

COVID Gender Real Time Evaluation

Annexes

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Annex 1: List of secondary literature

UNICEF Guidance Documents
Core Commitments for Children
CCC Gender Brief
Humanitarian Action for Children 2021, South Asia
Introduction to HAC Guide 2021
Humanitarian Action for Children 2020, South Asia
Humanitarian Action for Children 2019, South Asia
Humanitarian Action for Children 2018, South Asia
Tip Sheet for Integrating Gender Based Violence (GBV) in Humanitarian Appeals for Children- (2021)
Five Actions for Equality in the COVID-19 Response
How to Checklist Gender Integration in COVID-19 Socio-Economic Impact Assessment and Response Plans
Immunization and Gender: A practical guide to integrate a gender lens into immunization programmes
UNICEF Gender Action Plan 2017-2021
UNICEF Gender Action Plan 2022-2025
ROSA Support to the Country Offices - Client Satisfaction Survey (CSS) 2020, Regional Report
Gender Equality and COVID-19 Response, Annual Report 2020
Gender Responsive Education in the Response of COVID-19
Afghanistan Education Equity for Girls
Country Office SitReps 2020, 2021

COVID-19 Response Documents
A Gendered Analysis of Child Protection Systems Response in COVID-19 Programming in South Asia, (UNICEF, May 2021).
UNICEF Nepal Child and Family Tracker, June 2021
ROSA GBViE Learning Series, Executive Summary
Undertaking Rapid Assessments and Real Time Monitoring in the COVID-19 Context, Lessons from UNICEF South Asia, Global Evaluation Week 2021
COVID-19 Outbreak: COX's Bazar Rapid Gender Analysis, May 2020
In the Shadows of the Pandemic: The Gendered Impact of COVID-19 on Rohingya and Host Communities, October 2020
Gender Mainstreaming in COVID-19 Rohingya Response
MHM Success Story, Cox's Bazar
Implementing and Reporting on Gender Based Violence in Emergencies (GBViE) Programming: A Summary of GBViE Activities in South Asian Region, March 2021
Gender Based Violence Training and Technical Support: Technical Proposal, 11 May 2021
Addressing Violence Against Women Home Based Workers (HBWs) during the COVID Pandemic in South Asia

Country Office Documents
GiHA Meeting Minutes
11 Tips for Strengthening Women and Girl's Participation in Humanitarian Assessments, Afghanistan GiHA Working Group, June 2021
Country Snapshot Bangladesh: Menstrual Hygiene in Schools in South Asia
Mapping of Ending Child Marriage Programmes in Bangladesh, April 2021
Spotlight Initiative: Afghanistan Country Programme Snapshot
Protection Monitoring and Incident Reporting, October 2020

Evaluation/ Study Documents

Summative Evaluation of Afghan Women's Leadership Initiative (AWLI) in Support of Afghanistan Girls, June 2021
Child Marriage and Other Harmful Practices: A Desk Review of Evidence from South Asia

Annex II: Perception Survey Tools

A. ONLINE SURVEY FOR UNICEF ROSA GENDER FOCAL POINTS/ SPECIALISTS/STAFF IN FUNCTIONS INTERSECTING WITH GENDER PROGRAMMING (to be sent out by 20 November – Operational Review Tool 1)

Introduction:

Dear participants,

UNICEF ROSA is conducting Real Time Evaluation (RTE) of Gender Integration in the UNICEF COVID-19 Response in South Asia. While the RTE focuses on the COVID-19 response, it will also look into the blending of response measures with non-emergency programming, where it is deemed appropriate.

As part of the inception process, the RTE team of consultants is seeking the views and inputs of UNICEF CO/ RO gender focal point/ specialists in relation to UNICEF's gender integration in the COVID-19 response in respective countries and at regional level. These views and feedback will help inform the inception phase and following stages of the RTE.

Should you have any questions with regard to the survey, please contact RTE team, Sonal Zaveri (sonal.zaveri@gmail.com) and Lilia Ormonbekova (l.ormonbekova@gmail.com).

This survey should take about 15 -20 minutes to complete. Whereas the survey asks for participant's name in order to allow the RTE team to follow-up on specific answers where necessary, the information overall will be used in an aggregated way in the RTE documents.

Your feedback is very valuable to us. Thank you in advance for taking the time to participate!

1. Please write your name in the box. (This is requested for follow-up only and will not be shared with others)
2. Please indicate your sex.
 - a. Female
 - b. Male
 - c. Other, please describe: _____
 - d. Prefer not to disclose
3. Please indicate the CO/RO you are working in.
 - a. Afghanistan
 - b. Bangladesh
 - c. Bhutan
 - d. India
 - e. Maldives
 - f. Nepal
 - g. Pakistan
 - h. Sri Lanka
 - i. ROSA
4. How long have you been working in your current role in UNICEF?

- a. Less than 6 months
- b. 6 months- 1year
- c. 1-3 years
- d. More than 3 years

5. Your designation:

- Gender Specialist - CO
- Gender focal point – Program sector
- Gender focal point – M&E
- Gender focal point – field office
- Gender focal point – CO
- Gender focal point – operations
- Gender focal point - ROSA
- Other (please describe)

Related to COVID 19 guidances from RO and HQ

6 . Please tick as applicable about the COVID-19 related technical response.

Tick only that is applicable				
		I was aware	I have used	I have shared with sectors in UNICEF
Cross-cutting				
1.	5 Actions for Gender Equality in the COVID Response (UNICEF Global Technical Note)			
2.	Integrating Gender in ROSA COVID Response			
3.	COVID-19 Gender M&E shared with Regional Gender Advisors (HQ)			
4.	Cross-cutting Gender Mapping Matrix (ROSA)			
5.	Gender and COVID-19 Considerations for South Asia Response (developed with Gender Network; not a checklist; but rather a useful document with examples; chapeau to help transition)			
6.	How to” checklist for gender integration into COVID-19 socioeconomic impact assessments and response plans (HQ)			

7.	List of gender indicators related to COVID-19 monitoring (HQ)			
8.	Updated Cross-cutting Gender Mapping Matrix			
9.	Updated CCCs Gender Equality Overview (HQ)			
10.	Cross-cutting Gender Mapping Matrix is being updated			
Care for Caregivers				
11.	Social media packets produced on online and safety messaging and on breastfeeding/maternal health			
12.	Family-friendly Policies across South Asia (with Innocenti)			
Prepare for increase in GBV during COVID-19 outbreak				
13.	ROSA Gender/GBV Strategy in Response to COVID-19			
14.	ROSA CP/GBV Infosheet			
15.	ROSA Gender/GBV Resources			
16.	UNICEF ROSA GBV(iE) / GBV Risk Mitigation Learning Series			
17.	Principles and Guidelines on Responsible Representation and Reporting of Violence Against Women and Children			
18.	Tip sheet for Integrating Gender-Based Violence (GBV) in Humanitarian Appeals for Children (HAC)-2021			
Maintain Core Health and Education Services				
19.	Protection and Gender COVID-19 Response Resources (VAC, GBV, birth registration, healthcare, MHPSS)			

20.	Reopening Schools Checklist			
21.	Gender-responsive Education Framework (<i>upcoming</i>)			
Engage existing women's and youth rights networks to support connectivity and vital information flow				
22.	Strategy of Engaging Women's and Girls' Organizations in the South Asia Region			
23.	<i>International Day of the Girl – South Asia Challenge (event)</i>			
Ensure gender data are available, analyzed, and actionable				
24.	<i>COVID-19 Gender M&E shared with Regional Gender Advisors (HQ)</i>			

6a. Have you shared guidances – as is or summarized - with the government representatives?

Yes/No

6b. Please explain

*Related to COVID 19 guidance(s) **developed at CO***

7. Did your CO create its own gender related guidance at CO?

Yes

No

Not

applicable

If yes, please continue and answer all questions till Q12

Please list CO developed guidance

i) _____

ii) _____

iii) _____

8. Have you shared gender guidance developed by your CO with other COs?

Yes

No

9. Have you shared gender guidance developed by your CO with RO?

Yes

No

Related to other gender related guidances

10. Did you use guidances from other UN agencies, government or other organizations?

Yes

No

If yes, please list

i) _____

ii) _____

iii) _____

11. Compared to preexisting humanitarian and emergency guidance, how relevant was the new COVID-19 guidance?

Not relevant

Somewhat relevant

Relevant

Very Relevant

12. To what extent were pre COVID-19 **humanitarian and emergency related** guidances to address gender useful in COVID-19 situation?

Very Useful

Somewhat Useful

Not useful

Not applicable

Please list what was used.

i) _____

ii) _____

iii) _____

Related to capacity to use the guidances

13. There were a number of gender capacity building events from March 2020 to October 2020. We name a few, please list other COVID-19 related capacity building events.

- Training Gender Marker Expenditure (April 2020)
- Gender and Evidence Road Trip (April - June 2020)
- Gender Network meetings
- Others, specify

Very Useful

Somewhat Useful

Not useful

Not applicable

14. What was the extent of your communication with RO about your gender related queries and technical support during COVID 19?

To a great extent

Sometimes

Rarely

Did not need to

15. Please **rate** your perception on the following:

Because of the technical support received from HQ, RO, CO and other agencies: *(Use SM speedometer rating option – from low, increasing to full capacity)*

Capacity building

- i. Capacity to use the guidances to disaggregate data and reach the most vulnerable during COVID 19
- ii. Better able to address gaps in gender programming that have emerged since COVID-19
- iii. Local consultants and community networks better able to collect and use the relevant data

Addressing specific needs related to gender

- iv. Gender disaggregated data by sex, age, disability, poverty, women/child-headed (or other vulnerabilities) is used to plan and tailor programs
- v. Vulnerable populations participate in UNICEF supported gender responsive needs assessment and program planning

Coordination and Accountability

- vi. There is coordination between, gender focal point/specialists, SPEAR and M&E, relevant sectors for including gender responsive planning, monitoring and evaluation

- vii. There are cross-sectoral plans between development actors that include context specific gender needs
- viii. Gender related data is shared with other agencies to coordinate and collaborate on COVID-19 gender response
- ix. There is UNICEF reporting about gender responsive implementation and monitoring and timely feedback loops created to inform future programming
- x. GFPs and other personnel working on gender issues in CO have received feedback on use of the gendered guidances within UNICEF

16. Recognising that COVID-19 has heavily impacted **frontline care workers**, the majority of which are women. Is your CO/RO responding to the specific needs of the majority female health workers in programming approaches? Please rate accordingly.

Unable to address - 1	Same as before -2	Increased attention - 3	Expanded and innovated - 4
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16a. COVID-19 has heavily impacted teachers, the majority of which are women. Is your CO/RO responding to the specific needs of female teachers in programming approaches? Please rate accordingly.

Unable to address - 1	Same as before -2	Increased attention - 3	Expanded and innovated - 4
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17. With reference to GBV overall since March 2020, how would you rate your implementation in comparison with pre-COVID-19 in terms of the following?

	Unable to address - 1	Same as before -2	Increased attention - 3	Expanded and innovated - 4
Risk Mitigation Program				
Prevention programs				
Survivor Centered services				

18. In maintaining access to core **health services** for **girls and women**, please indicate

Unable to address - 1	Same as before -2	Increased attention - 3	Expanded and innovated - 4
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19. In maintaining access to **education services** for **girls and women**,

Unable to address - 1	Same as before -2	Increased attention - 3	Expanded and innovated - 4
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20. As for the **support for local women’s groups and youth networks to connect and provide information flow,**

Unable to address - 1	Same as before -2	Increased attention - 3	Expanded and innovated - 4
-----------------------	-------------------	-------------------------	----------------------------

21. On each of the programming priorities indicated below, overall since March 2020, how would you rate your implementation on gender equality in comparison with pre-COVID-19? (optional)

Priority	Unable to address - 1	Same as before -2	Increased attention -3	Expanded and innovated - 4
Access to quality services for girls and women				
Education and learning				
Maternal health services				
Support for local women’s groups and youth networks				

21 a. What enablers has CO put in place with partners to collect and report sex and age disaggregated data? Choose those that are relevant.

New specific mechanism in the CO/RO, based on revised annual management plan
Additional personnel to collect and report the data
Use of information technology (data from web, etc.)
Other (add details)

21b. What helped your CO to work in gender and COVID-19 response? Choose those that are relevant.

Expertise from gender focal point/ specialist in adapting programs

Regular monitoring meetings with gender focal point/ specialist
Joint implementation and coordination with other CO teams
Coordination and joint implementation with other actors (Government, UN agencies, CSOs, etc.)
CO leadership and commitment on gender issues
Other

21c. Please provide details if you chose any of options in Q21b

22. What have been the 'unexpected' gender areas the pandemic has unearthed? Please explain.

B. KEY INFORMANT INTERVIEW (KII) PROTOCOL

GENDER FOCAL POINTS/ SPECIALISTS/ ANY OTHER PERSONNEL WORKING ON GENDER ISSUES

(KIIs shall be held first half of November – Operational Review Tool 2)

Introduction:

- Statement about Evaluation Team Independence
- Purpose of evaluation
- Scope of evaluation
- Intended users
- Disclaimers- confidentiality/refusal

Please note that each respondent is not expected to be in a position to answer every question.

Include probe questions where first response needs more detail.

1. Can you tell us about your current role in UNICEF and to what extent it has changed (if) due to COVID-19? Has your workload increased and in what way?
2. When did you first hear from RO about gender and COVID-19 guidance? Can you tell us the title of the document(s) and what was it/they about?
3. Were the existing pre-COVID-19 guidances, especially for gender response in humanitarian and emergency contexts, sufficient? If no/yes, could you tell us why?
4. Did you and/or colleagues develop CO-specific gender and COVID-19 guidance(s)/tool(s)? If yes, what was the reason behind it/them?
5. In case of RO/HQ guidance, if you needed additional advice, would you ask RO colleagues for support? If yes, was it timely and relevant? If you did not ask for support, why so?
6. Were there sufficient number of capacity development/ networking events organized by RO, to learn/discuss about the new guidances?
7. To what extent was data available on gender, age, disability, poverty, female-headed households, etc. (in COVID-19 context)? What has your CO done to improve this type of data collection (if)?
8. Are there examples of cooperation between gender, M&E, social policy, etc. colleagues, in gender data gathering and analysis? If yes, could you name the most interesting ones?

9. [If applicable] have you used new disaggregated data (generated during COVID-19) to inform revision of existing programmes/ development of new ones/ joint work with at least two sections in your CO/ for campaigns, events, etc.?
10. Are there examples of data collection with participation of rights holders? If yes, could you tell us about the most interesting ones. To what extent women and girls have been involved in it?

C. Key Informant Interview

Interview Guide for Network or Implementing Partner

- Thank you for agreeing to talk to us today. Our names are Sonal Zaveri and Samriti Maharjan. We have been assigned by UNICEF to conduct a Real-time Evaluation on Gender and UNICEF COVID-19 Response in South Asia.
The evaluation will be used to support UNICEF and stakeholders' strategic learning and decision-making for future work on gender equality and women's empowerment in South Asia. The evaluation will also have a summative (backwards looking) perspective, to support enhanced accountability for development effectiveness and learning from experience.
- We will be talking to a wide range of stakeholders including government and civil society partners, UN agencies and donors.
- This interview will take approximately 45 minutes. All interviews are confidential and your name will not be associated with any of the findings unless cleared in advance by you.
- Do you have any questions about the evaluation before we begin?

-
1. a) To what extent were you able to address specific **gender needs through detailed gender analysis during planning?**

If yes, what difference did it make in the achievement of planned results and outcomes? Did you have indicators to monitor outcome (not output) responses that indicated change in gender norms, or power structures or equity? Were voices of marginalized involved in design, M&E and were they heard?

b) What were the challenges in doing/not doing a detailed gender analysis or review of outcome changes?

Can you share success stories related to change in gender relations (gender transformation)?

2. Please share one or two examples of **very good** coordination with UNICEF as related to **gender equality/ transformative** responses in COVID with documentation which could be replicated or scaled up?

Which of these areas **were you better able to integrate** gender responsiveness a) continuity of care services for education, health or protection and b) preparedness for increased GBV c) special focus on adolescent girls d) working with community groups?

3. Please provide examples and define what was gender responsive and any change during COVID? What were the missed opportunities? To what extent were they able to address intersectionality or LNOB principles? How can you move towards gender transformative?

4. Any missed opportunities or examples that did not work out or you could have done better?
5. To what extent were RO and CO able to actively support **existing networks/implementing partners of** women and youth as well as various social and community platforms to remain connected, exchange information and be inclusive so that women and girls could meaningfully participate? What is UNICEF's comparative advantage for gender transformation?
6. What should UNICEF do differently to be more gender transformative (capacity building, planning, LNOB)? What challenges UNICEF should address in terms of gender **transformative** and COVID-19 response/ post pandemic recovery efforts in the country?
7. Are you aware of UNICEF guidances or capacity building on gender? How would you rate the gender guidance and capacity building from RO and CO for better gender understanding and implementation?

D. Self Assessment Checklist

FEMINIST PRINCIPLES SELF ASSESSMENT CHECKLIST

HOW WELL ARE WE FOLLOWING THEM?

PLEASE SCORE FROM 1 TO 10 (1 – no, 10 – fully)

During COVID-19:

Related to Empowerment and Hearing the Voices of the Most Disadvantaged in COVID-19 (OR X) Context

1. To what extent has CO systematically and uniformly Identified challenges and gaps that affect the most vulnerable, the LNOB?
2. To what extent has CO systematically and uniformly collected feedback and views directly from communities and those most affected (either directly remotely or through local consultants) and used for adapting programs and strategies?

Related to Use focused

3. To what extent is CO using the disaggregated data on gender, age, disability, and vulnerabilities to inform decisions?

Related to Reflection

4. To what extent does the organization have a learning approach, learning from mistakes and successes?

Related to Social Justice

5. To what extent has CO increased **assessing** gender responsive and transformative outcomes?
6. To what extent has CO increased **addressing** structural inequities and intersectionality?
7. To what extent has CO increased **focus** on men and boys programming?

Related to Inclusiveness

8. To what extent CO staff knowing barriers to participation such as gender/culture/disability/other differences, were able to systematically and rigorously include these groups?

Related to Participation

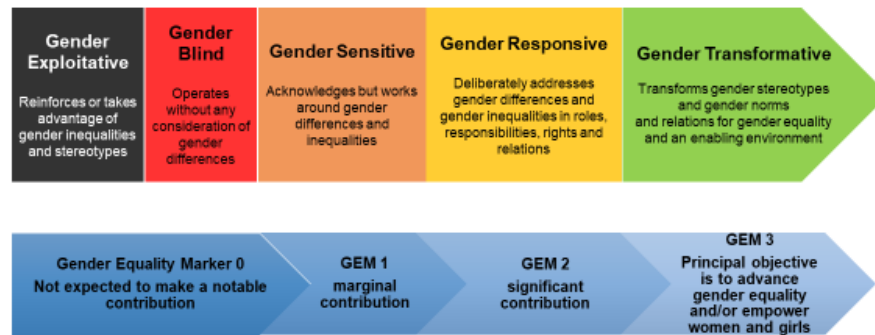
9. To what extent does CO have continuous and open communication across sectors **internally** regarding gender responsiveness/transformation and promote involvement and ownership in any evaluative process?
10. To what extent, does CO **support** IPs (NGOs, CSOs, networks) to build capacities for gendered participation including LNOB?

Annex III: Feminist Evaluation Principles in the RTE process

Principles	Key Implementation Practice Elements	Activities
Voices of the most disadvantaged/ Empowerment	Identification of successes and good practice that address the most vulnerable especially adolescent girls; challenges and gaps; Key interviews with relevant target group	Identification of case studies or illustrative examples Group and individual interviews Gendered Data analysis
Reflective	Qualitative data gathering, learning approach including learning from “bad” practices; review power relations internally and externally (RO, CO, government, inter-agency, civil society, networks, partners, funders)	Fly on the Wall Group and individual interviews Validation workshop Joint analysis with USER group Gendered Data analysis
Social Justice	Attention to gender transformative processes; address structural inequities and intersectionality; focus on adolescent girls; emergent men and boys programming; attention to rights violation; diversity and disability; women’s rights and children’s rights	Contextual sampling and data gathering Analysis using GRES Validation workshops Joint analysis with USER group Gendered and Equity based data analysis Data triangulation
Inclusive	Affirmative action to include diverse participation from within UNICEF and externally, awareness of exclusion barriers to participate; awareness of cultural differences in the region	Methodology planning Group and individual interviews Gendered and Equity based data analysis
Participatory	Continuous and open communication to promote involvement and ownership in RTE process, with special attention to marginalized populations; valuing and facilitating different perspectives	Methodology planning and findings discussion Group and individual interviews Validation (perception) workshops Joint analysis with USER group

Annex IV: Gender Equality Marker & Gender Continuum¹

Gender Equality Marker & Gender Continuum



¹ Presentation slides on UNICEF Gender Response to COVID-19 Analysis, 28 October

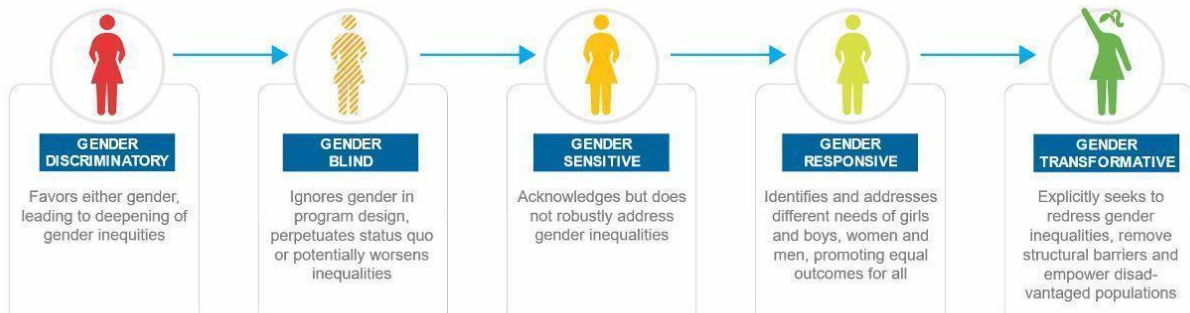
Annex V: Gender Diagnostic Tool

BUILDING BACK BETTER USING TRANSFORMATIVE APPROACHES

Gender-transformative programming tackles root causes of gender inequality and moves beyond self-improvement among girls and women to **address power dynamics and structures** that reinforce gender inequalities

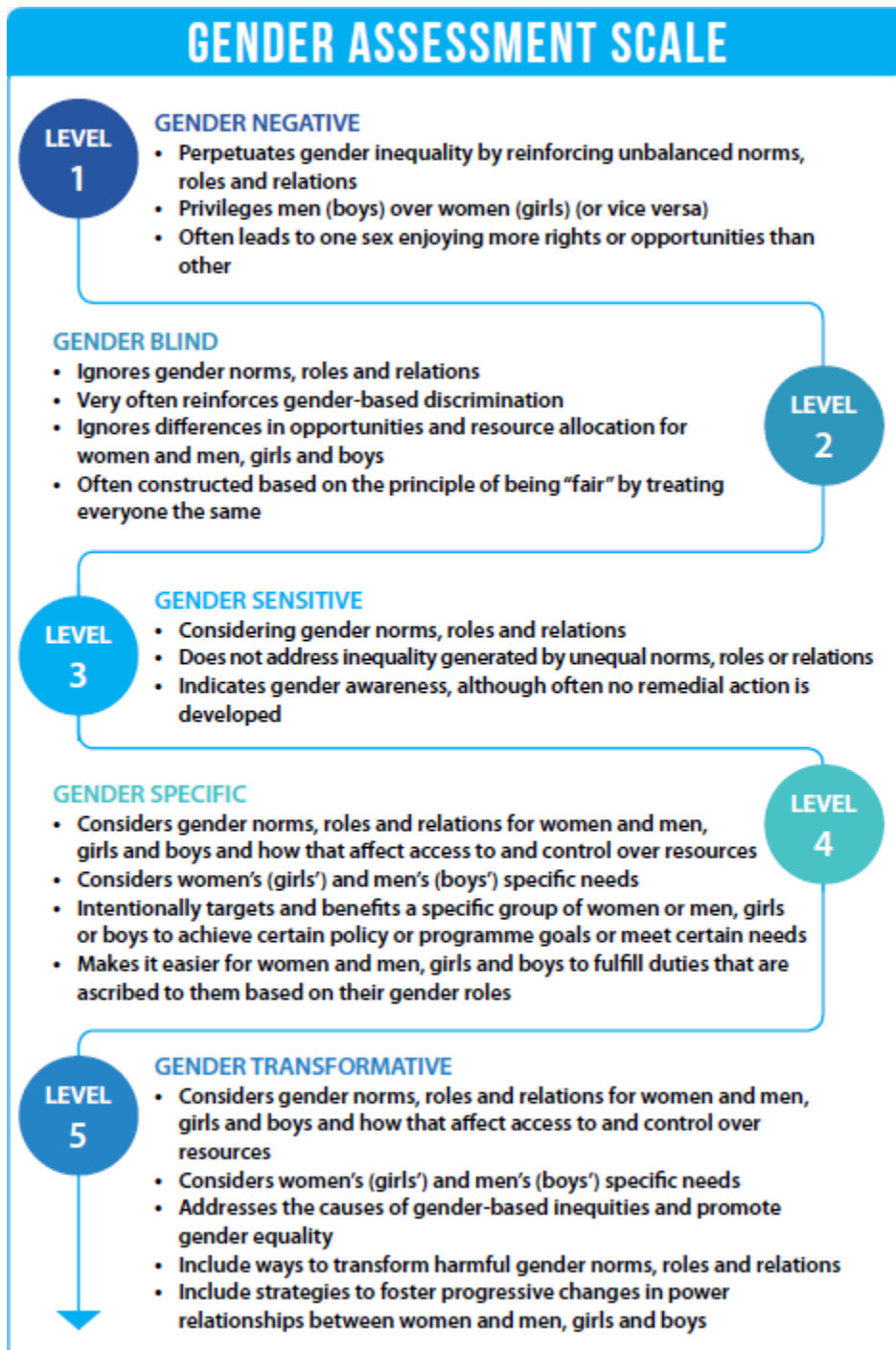


UNICEF applies the **Gender Continuum diagnostic tool** to evaluate the effectiveness of a development or humanitarian intervention in addressing gender inequalities in program design, implementation, monitoring or evaluation



unicef  for every child

Annex VI: Gender Assessment Scale²



² Gender Toolkit, December 2018

Annex VII: Evaluation Matrix (Adapted)

Overarching question 1: To what extent did the strategy and design of the COVID-19 immediate response by RO and CO enable operational preparedness for an engendered response?

Key Question 1: To what extent are the accountability measures and normative frameworks in place at RO and COs for gender effective response programming for COVID 19?				
Assumptions	Indicators	Source of Information	Methods and tools for data collection	Reference to Evaluation Criteria
Guidance shared by ROSA (developed by HQ or by RO) was relevant, timely and built capacity	<p>Evidence of guidance, strategies shared with timeline</p> <p>Evidence of capacity building by RO</p> <p>Evidence of stewardship by RO – resolving queries, adapting as per feedback</p> <p>Guidance from governments, others (e.g. non-UN gender networks)</p>	<p>Guidance documents and timeline</p> <p>RO reports on guidance and capacity building</p> <p>RO progress reports on COVID response, with gender-related narrative</p>	<p>Document Review</p> <p>KIIs (COs GFPs and Thematic Programmes, Social Policy, Evaluation and Research Chiefs (SPEAR), C4D and M&E personnel)</p> <p>FGD (during the inception workshop) with COs GFPs</p> <p>Online survey for COs and RO GFPs and all those working on gender issues</p>	Relevance: Adequacy of the response interventions with reference to gender
CO had the skills to use the guidance, found it addressed gaps in gender programming and was able to use it within CO and with partners	<p>Awareness of guidance, strategies</p> <p>Perception of capacity to implement the guidelines, etc.</p> <p>Perception of relevance of COVID-19 guidance with reference to existing humanitarian guidance available (e.g. CCC)</p> <p>Evidence of sharing on new guidances a) internally and with emergency focal point; b) with</p>	<p>CO reports (gender-related narrative)</p> <p>RO reports (gender-related narrative)</p> <p>ROSA Gender Network updates (e.g. number and regularity of meetings)</p>	<p>KIIs (COs GFPs and Thematic Programmes, Social Policy, Evaluation and Research Chiefs (SPEAR), C4D and M&E personnel)</p> <p>FGD (during the inception workshop) with COs GFPs</p> <p>Online survey for COs and RO GFPs and all those working on gender issues</p> <p>Post-event assessments (e.g. Learning Series)</p>	

	<p>other UN agencies, CSO, government</p> <p>Feedback on use of guidance by partners</p>			
<p>Adaptation for data gathering and analysis with special focus on most vulnerable especially women and girls (gender accountability mechanisms)</p>	<p>Evidence of coordination between gender focal point, SPEAR, C4D and M&E (e.g. M&E team, SPEAR, C4D and GFPs involved from planning to include context specific gender disaggregated data)</p> <p>Evidence of change in gender-related data gathering, analysis and reporting</p>	<p>Progress reports by RO and COs (gender-related narrative)</p>	<p>Document Review</p> <p>KIIs (COs GFPs and Thematic Programmes, Social Policy, Evaluation and Research Chiefs (SPEAR), C4D and M&E personnel)</p> <p>FGD (during the inception workshop) with COs GFPs</p> <p>Online survey for COs and RO GFPs and all those working on gender issues</p>	

Key Question 2: To what extent do the response PLANS at program, policy, advocacy levels reflect gender analysis, equality issues or awareness of gender based vulnerabilities with special reference to COVID-19?

Assumptions	Indicators	Source of Information	Methods and tools for data collection	Reference to Evaluation Criteria

<p>During COVID-19, response plans were able to target the most vulnerable – young girls, disabled, violence against women, most economically vulnerable, women headed homes and so on.</p>	<p>Evidence of use of gender checklist, other instruments for focused targeting of vulnerable populations for planning or adapting programs, policy events and advocacy events or material</p> <p>Tailor made programs/interventions that differently target vulnerable populations according to their needs</p>	<p>RO M&E team CO M&E/ SPEAR team Program team Planning documents and meeting notes or Response Plans</p>	<p>KIIs with Data Specialist, with Disability Specialist, Emergency Specialist, Gender Advisor, COs GFPs, SPEAR, C4D, selected Programme and M&E personnel (if available)</p> <p>Desk Review of Response Plans</p> <p>FGD (during the inception workshop) with COs GFPs</p> <p>Online survey for COs and RO GFPs and all those working on gender issues</p>	<p>Relevance: Adequacy of the response interventions with reference to gender</p>
<p>Plans for the most vulnerable are developed through their active engagement</p>	<p>Evidence of participation of vulnerable populations in needs assessment and program planning</p>	<p>Meeting notes with list of participants Budget allocation for participation of vulnerable populations</p>	<p>Desk review</p> <p>KIIs with Data Specialist, with Disability Specialist, Emergency Specialist, Gender Advisor, COs GFPs, SPEAR, C4D, selected Programme and M&E personnel (if available)</p> <p>Online survey for COs and RO GFPs and all those working on gender issues</p>	
<p>Key Question 3: To what extent is the COVID-19 socioeconomic impact data disaggregated by sex, age and disability? What mechanisms are available to analyse the data with a gender lens and provide real time feedback loops to programming?</p>				
<p>Assumptions</p>	<p>Indicators</p>	<p>Source of Information</p>	<p>Methods and tools for data collection</p>	<p>Reference to Evaluation Criteria</p>
<p>Disaggregated data on those most affected by COVID was collected in a timely manner, rapidly analysed</p>	<p>Evidence of collection of data disaggregated by sex, age, disability, poverty, women headed</p>	<p>RO M&E team</p>	<p>KIIs with Disability Specialist, Emergency Specialist, Data Specialist, Gender Advisor,</p>	<p>Effectiveness: Of RO and CO response</p>

and shared with programs. Systems were in place for such real time sharing, collating feedback and looping back so that program plans could be adapted	households, others at regular and timely intervals Evidence of timeliness and use of disaggregated data to plan, inform and adapt programs Evidence of sharing of gendered data with other programs that address similar population groups and/or programs that are multi-sectoral (if any)	CO M&E/ SPEAR team CO program team Progress Reports	COs GFPs, SPEAR, selected Programme and M&E personnel (if available) Desk Review of Socio-Economic Impact Mapping Reports and selected phone surveys (e.g. Child Tracking and others) Online survey for COs and RO GFPs and all those working on gender issues	regarding the gender elements in the COVID-19 response; and assess selected responses against the gender scale (from potentially gender-blind to gender-transformative).
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Overarching question 2: To what extent was gender integrated into the response measures during COVID-19?

Key Question 4: To what extent were specific gender concerns relevant to COVID-19 integrated into continuity of care services, education, health and preparedness for increased GBV? To what extent was there a special focus on adolescent girls?				
Assumptions	Indicators	Source of Information	Methods and tools for data collection	Reference to Evaluation Criteria
RO and CO were able to mitigate the impact of COVID-19 by integrating emerging gender needs across priority thematic areas; increase their preparedness for expected GBV cases; and able to focus on adolescent girls	Evidence of gender targeted rapid needs assessment/review in priority programs Evidence of adaptation in programs for greater gender targeting Evidence of appreciation from key target populations Evidence of engaging local experts Evidence of innovative gender programs (i.e. innovation was the result of COVID-19 context, such as movement restrictions, etc.)	Rapid needs assessment (if any) Program plans M&E reports Community reports Gender and M&E/ SPEAR teams Program teams Local experts	KIIs with Disability Specialist, Emergency Specialist, Data Specialist, Gender Advisor, COs GFPs, SPEAR, selected Programme and M&E personnel (if available) and local consultants or network representatives if available FGDs UNCT SWAP for gender analysis Content review	Relevance: Of RO and CO response regarding the gender elements in the COVID-19 response; and assess selected responses against the gender scale (from potentially gender-blind to gender-transformative).

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Key Question 5: To what extent were RO and COs able to actively support existing networks of women and youth as well as various social and community platforms to remain connected, exchange information and be inclusive so that women and girls could meaningfully participate?

Assumptions	Indicators	Source of Information	Methods and tools for data collection	Reference to Evaluation Criteria
Existing community networks especially of women, girls and youth could be accessed during COVID, were able to use remote and digital platforms to provide and receive gender relevant information; especially reaching out to the most left behind	<p>Evidence of CO/RO connectivity with community networks and vice versa</p> <p>Evidence of needed resources, materials, information provided the networks by RO and CO in a timely manner</p> <p>Evidence of bottom up information exchange</p> <p>Evidence that women and girls continued to communicate, participate and make decisions</p> <p>Evidence of pathways and systems that were created so that voices of the most vulnerable were heard</p>	<p>Progress reports</p> <p>Local stakeholders</p> <p>CO and RO GFP or other program staff managing networks</p>	<p>UNCT SWAP for gender analysis</p> <p>Content analysis</p> <p>KIIs</p>	<p>Sustainability: interface between emergency and development responses from a gender perspective; added value of UNICEF programming to COVID-19 response</p>

Key Question 6: To what extent was RO and CO able to actively dialogue with governments on gender equality issues and plan joint responses?

Assumptions	Indicators	Source of Information	Methods and tools for data collection	Reference to Evaluation Criteria
RO and CO dialogue with host governments was positive and host governments actively sought out RO	RO and CO meeting reports with host governments for joint planning,	Meeting notes	UNCT SWAP for gender analysis	<p>Coherence and Connectedness</p> <p>: Of response</p>

and CO for joint gender related responses, including planning, implementation and monitoring	<p>programming and monitoring on gender issues</p> <p>Representation of UNICEF on relevant government committees for gender sensitive programming</p> <p>Evidence of appreciation by government</p> <p>Evidence of gender data provided by UNICEF mainstreamed to national policy or program</p> <p>Evidence of joint budgeting</p>	<p>Committee representation</p> <p>Plans</p> <p>Reports</p> <p>Government stakeholders</p> <p>RO Gender Advisor and CO GFP</p> <p>RO and CO M&E/ SPEAR</p>	<p>Content Review</p> <p>KIIs</p>	<p>initiatives and strategies used in context of emergency-development nexus</p> <p>Adequacy of the response interventions with reference to gender</p>
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Overarching Question 3: How effective was the gender integration? To what extent were programs gender transformative?

Key Question 7: To what extent was gender integrated? What difference did gender integration at RO and CO make in the achievement of planned results and outcomes and what were the gaps? To what extent were the responses gender transformative?				
Assumptions	Indicators	Source of Information	Methods and tools for data collection	Reference to Evaluation Criteria
By targeting all the specific gender needs and leaving no one behind in the programs, there was greater empowerment and gender related transformation of women and girls	<p>Evidence of gender diagnostics at baseline, use to develop plans, gender markers used to track change of most vulnerable</p> <p>Success stories indicating change in gender relations</p> <p>Evidence of expected and unexpected outcomes related to gender empowerment and impact on overall results</p> <p>Lessons learned indicate gaps in gender transformation</p>	<p>Program documents – plans, monitoring data and evaluation if any</p> <p>RO Gender Advisor and CO GFP</p> <p>RO and CO M&E/ SPEAR</p> <p>Community stakeholders</p> <p>GEM markers</p>	<p>GRES as the framework for analysis for selected projects and Case Study using appreciative inquiry approach that indicates pathways of change</p> <p>KIIs</p> <p>Desk review</p>	<p>Effectiveness: Of RO and CO response regarding the gender elements in the COVID-19 response; and assess selected responses against the gender scale (from potentially gender-blind to gender-</p>

				transformative).
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Key Question 8: To what extent was UNICEF supported or generated gender focused evidence and advocacy able to influence government COVID-19 programming?

Assumptions	Indicators	Source of Information	Methods and tools for data collection	Reference to Evaluation Criteria
National strategies and policies for gender integration in COVID response developed with UNICEF support are implemented	<p>Functional national strategies for adolescent education and health, care services, data tracking, others</p> <p>GBV training and reporting systems are functional in health, school and law enforcement sectors.</p> <p>Government appreciation</p> <p>Media representation of support</p>	<p>Relevant strategies and policies</p> <p>Counterparts and implementers (government program related)</p> <p>UNICEF and partners</p>	<ol style="list-style-type: none"> 1. Content review 2. UNICEF RO/CO team 3. KII health, education and other departments tracking gendered programs 4. Case studies 	<p>Effectiveness: Of RO and CO response regarding the gender elements in the COVID-19 response; and assess selected responses against the gender scale (from potentially gender-blind to gender-transformative).</p>

Key Question 9: What was the impact of more or less budgets available for gender programming on gender results?

Assumptions	Indicators	Source of Information	Methods and tools for data collection	Reference to Evaluation Criteria

Budget allocation for gender integration across programs and obtaining results was available from planning onwards	<p>Budget allocation to integrate gender dynamics in development planning</p> <p>Evidence of capacity RO and CO to undertake, analyze and use additional funds</p> <p>Beneficiaries received the financial and technical resources as planned and in a timely manner</p>	<p>Planning strategy and operational plan/budget</p> <p>Annual reports from partners</p> <p>Financial reports UNICEF program, finance & admin departments</p>	<p>Document review</p> <p>KII RO and CO team or with admin</p> <p>KII Partners</p> <p>Case studies</p>	<p>Effectiveness:</p> <p>Of RO and CO response regarding the gender elements in the COVID-19 response; and assess selected responses against the gender scale (from potentially gender-blind to gender-transformative).</p>
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Overarching Question 4: What were the good practices, successful initiatives, and partnerships related to delivering gender specific responses as a result of UNICEF RO and CO initiatives with governments and partners?

Key Question10: What were the gender specific responses from COVID-19 Programming in compounded, layered crises?				
Assumptions	Indicators	Source of Information	Methods and tools for data collection	Reference to Evaluation Criteria
Provincial health and education departments in Afghanistan and Cox's Bazaar are able and willing to plan, deliver and monitor gender specific responses	<p>Strategic and action plan developed, in selected locations</p> <p>Type and number of advocacy action and their impact</p>	<p>Strategic plan and action plan</p> <p>Progress reports implementers</p>	<p>Content review</p> <p>FGD/KII CO team</p> <p>KII relevant health and education officials</p> <p>FGD</p>	<p>Relevance:</p> <p>Adequacy of the response interventions with reference to gender</p>

			Case studies	
Women and girls access to sexual and reproductive health services and information, including sexuality education is increased through supported projects in compounded crisis areas	Evidence of increased coverage of supported SRH projects Evidence of use of RSH/HIV prevention services by young people, in-school and out-of-school	Progress reports implementers Training modules Observation services	1. Document review 2. CO team presentation 3. KII health workers 4. FGD with youth, peer educators 5. Case studies	
Women and youth participation and engagement in issues that affect them has increased	Evidence of events, engagement of women and youth in COVID response	Progress reports Media	1. Document review 2. FGD with youth, women 3. CO team presentation 4. Case studies	
Response to GBV among women and children relevant	Guidance and curriculums on GBV have been updated and used Evidence of capacity and sensitivity among local managers and health workers Increased coverage & uptake of post GBV services	1. Progress reports implementers 2. Curricula, guidance, training reports 3. Monitoring reports Health department or facility 4. Observation services	1. Document review 2. UNICEF CO team 3. KII Health, specialists, GFO 4. FGD health workers 5. Case studies	

Key Question 11: To what extent has RO and CO contributed to the functioning and consolidation of inter-agency cooperative response?				
Assumptions	Indicators	Source of Information	Methods and tools for data collection	Reference to Evaluation Criteria
The UNICEF country office actively contributes to inter-agency task teams and joint workplans to strengthen gender equality issues in COVID-19 response.	Evidence of UNICEF active participation in inter-agency working groups on COVID response Evidence of a leading role by UNICEF in task teams and/or joint	Joint plan document Task teams, minutes of meetings Progress reports	Document review KII with UNICEF RO and CO, other UN agencies	Coherence and Connectedness : interface between emergency and development responses from

	<p>initiatives that correspond to strengthened gender response across sectors and clusters</p> <p>Evidence of exchanges of information on gender between UN agencies</p> <p>Evidence of collaborative/coordinated programming & planning that is replicable and exemplary</p> <p>Evidence of collaborations that did not work</p>	Other UN agencies		a gender perspective; added value of UNICEF programming to COVID-19 response
RO and CO have commendable coordination with NGOs on gender equality	<p>Evidence of active participation and exchange of information with NGOs</p> <p>Evidence of exemplary and replicable coordinated planning, implementation and monitoring of gender sensitive programs</p>	<p>Cooperation proposals</p> <p>Task teams, minutes of meetings</p> <p>Progress reports</p>	<p>Document review</p> <p>KII with UNICEF RO and CO, NGO partners and networks</p>	

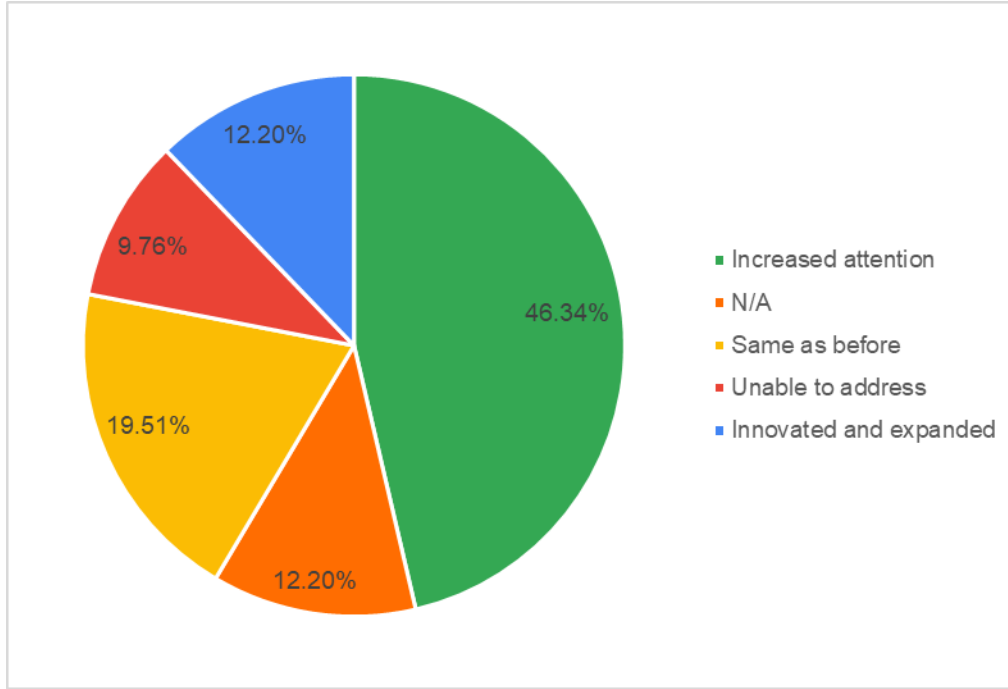
Key Question 12: To what extent was HQ and RO gender guidance and capacity building useful to strengthen gender related action at RO and CO?

Assumptions	Indicators	Source of Information	Methods and tools for data collection	Reference to Evaluation Criteria
Gender and COVID-19 guidance from HQ and RO was relevant to the SA gender context and capacity building led to better understanding and action at RO and CO	<p>Evidence of the quality of HQ and RO technical assistance (TA)</p> <p>Evidence of appreciation by specialists at RO and CO</p>	<p>Consultancy/training reports</p> <p>Progress reports</p> <p>Planning Documents</p> <p>Counterparts,</p>	<p>Document review</p> <p>KII UNICEF RO, UN agencies, Development partners, NGOs</p> <p>FGD UNICEF CO team</p>	Coherence and Connectedness owned interface between emergency and development responses from a gender perspective;

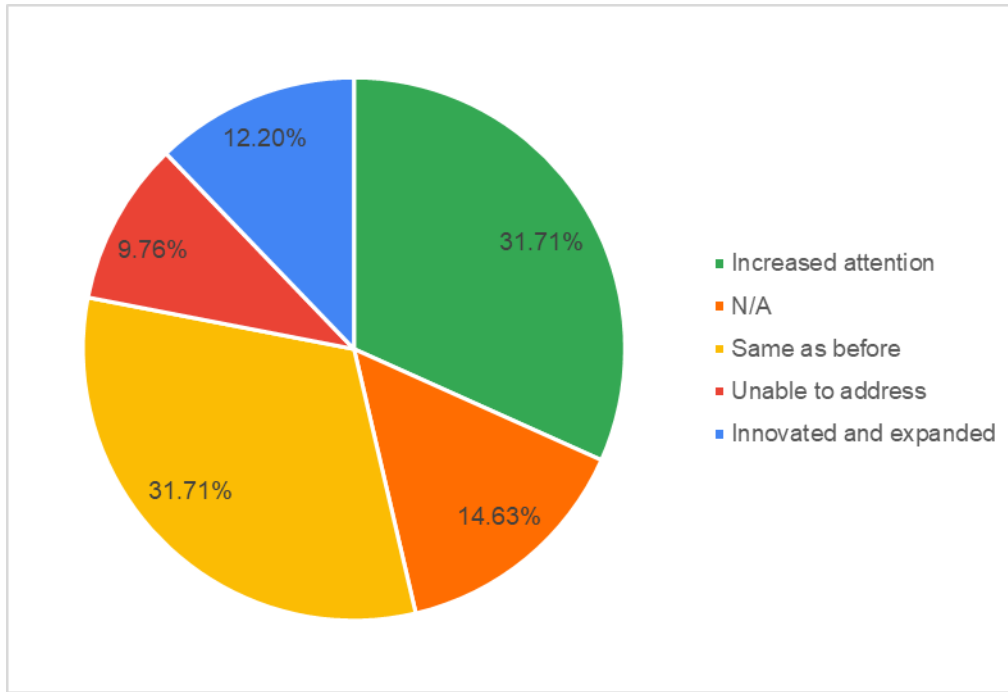
		Development partners & NGOs Quarterly reports from Development partners & NGOs		added value of UNICEF programming to COVID-19 response
COVID-19 has accelerated the strengthening of gender capacity, effective results, as well as organizational embedding at RO and CO	Evidence of the quality of HQ and RO TA Evidence of change in gender results (based on GRES) Evidence of appreciation by specialists at RO and CO	Consultancy/training reports Progress reports Planning Documents Counterparts, Development partners & NGOs	Document review KII UNICEF RO, UN agencies, Development partners, NGOs FGD UNICEF CO team Case studies	

Annex VIII: Online survey consolidated charts

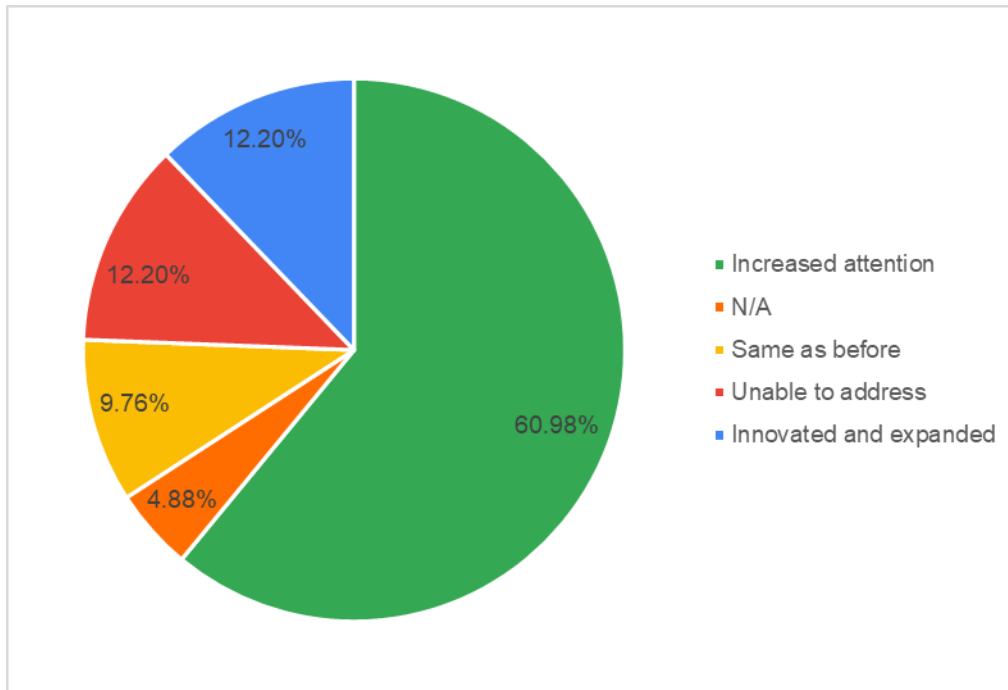
16. COVID-19 has heavily impacted frontline care workers, majority of which are women. How well is your CO/RO responding to the specific needs of female health workers in programs? Please indicate accordingly.



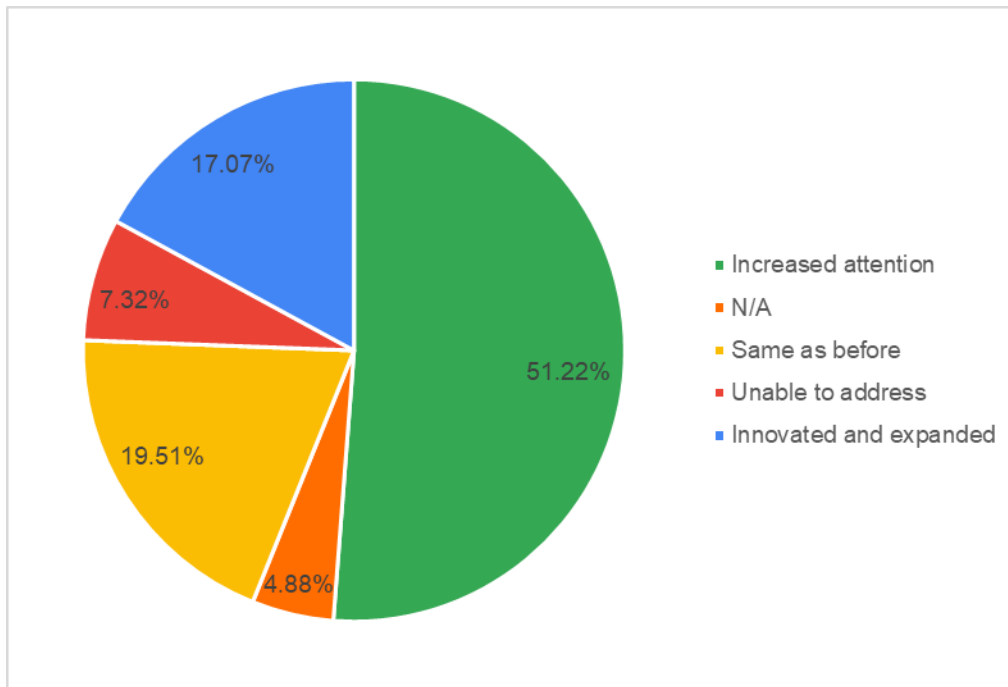
16a. COVID-19 has heavily impacted education personnel, majority of which are women. How well is your CO/RO responding to the specific needs of female teachers in programs? Please indicate accordingly.



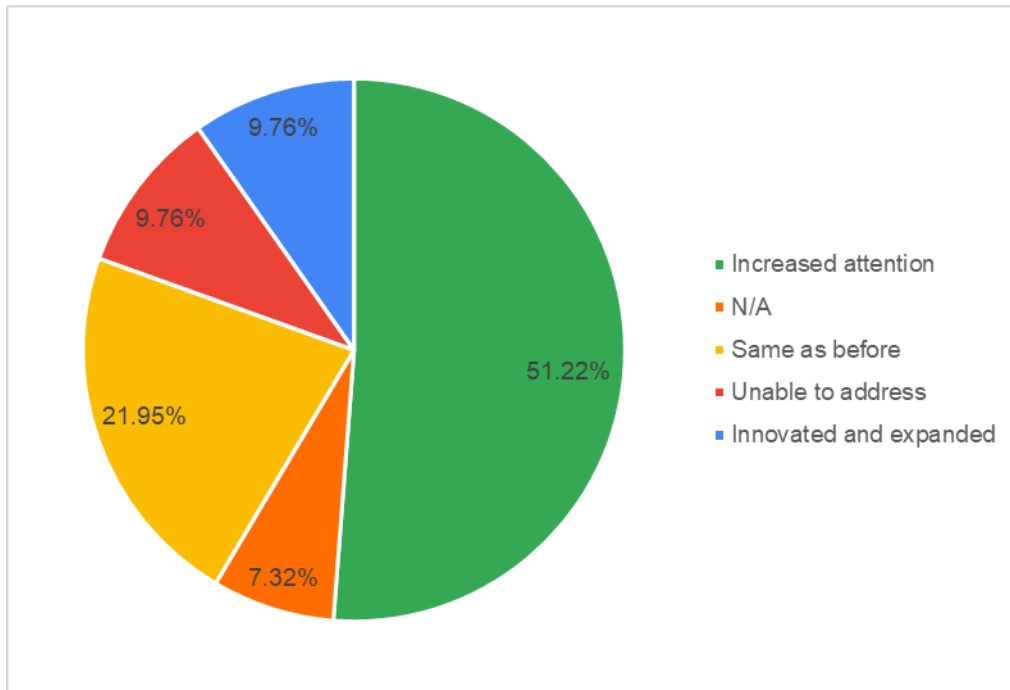
17. With reference to GBV (Risk Mitigation Program) overall since March 2020, how would you rate your implementation in comparison with pre-COVID-19 in terms of the following?



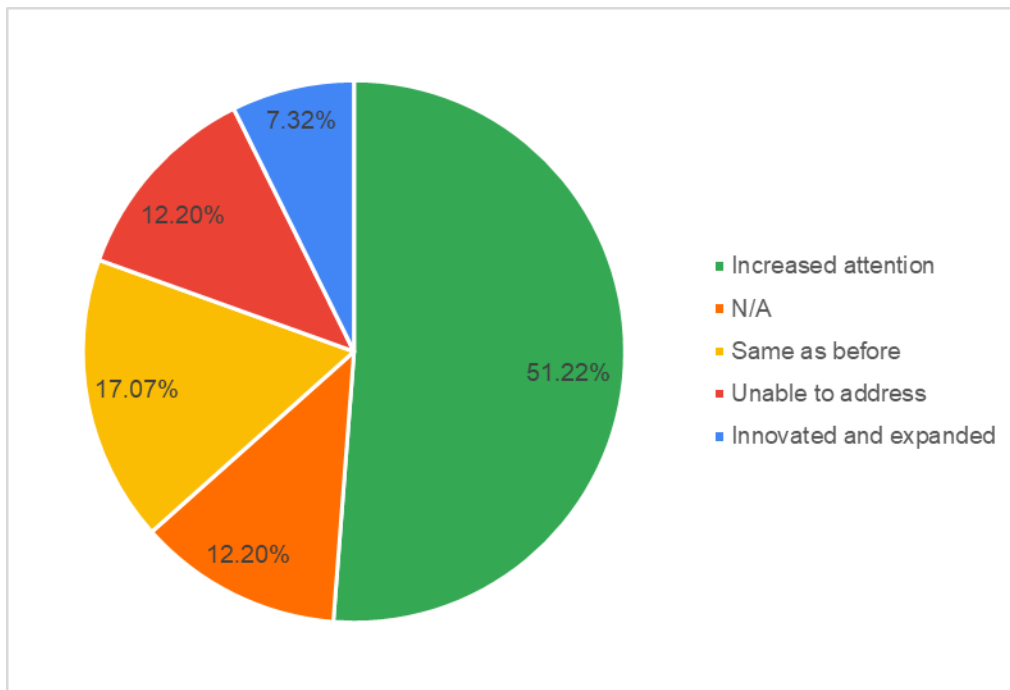
17a. With reference to GBV (Prevention programs) overall since March 2020, how would you rate your implementation in comparison with pre-COVID-19 in terms of the following?



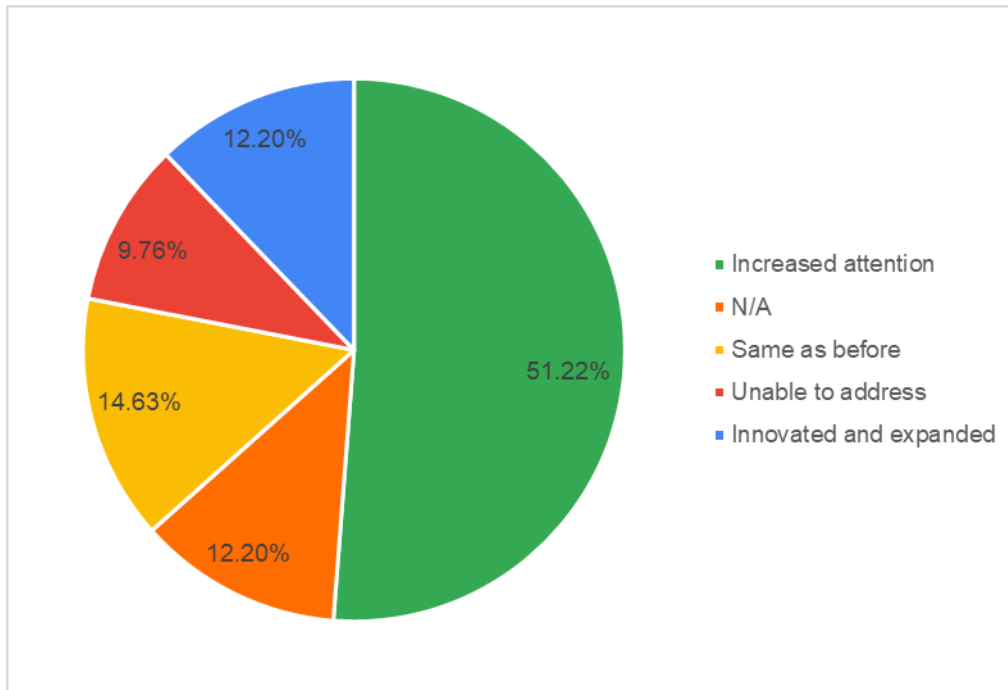
17b. With reference to GBV (Survivor centered services) overall since March 2020, how would you rate your implementation in comparison with pre-COVID-19 in terms of the following?



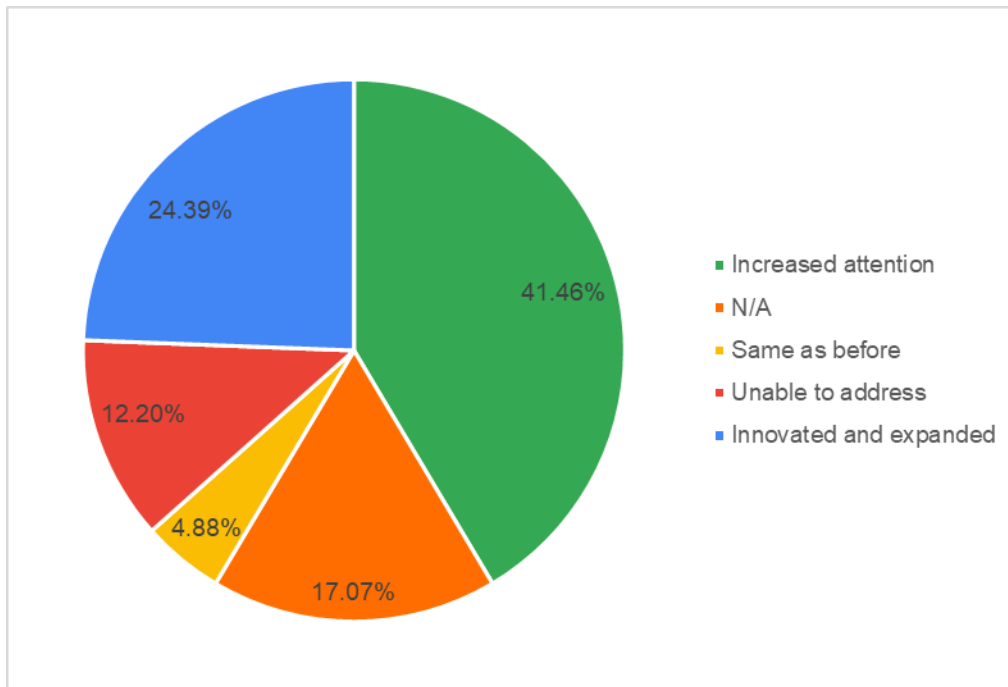
18. In maintaining access to core health services for girls and women, please indicate, how would you rate your implementation in comparison with pre-COVID-19?



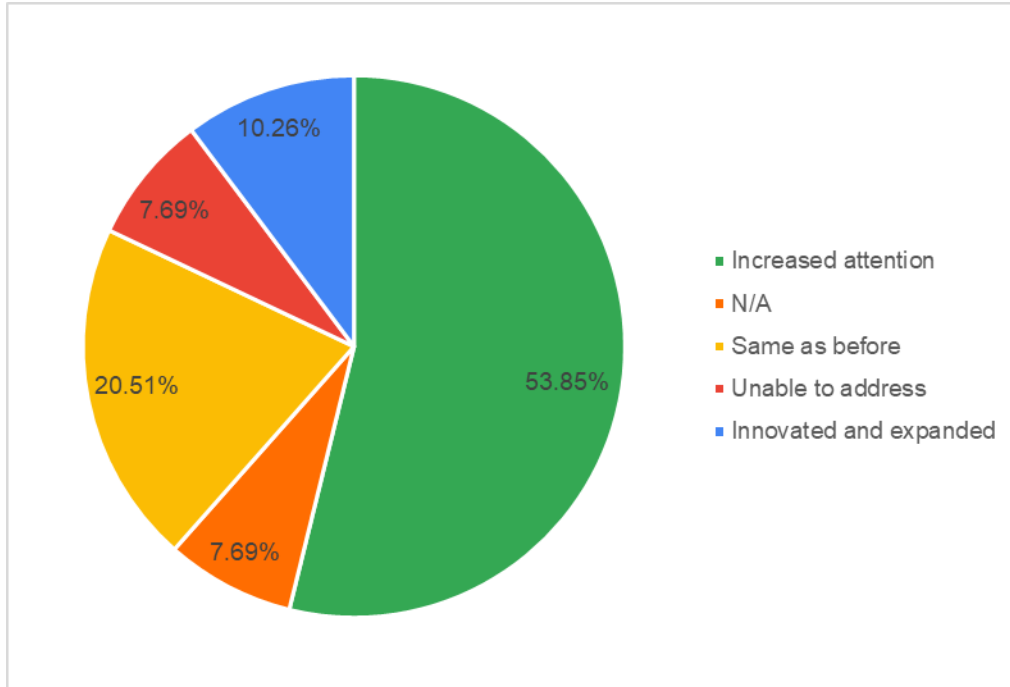
19. In maintaining access to education services for girls and women, please indicate, how would you rate your implementation in comparison with pre-COVID-19?



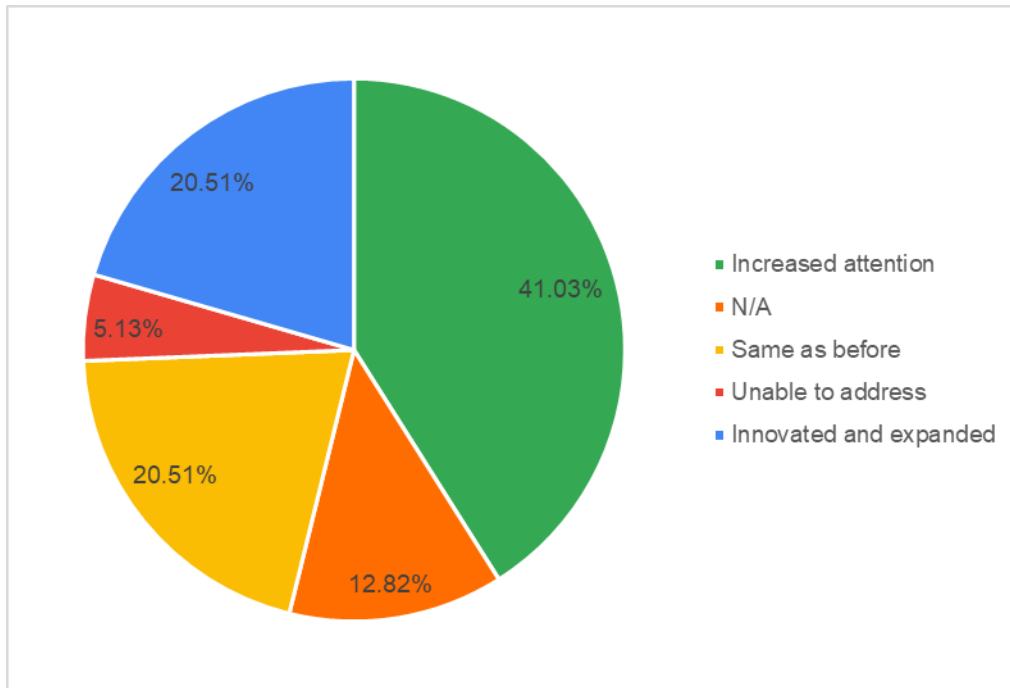
20. As for the support for local women's groups and youth networks to connect and provide information flow, please indicate, how would you rate your implementation in comparison with pre-COVID-19?



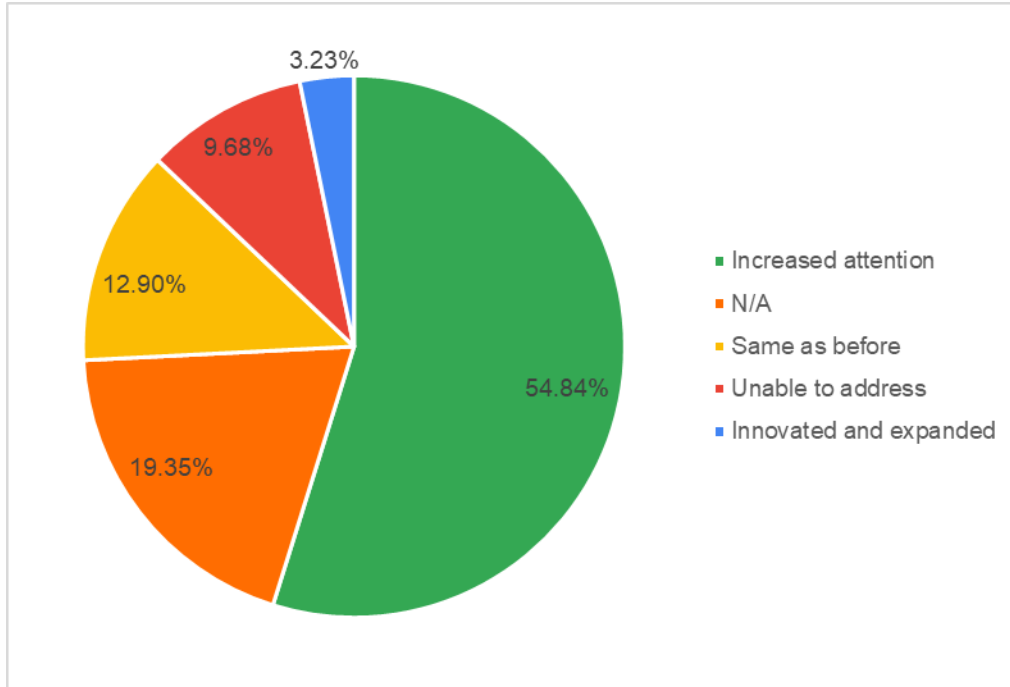
21. On each of the programming priorities indicated below, overall since March 2020, how would you rate your implementation on the following gender equality priorities in comparison with pre-COVID-19? (optional) [Access to quality services for girls and women]



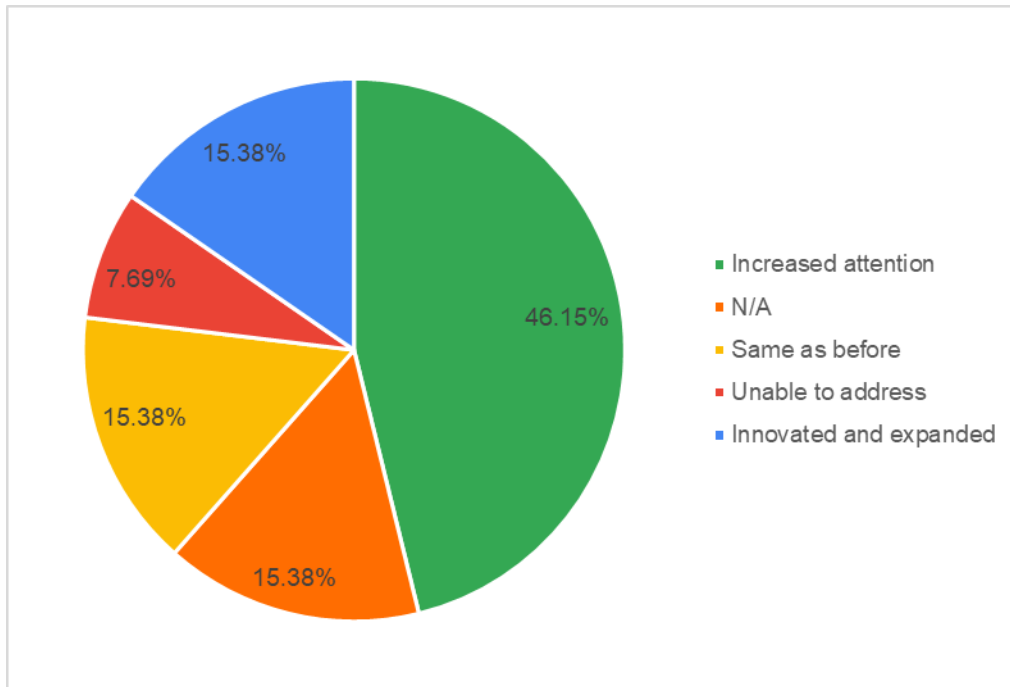
21. On each of the programming priorities indicated below, overall since March 2020, how would you rate your implementation on the following gender equality priorities in comparison with pre-COVID-19? (optional) [Education and learning]



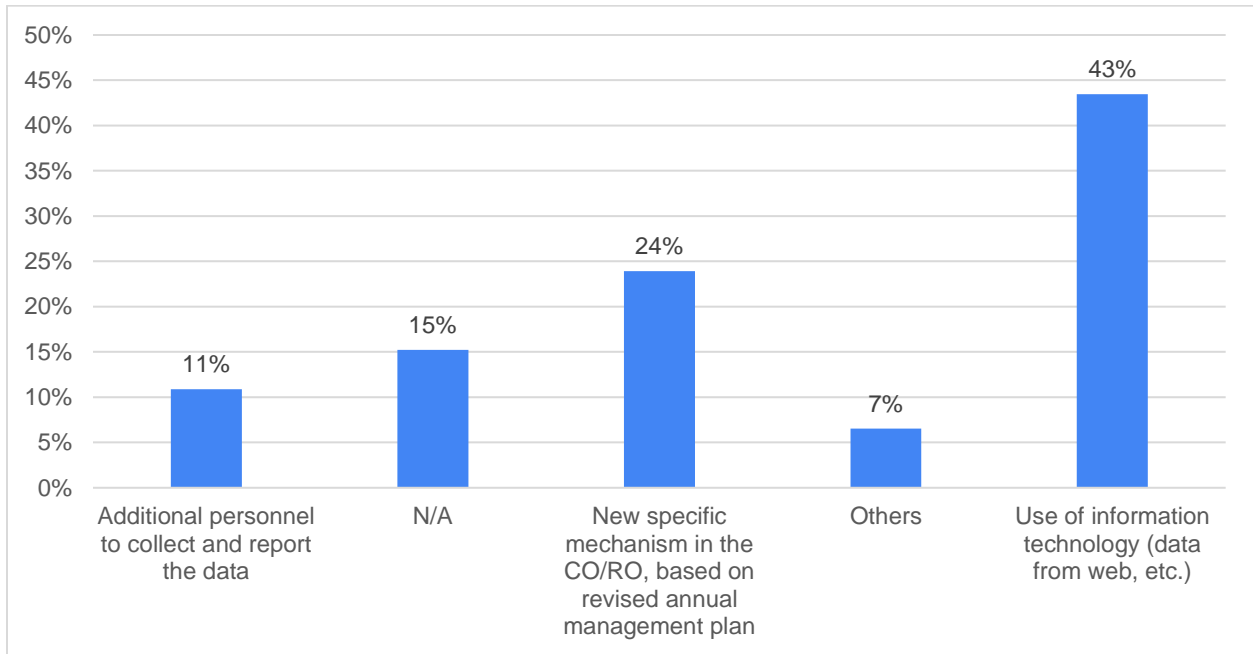
21. On each of the programming priorities indicated below, overall since March 2020, how would you rate your implementation on the following gender equality priorities in comparison with pre-COVID-19? (optional) [Maternal health services]



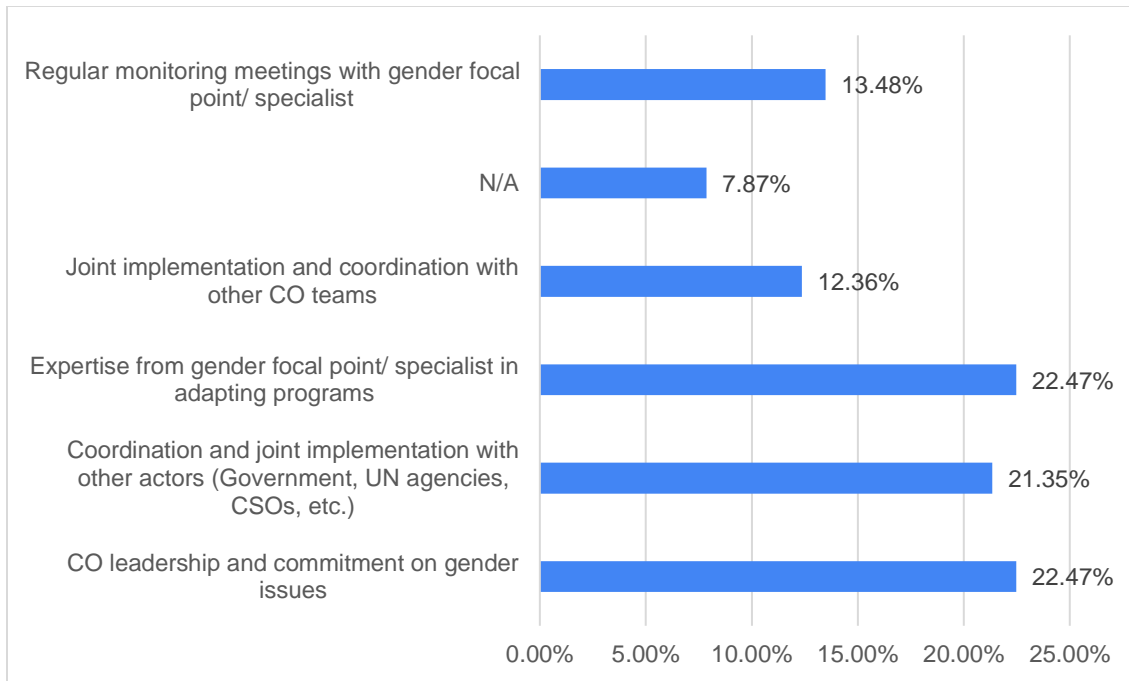
21. On each of the programming priorities indicated below, overall since March 2020, how would you rate your implementation on the following gender equality priorities in comparison with pre-COVID-19? (optional) [Support for local women's groups and youth networks]



21a. What enablers has CO put in place with partners to collect and report sex and age disaggregated data? Choose those that are relevant.



21b. What helped your CO to work in gender and COVID-19 response? Choose those that are relevant.



Annex IX: KII Interview Lists

Country	CO representative	Govt	Inter-agency	NGO/CSO
Nepal	James McQueen Patterson, Deputy Representative Upama Malla, Gender Focal Point	Dr. Divya Dawadi, Director Centre for Human Resources and Development (CHRD) previously called Department of Education under the Ministry of Education Science and Technology.		
Bangladesh	Noreen Khan, Gender Specialist Monira Hasan, Child Protection Specialist Silvia Ramos, WASH Specialist, Cox's Bazar Shajeda Begum, WASH Officer, Cox's Bazar	Dr. Hossain, former MOWCA, PD MSPVAW	UNFPA Humaira Harhanaz, Program Analyst	Plan International Shamema Akhtar Gender and Inclusion Advisor
Bhutan	Maria Consolee Mukangendo, Dep Rep and Gender Focal Point Dechen Zangmo, Gender Focal Point	Mrs. Ugyen Tshomo, NCWC, Chief Program Officer, Women Division	UNDP Tshering Choden National Project Coordinator	RENEW Meenakshi Rai - Program & Service Director Kesang Dolkar – Head of Counselling
Maldives				Advocating the Rights of Children (ARC) Muruthula Mussa, Executive Committee Member
Pakistan	Kiran Qazi, WASH Officer		UN Women Saman Hasan Portfolio Manager of Ending Violence Against Women, Governance and Human Rights	
Afghanistan		Taiba Jafari, Ministry of Public Health	Pamela Husain, UN Resident Coordinator Office	Said Wase Sayedi, WASSA
Sri Lanka				Mr. N. Sikirtharaj, Coordinator, Jaffna Social Action Center (JSAC).
India	Antara Ganguli Mary Thomas, Gender Programme Specialist Arupa Shukla, Communication for Development			

	<p>Van Chi Pham, Child Protection Specialist</p> <p>Wayne Bacale, Chief planning and monitoring</p>			
ROSA/HQ	<p>Amanda Bissex, Regional Child Protection Advisor</p> <p>JiEun Lee, Adolescents and HIV AIDS Officer</p> <p>Frank Van Cappelle, Education Specialist</p> <p>Daniel Reijer, Statistics and Monitoring</p> <p>Maha Muna, Regional Gender Advisor</p> <p>Tom Pellens, Evaluation Specialist</p> <p>Rose Meri Thompson Coon, Evaluation Specialist</p> <p>Inoussa Kabore, Regional chief of program and planning</p> <p>Overtoun Mgemzulu, Emergency Specialist</p> <p>Sheyashi Jha, Senior Gender Advisor</p> <p>Africa Mukaneto, Adolescent Development Consultant</p>			<p>Janhavi Dave, International Coordinator, Homenet South Asia</p>

Annex X: Case Study Template

Case study suggestions for UNICEF SAR gender Real-Time Evaluation for peer- and organizational learning					
Country	Programming Sections	Initiative/Intervention/ working title - Brief description - COVID-19 relevance - Link to 5 Priority Areas	How would you rate the case in point currently vis-à-vis GRES/gender scale and where would you like to see it in the future?	Any comments on potential value-add and/or rationale for including the case to be documented as part of the Gender RTE? *	CO focal points who can engage further with the evaluation team

*These could include, but not limited to: (i) potential to scale up due to promising/emerging results; (ii) potential for transformative results; (iii) potential emergency programming initiative which can be transformed to long-term development programming (strengthening humanitarian-development nexus); (iv) potential for generating important learning for UNICEF/Partners on gender effective programming (we are also interested in understanding what does not work, which is important for improving programming and results)

Some of the enquiry areas will include, but not be limited to (full evaluation matrix has more details):

- Where does the evaluation team assess the intervention/programming on the GRES scale currently?
- What would be required to strengthen the transformative elements of the intervention/programming?
- Has the programming created any unintentional or unexpected results or outcomes for the benefit of women, girls, vulnerable groups?
- Where there/are there opportunities for capacity building?
- What elements of the intervention (in COVID/emergency/humanitarian) could/should be mainstreamed to regular programming to enhance gender results?
- What was the role of a gender specific, or non-specific budget in achieving gender responsive/transformative results? (and the other predetermined evaluation questions already mapped for the case studies in the inception report...)

Annex XI: Interagency Partnership

Country	Example	Gender related	Type of involvement
Pakistan	A joint initiative with UNDP, UNESCO, UNHCR and UNFPA, raised awareness and engaged adolescents in the COVID-19 response.	Yes	Advocacy support
	UNICEF is Convening Agent for the Aawaz-II UN joint programme with UNFPA and UN-Women in Punjab and KP, contributing to institutional development for CRVS, child labour surveys and birth registration, and two strategies on child marriage and GBV.	Yes	Coordination support
Afghanistan	UNICEF started implementation of the UN Spotlight initiative funded by EU in partnership with UN Women, UNFPA, UNDP.	Yes	Development support
Bangladesh	UNICEF worked with various United Nations agencies, humanitarian organizations and government entities in Cox's Bazar to provide essential basic services to Rohingya refugees and host communities with strong donor support.	No	Coordination support
	UNICEF worked with UNDP and UNESCO on remote learning provision. UNDP facilitated expedited funds transfer to Access to Information (a2i), the project entity, with no institutional cost recovery. UNICEF and UNESCO collaborated to set up remote learning options, education sector assessment and sector plan for the Global Partnership for Education (GPE) application and a regional rapid assessment of the pandemic's impact on education.	No	Coordination support
Bhutan	UNICEF led and worked with the UN Inter-Agency Task Team on Gender to roll out the training package on Early Identifications and Safe Referrals (EISR) and the SOP on GBV to service providers and front liners in all 20 districts and 4 municipalities.	Yes	Leadership support
	UNICEF and UNFPA in partnership with Bhutan Scout Association, engaged 17,000 adolescents and youth (7,584 F) as advocates to disseminate lifesaving messages across 20 districts during the pandemic.	Yes	Coordination support
India	UNICEF coordinated the development of the UN Joint Programme on Gender Based Violence, which has received USD 1.7 million funding from the UN COVID-19 Response and Recovery Multi-Partner Trust Fund.	Yes	Coordination support
Nepal	For the development of the United Nations Socio-Economic Response Framework, UNICEF led the planning of social protection and basic services sub pillars in collaboration with the International Labour Organization, UNWOMEN, the International Organization for Migration, the	No	Leadership Support

	United Nations Development Programme and the World Food Programme (WFP).		
Sri-Lanka	UNICEF partnered with the World Bank to implement Menstrual Hygiene Management models in schools and public places and to conduct a Public Expenditure Review for nutrition, which was presented to the President in February 2020.	Yes	Coordination and Technical Support
	In 2020, joint planning and programming with other UN agencies has been a critically important strategy for UNICEF to deliver results in the context of COVID-19. This included resource mobilization, such as innovative financing offered by the SDG Fund (with UNDP/WFP), and securing resources to deliver joint results (with UNFPA/UN Women on gender-based violence; and UNDP on hate speech).	Mixed	Resource mobilization
	In addition, UNICEF activated and co-led the Risk Communication and Community Engagement Cluster with WHO, jointly supporting the Ministry of Health to deliver high quality communications materials.	No	Coordination and leadership support
Maldives	UNICEF and WHO MCOs are providing ongoing support to the Ministry of Health (MoH) to prepare the country for the introduction of the COVID-19 vaccine.	No	Coordination support
	UNICEF MCO regularly engaged with the World Bank and the ADB on the emerging COVID-19 situation and preparedness for the introduction of the COVID-19 vaccine. UNICEF MCO also supported the procurement of medical equipment and items needed for the COVID-19 response on behalf of the ADB.	No	Coordination support
	UNICEF MCO advocated for gender responsive COVID-19 responses in education. UNICEF MCO also partnered with NGOs to provide continuity of learning and psychosocial support for children with disabilities and ensured gender responsive interventions. UNICEF MCO facilitated the National Institute of Education in completing the review of pre-primary and key stage one of the national curricula with a focus on simplifying the content and addressing gender stereotypes and gender discriminatory content.	Yes	Advocacy, technical and coordination support. (It is not coordinated with interagency organization.)

Annex XII: Terms of Reference of RMT Gender Reference Group (RiGOR) September 2020

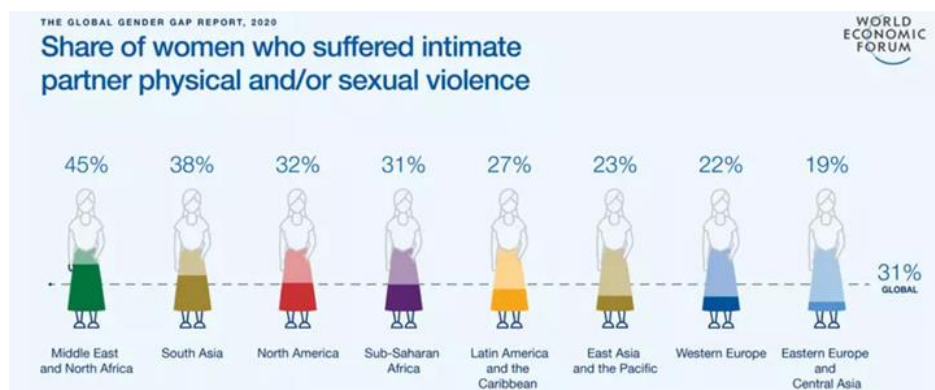
Background

Child deprivations are associated with gender discrimination and inequality; this starts before birth³ and is manifested in the lives of boys and girls throughout their lifetime. According to the 2020 Global Gender Gap (GGG) index, South Asia is projected to **close its gender gap in 71 years**, ahead only of the Middle East and North Africa. Despite important progress over the past 25 years, South Asia remains low in an index of 153 countries which uses four major criteria to establish each country's gender gap: economic development, political power, health and education.⁴ The ranking places Bangladesh as the top ranked in the region at 50 out of 153, followed by Nepal (101), Sri Lanka (102), India (112), Maldives (123), and Bhutan (131). Pakistan ranked at 151, is the third-worst country in the world for gender inequality, falling three ranking points since last year⁵. Annex two outlines important progress as well as remaining challenges over the past twenty-five years since the Beijing Declaration and Platform for Action.

COVID19 has highlighted disparities, vulnerabilities and response systems weaknesses. It threatens the important gains accomplished for girls since the signing of the Convention on the Rights of the Child and the Beijing Declaration and Platform for Action.

Education can be an important equalizer. At the turn of the century, there were 17 million more out-of-school girls in South Asia than boys. Today, this has reversed, with near parity, to the advantage of girls. Yet girls still fall behind due to a skewed digital divide and barriers to acquiring twenty-first century skills essential for employability. The female labour force participation rate in several of the countries in South Asia are among the lowest in the world. Girls continue to face negative gender stereotyping and attitudes that impede access to meaningful jobs, leadership positions, and political participation.

The region is also ranked as the second highest in terms of **intimate partner violence and/or sexual violence**, which also exposes women and children to violence at home, with a rate of 38% of women who have experienced intimate partner physical and/or sexual violence.



UNICEF's Gender Action Plan (GAP) 2018-2021 guides UNICEF's promotion of gender equality globally and is supplemented by the South Asia Regional Strategy (2018-2021). The recent GAP evaluation and the 2019 ROSA Gender Programme Review Synthesis

³ In more than half of the countries, son preference prevails, most notably in India which has sex ratio of 111 males to 100 females. Two other countries – Maldives and Pakistan – rank among the top eight countries globally with the highest sex ratio at birth - <https://population.un.org/wpp/Publications/>, accessed 7 July.

⁴ <http://reports.weforum.org/global-gender-gap-report-2020/the-global-gender-gap-index-2020/performance-by-region-and-country/>

⁵ http://reports.weforum.org/global-gender-gap-report-2020/the-global-gender-gap-index-2020/results-and-analysis/?doing_wp_cron=1594190811.7018859386444091796875

reports call for stronger gender results, including *gender transformational programming* across sectors, and institutional effectiveness and capacity building measures as well as resource mobilization. In response the GAP evaluation recommendations, ROSA is establishing a regional steering committee (see below, Actions 2.3a and Action 3.3) to promote **accountability** to achieving gender results, to clearly **define and promote gender transformation strategies**, and to facilitate sharing and exchange of South Asia experiences and expertise within the region, and in order to inform the Gender Policy and Action Plan and Strategic Plan (2022-2026).

Action 2.3

Strengthen corporate **accountability** for monitoring, reporting and following up on gender equality results in programming and in the workplace, through the following measures:

2.3 (a) Create a **gender equality steering committee at the regional level** and include a standing agenda item in Regional Management Team meetings. This will replicate the global UNICEF gender equality steering committee, which will take place in conjunction with all Global Management Team meetings biannually. A template for future gender equality sessions within global and regional management teams will be developed, with a focus on peer learning, sharing and results-orientation for more gender-transformative programmes and initiatives.

Action 3.3

See also action 2.3 (a): Establish a **regional-level steering committee** to mirror the global Programme Division Gender Action Plan steering committee, comprising regional advisers, with a focus on learning and enhancing multisectoral gender programming.

Objectives

The Regional Gender Reference Group (RiGoR) has a time-bound, strategic mandate to support accountability and programming excellence in South Asia. Insights from the region will inform the UNICEF Strategic Plan 2022-2026 and the development of the Gender Policy and Action Plan. RiGoR will convene in 2020 and complete its mandate by end of 2021, and will be a sounding board for discussions around strategic direction and accountability.

In response to recommendations from the May 2020 RMT meeting, the RiGoR team will focus on defining and promoting gender **transformative programming** across South Asia, particularly by amplifying strategies to promote the participation and wellbeing of adolescent girls. RiGoR will enhance **accountability** by reviewing RO and CO progress against standard gender indicators and an ongoing Gender and COVID19 real time evaluation. As agreed during the RMT, “ROSA will organize a half day or longer dedicated gender session, and expand the invitation to relevant programme staff to review findings of the GAP evaluation results and to set directions for country and regional level actions in response.”

The South Asia Region (SAR) is realizing inspiring, innovative work across the region. As UNICEF prepares for a **new Gender Policy and Gender Action Plan**, inputs from regional consultations supported by RiGoR will be consolidated and shared with the HQ/Gender Unit. With support from the Gender Network, and regional sector colleagues, RiGoR will identify emerging good practice across sectors and regional headline results in order to support knowledge capture and sharing within the region and across UNICEF.

Given the importance of women's and girl-led and girl-centered groups, consultations will be organized with thought leaders in South Asia, to inform RiGoR deliberations, support advocacy and leverage of UNICEF policy positions regionally. This can contribute to expanding strategic partnerships around gender equality.

Assignment and Key Deliverables:

1. Promote Gender Transformative Programming

The RiGoR team will support the definition of gender transformative programming for South Asia, **at scale**, and capture emerging best practice from Gender Champions (GC) in the region so as to inform the new Gender Policy and Gender Action Plan. This can include programming around the adolescent girl, GBV prevention, mitigation and response and gender integration across prioritized sectors such as education.

The development of the Strategic Plan and Gender Policy/Action Plan 2022-2026 will draw on RO and COs emerging positive practice. Background papers will be produced and circulated globally starting October 2020. Regional Consultations will be organized to stimulate dialogue, exchange and analysis on the strategic focus and direction of UNICEF gender-responsive programming

Throughout South Asia, RO and COs are leveraging strategic partnerships with women's and adolescent girl/young women-led organizations in response to COVID19. This represents new channels for communicating with marginalized groups, and delivering messaging as well as civic engagement with change makers in communities served.

Result: Strategic positioning and promote the South Asia definition for gender transformative results (scalable programming and indicators of measurement) for CO planning and implementation, and contribute learning from the regional evidence base to the organization-wide strategic direction.

- Promote regional consultations, based on gender background papers - Oct-Dec 2020
(focus on gender-based violence/sexual violence and education; including with an eye on adolescent girls' empowerment)
- Identify and consult with new strategic partners on gender equality - March 2021
- Endorse adolescent girl strategic framework - October 2021

2. Enhance accountability

The RiGoR team will be a sounding board for strategic analysis of SAR programming based on regional reports and recommendations of the Gender and COVID19 Realtime

Evaluation (RTE). This will draw on findings from the 2019 GAP Evaluation, Gender Programme Reviews and reporting of COVID19 reporting.

Based on the three country assessments, carried out in Afghanistan, Pakistan and Nepal, as well as global EDGE reflection and guidance, Country Offices have identified barriers to achieving greater gender balance in teams, as well as discrete steps and a timeline for change.

Result: The RiGoR team will provide regular updates to the RMT on progress, challenges and emerging best practice on gender results and gender mainstreaming across the region.

- Report to the RMT - Quarterly
- Gender COVID19 RTE findings/recommendations endorsed October 2021 -
 - Operational review of the gender integration in the COVID-19 response (November 2020)
 - Gender integration assessment report (December 2020)
 - Gender effectiveness report (July 2021)
 - Overall evaluation report consolidating findings and lessons including cross-country and intra-region learning, best practices and case studies into one report by (October 2021)

Team Composition and Functioning:

Membership of the RiGoR team will include RO and CO staff, including two CO Representatives, Dr. Yasmin Ali Haque (India) and Munir A. Safiaddin, Ph.D (Maldives) as well as RO staff (Regional Sector Advisors: ADAP and Education; RO Evaluation, Human Resources and Planning; Regional Gender Advisor). Two young professionals from SAR country offices will be selected to participate in RiGoR.

RiGoR will be chaired by the Deputy Regional Director, and will meet quarterly (virtually), or as needed. The team composition will be reviewed for rotation in FY2020-2021, as needed.

Annex XIII: List of Gender and COVID-19 Guidance's and Tools

Type	Guidance Name	Description	Alignment with other documents	Analysis	How to address gaps?
MARCH					
CC	5 Actions for Gender Equality in the COVID Response (UNICEF Global Technical Note)	<p>It identifies 5 programmatic and advocacy actions:</p> <ul style="list-style-type: none"> a) care for caregivers b) prepare for increases in GBV c) maintain core health and educational services d) engage women's and youth networks for vital information flow and e) to ensure gender data are available, analyzed and actionable 	<p>The document states alignment with CCC that has gender equity at its 3 core areas: a) End to GBV</p> <ul style="list-style-type: none"> b) Community Engagement with and for women and girls and c) Gender responsive programming esp. lens on adolescent girls 	<p>For the 5 programmatic areas, there is no description of indicators but there are good programmatic lessons learned from the Ebola crisis</p> <p>However, for the CCC alignment, clear benchmarks⁶ are given. See analysis for each core area: a) End to GBV: The indicator is about capacity building of personnel on services and referrals</p> <p>b) Community engagement of girls and women: The indicators are related</p>	<p>CCC benchmark GBV: Gender neutral: regarding who is trained; no risk analysis or segmentation of survivors</p> <p>CCC Benchmark: Community engagement: Gender Targeted only: All organizations, women and girls are not created equal – whose voice is heard and whose is not, is not addressed.</p> <p>CCC Benchmark: Gender responsive programming esp. with adolescent girls: Clearly asks for gender analysis for program plans and</p>

⁶ **Benchmarking** involves a process of comparing one's own performance to an appropriate comparison which might be the industry standard or a similar organization. (see betterevaluation.com)

				<p>to participation in the program cycle of organizations, women and girls c) Gender responsive programming esp. with adolescent girls: Very comprehensive discussion of and recommendation of gender and equity related data “strong gender analysis”. Of the 3 benchmarks, the first is regarding context specific design, the next on planning, M&E using gender disaggregated data BUT the last one is about social change by empowering adolescent girls (higher outcome level) but without any disaggregation such as “no one left behind”.</p>	<p>M&E. However, boys are not included. No instruction on the “How”, how to coordinate and USE the data.</p>
APRIL					
CC	<p>Gender and COVID-19 Considerations for South Asia Response (developed with Gender Network; not a checklist; but rather a useful document with examples; chapeau to help transition)</p>	<p>Intro succinct mostly based on desk research: that gender inequities exacerbate outbreaks, and responses that do not incorporate gender analysis exacerbate inequities.</p>	<p>Mentions 5 Actions by UNICEF for COVID response.</p>	<p>Good document, practical recommendations for each team (Education, etc) to incorporate gender. Emphasis on gender analysis with intersectional data</p>	<p>Most documents and guidances “describe” gender analysis but do not challenge changing norms or power structures. In such cases, is it possible to be gender transformative?</p>

		<p>Desk research evidence on a) gendered factors for spread of Covid (mobility, less access to information, socially ascribed roles for caretaking, etc) b) Acknowledges limited sex and age disaggregated data. Some data from Pakistan indicating that men get tested more than women c) describes 6 impacts on everyday lives and prevalent inequalities d) clear recommendations to RO and CO teams by function (PM&E Research Gender, Health, Comms & C4D, Education, Social Policy, ADAP and Child Protection, all implementing teams) – 12 recommendations. Document is aspirational.</p>		<p>placed at PM&E and Research's doorstep. However, no mention of social norms, patriarchy, power imbalance or working with perpetrators in GBV. Therefore, there is no discussion about gendered roles especially during lockdown that is root cause of GBV. Also no separation of VAC and GBV. Also for Comms and C4D, aside from "communicate risks, prevention and response approaches clearly to men and women" age appropriate and accessible – but no mention of vulnerability of girls and women.</p> <p>No discussion on what has been done well and what has not as a way forward. E.g What is the roadblock for collecting gender disaggregated data?</p>	<p>Why and why not – what are steps forward?</p> <p>What are challenges in collecting and using gendered data? Capacity issue or who is accountable.</p> <p>How do we COORDINATE between all the sectors?</p>
MAY					

Maintain core health & education services	Protection and Gender COVID-19 Response Resources* (VAC, GBV, birth registration, healthcare, MHPSS)	This is a straightforward survey regarding the various resources using a Yes/No. Five Protection and Gender Areas. Mostly about services access (universal) in general with adaptation for COVID and policy adaptations to COVID	References earlier guidances on VAC, GBV, etc	No disaggregation in the in terms of age or sex or vulnerability in relation to GBV and VAC	
JUNE					
CC	“How to” checklist for gender integration into COVID-19 socioeconomic impact assessments and response plans (HQ)	Provides guiding questions for gender integration in country level assessments and response plans. Includes Annex: a) SITAN Indicators to Support the Integration of Gender Data and Analysis into COVID-19 Response Plans b) link to resources Resource for UNCT, inter-agency teams, colleagues across sectors and implementing partners Very clear that no one left behind and reaching the most vulnerable imp. Guiding Principles: intersectional considerations to collect data, involve representatives of local women or youth or other vulnerable organizations. To use the data for “actionable insights.	Aligns with 5 Actions for Gender Equity distributed in March. And the HAC pillars (Social Protection, Infection, prevention and control, access to continuous education, child protection and GBV services, continuity of access to health care, nutrition and WASH service, RCCE) and revised CCC (a) Gender responsive programming, b) community engagement and AAP with girls and women, c) Ending GBV,	No indicators, only key questions in each HAC etc pillar. Analysis of women and girls together; guiding principles are not completely aligned in guiding questions; guiding questions mostly address practical gender needs (opening up schools checklist to address menstrual hygiene) and not strategic ones; most questions relate to service access and delivery; Gender data and analysis questions do talk of intersectionality, expertise of gender team, ethical protocols and risks. Ethical protocols. SITAN has nuanced	Putting women and girls together ignores determinants of behavior change; does not tackle WHY only describes the WHAT. Therefore, what are services for GBV and are they accessible but nothing on addressing why – such as how many and who complained, what about perpetrator, legal judgement in whose favor, who did not access services, who dropped out. SITAN, uneven – some feminist oriented indicators such as fathers spending time with children, or who does unpaid household work but some places no intersectionality such as in out of school rate by sex only.

				<p>indicators e.g 21 hours of unpaid household work by sex. But limitations too, such as out of school rate of children by education and sex (but no mention of class, caste, religion, location). Or proportion who own a mobile phone by sex (no question on possession vs ownership, smart or basic phone. Internet packages available or not.</p>	
CC	List of gender indicators related to COVID-19 monitoring (HQ)	<p>Provides indicators for 5 Actions for gender equality in Covid 19 Response and CCC revised</p> <p>Mix of sources for the data – RAM, SitReps, SES</p>	Aligns with 5 Actions and CCC revised and available monitoring instruments	<p>Clear instructions regarding where to find the data for which indicator for which Gender Priority Action.</p> <p>As with other documents, there is no intersectionality; target groups are aggregated together e.g. <i>Number of UNICEF targeted women, girls and boys in humanitarian situation provided with ... to address GBV through</i></p>	<p>Do we need to have a framing of feminist thought to guide the understanding of the indicators and data?</p> <p>How do we move from the WHAT (numbers) to the WHY? What type of data is needed to support such analysis and how will it be useful for programming.</p>

				<p><i>UNICEF supported programs.</i> (under GBV). The reasons for violence for women and girls is very different and also including boys.</p> <p>In other indicators, there are many services aggregated together such as education and health or within health itself</p>	
JULY					
Care for Caregivers	Family-friendly Policies across South Asia (with Innocenti) <i>document is work in progress, agenda and article available</i>	Agenda for workshop sharing good practice. Article discusses UNICEF 4 aspects of FF to improve: Paid parental leave, access to childcare, support to breastfeeding mothers and child benefit to caregive. The Article acknowledge problems in implementing these 4 aspect of FFP in S. Asia. Most are informal workers, no data on child benefits and need to rethink defining of family and work. ROSA and Innocenti – report (2021) focus on 3 areas: workplace (world of work), social protection (non-	Attempt to link with ILO definitions and strategies	Overall human rights focus rather than gendered focus. No discussion on the skewed burden of care by women workers or triple burden (work, care and household duties). No mention of gender friendly FFP.	Can FFP be successful if it is gender neutral as the policies appear to be?

		contributory, gender responsive) and childcare (formal and informal. Acknowledges need to address “fundamental human rights” and gender analysis related to world of work, labor rights.			
Engage existing women’s and youth rights networks for connectivity & vital information flow	Strategy of Engaging Women’s and Girls’ Organizations in the South Asia Region	<p>Recognizes richness of civil society and feminist networks in S.Asia. Three strategies:</p> <p>a) Policy Advocacy and Socioeconomic Impact Analysis – ROSA to connect with org. to reflect their concerns in policy, etc.</p> <p>b) RCCE- org to reach community for messaging; planning on collaboration with HomeNet for response to domestic violence</p> <p>c) Emergency Response – mask making, revolving fund (long term) and small-scale entrepreneurship</p> <p>Suggests decision making e.g. validation of SES survey; women’s groups (HomeNet and South Asia Women Development) members of committee for FFpolicies</p>	Alignment with UNiTE initiatives and many other programs (e.g. War Child in Afghanistan); clear strategic pathways;	Although good reach for mask making and messaging using the GBV pocket book, what is capacity of Homenet to understand a more nuanced response about gaps in reach? Has UNICEF provided any training? They may be reaching these households, but are they able to provide targeted services? What is their community led strategies – how are women involved in decision making?	How does this strategy complement other bilateral, multilateral efforts? What is the unique contribution of UNICEF in working with civil society? Also, how does one address CBOs (often pre-existing) that are the last mile in any network such as HomeNet?

		<p>For each country – suggested additional activities from existing country SitReps and other plan documents for above 3 strategies: Most countries are about services linkages. BD exception - childline disaggregation of sex, age and disability for Intentional reach most vulnerable using data; also youth facilitators involvement and need to reach most vulnerable.</p>			
CC	Cross-cutting Gender Mapping Matrix	<p>Uses List of gender indicators for 5 Priority actions that came out in June. This Excel sheet very detailed: a) Country wise initiatives and b) outputs and c) crosscutting ROSA 5 working groups: Supply working group(WG!), RCCE (WG2), Health, WASH, Nutrition Services (WG3), Education, ECD and Child Protection (WG4) and Data Monitoring and Research (WG5). All initiatives did not have outputs. Many outputs are gender neutral e.g India – no, of children rescued. Even where there is gender disaggregated. E.g Afghanistan x men and x women received psychosocial support. It is descriptive. Pakistan had no outputs stated. BD had</p>	Aligned with 5 priority actions	<p>Although 5 priority areas for gender are targeted, it does not mean that the initiatives or indicators track any gender differentiation. Disaggregation is uneven. Only output level so do not know if there was any CHANGE. Also do not know if during planning, there was differential gender analysis.</p> <p>Output data is more about reaching out to vulnerable populations rather than an explicit gender</p>	<p>How do you ensure routine disaggregation of data at least by sex and age? What are the barriers to do so? If available, how can it be used and what are challenges in using it? How do you move from output to outcome level indicators that denote change? Asking “so what” questions for country level and ROSA activities. .</p>

		disaggregation for some initiatives, and not for others. Similar for other countries. ROSA initiatives related to capacity building, survey development and guidance. Some outputs stated.		transformative approach.	
SEPTEMBER					
CC	Updated Cross-cutting Gender Mapping Matrix	Still being populated. Begins with accelerated areas and to match to 5 Priority Actions for Gender. Also has separate output level indicators as in the List of gender indicators. Not populated yet	Align with 5 Accelerated Result Areas (Water, PHC, Learning, Mental Health and Data) and List of gender indicators (June)	Analysis – please see List of gender indicators. Good attempt for coherence with different priority areas and accelerated results	To what extent is the alignment with different guidances and indicators important and how does it affect programs and data collection and analysis? Any recommendations for making it better?
Prepare for GBV increase	UNICEF ROSA GBV(iE) / GBV Risk Mitigation Learning Series	Builds on ROSA June orientation session on GBV risk mitigation = 2 part Gender/GBV clinic for CO on 5 Gender Priority Actions and indicators. This concept paper for online learning series for CO and partners to implement GVBIE across all clusters and sectors. Will also highlight SAR region global standard on safety audit planning and implementation in WASH from Cox Bazaar, and others. Series aims to improve knowledge on GBViE, support coordination with NGO partners and govt on	Aligns with case management systems, 5 Gender Priority indicators and AOR, HNO, HRP and JRP	Design with workshops to ensure use is a good step. Also to include NGO partners and govt. Attempts to address root causes of GBV in first session and in last session talks of Social norms – also partners are present in only last session. To what extent are these concepts connected in the sessions as both are important from a gender	How would design, data differ if you used a gender neutral approach, a gender responsive and a gender transformative approach – learning discussion To be able to connect with downstream work with NGOs and networks – what is planned for them. Any gaps in their understanding assessed?

		<p>integration of GBViE; create a more tailored and gendered response in COVID19 context to inform HAC 2021, HRP/HNO JRP planning; to cross learn for HAC 2021.</p> <p>Will include sessions followed by workshops to ensure use.</p> <p>Segment 1: Only Unicef (4 sessions with workshop) – Introductory October 2020.</p> <p>Segment 2: GBV case management UNICEF + partners (3 sessions + workshop)</p> <p>Segment 3: Integration of GVBiE (2 sessions) UNICEF + partners :Gender norms and socialization in Session 9 but root causes only for UNICEF in Segment 1</p>		<p>transformative approach?</p> <p>Preparedness is what is known for local women’s involvement... good point. How does it fit with gender - transformative approach (it does very much but you have to make the connection). Completing the jigsaw by first having the whole picture in front of you. This is an important Learning point (see question 1. in next column)</p> <p>Gender norms and socialization in Session 9 but root causes only for UNICEF in Segment 1</p>	<p>What comes first - collecting monitoring and evaluation data with or without thorough gender analysis. What are our learning points?</p> <p>To what extent is the BD safety audit for WASH gender transformative?</p> <p>How important is framing of feminist values and concepts?</p>
Prepare for GBV increase	Principles and Guidelines on Responsible Representation and Reporting of Violence Against Women and Children	Draft document about how to represent and report on VAC and Violence against women ethically and safely. Provides	Does not discuss alignment but resource list mentions available	Has excellent review comments by Laura Martineau-Searle that highlight	What is the VAW/VAC messaging matrix for COVID-19 by UNFPA, UNICEF and

		<p>practical steps for ethics, create awareness, privacy, child protection, informed consent, messaging, language, and objectivity. Meant for UNICEF CO, CSO and Media. reporting g) Recommends a Tip sheet and not this document for media – do’s and don’ts for language and image use; to add practical examples; to add dilemma creating situations and talk of complexity; unintended harm by media coverage h) agrees to document’s stance requesting focus shift from survivor to perpetrator</p>	<p>materials (no hyperlink, though)</p>	<p>various discrepancies in the document. These discrepancies are: a) NOT to have a guidance that lumps together violence against women and children, as they are very different b) the target audience needs to more focused – a guideline for practitioners and media are very different c) questions a very neutral definition of GBV by UNICEF and to explicitly talk about power imbalances, with women and girls being at the shortend d) need for intersectionality to define violence – eg. Women with disabilities and specific context of S.Asia rather than saying generally that GBV or VAC is prevalent across all social groups e) increase in violence to be predicated with school closure for children and intimate partner violence for women, rather than</p>	<p>UNWOMEN – mentioned in the document without hyperlink.</p> <p>What is the status of this guideline – finalized, in use and if so by whom? Feedback?</p> <p>No mention of creating community based cadre of trained first responders and use of social capital – hallmark of S Asia society.</p> <p>Also, no links to how the guidance may be monitored for quality assurance.</p>
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				<p>stating generally it has increased f) sharp comments on need to amplify voices of GBV survivors using a survivor centered approach (opposite for children – best interest of the child and child safeguarding), counter myths of GBV and stimulate dialogue on GBV; role of media in shifting harmful social norms and that perpetrators are brought to justice and wider community is aware of it; to avoid incident based</p>	
Prepare for GBV increase	SRGBV Regional Report on School Related Gender Based Violence	Exploratory situational analysis to provide recommendations for practice; Global School Health Survey (GSHS) published in 2015 so data is old; statistics could be proxy such as Bhutan’s counseling system that can capture violence, overall, schools in countries may not be capturing systematically; different types of violence bullying, corporal punishment, cyber-bullying, sexual harassment and sexual	The <i>Safe to Learn</i> initiative dedicated to ending violence in and through schools and its <i>Call to Action</i> to all duty bearers to be accountable for the prevention of and response to violence in the school community.	Comments to the draft document mention that gendered violence must use intersectionality. Suggests whole school approach and life skills, both positive and probably will need more detailing.	<p>What can children, parents and community THEMSELVES do towards this problem – especially children, to build their agency is important.</p> <p>A feminist lens will support such decision-making</p>

		<p>violence but anecdotal evidence of presence, and that adolescent girls are at risk. Some studies in countries point out sexual violence out of school, on the street where girls live. Persistent corporal bullying, corporal punishment, cyber-bullying, sexual harassment and sexual violence oral punishment in schools. Knowledge about different forms of violence poor in teachers and students. Boys also face violence. Discusses lack of capacity in schools and weak referral systems. Recommends a whole school approach. Biggest challenge is lack of data at school and national level.</p>			
Maintain core health & education services	Reopening Schools Checklist	<p>Includes Gender related to prevention, mitigation and response. 3 sections: a) Gender Equality and Inclusive Education – sex disaggregated data for dropouts and FFP by teachers; b) Five Actions to bring back the most marginalized back to school – address financial, distance learning, community mobilization, meaningful participation; c) GBV Prevention and Risk Mitigation – menstrual</p>	Gender included in Better Schools checklist as a separate checklist	<p>Mostly service oriented, open to interpretation (what is community mobilization, participation, response to GBV)</p> <p>No mention of children's agency</p>	<p>To what extent should children and teachers have knowledge of social norms, entitlement and patriarchy?</p> <p>How can children's agency be included in the checklist?</p>

		hygiene, lighting for safety and GBV knowledge			
Engage existing women's and youth rights networks for connectivity & vital information flow	International Day of the Girl – South Asia Challenge (event)	<p>1. Concept note to involve girl led organization and using an appreciative inquiry approach to celebrate innovative solutions. Has 5 areas for proposals including social change, skill building, school related GBV, digital divide and mobilize communities. Awards to be given.</p> <p>2. Evaluation criteria for proposal matrix</p>	<p>Aligns with <u>IDG2020 Theme = My Voice, Our Equal Future:</u></p> <p>In March, UNICEF launched <u>A New Era for Girls: Taking stock of 25 years of progress</u>, a joint report with Plan International and UN Women that reviews progress for girls, and lack of, over the last 25 years. <u>Progress</u></p>	<p>Good initiative for adolescents.</p> <p>What about criteria regarding organization evaluation of proposal being submitted.</p> <p>Definition of social change, mobilizing communities for what?</p>	<p>To what extent are adolescent or youth organizations involving the most marginalized? What is their mission and vision related to gender transformation? What types of proposals are being submitted? What are not or should be submitted? Review of awards over the years would help.</p>
OCTOBER					
CC	Updated CCCs Gender Equality Overview (HQ)	<p>Gender Equality benchmarks included for first time in CCC, esp. marking the opportunity of transformational change even in humanitarian contexts. Promotes gender equality in CCC commitments as an organizational principle. Three commitments to accelerate response, each with indicators:</p> <p>1) End to GBV for all – prioritize girls and women, includes men and boys; prevention, risk mitigation and response services,</p>	<p>Aligns with CCC, other sectors (Education, WASH, Social Policy); HAC country analysis; Gender Action Plan</p>	<p>Strategic Result: Children, adolescents and communities benefit from gender-responsive programs and services is not about inequality related to women and girls. Although there is a request for gender analysis, the program and evaluative indicators do not address intersectionality. No mention of power</p>	<p>How to interpret gender transformational change? How does one include “no one left behind”, power imbalances and so on.</p>

		<p>recognizing lag in prevention and risk mitigation. Suggests working with “GBV actors/coordination mechanisms</p> <p>2) Engagement with and for women and girls – organizations representing above included in planning, etc; Feedback mechanisms; men and boys mobilized to support rights of women and girls</p> <p>3) Gender Responsive programming, including lens on adol. Girls – <u>context specific data to design and plan programs</u>, sex and age disaggregation with strategic gender needs, empower adol girl through positive behavior and social change for gender equality; program and enabling environment for needs of boys, girls, men and wome.</p> <p>Suggests to track other CCC benchmarks in other sectors such as WASH, Social Policy and Education – receiving of services</p>		<p>imbalance, social norms. Education Indicator eg. # of girls benefiting from interventions targeting girls (no mention of more vulnerable girls).</p> <p>Second broad commitment is “with and for” but not BY, which is self efficacy and empowerment.</p>	
CC	Cross-cutting Gender Mapping Matrix is being updated	This document improves upon the earlier Gender Mapping Matrix but is still being populated. New additions are: gender disaggregated columns for	Align with 5 Accelerated Result Areas (Water, PHC, Learning, Mental Health and Data) updated	To be analysed once data is available.	NA

		number; target and percentage achieved for each indicator from 5 Priority Actions for Gender. For some initiatives, totals are being reported without disaggregation.	matrix in September, and List of gender indicators (June)		
Maintain core health & education services	Gender-responsive Education Framework (upcoming) (document and ppt)	Describes the gender and digital divide for remote learning due to COVID school closures. Explains framework for marginalized, vulnerable, and excluded girls and boys. System drivers from outside (public, pvt and civil society); community level actors (caregivers, leaders and teachers). Provides priority actions for return some long term and some shortterms	Not mentioned but says based on various UN and other documents	<p>Although in some cases girls are mentioned, in many areas boys and girls are put together for priority action. Often gender neutral.</p> <p>High level framework – so aggregates “encourage gender-responsive, trauma informed and child centered approaches”- as an example.</p> <p>No discussion of teachers’ own bias</p> <p>Skills such as technical digital, teaching and understanding of gender aggregated</p>	<p>How do we make the framework to ensure that no one is left behind.</p> <p>How do we work with communities to specially target girls?</p> <p>The framework mentions many actors – how can we use system based approach to address all of these actors and systems</p>

Annex XIV: Analysis of country regional and response plan 2020

A. Analysis of Sri-Lanka CO COVID-19 response plans/ HAC (March, September 2020), based on the List of gender indicators related to COVID-19 monitoring

Summary of Findings

Gender priority action in COVID-19 and Gender CCC	Indicator/ Question	Findings
Caring for caregivers CCC GE3: Gender-responsive programming, including a lens on adolescent girls	Number of children, parents and primary caregivers provided with community based mental health and psychosocial support	No disaggregation in the beginning, but provided in 2021 plans; no information on results
End gender-based violence CCC GE1: Ending GBV	Number of UNICEF personnel and partners that have completed training on GBV risk mitigation and referrals for survivors	No disaggregation in the beginning, but provided in 2021 plans; no information on results
Education and health CCC GE3: Gender-responsive programming, including a lens on adolescent girls	Number of children and women receiving essential healthcare, including prenatal, delivery and postnatal care, essential newborn care, immunization, treatment of childhood illnesses and HIV care through UNICEF supported community health workers and health facilities	No disaggregation in the beginning, but provided in 2021 plans; no information on results
	Number of children supported with distance/home-based learning (disaggregation)	No disaggregation in the beginning, but provided in 2021 plans; no information on results

Detailed Information

Gender priority action in COVID-19 and Gender CCC	Indicator/ Question	Document (March)	Document (September)
Caring for caregivers CCC GE3: Gender-responsive programming, including a lens on adolescent girls	Number of children, parents and primary caregivers provided with community based mental health and psychosocial support	UNICEF rapidly convened the Child Protection Working Group with non-government stakeholders to develop a child protection response plan for the COVID-19 emergency. The response plan covers provision of psychosocial support to children, parents and primary caregivers, etc.	200,000 children (98,232 boys & 101,760 girls) require psychosocial/protection support

<p>End gender-based violence</p> <p>CCC GE1: Ending GBV</p>	<p>Number of UNICEF personnel and partners that have completed training on GBV risk mitigation and referrals for survivors</p>	<p>Key UN agencies, including UNICEF, developed an Emergency Response Strategy for Violence Against Women and Children, under the overall Protection Sector response. Under this strategy, UNICEF will i) provide child-friendly gender-based violence prevention and response services; ii) strengthen the Police Women and Children's Bureau, Probation Department and the National Child Protection Authority to address cases and intervene during the ongoing pandemic; and iii) develop and roll out a brief response manual for health officials visiting homes to identify and respond to incidents of violence against children and women. (p.6)</p>	<p>5,000 children will need support through improvements in violence and GBV case management and alternative care including deinstitutionalization</p>
<p>Education and health</p> <p>CCC GE3: Gender-responsive programming, including a lens on adolescent girls</p>	<p>Number of children and women receiving essential healthcare, including prenatal, delivery and postnatal care, essential newborn care, immunization, treatment of childhood illnesses and HIV care through UNICEF supported community health workers and health facilities</p>	<p>Ensure continuity of essential health and nutrition services for women and children (target: 60,000 women and children)</p> <p>Strengthen capacity of the primary health care workers to detection, diagnosis and referral positive COVID-19 cases in children and pregnant and breastfeeding women (target: 5,000 health workers in 150 primary health care facilities)</p>	<p>Nutrition: 900,000 children aged 6 – 18 months (441,000 boys & 459,000 girls) require micronutrients</p> <p>WASH: 800,000 people (392,000 males & 408,000 women) require access to safe drinking water</p>
	<p>Number of children supported with distance/home-based learning (disaggregation)</p>	<p>Provide alternative learning measures (print and/or other online/offline forms) to primary and secondary children in vulnerable</p>	<p>Education: 4.7 million children (2,082,696 boys & 2,132,076 girls) require education in safe environments</p>

		communities/locations for continued learning (target: 670,000 students)	
Other		<i>Analysis of data related to disease and secondary impact on women and children</i>	2021 HAC contains numbers without disaggregation

b. Analysis of Afghanistan CO COVID-19 Response Plans (March, July 2020), based on the List of gender indicators related to COVID-19 monitoring

Summary of findings

Gender priority action in COVID-19 and Gender CCC	Indicator/ Question	Findings
Caring for caregivers CCC GE3: Gender-responsive programming, including a lens on adolescent girls	Number of children, parents and primary caregivers provided with community based mental health and psychosocial support	No disaggregation; no information on results
End gender-based violence CCC GE1: Ending GBV	Number of UNICEF personnel and partners that have completed training on GBV risk mitigation and referrals for survivors	No disaggregation; no information on results
Education and health CCC GE3: Gender-responsive programming, including a lens on adolescent girls	Number of children and women receiving essential healthcare, including prenatal, delivery and postnatal care, essential newborn care, immunization, treatment of childhood illnesses and HIV care through UNICEF supported community health workers and health facilities	No disaggregation; no information on results
	Number of children supported with distance/home-based learning (disaggregation)	No disaggregation; no information on results

Detailed Information

Gender priority action in COVID-19 and Gender CCC	Indicator/ Question	Document (March)	Worksheet Response Plan (31 March 2020; Excel file)	Worksheet Response Plan (15 June 2020; Excel file)	Document (June)
Caring for caregivers	Number of children, parents and primary	Support adolescents and youth to assist their	# of children and caregivers receiving	Thematic Priority Area (iv): <u>Access to continuous Education and</u>	Child Protection interventions aims to reach over 300,000 children

CCC GE3: Gender-responsive programming, including a lens on adolescent girls	caregivers provided with community based mental health and psychosocial support	peers and younger children in learning, facilitating referrals to psychosocial support, GBV support services and information	mental health and psychosocial support services (target: 150,000)	<u>Child Protection services</u> , Key Activity in Child Protection: <i>Provision of psychosocial support to adolescents boys and girls victims of GBV including facilitate timely and confidential referrals to essential services and information through existing local women's and youth networks.</i>	and women with psychosocial support and child protection services including GBV and refer them to other social services when is needed. (p.7)
End gender-based violence CCC GE1: Ending GBV	Number of UNICEF personnel and partners that have completed training on GBV risk mitigation and referrals for survivors	“UNICEF will continue: Gender Based Violence (GBV) Case management and referrals; Mainstreaming Covid 19 in the training for caseworkers and, the potential impacts of an outbreak on GBV concerns, and the support services available (p.9)		Above and Key Activity Gender and Adolescents: <i>Support/ engage existing local women's and youth networks lead safe offline and online awareness raising interventions, including the dissemination of information about COVID-19, stigma and discrimination, myths on COVID-19, burden of care for women, and GBV risk mitigation among their peers and community networks.</i>	Above, below, and Result: Girls, boys, women and men have access to continuous GBV services in the context of COVID 19. (p.7)
Education and health CCC GE3: Gender-responsive programming, including a lens on adolescent girls	Number of children and women receiving essential healthcare, including prenatal, delivery and postnatal care, essential newborn care, immunization, treatment of childhood	Build capacity for detection and management of COVID-19 cases, including pediatric cases, pregnant women and newborn and ensure that women and children have	Thematic Priority Area (iii): Addressing Primary Impacts (Health/ Nutrition and WASH) # of health care providers trained to detect, refer and appropriately	Key Activity Child Protection: <i>Distribution of female hygiene kits through women and adolescent girls especially those in quarantine.</i>	The health interventions aim to reach over 250,000 million people in providing continued access to health services including immunization, treatment of childhood illness, prenatal and

	illnesses and HIV care through UNICEF supported community health workers and health facilities	continued access to pre and post-natal care through mobile health teams; For COVID-2019 patients, including at-risk pregnant women, infants and new-borns, ensuring continued counselling on MIYCN, screening, and treatment of SAM through integrated mobile health and nutrition teams. (p.7)	manage COVID-2019 cases in children, and pregnant and breastfeeding women (target 180); and # of women and children that have continues access to obstetric, neo- and postnatal and child health care including immunization services (target: 60 health teams)		postnatal care and gender-based violence services in UNICEF Supported facilities. The health response focuses on strengthening national health system in preparedness and response capacity to deal with the pandemic crisis.
	Number of children supported with distance/home-based learning (disaggregation)	The Government of Afghanistan as well as in-country cluster coordination team has developed education in emergency Strategic Response Plan to ensures that affected school children, teachers and school's/CBE's Management Shura (SMS) members are at the center of humanitarian action. Currently, UNICEF is working in 34 provinces of Afghanistan providing health, emergency	# of children access on-line education		Education sector interventions aim to reach over 4 million children with access to remote/distance learning during the context of COVID 19 pandemic. (p.7)

		nutrition, WASH services, education and child protection services.			
			NOTE: other thematic areas (RCCE, Critical Health and WASH, Risk Monitoring and Socio-economic Impact) do not integrate gender	NOTE: Key activities in C4D, WASH, Health, Education, SPEAR, Accountability to Affected Population do not integrate gender	

Annex XV: List of partner organizations

S.N.	Organization	Country/Region	Contact Email	About the organization
			Regional	
1.	APWLD	Regional	apwld@apwld.org	APWLD is the leading network of feminist organizations and individual activists in Asia Pacific. There are 248 members representing diverse women from 27 countries in Asia Pacific. Over the past 32 years, APWLD has actively worked towards advancing women's human rights and Development Justice. www.apwld.org
2.	Asia Foundation	Regional	sumina.karki@asiafoundation.org suswopna.rimal@asiafoundation.org	The Asia Foundation is a non-profit international development organization committed to improving lives across a dynamic and developing Asia. Working through offices in 18 countries and informed by deep local expertise and six decades of experience, Asia Foundation address the critical issues affecting Asia in the 21st century by: strengthening governance, expanding economic opportunity, increasing environmental resilience, empowering women, and promoting international cooperation. https://asiafoundation.org/
3.	BRAC	Regional	masud.rah@brac.net selina.ahmed@brac.net	BRAC is an international development organization based in Bangladesh dedicated to alleviating poverty by empowering the poor to bring about change in their own lives. http://www.brac.net/
4.	Care	Regional	gareth.mace@care.org zipporah.goetze@care.org	Care works around the globe to save lives, defeat poverty and achieve social justice by putting women and girls in the center. The focus area include Resilience, Humanitarian Violence, Sexual and Women's Economic Empowerment https://www.care-international.org/
5.	CREA	Regional	gmsira@creaworld.org geetamisra@creaworld.org agogia@creaworld.org renitaedwin@creaworld.org	CREA is a feminist international human rights organization based in the Global South and draws upon the inherent value of a rights-based approach to sexuality and gender equality. CREA promotes, protects, and advances human rights and the sexual rights of all people by building leadership capacities of activists and allies; strengthening organizations and social movements; creating and increasing access to new information, knowledge, and resources; and enabling supportive social and policy environments. https://creaworld.org/about/
6.	Gender at Work	Regional	sudarsana@genderatwork.org	The organization works in partnership with activists and researchers to bring together new knowledge on deep structures of inequality and discriminatory social norms, with innovative approaches and tools to transform them in organizations and communities. https://genderatwork.org/
7.	Girls Not Bride	Regional	Shipra.Jha@girlsnotbrides.org	Girls Not Brides is a global partnership of more than 1500 civil society organizations committed to ending child marriage and enabling girls to fulfill their potential. https://www.girlsnotbrides.org/
8.	Girl Up	Regional	aarora@girlup.org	Girl Up was founded by the UN Foundation in 2010 as an initiative to help support UN agencies that focus on adolescent girls' education,

				leadership, health, social and economic opportunities, and a life free from violence. https://girlup.org/
9.	Global Fund for Women	Regional	Sangeeta Chowdhry	The organization supporting gender justice movements to transform power and privilege for a few into equity and equality for all. Anchored in feminist principles, the organization leverages deeply rooted relationships and technical expertise to equip movements with flexible financing and resources to maximize their impact. Focus is to educate and engage sector leaders including donors, policymakers, and the media to create favorable conditions for movements to thrive. By providing more to movements, the organization is helping shift power towards women, girls, and all marginalized people worldwide. https://www.globalfundforwomen.org/
10.	HomeNet South Asia (HNSA)	Regional	janhavi.hnsa@gmail.com	HomeNet South Asia is a regional network of home-based worker organizations spread across eight countries. These include Afghanistan, Bangladesh, Bhutan, India, Maldives, Nepal, Pakistan, and Sri Lanka. Initiatives and programs are in the area of Visibility and Voice, Networking and Cross-Country Learning, Organizing and Capacity Building, Advocacy and Engagement, Statistics and Research, Market Linkages and Economic Security, Social Security and Intervention Portfolio. https://hnsa.org.in/
11.	International Women's Rights Action Watch Asia Pacific	Regional	shanti@iwrw-ap.org audrey@iwrw-ap.org	A feminist organization committed to the full realization of women's human rights through the pursuit of equality. The organization acts to disrupt structures, systems and institutions that violate women's human rights, and engage in movement building that amplifies women's voices and activism to create alternative political narratives and spaces. https://www.iwrw-ap.org/
12.	Men Engage Alliance	Regional	patrakarita.khoj@gmail.com	MenEngage Alliance works towards advancing gender justice, human rights and social justice to achieve a world in which all can enjoy healthy, fulfilling and equitable relationships and reach their full potential. Through the country-level and regional s, MenEngage seeks to provide a collective voice on the need to engage men and boys in gender equality, to build and improve the field of practice around engaging men in achieving gender justice, and advocating before policymakers at the local, national, regional and international levels. http://menengage.org/
13.	Plan International	Regional	Zara.Rapoport@plan-international.org	Plan International is a global organization working on children's rights and equality for girls. It focuses on education, skills for girls, ending gender-based violence, youth activism etc. on both development and humanitarian settings. https://plan-international.org/
14.	Save the Children	Regional	taskin.rahman@savethechildren.org	Save the Children is global organization working on child survival, protection, development and participation. Save the Children has become a truly global movement for children, working in 117 countries. https://www.savethechildren.org/
15.	South Asia Disability Forum (SADF)	Regional	muneeb.ahmed@step.org.pk	The organization promotes and facilitates South Asian regional cooperation on disability-related concerns for the rights of persons with disabilities through strengthening and facilitating Disabled People's Organizations (DPOs) network, grassroots leadership role with gender perspective

				to achieve alternative goal of inclusive society for all in South Asia. https://www.facebook.com/sadf.asia
16.	World Vision	Regional		Global Christian humanitarian organization working with children, families, and their communities to reach their full potential by tackling the causes of poverty and injustice. https://www.worldvision.org/
17.	Zonta	Regional	rouelle99@yahoo.com ; Rubina.h.farouq@gmail.com	Zonta International is a leading global NGO working on women's empowerment and advocates for Gender Equality, Ending Gender Based Violence and Child Marriage, Girls Education etc. Zonta is present in four countries in South Asia; India, Srilanka, Bangladesh and Nepal. https://www.zonta.org/
18.	Country			
19.	Women Activities & Social Services Association (WASSA)	Afghanistan	info@wassa.org.af sayedi@wassa.org.af nilofar.sakhi@wassa.org.af	WASSA envision strengthening civil society organization (CSOs), bringing peace equality and economic independence for all Afghans. The organization facilitates social improvement for all people in Afghanistan through strengthening civil society, gender mainstreaming and promoting conflict resolution. http://wassa.org.af/home/
20.	Naripokkho	Bangladesh		Naripokkho is a membership-based, women's activist organization working for the advancement of women's rights and entitlements and building resistance against violence, discrimination and injustice. Since its founding in 1983, Naripokkho has conducted numerous activities related to Violence against Women (VAW) in Bangladesh, which include campaigns, cultural events, training, research, lobbying and advocacy. http://www.naripokkho.org.bd/nari-index.html https://www.facebook.com/Naripokkho
21.	SANGAT:	Bangladesh	sangat.sangat@jagori.org	Sangat's main focus has been on developing and strengthening regional/cross border perspectives, programs and cooperation through its activities and programs. Sangat was created in realization of the fact that the space for transformatory gender work was steadily declining. The need to create a network of gender activists and trainers was urgent, critical, and strongly felt and articulated. https://www.facebook.com/SangatNetwork/ https://www.sangatnetwork.org/
22.	Bangladesh National Women Lawyers Association (BNWLA)	Bangladesh	bnwlabjmas@gmail.com	BNWLA is a platform for women lawyers across Bangladesh to enhance their professional capacities and skills to fight against all forms of violence especially gender based violence. To establish equality of rights and equal opportunity for women, BNWLA believes that it is necessary to empower women through economic rights, eliminating gender based violence along with demystifying laws which creates discrimination, taboos, stigma & disparity in the society. http://bnwla-bd.org/
23.	ManusherJonno Foundation	Bangladesh	info@manusher.org	Manusher Jonno Foundation (MJF) works with local organizations to improve the well-being of poor and marginalized communities' funds and capacity building support for human rights and governance work within the country. MJF also works with public institutions to ensure their responsiveness towards marginalized people and policy advocacy.

				http://www.manusherjonno.org/who-we-are/about-us/
24.	Bangladesh Legal Aid and Service Trusts	Bangladesh	sarahossain@gmail.com	BLAST is one of the largest legal services organizations in Bangladesh, operating in over nineteen districts. BLAST is the only NGO able to provide access to legal aid across the spectrum from the frontlines of the formal justice system to the apex court. BLAST : Bangladesh Legal Aid and Services Trust
25.	SABAH Bhutan	Bhutan	infosabahbt@gmail.com	The SAARC Business Association of Home based workers (SABAH Bhutan) is a Public Benefit Organization for the promotion of the welfare of the home based workers and their skills, providing them better facilities for self-sustained income and generation of employment; thereby uplifting the economic opportunity of the home based workers in Bhutan. http://www.sabahbt.org/sabah-bhutan/
26.	Sama Resource Group (SRG)	India	sama.womenshealth@gmail.com sama.genderhealth@gmail.com	Sama is a resource group based in Delhi, working on issues related to women and health. Sama's work is located within the spectrum of enhancing and affirming health rights, and gender equality and justice. Sama uses a range of intervention strategies such as Training, Building Capacities and Leadership, Research, Policy Advocacy and Monitoring, Creation and Dissemination of Knowledge Resources and Building Partnerships, Active Constituencies and Coalitions. http://www.samawomenshealth.in/about-us/
27.	Humsafar Trust (HST)	India	info@humsafar.org	HST was founded to reach out to LGBTQ communities in Mumbai Metro and surrounding areas. HST organizes advocacy workshops for health care providers, law enforcement agencies, judiciary, legislators, politicians and political parties, Government bodies, media, student community to sensitize them on Gay, MSM and TG issues. Furthermore, HST's capacities include training community people, Research and sustained Advocacy and networking among others. https://humsafar.org/
28.	Akshara Centre	India	akshara.frea@gmail.com	Akshara Center is not-for-profit women's organization and resource center working for the empowerment of women and girls. The organization focuses on changing the minds of young women and men, impacting public attitudes, and reforming systems that deny gender justice through a variety of programs. The organization's approaches include Information dissemination and participatory research, training and mobilization of youth and women, promoting solutions through lobbying with local authorities and institutions and mobilizing public support through campaigns. http://www.aksharacentre.org/
29.	Self Employed Women's Association(SEWA)	India	mail@sewa.org	SEWA is an organization of poor, self-employed women workers. Its main goals are to organize women workers for full employment. SEWA's main goals are to organize women workers for full employment. Full employment means employment whereby workers obtain work security, income security, food security and social security (at least health care, child care and shelter). SEWA organizes women to ensure that every family obtains full employment. http://www.sewa.org/About_Us.asp
30.	Society for Rural Education and Development (SRED)	India		Society for Rural Education and Development (SRED) has been working with the rural Dalit and Tribal people of Vellore, Tiruvallur and Kancheepuram districts with focus on Health,

				Education and Development. RED intervenes to achieve Gender equality in Socio, Economic and Political sphere. RED provides technical skill training for women; provide legal training, entrepreneurship training, collective farm training, livestock training and Relief works and Disaster Management programs Diploma courses for youth. https://www.givingway.com/organization/society-for-rural-education-and-development
31.	ANANDI	India	info@anandi-india.org	Building and strengthening rural women led community-based organizations for sustainable livelihoods, rights and entitlements and violence free society for women, youth and children from tribal, Dalit, de-notified tribes and other marginalized communities are core areas of ANANDI's work. https://anandi-india.org/
32.	Ruaab SEWA	India	mail@sewadelhi.org	Ruaab SEWA represents a unique model of garment production and sourcing that is owned and managed by women producers, which ensures ethical and transparent supply chain. Through its parent organization, SEWA Bharat, Ruaab SEWA also provides livelihood support. http://sewadelhi.org/ruaab-sewa/
33.	SEWA Delhi	India	mail@sewadelhi.org	Since 1999, SEWA has been organizing women in order to bring them out of the shadows, support their livelihoods, and lift them out of poverty. Sewa Delhi's Key Achievements include building a membership base with over 50,000 informal women workers, establishing a women owned and operated financial institution called the Mahila SEWA Urban Thrift and Credit Cooperative and contributing to successful passing of Street Vendors Bill. http://sewadelhi.org/about-us/sewa-delhi/
34.	Shakti Shalini (SS)	India		Shakti Shalini is an NGO that supports survivors of gender and sexual violence, and works with communities to prevent everyday violence. The organization has four major programs for addressing gender/sexual violence: Response Mechanisms, Preventive Mechanisms, Educational Enhancement, and Darmiyam, an online literature platform. https://shaktishalini.org/
35.	HIV/AIDS Alliance (HAA)	India	info@allianceindia.org	Alliance India is a non-governmental organization supporting sustained responses to HIV in India that protect rights and improve health. Complementing the Indian national program, the organization focuses on building capacity, providing technical support and advocating to strengthen the delivery of effective, innovative, community-based HIV programs to vulnerable populations affected by the epidemic. http://www.allianceindia.org/
36.	HAQ: Centre for Child Rights	India	info@haqrc.org	HAQ is a human rights organization that focuses on all rights for children. The vision is an inclusive society where all children grow up in an environment that rests on the principles of non-discrimination and equality and where the human rights of all children are recognized, protected and realized. The organization's mission is to mainstream child rights and children's concerns in all development planning and action through knowledge creation, evidence based advocacy and communication, direct support for children in distress, collaboration and partnership. https://www.haqrc.org/
37.	PRADAN	India	headoffice@pradan.net	PRADHAN works in the poorest regions of India to help vulnerable communities organize collectives that help people, especially women,

				<p>earn a decent living and support their families. The organization also helps them access government programs and other entitlements as citizens. The focus is primarily on women who are capable of driving the change needed by helping them develop their own skills and initiatives, instead of delivering services or solutions to them. The organization also partners with other civil society organizations and the government to influence development policies.</p> <p>https://www.pradan.net/</p>
38.	Swayam ShikshanPrayog (SSP)	India	sspindia1@gmail.com	<p>Swayam ShikshanPrayog is focused on revitalizing rural economies by putting women in charge by transforming grassroots women from beneficiaries to decision makers. The approach focuses on building robust partnership ecosystems that empower grassroots women to access skills & entrepreneurship opportunities, financial & digital literacy, technology & marketing platforms.</p> <p>https://swayamshikshanprayog.org/</p>
39.	SADHNA	India	sadhna@sadhna.org	<p>Sadhna is a women's handicraft enterprise with the aim of providing an alternative means of livelihood to the women of rural, tribal and urban slum areas in southern Rajasthan of India. Sadhna works in livelihood generation activities with women – mainly in the field of garments focusing on design, production and sales and exhibitions.</p> <p>https://www.sadhna.org/</p>
40.	Mahila Housing SEWA Trust (MHT)	India	info@mahilahsg.org	<p>Mahila Housing SEWA Trust (MHT) was set up with the idea of serving the housing needs of self-employed women working in the informal sector in the country. MHT's focus is on empowering the women in these communities to organize themselves and ably address these challenges by negotiating with the authorities in accessing basic services like water supply, electricity and legal housing. The organization works with the urban poor in issues of Water and Sanitation, Energy, Livelihoods, Land Rights, Housing and Micro Finance and the role of women in participatory governance.</p> <p>https://www.mahilahousingtrust.org/</p>
41.	Partners for Law in Development	India	madhu05.m@gmail.com director@pldindia.org	<p>PLD is a legal resource group pursuing the realization of social justice and equality for women working in contexts of marginalization shaped by gender, sexuality, caste, culture and poverty, to take into account the intersecting systems of oppression that diminish recognition and access to rights.</p> <p>Home - Partners for Law in Development - PLD (pldindia.org)</p>
42.	Maldives Authentic Crafts Cooperative Society (MACCS)	Maldives		<p>MACCS is a cooperative society promoting and marketing authentic Maldivian crafts. MACCS was founded in 2011 by a group of women, striving to develop and market authentic handicraft items of the rural artisans and promote the local handicrafts industry of Maldives.</p> <p>https://www.facebook.com/maccsociety/</p>
43.	Society for Health Education(SHE)	Maldives		<p>Society for Health Education is an organization that is proactive in identifying and addressing the crucial health and social concerns of the Maldives. The organization's mandate includes striving to improve the quality of life of the Maldivian people, harnessing the expertise of national professionals on a voluntary basis for development programs and Endeavour to raise awareness of health and social issues.</p> <p>http://www.she.org.mv/</p>

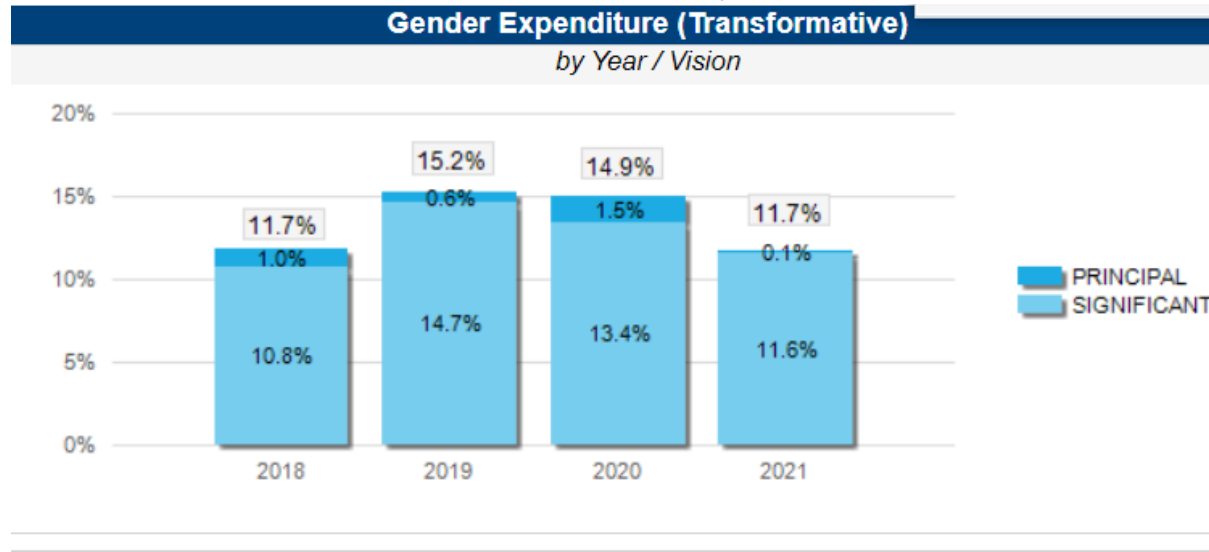
44.	SABAH (SAARC Business Association of Home Based Workers) Nepal	Nepal		SABAH Nepal is a community based social-business organization which works towards strengthening the livelihoods of financially deprived and marginalized home based workers (HBW)/artisans of Nepal. The organization's programs and interventions include advocacy/leadership development, vocational/technical training, entrepreneurship development, technology/product development and branding and marketing. http://sabahnp.org/
45.	WiSTEM	Nepal	binita@wistemnepal.org pratiksha@wistemnepal.org	Organization that encourages young girls of age group 10-25 years to learn and lead in computing fields and STEM education by creating an environment for girls to pursue STEM career by providing skill-based workshops and mentorship. http://www.wistemnepal.org/
46.	SABAH (SAARC Business Association of Home Based Workers) Pakistan	Pakistan		SABAH refers its home-based workers as 'members'; these are primarily female artisans from across Pakistan, who use their skills to create marketable fashion, clothing and home accessory items for the Pakistani and international markets. http://www.sabahpak.org/
47.	National Humanitarian Network (NHN) Pakistan	Pakistan		The National Humanitarian Network (NHN) is a network of National NGOs (NNGOs) in Pakistan for promotion of humanitarian values by influencing policies and building capacities to ensure right based humanitarian response. http://nhnpakistan.org/introduction/
48.	Fast Rural Development Program (FRDP) Pakistan	Pakistan	info@frdp.org.pk	Fast Rural Development Program (FRDP) is a nonprofit and nongovernmental organization working in the underprivileged areas of Sindh, Pakistan. The Program is aimed at facilitating the disadvantaged communities in a way that they could be empowered to secure their rights with command over the resources and capabilities to manage the process of sustainable development. FRDP is involved with overall integrated development but its major focus is to promote Water and Sanitation, Health & Hygiene, Emergency Relief, improve Education, SRHR, MNCH, Poverty Alleviation, Promotion of Human Rights (especially the rights of women, children indigenous groups and persons with disabilities), Peace Building and Good Governance. http://frdp.org.pk/
49.	Peace Foundation Pakistan	Pakistan	p_foundation@yahoo.com	Peace foundation works with government and directly with rural communities in the areas of peace, social and interfaith harmony, Sexual and reproductive health services and advocacy, educational development and awareness, disaster response, gender and women's empowerment, strengthening governance and livelihood. https://www.peacepak.org/
50.	Rural Development Foundation (RDF)	Pakistan	info@rdf.org.pk	RDF strategy is Village Based, People-centered, action-oriented, self-reliant, environmentally sustainable integrated agricultural and rural development program to alleviate poverty and to improve the quality of life of the rural poor. The focus of the Foundation is on the target group(s), which comprises of marginal farmers, landless labourers, artisans, craftsman, dropouts, women and youth, who are either under-developed or unemployed and living in the villages below the poverty line and constitute the vast majority of the rural population. http://rdf.org.pk/

51.	HER Pakistan	Pakistan	info@herpakistan.com	HER Pakistan is a youth and women led social enterprise that empowers individuals about menstruation through education, service and advocacy. The organization supports young people and their communities to overcome menstruation related barriers through delivering practical education programs and advocating for policy change. HER Pakistan is a youth and women led organization that uses human centered approach to create a long lasting social change. https://herpakistan.com/
52.	SABAH(SAARC Business Association of Home Based Workers) Sri Lanka	Sri Lanka	info@sabahlk.org	SABAH is a network of Sri Lankan women food producers funded by the SAARC Development Fund (SDF). SABAH Sri Lanka is the local arm of the SABAH Association active now in seven of the eight SAARC countries in the region. SABAH has been developing the knowledge and skills of selected women towards maintaining a higher quality standard targeting expanded up-end markets through specially designed local and international trainings. http://www.sabahlk.org/

Annex XVI: Gender Staffing

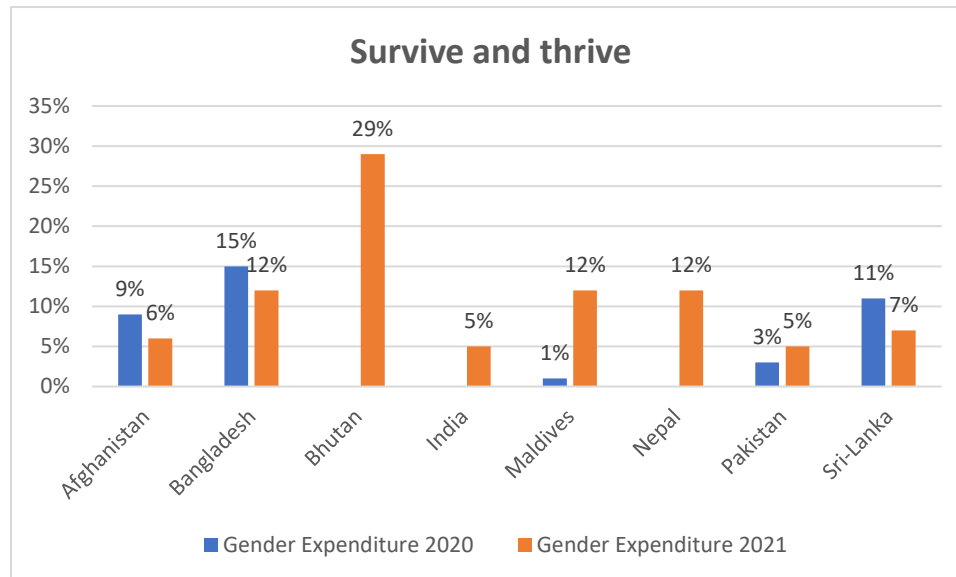
S.N.	Countries	Gender Focal Names and Position (2020)	Gender Focal Names and Position (2021)
1.	Afghanistan	Veronica Njikho, Gender Specialist (P4)	Veronica Njikho, Gender Specialist (P4) Shafiulla Habibi, Gender Programme Officer (NOB)
2.	Bangladesh	Tahmina Huq, National Staff Elisa Calpona, P4 (Child Protection Gender Specialist)	Tahmina Huq, National Staff
3.	Bhutan	Maria Consolee Mukangendo, Deputy Representative (P4) Dechen Zangmo, Gender Focal Point (National staff);	Maria Consolee Mukangendo, Deputy Representative Dechen Zangmo, Gender Focal Point (National Staff)
4.	India	Antara Ganguli, Gender Specialist (NOD) Mary Thomas, Consultant (Gender Officer)	Mary Thomas, Consultant (Gender Officer)
5.	Maldives	Mohamed Naeem, Programme Specialist	Mohamed Naeem, Programme Specialist
6.	Nepal	Inah Fatoumata Kaloga, Child Protection Chief Upama Malla, Gender Focal Point (Child Protection National Staff)	Inah Fatoumata Kaloga, Child Protection Chief Upama Malla, Gender Focal Point (Child Protection National Staff)
7.	Pakistan	Ann Rosemary Arnott, (Gender Specialist, P4) Muqaddisa Mehreen, Gender Focal Point, NOC	Muqaddisa Mehreen, Gender Focal Point, NOC
8.	Sri-Lanka	Lara Perera, Gender Focal Point, P4 Luxmy Sureshkumar, Gender Focal Point (National Staff)	Lara Perera, Gender Focal Point, P4 Luxmy Sureshkumar, Gender Focal Point (National Staff)

Annex XVII: UNICEF South Asia Gender Expenditure



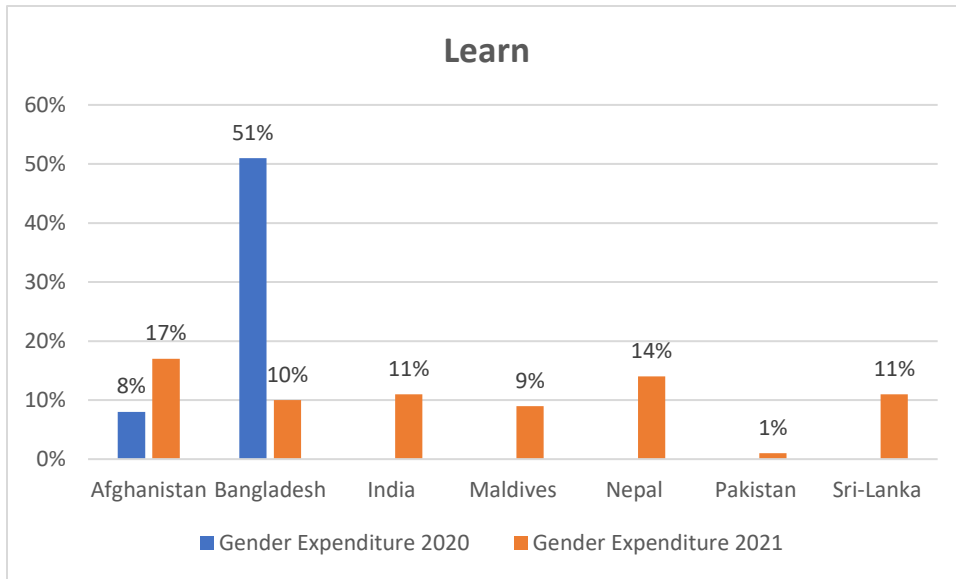
Annex XVIII: Country Gender Expenditure

Survive and thrive



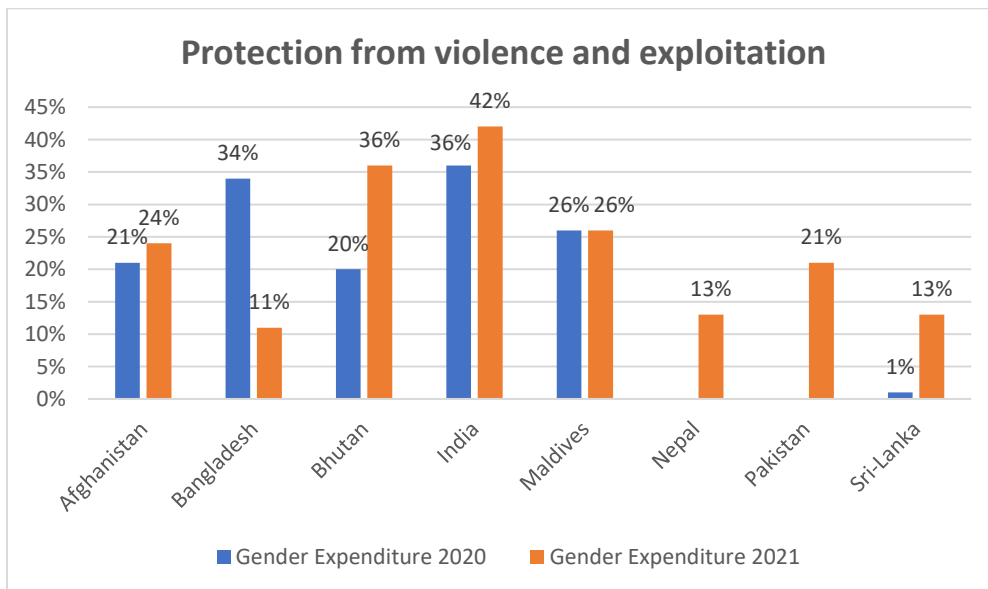
Note: Data from January to December 2020; data from January to June 2021

Learn



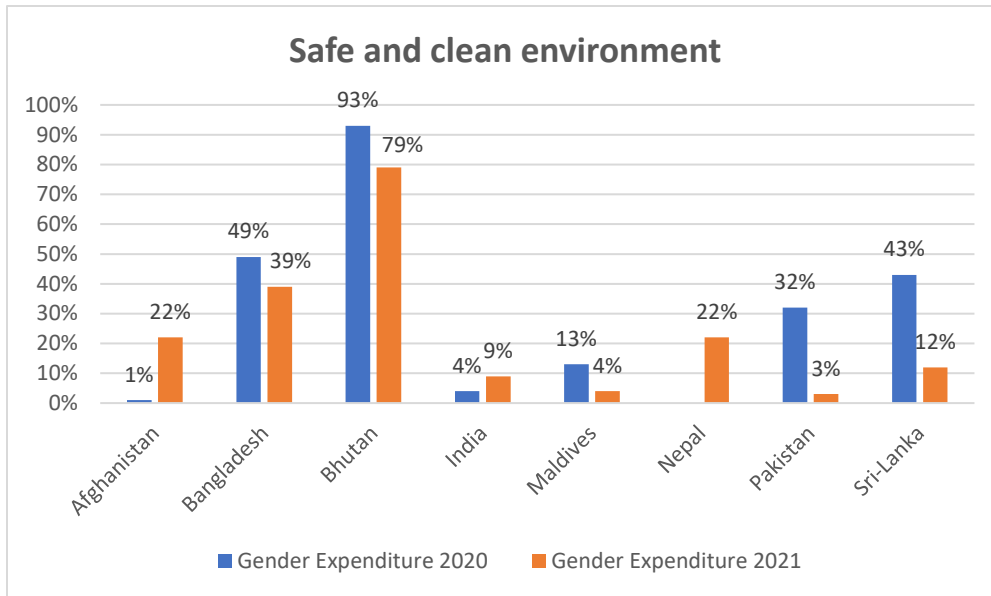
Note: Data from January to December 2020; data from January to June 2021

Protection from violence and exploitation



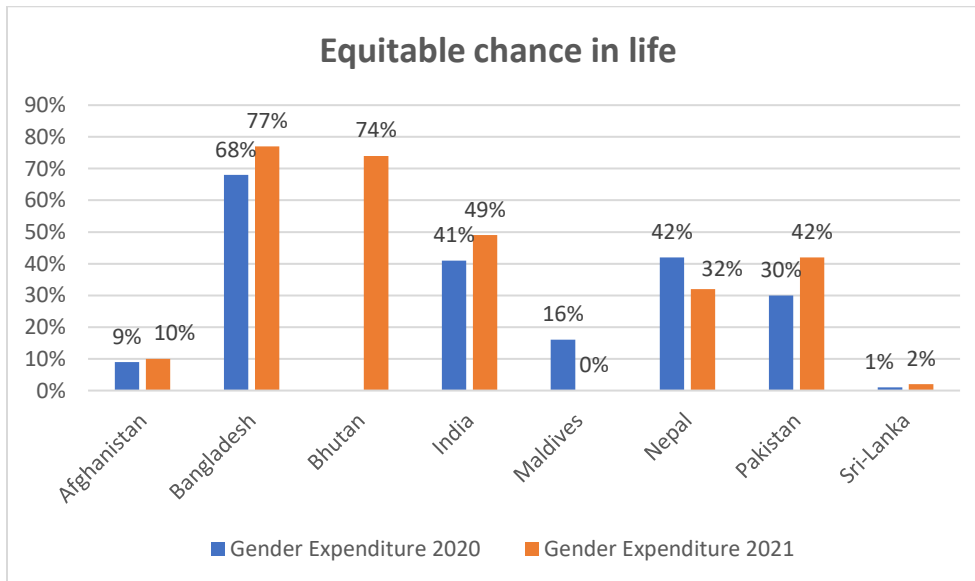
Note: Data from January to December 2020; data from January to June 2021

Safe and clean environment



Note: Data from January to December 2020; data from January to June 2021

Equitable chance in life



Note: Data from January to December 2020; data from January to June 2021

Annex XIX: A gendered analysis of child protection systems responses in COVID-19 programming in South Asia

S.N	Country	Issue	Gender-advocacy with government	Salient points	Gender Analysis
1.	Bhutan	Adapting SOP for addressing gender-based violence during COVID-19	SOP adaptation to include child survivors of GBV; emergency related strategies adopted; recognition of role of communities in GBV	Partnership with other UN agencies (UNDP and UNFPA) with govt. National Commission on Women and Children	Gender targeted to women and girls
2.	Afghanistan	Multisectoral coordination in Afghanistan during COVID-19	Cash transfer with government for children and families	In collaboration with implementing partners provided a cash transfer/livelihood activities/ small business/ income generation to children and families.	Gender neutral
3.	Bangladesh	Social services workforce strengthening during COVID-19 in Bangladesh	Social workers were recruited to response to the violence and psychosocial support to the children and women.	In collaboration with Ministry of Social Welfare (MoSW), social service workforce focused on child protection services.	Gender targeted to reach more girls on psychosocial and cash grant support.
4.	Bangladesh and India	The importance of child helplines in Bangladesh and India	Set up child helplines to strengthen programmes and support children and their families through 24 hrs helpline services.	Calls led to rescue children from situations of violence abuse or exploitation to both the countries.	Gender neutral
5.	Bhutan	Face to face and remote psychosocial counselling in schools	156 school guidance counsellors (76 females and 80 males were trained on psychosocial support to children, parents and caregivers.	In collaboration with Ministry of Education, information, education and communication materials were developed to reach MHPSS support.	Gender neutral
6.	India	Child protection system strengthening during the time of COVID-19	Standards of care with child care institutions and move towards family-based care.	Partnership with Supreme court of India led to shift towards judicial system that recognizes alternatives to detention such as diversion or bail.	Gender neutral

7.	India	Protecting children on the move	National child protection training within the police academy.	Partnership with National Police Academy provided training to NPA to standardise knowledge and skills within the Indian police to manage the child protection issues.	Gender neutral
8.	Maldives	Breaking the silence around sexual violence	'Breaking the Silence about Violence' campaign was launched to reduce violence against children and women.	In collaboration with Ministry of Gender, Family and Social Services (MoGFSS), UNICEF provided technical assistance to develop National Standard Operating Procedures for responding sexual and gender-based violence.	Gender targeted to reduce violence against children and women.
9.	Nepal	Leveraging data and partnerships to increase mental health and psychosocial support responses to children during COVID-19	Multisectoral strategy was built with government and UNICEF work with children during the pandemic.	Government of Nepal in collaboration with implementing partners strengthen coordination around mental health.	Gender neutral
10	Nepal	The inclusion of services for children in the One-Stop Crisis Management Centres (OCMCs) for the gender-based violence.	The launched of country first child dedicated One Stop Crisis Management Centres.	With the Ministry of Health, the response to address GBV was strengthen by developing strategies to provide support and child care survivors.	Gender neutral
11	Pakistan	System strengthening mental health and psychosocial responses in Pakistan	A comprehensive package of child protection intervention was developed.	With implementing partners child protection strategies was developed to provide MHPSS in Balochistan province.	Gender neutral
12	Sri-Lanka	Protecting children and families, development of virtual psychosocial support system in Sri-Lanka	To build long term capacity to children to provide virtual psychosocial support to children.	Over 5,000 of children and families received virtual psychosocial support in Sri-Lanka.	Gender neutral