

Results Framework – WeEmpower Asia Programme

Revised from the original Framework (Contribution Agreement Annex 1) with updates as presented to and agreed at First Steering Committee 21 Nov 2019

Results	Indicators	Baseline*	Targets**	Means of verification	Assumptions
Overarching objective Women have income security, decent work and economic autonomy (Aligned to UN Women Global Strategic Plan 2018-2021 Outcome 3)	Number of women with enhanced skills to participate in the economy, including as entrepreneurs through UN Women support	73,000 (The baseline data is drawn from SP IRRF) 1,459 (The baseline data is drawn from SP IRRF)	230,000 (2021) 2,600 (2021)	UN Women's Results Management System; international and regional reports/assessment from reputable international organisations	Global economy continues to grow with the shared commitment and partnership between public and private sectors in global development Relatively stable political climate with enabling legal/policy framework for women's economic empowerment.
Overall objective/ impact To contribute to strengthening women's leadership and role in informing sustainable and inclusive economic growth and their access to business opportunities and leadership within the private sector (UN Women's Impact statement aligned with UN RBM standard: More women lead, participate and access to business opportunities and leadership within the private sector to advance sustainable inclusive growth)	IMP 2: Number of collective approaches and/ or practices to challenges of global or mutual concern which have been developed/ embraced/ implemented	0	7	Project Progress Report and Evaluation Report. Monthly internal monitoring and reporting Evolution of the proportion of women in managerial positions and in entrepreneurship in selected countries (Verified by e.g. WEF Global Gender Gap Report)	Buy-in ownership from governments in the region in adopting and implementing international normative frameworks in relation to SDGs Private sector interests to work with the governments and other stakeholders to promote women's economic empowerment

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Outcome 1 To support women's networks, public institutions and the private sector in the EU and Asia in sharing expertise and knowledge to advance an enabling business environment for women's economic empowerment (UN Women Outcome 1: Women's networks, public institutions and the private sector in the EU and Asia share expertise and knowledge to advance an enabling business environment for women's economic empowerment)	OC13: Percentage of participants targeted by outreach and advocacy events who acknowledge having engaged further on the topic on their own initiative as a result of their exposure to an event	0	70%	UN Women's Results Management System and Project Progress Report. Internal Monitoring Report	Strong appetite and interests of public institutions and private sector companies in selected countries in the Asia region as well as EU; Strong networks of institutions that can directly transfer experiences and expertise within the project time frame; enabling political climate with relatively strong social cohesion and positive policy legal/environment for gender-sensitive business practices
Output 1.1 New knowledge and evidence (including good practice case studies, lessons learned, tools for implementing WEPs) are generated and made available for women's network, public institutions and the private companies in the region	OP6: Number of knowledge-based products	0	12	Project monitoring and progress report, evaluation report, other reputable research conducted by international and regional organisations.	The relevant data and good practices concerning WEPs are currently available and can be built upon based on existing UN Women and EU global, regional and country initiatives and partnerships Information is accessible and can be consolidated, analyzed and developed into knowledge product and tools
Activity 1.1.1: Apply existing and conduct new research as needed at country and regional levels and provide technical advice (e.g. reviews and assessment of the institutional, legal, economic and socio-cultural environment, compilation of good practices as well as key barriers to women's economic empowerment,	-	0	-	Narrative reporting	As under outputs

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focusing on women entrepreneurs and women-owned businesses associations)					
Activity 1.1.2: Support to the review, formulation and implementation of regional policy frameworks geared to promote substantive equality and inclusiveness in SME support, decent employment and social protection with special reference to private sector organisations in Asia	-	0	-	Narrative reporting	
Activity 1.1.3: Provide technical advice and support for policy development at the national and regional level, and assistance for policy implementation through strategic partnerships with key government agencies	-	0	-	Narrative reporting	
Output 1.2 Knowledge exchange platform/ network is established for cross-learning, multi-stakeholder training, capacity building and networking among women's networks, public institutions and the private sector in EU and Asia	OP7: Number of communication products developed OP1: Number of participants in an event OP2: Percentage of participants who report having benefited from an event	0 0 0	20 2500 70%	Project monitoring and progress report, evaluation report, other reputable research conducted by international and regional organisations.	There are sufficient networks of public institutions and the private sectors have strong interests or incentives to join platform/ network

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Activity 1.2.1: Organize face-to-face meetings and online/virtual platforms to promote good practices, expertise and lessons learned between EU and Asian private and public-sector players to advance women's economic empowerment building on and feeding into other global initiatives	A1: Number of events organised or supported	0	-	Internal monitoring reports	As under outputs
Activity 1.2.2: Organize peer-to-peer learning events (South-South and Triangular Cooperation), study tours for women entrepreneurs and webinars to showcase the key results and spurring action among targeted countries in the region and beyond, sharing innovative practices for scale up and replication	A1: Number of events organised or supported	0	-	Participants list	
Output 1.3 Pool of EU-Asia Champions to serve as strategic advisors, mentors and advocates for gender equality at work is created at the regional and country levels (Champions to be identified during Year 1)	OP7: Number of communication products developed (In connection with the WEA Champions network)	0	80	Project monitoring and progress report, evaluation report, other reputable research conducted by international and regional organisations.	The political will and commitment of champions to serve as mentors and advocates
Activity 1.3.1: Mobilize and engage 'EU-Asia Champions' to serve as mentors and advocates for gender equality at work to enhance national-level commitments	A1: Number of events organised or supported	0	-	Internal monitoring reports	As under outputs
Activity 1.3.2: Organize communication platforms/networks/events to engage both	-	0	-	Narrative reporting	

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Output 2.1 Women-led organisations, women entrepreneurs have increased access to entrepreneurship and leadership training programmes (business training, financial education and/or technical skills as per specific sectors)	OP1: Number of participants in the training OP2: Percentage of participants in an event who report having benefited in an event	0	700 70%	Project monitoring and progress report, evaluation report, other reputable research conducted by international and regional organisations.	Relevant technology and innovations are already available and women's entrepreneurs and organizations are in needs of such technology and innovations
Activity 2.1.1. Conduct mapping of exiting capacity building and training programmes and what is needed in the country contexts	A1 if events are organised (e.g. stakeholder consultation)	0	-	Internal monitoring reports	As under outputs
Activity 2.1.2: Develop training programmes for women's organisations and women's entrepreneur networks and/or department of trade/chambers of commerce to respond to specific needs of women-owned SME and women entrepreneurs (around business training, financial education and/or technical skills)	A1: Number of events organised or supported (if trainings delivered or supported)	0	-	Internal monitoring reports	
Activity 2.1.3: Establish partnerships with regional and national training institutions, including top-tier business schools/academic institutions and/or Development Banks, focusing on skill development of women business and entrepreneurs to enhance leadership, productivity, competitiveness, market access, and access to technology and innovation	A1: Number of events organised or supported (if events organised)	0	-	Internal monitoring reports	

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Output 2.2 Public sector institutions and private sector companies (both financial and non-financial service providers) are able to explore innovative business practices, entrepreneurship accelerators and incubators, technology and investment options to support women-owned businesses and associations, and women entrepreneurs	OP-customised-non-matched: Number of partnerships with EU or Asian social impact/ innovation funds, entrepreneurship accelerators and incubators, in the region to support women-owned innovation and business ventures	0	5	Project monitoring and progress report, evaluation report, other reputable research conducted by international and regional organisations.	There are the needs from women's organization and availability of technology and innovations from the providers
Activity 2.2.1: Organize networking events such as chamber of commerce events, career fairs, academic networks, professional conferences to link women entrepreneurs to expand market access, and promote good practices and innovative approaches for women-owned business and entrepreneurs	A1: Number of events organised or supported	0	-	Internal monitoring report	As under outputs
Activity 2.2.2: Build partnerships with existing social impact/innovation funds, entrepreneurship accelerators and incubators in EU and Asia to extend support for women-owned innovation and business ventures in specific areas of interest for both EU and Asia (e.g. social/ environmental impact entrepreneurship)	A1: Number of events organised or supported	0	-	Internal monitoring reports	

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Activity 2.2.3: Organize conference and networking events to increase access to social impact/innovation funds, entrepreneurship accelerators and incubators for women-owned innovation and business ventures	A1: Number of events organised or supported	0	-	Internal monitoring reports	
Outcome 3 To support the take-up in the implementation of WEPs by private sector companies (UN Women Outcome 3: More private sector companies implement the WEPs, including the gender-sensitive business culture and practices in EU and Asia)	OC2: Number of processes related to non-state level partnership/ agreements which have been influenced	0	8 (7 national and 1 regional processes)	Project progress report, evaluation report Internal WEPs database: https://www.empowerwomen.org/en/weps/companies www.weps.org	The private sector companies have capacity to implement WEPs and understand benefits from implementing WEPs and gender-sensitive business practices; companies are convinced of the synergies between WEE and their business growth/ models; effective alliance and buy-in from senior leaderships in private sector companies and multinational corporations
Output 3.1 Networks of private sector companies and WEPs signatories are strengthened and expanded in EU and Asia to enhance implementation of WEPs and gender-sensitive business practices	OP1: Number of participants in an event OP2: Percentage of participants who report having benefited from an event OP-customised-non-matched: Number of companies signing up to the WEPs in Asia	0 0 588 (December 2018)	1000 70% 1000	Project monitoring and progress report, evaluation report, other reputable research conducted by international and regional organisations	System in place to monitor WEPs implementation Strong incentive and buy-in among managements and leaderships in private sector companies and multinational cooperation to promote women's engagement and participation in the workplace.

Results	Indicators	Baseline*	Targets**	Means of verification	Assumptions
Activity 3.1.1: Provide technical support to companies to operationalize the aspirational WEPs commitments by tailoring them to the reality of corporations in the specific sectors and country contexts, including identification of areas for concrete implementation of these commitments	-	0	-	Narrative reporting	As under outputs
Activity 3.1.2: Develop and organize training and capacity building programmes on the application and implementation of the WEPs, in International Businesses (IBs), CSR and Corporate Social Audit (CSA) frameworks, targeting the private sector companies (SMEs and larger companies) and chambers of commerce	A1: Number of events organised or supported	0	-	Internal monitoring reports Narrative reporting	
Activity 3.1.3: Organize training and peer-to-peer exchange programme for companies to enhance measurements, monitoring and reporting of their results on implementing WEPs and other measures to enhance gender-sensitive business culture and practices	A1: Number of events organised or supported	0	-	Internal monitoring reports	
Output 3.2 Tools, guidelines, and best practices are generated/ disseminated to assist businesses and companies in developing and implementing corporate policy and practices to engage women at the workplace,	OP6: Number of knowledge products OP-customised-non-matched:	0 172 (Signatories in 7 WEA countries in	20 550	Project monitoring and progress report, evaluation report, other reputable research conducted by international and regional organisations	Demands from private sector for tools and guidelines to support the monitoring and implementation of WEPs

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market place and community (e.g. equal pay for equal work, gender-responsive procurement, and work of equal value, and workplace policies and programmes on health, safety and wellbeing)	Number of companies that have signed the WEPs and/or participated in WEPs related trainings OP3: Number of EU companies that participated in an event	October 2019) 0	 110		
Activity 3.2.1: Provide technical support and guidelines to assist businesses and corporations in developing and implementing corporate policy and practices to engage women at the workplace, market place, and in the community	-	0	-	Internal monitoring reports Narrative reporting	As under outputs
Activity 3.2.2: Compile good practice case studies and identify potential to scale up successful initiatives in the Asian region for possible support, CSR collaboration, and responsible business financing	-	0	-	Internal monitoring reports Narrative reporting	
Activity 3.2.3: Organize training sessions and workshops on sexual harassment, promoting a positive workplace culture that is free from harassment, and investing more into women's skill development, leadership and entrepreneurship	A1: Number of events organised or supported	0		Narrative reporting	

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Output 3.3 Awareness and visibility of the WEPs have increased among business leaders in Asia	OP7: Number of communication products developed	0	30	Project monitoring and progress report, evaluation report, other reputable research conducted by international and regional organisations	Leadership in both public and private sector give strong support to the campaign strategy
Activity 3.3.1: Develop and launch advocacy and communications tools and campaigns using digital and social media to enhance visibility and outreach to increase awareness of the WEPs among business leadership	A3: Number of public/media/com communication campaigns designed and implemented	0	-	Internal monitoring reports	As under outputs
Activity 3.3.2: Develop evidence-based advocacy tools to promote and expand number of CEO signatories at the country and regional levels (business case for enhancing access, retention and career promotion for women as well as promoting the roll-out of WEPs)	-	0	-	Narrative reporting	
Activity 3.3.3: Compile cases of successful corporate practices to promote gender equality at work (e.g. inclusion of more women on boards of companies, flexible work arrangements, child care support, maternity and paternity leave)					Activity deleted: Merged with 3.2.2

*As per the EU Partnership Instrument (PI) Monitoring Framework, all projects funded by EUIPI has a 0 baseline at the start of the project

**The targets at impact, outcome and output levels have been defined during the inception phase and agreed with the EU following the first Steering Committee Meeting. Indicators and targets are not required for the level of activities.