The importance of this was underscored by the findings from the “Access to Justice” research, highlighting the extent to which normative practices that govern women’s access to justice are largely guided by culture and tradition over the rule of law, especially for indigenous or remote groups. Further efforts should draw on the work completed under Phase II to include advocacy with governments to allocate national budgets and to establish systems to ensure sustainability of the programme gains as an explicit element of exit strategies. Future programming may also seek to link women’s groups/movements to auditing of government expenditure on gender, including how revenue is spent, and building capacities of women’s national machineries and other key stakeholders at lower administrative levels to secure resources needed to exercise their mandates and CEDAW commitments.

6. Renew focus on engagement of government by CSOs on gender equality

Civil society is key to advancing the gender equality and women’s human rights agendas due to their relatively flexible nature, and reach and role in building the capacity of rights holders. The evaluation field research has underscored the importance and relevance of participating CSOs, especially in relation to their participation in government processes such as CEDAW shadow reporting and constituency building among rights holders to demand accountability. The evaluation identified unexplored opportunities to look more broadly to encompass non-governmental stakeholders beyond traditional ‘women’s’ or ‘gender’ CSO. This is especially relevant given decreasing civil society space in many of the programme countries and the need to expand engagement. UN Women acts as an important and highly valued conduit between government and civil society. With the issue of women’s rights gaining increasing acceptance, this space should be carefully guarded and expanded to forward the gender equality agenda, and also promote wider rapport between governments and civil society.

7. Ensure appropriate partnership & management modalities

UN Women’s successful work with, and capacity building of many CSOs at local and national levels has contributed to the development of a critical mass of advocates for the women’s movement. However, there remains a need to substantively include CSOs in the planning and design of resource allocation frameworks, in order to appropriately match inputs with expected outputs/outcomes. Many national CSOs, particularly those with limited administration capacity, language issues or experience working in partnership with the UN, require more guidance to work most effectively in partnership with UN Women. Notwithstanding UN rules and requirements for sub-grantees, onerous reporting obligations (often in English – not a language skill available to many national partners) should be supported with more targeted guidance (complementing the acknowledged already-existing trainings provided to partners on administrative requirements), potentially via dedicated hands-on technical assistance (in monitoring, evaluation and reporting, for example) available to partners on an as-needed basis.

⁵ Examples of promising initiatives by UN Women are the CEDAW-in-Action website and the Equality for All: Community of Change Makers online forum for judges and lawmakers

8. Strengthen focus and appropriate resourcing for effective RBM

While UN Women has endorsed and worked to apply result-based management programming, resource constraints meant that some of the elements of an effective RBM system were not put in place/implemented, particularly systematic methods and tools for tracking and verifying indicators of progress. The situation was exacerbated by changes and additions to the PMF that were initiated during the programme cycle (including in the last full year of implementation), leading to lack of baseline for new indicators and lack of adequate time available to see meaningful change. Future programming should prioritize the development of an appropriate M&E plan (i.e. *realistically* commensurate with resources, capacities and requirements) at the start of the initiative, and the allocation of necessary resources (human/financial) so that it may be fully implemented to maximise efficiency and effectiveness.

9. Utilise innovative methods of programme implementation

The increasing popularity and utility of modern communication and networking tools (i.e. internet-based tools such as social media) has been seen to be a very useful adjunct to more 'traditional' networking and capacity-building approaches that were most widely employed in Phase II. This is of particular importance with young activists and in countries where geographic coverage is challenging or situations where civil society space is shrinking. UN Women should invest in strengthening the capabilities of stakeholders in the use of and application of social media and other online tools to expand networking and communication, as well as promulgating information and enhancing the reach and effectiveness of grass-roots movements.

10. Develop clear exit strategies across all programme countries

At the country level, programme exit strategies varied significantly. As a means of instilling greater clarity and sustainability, it is recommended that each country level programme as well as the regional level produce a short document that outlines how key initiatives will carry forward (or not), outlining where work may fit into other projects or work areas in order to ensure continued progress. This should be shared through networks with key stakeholders to feed into the next stage of programming.

B. Introduction

UN Women's Regional Programme on Improving Women's Human Rights in South-East Asia – CEDAW SEAP Phase II is a five-year programme that started in March 2011 and will end on 30 June 2016. It was funded by the Government of Canada via a CAD\$9,630,000 grant from the Canadian International Development Agency (CIDA), which in 2013 was integrated into the Department of Foreign Affairs, Trade and Development (DFATD) and is now under the administration of Global Affairs Canada (GAC).

The first phase of the programme, supported by the Government of Canada with approximately CAD 9.9 million (USD 8.4 million), commenced in mid-2004 and was completed in March 2009. The overall goal of the first phase of the programme was to realise women's human rights in seven Southeast Asian countries through facilitating more effective implementation of CEDAW to advance women's human rights.

This second phase of the programme (which this evaluation addresses) has aimed to promote, through continuous dialogues and capacity development, policy and programmatic measures to ensure compliance by state parties with the obligations set out in the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). The programme also aimed to build an awareness of the centrality of CEDAW compliance to the achievement of the MDGs.

In the context of the political commitment to regional integration in the political, economic, social and cultural spheres under the ASEAN umbrella, the programme set out to advance and facilitate regional processes for knowledge generation and exchange, stocktaking at national and regional levels for furthering implementation of CEDAW in the region. The programme focused on deepening awareness and knowledge of CEDAW among governments and civil society.

This enhanced understanding and better knowledge is expected to translate into the continued incorporation of CEDAW principles in laws, policies and programmes. The programme also worked with justice system actors in the programme countries to use the Convention to provide better access to justice for women.

A final aim of the programme was to support countries in the South East Asia region in strengthening their accountability mechanisms to report on achievement of gender equality using the CEDAW Convention; including strengthening monitoring and reporting systems. The programme aimed to support regional peer-learning for governments and NGOs in collaboration with existing regional institutions or encourage the formation of new networks and forums.

Targeted support was provided to the following countries in South East Asia: Thailand, Cambodia, Lao PDR, Viet Nam, Indonesia, Philippines, Timor Leste. Myanmar was added to the regional programme at the end of 2012 and implementation of activities supported by this programme started in 2014. The programme initiatives were linked with activities related to the UN Women's programme on Regional Mechanisms to Protect the Human Rights of Women and Girls in Southeast Asia (completed in 2014); which worked with two key ASEAN Human Rights Bodies⁶.

The goal/ultimate outcome of the programme is: "Reduced discrimination against women in Southeast Asia".

The three immediate outcomes expected to be achieved from the programme activities are:

- 1) Increased skills and knowledge of government officials and civil society gender experts on CEDAW compliance in development and monitoring new and revised legislative frameworks.

⁶ The ASEAN Intergovernmental Commission on Human Rights (AICHR) and the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC)

- 2) Increased awareness among formal and informal justice system actors of CEDAW commitments.
- 3) Strengthened monitoring and accountability mechanisms for implementation of CEDAW commitments

To achieve these outcomes, the programme planned to focus on deepening CEDAW awareness, knowledge and systems across the following domains:

- 1) In governments and civil society to concretely implement the Convention through laws, policies and programmes,
- 2) For the justice system actors to use the Convention to provide better access to justice for women, and
- 3) Strengthening the accountability mechanism for gender equality using the Convention and the monitoring and reporting system that it requires.

It would support the above through the following approaches and outputs/activities:

- Regional peer-learning for governments and NGOs in collaboration with existing regional institutions or through encouraging the formation of new networks and forums.
- A regional forum for national women's machineries to promote exchange between governments on CEDAW implementation.
- Facilitation of networking of judges and judicial institutions, as well as semi-formal/informal justice providers.
- Approaching existing parliamentarians' networks to integrate CEDAW into their programmes.
- Support to regional networking of "CEDAW Watch" civil society groups for peer learning on effective monitoring and reporting of CEDAW implementation, and coordinating regional advocacy initiatives using CEDAW.
- Promotion of the use of accountability tools such as legislative compliance indicators to advance CEDAW implementation in the region.

The programme activities aimed to reach the following number of beneficiaries:

- A core group of 30 judges whose expertise would be enhanced on gender equality and women's human rights and who would become leading advocates within the judiciary in the region for gender responsive judiciary reform.
- 400 judges at various levels that would develop their understanding of CEDAW and their own role in enhancing access to justice for women.
- 10 communities across the region with semi-formal and/or informal justice systems that would modify their practices to become more responsive to the rights of women.
- A core group of 50 legislators and/or legislative staff, staff of ministries that would be able to lead CEDAW-based legislative reviews and advocacy for legislative change.
- 500 national and local legislators to be aware of gender equality standards that need to be applied in law making.
- A core group of 70 NGO representatives that would have the knowledge and skills to lead CEDAW monitoring and advocacy in their country.
- 500 NGO representatives with skills developed to take part in CEDAW monitoring and documentation of WHR abuses and drafting NGO shadow reports.

C. Gender Equality and CEDAW in South East Asia

Gender constructs and gender equality in South East Asian countries exhibit a diverse range of dimensions that mirror the diverse cultures and social/political contexts in the region.

Some of the manifestations of gender inequality in the region reflect women's limited power in many areas: access to basic services, economic inequality, professional inequalities, ownership and household inequality, political inequality, access to justice (whether formal or informal).

South East Asian country governments have, over the past two decades, made efforts in integrating gender issues into development through legislative reform and gender-specific policies, including the establishment of specific governmental agencies and bodies as mechanisms for advancing women's status and promoting gender equality.

Governmental efforts in promotion and achievement of gender equality are measured annually by the World Economic Forum via an assessment on *gender gap closure* in economic participation and opportunity, political empowerment, educational attainment and health and survival (WEF, 2015).

The most recent Global Gender Gap Reports for 2014 and 2015 indicate that the Philippines (#7 on the global index in 2015), is by far the best performing of the 10 ASEAN member states for gender equality. The Philippines is the only country in the region to make the global top ten, propelled forth through increasing women's participation in economic and political spheres and a fully-closed gender gap on health (WEF, 2015).

This index also highlights significant disparity across the region with Lao PDR (#52), Thailand (#60), Viet Nam (#83), Indonesia (#92), Cambodia (#109) all ranking relatively lowly while Malaysia is ranked #111, the lowest among the ten ASEAN countries with a deteriorating performance in the areas of political empowerment and educational attainment (WEF, 2015).

A second measure of inequality, the OECD's Social Institutions and Gender Index (SIGI) is a cross-country measure of discrimination against women in social institutions across five dimensions of discriminatory social institutions, spanning major socio-economic areas that affect women's lives: discriminatory family code, restricted physical integrity, son bias, restricted resources and assets, and restricted civil liberties.

As discussed further below, performance among South East Asian countries under this index is largely positive, with the exceptions of Philippines and Myanmar.

However, from a wider perspective, many key stakeholders, most notably the UN OHCHR, have noted concerns regarding the diminishing freedom for civil society to operate, increasing religious conservatism and fundamentalism, attacks on free speech and human rights, and overall shrinking democratic space. It is within this context that the CEDAW SEAP II programme has worked to advance the cause of gender equality.

D. Evaluation Purpose, Objectives & Scope

The purpose of this evaluation is to assess whether there has been progress towards results envisaged at the programme conception stage and whether recommendations made by the mid-term review have been taken into consideration. It seeks to identify and analyse the enabling factors for achievement of the results, and the challenges encountered during the programme implementation.

The evaluation provides UN Women specific feedback on what worked well, what worked less well, and what are the potential future avenues of programming and programme management in any future, similar, programming.

The evaluation takes into consideration the political, legal, social, economic and cultural context of SEA, key milestones and the challenges which emerged and were addressed during programme implementation.

The evaluation is important to the development of forward looking strategies and approaches to consolidate the understanding and implementation of CEDAW in the South East Asia region. This will enable UN Women to select the most appropriate areas of intervention, and the most appropriate tools whereby these interventions can be implemented and their results monitored.

The specific objectives of the evaluation were to:

- Evaluate whether the results envisaged at the programme conception stage have been achieved;
- Identify and analyse the enabling factors for the achievement of the results, and the challenges encountered during the programme implementation;
- Assess how the programme addressed the challenges and limitations that CEDAW mechanisms face in implementing their mandates;
- Make key recommendations on the development of forward looking strategies and approaches to consolidate the understanding and implementation of CEDAW in the ASEAN region.

The ISG Evaluation Team collected, analysed and assessed relevant data, drawing on external and internal (UN Women) documentation and informants over the course of the field research, including the following:

1. A review of external and internal frameworks, standards and emerging good practices in the area of women and girl's rights, including a review of relevant literature and evidence, as well as engagement with other organisations and experts.
2. Assessment of UN Women's performance with respect to the programme, including:
 - Assessing UN Women's programme activity across eight programme countries via a review of work carried out by or supported by UN Women and/or key stakeholders. This was based on a review of internal documents and consultations with key stakeholders across the programme countries; and
 - Field visits to four of the programme countries⁷: Cambodia, Lao PDR, Thailand, and Timor-Leste. This included visits with key programme stakeholders, as well as a comprehensive document review.

⁷ UN Women selected the countries for field visits. The selection process was informed by a desire to ensure that countries that were not visited in the MTR were included in the final evaluation. While factoring in the need

In conducting the evaluation, the evaluation team responded to the substantive scope set out in the assignment Terms of Reference. The review team analysed the criteria of effectiveness, efficiency and sustainability of the programme. In particular, the team analysed the effectiveness and efficiency of the administration and management of the programme across all three main outcomes.

The evaluation also assessed the sustainability of the approaches promoted for building and strengthening the understanding and implementation of CEDAW, and will examine to what extent this led to ownership of the programme objectives by stakeholders and capacity development.

The field visits to four programme countries provided opportunities to:

- Pursue more deeply lines of inquiry about programme practice derived from desk reviews;
- Explore opportunities and constraints that stakeholders, implementers and beneficiaries face; and
- Identify and discuss impact and results and potential ways forward to sustain and build on the benefits of both programmes.

The evaluation establishes an overview and identifies common trends, strengths, weaknesses, helping and hindering factors, as well as lessons learned for the CEDAW SEAP II programme. It provides an assessment of:

- Programme progress towards and/or achievement of results;
- The appropriateness and effectiveness of strategies and approaches applied; the main programme interventions; and processes of programme development and management;
- Sustainability of the results of programme outputs and outcomes, including ownership of outcomes/results by programme stakeholders;
- Partnership and support available to stakeholders and the challenges they face in designing and implementing outcomes related to the programme. These may be conceptual or practical, including sources of advice and recognising conflicting demands placed on stakeholders and partners by differing international/national/local processes and systems;
- The appropriateness of resource utilisation, with respect to efficiency, timeliness cost-effectiveness;
- Management of risks and challenges, both expected and unanticipated, and appropriate responses by UN Women and Global Affairs Canada (GAC) to mitigate or address them;
- The amount of visibility that the programmes generated for both UN Women and GAC;
- The effectiveness and impact of the programme in terms of direct and indirect/intended and unintended changes that can be attributed to programme activities, changes in capacities of programme stakeholders, accountability to and coordination between stakeholders, the value that has been added to other, similar, programmes and the impact of a regional-based programme on individual country approaches to gender equality/women's rights and empowerment.

to economize on costs, efforts were also made to ensure a geographical range with diversity in country size and UN Women presence.

E. Methodology

The Evaluation was inclusive, with stakeholders participating in the design and validation of findings. The evaluation reference group instituted to provide guidance and approve evaluation products was the main instrument for stakeholder participation in the evaluation process.

The list of stakeholders (see Annex 1) to inform the evaluation reflected the principles of accountability of duty bearers, participation of right holders, and equity/non-discrimination. The Evaluation followed the guidelines provided in the UNEG guidance documents: Integrating Human Rights and Gender Equality in Evaluation: Towards UNEG Guidance; and guidelines and methodologies developed by the Independent Evaluation Office to mainstream gender equality and human rights perspectives in evaluation.

ISG aligned the key evaluation questions to ensure the ISG team was able to specifically assess the expected outcomes and longer-term sustainable impact of UN Women's (and its stakeholders') women's and girl's human rights programming.

ISG utilised a set of evaluation questions (a list of the key questions is provided in Annex 2), based on the Terms of Reference for the assignment developed by UN Women, that is aligned directly with the intended outcomes of the evaluation.

The Evaluation relied on a methodological approach that collected both qualitative and quantitative data (see Annex 3 for interview instruments). The data collection methods the team used were:

- Key Informant Interviews (KII): KIIs of a wide range of stakeholders were conducted within and outside UN Women, both remotely and in-person;
- Desk Review (DR): An extensive DR of documentation from the region and the countries participating in the programme including annual status reports and PMF aggregate quantitative data;
- Field Visits: to four programme countries (Cambodia, Lao PDR, Timor-Leste and Thailand);

Evaluation Team

The Evaluation Team consisted of a gender-balanced team of international evaluation experts with extensive thematic and geographical experience (see Annex 4 for biographies of each team member), supported in each field visit country by national team members, who were themselves gender specialists, thus bringing an appropriate mix of skills and experience in the area of gender equality in South East Asia to the research team.

Sampling Strategy

Over 50 interviews were conducted during national consultations over a one-month period (one week per country) in the following categories (see Annex 1 for details on specific stakeholders interviewed, and Annex 3 for details on interview guiding questions):

- UN Women country office staff;
- Other UN agencies;
- Government Ministries and Agencies;
- National Human Rights Institutes;
- National Women's Machineries
- Legislators and judiciary members;
- Legal professionals and providers of education/training to these;
- Regional and national NGOs/CSOs

Selection of participants from these groups was based on their participation in and knowledge of the CEDAW SEAP II programme.

Remote Consultations

In addition to the in-person field visit interviews with stakeholders, the research team conducted six remote (Skype-based) interviews of programme stakeholders. This provided the evaluation with an opportunity to widen the sample base of the evaluation beyond the four field visit countries. Again, selection of participants was purposive and undertaken in consultation with the UN Women Regional-based programme management.

Field Visits

The following field missions were conducted by the ISG team. The first name below for each country is the lead international evaluation, and the second name is the national expert.

Country	Dates	Evaluators
Cambodia	18-22 April	Brian O' Callaghan, Sutawan Chanprasert
Lao PDR	18-22 April	Andrea Lee Esser, Chansouk Insouvanh
Timor-Leste	11-26 April	Andrea Lee Esser, Sonia Leite
Thailand	28 Mar-01 Apr	Brian O' Callaghan, Tous Sophorn

Selection of the field visit countries was purposive (i.e. pre-designated by UN Women in the evaluation Terms of Reference), with the following general criteria applied:

- Countries that would provide a representative mix of programme activities, opportunities, challenges and constraints;
- Availability of programme stakeholders to the ISG Evaluation team;
- A mix of countries that had and had not been the subject of a field visit as part of the 2014 mid-term review.

ISG formulated a series of evaluation tools containing the key questions to be addressed by stakeholders, which formed the basis of the interview guides in the KIIs. Copies of these interview schedules are provided in Annex 3.

Field visits were conducted by teams as outlined above. As field research was conducted with stakeholders at institutional/organisational level (i.e. *not* at community level), there was no requirement for equal representation of men/women in field teams. However, the development of key questions of the field research tools was undertaken by a gender-balanced team to ensure gender sensitivity in data collection.

Data Synthesis and Analysis

The Review Team synthesised data gathered over the course of the review by:

- Highlighting key information following each interview; and
- Reviewing and summarising essential information, themes, findings and issues to further pursue at the end of each day during country visits.

Issues and themes were shared between the ISG Evaluation Team members visiting different countries so that these could be followed up and to provide an additional level of gender balance and sensitivity in the analysis of data. At the end of each country visit, findings under each of the review sub-questions were summarised and shared. The team conducted multiple reviews of data on a rolling basis as fieldwork was completed, as well as at the end of each field visit.

ISG coded qualitative interview data to enable organising of notes and determining themes or patterns common among KIIs. The team then finalised the analysis of the data by extracting the meaning and significance of the coded themes and integrating these with the themes, findings, and lessons learned from the different data collection methods.

Review and Validation Process

An Evaluation Reference Group comprising representatives of the main stakeholders of the CEDAW SEAP II programme was constituted. The Group was responsible for reviewing all outputs (Inception and Draft Report) and advising on the design of the evaluation. The Group consisted of the following:

Name	Position/Organisation
Deepa Bharathi	UN Women Regional Programme Manager
Yumiko Kaenemitsu	UN Women Evaluation Specialist
Janet Wong	UN Women Country Representative – Timor Leste
Pattama Vongratanavichit	Program Officer (Development), Embassy of Canada
Kanda Vajrabhaya	Thailand Representative, ACWC
Audrey Lee	Program Manager, IWRAW-AP
Yuniyanti Chuzaifah	Deputy Chairperson, Komnas Perempuan (Indonesia)

A findings review and validation workshop was conducted by the evaluation team in Indonesia at the evaluation conclusion with a range of internal (i.e. UN Women) and external programme stakeholders from across the programme countries. Participants were presented with the headlines findings of the evaluation, and given an opportunity to provide feedback to the findings and the recommendations.

Ethical Considerations

The issues of human rights and gender equality can be sensitive in the context of different cultural and political environments in South East Asia, particularly with respect to decreases in the available space for democracy, civil society and, indeed, encroachment on human rights. As such, research in this area imposed careful methodological and ethical considerations, including issues relating to safety and confidentiality. The evaluation was based on the following ethical standards:

- Informed consent of participants;
- Confidentiality of responses; and
- Care not to reinforce negative effects of limited democratic or civil society space.

Limitations

- Logistics with respect to the field work implementation by ISG team members were challenging, given the large number of stakeholders (over 50 separate interviews/discussions, many involving multiple stakeholders), the four programme countries visited, the competing schedules of stakeholders, travel constraints and public holidays;
- The majority of respondents were unfamiliar with the programme conceptual framework and components outside their own activities, limiting relevance of some of the evaluators' questions;
- Access to all stakeholders was not possible, specifically in non-field visit countries. The evaluation team sought to access community-level stakeholders (particularly women), but logistics constraints (i.e. available time in-country) and the limited reach of this programme to the community level (primarily in the context of the Access to Justice component) precluded this;
- Lack of available and/or reliable data (notably quantitative data) on programme progress (e.g. with respect to the programme logframe), and/or a lack of available time of the part of the Evaluation Team to review the extensive programme documentation provided a challenge to the Evaluation Team in identifying outcomes and achievements. ISG mitigated this limitation by undertaking a broad process of stakeholder review, validation and feedback;
- Given that the ISG evaluators were constrained by logistics and considerations of resource efficiency (as well as the scope of the evaluation being focused on post-mid-term review progress) to undertake field visits to four of eight countries, the remaining four countries may be under-represented in the findings. ISG mitigated this limitation through interviews with the other programme countries via Skype and telephone, through limited use of questionnaires and the findings of the mid-term review of the programme (which included field visits to Indonesia, Philippines and Viet Nam, as well as Cambodia, Laos and Thailand).

F. Findings

1. Effectiveness

1.1 Progress towards results

Goal: Reduced discrimination against women in Southeast Asia		
	Baseline	Programme Completion
1. Measurement of the level of gender-inequality in the 7 countries that the programme covers based on OECD-DAC Social Institutions and Gender Index (SIGI)⁸	Average 2012 score for programme countries (with available data): 0.1856, equivalent to <i>medium</i> on the SIGI ranking scale	Average 2014 score for programme countries (with available data and excluding Timor-Leste, which was not included in 2012): 0.1582, equivalent to <i>medium</i> on the SIGI ranking scale, an overall <i>decrease</i> of approx. 15% No target
2. Number of new or amended laws, policies, strategies, regulations and guidelines adopted by the governments that address gender discrimination in civil political, economic, social and cultural fields	n/a	25 laws, policies, strategies etc. addressing gender discrimination adopted across all programme countries over the course of the programme period. 12 more laws are reported (mid 2016) as being in the process of revision in line with CEDAW principles No target

As noted in the Mid-Term Review of the CEDAW SEAP II programme, use of the SIGI as headline indicator for the programme is challenging in terms of its capacity to reflect the programme achievements. Specific issues related to SIGI are:

- The SIGI rankings are a composite of variables, not all of which UN Women addresses, and;
- Such a macro-level indicator is unlikely to be influenced by UN Women's interventions

While values for SIGI were updated in 2014, the overall rankings for countries between 2012 and 2014 indicated an overall decrease in inequality among all ASEAN countries except for the Philippines and Myanmar.

As the table (right) indicates, the highest-ranking countries (in terms of inequality) in 2014 within the ASEAN region were Myanmar and Timor-Leste, with the lowest being Thailand and Cambodia.

1	Myanmar	0.2935	High ⁹
2	Timor Leste	0.255	High
3	Viet Nam	0.1865	Medium
4	Philippines	0.1765	Medium
5	Indonesia	0.1532	Medium
6	Lao PDR	0.1445	Medium
7	Thailand	0.1056	Low
8	Cambodia	0.0477	Low

There appears to be a clear downward trend in many SE Asian countries with respect to this indicator, coupled with definite gains noted by the programme with respect to the second headline indicator related to laws, policies etc. addressing gender discrimination. Over the course of the programme, 25 such instruments have been enacted in programme countries, many of which were provided direct support by UN Women.

⁸ Data from 2009 was not included due to changes in data quality, variables and methodology between the 2009 and 2012 editions of the SIGI.

⁹ The SIGI classification clusters 108 countries into five levels of discrimination in social institutions: very low, low, medium, high and very high.

1.2 Progress on Outcomes & Outputs

Working closely with regional and national partners, UN Women made strong progress on the achievement of outputs across the three programmatic outcome areas. Progress has varied to some degree across the eight implementation countries, influenced in part by dynamic political and social contexts. An initial loss of momentum due to a lag between the closing on SEAP Phase I (2009) and the start of SEAP Phase II (2011) led to slow start-up phase, but UN Women undertook extensive efforts to ensure forward momentum from 2012 onward with activities across the region that contributed to the achievement of all outcomes.

<i>Intermediate Outcome: Enhanced SEA regional processes that facilitate CEDAW implementation</i>		
1. Number of new regional networks and processes among government and civil society committed to CEDAW implementation	Baseline: 7 established networks or regional structures among government and civil society	8 new networks established, bringing the total # of networks established since 2009 to 15, as well as ongoing support to existing networks Target: 3 new networks / processes formed and 3 existing networks/processes enhanced
2. Number and extent to which good practices in CEDAW are sustainably implemented across the region	Baseline: 0 – at programme inception, UN Women did not identify any evidence of replications of good practices in CEDAW implementation across the region	3 new laws developed, 12 laws revised with inputs from regional programme learning from other countries. Capacity building of National women’s machineries/MOJ on CEDAW based law making in 7 programme countries Target: 3
3. Number of gender equality champions (disaggregated by sex, position, organisation) who are persistently pushing for sustainable gender equality reforms using the knowledge and skills learned in the new regional processes	Baseline: 0 – this is a revised indicator from the original RF	UNW reports 1410 individuals across the 8 programme countries (F: M=1278:32) comprising government officials, parliamentarians, lawyers, CSO activists, police, judiciary. Definition of ‘champions’ not provided No target

Outcome 1: Increased knowledge and skills to apply CEDAW compliance in the development and monitoring of new and revised legislative frameworks

Outcome 1 has been well achieved. Numerous initiatives have taken place throughout the programme period to increase knowledge and skills on CEDAW compliance in legislative frameworks. UN Women country-level offices have instituted partnerships with government and civil society stakeholders on a range of capacity-building activities geared towards improving knowledge and skills related to CEDAW, yielding strong results. The programme has supported a stronger foundation for women’s and girls’ human rights by helping to develop capacities within key institutions throughout the region, which should continue to influence positive change past the close of the programme. On a regional basis, UN Women has added to the knowledge base with publications and materials that have been translated and disseminated to country-level partners to assist in reviewing and implementing CEDAW-compliant legislation.

UN Women has reported good success in meeting the outcome on regional processes that facilitate CEDAW implementation. The SEAP II programme support to the ACWC (and also via the Regional programme which concluded in 2014) was a direct input into achievement of this outcome, and UN Women has facilitated the creation of networks across judiciaries, parliamentarians, human rights institutions and CSOs, as well as ad-hoc networks of experts that continue to be facilitated by UN Women in its role as a regional hub for gender equality.

With respect to good CEDAW practices, UN Women has substantially surpassed targets with its support to mainstreaming, sharing, communication and cross-learning among key stakeholders in the region. For example, in Thailand and Indonesia the Gender Equality Bill discussion and advocacy is part replication of good practices in the region from the “Women’s Magna Carta” in the Philippines.

The third outcome indicator is a revision of a previous version that (more simply) recorded the individuals using skills/knowledge acquired on CEDAW via the programme in their work (by 2014, approximately 1400 individuals had been reported under this). However, no means of measurement or verification of the restated indicator were put in place. At a minimum, however, it is clear that the 10 ACWC representatives (and, to a lesser extent, the 10 AICHR representatives), by virtue of their position in regional bodies and the support they have received from UNW, can be deemed as gender equality champions. The evaluation field work has also demonstrated that UN Women has supported a range of individuals in key positions across all sectors and programme countries who are both well-motivated and with strong capacity to further gender equality. Many of these highlighted the support of UN Women via this programme in helping them push the agenda for gender equality forwards within their areas of influence.

<i>Immediate Outcome 1: Increased knowledge and skills to apply CEDAW compliance in the development and monitoring of new and revised legislative frameworks</i>		
1.0.1 Number of participants in CEDAW SEAP legislative compliance (disaggregated by organisation, position, sex) who applied new skills and knowledge in their legal reform work.	Baseline: No baseline was established at the start of the programme	80% of approximately 2,500 Parliamentarians, representatives from government/line ministries, gender experts trained reported increase in knowledge which they would use in their work. Target specifies 105 trainees (15 per country), rather than utilisation of training.
1.0.2 Quality of newly reviewed, amended or adopted legal frameworks in compliance with CEDAW	Baseline: 0	25 laws enacted with civil society or UN Women input across all programme countries except for Myanmar. Measures for the <i>quality</i> of the laws were not provided ¹⁰ . Target: 7

The CEDAW SEAP II programme has recorded considerable progress against these indicators. While measurement of the indicator related to application of skills and training was based on self-reporting among stakeholders (and was reported as a percentage rather than an absolute disaggregated number), it is clear from the available data that the total number of participants in relevant trainings reporting positively against this training surpasses the target.

Qualitative research by the evaluation team supports this finding, in that interviewees did highlight the usefulness of the UN Women trainings in their efforts to reform legislation. Many of them, however did note the considerable amount of work that was still required in order to realise gender equality goals in the programme countries, both in terms of the quality and quantity of knowledge required, and in terms of reaching other stakeholders in the legal and judicial sectors.

¹⁰ Some of these laws, while containing amendments that improve compliance with CEDAW, are not yet *fully* compliant with CEDAW, for example, the CEDAW committee, in its concluding observations to Viet Nam’s 7th and 8th CEDAW Reports, notes that “...the Law on Marriage and Family (2014) and the Labour Code, continue to contain discriminatory provisions that are not compatible with the Convention and the Constitution.”

With respect to the enactment of legislation across programme countries, UN Women notes that 25 laws have been enacted that have had inputs pertaining to gender equality across all countries with the exception of Myanmar (although with the recent change in government, upcoming laws, for example the under-revision Penal Code, are reported to be in line for revision in line with CEDAW). This is also substantially above the programme target.

Concrete measures of the *quality* of these laws (i.e. compliance with CEDAW) have not been undertaken beyond the Concluding Observations on the States' periodic reporting made by the CEDAW Committee. For example, in Viet Nam a range of laws have been reviewed and revised from a gender perspective, aligning with CEDAW and HR principles, but the most recent review by the CEDAW Committee (2015) notes that many of these amended laws continue to contain discriminatory provisions that are not compatible with CEDAW, and indeed the Viet Nam 2013 Constitution, which includes the principle of gender equality and the prohibition of discrimination based on sex.

Highlights of results under this outcome area over the programme period include:

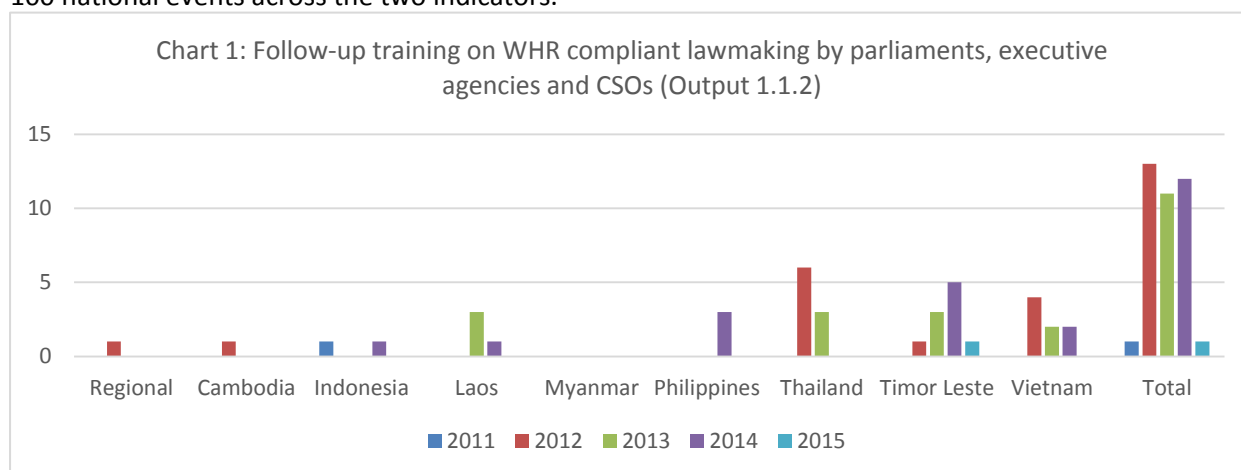
- Five national action plans adopted as follows:
 - Cambodia: the 2nd National Action Plan to Prevent and Respond to Violence against Women; Neary Rattanak IV (2014–2018) for Gender Equality and the Empowerment of Women in Cambodia; and the National Strategic Development Plan for 2014–2018;
 - Lao PDR: Second National Strategy for the Advancement of Women (NSAW) 2011–2015;
 - Indonesia: The National Action Plan on Women Peace and Security through the Coordinating Ministry of People's Welfare Regulation No. 7/2014.
 - Timor-Leste: The National Action Plan on Women Peace and Security through the Ministry of Interior, May 2016.
- Three new laws enacted reinforcing WHR: The Law on Prevention and Combatting Violence against Women and Children in Lao PDR; a General Administrative Order of the Ministry of Interior Affairs authorising commune leaders to take actions to prevent all forms of violence against women and children in Cambodia, Decree Law 3/2016 on the statutes of Municipal Administration in Timor-Leste integrating gender provisions across six articles that cover the principle of equality, gender-based planning, gender-balanced human resources and gender sensitive reporting.
- Four laws revised in the region in line with CEDAW standards: Marriage and Family Law and Law on Civil Status and Social Insurance Law in Viet Nam; Papua Provincial Regulation on the Protection of Women and Children Victims of Domestic Violence No 8/2013 in Indonesia and the Migration and Domestic Violence Law in Cambodia.
- Amendments to eleven laws to strengthen WHR were supported in Viet Nam: Labour Code (2012); Law on Marriage and Family (2014); Social Insurance Law (2014); Law on Civil Status (2014); Law on State Budget (2015); Law on Elections (2015); Law on Legal Normative Documents (2015); Civil Code (2015); Penal Code (2015); Criminal Procedure Code (2015).
- Thirteen laws that include stronger protection for WHR remain in the process of revision or adoption: Amendment to the Domestic Violence law in Thailand; Gender Equality Law in Thailand; Revised Penal Procedural Code in Viet Nam; Revised Penal Code in Lao PDR; Legal Aid Law in Viet Nam; Bangsamoro Basic Law in the Philippines; and in Timor-Leste, the Land Law, Municipality Elections Law, Decentralisation and Local Power Law, Civil Registration Code, Human Trafficking Law, Decree Law on Administrative Pre-Deconcentration and the Suco (Village) Law.
- Indonesia's law on the medicalisation of female circumcision was repealed (Regulation No.1636/MenKes/Per/XII/2010). One Indonesian law (the Gender Equality Bill) is being advocated for change. The gender equality legislation is in part a replication of good practice from the Magna Carta of Women in the Philippines. Likewise, the Lao PDR Law on Violence against Women and Children was developed with inputs from Parliamentarians of Viet Nam and Philippines.

Output 1.1: programmes and arrangements for sustained capacity development on women’s human rights compliant law making are adopted by and integrated into work of Parliament, relevant executive agencies, and CSOs

Output 1.1: Programs and arrangements for sustained capacity development on WHR compliant law making are adopted by and integrated into work of Parliament, relevant executive agencies, and CSOs

<p>1.1.1 Number of activities promoting capacity development on WHR compliant law-making supported by CEDAW SEAP for legislators, government officials (executive branch and civil society experts (participants disaggregated by type of organisation, position, sex)</p>	<p>Baseline: 0</p>	<p>4 regional networking events and exchanges among legislators, government officials and gender experts;</p> <p>Over 80 individual country-based events were recorded over the course of the programme</p> <p>Target: 2 regional events; min. 7 national events (1 per country)</p>
<p>1.1.2 Number of follow-up trainings or other capacity development activities ¹¹ on WHR compliant law making developed and integrated by parliaments, relevant executive agencies and CSOs.</p>	<p>Baseline: 0</p>	<p>By end of programme, 38 trainings specific to this indicator had been reported across all countries except Myanmar</p> <p>Target: 7 (1 per country)</p>

Again, UN Women has substantially surpassed the programme targets associated with these indicators, with four regional events on women’s human rights-compliant law-making and almost 100 national events across the two indicators.



As the graph above indicates, all countries save for Myanmar undertook trainings under this output area, some of them (Timor Leste and Viet Nam in particular) having conducted trainings consistently across the programme period. Examples of specific achievements include:

- **Regional:** UN Women worked with AIPA’s Women’s Caucus to reach commitments that cover: (1) legislation that facilitates women’s political participation; (2) the role of political parties and civil society to promote women’s political participation; (3) parliamentary mechanisms to advance women’s leadership; (4) gender equality; and (5) strengthening the Women’s Caucus of AIPA. The programme also facilitated the publication of a 2012 study entitled, “Gender Assessment of National Law-Making Mechanisms and Processes in selected South-East Asian Countries: A CEDAW

¹¹ Workshops or meetings intended to increase understanding, awareness, knowledge (capability development of individuals)

Perspective”, which offers information on legislative structures and processes, global good practices in legislative gender mainstreaming, and serves as a reference for targeted capacity development support in gender-based legislative reviews. Global and national expert lawmakers, practitioners and academics on GBV legislation from the Philippines, Cambodia, Viet Nam, Lao PDR and China met in 2013 to share experiences of development of DV and VAW laws in their countries.

- Three high-level regional meetings were convened in 2014 to share standards and best practices toward CEDAW implementation including the Regional Meeting on Promoting Women’s Leadership and Political Participation in ASEAN, the Regional Workshop of Judicial Training Institutions on Good Practices in Promoting Women Human Right’s Compliant Justice Delivery, and the Regional Judicial Colloquium on Access to Justice and Women’s Economic, Social, and Cultural Rights. The programme supported the development of national pools of experts on feminist legal analysis to enable CEDAW-based legal reviews and law development in all participating countries with the exception of Myanmar due to a later start to programme activities. Additionally, regional training sessions on Feminist Legal Theory and Practice (FLTP) were held for national agencies that conducted research on local level access to justice.
- **Cambodia:** Focal points from Gender Mainstreaming Action Groups received training on gender and social accountability, and on women’s human rights and CEDAW-based legislative reviews in 2012. In 2013, UN Women supported a training of trainers of NCDD officials, provincial councillors, and governors on CEDAW implementation and legislative review. A dialogue was held in 2014 with Parliamentary Commission No. 8 to discuss the concept of discrimination in accordance with CEDAW definitions, and advocate for application in legal frameworks. As part of a strategy to engage CSOs, a national training on FLTP was organised for representatives from CSO, private sector and government agencies in September 2014. Starting in 2014 and continuing into 2015, CCO launched a platform for sharing of knowledge on the implementation of CEDAW and the COB implementation, monitoring and reporting. The led to the creation of a community of practice (COP) for government stakeholders in collaboration with CSOs to accelerate CEDAW implementation related to the SDGs.
- **Lao PDR:** UN Women played a strategic role starting in 2012 to support the National Assembly to assess Lao laws that address violence against women, violence against children, and human trafficking. In 2013, a national consultation took place among MPs and key stakeholders on such laws, highlighting the need for specific decrees that address violence against women. With contributions from UN Women in training and awareness-building, the National Assembly, Ministry of Justice, National Commission on the Advancement of Women, and Lao Women’s Union cooperated to develop a comprehensive Prevention and Combat Violence against Women and Children Law. UN Women is credited with contributing significantly to facilitating the drafting, validating and passing of the law, which addresses the 2009 CEDAW Concluding Observations on VAW. The Women’s Parliamentarians Caucus of the National Assembly was supported with study visits to regional countries in 2014 to gain deeper understanding of strategies to promote WHR. Training was also held in 2014 to help systematise WHR processes and increase awareness of the GBV law at lower levels of governance by bringing together provincial constituency offices and representatives from Lao Women Union, National Commission for Advancement of Women, UN Agencies, NGOs and CSOs.

Indonesia: UN Women facilitated a series of consultation meetings throughout 2013 among government agencies, religious leaders, women’s rights advocates and professional health practitioners to advocate for the repeal of the Ministry of Health’s FGM guidelines/regulations. The Ministry announced repeal of the regulation in 2014. Concerted efforts were undertaken in 2014 to build local capacities to support passing of the Gender Equality Law (GEL) in Indonesia including a workshop to offer guidance in preparing lobbying papers for GEL, collaborative CSO advocacy; five visits to monitor legislative meetings on GEL, media discussions, and strategies to advocate for MP support. Despite efforts, the law faced objections from conservative Islamic groups to some of its provisions, remaining stalled in Parliament. The programme successfully supported the integration of WHR national development, planning and policy formulation processes via support to a diverse team

of gender equality advocates to develop the Indonesian Women's Agenda, which was submitted to the Presidential Staff Office in 2015 and the development of policy manuals with stakeholder participation.

Myanmar: UN Women supported the Myanmar government on its CEDAW State's Report writing in 2014 and to mock CEDAW sessions in 2016, as well as supporting the first ever security training and a review of the laws being developed through CEDAW perspective. UN Women developed the capacities of NGOs on data collection for CEDAW report writing in 2015. Skills learned focused on the ability to systematically document the status of WHR to improve monitoring and protection. This was the first time NGOs based inside the country received training on CEDAW report writing and data collection to support attainment of WHR.

Philippines: UN Women has supported the national rural women's coalition in 2012-2013 in capacity development activities among rural and indigenous women in Mindanao on WHR, legislative advocacy and reform. Training for legislators on CEDAW-Based Legal Review was held in January 2014. Similarly-focused training was also conducted for CSOs, leading to the development of a legislative advocacy agenda that focused on marginalised women. Another training on CEDAW-based legal review was held in collaboration with the House of Representatives in December 2014 that brought together the Women's Committees and Committees on Overseas Workers for the first time in a workshop to review CEDAW-compliance of drafted bills. This led to the crafting of provisions to strengthen the gender-responsiveness of the Charter of the Overseas Workers' Welfare Administration (OWWA), which were subsequently adopted and signed into law.

Thailand: UN Women Thailand successfully brought together stakeholders from civil society and government to network on law reform, advocacy and training on CEDAW compliance and monitoring. Results were also notable in developing tools and frameworks for legal professionals to apply CEDAW concepts in their work. A UN Women-supported analysis of the proposed gender equality law and a draft law prepared by CSO was submitted to the Thai Prime Minister by the LRCT in 2013. A set of 16 dialogues were supported in 2014 among LRCT members on international standards for WHR compliance. A series of promotional/educational materials around the gender equality bill were also distributed widely. Capacity development initiatives and advocacy directly contributed to the passing of Thailand's CEDAW-compliant Gender Equality Law in 2015.

Timor-Leste: UN Women provided training to Ministry of Justice staff on CEDAW compliant drafting of legislation, and offered further technical support for integrating women's human rights into MoJ Guidelines on Drafting of Legislations and the curriculum of the Legal Training Centre, which now includes modules on human rights law, CEDAW-compliant legislation, and the handling of gender-based crimes. UN Women supported trainings in 2012 and 2013 for key justice actors, including the Ombudsman Office, the Ministry of Justice, as well as CSOs on, inter alia, CEDAW monitoring and reporting, women's human rights-compliant law-making, gender sensitivity in laws and policies. In 2013 UN Women worked successfully to mobilise actors to incorporate gender equality and women's human rights recommendations into the draft Land Law, drawing on local research on access to justice conducted under CEDAW SEAP II. A roundtable discussion for Parliament on the draft land law was held in 2014 to improve understanding of the gender dimensions. The gender and land working group convened a series of meetings to deepen understanding of the Land Law from a WHR perspective, and a training was held for legal drafters to enable gender sensitivity in the development of the law.

With Programme support, the Legal and Gender Working Group made a significant contribution to engendering laws by offering comprehensive recommendations on CEDAW and HR compliance. Established with UN Women support in 2012, the working group has drawn on capacity development initiatives to function independently to improve the quality of its legal analysis and increase its membership base to CSO, legal drafters from line ministries and independent experts. The working group has been successful with advocacy with key state institutions to ensure that analysis and recommendations were considered in the Municipality Elections Law, Decentralization and Local

Power Law, Civil Registration Code and Suco (Village) Law, and Human Trafficking Law. UN Women furthermore collaborated with UNDP in Timor-Leste to integrate WHR into the guide for legal drafters to improve the quality of legislative drafting. The MoJ developed the guide for use by line ministries. If approved the manual will influence all future law development in the country, with the potential to ensure gender sensitivity in all new laws

Viet Nam: Capacity development support for the MoJ and the Parliamentary Committee for Social Affairs (PCSA), Ministry of Labour, Invalid and Social Affairs (MOLISA) including training on CEDAW and human rights treaties and the introduction of a Gender Impact Assessment Tool to assist in legislative reviews. UN Women also facilitated discussions with Government officials on the revision of laws, including the Labour Code, Marriage and Family Law, Social Insurance, Civil Status, Law on Election, Law of Organisation of Government, Civil Code, Penal Code, Penal Procedural Code, State Budget Law in compliance with CEDAW between 2013 to 2015, and held eight workshops for key players (MOLISA, NA/PCSA, MoJ) to build capacities on CEDAW and HR. UN Women included key members of the MoJ, Ho Chi Minh Political Academy in research on access to justice for women victims of violence as well as multi-stakeholder dialogue on gender stereotyping in Viet Nam’s criminal justice system. This helped ensure that the amended Penal Code and Criminal Procedure Code adopted in November 2015 included a broader definition of rape, strengthened response to human trafficking and some gender-responsive improvements in the criminal procedure. CEDAW-compliant revisions were also incorporated into the revision of more than 10 laws including those noted above.

Behind the Scenes in Viet Nam: stronger laws for WHR

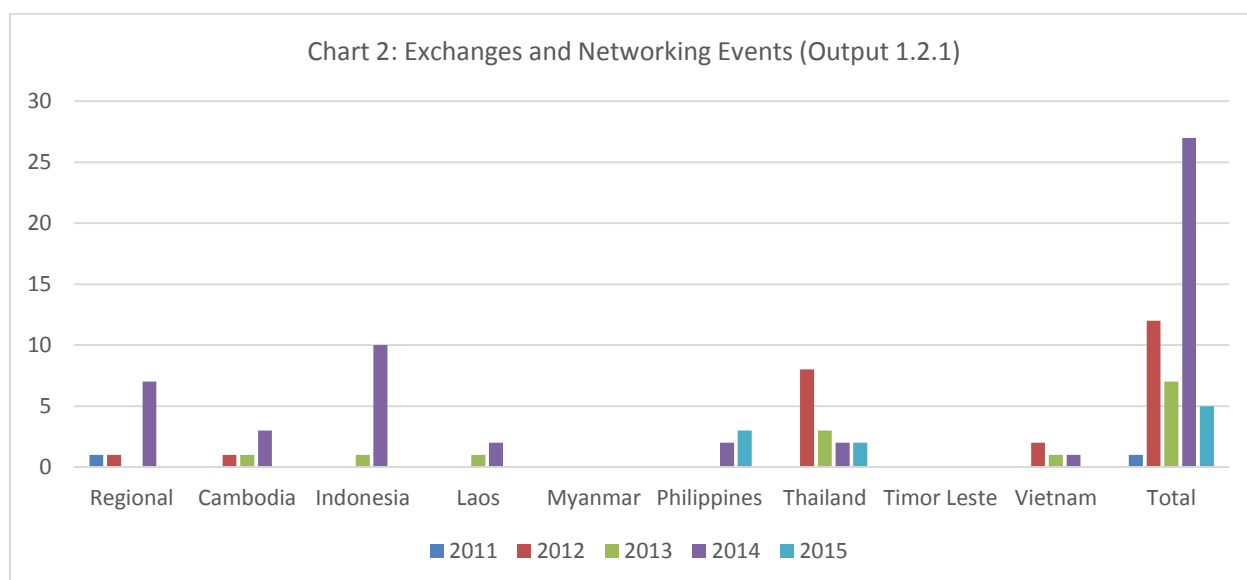
The Vietnamese National Assembly passed the Law on Marriage and Family in June 2014, which raises the age of marriage to 18 for women and 20 for men, and repeals the ban on same-sex marriage while retaining the definition of marriage as a union between two persons of opposite sex. While the final result is laudable, the extensive efforts that led to the results were formidable, and reveal the complexities of furthering change processes. Through the CEDAW SEAP II, UN Women helped lay the foundation for strengthening the law by training approximately 500 lawmakers, legal officers, MPs, MoJ, Supreme Court, Ministry of Public Security, Viet Nam Women’s Union, NGOs and others on CEDAW compliance in 2014. UN Women also contributed to the United Nations Joint Recommendations to the Government on the amendment of the Marriage and Family Law 2000 based on CEDAW and other international normative documents, advocating tirelessly for amendments to the law and for furthering a national understanding of direct and indirect forms of discrimination. UN Women also disseminated the Joint Recommendations at policy dialogues and discussions with all key stakeholders, leading to better compliance in progressive versions of the amendments as a reflection of improved understanding.

Output 1.2: Strategies and approaches developed and tested, especially those that focus on disadvantaged sectors, that a) promote integrated and coherent systems-wide perspectives on law making; and b) promote sustained and evidence-based, women’s human rights-based legislative advocacy

Output 1.2: Strategies and approaches developed and tested that focus on excluded women, that a) promote integrated and coherent systems-wide perspectives on law making; b) and promote sustained and evidence-based, WHR-based legislative advocacy

1.2.1 Number of exchanges and networking events to develop strategies to achieve WHR-based, and CEDAW-compliant law making (participants disaggregated by type of organisation, position, sex)	Baseline: 1 (Sharing analysis of gender equality laws and anti-domestic violence laws in ASEAN in 2008 with UN Women support)	By end of programme, 8 regional and 44 country-based events specific to this indicator had been reported across all countries except Myanmar and Timor Leste Target: 1 Regional Event
1.2.2 Number and extent to which good practices, strategies are developed and tested that focus on excluded groups of women.	Baseline: 1	By end of programme, 16 national events specific to this indicator had been reported across all countries except Indonesia Myanmar and Timor Leste Target: 7 national (one per country)

The targets for these indicators have been significantly surpassed by UNW, with a total of 44 regional and national events being held across the intended countries. As the graph below indicates, the majority of these events were conducted in 2014, although some events for 2015 may remain to be captured and reported by UN Women. There is no apparent reason for this concentration of activities in 2014, other than the gathering of programmatic momentum during this period, and the slowdown of activities into 2015 as the programme funding became increasingly disbursed (and available funding became limited due to an unfavourable USD/CAD exchange rate).



The second measure for this output, focused on the sharing of practices related to promotion of WHR laws via forums and meetings, and less so on the extent to which such sharing focused on excluded groups of women. Nonetheless, participation in such events by organisations representing excluded groups (such as CSOs representing LGBT communities in the development of the Cambodian Gender Strategic Plan *Nearly Rattanak IV* in 2014) indicates that considerations of the rights of these groups were integrated into these events. This also highlights programme success in effectively engaging rights-holders’ and duty-bearers’ in meaningful dialogue around shared commitments.

Regional: The South-East Asia Regional Consultation on Development, Access to Justice and the Human Rights of Indigenous Women was organised by AIPP in 2012 to increase the capacity of indigenous women's groups from nine countries on access to justice and women's rights. IRAW Asia-Pacific undertook consultations in 2013 in Lao PDR, Cambodia, and Thailand with CSOs and academic institutions on CEDAW analysis of laws and policies. Numerous regional consultations were held in 2014 including: Regional Consultation to Share Findings of Evaluation of Regional Mechanisms to Protect the Human Rights of Women and Girls in Southeast Asia (2010-2014) and to Seek Inputs for Phase II of Regional Mechanisms to Protect the Human Rights of Women and Girls in Southeast Asia (2015-2018); Regional Consultation with National Women's Machineries on Strengthening CEDAW Implementation, Monitoring and Accountability, and Regional Judicial Colloquium on Access to Justice and Women's Economic, Social, and Cultural Rights. In 2016, the programme organised a groundbreaking regional consultation on the protection of rights of lesbian and bisexual women, transgender and intersex persons in 2016 that resulted in the identification of areas of advocacy required in the region for better human rights protection and the for better understanding and capacity building on issues related to gender diversity.

Cambodia: Despite a very challenging operating environment in the Cambodian justice sector¹², the programme has made headway in integrating CEDAW and gender into the country's human rights curriculum for lawyers, judges and prosecutors run by the Legal Training Centre, facilitating sustainable mechanisms for capacity development past the close of the programme. UN Women provided training on CEDAW-based legislative reviews to staff from government agencies, focusing on Cambodia's domestic violence law. CSO representatives were trained on OP-CEDAW and, in 2013, NGO-CEDAW undertook analysis of the Law on Prevention of Domestic Violence and Protection of Victims using the CEDAW Compliance Framework. In 2014, three exchange events were held on the development of curricula on Human Rights and CEDAW with the Raoul Wallenberg Institute (RWI), OHCHR, and lawyers and prosecutors for integration to Cambodia Bar Association and Royal Academy for Judicial Professions (RAJP). UN Women also works informally with RWI to provide a gender and CEDAW perspective on a range of RWI's trainings and research activities.

Philippines: UN Women has worked with stakeholders, including women's human rights advocates from marginalised groups (e.g. women with disabilities, indigenous women, Muslim women, women migrant workers, LBTs and women living with HIV-AIDS), to improve knowledge and skills in legal reviews for CEDAW compliance and using CEDAW as a basis for advocating legal reforms. The Programme supported a consultation in 2013 on strengthening NGOs role in Women's Human Rights Advocacy and Monitoring of CEDAW, which gave focused

Religious Fundamentalism Poses Obstacles in Indonesia

Progress toward legal gender equality in Indonesia faced challenges from Islamic fundamentalists. The Marriage Law No. 1/1974 article 7 allows girls to marry at the age of 16 while men must be 19, standing in contradiction to CEDAW. UN Women provided technical and financial support to CSO and Komnas Perempuan to advocate for an increase of girl's marriage age to 18 years old, bringing the case before the Constitutional Court. However, in June 2015, the court rejected the judicial review and retained the marriage age for females at 16 years. Despite these setbacks, the programme was able to work with traditional and social media to inform public opinion and gather support for the movement, including from progressive Islamic scholars and activists

¹² Cambodia is perceived to be the most corrupt country in Southeast Asia, according to Transparency International's 2015 Corruption Perceptions Index (CPI), ranking 150th out of 168 countries globally. The judiciary and law enforcement agencies were identified by Transparency International in a 2014 report as the weakest of Cambodia's governance institutions.

attention to the rights of marginalised groups. In 2014, two exchanges were facilitated on the drafting of proposals for a gender-responsive Bangsamoro Basic Law (BBL), which would govern the Bangsamoro Autonomous Region, including an Experts' Group Meeting in February 2014 to review the draft BBL's gender responsiveness using CEDAW as a lens.

Thailand: programme support helped establish a women's legislative network in 2012 by five Thai NGOs that represented marginalised groups of women. The network aimed to set the women's legislative agenda and develop position papers on proposed bills with a WHR lens. Consultative meetings on the draft gender equality legislation were held with representatives of women's NGOs and networks, women's human rights activists, and judges. A series of national advocacy forums on the gender equality bill were organised by LRCT, the Foundation for Women, Law and Rural Development (FORWARD), and the Asia Pacific Forum on Women, Law and Development (APWLD) in 2013. In 2014, two advocacy forums were organised for diverse stakeholders to create better understanding on the needs to protect the discriminated groups through the Gender Equality Law and create an alliance for advocacy on the gender equality bill.

Viet Nam: Better understanding of and greater space for dialogue on LGBT rights was furthered in Viet Nam via consultations and the translation and broad distribution of a United Nations High Commissioner for Human Rights on sexual orientation and gender identity in international human rights law. Advocacy and training on LGBT rights was conducted for media, government officers, UN officers and CSOs, contributing to enhanced space for the LGBT community to bring attention to their rights, including in policy dialogues with the Government on Marriage and Family Law, Civil Status Law, and later Civil Code, which recognises the rights of transgender (Art. 37). UN Women, UNDP, and UNAIDS made recommendations to the Parliamentary Committee for Social Affairs on the proposed 2014 amendment of the 2000 Marriage and Family Law to advocate for CEDAW-compliance. Following series of workshops in 2013, a consultation workshop on gender based violence among ethnic minorities and marginalised women was held in December 2014 to help bring these issues into the Government agenda. The programme further supported the Ministry of Labour, Invalids and Social Affairs (MoLISA), and other key stakeholders for ethnic minority issues to develop recommendations to address VAW drawing on findings from the first-ever desk review of village code and customary laws.

Timor-Leste: A series of capacity development events were implemented in 2013 targeting CSOs as part of UN Women's efforts to create a pool of local women's human rights experts skilled in legal drafting and review. In 2015, UN Women took steps to address rural women's human rights via a partnership with the NGO "Search for Common Ground" enable more gender sensitivity in the reporting skills of community radio journalists from four municipalities. Community radio journalists identified priority gender equality issues, and then produced and broadcasted programming to promote equality, targeting men and boys through local community outreach. Issues covered included human trafficking, forced prostitution, early marriage, and women's leadership and participation in decision-making processes. This has led to the development of Public Service Announcements (PSA) and a radio talk show in each of the target municipalities. UN Women plans continues support to community-based group discussions and follow-up mentoring of the media to engage communities more effectively in advocacy on relevant issues.

Outcome 2: Increased awareness among formal, semi-formal and informal justice system actors of CEDAW commitments

UN Women has worked effectively to achieve Outcome 2, particularly during the second half of the CEDAW SEAP II programme, in response to recommendations made on foot of the mid-term review of the programme.

Outputs under this outcome include regional and national workshops, seminars and exchanges between civil society actors, national human rights institutions, government officials and agencies, as well as some local-level leaders. UN Women worked closely with legal training centres in the programme countries, successfully integrating women’s human rights in the curricula and training materials of legal training centres in Cambodia, Timor-Leste, Viet Nam and Thailand. Eighty per cent of judicial actors responded in post-training self-assessments that they had acquired knowledge and skills to apply international human rights law to domestic gender-related issues.

Outcome 2: Increased awareness among formal, semi-formal and informal justice system actors of CEDAW commitments

2.0.1 Extent to which justice system actors reflect new awareness of CEDAW commitments and incorporate this awareness in their work	Baseline: 0%	80% of judicial actors in pre/post-tests said they had acquired knowledge and skills in applying international human rights law to gender-related issues at the domestic level. Target: 50%
2.0.2 Extent to which CEDAW compliant reference material is integrated in formal, semi-formal and informal justice systems.	Baseline: n/a	Material was reported to have been integrated in three countries: Cambodia, Thailand, and Timor Leste

Quantitative data reported from UN Women and qualitative findings of the evaluation team support the conclusion that awareness among justice system actors at all levels of CEDAW and the commitments under it has been created where none previously existed, and where it had, has been increased. The pre-post testing results conducted during capacity-building events supported by the CEDAW SEAP II programme indicate strong uptake of the material, and all stakeholders interviewed over the course of the research were very positive as to the quality and appropriateness of the trainings. Although it bears note that self-assessments post-training are not the best measure of the extent to which new information translates into actual behavioural changes.

The second indicator for this outcome, the extent to which CEDAW material is integrated into justice systems, has had more limited data reported against it by UN Women, although the qualitative research among stakeholders indicated that awareness of CEDAW had indeed been created and was common at many levels of justice systems.

Specific examples of success under this indicator reported by UN Women are as follows:

- Cambodia: Developed training materials for the Basic Course on Women’s Leadership and Gender-Responsive Policy and Decision Making. This was approved by MCS and agreed to integrate the specific contents on women’s leadership into formal training curriculum of Royal School of Administration in 2016.
- Timor Leste: the programme supported the Ministry of Justice in integrating gender into the curriculum of the Legal Training Centre (LTC), and in developing a National Action Plan for Human Rights.
- Thailand: the programme supported development of Standard Operating Procedures for Juvenile and Family Court
- Viet Nam: UN Women supported the Judicial Training Institute in the development of one training module with the objective of enhancing their skills to handle cases on domestic and

sexual violence against women. In addition, a casebook on this area was developed comprising of 100 sample cases.

While findings from the evaluation research highlight many successes in this area, anecdotal evidence from interviews underscores how difficult it is to capture the nuances of changes in knowledge, attitudes and behaviours. One judge interviewed in Dili spoke eloquently about how she had been enlightened by the workshops she attended and how a deeper understanding of CEDAW and the prevalence of gender stereotyping and unconscious bias had opened her eyes and influenced her decisions, though she stressed that she had not directly referenced CEDAW in any decisions. Many stakeholders interviewed noted that awareness of CEDAW had indeed been created at many levels of justice systems, but evidence of actual application in legal decisions, for example, was limited, suggesting a need to focus on the application and integration of CEDAW provisions into justice systems in further work in the region.

Timor-Leste offered the strongest results with documented evidence of increasing use of CEDAW in judicial proceedings. In February 2015, three judges in Timor-Leste applied CEDAW in a Court Decision in a Domestic Violence case (two of them had received training and attended a CEDAW workshop organised by UN Women). In October 2015 a judge cited CEDAW in sentencing a man to prison, and another judge applied CEDAW in a court decision for a gender based violence case in February 2016. Upcoming developments in programme countries (for example, the pending application of the CEDAW Optional Protocol in the **Philippines**) may provide opportunities for deeper engagement in this area.

Examples of specific achievements made under the programme are:

A judicial colloquium was held in **Thailand** in 2013 to provide judges and legal professionals from all eight programme countries with increased awareness of CEDAW. Attendees interviewed felt that it was a valuable forum for exchanging ideas among peers from different countries. This and other regional colloquium had benefits beyond building the capacity of judges, sparking new relationships and networks in some cases. In **Viet Nam**, for example, the colloquium helped establish the abovementioned partnership with the Vietnamese Judicial Institute for capacity development work from a human rights and CEDAW perspective. The regional colloquium on “Orientation on the Elimination of Sex-Stereotyping in Judicial Instruction” in 2015 was illuminating for most participants, offering a chance to reflect on and question unconscious bias that informs decisions. The programme also developed tools to improve gender responsive jurisprudence in the region such as the CEDAW casebook identifying positive reference to CEDAW in judicial decisions and a tool on gender stereotypes in judicial processes.

Regional: UN Women implemented an extensive participatory action research initiative that falls within this outcome area across all eight programme countries on women’s access to justice in plural legal systems. The research has generated a deeper understanding of formal and informal justice systems utilised by women at the community level. It also built the capacities of national institutions (primarily NGOs) to conduct participatory research that improves the understanding of community-level stakeholders of their rights, and helps to fine tune advocacy targets. While the initiative yielded rich findings and important data, there were difficulties encountered in the implementation of this programme component, with multiple actors functioning in remote advisory roles that led to some problems with guidance and communication. Results were deemed sensitive in some countries, and were therefore not widely publicised. In other countries, the findings and recommendations played a critical role in informing actions to address barriers to justice such as in Timor-Leste where the research led to gender-sensitive legal revisions of the draft Land Law. Elsewhere the recommendations have been presented to the relevant ministries to discuss further programming work.

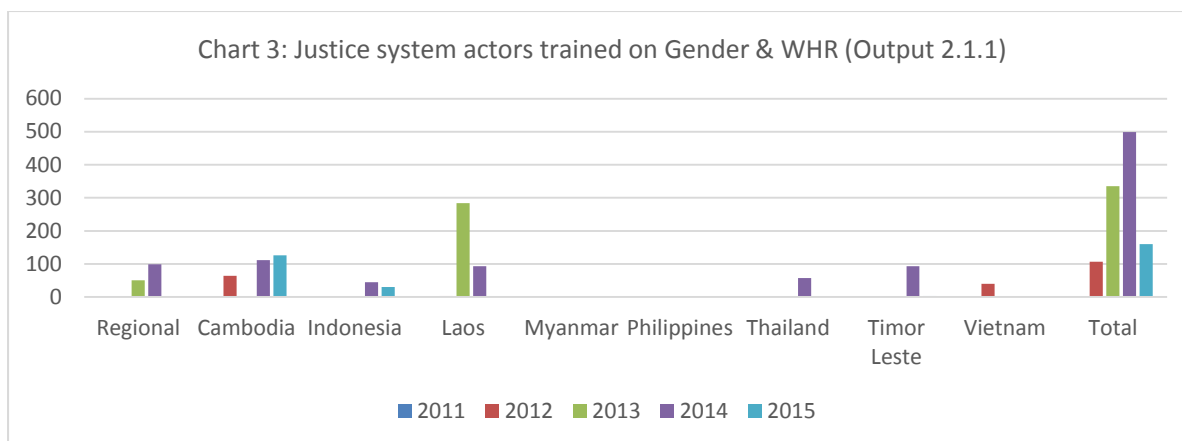
Output 2.1: Core group of actors in plural justice systems with enhanced knowledge and skills on women’s human rights-compliant justice delivery (formal system)

<i>Outputs 2.1: Core group of actors in the formal justice systems with enhanced knowledge and skills on women’s human rights-compliant justice delivery</i>		
2.1.1 Number of state sponsored justice system actors trained on WHR compliant justice delivery	Baseline: Three countries (Philippines, Thailand, Viet Nam) with trainings conducted pre 2011, the number of trainees was not specified	By programme completion, an aggregate of >1000 justice system actors had received training (some had received multiple trainings) across all 8 programme countries. Target: 50% (of programme countries i.e. 4)
2.1.2 Number of consultation/forums on WHR compliant justice delivery at regional and national levels and number of justice actors trained (disaggregated by organisation, position, sex).	Baseline: 0	12 national and sub-national consultations reported over the programme period, in all programme countries except for Indonesia and Myanmar Target: 7 (1 per country)
2.1.3 Number of institutions benefitting from the training modules and reference materials on WHR compliant justice delivery developed and disseminated with support of UN Women CEDAW SEAP.	Baseline: 0	7 national institutions; 1 regional institution working with judiciary (ICJ) and in future, ASEAN judges network will benefit from these tools which are being translated into ASEAN languages Target:

A substantial cadre of justice system actors have been provided training/capacity-building, attended forums, colloquiums, meetings and other events across the programme countries, surpassing the proposed target. As the graph below highlights, all programme countries except for Myanmar and Philippines conducted specific national-level trainings for judges. It is noted, though, that attendees from Philippines (and indeed from non-CEDAW SEAP II countries, such as Malaysia) participated in colloquiums for judges. In addition, CEDAW SEAP Phase I had already invested in partnerships with key actors such as the Philippines Judicial Academy and Ateneo Human Rights Center on judges’ training and production of tools and knowledge resources (e.g. CEDAW Bench-book), as had other agencies (notably UNDP and ADB) and UN Women expected that these had already been mainstreamed.

The independent nature of judiciaries means that conventional ‘training’ modalities are not always feasible, hence the use of a ‘colloquium-style’ format whereby judges can share in a collegial environment.

Disaggregation of the number of actors trained across organisations was not consistently done, nor was an overall baseline of relevant justice system actors identified in order to determine the proportion of actors who have been reached. Double-counting of participants (i.e. those who attended more than one event) is also a factor that was not controlled for in UN Women’s reporting. Information on the sex of participants of trainings was frequently (though not uniformly) captured, indicating a strong emphasis on the participation of female stakeholders. On average, approximately 65-70% of attendees at such trainings were female.



Regional: The Regional South-East Asia Judicial Colloquium on Gender Equality Jurisprudence and the Role of the Judiciary in Promoting Women’s Access to Justice brought together senior judges from the eight programme countries in year to reflect on, inter alia, the use of culture to justify discriminatory gender norms. Further opportunities for learning and changing practices within the justice sector continued in 2014 with a Regional Workshop for Judicial Training Institutions on Gender Practices in Promoting Women’s Human Rights Compliant Justice Delivery held in Bangkok, and the Southeast Asia Judicial Colloquium on Access to Justice for Women’s Economic, Social and Cultural Rights (ESCR) held in Kuala Lumpur. Over the course of the programme, a total of five regional judicial regional meetings on jurisprudence on various dimensions of gender equality were organised.

Cambodia: The programme made good progress integrating CEDAW and WHR into justice curriculum in a result that will extend far past the close of the programme. Following a series of judicial dialogues and trainings in 2013, 2014 and 2015, judges and prosecutors agreed on action points to be implemented to strengthen gender responsive jurisprudence. UN Women also worked with the RAJP for the mainstreaming of CEDAW into the judicial professional’s curriculum leading to the development and delivery of a briefing module and materials on the elimination of sex stereotyping in judicial instructions. As a result of these efforts, all those trained at the Lawyers’ Training Centre (LTC) and the Royal Academy for Judicial Professions learn about CEDAW and WHR. Given the challenges in working with the justice sector in Cambodia, trainings have been a good entry point to engage justice institutions and actors to increase awareness and implementation of CEDAW commitments.

Indonesia: In 2014, the Programme supported APWLD’s continued training of judicial actors including lawyers, policymakers and advocates on Feminist Legal Theory and Practice with a training workshop in Indonesia to build knowledge of feminism and law. The training contributed to the creation of paralegal community centres in several provinces in Indonesia, focusing on migrant rights issues. UN Women further organized two trainings in 2014 on CEDAW-based legal reviews to help build the skills of women’s groups and to 45 legal drafters in the Ministry of Law and Human Rights. In 2015 UN Women brought regional experts to provide a five-day training on ‘Women’s Human Rights with Multi Treaty Approach’ for 28 legal drafters in the Ministry of Law and Human Rights.

Lao PDR: Since 2012, UN Women worked with key stakeholders to organise three provincial and national consultations to strengthen the understanding of the Village Mediation Units about harmful traditional practices including issues related to women victims/survivors of violence. Following training on feminist legal theory and practice, the Lao Women Union and the Ministry of Justice held National and Provincial Consultations on Women’s Access to Justice for village mediation units and judicial institutions to strengthen their capacity on Gender Equality and VAW. The MoJ developed training materials and manuals tailored to these activities for the local level mediation units. Public Consultation workshops on the draft law on Prevention and Combat Violence against Women and Children were also held broadly with stakeholders from line ministries including Ministry of Justice,

Supreme Court, Prosecutor Office, Public Security, Lao Women Union, National Commission for Advancement of Women, National Commission for Mothers and Children, National Assembly, UN Agencies and NGOs/CSOs. UN Women reports that the access to justice research and development of laws has resulted in multiple discussions and consultations with diverse stakeholders.

Philippines: A National Forum on Women and Justice in 2012 helped raise women's access to justice as a priority issue for policy discourse. This was followed by three country level events on women's access to justice, leveraging off of the launch of the Progress of World's Women report on access to justice in 2012. The first ever national consultation on women's access to justice in plural legal system was conducted in 2014, bringing together 50 representatives of government and civil society to discuss the research findings and strategies to effect change. The programme in the Philippines included a strong focus on WHR in conflict situations, supporting gender sensitivity in the drafting of the BBL, and elevating the role of the Commission on Human Rights as the Gender Ombudsperson to enhance monitoring and accountability for WHR. Targeted support contributed to strengthening CEDAW accountability on CEDAW in peace building processes in Mindanao.

Thailand: The programme worked in partnership with the National Human Rights Commission of Thailand (NHRC) to raise awareness of government agencies, judges, and CSOs on the CEDAW Optional Protocol. As a result of these actions, the NHRC Chairperson publicly committed to support women's right to use the Optional Protocol as a tool to seek redress, and further called upon government agencies to implement CEDAW to avoid rights violation and to forestall any need to invoke the OP. Drawing on leanings from the Regional Workshop for Judicial Training Institutions on Gender Practices in Promoting Women's Human Rights Compliant Justice Delivery in 2014, the Teeranat Kanjanauksorn Foundation and the Central Juvenile and Family Court joined forces to develop guidelines or standard operating procedures to increase awareness among judges and court staff for the protection of women by the Central Juvenile and Family Court.

Timor-Leste: UN Women worked closely with the Legal Training Centre (LTC) of the Ministry of Justice over the course of the CEDAW SEAP II programme to build knowledge and capacities, leading to the integration of women's human rights into the LTC curriculum, a strategic entry point for mainstreaming gender-specific knowledge in the country's legal education system. In June 2014 UN Women supported the LTC to conduct training on women's human rights for magistrates, prosecutors, public defenders and private lawyers within their standard training programme. 29 out of 33 Magistrates and 20 out of 31 private lawyers attended the WHR training in LTC assessed that they had acquired basic skills in applying international human rights law to gender-related issues at the domestic level in the post-training evaluation. Leveraging off of regional workshops on Promoting Women's Human Rights Compliant Justice Delivery, UN Women worked in partnership with JSMP to conduct a round table discussion on the application of CEDAW in the Judicial Process for Female Justice Sector Actors including judges, prosecutors, public defenders and lawyers.

Viet Nam: UN Women support via CEDAW SEAP II was instrumental to the development of training curriculum for legal professionals on WHR and gender equality for the Judicial Training Institute of Viet Nam, which serves as the key training institution for legal practitioners (judges, lawyers, clerks and other titles) in the country. With programme support, training curriculum with case files addressing violence, especially sexual violence and domestic violence against women and girls, was developed by the Judicial Training Institute. Further targeting sustainable changes in access to justice for victims of sexual violence, three policy dialogues were organised for justice providers to discuss women's access to justice, including a focus on legal aid and sexual violence and gender stereotyping in the justice system. A policy brief on access to justice for survivors of sexual violence was also developed and shared with national partners under the programme.

Output 2.2: Legal support systems and advocacies enhanced for effective and women's human rights – promoting access to justice particularly by disadvantaged women

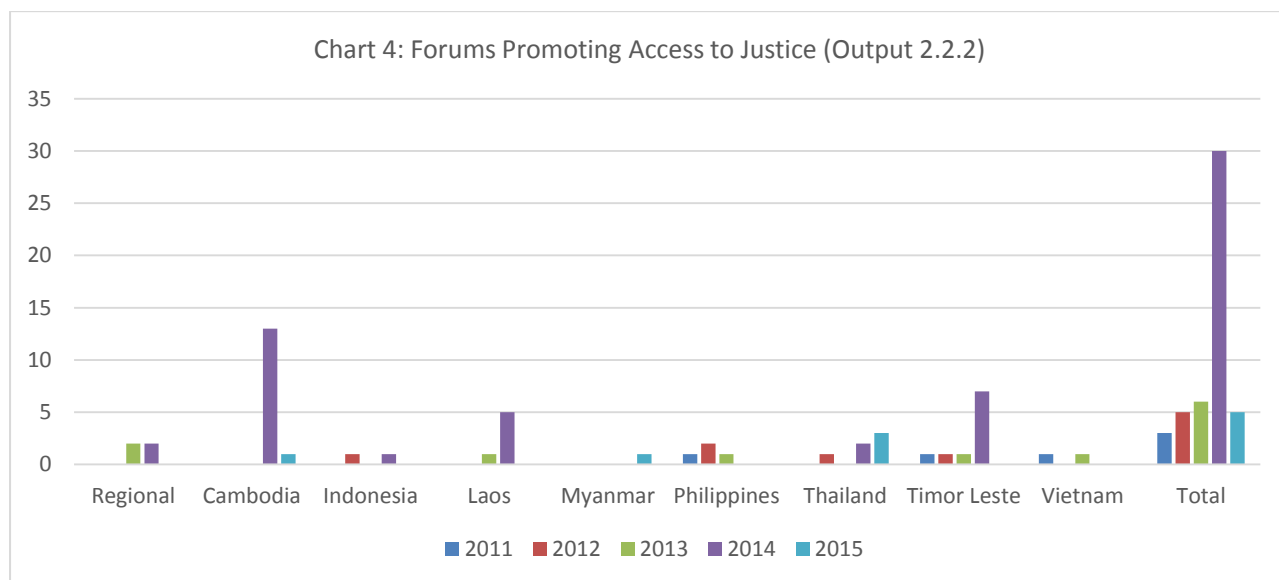
Output 2.2: Legal support systems and advocacies enhanced for effective and WHR – promoting access to justice particularly by excluded women

2.2.1 Number of knowledge products promoting access to justice developed and shared with judicial system actors.	Baseline: 3	12 (3 regional and 9 national) instances, with others underway/being finalised Target: 3 new
2.2.2 Number of regional and national forums and consultations supported promoting access to justice (include number of participants disaggregated by organisation, position and sex attending these forums, consultations)	Baseline: 0	49 relevant activities reported (4 regional and 45 national) across all countries Target: 1 regional and 7 national Participants: Not all were recorded for all activities (nor disaggregated), but a minimum of 1700 persons participated in these activities.

Results for the indicators associated with this output are, once again, substantially above the proposed targets. Through the CEDAW SEAP II programme, UN Women has supported the production an extensive range of knowledge products (11), many of which are related to the ground-breaking research on Access to Justice in Plural Legal Systems that UN Women sponsored, with others specific to sharing of judicial practices related to provision of justice to women.

As the graph below highlights, the various activities and events supported by the CEDAW SEAP II programme were spread across all programme countries and over the course of the entire programme period, though with the majority (60%) of events taking place in 2014, when the A2J research was being conducted. The likely reasons for this concentration of activities in 2014 is noted above.

The specific disaggregation of the participants in these events was not done proportionately other than for sex (average: 73% female, 27% male), but reports from the events indicate that attendees were drawn from the legal professions, academia, civil society, community leadership and national/subnational government.



Regional: CEDAW SEAP II facilitated regional discussions on women, conflict and Islamic law with an Expert Group Meeting on Muslim Women in 2013 that brought together activists and academics from Muslim communities in Cambodia, Indonesia, Myanmar, the Philippines, and Thailand. The sessions included an overview of women's human rights issues and protection frameworks and the relationship of these frameworks to Muslim Family Law as well as a focus on the causes and consequence of conflict on women in the region and the role of women in peace negotiations. Participants identified steps to address negative stereotypes as well as means of working with feminist Islamic scholars and leaders.

Regional partner APWLD undertook four Feminist Legal Theory and Practice training of trainers in to facilitate national level FLTP research in seven programme countries (excluding Myanmar). Training was followed with individualised guidance for national level design and elaboration. Capacity building in the region was further facilitated by regional partner IWRAW Asia-Pacific for National Human Rights Institutions (NHRIs) to promote and protect WHR by monitoring CEDAW obligations. IWRAW also organised a dialogue between NHRIs and ASEAN mechanisms on legal pathways and the protection mandates of NHRIs and ASEAN mechanisms.

Indonesia: Access to justice was promoted with exchanges between customary and village leaders in West Papua and Aceh provinces to share lessons learned on ensuring that community-based justice mechanisms comply with CEDAW. Concerted efforts were made to incorporate marginalised groups in National FLTP by bringing together 15 representatives from community based organisations working on women human rights, migrant rights and legal aid from Makassar, Palu, Kendari, Mataram, Sumbawa, Karawang and Jakarta to participate in FLTP implementation.

Cambodia: Young women leaders were included as a special focus for the programme in Cambodia, offering specialised training on feminism, equality and justice for women; the training was subsequently replicated independently for young women working in garment factories and entertainment venues. The programme supported integration of technology with youth advocacy efforts and provided tools and materials for youth advocacy using social media platforms such as Facebook. Efforts to strengthen young women's voices continued in 2014 with consultations with young women on implementation of government commitments on gender equality including CEDAW and the BPfA +20. Numerous initiatives were dedicated to strengthening systems in Cambodia for women's access to justice including: Conference on Women Judges and Prosecutors on Women's Access to Justice; National Forum on CEDAW/COB Implementation; National Consultation on CEDAW/COB Accountability; Workshop on Strengthening of Provincial Network to Improve Women's Access to Justice; and establishment of a Women for Justice Network in Battambang Province. The programme also included a focus on EAW that included support to the Cambodian NGO Committee on CEDAW to conduct public awareness campaigns and discussions with men and boys on EAW. Dialogues were held in 2014 between the gender advocates and the Ministry of Interior and the Ministry of Education, Youth, and Sports, to propel forth the demands of CSOs to strengthen the mechanisms for the enforcement of laws, including the Domestic Violence Law and the Law on Anti-Trafficking. Parties agreed to integrate specific contents of CEDAW articles into the school curriculum.

Myanmar: UN Women organised the first ever training for the new National Human Rights Commission on CEDAW, gender and security for senior officials in 2015. Officials represented the police force, NHRC, Bureau of Special Investigations, General Administration Department, Prisons Department, Fire Services Department and the Department of Social Welfare. The workshop recognised the important duty of law enforcement agencies in protecting WHR, and highlighted the low levels of women's representation in decision-making on security matters, garnering commitments to improve gender sensitivity in security operations.

Philippines: National initiatives included a focus on the applicability of CEDAW in conflict and emergency with a 2012 workshop on Women’s Human Rights in Conflict and Emergency Situations to raise awareness of women’s human rights as guaranteed by CEDAW and the national Magna Carta of Women. Implementation support was provided by UN Women to the Commission on Human Rights to monitor women’s human rights in conflict and emergency situations in Mindanao. UN Women further supported local groups to work with rural and indigenous women leaders in Mindanao to monitor WHR, document violations and develop remedies. Trained leaders have become WHR focal points in their communities, assisting women with filing complaints.

Thailand: The programme in Thailand included a strong focus on strengthening marginalised women’s access to justice. UN Women worked in partnership with the NHRC to train government representatives and CSOs on the Optional Protocol, and provided CEDAW – based legal aid to two battered women who in a criminal court case. Training workshops on Access to Justice were organised for Malay Muslim Women from the Southern Provinces that included NHRC staff and Muslim women leaders. National FLTP training brought together gender equality advocates from indigenous women’s networks, migrant rights advocates and women in conflict along with lawyers, government representatives and staff from the law reform commission. In Thailand, through the work of LRCT UN Women has contributed to a better understanding of plural legal systems and the situations of Muslim women in identifying their challenges, building an understanding of the Islamic council on women’s rights.

Timor-Leste: The National FLPT exercise in Timor-Leste yielded rich results, highlighting the country’s strong patriarchal culture as a key underlying barrier to women’s access to land and property rights. The research facilitated open discussions with women in rural areas, leading to a national validation workshop that deepened understanding of women’s access to justice within plural legal systems and facilitated improved gender equality mechanisms in the revision of the land law. The research was finalised and translated into the local language so that findings and recommendations could be shared widely.

Viet Nam: National initiatives took steps to recognise the rights of marginalised groups with advocacy and training on human rights, CEDAW and LGBT issues for media representatives, government employees, UN staff and NGO representatives, putting forth a strong message about breaking down bias and understanding LGBT rights as human rights. UN Women worked jointly with UNODC to sponsor research on women survivors of domestic violence, women in conflict with the law, and women in the justice sector from a CEDAW and human rights perspective. The “Assessment of the Situation of Women in the Criminal Justice System in Viet Nam” was endorsed by UN Agencies and shared with government and CSO stakeholders to feed into advocacy for the revision of the penal code. A further research paper was supported looking closely at how sexual violence is policed and prosecuted in the country. The Institute of Sociology of the Ho Chi Minh Political Academy took part in the A2J regional research, producing “Access to Justice in Plural Legal Systems: A case study on domestic violence against women in Viet Nam”. The findings identified barriers and policy gaps to WHR attainment, informed the joint UN and civil society advocacy during revision of the Penal Code and Penal Procedure Code, and were used by Ministry of Justice to propose revisions to the Penal Codes in line with CEDAW and HR standards.

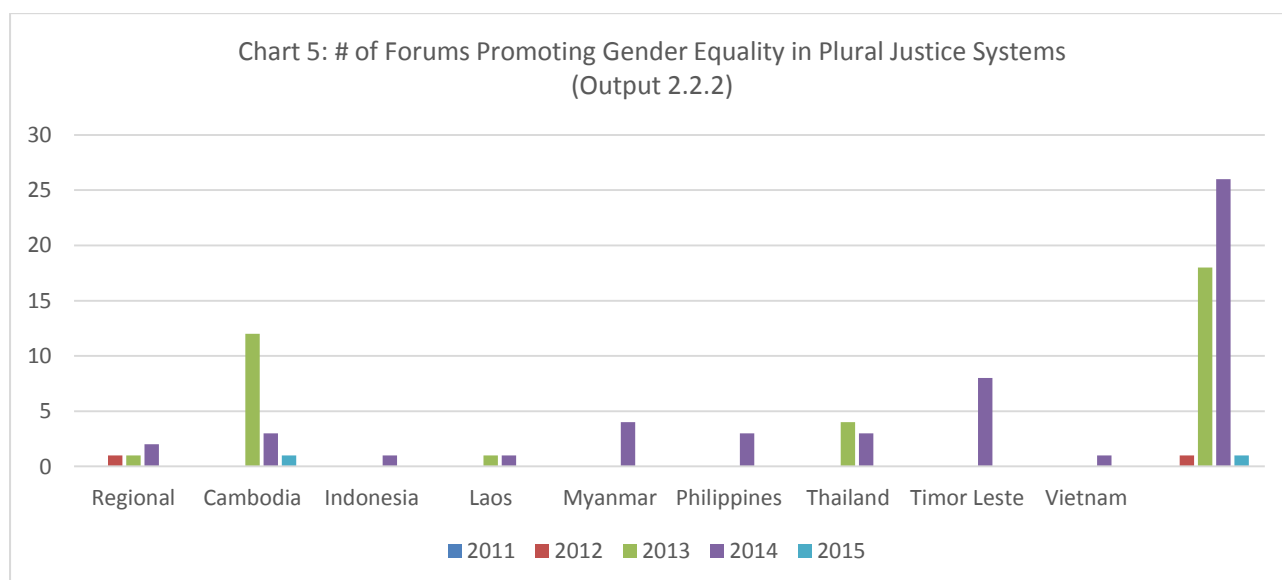
Output 2.3: women’s human rights-based perspectives and frameworks on Women’s Access to Justice in plural justice systems deepened and promoted/shared across region by regional institutions and national governments

Output 2.3: WHR-based perspectives and frameworks on Women’s Access to Justice in plural justice systems deepened and promoted/shared across region by regional institutions and national governments

2.3.1 Number of and relevance at regional level of knowledge products documenting good practices on promoting gender responsiveness in plural justice systems developed, documented and shared	Baseline: 0	12 (2 regional and 10 national-level researches among women community members on access to justice), with 8 regional researches ongoing Target: 5
2.3.2 Number of regional and national-level consultations/forums on plural justice systems supported by UN Women CEDAW SEAP (with number of participants, disaggregated by organisation, position, and sex)	Baseline: 0	46 (4 regional, 42 national-level forums/consultations across all countries) Target: 5 Participants: Not all recorded or disaggregated, but at least 1400 participants (min 60% female participants) across all activities Participant Target: 350 (50/country)

UN Women again has surpassed targets with indicators related to these output measures, with 11 knowledge products on plural justice systems reported, and 46 events related to these being recorded across all programme countries.

Participants at these events were, at a minimum, 60% female, with more than 1400 participants overall being reported. However, participant numbers for many of these events were not recorded, so the actual total number of participants was higher. Organisational affiliation of attendees was not recorded.



Regional: The programme contributed to growing understanding of the complexities of plural justice systems and the implications for women’s access to justice throughout the region. UN Women supported a roundtable discussion in Thailand in 2012 for regional experts on the need to harness both formal and informal mechanisms to deliver justice for women. In 2012 and 2013, UN Women initiated a community-based research framework on Access to Justice for Women in Plural Legal Systems of South-East Asia to guide national research in the programme countries. The fieldwork was supported throughout the course of the programme with workshops and individualised support,

resulting in consultations and validation workshops to share findings and recommendations that fed into broader advocacy initiatives in programme countries.

IWRAW AP hosted a regional consultation on CEDAW implementation and access to justice in 2013 for the justice sector, women's machineries and civil society stakeholders from all programme countries. Workshop outputs included an analytical assessment of trends in access to justice in South-East Asia as well as a draft set of indicators on access to justice for women in the region. Further regional research was conducted on tracking the use of CEDAW obligations and principles in judicial decision-making.

Cambodia: UN Women supported training for 60 CSO stakeholders on the CEDAW Optional Protocol, leading to greater knowledge of the process for submitting cases. Together with OHCHR, UN Women further supported the translation of the CEDAW Optional Protocol in 2014 for use in training workshops and community consultations. Through these activities, the programme has seen an increase in depth and quality of CSO partners involved in promoting CEDAW implementation and monitoring.

Thailand: Programme work in Thailand promoted a deepened understanding of issues facing marginalised women in accessing justice. Outputs included: a research report on Plural Legal Systems and Women's Access to Justice in Thailand focusing on the ethnic Hmong in the North of the country and the Malay-Muslim in the South; a life studies report on ethnic minority women entitled "Experiences: Access to Justice – life stories for ethnic women" and a focus on GBV in "Violated Lives: Narratives of Women Survivors from Domestic Violence and Sexual Violence".

Viet Nam: Early in the programme cycle, UN Women sought to further dialogue on women's human rights via national consultations that brought together diverse stakeholders. UN Women worked together with other UN Agencies in 2011 to support the legal policy dialogue under the theme of integrating gender issues in law making and execution as well as a conference on enhancing the protection of GBV victims for representatives of the police force, Ministry of Justice, and civil society among others.

Outcome 3: Strengthened monitoring and accountability mechanisms for implementation of CEDAW commitments

Outcome 3 has been well achieved. UN Women has provided sound support through the programme to tool development and coordination for improved CEDAW monitoring and reporting via the State and shadow reporting processes. UN Women has established good partnerships with CSOs in programme countries in this regard, and is widely credited with playing a critical role in opening up stronger engagement between government and CSO stakeholders on WHR issues.

<i>Outcome 3: Strengthened monitoring and accountability mechanisms for implementation of CEDAW commitments</i>		
3.0.1. Quality and timeliness of States' Party reports to CEDAW Committee (key criteria: quality of analysis, objectivity of analysis, topic coverage, which and how many agencies participated in the process).	No definite baseline	2012: Support to Indonesia on mock CEDAW session 2013: Two countries (Timor-Leste & Cambodia) submitted 'high quality' reports, Viet Nam also submitted report 2014: Myanmar, & Viet Nam reports reported as 'improved' by CEDAW committee 2015: Philippines report submitted and commended, Cambodia submitted a report on the COBs; Viet Nam conducted a mock CEDAW Session prior to the review in Geneva, and also submitted a response to the List of Issues No target (PMF notes a target for CSO shadow reports).
3.0.2 Number and quality (timeliness and diversity) of NGO reports on CEDAW implementation (key criteria: number and type of organisations participating, topic coverage),	Baseline: Civil society in all countries previously contributed shadow reports of varying qualities	2012: Indonesia: 1 CSO supported to participate in shadow reporting process 2013: Cambodia had 'wide CSO consultation' 2014: Myanmar and Timor-Leste had 'wide CSO consultation' 2015: Cambodia, Timor-Leste & Thailand had a clear & quality shadow reporting process; CSOs in Viet Nam submitted a shadow report, jointly drafted by 21 organizations including a diversity of representation from LGBTI, WLHA communities, disabled and ethnic minority and youth groups; UNW Philippines supported rural women capacity and inputs to shadow report and is leading preparation of a UNCT Report on CEDAW, with participation of multiple UN agencies. 18 CSOs from Myanmar participated in developing the NGO report, a first for such reporting by NGOs within Myanmar Target: (unspecified) improvements in the quality of NGO reports in 7 countries; at least 10 agencies participating in each country

On a regional level, UN Women supports international NGOs (notably IWRAW-AP) on its networking with national NGOs on the shadow-reporting process. Seven of the eight programme countries submitted CEDAW periodic reports during the programme period, although civil society in only 5 (of 7 proposed) countries were reported by UN Women to have been directly supported. Lao PDR has prepared a draft report, and continued to work toward submission at the close of the programme. Lao PDR and Indonesia submitted interim reports as requested by the CEDAW Committee to address priority issues.

As no specific targets were put in place for issues around the quality of either the States' Party CEDAW Reports or the CEDAW Shadow Reports, quantitative assessment of the programme's performance against targets in this regard is not possible. However, the quality of reports from programme countries has demonstrably improved over the Programme period based on the concluding observations and feedback offered during presentations. With respect to the level of CSO involvement, those countries that undertook a shadow-reporting process had strong representation of national CSOs/NGOs (either individually or via networks/coalitions). Some national network NGOs represent a substantial spread of CSOs in their host countries, for example NGO-CEDAW in Cambodia, which has

a membership of over one hundred national NGOs. Regional networks such as IWRAP-Asia Pacific, have a very substantial reach across all ASEAN countries.

UN Women has developed and/or adapted a range of relevant support materials that have been translated into local languages for stakeholders in the eight programme countries. Most notably, the programme developed a guidance tool for CEDAW State report writing, which is expected to be adopted by the CEDAW Committee to offer global after the close of the programme. Government and civil society stakeholders alike report improved awareness of, and commitment to, implementing and monitoring the provisions of CEDAW, although strengthening of monitoring mechanisms for implementation of CEDAW commitments will require on-going focus in the region to maintain forward momentum.

Highlights of significant achievements within Outcome 3 include the following:

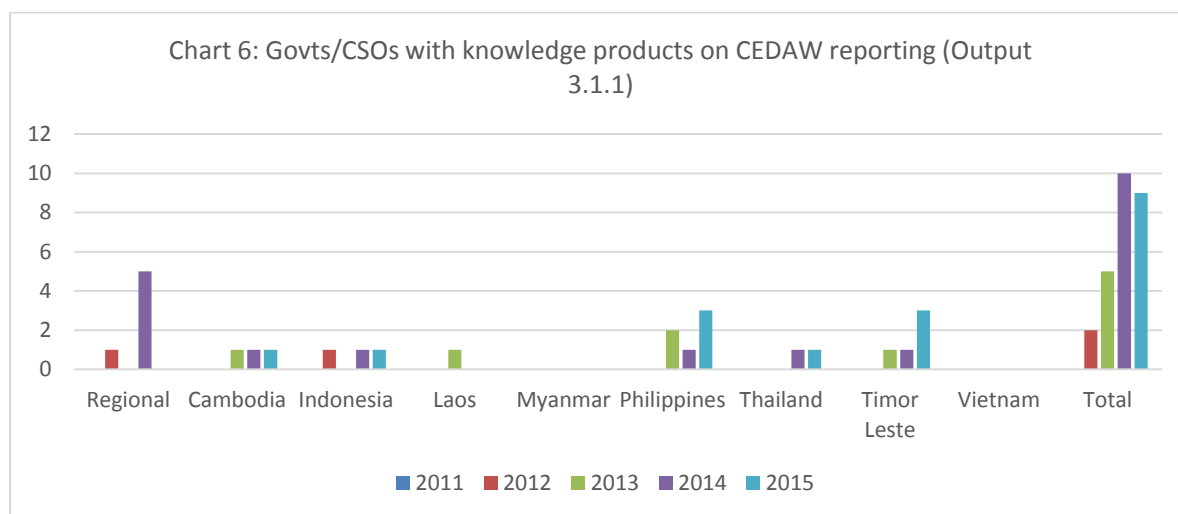
- At least 3-5 line ministries work together with UN Agencies (e.g. UN Women, UNICEF, UNFPA, UNESCO, OHCHR) to monitor the implementation of CEDAW in all programme countries.
- Support to Cambodia, Indonesia, Thailand, Timor-Leste, Myanmar, Viet Nam and the Philippines to submit CEDAW State reports resulted in improved quality of reports as acknowledged by the CEDAW Committee.
- In Myanmar, the State report was written by a 19-member multi-ministerial writing group that included parliamentarians. This was the first time that CSOs were consulted in the report writing process, marking significant progress in opening up broader space for collaboration for WHR. 18 CSOs participated in developing the first ever NGO CEDAW report from Myanmar.
- In Viet Nam, the increase in CSO capacity over the course of the programme has reportedly resulted in a substantial increase in the quality of the most recent shadow report over the previous iteration, particularly with respect to the inclusion of a more diverse representation of CSOs, for example from the LGBT community and people living with HIV/AIDS. Presentation of the shadow report was attended by representatives of the Vietnamese government
- In Timor-Leste- Rede Feto members and human rights NGOs took lead responsibility for the first time for shadow report writing, strengthened by technical backstopping and the capacity-development initiatives of the programme.
- CEDAW monitoring tools have been developed under the programme throughout the region drawing on the knowledge and resources generated in regional forums. Notable achievements included in Cambodia for line ministries to monitor implementation of the CEDAW COBs, in Timor-Leste for NGO networks and the CEDAW Watch Group, and in Viet Nam a framework for MOLISA to monitor and evaluate progress against commitments, as well as provision of technical assistance to government and CSOs with the support from a CEDAW Committee member who developed country-specific guiding documents in relation to CEDAW reporting and follow-up.
- Viet Nam also saw the (ongoing) development of the National Action Plan to implement CEDAW COBs and CSOs are working to finalize their monitoring framework against the COBs.

Output 3.1: Knowledge resources that support better implementation, monitoring, and reporting on CEDAW and women’s human rights related

Output 3.1: Knowledge resources that support better implementation, monitoring, and reporting on CEDAW and WHR related documents and programmes and shared across the region

<p>3.1.1 Number of government and civil society institutions which have benefitted from new knowledge products on CEDAW implementation, monitoring and reporting¹³</p>	<p>Baseline: One knowledge product on good practices of governments and civil society produced that covers generic aspects of the CEDAW implementation</p>	<p>26 knowledge products (6 regional, 20 national) were reported to have been produced with UN Women support across all countries except Myanmar and Viet Nam</p> <p>Target: 7</p>
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As reported by UN Women, all NWMs, MOJs and key CSOs working on women’s rights in the 8 programme countries and ASEAN region have benefitted to some extent from knowledge products that have been produced with the support of CEDAW SEAP II. Taking the metric of the number of actual knowledge produced as a proxy for the indicator, all programme countries except for Myanmar and Viet Nam¹⁴ were reported by UN Women to have prepared knowledge products on CEDAW implementation, monitoring and reporting, surpassing the programme target. Most of the countries produced multiple products over the course of the programme, with three quarters of them being produced in the final two years of the programme.



Regional: UN Women commissioned an assessment of NGO CEDAW monitoring reports and processes in programme countries at the start of the programme to help share good practices and guide activities over the course of the programme. Throughout the program, numerous knowledge products were produced including guidance papers, outcome documents and summary proceedings of regional fora. Regional resources in 2014 included: “Gender Assessment of National Law-making Mechanisms and Processes in Selected Southeast Asian Countries: A CEDAW Perspective”, “Applying Due Diligence Standards to Legislative Approaches on Violence against Women”, “Access to Justice for Women in

¹³ There is a mismatch between this indicator (# of governments/CSOs benefitting) and its MOV (# of knowledge products)

¹⁴ In Viet Nam, UN Women supported the development and rollout of CEDAW monitoring tools under a different funding stream to CEDAW SEAP II but using CEDAW SEAP funded staff technical time

Plural Legal Systems in South East Asia”, and “Southeast Asia Regional Judicial Colloquium on Gender Equality Jurisprudence and the Role of the Judiciary in Promoting Women's Access to Justice”. In 2015, a booklet on gender stereotypes and other indirect forms of discrimination against women in judgments was disseminated, offering an adaptable training manual for judges and other justice actors.

Cambodia: The programme supported the translation of key CEDAW documents into the local language including CEDAW Recommendation No. 30 on Women in Conflict Prevention, Conflict and Post-Conflict in 2013, UN Women supported the development of a CEDAW monitoring tool for monitoring Cambodia National Council for Women (CNCW) staff missions. The tool was further developed in 2014 to include qualitative indicators. UN Women also supported CNCW to develop the combined 4th and 5th Periodic Report for the CEDAW Committee, and CSOs to finalise the Shadow Report. Following the reporting, UN Women helped CNCW prepare a matrix to assist each government agency to monitor their actions against relevant CEDAW Concluding Observations. UN Women conducted a study in 2013 (timed with the elections) on young women’s participation and leadership in the democratic process to help inform strategy development to increase young women’s political participation. This and other networking and advocacy work led to the development of a National Policy and Strategy to strive for equal representation of women in the civil service by 2021. Though still in draft at the close of the program, efforts will continue to push for adoption.

Lao PDR: UN Women supported the translation of CEDAW general recommendation No. 19 on VAW and other materials on women’s rights into the Lao language, and disseminated them to national stakeholders to assist in drafting laws and promoting national ownership of international human rights treaties. Support to the National Commission on the Advancement of Women and other stakeholders, including CSO, led to a National Consultation Workshop on the draft 8th and 9th CEDAW Periodic Report in June 2014 to discuss, inter alia, findings of provincial level data. The report has been approved by the Government, but had not yet been finalised at the time of the evaluation.

Indonesia: UN Women supported the Indonesian Government in 2013 to coordinate the monitoring and reporting of CEDAW implementation, including support to workshops and consultations among key line ministries. Technical support was provided for the Government of Indonesia to prepare a progress report for the CEDAW Committee in 2014 outlining the steps taken to implement critical areas in the Concluding Observations, namely female circumcision and marriage and family relations. UN Women also worked to develop a dialogue mechanism between NHRIs and civil society to promote and protect women’s rights in the country including the creation of a pool of national CEDAW experts within the CEDAW Watch Group. The programme facilitated the translation and dissemination of various knowledge products including training modules on CEDAW for activists and for lesbian, bisexual and transgendered groups, videos and the CEDAW Concluding Observations and General Recommendations to further the knowledge base within the country on CEDAW commitments. UN Women also partnered with Radio Republic of Indonesia to broadcast discussions in a weekly women’s programme cover topics such as various topics within the articles of CEDAW, EVAW, BPFA+20 and the SDGs.

Philippines: UN Women led an initiative in 2015 to conduct a collective UNCT review on the Philippines’ 7th and 8th progress report on CEDAW, leading to the development of a draft confidential report. The programme supported the Philippine Commission on Women (PCW) to formulate and print the Women’s Empowerment, Development and Gender Equality Plan (2013-2016), and disseminate it to government agencies and gender equality champions. The plan was developed with extensive support from UNW in a broad consultation process; it guides agencies to mainstream gender as well as to develop women-focused activities to address areas of inequality in line with international and national commitments. UN Women also participated in a global inter-agency reference group for developing an online course on CEDAW, primarily for all UN staff, but this may become a useful tool for building capacity for external stakeholders such as government officials.

Thailand: UN Women supported women’s organisations and marginalised women to prepare CEDAW shadow reports. The Thai Women’s Network was also supported to give recommendations for the integration of WHR in the Gender Equality Bill, the Constitution-drafting and national reform processes. The programme supported the NHRCT to develop indicators to monitor key international normative frameworks (including CEDAW) for line ministries.

Timor Leste: UN Women provided technical support to the women’s machinery to oversee the drafting of the Second and Third Periodic Report to the CEDAW Committee, and support to Rede Feto (a network of women’s NGOs) to lead the drafting of the CEDAW Shadow Report. The programme assisted the women’s machinery to develop guidelines for reporting processes that worked across ministries to lay out a clear trail of evidence of progress and impact of initiatives for WHR. The same methodology was applied to developing the Beijing+20 progress report, noting the gaps in progress, and including a budget analysis that subsequently fed into a recommendation paper submitted to the Parliament before the approval of budgets. Conducted for the first time in 2014, the recommendations in the report included the allocation of budget for the implementation of the National Action Plan on GBV and an increase to the budget allocation for the women’s machinery. UN Women further supported the women’s machinery to translate and disseminate resource materials on women’s human rights, including CEDAW General Recommendations for the Government of Timor-Leste. The CEDAW SEAP II programme in Timor-Leste printed and disseminated a range of knowledge products in the local language to expand access to information on women’s human rights including “Women’s Access to Land and Property Rights in the Plural Justice System of Timor-Leste Research”, the “National Review Report on the Implementation of the Beijing Platform for Action (BPfA)” and “Toward Equality and Access: Strengthening Women’s Roles as Lawmakers in Timor-Leste”.

Output 3.2: Capacity development programmes conducted and modelling undertaken of integrated, harmonised women’s human rights and coordinated approaches to CEDAW implementation and monitoring

Output 3.2: a) Capacity development programmes conducted on CEDAW implementation and monitoring b) Modelling undertaken of integrated WHR approaches to CEDAW implementation and monitoring		
3.2.1 Level of satisfaction of government and CSO participants with relevance and applicability of capacity development programmes.	Baseline: n/a	Across all programme countries, an average of 71% of participants expressed satisfaction (via pre/post testing at capacity-building events) Target: 50% of participants expressing satisfaction
3.2.2 Number of exchanges and good practices documented and shared among governments and/or CSOs on CEDAW implementation, monitoring and reporting (regional, national, sub-national)¹⁵	Baseline: 0	UN Women documented 23 national and one regional level documentation of exchanges/good practices reported across all countries except for Myanmar and Viet Nam Target: 3 regional and 7 national

Measurement of the indicator related to the level of satisfaction with capacity development activities varied across programme countries and events – some reported pre-post knowledge increases (across different elements), some reported satisfaction levels, some reported attendance only. This is partially due to a restating of the indicator in 2014/2015 (the previous iteration measured self-reported increases in knowledge by participants) The result here is a ‘best estimate’ from the available UN Women-reported annual data. It does indicate that, with a final result of 71%, the target of 50% of attendees expressing satisfaction has been met.

Qualitative data from the field research supports this finding, with the majority of stakeholders interviewed expressing their approval of both the content and modality of UN Women’s capacity building activities. Any dissatisfaction was primarily related to the level of reach of the trainings, in terms of the absolute numbers of people reached, relative to need; the quantity of training offered (for example, in Cambodia, the programme supported six teaching hours of CEDAW implementation to law students across a two-year education cycle); and the absolute reach of the training beyond national/central level down to sub-national levels. These issues were primarily determined by the resource constraints of the programme and are thus not indicative of lack of satisfaction *per se*.

Regional: UN Women partnered with the Commonwealth Secretariat to foster regional dialogue on the role of stakeholders in ending impunity for VAWG and a meeting in 2014 on the creation of National Women’s Machineries in all participating countries. Regional meetings were held in 2014 and 2016 to develop national recommendations including the development of protocols and networks on coordinated services to victim/survivors of violence. As a result of this collaboration, UN Women and the Commonwealth Secretariat are working to develop a judicial resource manual on women victims/survivors of violence tailored to the Asian context.

Cambodia: UN Women supported a range of capacity development programmes targeting national and provincial government and CSO. Results from self-assessments were positive, with 74% of participants of CEDAW trainings reporting that improved knowledge and skills on CEDAW compliance, and 96% of trained officials identifying greater capacity to apply CEDAW and WHR in their work. Provincial level use of the CEDAW monitoring tool was reported at 60%, and 80% of the officials from the women’s machinery reported increase in their knowledge and use of CEDAW/COB in monitoring and reporting. The programme facilitated improved communication and cooperation between

¹⁵ This indicator is a combination of two previous indicators that had the same metric, but disaggregated amongst CSOs and government. Targets have been combined.

Government actors on CEDAW elaboration, including outlining a strategy at a CEDAW Forum in 2014 for all relevant government agencies to implement the COBs and accelerate progress on WHR. Specific activities and indicators relating to implementation of COBs on VAW have been incorporated in national action plans (2ndNAPVAW) and line ministry work plans.

Indonesia: UN Women supported an extensive dialogue process between government and NGOs to draft the Beijing+20 Review report, which culminated in a series of three national consultations with the women's machinery and key line ministries to identify strategies to support the implementation of priority issues identified in the 2012 Indonesian CEDAW Concluding Observations and other international agreements. UN Women facilitated regional experts to support the Commissioners and staff of three NHRI's (Komnas HAM, Komnas Perempuan, and Komnas Perlindungan Anak) to deepen their understanding of WHR in the multi-treaty approach and due diligence. The programme took initiatives in 2014 to deliver capacity-development training on women's rights to lesbian, bisexual and transgender women, indigenous Papuan women's advocates, and women's organisations. The training contributed to greater awareness among LGBT groups from various provinces in Indonesia to see the connections between sexual orientation, gender identity rights and CEDAW, which encouraged them to prepare an alternative CEDAW report. Women's advocates from Papua also drafted an independent report for the CEDAW Committee.

Lao PDR: UN Women brought together diverse actors to facilitate more coordinated CEDAW implementation in 2013 including high-ranking government officials, academics, and directors of tertiary educational institutions. In 2014, UN Women, IWRAW and NCAW held a national workshop to build the capacity of state agencies with a mandate to protect and promote women's human rights to work toward compliance with the legal obligations under CEDAW and to expand indicators to support the implementation of priority issues highlighted in the CEDAW Concluding Observations 2009. Participant self-assessments noted that three-fourths had greater awareness of CEDAW commitments of Lao PDR to implement gender fair education, and almost half expressed a personal commitment to utilise the gender equality framework to identify entry points to close gender gaps in the Lao education system.

Myanmar: UN Women worked with the Ministry of Social Welfare, Relief and Resettlement in 2014 to provide technical support and capacity-building on CEDAW state reporting, leading into a consultative process of report writing and submission. The hands-on process helped the Ministry identify data gaps on WHR and the continued challenge of GBV in some areas of the country. Furthermore, Members of Parliament, the judiciary and high-level decision makers of the executive branch and CSO all developed a deeper understanding of the State's obligation to ensure CEDAW implementation.

Timor-Leste: With UN Women technical assistance, the Secretary of State for the Support and Socio-Economic Promotion of Women (SEM) developed and disseminated with tailored trainings 15 CEDAW-compliant sectoral Gender Mainstreaming checklists for government agencies to systematically integrate gender equality activities in government planning processes via Annual Action Plans from 2014 on. The guidelines provide Ministries with sectoral information using CEDAW Concluding Observations and gender-sensitive data, including concrete recommendations per sector. SEM also uses the checklist to review institutional action plans for compliance. Analysis of 2014 Annual Action Plans submitted to the Parliament for review indicated that 65% of ministries (11 out of 17) and 14% State Secretariats (3 out of 22) included gender equality provisions and actions in their plans. In 2015, 52% of state institutions included GE commitments in their Annual Action Plans, and 61% of state institutions included recommendations from the CEDAW committee in their 2016 plans. Commitments included budgetary provisions for implementation for a range of targeted activities including: implementation of national action plans on gender based violence and women, peace and security (Ministry of Justice); development of a gender marker and implementation of an affirmative action plan to reach 35 per cent women in decision-making (Ministry of Finance); and adult literacy and school transportation program that targets women/girls (Ministry of Education).

Output 3.3: Enhanced methods and tools by CSOs for holding governments accountable for women’s human rights shared across region

Output 3.3: Enhanced methods and tools by CSOs for holding governments accountable for WHRs shared across region

3.3.1 Number of CSOs benefitting from and sharing tools and methods for monitoring WHR accountability	Baseline: 0	The MOV for this indicator was # of tools developed for CEDAW monitoring. In total, 6 tools were developed, 1 at regional level and 5 at country level (all except for Indonesia ¹⁶ , Myanmar & Philippines), though the Viet Nam tool was developed with funding from another donor. Evaluation research in four countries indicates that these tools are indeed being utilised. Target: 3
3.3.2 Number of exchanges and networking events at which sharing of tools and methods was conducted and documented	Baseline: 0	20 events conducted (1 regional, 12 national) in Cambodia, Philippines, Thailand & Viet Nam Target: 3

Again, the targets for these indicators have both been surpassed by UNW, with tools now in place for all countries except for Myanmar, which is engaged with the shadow reporting process, supported by regional partner IWRAW-AP. The CSO environment in Myanmar is reported to be internally competitive among CSOs, and thus the development of networks has proven challenging. Adoption of a more comprehensive and effective monitoring and shadow reporting toolkit and modalities of cooperation between CSOs may take place in the coming years with the election of the new Myanmar government in 2016 and the likely freeing of civil society space that may result from this. Examples of specific achievements under this output are:

Regional: CEDAW SEAP II contributed to the development of the following through technical assistance during the implementation period: one CEDAW compliance framework; one set of CEDAW indicators; three CEDAW monitoring tools; and one monitoring and evaluation framework. UN Women supported many strategic conferences including the NGO Regional Conference on Advocacy and Monitoring of CEDAW Implementation in 2012 which brought together CSO representatives from six countries, (Cambodia, Indonesia, Lao PDR, Philippines, Thailand and Viet Nam) and five regional organisations (APWLD, Women of Asia Pacific Network of People Living with HIV/AIDS, Asian Indigenous Women’s Network, International Land Coalition, and IWRAW). This was followed with a Regional Government/NGO Dialogue on Promoting Women’s Economic, Social and Cultural Rights in 2013 that brought together diverse groups representing marginalised women. Another regional dialogue was held in 2014 leading to recommendations on enhancing knowledge of CEDAW, its Optional Protocol, the ICESCR and its Optional Protocol among governments and civil society. The programme further strengthened engagement with CSOs via participatory action research on women’s access to justice, generating new data and greater opportunities for cooperation between CSO and governments to address issues.

Cambodia: UN Women Cambodia worked with a range of CSOs throughout the course of the programme to deepen commitments to CEDAW. The Young Women’s Leadership Initiative led to the establishment of a new young women’s activist network. UN Women also provided technical and financial support to a civil society coalition to help promote women in politics among provincial and National Assembly elections in 2012 and 2013. UN Women supported civil society to finalise the 2013 NGO Shadow Report, including CSO representatives with government delegates in the preparatory

¹⁶ A tool for monitoring CEDAW Implementation tool was developed by another donor (HIVOS) during the CEDAW SEAP Phase I. Therefore, it was decided during Phase II to ensure the use of the existing monitoring tools via the CEDAW workshop provided by CEDAW Working Group Indonesia (CWGI).

CEDAW Mock Session. CSOs working on protection and promotion of women’s human rights also received training and translated materials on OP-CEDAW. A CEDAW monitoring tool was adapted to the Cambodian context, and one was tailored for Government use while another was for CSO.

Lao PDR: UN Women Lao PDR worked persistently throughout the programme to create greater space for CSO engagement with Government in CEDAW monitoring and implementation as well as in legal assessments and development processes. The zero draft of the third CEDAW periodic report was shared among INGOs and CSOs for feedback via a gender network as well as a validation consultation meeting. CSO and INGOs were included by the Government in the first formal consultative workshop on the zero draft report for the first time ever in Lao PDR in 2014.

Philippines: UN Women Philippines worked extensively throughout CEDAW SEAP Phase II to enhance the capacities of marginalised women to advocate for their rights within government processes. Two National Consultations with NGOs were conducted in 2013 to exchange good practices, identify areas for collaboration, and strengthen networking among NGOs in support of women’s human rights. With the participation of CSOs of marginalised groups of women, a learning needs and capacities assessment (LNCA) tool was developed and applied, yielding critical findings on strengths and weaknesses within women’s CSO. A training module was designed to address specific learning needs of the five marginalised women’s groups targeted in this initiative, drawing on LNCA

Coming out of the Shadows in the Philippines

UN Women Philippines supported local NGOs to facilitate the CEDAW Shadow Report writing process, working directly with marginalised groups of peasant women, migrant women, indigenous women and women with disabilities. The women learned about CEDAW in a three-day training programme that taught them how to draw on their life experiences to generate data. Rather than relying on a small group of consultants or researchers, the marginalised women themselves took control over the data gathering and writing process. This method proved to be empowering for the participants, helping to expand the capacities of marginalised women to participate in CEDAW reporting as a means of claiming their rights.

findings. UN Women also organised a workshop for rural and indigenous women in Mindanao in 2014 to discuss national issues and challenges to WHR attainment as well as strategies to monitor and report on indigenous women’s rights. Groups were further supported to gather data and develop profiles of indigenous women, working closely with community leaders in targeted indigenous communities. UN Women supported CSOs to gather evidence of reproductive rights violations among urban poor women in Manila to inform efforts to halt rights violations. A national consultation was held to bring together 58 participants representing diverse groups of rights holders to help strengthen the role of NGOs in monitoring the implementation of WHR commitments.

Thailand: UN Women provided support via an external consultant to the NHRCT to develop a set of national indicators in line with CEDAW and other international treaties covering WHR in order to enhance the abilities of NHRCT to monitor and report on national implementation to relevant bodies. With UN Women support, NHRCT organised a four-day workshop for government, academic and CSO stakeholders to finalise the national indicators for nine human rights treaties (including CEDAW)

Timor-Leste: UN Women Timor-Leste fully engaged local CSOs with Government actors throughout the programme period, thereby strengthening relations between the two. CSO were included as members of the CEDAW Watch Group, and offered training on GRB, WHR, CEDAW-compliant law monitoring and gender mainstreaming. In addition, UN Women supported Rede Feto (national women’s network) to oversee data collection and drafting of the CEDAW Shadow Report. Technical support was provided to Rede Feto and the CEDAW Watch Group to develop a local CEDAW monitoring tool. UN Women also trained the Office of Provedória on use of CEDAW to monitor and promote implementation and enforcement of women’s human rights, including via COB monitoring.

Viet Nam: On the basis of a baseline assessment of knowledge, skills and needs on CEDAW monitoring, UN Women supported a wide range of meetings and workshops to enhance local knowledge on CEDAW principles for advocacy networks. In 2014, a meeting for young gender advocates was held to further the development of a Shadow Report as well as to enhance knowledge and skills regarding CEDAW, women's human rights & gender equality. Representatives of young professional women participated in the 61st CEDAW Session in Geneva for the first time, raising important alternative perspectives to the government delegation on gender equality issues, land rights and violence against women. Small NGOs representing vulnerable groups such as disabled women and women living with HIV+ were also involved in developing the Shadow Report for the first time. Following the reporting, the country took decisive steps to draft a National Plan of Action (NPOA) to respond to CEDAW recommendations. Approval from the Prime Minister is expected in 2016.

1.3 Partnership with Stakeholders

Throughout the course of the programme, UN Women has worked comprehensively and effectively to engage with a wide range of stakeholders across the women's human rights field in South-East Asia. Stakeholders strongly confirmed that both the Government and CSO partnerships were strategic in nature and opened up greater space for promoting women's and girl's human rights and gender equality. UN Women's operational mandate facilitated the deepening of partnerships at government levels, helping to make linkages between agencies that each play an important role.

Beyond the more traditional governmental partnerships, the programme made concerted efforts to engage CSOs and, despite regressive trends with respect to political freedom in some programme countries, to create opportunities for greater engagement between government and civil society.

Stakeholders consistently expressed their appreciation of the value of the ability of UN Women to play this bridging or convening role, and identified this as a strategic advantage of UN Women as an agency. The eight programme countries have very different social and political dynamics (and trajectories) for CSO engagement, ranging from countries with vocal and unfettered civil societies (such as the Philippines and Timor-Leste) to countries that with nascent civil societies that must operate in restrictive environments (such as Cambodia, Lao PDR and Myanmar). In all cases UN Women demonstrated its ability to tailor approaches to the individual national circumstances, thereby yielding good results within the confines of each context.

While UN Women's successes with CSO engagement in the programme were laudable, it was notable during the evaluation that there remains an enthusiastic demand within the CSO sector across all four countries visited for further capacity development and collaboration on women's human rights. This demand is in light of the ongoing evolution in the context of women's human rights and gender equality across the programme countries, rather than any lack of achievement by the programme itself.

Regional Partnerships

UN Women established and strengthened a number of partnerships at the regional level during CEDAW SEAP II implementation. UN Women worked closely with ASEAN regional bodies to support stronger integration of WHR in human rights mechanisms of the ASEAN Secretariat, AICHR, ACWC and ACW. The programme developed a partnership with the Women's Caucus of the ASEAN Inter-Parliamentary Assembly (AIPA), and worked together with other UN Agencies (notable OHCHR and UNICEF) on advocacy with ASEAN.

UN Women signed a Memorandum of Understanding with the Asia Pacific Forum of National Human Rights Institutions (APF) for continuing work on WHR with NHRIs. It also initiated a partnership with the Commonwealth Secretariat to work with the judiciary in Asia in to strengthen stances on women's human rights in line with CEDAW obligations. Other important regional partnerships developed over the course of the programme included the Asia Pacific Forum on Women, Law and Development (APWLD), the International Women's Rights Action Watch (IWRAP), Forum Asia, and the International Commission of Jurists. Deeper collaboration between UN Women and these regional networks helped to expand programme reach to marginalised women in the region.

The programme contributed to an increased number and strength of regional structures and networks committed to WHR and CEDAW implementation. Regional networks and mechanisms that were developed and/or strengthened through the programme included the following:

- Three ASEAN human rights bodies: ACW, ACWC and AICHR;
- Two parliamentarian networks: AFPPD and the ASEAN Inter-Parliamentary Assembly (AIPA);
- A regional informal network of judiciary and judicial training institutions;
- Two networks of NHRIs (APF and SEANF);
- A pool of 175 experts on Feminist Legal Theory and Practice and CEDAW

- A regional network of women NGOs with 100 member organisations (South-East Asia Women's Caucus);
- A partnership with the Commonwealth Secretariat to build South-South cooperation in Asia;
- A partnership with a legal organisation (ICJ) on judicial trainings in ASEAN.

Partnerships with UN Agencies

While relationships between UN Women and other UN Agencies are generally supportive, evidence of strategic partnerships varied across countries. Efforts were made to ensure good communication between agencies to avoid duplication or overlap of activities within the confines of broader UN architecture at both regional and national levels. For example, information on the Access to Justice research project was shared via the regional A2J working group, chaired by UN Women, and broader programme information was disseminated via the UN Thematic Working Group on Gender Equality and Empowerment of Women at the regional level.

As noted in the MTR, UN Women programme officers in countries without senior representation had less capacity to engage formally with other UN Agencies through some institutional channels such as Heads of Agencies meetings and working groups. This appeared to have negatively influenced information flow and collaborative initiatives related to the CEDAW SEAP II programme especially in Lao PDR, Indonesia and the Philippines, all of which lack country offices.

In those countries with UN Women country representatives, there was greater evidence of collaborative programming. As a "Delivering as One" country, UN Women Viet Nam's activities are contained in outline in the Delivering As One plan (currently 2012-2016) and are implemented on a more detailed basis with partners via Detailed Project Outlines (DPO). In Timor-Leste, UN Women works within a coordinated approach to supporting the justice sector together with UNDP UNICEF, and the UN's Human Rights Unit (HRU). In Cambodia, UN Women worked closely to promote use of CEDAW as a normative framework and capacity building on CEDAW OP. The programme also worked collaboratively with the HRU to provide technical support to CEDAW reporting, including conducting mock sessions.

UN Women in the Philippines also participated in development and pilot testing of online courses in CEDAW and on Human Rights. These were originally intended as internal, mandatory courses for UN staff, but, appropriately adapted/contextualised, could provide opportunities for disseminating the knowledge and skills built through the CEDAW SEAP II programme more widely to external stakeholders via easy-to-access and inexpensive online media.

Future regionally integrated programmes should take into account the limitations/constraints that limited UN Women presence in individual countries can impose upon programme outcomes. Appropriate delegation of authority or management of programme targets is required to mitigate these challenges.

Marginalised Groups

Special efforts were made in all programme countries to build the capacities of marginalised groups, who are most likely to have their rights violated, to claim their rights. Targeted groups included rural women, indigenous women, women with HIV/AIDS, disabled women and LGBTIs. The A2J research generated new information and greater local-level awareness of the obstacles to justice that women face in both formal and informal systems.

Shadow Report writing exercises also helped to identify the particular issues facing marginalised groups, with representatives from those groups taking greater roles in report writing and presenting as well as follow-up (see text box, right). Although UN Women has spearheaded efforts to better position LGBTI rights as human rights, including a regional forum in 2015 on “check the name”, engagement with the LGBTI community proved to be challenging, and progress was limited in a number of the countries in the region.

While several programme staff expressed dissatisfaction with the level of progress, this evaluation concludes that UN Women worked strategically to effect change where opportunities arose within restricted social and political contexts, remaining conscious of the very real risk of backlash or danger for LGBTI activists.

Opening Eyes to a Blind Spot in the Region: LGBTI Rights

Many state institutions and NHRIs in the region have a blind spot when it comes to recognizing rights abuses on the basis of sexual orientation. Lesbian, bisexual women, and transgender and intersex persons face barriers to legal protection in the form of cultural bias, extreme ideologies, and general ignorance of rights among both rights-holder and duty-bearers. UN Women CEDAW SEAP II joined together with OutRight Action International, UNDP and UNAIDS to bring together key stakeholders for a regional consultation on promoting and protecting the rights of LGBTI. Held in early 2016, the workshop was the first of its type in a region where nearly half of the countries outlaw same-sex relationships, aiming to open up eyes and foster new partnerships and a deeper understanding of the issues and challenges faced by LGBTI to achieve equality and empowerment. The impact of the consultation was notable in some evaluation consultations, sparking a greater commitment from some stakeholders to raise their voices and find new strategies to to achieve LGBTI rights in the region.

1.4 Incorporation of MTR recommendations

Recommendations	Actions	Status as of March 2016
<p>Evaluation recommendation 1.</p> <p>UN Women should devote resources to developing its monitoring and reporting tools and systems whereby data can be systematically collated, analysed, and reported on, with an appropriate mix of quantitative and qualitative data.</p>	<p>1.1 Revise PMF to scale down number of indicators</p> <p>1.2 Develop monitoring and reporting tools which are in alignment with reporting and can assess behavioural changes where possible.</p>	<p>Concluded as of January 2015, revised version adopted on 20 March 2015 in PSC meeting</p> <p>Concluded as of December 2014</p>
<p>Final Evaluation Status: While UN Women has made efforts to streamline the programme PMF, resource constraints and incomplete articulation of the programme monitoring strategy meant that this recommendation was only partially achieved.</p>		
<p>Evaluation recommendation 2.</p> <p>A renewed focus on the balance of programmatic workplans with reference to each outcome, i.e. implementation of additional efforts to implement activities under Outcome 2</p>	<p>2.1 Include more activities to reach results under Outcome 2 in workplans of 2015 and 2016.</p> <p>2.2 Convene national and regional meetings, bringing in relevant stakeholders together to discuss and propose recommendations based on each country's experience and needs.</p>	<p>Addressed recommendation in workplan of CEDAW 2015, evident in results of 2014</p> <p>Ongoing in workplan of 2015 and plan for 2016 project conclusion stage</p>
<p>Final Evaluation Status: UN Women has addressed this recommendation, with renewed focus on, and achievement of the outcomes related to, the areas covered.</p>		
<p>Evaluation recommendation 3.</p> <p>Capacity-building activities should include structured action-oriented outcomes as part of the training methodology with associated process and outcome indicators.</p>	<p>3.1 Develop standardised M&E & reporting tools</p> <p>3.2 Develop list of questionnaires as follow-up to on capacity building activities.</p> <p>Periodic monitoring of the use of the knowledge and skills gained from the capacity building initiatives.</p>	<p>Concluded as of Dec 2014</p> <p>Concluded as part of the monitoring tool developed by Dec 2014</p> <p>Implemented</p>
<p>Final Evaluation Status: UN Women has partially addressed this recommendation, with some initiatives implemented to capture perceptions of attendees at capacity-building activities. As per MTR recommendation 1 above, however, it is not fully implemented.</p>		
<p>Evaluation recommendation 4.</p> <p>Provision of additional technical assistance to partners with respect to preparation of proposals and/or reporting</p>	<p>4.1 Support to smaller CSOs, where applicable.</p> <p>4.2 Provide ongoing guidance and technical support to smaller CSOs at subnational level in proposal presentation and reporting.</p> <p>4.3 Provide support to women's groups UN Inter agency gender theme groups, covering a broader scope of topics from programming cycle, RBM.</p>	<p>Implemented within the means of UN Women's rules</p> <p>Implemented including through use of other funds, using staff time of CEDAW SEAP</p>
<p>Final Evaluation Status: UN Women has partially addressed this recommendation, as noted "within the means of UN Women's rules". However, partner perceptions of excessive reporting obligations with respect to UN Women-supported activities have resulted in an unwillingness among certain important partners to engage with UN Women, despite the otherwise important value in doing so for both parties.</p>		
<p>Evaluation recommendation 5.</p> <p>Consider how advocacy efforts and technical capacity can be utilised to support the formation and strengthening of new NHRIs in programme countries and to provide support for strengthening</p>	<p>5.1 Incorporate a specific outcome in ASEAN Phase II on NHRIs and finalisation of MOU with APF</p> <p>5.2 WHRs/CEDAW trainings for existing NHRIs.</p>	<p>Included in new proposal which was developed in end 2014 for ASEAN MOU with APF finalised</p> <p>Undertook trainings through partnership with IWRAP</p>

Recommendations	Actions	Status as of March 2016
<p>of networks of women’s rights advocates and their associated movements. Support key ‘champions’ who are working to counter regressive trends and working towards empowering women at grassroots levels.</p>	<p>5.3 Develop advocacy strategies around establishment of NHRIs (Cambodia, Lao PDR). In Viet Nam, UN Women will work with the UN Country Team in the joint advocacy so will not independently develop an advocacy strategy.</p> <p>Commission an analysis paper on problems/ways forward at country level. Establishment of NHRIs ¹⁷ in Lao PDR, Cambodia is unlikely within the project period. Viet Nam accepted UPR recommendations on establishment of an NHRI, but explicitly rejected the recommendations that referred to Paris Principles.</p> <p>5.4 Continue identification of champions such as religious and faith based leaders, women’s human rights defenders and consider innovative approaches such as lunch dialogues, public felicitations and other appropriate measures in strengthening these WHR’s and GE champions.</p>	<p>In Myanmar, due to changes in MHRC composition and their other priorities, MHRC is not ready for training.</p> <p>The Analysis paper is ready.</p> <p>Ongoing where feasible within available resources</p>
<p>Final Evaluation Status: UN Women has partially addressed this recommendation, with renewed focus on, and achievement of (to the extent permitted by external factors and resources) the outcomes related to, the areas covered. Establishment of NHRIs is largely dependent on externalities (govt. willingness). The identification of key ‘champions’ has been ad-hoc, though is an ongoing process.</p>		
<p>Evaluation recommendation 6.</p> <p>Generate ownership among partners and strategies to internalise support for many of the programme initiatives among programme country governments, which in turn will encourage resource commitments by stakeholders and support sustainability of programme outcomes post-completion.</p>	<p>6.1 Print the programme brochure and standard visibility materials. Finalise the CEDAW SEAP webpage on the ROAP website and its dissemination</p> <p>6.2 Disseminate all key knowledge products including produced by the programme to appropriate stakeholders.</p> <p>6.3 Conduct consultations at national and regional level to share information on the programme objectives and exit strategy where applicable.</p> <p>6.4 Regional wrap meeting with key stakeholders.</p>	<p>Brochure has been printed and the webpage contents have been migrated.</p> <p>Ongoing, Communications strategy being implemented</p> <p>Ongoing</p> <p>Planned for May 2016.</p>
<p>Final Evaluation Status: UN Women has fully addressed/is currently addressing this recommendation, with renewed focus on, and achievement of (to the extent permitted by external factors and resources) the outcomes related to, the areas covered.</p>		
<p>Evaluation recommendation 7.</p> <p>An ongoing process of consultation with respect to the overall context and vision for the programme. Develop</p>	<p>7.1 Identify an Advisory Group to guide and support programme visioning in changing contexts</p>	<p>Advisory Group has been formed</p> <p>Implemented and Ongoing</p>

¹⁷ In accordance with Paris principles

Recommendations	Actions	Status as of March 2016
communication strategy for partners and stakeholders (including the public).	7.2 Implement the Communications Strategy	
Final Evaluation Status: UN Women has fully addressed this recommendation, with renewed focus on, and achievement of (to the extent permitted by external factors and resources) the outcomes related to, the areas covered.		
Evaluation recommendation 8. Identification of key policy changes in each programme country that are to be specifically targeted via the programme outputs and a periodic (e.g. annual) reconciliation of the contribution of these outputs to the specific policy changes.	8.1 Provide capacity training on tools and process monitoring which will track changes attributable to UN Women's work 8.2 Make a video presentation/showcasing the programme's promising practices in work plan of 2014-2015	Concluded in 2014 Ongoing, to be concluded by May 2016
Final Evaluation Status: UN Women has partially addressed this recommendation. As per MTR recommendation 1 above, however, it has been incompletely implemented		
Evaluation recommendation 9. Strategies that facilitate greater adoption of responsibility for management and creation of synergies between the CEDAW SEAP programme and the ASEAN project, and, in countries where UN Women does not have senior country-level representation, greater coordination and synergies between UN Women and other UN agencies at country-level.	9.1 Include specific implementation arrangements in ASEAN Phase II. 9.2 Appoint Acting Country Managers for Project offices as an interim measure. 9.3 Build synergy with other groups including civil society organisations and other UN agencies working on issues related to girls, depending on the willingness of other agencies.	Included in new prodoc UN Women has already taken this measure Ongoing where feasible
Final Evaluation Status: UN Women has fully addressed this recommendation, with renewed focus on, and achievement of (to the extent permitted by external factors and resources) the outcomes related to, the areas covered.		
Evaluation recommendation 10. Prepare a strategy to mitigate the ongoing risk to programme outcomes/the programme goal presented by stakeholder unwillingness to translate knowledge gained under the programme interventions into action or to be open to reform, particularly at community levels.	10.1 Discuss risks, mitigation strategies adopted and potential implication on the programme results in the next team retreat and ensure risk mitigation measures adopted. To ensure a comprehensive approach is undertaken, country offices will look into the UNCT Annual Security Risk Assessment and UN Women Business Continuity Plan for reference.	Done within the context of risk assessments conducted by UN Women Country offices- shared on Share point.
Final Evaluation Status: UN Women has fully addressed this recommendation, with renewed focus on, and achievement of (to the extent permitted by external factors and resources) the outcomes related to, the areas covered.		

1.5 Incorporation of Human Rights & Gender Equity

CEDAW SEAP II was well configured to the national, regional and global context in promoting gender equality and women's and girl's human rights, including a strong focus on implementing and monitoring of CEDAW. The main results were framed around a GE and WHR framework, and results were achieved across all outcome areas and outputs, as outlined in detail above. The programme has contributed to fostering a more enabling environment for gender equality and women's human rights the eight programme countries and the region. This is discussed further under Section 3.3 below.

1.6 Participation of rights holders and duty bearers

UN Women adopted a participatory approach from the inception of this programme, starting with multi-country consultation workshops to development of programme strategy in 2011. While UN Women sought to ensure a participatory and consultative process throughout the programme, findings from the evaluation suggest that some offices/individuals were more successful in positioning themselves as partners than other offices/individuals. National stakeholders perceived those that functioned most successfully as partners to be approachable, communicative and responsive, positively influencing levels of national ownership over results.

The programme's approach to creating broad-based awareness of CEDAW and WHR helped to promote greater understanding of CEDAW implementation as the responsibility of multiple stakeholders. UN Women received repeated high praise for having contributed to improved dynamics between government and CSOs to work more collaboratively toward women's human rights attainment. Partners highlighted UN Women's ability to leverage its position and mandate to bring together stakeholders from civil society and government to share knowledge and discuss key issues. Several stakeholders highlighted the value added by attending workshops and consultations that brought together diverse national stakeholders, as this helped to develop personal

Whole-of-government approach in Cambodia

Cambodia has made considerable efforts to build social relations, alongside technical capacity, to promote meaningful participation and inclusion of the voices of rights-holders, especially in an environment where state and civil society actors. The broad scope of capacity development activities is well illustrated by the content and variety of participants in trainings organised by UN Women CEDAW SEAP II in 2014 attended by a total of 543 participants from Cambodia.

These training efforts, and the participatory and inclusive approach has led to: increased awareness and monitoring of CEDAW; incorporation of CEDAW COBs in national action plans; delivery of Human Rights Course (which incorporates CEDAW) to justice officials; CEDAW monitoring tool adapted to the Cambodian context, and tailored tools for Government and CSO; and convening of government and CSOs for the first time around issues of GBV during Khmer Rough conflict (with in the context of CEDAW COB 15 on women peace and security).

relationships while aiding individuals to understand the constraints and circumstances that influence actions. Additionally, the focus on facilitating relationships among legislative and judicial stakeholders within the region was a positive outcome of the programme, offering legislators and members of judiciaries a forum to network and learn from each other.

1.7 Collection and use of appropriate monitoring data

Monitoring data was collected throughout the project, primarily on an annual basis, feeding into the results framework to track progress against outputs and outcomes. Key monitoring and reporting vehicles included annual national donor reports and consolidated annual progress reports and results matrices. Some, though not all, of the programme data was sex disaggregated, and showed strong levels of engagement with males and females (where recorded, an average of between 60% and 70%

of participants at events were female).

However, while data was gathered as planned, the nature of the reporting processes were generally extractive, feeding into donor reports and other monitoring mechanisms. Data was used in a cursory manner at the national level to confirm that activities were on track in accordance with the results framework, but it was not well utilised either internally or with stakeholders to help inform activities over the programme implementation period.

Further, inconsistencies between restated indicators, insufficiently articulated means of verification, and inadequate resources devoted to actual ongoing monitoring of programme activities (i.e. an incompletely articulated and resourced M&E strategy, including data management tools) means that data on programme activities and outcomes may not have been captured or reported.

In addition, the focus on reporting results on an annual basis and the delegation of monitoring & reporting to programme staff and management meant that gathering and reporting on such data proved a drain on management resources and limited UN Women's opportunities to learn from such data in a timely fashion. This is contrary to the intended added value of on-going monitoring.

1.8 Validation of the programme theory of change

Capacity development in the form of greater access to information, resources and networks was central to the programme efforts to improve WHR attainment in the region. UN Women supported capacity development through varied approaches at regional and national levels: training workshops, consultations, networking, roundtables, research, and materials development and dissemination. The complex and hierarchical nature of stakeholders involved in women's human rights issues across the region necessitated an approach that accommodated the needs of diverse stakeholders. UN Women adopted an appropriate and strategic range of approaches, effectively utilising regional and national modalities.

Capacity development initiatives were deemed useful by most stakeholders based on surveys as well as MTR and evaluation interviews. Though widely appreciated, UN Women conducted little follow-up on the direct impact of activities other than immediate pre- and post- participant self-assessments, making systematic tracking of results challenging. UN Women has implemented ongoing activities with all partners, however, facilitating constant appraisal of capacity needs. In relation to Outcome 2 UN Women did not monitor court decisions, but that was not the scope of the programme and a slow start on Outcome 2 activities limited available time to build trust for "court monitoring" activities.

The true impact of capacity development initiatives is difficult to measure, as individual change processes are complex and may follow slow and uneven trajectories. programme capacity development initiatives contributed to the establishment of a stronger foundational framework in the region for the attainment of WHR, though evidence of this is better understood with qualitative glimpses into individual lives to complement quantitative data (see text box). For example, at the close of programme sharing meeting in April 2016 in Timor-Leste, a number of speakers chose to reflect on how a deeper understanding of CEDAW impacting on their personal lives including their conduct in the home and how they raised their children. A semi-structured interview with a judge in Dili led to sharing on how a regional workshop she had attended on stereotyping and unconscious gender bias opened her eyes and influenced her thinking. She explained that while there may not be concrete evidence in her decisions that reference CEDAW, her exposure through the programme has been instrumental in broadening her thinking.

2. Efficiency

2.1 Timeliness and cost effectiveness of results

UN Women has delivered programme outcomes and outputs in a timely and efficient manner despite challenges to implementation that were heightened by the organisational transition from UNIFEM to UN Women and financial constraints due to currency exchange fluctuations over the programme lifespan. As noted previously, administrative requirements for partners were repeatedly cited as a challenge to efficient operations, taking considerable time and energy on the part of both UN Women and its partners to resolve and comply with.

Future programme work should draw on this experience to ensure that the training effectively targets the range of actors and actions that need to be undertaken within partner institutions to comply with reporting requirements. Individualised technical assistance should be available, and prioritised to ameliorate problems early on and facilitate smooth operations.

The programme design included activities at national and regional levels as well as a broad range of stakeholder involvement at both regional and national level. The number and complexity of activities implemented under the programme posed a significant risk to project efficiency, increasing the possibility of confusion and complications that could have impeded the achievement of outcomes. Despite this, spearheaded by the Regional Programme Manager and supported by Programme Officers, Country Representatives, UN Women successfully managed many levels of activities on multiple fronts throughout the course of the programme period. UN Women redoubled its efforts in the latter two years of the programme to synchronise the timing of national and regional level work plans to improve coordination. This, together with ensuring that regional partners work through national programme officers to organise initiatives, were identified as important steps to improve coordination.

Operational efficiency varied to some extent by country, with those countries that had a UN Women country office benefiting from on-site representative leadership and efficient lines of communication and decision-making. Staff continuity was generally good, with the programme generally able to retain key staff at the country level. However, evidence from stakeholder interviews indicated communications challenges within the programme due to limited interactions with UN Women staff.

2.2 Responses to challenges and changes in external dynamics

Political landscapes are dynamic environments by nature. The five-year programme was conducted during a period of significant change in the overall human rights context and civil society space, with some countries opening up greater space for human rights and gender equality attainment, and others establishing new barriers or reinforcing existing sources of inequality.

Some examples of specific changes in CEDAW SEAP II countries over the course of the programme were:

- Myanmar: elections in 2016 led to the first civilian leader after more than 50 years of military rule;
- Thailand: a military coup in 2014 resulted in the leadership of an ongoing junta which repealed the constitution and has instituted policies limiting free speech and restricting a number of human rights;
- Cambodia: In 2015 the government passed a controversial Law on Associations and Non-Governmental Organisations that imposes mandatory registration for all domestic and international associations; unfettered discretion by the Ministry of Interior over registration, and the requirement of “political neutrality” applicable to all associations and organisations;
- An overall rise in religious and ideological conservatism in the region, and traction being gained by associated repressive policies with respect to women’s rights.

- In the Philippines, a Framework Agreement on Bangsamoro was signed in 2014 by the Government and Moro Islamic Liberation Front, paving the way for impending political solution of the decades-old conflict. While the Congress failed to pass the BBL, the milestones reached in the peace process present opportunities and challenges to women’s human rights promotion, e.g. increased assertion of voices of conservative Muslim elements as well as challenges faced by WHR advocates in Muslim communities to support the peace process while advocating for WHR.

UN Women and the work being undertaken via the CEDAW SEAP II programme is sited at the forefront of many of the challenges and opportunities that these changes are bringing to ASEAN countries. While some programme stakeholders expressed that they would like to see UN Women take on a more ‘activist’ role with respect to dynamics that undermine the rights of women, this may not be the most effective/appropriate approach, particularly in the nuanced environment of South East Asian countries.¹⁸

Overall, UN Women, while being well aware of the challenges that arise in external contexts and dynamics, is focused on remaining engaged and involved with as many of the key stakeholders across government and civil society. As a result, it has, in most cases, safeguarded its capacity to convene these different stakeholders in the same forums, where they might otherwise deepen divisions or increase alienation. This is a laudable strategy that has served the institution well, and may reinforce the mandates of sister UN organisations that play a more activist role.

2.3 Visibility of Government of Canada

The CEDAW SEAP II programme has contributed to raising UN Women’s visibility as experts on CEDAW and WHR in the region and in the eight programme countries. Stakeholders widely praised UN Women for high levels of technical expertise and support as well as for strategically expanding networks within countries and the region for WHR attainment. While visibility for UN Women was high in the context of the programme, understanding of the programme itself was generally limited to a few key players in each country. There was a general tendency for partners to conflate the programme with UN Women’s work more broadly, demonstrating uncertainty with understanding which activities may fall

Tackling Challenges in Timor-Leste

Timor-Leste submitted its combined second and third periodic reports to the CEDAW Committee for consideration at its 62nd Session (26 October to 20 November 2015), garnering praise from the Committee for a strong report and presentation. But that is only part of the story. UN Women worked closely with key stakeholders to draft the report through a highly consultative process, providing frameworks and technical assistance to compile data from all sectors. Prior to presentation in Geneva, UN Women organised a preparatory CEDAW Mock Session. It didn’t go as expected, revealing weaknesses and inconsistencies in stakeholder understandings of report contents. UN Women Timor-Leste addressed the situation by holding a group reading session to go through the report step by step to ensure common understanding. This was followed by a second Mock Session to ensure representatives were confident in their position. A total of 33 representatives participated in the various sections, resulting in collective pride and greater ownership for a strong and unified presentation in Geneva.

¹⁸ Over the course of the Programme, UN Women has been engaged in a deeply significant institutional change process from working as a niche program (UNIFEM) to becoming a full-fledged UN Agency. The organization faces many challenges during this period of rapid change including an uneven shift in perceptions and operations toward a new identity that must function within a powerful and bureaucratic system (i.e. the broader UN).

under CEDAW SEAP II and which ones may fall under other projects or programmes.

Visibility for the Government of Canada was sufficient via acknowledgement in publications, communications and events. Efforts were taken to display the logo and to thank the Government of Canada for its generous funding of the programme. Despite efforts, donor visibility was less meaningful in countries without an embassy presence. Where Government of Canada representation was present, UN Women had a consistent strategy of fostering good communications, sharing of programme information and invitations to participate in programme activities, for example in the case of UN Women Viet Nam, which invited the Canadian Ambassador to almost all its public events, and invited Canadian Government representatives to play roles as gender champions in such events as UN Women's HeForShe Campaign.

2.4 Appropriateness of resource utilisation to realise GE and HR goals

A majority of stakeholders interviewed stated that the resources provided by UN Women were sufficient for their sub-projects and activities. In some cases, stakeholders contributed in-cash or in-kind to ensure optimum achievement of results. With a couple of exceptions, resources were well utilised, as reflected in financial reports and in outputs. As noted during the mid-term review, stronger results may have been generated with a clearer follow-up to action-oriented forums. Linking forum outputs to longer-term capacity-building or sustainability plans would increase efficiency of use of project resources and improve sustainability of outcomes.

UN Women leveraged the regional component of the programme to elevate the status of the WHR agenda by targeting and garnering high-level engagement in regional forums. Regional colloquiums for judges were a good example of the effectiveness of this method, bringing together professionals with peers who are experts in their own right. This technique raised the profile of CEDAW and WHRs in the region, and generated interest that would have been difficult at the national level. UN Women has also created an online platform: *Equality for All: Community of Change Makers*, to enhance dialogue, requested by attendees at the Regional Colloquiums, for key stakeholders including judges, prosecutors, court personnel, civil society organisations, advocates and scholars.



While regional forums were indeed effective and appropriate to the *status quo* among the intended participants, the cost for such initiatives was high compared to national forums. Spaces were limited due to the cost, and a tendency was noted in some countries to draw on the same experts repeatedly, rather than seek to expand the pool. The selection process for participants was influenced in part by language skills. Although simultaneous translation was provided at many fora, participants interviewed for the evaluation noted that in some workshops the translation was less formal, conducted by the accompanying programme officer or a representative from the same country. Several participants noted issues with fully understanding English language workshop proceedings. The evaluation team noted a tendency among respondents of over-estimation of English language skills, and this may have been a contributing factor whereby participants may have believed their comprehension was higher than it was in reality.

As discussed above under monitoring, data collection for the programme was limited in available resources, quality, quantity and timeliness, such that programme decisions were less driven by systematic feedback cycles (as per results-based management processes) than by individual country office understanding of the needs with respect to the gender equality agenda.

However, the sophisticated understanding of individual country contexts among country-based management, coupled with a strong regional perspective from the regional office, ensured that this issue did not substantially impinge upon achievement of programme outcomes or outputs. The analysis of UN Women-reported results via the annual programme monitoring frameworks in Section 2 above highlights how the programme has surpassed the majority of its targets.

3. Sustainability of results

3.1 Ownership of the programme by stakeholders

The programme implementation plan lays out the following strategies for instilling greater ownership of stakeholders over CEDAW and WHR:

- (1) Internalisation by duty bearers of substantive equality and non-discrimination and practice in their work;
- (2) Increased knowledge of rights holders of their rights and improved the means to claim them;
- (3) Institutional structures and processes in place with governments for monitoring violations of women's human rights and instituting corrective action;
- (4) Policy and legal frameworks in place in government promoting and protecting the rights of women's human rights in line with provisions in CEDAW; and
- (5) Maintenance of CEDAW implementation accountability on governments by international organisations.

The programme activities have made strong contributions to achieving these mechanisms. Activities as elaborated above contributed to changing attitudes and practices with respect to women's human rights, resulting in stronger policies and legal frameworks in line with CEDAW and WHR principles. All countries reported increased awareness of CEDAW with greater understanding of the potential to leverage off of commitments to women's human rights. While knowledge does not necessarily translate into action and behaviour in a linear manner, it is a necessary prerequisite and a critical foundation upon which to effect change. Advances in policies and legal frameworks regionally were noted as models and incentives for all countries.

Progress with respect to ownership and other indications of sustainability varies between stakeholders. Variability is influenced in part by political contexts as well as the individual actors who occupy key positions at certain points in time. The second phase of the programme placed greater emphasis on developing the capacities of duty bearers than rights holders, though efforts were made to engage at local levels via the A2J initiatives and the targeted work with marginalised groups of women. There was sound evidence in the form of improved policies and systems as well as in the voices of committed individuals that stakeholders are increasingly willing and able to work toward promoting WHR at the close of the programme.

3.2 Sustainability and exit strategies

The programme aimed to instil sustainability by internalising stakeholder ownership of the programme goals, motivating key actors to continue to effect change, and providing appropriate knowledge products to help secure gains. The programme laid out the following approach in the implementation plan:

- Use of local resources and local institutions to strengthen the national capacity;

Strengthened National Ownership of CEDAW Shadow Report and COBs in Timor-Leste

Rede Feto, a network on women/gender NGOs, took the lead responsibility for producing the NGO Shadow Report in Timor-Leste in 2015. UN Women offered technical support, hiring an international consultant based in Dili to work with the network. However, due to unforeseen family circumstances, the consultant had to leave Dili and was only able to provide support electronically. This left *Rede Feto* to manage the process more independently. While acknowledging that there was a steep learning curve for the network, the proximate removal of the consultant had the unanticipated impact of instilling greater ownership of national actors over the report and its contents. For the first time in Timor-Leste, the Shadow Report was written by the stakeholders themselves. Sense of pride and ownership was further bolstered by the inclusion of many items from the report in the COBs, offering a strong impetus for propelling forward further actions.

- Promotion and support to integration of international human rights standards and gender equality into national legal frameworks;
- Supporting national and systemic CEDAW implementation processes, such as parliamentary committees and changes to judicial procedures;
- Developing training modules and curricula in local languages using national and regional experts and strengthening national capacity for accessing information on CEDAW;
- Use of a consultative and responsive approach to enhance ownership; and
- Sharing results and expand partnerships in the UN and donor community to ensure financial resources for governments and NGOs post-programme.

The programme was successfully implemented according to the above strategies. UN Women's technical skills and resources were used to enhance capacities and expand networks, with especially good results in broadening consultation between diverse stakeholders including the civil society and government sectors. Many of these networks, even those fostered at grassroots levels (for example, young women's networks supported through leadership training in Cambodia) will continue beyond the completion of the CEDAW SEAP II programme.

Levels of ownership varied among stakeholders with some demonstrating very high degrees of ownership at the close of the project with clear plans for moving forward independently. Others, however, demonstrated more traditional 'recipient' tendencies, indicating dependency on UN Women to make the next move with an influx of ideas and resources to move the agenda forward. Ownership of the programme as a whole was difficult to gauge as many stakeholders and partners related to their specific components only, rather than the overall programme. There remains at the close of the programme an unmet demand among stakeholders for continued support and guidance, which should be assessed by UN Women and factored into other initiatives inasmuch as is possible.

While the programme formally closes in June 2016, many of the activities supported by the programme fall within UN Women's core mandate, and will therefore be continued past the programme close in some form. At the regional level, there are plans to integrate some aspects of CEDAW SEAP II's work into the priority work areas as laid out in the 2014-2017 Strategic Note (SN) and workplans. Key impact areas under the SN include, broadly:

- (1) capacity development and legislative reform;
- (2) marginalised women;
- (3) elimination of violence against women;
- (4) women, peace and security;
- (5) national mechanisms for gender equality; and
- (6) global policy and normative frameworks.

Conceptualisations at the country level of exit strategies varied significantly with some giving little formal thought to continuity strategies, and others mapping out how key programme activity follow-up may be conducted and funded under on-going projects/programmes or with the use of core resources.

As a means of instilling greater clarity and sustainability, it is recommended that each country level programme as well as the regional level produce a short document that outlines how key initiatives will fit into other projects or work areas in order to ensure continued progress.

3.3 Involvement of national/local organisations

Stakeholders generally reported good levels of consultation and participation in activities, especially in those countries with UN Women Country Offices. Most stakeholders identified UN Women's role as critical to capacity development, knowledge generation, and technical expertise. Countries with a UN Women Country Representative generally reported high degrees of satisfaction with levels of support. Stakeholders in countries with less representation, however, reported lower levels of satisfaction with support provided, highlighting issues with unclear communication channels and lack

of timely support as some initiatives were mediated through the regional office. This finding was consistent with trends identified in the MTR.

In quantitative terms, the number, type and location of national/local organisations engaged with the programme was not formally tracked. However, the evaluation field research noted extensive involvement with a range of national organisations of different sizes and capacities that were supported both directly and indirectly by UN Women. The presence of women's movements, networks, community-based organisations, and nationally-based organisations in the programme countries is one of the cornerstones upon which the advancement of women's human rights is achieved, and UN Women's role in supporting them is one of the strong successes of this initiative.

Stakeholder willingness and ability to commit resources to continue activities post-programme close was found to be somewhat inconsistent. As with the MTR, stakeholders repeatedly emphasised the need for financial and technical support to sustain momentum and build on achieved results. Staff rotation and movement within all institutions pose major challenges to sustainability. While some stakeholders displayed confidence in their capacities and abilities to move forward with available resources, most expressed concern that the close of the programme will lead to a dwindling focus on CEDAW elaboration at national levels. This highlights the significance of the need for clear exit strategies to be designed with local partners to outline the priority areas and strategies for continuation at the close of the programme.

3.4 Changes among stakeholder policies or practices to improve HR/GE

As discussed under the Effectiveness section above, many of the stakeholder organisations (and individuals) who participated in the CEDAW SEAP II programme have been reported by UN Women over the course of the programme to have taken concrete steps to improve women's human rights and increase gender equality. Some of the headline outcomes of the programme reported by UN Women are:

- Seven new women's networks were established, bringing the total number of networks established since 2009 to 14, as well as ongoing support to existing networks
- 80% of parliamentarians, representatives from government/line ministries, and/or gender experts trained reported increases in knowledge which they would use in their work
- 25 laws were enacted with civil society or UN Women input across all programme countries except for Myanmar.
- 80% of judicial actors said they had acquired knowledge and skills in applying international human rights law to gender-related issues at the domestic level

Network Building in Cambodia

In 2015, Cambodia signed the controversial Law on Associations and Non-Governmental Organizations (LANGO), despite widespread criticism that the law would impede civil society in Cambodia. Despite government assurances that the LANGO would not apply to them, several small CSOs have been barred from meeting on the grounds that they lack registration under the law.

Despite this, UN Women has successfully been providing support to an active civil society in Cambodia. Two such examples, the Young Women's Leadership Group and NGO CEDAW, receive support, training and funding from UN Women to exercise their mandates to promote women's rights in the country. Such movements represent the tip of an iceberg: NGO CEDAW alone represents over one hundred organisations, while the Young Women's Leadership Group – which was founded as a result of leadership training provided under CEDAW SEAP II in 2012/2013, draws members from all over Cambodia's civil society.

They support the formation of women's networks all over the country, many of them linked by social media such as Facebook, and, despite the challenge of the LANGO, try to promote women's rights and the leadership of a new generation of women.

- Support to six of the programme countries on their CEDAW reporting, with five country reports having been noted as 'improved' by the CEDAW committee
- An improved shadow reporting process recorded among six of the programme countries, with wide consultation between civil society and government.

These very positive outcomes reported by UN Women were largely corroborated by the evaluation research in the programme countries. While there is significant and clear scope for further work to continue to promote gains among programme countries (and mitigate some of the negative trends in the human rights/civil society spaces that are noted in Section 2.2 above), the positive influence of this programme on the environment for gender equality is well demonstrated.

Some specific examples of how policies have changed or greater responsiveness has been seen are as follows:

Cambodia: Good practices on CEDAW monitoring, reporting and advocacy were documented for frontline service providers and stakeholders and a set of issues and recommendations were developed and submitted to MoWA, which were consequently incorporated into the Neary Rattanak IV. The good practice is about the methodology of utilising CEDAW at the subnational level. It includes assessment of related initiatives, knowledge and understanding of CEDAW compliance, and its implementation. UN Women Cambodia implemented a good governance approach to delivering WHR with demonstrated increase in rights-holders' and duty-bearers' engagement in dialogue and shared commitments. The programme elevated the use of inclusive dialogues, consultations and processes, demonstrating, for example, the effectiveness of consultation and consensus building to incorporate CEDAW COBs into national policies and strategies.

Indonesia: UN Women support strengthened the Indonesian Government's coordination of the monitoring and reporting on CEDAW during preparation of the government delegation for the dialogue with the CEDAW Committee in July 2012, and follow-up on implementation of the Concluding Observations. The Ministry of Women Empowerment and Child Protection initiated discussions involving Islamic scholars, academia, women's rights advocates, and medical professionals to review the discriminatory practice of female genital mutilation (FGM).

Philippines: The Women's Empowerment and Development towards Gender Equality Plan (Women's EDGE) Plan was set up to strengthen Government capacity to implement and monitor the CEDAW- based Magna Carta of Women and other international and national gender equality commitments, using a rights-based approach, over the next five years. To develop the plan, the Philippine Commission on Women initiated a participative and consultative planning process involving workshops and focus group discussions with duty-bearers and rights- holders (including marginalised women) to formulate goals and strategies for 18 thematic areas. Launched in 2012/2013 The Women's EDGE Plan 2013 – 2016 addresses the country's gender commitments in the different sectoral goals, objectives and strategies as provided by the Magna Carta of Women.

Regional Exchanges Complement Local Efforts in Lao PDR

A significant achievement of CEDAW SEAP II in Lao PDR was the passing of a comprehensive GBV and domestic violence law in 2014. UN Women leveraged the CEDAW Committee's Concluding Observations of 2009 to highlight the issue of VAW in advocacy. The programme supported the first ever legislative review of existing laws on GBV translated into the Lao language. Key stakeholders attended a regional expert group meeting on GBV legislation in Lao PDR in 2013 to provide technical guidance on developing GBV legislation. The meeting served as an important stepping stone for MPs to agree to an exchange between MPs in Lao PDR, the Philippines and Viet Nam to draw on regional expertise in the development of the law. Regional exchanges were an important complement to training and technical support for key MoJ staff who led the drafting process as well as other local level initiatives in support of the law.

G. Conclusion and Summary of Recommendations

1. Conclusions

In summary, the evaluation team scores the CEDAW SEAP II programme using a four point-rating scale for performance. The table below presents the scores for the three mandated evaluation categories.

Criterion	Result	Details
Effectiveness	Very good - objectives achieved/are likely to be achieved.	<p>The CEDAW SEAP Phase II programme built on the gains made under the first phase to contribute to a range of gains for gender equality across the main programme countries. UN Women, in most cases, surpassed its proposed targets for outputs and outcomes, and reached many key stakeholders in the area of Gender Equality.</p> <p>Further, UN Women has, directly via this programme, acted as a champion for women's rights, supported and linked civil society actors (both national and regional) with government stakeholders, in increasingly challenging environments.</p>
Efficiency	Good – activities were substantially cost-efficient compared with alternatives, with one reservation.	<p>Given the substantial number of activities that were (at least partially) supported by the CEDAW SEAP II programme, UN Women has been efficient in its allocation of resources across the national and regional dimensions of the programme. UN policies on funding of partners have driven fiscal discipline among partners, although these have proven to be overly cumbersome for some partners.</p> <p>However, different management resources (i.e. country vs. project offices) across countries, contributed to a more ad-hoc approach to selection of programme activities that compromised efficiencies.</p>
Sustainability	Good – while work remains to be done, the benefits of the programme are likely to continue after donor funding ceases	<p>Given the long-term nature of change related to something as closely tied to socio-cultural dynamics as gender equality, the CEDAW SEAP II programme could never have been a standalone initiative with a clearly defined end-point. Thus, there is still considerable work remaining with existing and new stakeholders across all programme countries. Further, the political and social/cultural changes that are taking place across the region, many of them negative in human rights terms, undermines the goals that UN Women strives to achieve, and some of the gains that have been made.</p> <p>Despite this, UN Women has achieved much positive change in peoples' knowledge, attitudes, and practices across all countries that will continue beyond programme completion. Laws have been put in place that improve the status of women. Networks have been fostered that will continue to thrive. Organisations and individuals across government, the judiciary and civil society have improved capacity, and women in communities across the programme countries now know that CEDAW exists for their protection, and the dividends of this will be seen in the years to come.</p> <p>Examples of longer-term tools and mechanisms put in place by the programme are:</p> <ol style="list-style-type: none"> 1- Strengthened regional mechanisms for achieving gender equality; 2- Tools for CEDAW state reporting; 3- Creation of a pool of experts on feminist legal theory and practice; 4- Strengthened NHRIs; 5- Analysis paper on development and strengthening NHRIs which help hold state accountable on Human rights 6- Development of judicial training tools

2. Recommendations for a Future CEDAW programme

Although no commitment has been yet made for a successor programme to CEDAW SEAP II, the achievements that have been made over the course of the five programme years are part of a continuum of progress that needs to be supported and nurtured if UN Women's goals are to be achieved in South East Asia. Key recommendations for the overall regional programme that the evaluation team note¹⁹ are as follows:

11. Engage all stakeholders early in the design of the Programme

Changing political and social/cultural dynamics across South East Asia require future programming to be sensitive to the status quo, but sufficiently flexible to be able to adjust where opportunities arise and needs are greatest. It is important for a future programme to build on the strengths of earlier phases and harness relationships established to strengthen ownership by engaging stakeholders in all stages, but especially in the design phase. This is critical to the sustainability of new initiatives. This practice, as established in Phase II, is increasingly important in the context of decreasing civil society space in some countries. UN Women should also leverage its demonstrated capacity to bring together civil society and government to a common table to facilitate meaningful involvement and leadership from representatives across sectors. Configurations will vary by country and context, but key factors based on experiences in Phase II highlight the importance of the following: involving grassroots and marginalized women; expanded engagement with non-traditional NGO partners including non-gender focused groups; expanded engagement with non-traditional government partners; broader involvement to include teachers/academics, law enforcers, the private sector and the medical field.

12. Select programmatic areas that reflect a balance between investment, efficiency, effectiveness and long/short term gains

The evaluation has shown that the selection of actions and initiatives is a complex process that must continue to be individualized for each country. Further actions should reflect careful consideration to cost-benefit while recognizing the need to invest in some initiatives that will be slow to register change. Noting limited resources in the gender sector, criteria to consider include:

- Contributing towards filling the gap in funding for gender within UN agencies – this could be based on a gender resource gap analysis among UN agencies (such as was undertaken by UN Women Viet Nam) that will determine which agencies are doing what in regards to gender, and where the needs lie;
- Interventions that can potentially be scaled-up, ensure sustainable changes and address the underlying causes of gender inequality and disempowerment;
- Activities that couple building of capacity with defined and measurable outcomes for action by those who should translate their changing knowledge, skills and attitudes into concrete activities. An example of a key area of intervention would be to seek to *sustainably* embed CEDAW/WHR teaching into the curricula of legal training institutes²⁰ (as opposed to provision of periodic, UN Women-funded exposure/training to students/trainees);
- Maintaining the highest levels of efficiency for regional workshops and knowledge products requires that high quality translation is provided for all participants. Anecdotal evidence suggests that self-reports of language skills level may not be an accurate measure of needs, and may result in limited;
- Opportunities to work on the gender dimensions of ASEAN economic integration, especially among officials involved with economic policies, trade negotiations, labour and gender

¹⁹ These key recommendations incorporate feedback and suggestions made by programme stakeholders in the evaluation validation workshop held in May 2016.

²⁰ Strides have been made in this direction in Phase II in many programme countries, with some notable successes. Future phases need to draw on these success stories as outlined previously.

dimensions of climate change.

- Opportunities to seek entry points beyond VAW and/or to expand activities beyond the initial entry point of women's protection toward women's empowerment.

13. Consider the structure and availability of UN Women human and financial resources in the region

Variations in resources, management structures and capacities coupled with socio-political differences across the eight programme countries resulted in some variation with paces of achievement and levels of ownership. Issues with UN Women management structures were heightened by the transition to a full-fledged UN Agency over the course of the programme implementation, requiring extra efforts to adjust to new systems and operational structures. Drawing on these experiences, UN Women should consider carefully the impact of differences in country management modalities on future regional programming to ensure the best outcomes across the region, putting in place appropriate structures to ensure effective and efficient use of resources (within the constraints of individual country external contexts) and/or selectively targeting resources where they are most likely to be effectively employed.

14. Reinforce strong visibility and communication

Programmes related to changing attitudes and behaviours have a critical need for broad visibility. This is important to demonstrate how UN Women is working with governments to support efforts to increase gender equality, while also gaining greater recognition of the concepts and practice of CEDAW among the wider population of rights holders and duty bearers. Capacity-building efforts typically only reach a small proportion of available stakeholders, so associated initiatives are required to promote both a trickling-down of these capacity improvements and a wider exposure to the concepts of gender equality. In particular, there is a need to draw on programme successes and broaden efforts to reach children and youth via audio-visual and social media means. A further characteristic of a strong communication strategy in the South East Asian context is the need to contextualise resources for all participating countries – i.e. appropriate translation into local contexts and languages, and facilitating access (via web-portals, social media etc²¹.) for all, and, importantly, nuancing communications strategies to take cognisance of the risks associated with specific contexts, e.g. religious fundamentalism, distrust of foreign donors.

15. Mainstream gender responsive planning and service delivery at local levels

One of the key rationales for government participation in CEDAW SEAP II was the opportunity to facilitate reform, and the Programme delivered by contributing to the reform of many laws in programme countries. Although there is still considerable ground to cover to ensure more laws are CEDAW-compliant, UN Women should also focus its attention on the promotion of CEDAW principles and the rollout of existing laws at sub-national levels of government, especially where decentralisation of governance structures is taking place (e.g. Indonesia, Timor-Leste, Cambodia, Philippines). The importance of this was underscored by the findings from the "Access to Justice" research, highlighting the extent to which normative practices that govern women's access to justice are largely guided by culture and tradition over the rule of law, especially for indigenous or remote groups. Further efforts should draw on the work completed under Phase II to include advocacy with governments to allocate national budgets and to establish systems to ensure sustainability of the programme gains as an explicit element of exit strategies. Future programming may also seek to link women's groups/movements to auditing of government expenditure on gender including how revenues are spent, and building the capacities of women's national machineries and other key stakeholders at lower administrative levels to secure the needed resources to exercise their mandates and CEDAW commitments.

²¹ Examples of promising initiatives by UN Women are the CEDAW-in-Action website and the Equality for All: Community of Change Makers online forum for judges and lawmakers

16. Renew focus on engagement of government by CSOs on gender equality

Civil society is key to advancing the gender equality and women's human rights agendas due to their relatively flexible nature, and reach and role in building the capacity of rights holders. The evaluation field research has underscored the importance and relevance of participating CSOs, especially in relation to their participation in government processes such as CEDAW shadow reporting and constituency building among rights holders to demand accountability. The evaluation identified unexplored opportunities to look more broadly to encompass non-governmental stakeholders beyond traditional 'women's' or 'gender' CSO. This is especially relevant given decreasing civil society space in many of the programme countries and the need to expand engagement. UN Women acts as an important and highly valued conduit between government and civil society. With the issue of women's rights gaining increasing acceptance, this space should be carefully guarded and expanded to forward the gender equality agenda, and also promote wider rapport between governments and civil society.

17. Ensure appropriate partnership & management modalities

UN Women's successful work with, and capacity building of many CSOs at local and national levels has contributed to the development of a critical mass of advocates for the women's movement. However, there remains a need to substantively include CSOs in the planning and design of resource allocation frameworks, in order to appropriately match inputs with expected outputs/outcomes. Many national CSOs, particularly those with limited administration capacity, language issues or experience working in partnership with the UN, require more guidance to work most effectively in partnership with UN Women. Notwithstanding UN rules and requirements for sub-grantees, onerous reporting obligations (often in English – not a language skill available to many national partners) should be supported with more targeted guidance (complementing the acknowledged already-existing trainings provided to partners on administrative requirements), potentially via dedicated hands-on technical assistance (in monitoring, evaluation and reporting, for example) available to partners on an as-needed basis.

18. Strengthen focus and appropriate resourcing for effective RBM

While UN Women has endorsed and worked to apply result-based management programming, resource constraints meant that some of the elements of an effective RBM system were not put in place/implemented, particularly systematic methods and tools for tracking and verifying indicators of progress. The situation was exacerbated by changes and additions to the PMF that were initiated during the programme cycle (including in the last full year of implementation), leading to lack of baseline for new indicators and lack of adequate time available to see meaningful change. Future programming should prioritize the development of an appropriate M&E plan (i.e. *realistically* commensurate with resources, capacities and requirements) at the start of the initiative, and the allocation of necessary resources (human/financial) so that it may be fully implemented to maximise efficiency and effectiveness.

19. Utilise innovative methods of programme implementation

The increasing popularity and utility of modern communication and networking tools (i.e. internet-based tools such as social media) has been seen to be a very useful adjunct to more 'traditional' networking and capacity-building approaches that were most widely employed in Phase II. This is of particular importance with young activists and in countries where geographic coverage is challenging or situations where civil society space is shrinking. UN Women should invest in strengthening the capabilities of stakeholders in the use of and application of social media and other online tools to expand networking and communication, as well as promulgating information and enhancing the reach and effectiveness of grass-roots movements.

20. Develop clear exit strategies across all programme countries

At the country level, programme exit strategies varied significantly. As a means of instilling greater clarity and sustainability, it is recommended that each country level programme as well as the regional level produce a short document that outlines how key initiatives will carry forward (or not), outlining where work may fit into other projects or work areas in order to ensure continued progress. This should be shared through networks with key stakeholders to feed into the next stage of programming.

Annex 1: List of Stakeholders Consulted

Cambodia	Organisation	Research Tool
Wenny Kusuma, Country Representative	UN Women Cambodia	KII
UN Women Programme Team	UN Women	KII
H.E. Chuk Mony, Undersecretary Lim Thonglim	Ministry of Civil Service	KII
Mr. Vong Ton	OHCHR	KII
Mr. Ke Darraroth	Raoul Wallenberg Institute	KII
Ms. Chan Sophoan	Banteay Srei	KII
Ms. Malis	NCDD	KII
H.E. Chou Bun Eng	Secretary of State, Ministry of Women's Affairs	KII
Various representatives	Royal Academy of Justiciaries	KII
Ms. San Soudalan, Ms. Sam Sokunthea	Licadho	KII
Ms. Dana Wallack	NGO CEDAW	KII
Ms. Hong Eang	KYA	KII
Ms. Thida Khus	SILAKA	KII
Ms. Chhunly Chhay	CCHR	KII
Ms. Ros Sopheap	GADC	KII
H.E Bunchhit Veasna, Mr. Phy Sokun, Ms, Chou Sophanny, Ms. Chan Sotheavy	CNCW	KII
Indonesia		
Estu Fanani, Coordinator	CWGI (NGO)	KII Skype
Yuniyanti Chuzaifah, Chairwoman	Komnas Perempuan	Questionnaire
Lao PDR		
Chansoda Phonethip, Deputy Director General	National Commission for the Advancement of Women	KII
Soukphaphone Phanit, Director of International Relations	Lao Women's Union	KII
Sabine Miehleu, Advisor to Social and Cultural Committee	National Assembly	KII
Douangmany Laomao, Acting Director Division for the Advancement of Women	Ministry of Justice	KII
Bounphone Heungmany, Director of Law Department		
Souknida Yongchialorsautouky, Program Manager	Gender and Development Association	KII
Viengmala Phomsengsavanh, Program Specialist	UNDP Governance Unit	KII
Sharmeela Rassool, Legal Technical Advisor		
Masumi Watase, Acting Representative	UN Women Lao PDR	KII
Tingthong Phetsavong, Project Coordinator		
Myanmar		
Jean Dcunha	Country Representative, UN Women	KII Skype
Philippines		
Amparo Miciano	PKKK National Rural Women's Coalition	KII Skype
Emmeline Verzosa, Executive Director	Philippine Commission for Women	Questionnaire
Mae Buenaventura, Executive Director	Women's Legal Rights Bureau	KII Skype

Timor-Leste		
Janet Wong, Country Representative	UN Women Timor-Leste	KII
Agnes Maria Bere, CEDAW SEAP Program Manager		
Cristina Fernandez, Consultant		
Sunita Caminha, Acting Deputy Director		
Jacinta Correia, Judge	Dili Court Office	KII
Edite Reis, Judge		
Maria Natercia Gusmao, Acting Chief Judge	Court of Appeals	Sharing Meeting Presentation
Nelinho Vital, Director	Ministry of Justice	KII
Marcelina Tilman, Director Legal Training Center	Ministry of Justice	KII
Ana Paula Fernandes, Legal Researcher	JSMP – Justice Sector Program	KII
Dinorah Granadeiro, Director	Rede Feto – NGO Network	KII
Filomena Fuca, Capacity Development Officer		
Bella Galhous, Advisor to the President of the Republic for CSO	Office of the President of the Republic	KII
Moises Pereira, Chief of Public Relations	Ombudsman Office/PDH	KII
Maria de Jesus, Monitoring and Advocacy for Human Rights		
Laura Pina, Director	PATRIA (NGO)	KII
Marcelina Amaral, Lawyer	ALFELA (NGO)	KII
Ivonía Tsia, Program Coordinator	CEPAD (NGO)	KII
Anjet Lanting, Human Rights Advisor	UNCT Timor-Leste	KII
Henrique da Silva, Director	SEM (Women’s Machinery)	Questionnaire
Thailand		
UN Women Regional and Thailand programme staff	UN Women Bangkok	
Pattama Vongratanavichit	DFATD	KII
Suntariya Muanapawong , Chief Judge	Thailand Juvenile & Family Court	KII Skype
Ms. Ratchada, Areewan & Sathabol	Law Reform Commission of Thailand	KII
Emmerline Gill	International Commission of Jurists	KII
Kate Lappin, Misun Woo	APWLD	KII
Ms. Usa Lerdsrisuntad	Foundation for Women,	KII
Ms. Kanda Vajrabhya	ACWC Representative, Thailand	KII
Ms. Nayana	Tirana Foundation	KII
Dr. Sita Sumrit	Thailand Institute of Justice	KII
Viet Nam		
Shoko Ishikawa, Country Representative, UN Women Viet Nam	Hanoi	KII (Skype)
Nguyen Thi Thuy, programme Officer, UN Women Viet Nam		

Annex 2: Terms of Reference/Key Questions for the Final Evaluation

Terms of Reference

Institutional Services to Conduct Final Evaluation of Regional Programme on Improving Women's Human Rights in South-east Asia – CEDAW SEAP Phase II during 2011-2016

In accordance with the Evaluation Policy of UN Women and the principles of results-based management, The United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) will undertake a final evaluation of UN Women's Regional Programme on Improving Women's Human Rights in South-East Asia – CEDAW SEAP Phase II funded by DFATD Canada. The Programme started in March 2011 and will end on 30 June 2016. The Evaluation aims to assess efficiency (including management of the programme efficiently, visibility of DFATD), effectiveness (including results achieved) and sustainability of the programme and provide recommendations for future programming directions to UN Women and DFATD

The programme aims to promote, through continuous dialogues and capacity development, policy and programmatic measures to ensure compliance by State Parties with the obligations set out in the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). The Programme also aimed to build an awareness of the centrality of CEDAW compliance to the achievement of the MDGs.

In the context of the political commitment to regional integration in the political, economic, social and cultural spheres under the ASEAN umbrella, the programme advances and facilitates regional processes for knowledge generation and exchange, stock taking at national and regional levels for furthering implementation of CEDAW in the region., The programme focuses on deepening awareness, knowledge of CEDAW among governments and civil society. This enhanced understanding and better knowledge is expected to translate into the continued incorporation of CEDAW principles in laws, policies and programmes. The Programme also focuses work with the justice system actors to use the Convention to provide better access to justice for women. A final aim of the programme is to support countries in South East Asia region in strengthening their accountability mechanisms to report on achievement of gender equality using the CEDAW Convention; including strengthening monitoring and reporting systems. The Programme supports regional peer-learning for governments and NGOs in collaboration with existing regional institutions or encourages the formation of new networks and forums.

Targeted support is provided to the following countries in South East Asia: Thailand, Cambodia, Laos, Viet Nam, Indonesia, Philippines, Timor Leste. Myanmar was added to the regional programme at the end of 2012 and implementation of activities started in 2014. The programme initiatives are linked with the ongoing activities in the Programme UN Women's Programme on Regional Mechanisms to Protect the Human Rights of Women and Girls in Southeast Asia; which works with two key ASEAN Human Rights Bodies.

The Goal/Ultimate Outcome of the programme is: **"Reduced discrimination against women in Southeast Asia"**. This is the highest-level change of state among women (the ultimate beneficiary) in the region that the programme aims to contribute to.

The Intermediate Outcome²² of the programme will contribute to the goal/ultimate outcome.

The Intermediate Outcome of the programme is: Enhanced Southeast Asia regional processes that facilitate CEDAW implementation.

The three Immediate Outcomes expected to be achieved from the programme activities are:

- 1) Increased skills and knowledge of government officials and civil society gender experts on CEDAW compliance in development and monitoring new and revised legislative frameworks.
- 2) Increased awareness among formal and informal justice system actors of CEDAW commitments.
- 3) Strengthened monitoring and accountability mechanisms for implementation of CEDAW commitments

The total budget of the programme is 10 million Canadian Dollars.

Evaluation Purpose and Use

The purpose of this Evaluation is to evaluate whether there has been progress towards results envisaged at the Programme conception stage and after the Mid Term Review have been taken into consideration. It will identify and analyze the enabling factors for the achievement of the results, and the challenges encountered during the Programme implementation. The evaluation will take into consideration the political, legal, social, economic and cultural context of SEA, key milestones and the challenges which emerged and were addressed during programme implementation. The evaluation will be important to the development of forward looking strategies and approaches to consolidate the understanding and implementation of CEDAW in the SEA region.

The evaluation's primary users will be UN Women, DFATD and for NGO partners such as women's organization, to continue the advocacy and technical support initiatives towards more effective protection and promotion of human rights of women drawing on the lessons learned from the Programme.

Possible secondary users will be the ASEAN Member States and other international development partners (other government partners, donors, regional organizations).

Evaluation scope and objectives

Substantive scope

The evaluation will analyze whether results as outlined in the programme document have been achieved as envisaged and in response to the external changing context reviewing mainly from the MTR process onwards. The evaluation should analyze the efficiency, effectiveness, and sustainability of the Programme. The evaluation will assess the sustainability of the approaches employed for building and strengthening the understanding and implementation of CEDAW, including through consideration of ownership of the Programme objectives by stakeholders. The evaluation will also assess the overall management of the Programme.

²² In CIDA's RBM definition, the "intermediate outcomes" is a change that is expected to logically occur once one or more immediate outcomes have been achieved. In terms of time frame and level, these are medium-term outcomes that are usually achieved by the end of a project/program, and are usually at a change of behaviour/practice level among beneficiaries.

Timeframe

The evaluation will cover the overall life of the Programme (April 2011-December 2015). The evaluation will take into consideration changes in the context as well as key milestones in the history of the Programme. This final evaluation will review also the recommendations and implementation of the management response of the Mid Term Review of the Programme done in 2013-2014.

Geographical coverage

The final evaluation will cover all the countries which are part of this regional Programme (Cambodia, Indonesia, Lao PDR, Myanmar, Philippines Thailand, Timor Leste, Viet Nam,) and reach out to all principal

stakeholders at national and regional levels, i.e. all the governments, women's groups and other CSOs and relevant UN agencies. Field visits will be carried out to Cambodia, Thailand, Lao PDR, and Timor Leste.

Evaluation Objectives

In line with the overall purpose of the evaluation and taking into account the integration framework within which the Programme was implemented, the objectives of this evaluation will be to:

1. Assess progress towards achievement of results, relevance of results achieved and appropriateness of strategy, approaches, programme design, and assess potential sustainability of results achieved.
2. Identify and analyze lessons learned on both substantive and programme management issues, specifically broader learning for UN Women's approach and make recommendations for future programming by UN Women and DFATD

Evaluation questions: Some questions which could be considered by the evaluation team (but not limited to):

Effectiveness

- Were the Programme objectives achieved on time?
- Did the Programme take appropriate action to manage risks and deal with unexpected opportunities and challenges?
- Did UN Women respond effectively and in a timely manner to Programme challenges and opportunities? What could be done differently for future programming, especially for a potential next phase of the Programme?
- Has there been active and inclusive participation of Programme stakeholders and partners in work planning, design of activities, implementation, and monitoring of activities? Were consultation processes adequate?
- Assess progress made toward the achievement of the results at the output, outcomes levels. Identify variances, gaps, challenges, unintended results and any new opportunities/factors that should be considered for a potential next phase.
- How have the MTR recommendations been incorporated in the programme design?
- Did the intervention's theory of change incorporate the HR & GE dimensions?
- During implementation, were there systematic and appropriate efforts to include various groups of stakeholders, including those who are most likely to have their rights violated?
- Did the intervention implementation maximize efforts to build the capacity of rights holders and duty bearers?
- Was monitoring data collected and disaggregated according to relevant criteria (sex, age, ethnicity, location, income etc.)?

- Was sufficient information collected on specific indicators to measure progress on HR & GE?
- How was monitoring data on HR & GE used to improve the intervention during its implementation?
- What were the main results achieved by the intervention towards the realization of HR & GE?
- Do the results validate the HR & GE dimensions of the intervention's theory of change?
- Do the intervention results contribute to changing attitudes and behaviours towards HR & GE?
- Did the intervention contribute to the empowerment of rights holders to demand and duty bearers to fulfil HR & GE norms?

Efficiency

- Was the Programme implemented in the most time and cost efficient manner compared to alternatives?
- Was enough flexibility built within the Programme to adjust to the changing environment? Specifically in the context of regressive measures and extremism affecting women disproportionately
- What was the degree of visibility attained by the Programme for UN Women and CIDA/DFATD Canada
- Are there sufficient resources (financial, time, people) allocated to integrate HR & GE in the design, implementation, monitoring and evaluation of the intervention?
- Were there any constraints (e.g. political, practical, and bureaucratic) to addressing HR & GE efficiently during implementation?
- What level of effort was made to overcome these challenges?
- Were the intervention resources used in an efficient way to address HR & GE in the implementation (e.g. participation of targeted stakeholders, collection of disaggregated data, etc.)?

Sustainability

- What was the level of ownership of counterparts to the Programme, including Programme activities, Programme priorities, strategic developments and budget allocation?
- Did the intervention design include an appropriate sustainability and exit strategy (including promoting national/ local ownership, use of local capacity, etc.) to support positive changes in HR & GE after the end of the intervention?
- Did the planning framework build on an existing institutional and organizational context that is conducive to the advancement of HR & GE?
- If not, did the intervention design address the institutional and organizational challenges to advancing the HR & GE agenda?
- Were the elements of the intervention exit strategy addressed during implementation?
- To what extent were national and local organizations involved in different aspects of the intervention implementation?
- Did the intervention activities aim at promoting sustainable changes in attitudes, behaviours and power relations between the different stakeholder groups?
- How was monitoring data on HR & GE used to enhance sustainable change on these issues?
- To what degree did participating organizations change their policies or practices to improve HR & GE fulfilment (e.g. new services, greater responsiveness, resource re-allocation)

Evaluation process and methods

The evaluation should be carried out using a range of methodologies including document review, stakeholder interviews, questionnaires and focus groups. The methodology will be designed by the evaluation team in consultation with the evaluation management group. The evaluation will be carried

out by an external evaluation team in conformity with the UN Women Evaluation Policy and the UNEG guidelines.

UN Women will manage this evaluation, in consultation with DFATD. The latter will be asked to comment on the proposed terms of reference. Early on, consultations will clarify the commitments, responsibilities and expectations of DFATD, UN Women, appropriate counterparts and the evaluation team.

1.1 Preliminary discussion with UN Women and review of literature- Once selected, the evaluation team will have an initial discussion with UN Women on the details of the evaluation process. This stage will be conducted parallel with review of relevant programme documents.

1.2 Inception Meeting- the inception meeting will discuss the proposal and the inception report contents. The discussions will be held with DFATD and UN Women. Once agreed upon with UN Women the methodology, evaluation design will serve as the agreement between parties on how the evaluation is carried out.

1.3 Inception Report-Following the initial meeting an inception report will be sent to UN Women and DFATD and finalized with the inputs. The inception report should include a workplan which will operationalize and direct the evaluation. The work plan will refine and elaborate on the information presented in these terms of reference to bring greater precision to the planning and design of Evaluation.

1.4 Data Collection and Field Mission (evaluation methodology)- The Evaluation will use mix methods of data collection and will (not limited to) the following: review of Programme documents, annual progress reports to DFATD, PSC minutes, Mid Term Review report, activity reports, and monitoring reports and will be complemented by discussions with key stakeholders, Regional and Country offices of UN Women. Field visits will be carried out to Cambodia, Thailand, Lao PDR, and Timor Leste. In the case of field visits, UN Women country offices are to be briefed by the Evaluation team on arrival and prior to departure. Data collection will be executed according to the approved work plan identifying clearly countries to be visited, sites/Programmes/sub-Programmes to be documented (using methods defined in work plan), how the data will be collected, documents to be gathered, etc.

1.5 Setting up of reference group- UN Women will set up an evaluation reference group which will include key members of CEDAW SEAP advisory group, CSO and government partners, representing diversity of stakeholders.

Evaluation products (deliverables): The evaluation team will deliver the following in English:

- Inception report- should detail out proposed methods; proposed sources of data; and data collection procedures, a schedule of tasks, activities and deliverables, responsibilities of members of the evaluation team for each task or product. The plan should further identify the site visits and elaborate the selection criteria for those sites selected.
- Debriefing in the field to validate preliminary data
- Draft evaluation report should be presented to UN Women and DFATD
- Final evaluation report incorporating comments and changes proposed to correct any factual, contextual errors

DFATD, UN Women and the reference group members will provide comments within two weeks of receipt of the draft report. Comments may be reproduced verbatim in an annex to the report if substantive disagreements about facts that can be verified have not been resolved.

Evaluation Programme Management and Administration:

The Programme is being executed under the administrative and technical supervision of UN Women Regional Office for Asia and the Pacific following UN Women rules and regulations. A Programme management team has been established in the Regional Office in Bangkok that has function of managing

this specific Programme and maintains oversight on all financial transactions, contracts and Programme activities conducted by the UN Women country offices. UN Women Regional Evaluation Specialist will provide technical support to the evaluation process.

Specifically, following are the actors who will play a key role in the evaluation

Roles and Responsibilities.

Actors	Roles and Responsibilities
Evaluation Task Manager (Regional Programme Manager)	<ul style="list-style-type: none">- Provide inputs from the programme perspective- Participate in the review of the evaluation methodology and provide comments to the evaluation team- Observe the process of evaluation- Facilitate the evaluation by making available the relevant document and contacts with support of CEDAW Regional and country teams- Facilitate and ensure preparation and implementation of relevant management responses- Facilitate and ensure knowledge sharing and use of evaluation information
Regional Evaluation Specialist	<ul style="list-style-type: none">- Supports the CEDAW SEAP team at all stages of the evaluation management in terms of technical issues of evaluation, including guiding the evaluation team and commenting on the draft reports.
Reference group	<ul style="list-style-type: none">- UN Women, DFATD, two persons from CEDAW SEAP advisory group, one representative of a regional CSO partner, one government representative, one person from ASEAN human rights body.- Participate in the evaluation process including inception meeting, commenting on draft reports to ensure quality of evaluation
Evaluation Team Leader (from the contracted firm)	<ul style="list-style-type: none">- Lead the evaluation process- Manage the evaluation process in a timely manner- Communicate with UN Women whenever it is needed- Monitor field visits to project sites and oversee data collection including arranging schedule of meetings, contacting stakeholders for appointments, arranging for any translations needed- Ensure that evaluation team is well briefed and follows evaluation ethics- Report to UN Women when required- Produce the inception, draft and final reports- Oversea data collection and validation and debriefing meetings.- Present findings of the reports.
Evaluation Team members Under the guidance of the team leader	<ul style="list-style-type: none">- Meet with UN Women- Contribute to the preparation of the inception report- Data collection including arranging schedule of meetings, contacting stakeholders for appointments, arranging for any translations needed- Drafting report- Contributing to the finalization of the evaluation report

	<ul style="list-style-type: none"> - Contribute to presentation of report to stakeholders, reference group members - Contribute to validation exercise including debriefing UN Women field offices.
Project Steering Committee (PSC)	- Consists of UN Women and DFATD representatives. Will be involved at all stages of the evaluation after the procurement is concluded.

Evaluation team composition and required competencies

The evaluation firm will form an evaluation team consist of two to three persons, a team leader, and one or two team members who should have the following competencies and skills.

Skills and Competencies:

Position	Education	Professional Experience	Skills
Evaluation Team Leader	Advance University Degree in Social Science, Administration, Management or related fields	<ul style="list-style-type: none"> - At least 10 years of experience in programme management and evaluation - Demonstrated experience in evaluations of Programmes on gender equality and human rights - Experience in complex, politically sensitive, gender responsive, multi-country programme evaluations, in the development field and with international organizations (at least 8 evaluations of which at least in two as team leader) - Experience in Southeast Asia, familiarity with the ASEAN Region - Familiarity with issues of human rights and gender equality in Southeast Asia; 	<ul style="list-style-type: none"> - Excellent inter-personal and communication skills - Excellent written and spoken English and presentational capacities - Excellent evaluation knowledge and skills - Extensive knowledge of evaluation designs, methodology, gender responsive and gender sensitive evaluations. - Knowledge of the UN system a strong asset - Past experience in writing politically sensitive evaluation reports
Evaluation Team member	Advance University Degree in Social Science Human Rights Law, Anthropology or related fields	<ul style="list-style-type: none"> - At least 7 years of experience in research and/or Programme management in Southeast Asia, - Familiarity with the ASEAN, Work experience with international organizations and inter-governmental bodies in the above mentioned fields 	<ul style="list-style-type: none"> - Good communication and drafting skills - Knowledge of evaluation designs and methods - Excellent spoken and written English

Evaluation ethics

Evaluations in the UN will be conducted in accordance with the principles outlined in both UNEG Norms and Standards for Evaluation in the UN System, by the UNEG 'Ethical Guidelines for Evaluation' and follow UNEG guidance on Human Rights and Gender Equality in Evaluations as per the linked guidance <http://uneval.org/document/detail/1616>.

Evaluators are required to read the Norms and Standards and the guidelines and ensure a strict adherence to it, including establishing protocols to safeguard confidentiality of information obtained during the evaluation.

Evaluation Schedule

Activities	Target date	Duration
RFQ and TOR of evaluation finalized	16th December 2015	
Selection of evaluation team and firm	15th January 2016	1 month
Inception meeting	2nd February 2016	1 fortnight
Preparation and inception report submission	15th February 2016	1 fortnight
Data collection	20th February-20th March 2016	1 month
Submission of first draft report	31st March 2016	10 days
Comments by Reference group including UN Women and DFATD	15th April 2016	1 fortnight
Second draft	25th April 2016	10 days
Presentation of second draft to stakeholders	30th April 2016	5 days
Final report submission	5th May 2016	5 days
Dissemination of report	31st May 2016	25 days

Deliverables

The Institution is expected to produce the following deliverables:

- One inception meeting to discuss the proposal and the inception report contents. The discussions will be held with DFATD and UN Women. Once agreed upon with UN Women the methodology, evaluation design will serve as the agreement between parties on how the evaluation is carried out.
- One Inception report, which details out proposed methods; proposed sources of data; and data collection procedures, a schedule of tasks, activities and deliverables, responsibilities of members of the evaluation team for each task or product. The plan should further identify the site visits and elaborate the selection criteria for those sites selected. 30% of total contract value will be paid upon acceptance of the inception report
- Five de briefings (one in each country of field visit and one to the regional team located in Bangkok, Thailand) to validate preliminary data
- One Draft evaluation report should be presented to UN Women, DFATD and other stakeholders. The report will measure results achieved, efficiency, effectiveness, sustainability and management of the programme, prepared as per UNEG guidelines for HR/GE guidelines. 30% of total contract value will be paid upon acceptance of the draft report

- One final evaluation report incorporating comments and changes proposed to correct any factual, contextual errors 40% of total contract value will be paid upon acceptance of the final report

Payment is always conditional upon the satisfactory acceptance of the Deliverables by UN Women and DFATD.

Activities/Tasks

Activities include but are not necessarily limited to the following tasks:

- Literature review of programme reports, MTR report
- Meeting with UN Women , DFATD and other stakeholders as decided for an inception meeting
- Produce the inception report
- Meet and interview stakeholders, including conducting other data collection methodologies. Data collection responsibilities of the evaluation team will include arranging schedule of meetings, contacting stakeholders for appointments, arranging for any translations needed
- Produce the draft and final reports
- Present the findings to the stakeholders

Personnel / Qualifications

Members of the evaluation team should have qualifications, skills and competencies as listed in the table Skills and Competencies.

Roles and responsibilities of the parties

The roles and responsibilities of all parties are as listed in the table under Roles and Responsibilities.

Timeframe and location

The evaluation deliverables and schedule is as per the table Evaluation Schedule.

Field visits will be carried out in Cambodia, Thailand, Lao PDR, and Timor Leste. In the case of field visits, UN Women country offices are to be briefed by the Evaluation team on arrival and prior to departure. Interviews with other stakeholders will be conducted over phone or skype. Selected stakeholders will be located in South East Asia region. The time required for the consultancy is from January - May 2016. The duration of the contract will be January to mid May 2016. Travel expenses will be borne by the contractor. All travel costs shall be budgeted and managed by contractor.

Communication and reporting obligations

- UN Women should be informed about the progress of the evaluation on a fortnightly basis.
- Should any problem arise with a potential to delay the evaluation or cause potential deviation from the terms of the contract UN Women staff must be notified immediately.
- All deliverables and communication should be sent to Deepa Bharathi, Regional programme Manager CEDAW SEAP. The regional Programme Manager will further coordinate with DFATD and internally within UN Women.

Annex 3: Field Work Interview Question Schedules

1. Interview/Discussion themes and questions: UN Women Programme Staff

1. In your view what are significant results and achievements of the ASEAN Project/CEDAW Project Phase II?
2. To what extent have the outputs and outcomes been achieved? Please provide specific examples. Which of the project results have not been achieved and why?
3. What are **unintended** results if any?
4. What are the challenge/gaps/variances you have encountered in project implementation?
5. What are the factors that have influenced project performance (either enabling factors/negative factors)
6. To what extent have you used project indicators for measuring progress? How do you track indicators for planning and monitoring? How useful are tracking tools prepared for the project?
7. To what extent are project results (output, outcome level) relevant to the needs and priorities of stakeholders?
8. In your view which of the programme strategies, methodologies and activities contributed most to achieving the outcomes? Which were less successful?
9. Were partners/ stakeholders consulted in the design and implementation of the programme? What is your own practice in consulting stakeholders and partners?
10. To what extent have capacity development activities been appropriate in strengthening the capacity of stakeholders in promoting gender equality and women's human rights? Please provide examples. To what extent are knowledge and skills acquired by trainees/participants been effectively applied in their respective work in the project?
11. How do you rate the level of satisfaction among stakeholders with capacity building activities on a scale of 1-4? Please make the appropriate choice and elaborate: 1=*High*, 2=*Good*, 3 =*Somewhat satisfied*, 4=*Not At All*
12. To what extent has the programme balanced investments in developing capacities of right-holders including marginalised women's groups, as compared to investments in capacity development for duty bearers?
13. To what extent have ASEAN-AICHR, ACWC engaged with CSOs NHRIs, WNM, government institutions, to achieve the expected results? Has this led to developing good relationships and mutual trust building? Please provide examples.
14. How has the ASEAN Project focused initiatives on girls? How could this be strengthened, and more particularly in a second phase?
15. What synergies have developed through linkages and coordination between the ASEAN project and CEDAW SEAP Phase II?
16. What process do you follow in monitoring and reporting on the project? What is your understanding of RBM and how do you apply this approach? Have you received training on the use of RBM? Do you face challenges in monitoring and reporting? Please elaborate.
17. To what extent has the Regional Office and RPMT /HQ provided timely and adequate support in project implementation?
18. How satisfied are you with the relationships with DFTAD? Has the donor responded to project issues in a timely and supportive manner?

19. How adequate were resources for the project to achieve planned results? What adjustments do you think may be required?
20. To what extent have partnership choices been appropriate in the project context? Are there other partners you think could be involved for potential future programming e.g. in the ASEAN project?
21. To what extent have stakeholders developed ownership in the project (project activities, strategic development, and budget allocations) and what is the likelihood that project activities can be sustained?
22. What are the main challenges to project management and implementation? Has the project taken appropriate actions to manage risks? How was this managed by you?
23. In what way has visibility for UN women and CIDA been promoted in the project? (e.g. through media, PSC, regional/national exchanges, dialogue mechanisms, etc.).
24. How do you assess the working relationships between the UN Women and project stakeholders and development partners including UNICEF, OHCHR, and UNDP?
25. Kindly share the good practices and lessons learned that have emerged in the project? What opportunities do you perceive that could be considered for a second phase of the ASEAN project?

Interview questions - CSOs, NHRIs and Gender Equality Advocates (double click to open)



Microsoft Office
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Interview questions - DFATD (double click to open)



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Interview questions - Government Training and Academic Institutions (double click to open)



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Interview questions - Legislators (double click to open)



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Interview questions – Justice Sector Actors (double click to open)



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Interview questions - Parliamentarians (double click to open)



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Interview questions – UN Agencies (double click to open)



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Word 97 - 2003 Docu

Interview questions – WNM and Ministries (double click to open)



Microsoft Office
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Annex 4: Some Key Documentary Resources

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Annex 5: Narrative Biographies Of Project Team Members

Andrea Lee Esser –Evaluator

Dr. Andrea Lee Esser, an international gender specialist based in New York, has over 25 years of experience working globally with international organisations, governments and the civil society sector. She began her work as a Peace Corps volunteer in the Philippines, and has lived and worked extensively in Southeast Asia. She has been based in Viet Nam and Thailand, and has undertaken assignments in most of the developing countries of the region including Myanmar, Lao PDR, Cambodia and East Timor. She has also worked more broadly in Africa, Central Asia the Middle East and the Pacific region.

Dr. Esser has a broad range of expertise as a social and gender expert that includes gender-focused evaluations of institutional systems as well as projects and programs. She has led assessments of United Nations Country Teams for gender processes in East Timor, Lao PDR, Kenya, Uganda, Congo DRC, Zimbabwe, Jordan, Palestine, and the Pacific Multi-Country Office. She has contributed as a gender specialist to evaluations of UN System performance under the five-year United Nations Development Assistance Framework (UNDAF) in Moldova and Lao PDR. Dr. Esser has helped to ensure gender sensitivity in the design stage of various programs in addition to working as principal investigator and team leader for gender evaluations of programs and projects throughout the Southeast Asia region including programs that focus on gender equality, full livelihood restoration for minority groups, women in politics, natural resource management and local governance.

Brian O' Callaghan – Evaluator

Brian O' Callaghan is an international development professional with 20 years of field-based expertise programme appraisal and management with a range of partners and donors in South and South-East Asia, including time spent managing with women's empowerment programmes in Indonesia, Pakistan, Papua New Guinea and Timor-Leste, as well as programme Evaluation experience in Afghanistan, Haiti, Iraq and Sierra Leone. He has worked on issues of women's empowerment, entrepreneurship and capacity development of disadvantaged women. His specialist skills include organisational and programme development and assessment; monitoring, Evaluation & reporting; statistical/quantitative and qualitative analysis, survey & research techniques; design, implementation and Evaluation programmes. He holds a Master of Public Health from the University of London and both a Master and Bachelor of Sciences in International Development Studies from University College Cork, Ireland.