

Terms of Reference

Country Portfolio Evaluation + Audit of UN Women Pakistan Country Office

I. Evaluation and Audit Purpose and Use

The Independent Evaluation and Audit Service is primarily conducting this Country Portfolio Evaluation (CPE) + audit to assess the contributions of UN Women in advancing gender equality and women's empowerment in Pakistan over the course of its Strategic Note 2018-2022, to support enhanced accountability for development effectiveness and learning from experience. The IEAS is combining the audit with the CPE to streamline the evaluation and audit processes in the same country, increase the usefulness and impact of these important exercises, and very importantly, to reduce the burden on the office.

The purpose of the Country Portfolio Evaluation is to provide an independent and systematic assessment of the contributions made by UN Women to development results with respect to gender equality at the country level to feed into learning on what strategies work well and what needs strengthening. A secondary purpose is to identify UN Women's comparative advantages in Pakistan and support decision-making for the office strategy moving forward. The evaluation also seeks to provide information useful to the evaluation of the One UN Programme and insights on the strategic direction for UN Women Pakistan within the context of the repositioning of the UN development system, as adopted by the General Assembly resolution 72/279 on 31 May 2018¹. Given the ongoing COVID-19 pandemic, this evaluation will take steps to capture how UN Women is responding and analyse how UN Women can best support efforts in the country moving forward.

The Internal Audit Service (IAS) provides the Executive Director with independent and objective assurance and advisory services designed to add value and improve the effectiveness and efficiency of UN Women's work. IAS' primary objective of the comprehensive country office audit is to assess whether UN Women Country Office's governance, risk management and internal controls are effective to meet the Country Office's strategic and organizational objectives.

The primary intended users of this CPE+A are the Pakistan Country Office (PCO) personnel and the UN Women Regional Office for Asia and the Pacific. The secondary intended users are the Government of Pakistan; development partners, such as UN agencies and bilateral/ multilateral agencies; and civil society. UN Resident Coordinator (RC)/Resident Coordinator's Office (RCO) in Pakistan would also benefit from understanding the value added and contribution of UN Women to achieving the Pakistan One UN Programme OPIII for 2018-2022, as part of the evaluation of the OPIII and planning for the new United Nations Sustainable Development Cooperation Framework (UNSDCF) 2023-2027 in Pakistan. The intended uses of CPE + audit are the following:

1. Learning and improved decision-making to support the effectiveness of PCO's work.
2. Accountability for UN Women's interventions in terms of providing technical support to the Government of Pakistan and other activities related to gender equality and women's empowerment (GEWE).

¹ United Nations General Assembly, *Repositioning of the United Nations development system in the context of the quadrennial comprehensive policy review of operational activities for development of the United Nations system*, A/Res/72/279 (31 May 2018), available from <http://undocs.org/a/res/72/279>

3. Lessons learned and good practices for national, regional and other stakeholders working on GEWE.

II. Evaluation and Audit Objectives and Scope

The evaluation will apply Organisation for Economic Cooperation and Development/Development Assistance Committee (OECD/DAC) evaluation criteria (relevance, effectiveness, efficiency, coherence and sustainability) and a Human Rights and Gender Equality criterion. The evaluation will draw on the audit findings related to organizational efficiency. **The evaluation** has the following objectives:

1. Assess effectiveness and organizational efficiency in progressing towards the achievement of gender equality and the empowerment of women results.
2. Assess the relevance and coherence of UN Women programme vis-a-vis the UN system, the added value of UN Women, and identify contributions to Pakistan One UN Programme OPIII for 2018-2022 outcomes.
3. Analyse how a human rights approach and gender equality principles are integrated in the design and implementation of UN Women's work in Pakistan and contribute to sustainability of efforts.
4. Provide lessons learned and actionable recommendations to support UN Women strategic positioning moving forward.

The internal audit has the following objectives:

The audit will follow the International Standards for the Professional Practice of Internal Auditing in conducting this review. To assess the effectiveness of governance arrangements, risk management and control processes relating to the following areas:

1. Strategic priorities planning and implementation including processes related to advocacy and communications, coordination, work planning and resource mobilization, field programme implementation and monitoring, and programme, project and partners management.
2. Governance and risk management in relation to the office structure and resources, roles, responsibilities, authority, risk-focused decision making, control environment, and knowledge management from prior oversight reports;
3. Operation processes related to procurement, human resources, finance, accounting, budget, asset management, safety and security, information systems, and travel.

This CPE+A will answer the key questions below. During the inception phase after consultation with the Management and Reference groups the evaluation and audit team will review the questions to ensure they reflect the priorities of key stakeholders and elaborate the sub-questions in the evaluation matrix:

1. To what extent have UN Women's contributions across its integrated mandate advanced gender equality and the empowerment of women in Pakistan, including through the UN system and Government of Pakistan "One UN Programme OPIII"? [effectiveness]
2. Is UN Women's thematic focus and strategy for implementation the most relevant and coherent for advancing gender equality and women's empowerment in Pakistan considering its added value vis-à-vis other actors and coordination with actors and its response to crises such as the COVID-19 pandemic? [relevance and coherence]
3. Has the portfolio been designed and implemented according to human rights, LNOB, including disability perspective, social and environmental safeguards and development effectiveness principles (ensuring national ownership and sustainability of programming efforts)? [human rights and gender equality, and sustainability]

4. Does UN Women Pakistan have appropriate governance, capacity and capability to ensure good use of resources (personnel, funding, and assets) to deliver results? [organisational efficiency and governance]
5. Does UN Women Pakistan identify key risks and opportunities in a timely manner in its project management and operations, have effective controls and proactively mitigate those risks [organizational effectiveness, efficiency, risk and compliance management]?

CPE+A scope

The CPE+A will focus on the current SN cycle (2018-2022) with the understanding that the SN cycle will not be complete, **the CPE + audit will analyze work completed through Q1 2021 and ensure a formative analysis of the PCO strategy moving forward.** For the evaluation to feed into the planning process for the next strategic note and the United Nations Sustainable Development Cooperation Framework (UNSDCF), it must be completed before August 2021.

The entire programme of work and UN Women's integrated mandate will be assessed, including its contributions in the operational, coordination and normative spheres. **Given the current COVID-19 pandemic and ensuing global economic downturn,** the CPE +A will include an analysis of ongoing efforts of UN Women to respond or adapt to the crisis while at the same time analyze UN Women's strategic positioning within this dynamic context.

The geographic scope will include all locations where UN Women has worked: PCO has sub-offices in Balochistan, Khyber Pakhtunkhwa (KP), and project presences in Punjab and Sindh. With an increase in the number of cases in early-March 2021, travel precautions have been reinstated in various locations and will be reviewed on an ongoing basis to determine the possibility of in-person data collection in selected sites aligned with the case studies.

III. Context for gender equality and the empowerment of women in Pakistan

Pakistan is a federation consisting of four provinces (Balochistan, Khyber Pakhtunkhwa (KP), Punjab and Sindh), and the federal territories/areas (Federal Capital, Gilgit-Baltistan (GB), Pakistan Administered Kashmir (PAK). Against the backdrop of 18th Constitutional Amendment (2010), Pakistan is a decentralized State with federal and local governance systems in place. Pakistan is now the world's fifth most populous country and the second among South Asian countries.

Gender inequality is of significant concern in Pakistan. It ranks 151st out of 153 on the Global Gender Gap Index Report 2020, placed at 150th in economic participation, 143rd in educational attainment, 149th in health and survival and 93rd in political empowerment.² Pakistan's Vision 2025, which is in line with the One United Nations Programme III (OP III) or the United Nations Sustainable Development Framework 2018-2022, prioritises basic rights

²World Economic Forum. 2015. *The Global Gender Gap Report 2020*. World Economic Forum. http://www3.weforum.org/docs/WEF_GGGR_2020.pdf

and gender equality as central tenets of the country's development. Pakistan has ratified seven international frameworks on human rights and gender equality. Pakistan has affirmed its dedication to women's rights through the National Plan of Action for Women (1998); the National Policy for Development and Empowerment of Women (2002); the creation of national and provincial Women's Parliamentary Caucuses in 2008; the National Commission on the Status of Women Act 2012. Following a landmark Supreme Court ruling in 2009, the transgender community was accorded greater legal protection – with Computerised National Identity Cards (CNICs) reflecting their gender identity and the 2017 Census counting the transgender population for the first time. The Transgender Persons (Protection of Rights) Act 2018 has also declared rights guaranteed in the constitution such as fundamental rights to be applicable to transgender persons as well.

Despite the Government of Pakistan's stated policy and ongoing endeavours towards advancing Gender Equality and Women's Empowerment (GEWE) in the country, the pace of progress remains uneven with constant challenges. Gender-based discrimination, harassment, and violence is occurring at high rates in Pakistan. According to the 2017-18 Pakistan Demographic and Health Survey (PDHS), approximately 29% of women experienced physical or sexual violence: 23% experienced only physical violence, 1% experienced only sexual violence, and 5% experienced both physical and sexual violence. About 34% of ever-married women have experienced spousal violence, whether physical, sexual, or emotional. Rural women are more likely to experience violence (30%) than urban women (24%). Women with disabilities or those belonging to ethnic or religious minority groups are faced with a higher risk of experiencing violence.

Pakistan's Human Development Index (HDI) ranking is 154th (out of 189 countries) published by the United Nations Development Programme (UNDP)³. The decade long struggle against terrorism and extremism continues to impose immense social, economic and human costs calculated at over US\$118 billion. With concerted efforts by the state and the military, the overall security and law and order situation in Pakistan has steadily improved since UN Women's last programme cycle (2013-2017), though it is still volatile, and any deterioration will undermine progress on GEWE. The ongoing COVID-19 pandemic has delayed the progress in gender equality and women's empowerment in the country and has hindered the PCO programme implementation. A recent survey⁴ suggests that the socio-economic impacts can be seen through loss of income/ livelihoods and limited access to protection services and healthcare. Incidents of Violence against Women have risen during the pandemic. The burden of unpaid care and domestic work has increased for women and girls. Women and girls already experiencing institutionalized poverty, gender-based and other forms of discrimination are particularly at risk. The pandemic has further compounded pre-existing gender inequalities.⁵

³ UNDP. Human Development Report. *Latest Human Development Index (HDI) ranking*. <http://hdr.undp.org/en/content/latest-human-development-index-ranking>

⁴ UN Women. 'Survey shows that COVID-19 has gendered effects in Asia and Pacific' 29 Apr 2020, accessed online <https://data.unwomen.org/resources/surveys-show-covid-19-has-gendered-effects-asia-and-pacific> on 18 March 2021

⁵ UN Pakistan Brief: United Nations Response to COVID-19 in Pakistan. 13 Jul 2020. Accessed online: https://pakistan.un.org/sites/default/files/2020-07/UN%20Pakistan%20response%20to%20COVID-19-Update_13July2020.pdf

IV. Description of UN Women Pakistan programme

The work of UN Women is framed by the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), which is often called the “international bill of women’s rights”, and the Beijing Platform for Action, which sets forth governments’ commitments to enhance women’s rights. The spirit of these agreements has been affirmed by the Sustainable Development Goals; UN Security Council resolutions on women, peace and security and on sexual violence in conflict⁶; Economic and Social Council agreed conclusions 1997/2 and resolution 2011/5; and the UN System Chief Executives Board for Coordination policy on gender equality and women’s empowerment and its corresponding system-wide action plan. UN Women has an integrated mandate focused on supporting the strengthening of normative frameworks for gender equality and women’s empowerment; supporting Member States, at their request, in implementing commitments to the empowerment of women and girls through operational activities at the national level; and leading, coordinating and promoting the accountability of the UN system in its work on gender equality and women’s empowerment, including regular monitoring of system-wide progress, fostering UN-wide partnerships to respond to Member States’ requests for support and more broadly mobilizing and convening key stakeholders to ensure greater coherence and gender mainstreaming across the UN.

Pakistan Country Office

UNIFEM preceded UN Women with an office in Pakistan since 2007. The Strategic Note (SN) is the main planning tool for advancing GEWE through UN Women’s support to normative, coordination and operational work and is designed to align with UN Women’s Global Strategic Plan, in addition to UN country-level outcomes and national development and GEWE priorities.

The proposed programme contributes to the following overarching goal: **‘Women and girls have better access to and ability to exercise their rights in Pakistan’**. Pakistan Country Office (PCO) programme comprises of four impact areas and nine outcomes in the SN cycle (2018-2022). However, some changes were made in the proposed programme. One additional impact area and one outcome (Impact 5 and Outcome 5.1) were added in the Annual Work Plan for 2019. Outcome 1.2 was removed in Annual Work Plan for 2020. Thus, there were 9 outcome areas in 2018, 10 in 2019 and 9 in 2020.

Impact Area	Outcome
Impact 1: National and local stakeholders ensure an enabling environment is in place to translate, monitor and report on implementation of GEWE commitments, aligned to global norms, policies, and standards	Outcome 1.1: Mechanisms supported by UN Women are in place to assess and report on progress of the Government of Pakistan’s international GEWE commitments
	Outcome 1.2: Evidence-based dialogue in the context of intergovernmental processes and global policy discussions are supported by UN Women [REMOVED in 2020]
Impact 2: National and local stakeholders ensure gender responsive plans, policies and systems of governance are in place with	Outcome 2.1: Development plans and budgets responsive to women and girls are adopted and/or implemented

⁶ UN Security Council resolutions on women, peace and security and on sexual violence in conflict include: 1325 (2000), and 1820 (2008), 1888 (2009), 1889 (2009), 1960 (2010), 2106 (2013), and 2122 (2013).

institutions being more accessible to and delivering equally for women and girls	<p>Outcome 2.2: Evidence-based data, statistics and reports on GEWE are generated by UN Women</p> <p>Outcome 2.3: Institutions are more accessible to and deliver for women and girls' socio-economic, legal and political rights</p>
Impact 3: National and local stakeholders ensure an environment where women benefit from decent work, income security and socio-economic development	<p>Outcome 3.1: Policies and plans are adopted and implemented to enhance socio-economic empowerment of women (including from marginalized groups and home-based workers)</p> <p>Outcome 3.2: Women benefit from decent work, income security and socio-economic development</p>
Impact 4: National and local stakeholders ensure a safe environment where women and girls can live a life free from violence in private and public spaces, and survivors are able to access quality essential services	<p>Outcome 4.1: Laws, policies and strategies are adopted and implemented to prevent and respond to violence against women and girls (VAWG)</p> <p>Outcome 4.2: Strategies and initiatives for safe and empowering public spaces for women and girls are drafted, adopted and/or implemented, reflecting global guidelines</p>
*2019 Impact 5: Women and girls contribute and have greater influence in building sustainable peace and resilience, and benefit equally from the prevention of natural disasters and conflicts and from humanitarian action.	Outcome 5.1: Women and girls contribute to and have greater influence in preventing violent extremism and peace processes

PCO's mobilized budget for 2018-2021 was US\$ 15.1 million against a planned budget of \$20.1 million for the period. The total budget reached a high of US\$ 6.7 million in 2019 but decreased to \$4 million in 2021. Core and Institutional Budget (IB) remained constant over the period while non-core decreased between 2018 and 2021 (see Table 2). At present, the PCO is staffed by seven fixed term positions, six of which are funded from IB and one from non-core budget.

Table 2: PCO Financial Resources 2018-2021 (Source RMS as of 11 March 2021)

PCO DRF+OEEF Budget (US\$)				
	2018	2019	2020	2021
Core	600,000	680,000	620,000	650,000
IB	584,524	524,528	526,540	524,528
XB	112,048	142,409	84,347	125,864
Non Core	3,707,899	5,367,044	3,135,330	2,755,557
TOTAL	5,004,471	6,713,981	4,366,217	4,055,949

V. Evaluation and Audit Methodology

Currently the global health emergency of Covid-19 (Coronavirus) is causing unprecedented measures both in Pakistan and by international organizations to prevent the further spread of the virus, which may affect the conduct of this CPE+A. It may cause delays and remote data collection may need to be the primary source of data collection. The evaluation and audit team will remain in close contact with PCO to ensure that the CPE+A does not become a burden on the office, so that they can prioritize COVID-19 response efforts, and the CPE+A will integrate a lens to collect information that will be useful for PCO post-crisis.

UN Women evaluations are gender-responsive meaning that both the process and analysis apply the key principles of a human rights-based approach: they are inclusive, participatory, ensure fair power relations, and transparent; and they analyse the underlying structural barriers and sociocultural norms that impede the realization of women's rights, including marginalized groups: such as persons with disabilities, and other groups that suffer from intersecting forms of discrimination (based on LGBTIQ status, ethnicity, and/or race). UN Women evaluations are also utilization-focused, which means that it will be tailored to the needs of the organization through a participatory approach from the inception through to the development of recommendations, which will facilitate production of a useful evaluation. The evaluation also takes a systemic perspective that recognizes that UN Women's contributions towards GEWE outcomes and its ability to implement its programme of work are affected by several key influencing factors, such as socio-cultural norms, harmful practices, international donor and financing environment, political environment, environmental risks or humanitarian crises, security concerns, and local partners capacity and commitment. Information on each of these factors will be collected to provide a coherent picture on the wider systems at play that affect the ability of the organization to contribute towards GEWE and reach the most vulnerable groups of women in Pakistan.

Internal Audit Service follows the International Standards for the Professional Practice of Internal Auditing of the Institute of Internal Auditors (IIA), in conducting its audits. The audit work will consist of reviews of documents and systems, interviews, and discussions with staff in the Country and Regional offices and headquarters, and with external stakeholders, and physical inspections where possible. The audit will also comprise the reviews of samples of individual transactions and projects selected based on analytical review of reports and professional judgement.

The CPE+A is employing a non-experimental, theory-based approach. A re-constructed Theory of Change will be used as the basis for contribution analysis. Case studies will be the primary source of information for the assessment of contributions to outcomes in the selected thematic area. Primary data collection will be mainly qualitative, but some quantitative data will be collected. Possibility for participatory data collection methods will be explored during the inception stage. The CPE+A will employ the following analyses and methods of data collection:

Key analyses undertaken primarily during the inception phase will inform the evaluation approach and help to contextualize findings, conclusions and recommendations. These include:

- Evaluability assessment, Contextual analysis, Content analysis (of existing monitoring, donor reports, reviews, project audits, and evaluation reports), risk assessment and operational and financial data analysis.

Data collection methods will include:

- Interviews, participatory focus group discussions; surveys; and to the extent possible outcome harvesting or storytelling with women and male rights holders that have participated in programming efforts of UN Women related to the selected case studies.

NVivo qualitative analysis software will be used to analyse interviews and focus group discussions. Multiple lines of evidence will inform the analysis. Sources and methods of information will be triangulated to ensure robust findings that can be used with confidence. The inception report will provide more details on the selected approach and methods based on desk review and evaluability assessment, scoping interviews, and consultations with the PCO and Evaluation Reference Group (ERG).

VI. Stakeholder Participation

Ideally, rights holders who have directly participated in or are affected by UN Women programming efforts will be engaged in discussing the outcomes of the programming efforts from their perspective. However, the cost/benefits to the participation of rights holders as evaluation participants will be assessed during the inception phase, as the evaluation does not want to take time away from livelihoods activities and a do no harm approach will be applied also considering the current COVID-19 pandemic. In case where it would be too costly for rights holders to participate, a representative of the rights holders engaged by UN Women will be contacted for feedback and this may need to be done remotely. Limitations to the evaluation will be clearly explained in the final report.

A preliminary stakeholder mapping has been carried out. This analysis will be updated during the inception phase. Primary stakeholders include rights holders who are project/programme participants or direct beneficiaries, and implementation partners. This would include groups of women belonging to the ethnic minority communities, women with disabilities, women engaged in the informal sector, women in rural areas, home-based workers, and the lesbian, gay, bisexual, transgender, or queer communities. Where applicable, male stakeholders who have been participants in the CO programs may be consulted. Other stakeholder groups for consultation include duty bearers such as the Federal and Provincial government departments that the CO has engaged with over the SN period for implementation as well as other UN agencies who are joint programme partners. Secondary duty bearers, who are affected by the SN, but not targeted, such as Interagency Gender and Development Group, Civil Society Advisory Group and special interest groups including youth groups, and disability organizations, may also be consulted.

A reference group will be established representing UN Women Pakistan key government, civil society, donor and UN system partners. The reference group will be asked to engage and provide input at every stage of the evaluation process, from design to preliminary results and final draft report. The reference group plays a critical role through remote and in-person meetings in ensuring a high quality, transparent process, providing insights on the key questions and approach, ensuring factual accuracy, ensuring gaps and misinterpretation of information is avoided. They will also be key informants. The reference group also plays a key role in the dissemination of the evaluation findings and recommendations and ensuring the use of the information by UN Women and key partners.

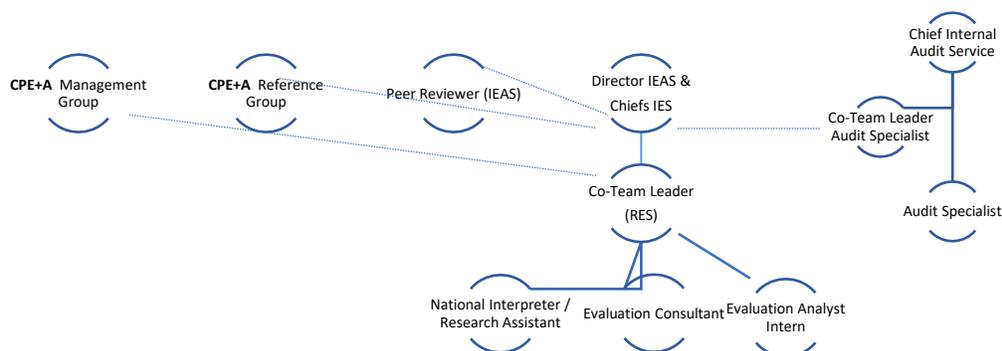
VII. Management and quality assurance

All evaluation processes at UN Women establish mechanisms to ensure high quality evaluation processes and products as outlined in the [UN Women Evaluation Policy](#) and [Handbook](#). The Evaluation Report will follow the standard outline as established in the [UN Women Country Portfolio Evaluation Guidance](#) and should also follow the [United Nations Editorial Manual](#). The UN Women Evaluation Report Quality Assurance (GERAAS) criteria will be used to assure quality (See Annex 1). All products are subject to quality assurance review by the peer reviewer, the ERG, and the evaluation management group. All audit processes follow the IIA including quality assurance processes established within IAS.

This CPE+A will have the following structures (as seen in the figure below):

1. **Oversight:** The Director of the Independent Evaluation and Audit Service oversees all activities, while the Chief of Independent Evaluation Service is responsible for the evaluation related activities; and Chief of Internal Audit is responsible for audit related activities; all three will review the key products of the CPE+A.
2. **Co-Team Leaders:** Regional Evaluation Specialist of the Independent Evaluation Service and Audit Specialist of the Internal Audit Service will manage the coordination and day-to-day management, and serve as the co-team leaders, leading methodological approach, collection of data, analysis and writing; as Team Leaders, they are also responsible for overseeing the work of the team members, managing the contracts and assuring quality of the work.
3. **Evaluation + audit team:** evaluation team members will include an evaluation consultant responsible for key analytical tasks, systematization of information and contribution to analysis and report and presentation preparation; possibility of one thematic expert/s to develop case study on a thematic area or programme of UN Women PCO; National evaluator to support the data collection in country and provide key contextual information. The audit team will be composed by one Audit Specialist, who will join the data collection in country. The teams will collaborate throughout the process.
4. **CPE+A Management Group** for administrative support and accountability: Country Representative and/or Deputy Representative, Assigned CPE+A Focal Point, and the Co-Team Leaders.
5. **CPE+A Reference Group** for substantive technical support: UN Women programme, National government partners, Civil Society representatives, Development partners/donors, UNCT representatives.
6. **Peer Review** for methodological guidance and feedback: 1 IES staff will be engaged as peer reviewers of the CPE+A.

CPE+A Governance Structure



VIII. Timeframe and key milestones

The CPE+A will take place between March and September 2021. The preparation stage was initiated in March 2021 through the drafting of the TOR and the recruitment of the key evaluation and audit team members. There will be a theory of change (TOC) workshop in March 2021 and an inception presentation in April, where the teams will join through an online platform. Data collection and analysis phase will be implemented from April to May 2021, with the launch of the survey(s) in April and data collection in early May 2021.

The internal audit report and the evaluation report will be drafted and validated by stakeholders between June and July 2021. The preliminary findings presentation will take place in early June and the draft evaluation report will be submitted to the ERG by early July for review. Final audit report will be issued in July. Final formatted products will be ready in August 2021 according to UN Women branding guidelines for technical publications. Evaluation dissemination and management response should be finalized by early September 2021.

Table 5: Indicative timeframe and deliverables

Phase	Mar	Apr	May	Jun	July	Aug	Sept
Preparation							
Terms of Reference							
Team recruitment							
Theory of Change Workshop with PCO (via skype)							
Inception meeting with ERG (via skype)							
Data collection & Analysis phase							
Survey							
Data Collection + Debriefing							
Analysis							
Report Phase							
Preliminary findings workshop with ERG (via skype)							
Draft report shared with ERG							
Final report							
Communication products							

IX. Ethical code of conduct

UN Women has developed a [UN Women Evaluation Consultants Agreement Form](#) for evaluators that must be signed as part of the contracting process, which is based on the [UNEG Ethical Guidelines](#). These documents will be annexed to contracts. All data collected by the team members must be submitted to the evaluation manager in Word, PowerPoint or Excel formats and is the property of UN Women. Proper storage of data is essential for ensuring confidentiality.

UN Women internal auditors are required to sign an Engagement Statement of Independence prior to undertaking an audit engagement.

The CPE+A value added is its impartial and systematic assessment of the programme or intervention. As with the other stages of the evaluation, involvement of stakeholders should not interfere with the impartiality of the evaluation. The CPE+A team has the final judgment on the findings, conclusions and recommendations of the CPE+A report, and the team must be protected from pressures to change information in the report.

Annex 1 UN Women GERAAS evaluation quality assessment checklist

- <http://www.unwomen.org/~media/headquarters/attachments/sections/about%20us/evaluation/evaluation-geraasmethodology-en.pdf>

Annex 2 UN Women Evaluation Consultants Agreement Form

- [UN Women Evaluation Consultants Agreement Form](#)
- [UNEG Ethical Guidelines and Code of Conduct](#).

Annex 3 UNEG Norms and Standards for evaluation

- <http://www.unevaluation.org/document/download/2787>

Annex 4 UN Women Evaluation Handbook

- <https://genderevaluation.unwomen.org/en/evaluation-handbook>
- <https://genderevaluation.unwomen.org/en/evaluation-handbook/country-portfolio-evaluation-guidance>

Annex 5 Resources for data on gender equality and human rights

- UN Office of the High Commissioner for Human Rights (OHCHR) – Universal Human Rights Index: <http://uhri.ohchr.org/en>
- UN Statistics – Gender Statistics: <http://genderstats.org/>
- UNDP Human Development Report – Gender Inequality Index: <http://hdr.undp.org/en/content/gender-inequality-index-gii>
- World Bank – Gender Equality Data and Statistics: <http://datatopics.worldbank.org/gender/>
- Organisation for Economic Co-operation and Development (OECD) Social Institutions and Gender Index: <http://genderindex.org/>
- World Economic Forum – Global Gender Gap Report: <http://www.weforum.org/issues/global-gender-gap>
- A listing of UN reports, databases and archives relating to gender equality and women’s human rights can be found at: http://www.un.org/womenwatch/directory/statistics_and_indicators_60.htm