Executive Board of the United Nations Entity for Gender Equality and the Empowerment of Women

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Evaluation

A meta-synthesis of UN-Women evaluation evidence related to advocacy and communications

Summary

This report collates insights and evidence on UN-Women's advocacy and communications activities from 162 corporate and decentralized evaluations undertaken by UN-Women in 2018–2022. The evaluative evidence is organized around three topics: awareness-raising, campaigns and social mobilization. The report provides an analysis of key results, trends, enabling factors, impediments and lessons learned. It highlights emerging opportunities and the way forward.

The primary audience for this meta-synthesis is internal UN-Women stakeholders, including the Executive Board and UN-Women personnel.

I.   Introduction

1.   Advocacy and communications are integral to UN-Women to proactively advance the Entity's strategic positioning and its unique tripartite mandate (encompassing normative support, United Nations system coordination and operational activities) to mobilize urgent and sustained action to achieve gender equality and the empowerment of all women and girls. Since the inception of UN-Women, advocacy and communications work have grown exponentially, including the need to produce relevant content, enhance media outreach and collaboration, and develop new media and communications partnerships.

2.   In the previous UN-Women Strategic Plan 2018–2021, advocacy and communications were defined as one of six types of support (advocacy and social mobilization). In the new Strategic Plan 2022–2025, advocacy and communications are

one of the key functional approaches for achieving UN-Women's mandate. Advocacy and communications encompass various initiatives and strategies at the global, regional and country levels. These initiatives include using advocacy and communications tools; running digital and social media campaigns; producing and disseminating knowledge in various forms; engaging stakeholders through facilitating dialogue, organizing events and generating media coverage; and carrying out activities related to resource mobilization.

3.   This meta-synthesis collates evaluation insights and evidence on the advocacy and communications efforts related to the key results areas of UN-Women's Strategic Plan: governance and participation in public life; women's economic empowerment; ending violence against women; and women, peace and security, humanitarian action and disaster risk reduction. Based on available evaluation evidence, the report outlines key results, trends, enabling factors, impediments and lessons learned, with a geographic and thematic focus.

A.   Purpose and scope

4.   The aim of the meta-synthesis is to contribute to UN-Women's knowledge base and learning on the Entity's advocacy and communications work by synthesizing evidence from corporate and decentralized evaluations. The meta-synthesis focuses on awareness-raising, campaigns and social mobilization in the context of implementing the UN-Women Strategic Plans 2018–2021 and 2022–2025.

5. The meta-synthesis covers corporate, regional and country portfolio evaluations conducted by UN-Women between 2018 and 2022. Evaluations with a Global Evaluation Report Assessment and Analysis System (GERAAS) rating of "good" and above are included, bringing the total sample to 162 evaluations. The majority of evaluations are in English (123), followed by Spanish (22) and French (17).

6. The evaluation sample is geographically well distributed. The highest number of evaluations come from the Americas and the Caribbean, comprising 18 per cent of the sample. This is followed by evaluations from East and Southern Africa (17 per cent), Asia and the Pacific and Europe and Central Asia (16 per cent each), West and Central Africa (15 per cent), Arab States (10 per cent) and corporate evaluations (6 per cent). Decentralized evaluations conducted by headquarters programmatic units and cross-regional evaluations make up 2 per cent of the sample.

B.   Approach and methodology

7. The meta-synthesis employed a theory-based approach by developing a framework analysis to link advocacy and communications activities to UN-Women's broader theory of change. As UN-Women did not have corporate definitions of "awareness-raising", "campaigns" and "social mobilization", the

meta-synthesis team developed definitions for each of these terms to create a comprehensive coding structure.[1]

8. A combination of qualitative and quantitative methods was used to assess the evidence, extract emerging trends and lessons learned, and develop opportunities for the way forward.[2]

C. Limitations

9. As with any meta-synthesis, the analysis and findings in this report are limited to the level and depth of insights provided in the evaluation sample. Certain types of advocacy and communications are covered more comprehensively in some evaluations than others, and the insights in these areas are richer and more nuanced. To the extent possible, the analysis takes this caveat into account when mapping the evidence.

II. Findings on advocacy and communications

10. The three types of advocacy and communications activities (awareness-raising/campaigns/social mobilization) were referenced in 138 evaluations (85 per cent of the sample). Table 1 shows awareness-raising is referenced in most evaluations (118 evaluations; 73 per cent). UN-Women's campaigns are referenced in 93 evaluations (57 per cent) and social mobilization activities appeared in 77 evaluations (48 per cent), making this the area least extensively referenced in evaluation findings.[3]

Table 1. References to advocacy and communication types.

Type	Number of evaluations (based on total 162 reports 2018–2022)	Frequency
Advocacy and communications	**138**	**85%**
1.1 Awareness-raising	**118**	**73%**
Goodwill Ambassadors and celebrity allies	9	6%
Advocacy events	36	22%
Media relations/press release	42	26%
Social platforms and related content (videos, tweets, articles)	38	23%
1.2 Campaigns	**93**	**57%**
Awareness-raising campaigns	65	40%

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[1] Please refer to Annex 2 for definitions.

[2] In addition to detailed desk reviews, NVivo software was used to systematically map and analyse the body of existing evaluative evidence.

[3] When describing the frequency with which an observation was noted, the synthesis is consistent with previous reports in using the following metric: Most = over 75 per cent of the evaluations contributing to an observation/finding; Many = between 51 per cent and 75 per cent; Some/Several = between 20 per cent and 50 per cent; Few = less than 20 per cent.

Outreach campaigns with a focus on leave no one behind	20	12%
1.3 Social mobilization	**77**	**48%**
Action coalitions	17	10%
Establish forums or dialogues	41	25%
Mobilize and coordinate United Nations partners	20	12%
Support for Commission on the Status of Women	9	6%

Source: Compiled by the meta-synthesis team.

A.   Awareness-raising

Key results and trends

11.   UN-Women employs a diverse range of awareness-raising initiatives to amplify its key messages on gender equality and to reach a wider audience of stakeholders. These initiatives aim to change existing attitudes and norms that hinder women's empowerment. Some of these activities include facilitating awareness-raising dialogues; disseminating communications products in various formats such as videos or photography; actively engaging with gender equality advocates and champions; and utilizing multiple media channels and online platforms to disseminate key messages effectively.

12.   Evaluations revealed that awareness-raising initiatives were frequently organized in combination with other types of support, such as capacity-building initiatives, provision of technical support and development of knowledge products as part of broader thematic and programme approaches. One such example relates to awareness-raising events on public finance management in Ethiopia to better understand gender-responsive budgeting following the development of the Gender Gap Analysis of the Public Finance Management System.

13.   Evaluations highlighted that UN-Women effectively used a combination of different channels to support interventions or a mix of online and in-person events to amplify messages and reach a wider audience. In some instances, UN-Women offices organized in-person events at the regional and national levels, aligned with the launch of key initiatives or products at the corporate level. For example, following the launch of the HeForShe initiative at the global level, a public event was held at the United Nations University in Tokyo in 2019 to launch the Japanese HeForShe website and promote HeForShe throughout Japan. The event was also attended by representatives of Shiseido, PricewaterhouseCoopers Japan, Unilever Japan and the Japan Football Association who were invited to speak and raise awareness of initiatives working towards gender equality.

14.   There is limited evidence to directly attribute changes in the lives of women and girls to awareness-raising initiatives alone. This may also be linked in part to the constraints of a meta-synthesis where communication and advocacy were not the key areas of enquiry of most evaluations. Nevertheless, many evaluations revealed that such initiatives have contributed to increasing the awareness of women and girls about their rights and gender equality, as well as strengthening the capacity of key stakeholders and driving behaviour change at the individual level. These initiatives also enhanced the

visibility of UN-Women's work and raised awareness of gender issues on a broader scale. For instance, in Nigeria, UN-Women worked to raise awareness and prevent forced migration and trafficking through the engagement of traditional and social media and "Nollywood"[4] to highlight the risks of trafficking and violence faced by women migrants.

15. Several evaluations found that UN-Women's awareness-raising initiatives enhanced the awareness and capacity of women and girls, along with other national and local stakeholders such as government officials, the justice sector and community leaders. This was often achieved through disseminating knowledge and information on accessible services and the rights of women and girls, and providing tools and resources during awareness-raising initiatives. For instance, UN-Women contributed to the dissemination of women's human rights messages in Mozambique, with a special focus on gender-based violence. This was achieved through awareness-raising campaigns, mobile vehicle platforms, community lectures, radio and TV debates, public transport, hairdressing salons, barbershops and markets.

16. Some evaluations found that awareness-raising initiatives such as community and intergenerational dialogues and sensitization sessions that focused on harmful practices, specifically aimed at men and boys, played a part in changing attitudes and behaviour. For instance, community activism in Zimbabwe was boosted through the work of community ambassadors to end gender-based violence. In Brazil, UN-Women appointed UN-Women Goodwill Ambassadors for social mobilization against gender-based violence through social media.

17. Evaluations highlighted innovative approaches and trends in UN-Women's awareness-raising initiatives. In the sample, evaluation reports highlighted the development of digital initiatives, video games and virtual platforms that enabled UN-Women to reach a more significant number of people, scale up activities and have more impact, often with fewer resources. For instance, in Colombia, UN-Women collaborated with the University of Cauca to develop the Tsiunas video game. This game has been promoted in school classrooms to challenge attitudes and behaviours that normalize violence against women.

18. Awareness-raising initiatives also increased the visibility of UN-Women's work and public awareness of gender-related issues through video production, social media and press releases. It was noted that platforms were widely utilized to disseminate information and facilitate knowledge exchange and networking among users, especially during the COVID-19 pandemic. Online platforms such as Zoom or Google Meet encouraged participation, especially for those beneficiaries who may otherwise experience difficulty in accessing in-person UN-Women initiatives.

B. Campaigns

Key results and trends

19. UN-Women used a variety of initiatives at the global, regional and country levels, designing campaigns to reach a large audience. UN-Women's campaigns intended to change existing attitudes and norms that hinder women's empowerment and to raise

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[4] "Nollywood" refers to the Nigerian film industry.

awareness of women's rights and the intersecting forms of gender discrimination.

20. UN-Women's campaigns were organized as part of communications strategies for long-term behavioural change and awareness-raising. For example, UN-Women's flagship initiatives such as the HeForShe campaign, the UNiTE Campaign's 16 Days of Activism, and special social media outreach campaigns focusing on specific issues at the country level (such as child marriage in Pakistan, initiatives for women and girls with disabilities in Georgia, or door-to-door campaigning in Egypt encouraging women to obtain identification cards) were often designed with long-term behavioural change and awareness-raising in mind.

21. UN-Women was active in creating partnerships with civil society and the private sector to conduct campaigns and used a variety of communication methods, including social media, online platforms, newsletters, key influencers and pro bono partnerships. For instance, UN-Women Mexico in partnership with local government, academia and civil society organizations (CSOs) implemented the campaign #NoEsDeHombres [#ItIsNotForMen] on the Mexico City metro system. The campaign was aimed at men to "denormalize" sexual harassment and other forms of sexual violence against women and girls in public spaces.

22. Many evaluations mention the global UN-Women HeForShe campaign as an innovative campaign that was well received by a wide range of partners. Several evaluations found that UN-Women's awareness-raising campaigns worked to shift the social narrative towards the empowerment of women and to provide an entry point for discussion on controversial topics such as gender-based violence, property rights, mental health, disabilities, and motherhood.

23. Campaigns run by UN-Women have contributed to important results, although a limited number of evaluations have covered them in sufficient detail to confirm the evidence. Several evaluations found that UN-Women's campaigns have contributed to changes in attitudes and behaviours, by engaging men and boys to raise awareness of gender equality and social norms change. For instance, targeting men and boys in the HeForShe campaign to become agents of change for the achievement of gender equality also helped increase willingness among male traditional leaders to allow women to participate in local peacebuilding processes in Mozambique. In Georgia, an innovative advocacy campaign in partnership with the Georgia Rugby Union supported changes in public perceptions with respect to gender equality and zero tolerance for violence against women.

24. UN-Women also used its comparative advantage in United Nations system coordination for gender equality, participating successfully in joint programme campaigns to raise public awareness and contributing to policy development, mainly through media engagements, press briefings, and policymaker and community engagement. For instance, the Generation Equality campaign in Tanzania helped influence broader discussions within the country, subsequently contributing to the government's commitment to co-lead the Generation Equality Action Coalition on Economic Justice and Rights and create a new ministry.

25. Many evaluations confirmed that the campaigns that used social media platforms (Facebook, Instagram) were particularly effective in raising public awareness, especially when conducted in the local language and with support from local influencers. Evaluations also noted the effective use of various arts and sporting events in a number of public awareness campaigns to deliver complex messages on controversial topics.

C. Social mobilization

Key results and trends

26. UN-Women supported social mobilization initiatives in various forms through forming coalitions, establishing forums or dialogues, building alliances, mobilizing supportive constituencies and engaging with less-committed actors. Many evaluation reports recounted the organization of forums and dialogues with key stakeholders at the global, national and community levels as the leading form of social mobilization.

27. Evaluation reports underscored UN-Women's convening role, and its capacity to mobilize both high-level stakeholders and the voices of women through strong partnerships with women-led organizations and CSOs. Whether through supporting women's participation in global policy forums or creating opportunities for dialogue with local leaders at the community level, these spaces provided a platform for women to advance gender equality.

28. Evaluation reports highlighted the role of UN-Women in the creation of action coalitions and alliances to drive social mobilization. The evidence showed that action coalitions and alliances respond to different contexts and circumstances but have advancement of gender equality at their core. Actors involved range from national and local governments to CSOs, the private sector, the United Nations system, academia, faith-based and community-based organizations, and marginalized groups, such as women workers, women migrants and women refugees, among others. For example, in Kyrgyzstan, UN-Women support led to the establishment of the Women Migrants Network, a dialogue and advocacy platform that facilitates the engagement of women from the Kyrgyz diaspora working abroad and women migrants in the country.

29. UN-Women supported the mobilization of communities around ending violence against women and entrenched social norms that discriminate against women more broadly. There are references to increased confidence, empowerment and development of critical thinking among those mobilized, as well as increased cohesion and trust derived from creating shared spaces. For instance, in Burundi, UN-Women supported the community network and trained 15,000 local women mediators to take the message of prevention and fight against gender-based violence to the most remote corners of the country. Similarly, in Egypt, community awareness-raising and social mobilization activities allowed UN-Women to reach over 6,000 community members, with many women attesting to changes in attitudes and views on women working outside the home.

30. Several evaluation reports pointed to the mobilization and coordination of United Nations partners, particularly around key dates, such as the 16 Days of Activism against violence against women, and for key processes, such as reporting to the Committee on the Elimination of Discrimination against Women and participating in the Commission on the Status of Women.

31. Support for participation in the Commission on the Status of Women expresses UN-Women's social mobilization work through fostering engagement in policy dialogues among member states, CSOs and experts. UN-Women also enhanced capacities for evidence-based advocacy among women's organizations, facilitated participation in the conference (and other intergovernmental processes), and organized relevant side events to discuss issues critical to the gender equality agenda. For instance, UN-Women in

Brazil facilitated the participation of Black and Indigenous women in the sixty-first session of the Commission on the Status of Women and other intergovernmental meetings.

III. Enabling factors

Strategic partnerships and alliances

32. Most evaluations indicated that the establishment of strategic partnerships with various actors such as government partners, CSOs, private institutions, academia, gender equality advocates, religious groups and Indigenous communities facilitated the effectiveness of UN-Women's awareness-raising initiatives, campaigns and social mobilization. Collaborating with these partners allowed UN-Women to pool resources and expertise, creating a multiplier effect that enhanced the impact of advocacy and communication efforts.

33. UN-Women established strategic partnerships with various actors and engaged public Gender Champions or Goodwill Ambassadors to support awareness-raising. Several evaluations also highlighted the engagement of youth gender-equality activists as champions to drive youth mobilization.

34. Evaluations noted the role of building multisectoral or diverse alliances as a good practice that promotes the engagement of a wide range of actors to rally around gender equality, leveraging each partner's experience and comparative advantage. The involvement of community-based organizations, local champions and gender equality advocates also proved effective in empowering women in marginalized communities to assert their rights.

Adaptive and comprehensive approach during the COVID-19 pandemic

35. The ability of UN-Women initiatives to adapt to regional and national contexts, increasing their contextual applicability and usability, was cited as a critical strength of UN-Women's advocacy and communication initiatives. This strength was particularly evident during the COVID-19 pandemic.

36. Several evaluations highlighted UN-Women's ability to adapt and tailor its awareness-raising initiatives to changing circumstances. In some instances, this was achieved by continuing advocacy efforts through social media campaigns, online information sessions and radio broadcasts during the COVID-19 pandemic when national or local/community-based activities were paused or cancelled. In some countries, UN-Women reallocated resources to develop policy briefs and guidance on gender-responsive COVID-19 responses.

Engaging influential leaders

37. Another good practice mentioned in many evaluation reports was engaging leaders from diverse and influential fields – such as academia, sports, the arts, the private sector, government and others – to serve as public advocates for change and to commit to concrete progress towards gender equality.

Creation of multi-stakeholder platforms for dialogue

38. The creation of multi-stakeholder platforms for dialogue or working groups was identified in the sample evaluation reports as an enabling factor for social mobilization.

According to the evaluation reports, these multi-stakeholder platforms created new and more effective forms of partnership, laid the groundwork for future collaboration and policies better tailored to women's needs, and were valuable for communication, outreach and mobilization.

Social will

39. Social will was another enabling factor identified by evaluations to support advocacy and communication efforts. In Malawi and Zambia, for example, a UN-Women project to end child marriage garnered strong support from local leaders and the broader community because traditional leaders were already determined to end this practice. Regional advocacy networks also enabled social mobilization by contributing to cross-regional learning and experience exchange among advocates.

IV. Impediments

Lack of strategy/coherence with wider theories of change, or the absence of a well-planned programme approach

40. The most commonly cited impediments to achieving impact were the absence of a strategy or alignment/integration into broader theories of change, or a programme approach without adequate planning, which hindered advocacy and communication initiatives. When initiatives were ad hoc or a one-off event, this led to limited long-term or tangible results.

41. Lack of coordination with other ongoing programmatic activities and legislative processes affected potential synergies to produce more impactful results that could influence positive social and behavioural change.

42. Evaluation reports noted that the lack of a clear road map or long-term vision to orient advocacy and communication efforts can limit implementation, sustainability and potential for shifting social norms over time. For instance, overambitious design in light of the project duration and administrative bottlenecks across activities, such as delays in the disbursement of funds and understaffing, were highlighted as hindering factors.

Limited consideration of local context

43. Many evaluations noted that insufficient consideration of local context, including language barriers and access to platforms and communication channels by vulnerable groups, can limit UN-Women's advocacy and communication efforts. For instance, evaluations noted that such oversight affected vulnerable communities, especially those not fluent in Arabic, English or French, limiting their access to UN-Women's awareness-raising efforts. Some evaluation reports highlighted that UN-Women should leverage grass-roots organizations that have direct contact with local communities and can adapt campaigns to the local context more effectively.

44. Evaluations also cited challenges related to potential backlash and resistance from non-participating stakeholders and the importance of considering cultural context and sensitivities that might limit UN-Women's interventions and further divert attention from its key messages.

Weak monitoring practices

45. Lack of a baseline to measure changes in awareness, attitudes and behaviours was

identified as an impediment for assessing the effectiveness of advocacy and communication activities. Weak monitoring practices were highlighted as a hindering factor, emphasizing the need to better monitor and systematize information to assess whether change has occurred. Evaluations also noted that while campaigns were included in annual workplans, their outreach targets were not set beforehand. As a result, UN-Women missed the opportunity to have better and more targeted social media outreach.

V.   Lessons learned

46.   UN-Women is firmly positioned as an advocate for gender equality and women's empowerment. Advocacy and communication initiatives amplify UN-Women's key messages to reach a wider audience. This is particularly evident when initiatives are thoughtfully planned and integrated into a more extensive programmatic approach or implemented as part of thematic components, rather than being treated as "one-off" activities. Coordination with other activities can create potential synergies to produce more impactful results and influence positive social and behavioural change.

47.   The documentation of success stories to influence and motivate others can also add value to advocacy and awareness-raising efforts, as evidenced by stories that have encouraged women and girls to stand up and act against gender-based violence. Another lesson, when targeting women and girls as change agents for their empowerment, points to the importance of sensitizing men as partners in gender equality, in order to avert the risk of reversing progress. Carefully designed campaigns and locally owned behaviour-change interventions can work even in the most challenging contexts, such as those with endemic gender-based violence. Campaign time frames should not be short if aimed at transformative impacts on social norms.

48.   Online tools and digital initiatives are increasingly important in supporting UN-Women's awareness-raising efforts and expanding outreach. Using innovative digital tools, UN-Women adapted its awareness-raising activities to COVID-19-related challenges. However, these initiatives were not systematically reviewed and evaluated. To ensure high visibility for UN-Women's work and engagement with a larger audience, UN-Women should use digital tools and social media, ensuring that key messages are also tailored to relevant audiences, using local languages and involving national influencers.

49.   There is limited tracking, monitoring and documenting of the progress and use of digital tools to ensure their effectiveness. Training also needs to be relevant to stakeholders and based on comprehensive needs assessments. Target beneficiaries should be consulted on training needs: in a few evaluations, stakeholders indicated that the content of training was too general, not tailored to the local context, or not offered in their preferred language. Proper translation of materials and tools should be available in all relevant local languages, particularly when trying to reach beneficiaries in remote areas.

50.   Establishing alliances with relevant actors is also essential: initiatives are more likely to achieve their objectives through effective partnerships and collaboration. Community mobilization involves a wide range of community actors over an extended period; therefore, it requires engaging and supporting a diverse range of community members, groups and institutions, especially local leaders, to ensure broader community

support.

VI. Opportunities and the way forward

51. Drawing on the evidence from evaluations, the following insights emerged as opportunities to further strengthen UN-Women's capacities in advocacy and communications.

Place a continuous focus on ensuring a coherent corporate approach and investment in advocacy and communications

52. At the corporate level, UN-Women would benefit from developing a coherent corporate approach and the establishment of adequate regional capacity for communications and advocacy. The corporate approach should contribute to better align advocacy and communication activities with UN-Women programmatic objectives and United Nations initiatives for long-term impact and tangible results. It should set a path towards specific, clear, realistic and measurable advocacy and communications results that contribute to the fulfilment of UN-Women's mandate. A "bottom-up" approach that reflects the needs and priorities of UN-Women field offices should be used in advancing UN-Women's advocacy and communications initiatives.

Promote the development of monitoring and evaluation frameworks, follow-up mechanisms and sustainability/exit strategies for advocacy and communication initiatives

53. The lack of baselines to measure changes in awareness, attitudes and behaviours was identified as a limitation in assessing the effectiveness of advocacy and communication initiatives. Weak monitoring and evaluation frameworks, follow-up mechanisms, and sustainability/exit strategies; a lack of alignment with broader theories of change; or a programme approach without adequate planning impede the full power of advocacy and communication initiatives. Lack of coordination between country-level programmatic activities and advocacy and communication initiatives, and weak monitoring practices, affected synergies with the potential to produce more impactful results that influence positive social and behavioural change. Better planning, monitoring and coordination would help to strengthen UN-Women's advocacy and communications efforts and to ensure links between advocacy and communications objectives and programme strategic results.

Adapt advocacy and communication initiatives to the local context, including using local language and appropriate communication channels

54. Language barriers and insufficient consideration of local context were also impediments to effective advocacy and communication initiatives. When conducting awareness-raising and social mobilization initiatives at the local level, UN-Women should prioritize understanding of local cultural dynamics and potential sensitivities, and should also adapt its work to the local context, using the local language and local influencers for campaigns and awareness-raising activities. This will help navigate communication challenges and potential resistance.

55. Collaborating with local NGOs and organizations with in-depth knowledge of communities is also crucial to successfully delivering awareness-raising campaigns and promoting lasting positive change. This is especially the case for community

mobilization, where engagement of local leaders and key local institutions, such as faith-based organizations, is crucial.

Prioritize using social media and mobile content to deliver effective advocacy and communication initiatives and ensure that the most vulnerable women can access them

56. Many evaluations confirmed that the use of social media is particularly effective for public awareness-raising. Social media platforms and remote communication tools improved coordination and communication and were perceived as good and easily replicable practices. More mobile-friendly content, which can be easily shared on social media, should be made available on UN-Women platforms, e.g. short videos, infographics and a picture gallery. UN-Women should ensure that especially vulnerable women can benefit from advocacy and communication initiatives via these tools in the context of limited Internet access and cell phone ownership by using, if needed, radio campaigns, printed materials and door-to-door campaigns.

Establish further strategic partnerships with government partners, United Nations agencies, CSOs, private institutions, academia, gender equality advocates, religious groups and Indigenous communities to pool resources and create a multiplier effect

57. A review of the sample evaluations revealed that the establishment of strategic partnerships with various actors, such as government partners, United Nations agencies, CSOs, private institutions, academia, gender equality advocates, religious groups and Indigenous communities, and the development of new alliances was one of the critical factors for advancing the gender equality agenda. UN-Women should expand its collaboration with various partners in order to pool resources and expertise by creating a multiplier effect that enhances the impact of awareness-raising and social mobilization efforts.

Scale up the development of digital initiatives to support advocacy and communication efforts

58. Digital initiatives aimed at supporting advocacy and communication, including video games, podcasts and virtual platforms, enabled UN-Women to reach more people, scale up activities and have more impact, often with fewer resources. Further investment in developing digital initiatives and using social media platforms could potentially create more impact, attract new audiences, particularly youth, and effectively raise awareness and influence behaviour. Analytics tools can provide additional support to tracking impact and help maximize reach and relevance. However, ensuring the meaningful access, uptake and effectiveness of these digital initiatives is essential.

Prioritize non-traditional advocacy and communication approaches, including sports, plays, music and theatre activities appealing to younger people and rural audiences

59. Evidence showed that innovative communication methods, including sports, plays, music and community theatre, were successful in reaching many young people and rural audiences. These activities effectively raised awareness, challenged stereotypes, provoked public debate and took gender equality issues to rural or more conservative communities. These approaches are especially valid in synergy with other awareness-raising interventions to change attitudes and social norms over a longer period.

Place long-term and sustained focus on advocacy and communications

60.   Changing attitudes and behaviours is political and takes time. It is therefore crucial to sustain the focus on awareness-raising, campaigns and social mobilization for gender equality. Longer-term interventions not only raise awareness about gender-based discrimination and harmful practices but could also contribute to actual changes in attitudes and behaviours at the individual and social or community level in such a way that what was once accepted as normal is replaced by more positive social norms. As positive social norms are one of UN-Women's corporate expected outcomes, it is important to ensure sustained focus and support to bring about changes at these levels.

VII. Annex 1: List of evaluations covered by the meta-synthesis 2018-2022

Year	Region	Office	Language	Evaluation title
2018	East and Southern Africa	South Sudan	English	Country Portfolio Evaluation
2018	East and Southern Africa	Rwanda	English	Country Portfolio Evaluation
2018	West and Central Africa	Liberia	English	Country Portfolio Evaluation
2018	Headquarters	Policy, Programme and Intergovernmental Division	English	Final Evaluation of the Knowledge Gateway on Women's Economic Empowerment Project (Empower Women)
2018	East and Southern Africa	Kenya	English	Kenya Country Strategy Final Evaluation
2018	West and Central Africa	Cameroon	French	Prise en charge adéquate des femmes victimes de violences dans la région de l'extrême nord
2018	Corporate/Independent Evaluation Service (IES)	IES	English	UN-Women's Contribution to Women's Political Participation and Leadership
2018	East and Southern Africa	Ethiopia	English	End Evaluation of "Preventing and Responding to Violence against Women and Girls in Ethiopia" Programme
2018	East and Southern Africa	Rwanda	English	Final Evaluation of the Joint Programme "Advancing and Sustaining Gender Equality Gains in Rwanda"
2018	East and Southern Africa	Kenya	English	CVE [Countering Violent Extremism] Project Evaluation
2018	Europe and Central Asia	Kyrgyzstan	English	Livelihoods Through Participation and Equal Access to Water
2018	Europe and Central Asia	Kyrgyzstan	English	Joint Programme On: Accelerating Progress Towards the Economic Empowerment of Rural Women (JP-RWEE)
2018	Europe and Central Asia	Albania	English	Thematic Evaluation of Women's Political Empowerment (SN Outcome 1)
2018	Arab States	Egypt	English	Evaluation of UN-Women Economic Opportunities Work under LEAP/HA [Women´s Leadership, Empowerment, Access and Protection in Crisis-Response and Humanitarian Action]
2018	Arab States	Multi-Country Office for the Maghreb (Morocco)	French	Evaluation of the partnership between Ministry of Interior, General Directorate of Local Governments and UNW
2018	Arab States	Egypt	English	Final Evaluation of Promoting Women's Employment by Creating Safe and Women-Friendly Workplaces Programme (Women's Employment Promotion Programme - WEPP)
2018	Arab States	Egypt	English	Final Evaluation of the Securing Rights and Improving Livelihoods of Women Project
2018	Arab States	Jordan	English	Women, Peace, and Security in the Arab States - Final Independent Evaluation

Year	Region	Country/Office	Language	Title
2018	Asia and the Pacific	Bangladesh	English	Final Evaluation of the Project titled 'Building Capacity to Prevent Violence Against Women (BCPVAW)
2018	Asia and the Pacific	Regional Office for Asia and the Pacific (Thailand)	English	Final Evaluation – Regional Project "Preventing Exploitation of Women Migrant Workers"
2018	Americas and the Caribbean	Regional Office for Americas and the Caribbean (Panama)	Spanish	Regional Evaluation on Norms and Standards for GEWE
2018	Americas and the Caribbean	Colombia	Spanish	Mid-Term Evaluation of the Programme: Overcoming Gender-Based Violence to Ensure Women's Full Enjoyment of Rights
2018	Americas and the Caribbean	Colombia	Spanish	Final Evaluation SWEDEN Project: Women's Citizenship for Peace, Justice, and Development
2018	Americas and the Caribbean	Ecuador	Spanish	Evaluación del proyecto "Mujeres liderando el desarrollo inclusivo sostenible de la provincia de Loja"
2018	Americas and the Caribbean	Mexico	Spanish	Evaluation of the Safe Cities Campaign #Noesdehombres
2018	Americas and the Caribbean	El Salvador	Spanish	Ciudad Mujer/ONU Mujeres
2018	Headquarters	Fund for Gender Equality	English	Independent Evaluation of UN-Women's Fund for Gender Equality (2009-2017)
2018	East and Southern Africa	Burundi	French	Burundi Country Portfolio Evaluation
2019	Asia and the Pacific	Nepal	English	Thematic Evaluation of Women's Economic Empowerment (AWEE [Advancing Women's Economic Empowerment] and FWW [Future We Want]) Programme
2019	East and Southern Africa	Malawi	English	Mid-term evaluation for the Women Empowerment Programme
2019	East and Southern Africa	Malawi	English	End of Project evaluation for the Advancing and Sustaining Gender Based Governance Project in Malawi
2019	Arab States	Morocco	French	Appui à l'autonomisation économique des femmes à travers la promotion de la chaine de valeur agro écologique pour une meilleure résilience au changement climatique »
2019	West and Central Africa	Sierra Leone	English	Improving Women Participation as Peace building Ambassadors
2019	Asia and the Pacific	Papua New Guinea	English	Impact Evaluation of the Safe Cities and Safe Public Transport Programme
2019	Arab States	Regional Office for Arab States (Egypt)	English	Supporting Syrian Women's Engagement in the Syrian Political Process – Building a Homegrown Constituency for Peace Programme
2019	Europe and Central Asia	Regional Office for Europe and Central Asia (Turkey)	English	Evaluation of the NAP [National Action Plan] on GE [Gender Equality] 2016-2018
2019	West and Central Africa	Liberia	English	Evaluation Inclusive Security Project

2019	Europe and Central Asia	Ukraine	English	Mid-term Evaluation of the Project 'Gender Equality at the Centre of Reforms, Peace and Security', funded by the Government of Sweden
2019	Europe and Central Asia	Georgia	English	Mid-term evaluation of UN Joint Programme "For Gender Equality"
2019	Europe and Central Asia	Regional Office for Europe and Central Asia (Turkey)	English	Final Evaluation of the Phase III of the Regional Programme Promoting Gender Responsive Policies in South East Europe 2017-2019
2019	East and Southern Africa	Ethiopia	English	Evaluation of Joint Programme on Rural Women Economic Empowerment (RWEE)
2019	Arab States	Jordan	English	Hemayati: Promoting Women and Girls' Health and Well-being
2019	Arab States	Jordan	English	Evaluation of the National Strategy for Women and a Situational Analysis of Women's Rights and Gender Equality in Jordan (2013–2017)
2019	Arab States	Jordan	English	Final Project Evaluation for Eid bi Eid Project Phase I and II
2019	Arab States	Regional Office for Arab States (Egypt)	English	Formative Evaluation of Community and National Level Actions for Promoting Gender Equality and Engaging Men and Boys
2019	Arab States	Palestine	English	Final Evaluation of the "Advancing the Implementation of UNSCR 1325 in the oPt"
2019	Americas and the Caribbean	Bolivia	Spanish	Evaluación descentralizada sobre alianzas estratégicas para la igualdad de género y el empoderamiento de las mujeres en Bolivia 2014-2017
2019	Asia and the Pacific	Regional Office for Asia and the Pacific (Thailand)	English	Regional Office Programme Presence Portfolio Evaluation
2019	Asia and the Pacific	Papua New Guinea	English	PNG Country Portfolio Evaluation
2019	Corporate/IES	IES	English	Corporate Thematic Evaluation: UN-Women's Contribution to Humanitarian Action
2019	Americas and the Caribbean	Mexico	Spanish	Final Evaluation of the Mexico Strategic Note 2014-2019
2019	West and Central Africa	Mali	French	EVALUATION DE LA NOTE STRATEGIQUE D'ONU FEMME MALI 2014-2019
2019	Corporate/IES	IES	English	Corporate Evaluation of UN-Women's Contribution to Governance and National Planning
2019	Americas and the Caribbean	Guatemala	Spanish	Country Portfolio Evaluation
2019	Asia and the Pacific	Bangladesh	English	Country Portfolio Evaluation
2020	Asia and the Pacific	Viet Nam	English	Country Portfolio Evaluation + Audit - Viet Nam
2020	East and Southern Africa	Uganda	English	Country Portfolio Evaluation

2020	Americas and the Caribbean	Guatemala	Spanish	Project Final Evaluation: Realizing the Transformational Effect of the Sepur Zarco Reparation Sentence to Break the Continuum of Conflict and Post-Conflict Related Sexual and Other Forms of Violence Against Women
2020	Americas and the Caribbean	Chile	Spanish	Mid-Term Evaluation
2020	Cross-regional	Regional Office for Arab States (Egypt)	English	Strengthening the Resilience of Syrian Women and Girls and Host Communities Programme: EU MADAD Programme
2020	East and Southern Africa	Malawi	English	End of Project Evaluation for the Advancing and Sustaining Gender Based Governance Project in Malawi
2020	Asia and the Pacific	Sri Lanka	English	Addressing Sexual Bribery Experienced by Female Heads of Households, including Military Widows and War Widows in Sri Lanka to Enable Resilience and Sustained Peace
2020	Europe and Central Asia	Kyrgyzstan	English	Final Evaluation: Across Generation and Gender Borders - Communities Combatting Gender-Based Violence in Kyrgyzstan
2020	Corporate/IES	IES	English	Corporate Evaluation of UN-Women's Support to National Action Plans on Women, Peace and Security
2020	Europe and Central Asia	Georgia	English	Final External Evaluation of Joint Action for Women's Economic Empowerment (JAWE)
2020	Americas and the Caribbean	Mexico	English	Global Centre of Excellence on Gender Statistics (CEGS) Mid Term Evaluation
2020	Americas and the Caribbean	Paraguay	Spanish	UN Women Paraguay Country Portfolio Evaluation
2020	Americas and the Caribbean	El Salvador	Spanish	Mujeres y políticas municipales a favor de la igualdad en El Salvador
2020	Americas and the Caribbean	Brazil	English	Regional Programme Win Win: Gender Equality Means Good Business
2020	Americas and the Caribbean	Regional Office for Americas and the Caribbean (Panama)	English	Regional Evaluation on Women Economic Empowerment
2020	Corporate/IES	IES	English	Effectiveness and Efficiency Assessment of UN-Women: Flagship Programme Initiatives and Thematic Priorities of the Strategic Plan 2018-2021
2020	Asia and the Pacific	Pakistan	English	Economic Empowerment of Women Home-Based Workers and Excluded Groups in Pakistan 2017–2020
2020	Asia and the Pacific	India	English	"From Opportunities to Capacities: A Multi-Sectoral Approach to Enhancing Gender Responsive Governance"
2020	East and Southern Africa	Kenya	English	Project Evaluation - Women's Leadership, Empowerment, Access & Protection in Crisis Response (LEAP)

2020	West and Central Africa	Central African Republic	French	Promotion de la participation politique et leadership dans la consolidation de la paix
2020	Americas and the Caribbean	Multi-Country Office for the Caribbean (Barbados)	English	Social Mobilization Programme to End Gender-Based Violence in the Caribbean (2014-2017 and 2018)
2020	West and Central Africa	Nigeria	English	Country Portfolio Evaluation
2020	East and Southern Africa	Ethiopia	English	Mid-term Evaluation of Enhancing Equal Participation and Representation of Women in Leadership in Ethiopia Program
2020	Europe and Central Asia	Regional Office for Europe and Central Asia (Turkey)	English	Final Evaluation of the Programme "Ending Violence Against Women in Western Balkans and Turkey: Implementing Norms, Changing Minds"
2020	Asia and the Pacific	Strategic Partnerships Division	English	Final Evaluation of 'Raising Awareness of Gender Equality Among Young People' in Japan
2020	Americas and the Caribbean	El Salvador	Spanish	Country Portfolio Evaluation
2020	Americas and the Caribbean	Colombia	Spanish	Evaluación final de la nota estratégica de ONU Mujeres Colombia, 2017-2019
2020	Europe and Central Asia	Bosnia and Herzegovina	English	Country Portfolio Evaluation
2021	Corporate/IES	IES	English	Corporate Formative Evaluation of UN-Women's Approach to Innovation
2021	Corporate/IES	IES	English	Corporate Evaluation of UN-Women's UN System Coordination and Broader Convening Role in Ending Violence Against Women
2021	Asia and the Pacific	Pakistan	English	Country Portfolio Evaluation + Audit
2021	East and Southern Africa	Uganda	English	Evaluation of Advancing Women's Leadership Empowerment and Resilience in Uganda's Refugee Response (LEAP)
2021	Europe and Central Asia	Turkey	English	Final Evaluation of the Programme "Gender Equality in Political Leadership and Participation in Turkey"
2021	Europe and Central Asia	Georgia	English	Systematization of Final Results of the UN Joint Programme "For Gender Equality"
2021	Asia and the Pacific	Pakistan	English	End-Term Evaluation Report "Prevention and Protection of Women from Violence Through Access to Justice, Services and Safe Spaces"
2021	East and Southern Africa	Mozambique	English	WPS MTE [Women, Peace and Security Mid-term Evaluation]
2021	Asia and the Pacific	China	English	Strengthening Qinghai Women Farmer's Income Security and Resilience in a Changing Climate (QWFIS)
2021	East and Southern Africa (ESA)	Mozambique	English	Mozambique CPE [Country Portfolio Evaluation] 2017-2021

2021	East and Southern Africa	Malawi	English	End of Project Evaluation for the KOIKA [sic] [Korea International Cooperation Agency] Project
2021	East and Southern Africa	Malawi	English	End of project evaluation for the Women Empowerment Programme
2021	West and Central Africa	Central African Republic	French	Femmes, Arbres de Paix : Pionnières de la gouvernance locale inclusive en République Centrafricaines (RCA)
2021	Asia and the Pacific	Regional Office for Asia and the Pacific (Thailand)	English	Stepping Up Solutions to Eliminate Violence Against Women and Girls in Asia and the Pacific
2021	Europe and Central Asia	Georgia	English	Final Evaluation of Women's Economic Empowerment in the South Caucasus Project (WEESC)
2021	Arab States	Palestine	English	End-term Joint Evaluation of UN-Women and OCHA [United Nations Office for the Coordination of Humanitarian Affairs] Joint Action Plan "Strengthened Gender Focus in Humanitarian Action"
2021	Americas and the Caribbean	Ecuador	Spanish	Evaluation of Joint Program financed by the PBF [Peacebuilding Fund]: "Peacebuilding and Protection of Girls, Boys, Adolescents and Young People in the Colombia-Ecuador Cross-Border Area, Affected by Violence and Armed Conflict"
2021	Americas and the Caribbean	Colombia	Spanish	Evaluación cualitativa final PBF GYPI
2021	Americas and the Caribbean	Regional Office for Americas and the Caribbean (Panama)	Spanish	Evaluation of MELyT Programme
2021	Americas and the Caribbean	Brazil	English	Regional Programme Win Win: Gender Equality Means Good Business
2021	East and Southern Africa	Ethiopia	English	Final Evaluation Transformative Financing for Gender Equality and Women's Empowerment in Ethiopia Programme
2021	East and Southern Africa	Ethiopia	English	Mid-term Evaluation: Making Every Woman and Girl Count in Ethiopia: Supporting the Monitoring and Implementation of the SDGs through Better Production and Use of Gender Statistics
2021	Europe and Central Asia	Kosovo	English	Final Evaluation of the Joint Project "Empowering Youth for a Peaceful, Prosperous and Sustainable Future in Kosovo 2019-2021"
2021	Asia and the Pacific	Regional Office for Asia and the Pacific (Thailand)	English	Evaluation of Regional Office for Asia and the Pacific Contributions to Women, Peace, and Security
2021	Asia and the Pacific	Regional Office for Asia and the Pacific (Thailand)	English	Mid-term Evaluation of the Safe and Fair - Joint Regional Spotlight on EVAW [Ending Violence Against Women] Programme
2021	West and Central Africa	Mali	French	Evaluation du projet: "Appui à la mise en oeuvre de la Résolution 1325 à travers le relèvement économique des femmes affectées par le conflit et la protection de leur droit"

2021	Europe and Central Asia	Ukraine	English	Cluster Evaluation (Final External Evaluation of the Project 'Building Democratic, Peaceful and Gender Equal Society in Ukraine', funded by the Government of Norway AND Mid-term External Evaluation of 'Decentralisation and Law Enforcement Reforms: Transformative Approaches to Gender Equality and Women's Empowerment in Ukraine', funded by the Government of Denmark)
2021	Europe and Central Asia	Georgia	English	Final External Evaluation of Joint Action for Women's Economic Empowerment (JAWE)
2021	Europe and Central Asia	Serbia	English	Final Evaluation of the Project Support to Priority Actions for Gender Equality in Serbia (2018–2020)
2021	Asia and the Pacific	China	English	Final Evaluation Report: Women's Access to Equal Employment and Leadership in China Programme (August 2017 - December 2020)
2021	Americas and the Caribbean	Mexico	Spanish	Final Evaluation Moving Forward for Equality
2021	West and Central Africa	Mali	French	Final Evaluation of the Project: Renforcement de la résiliene sécuritaire, la paix et la cohésion sociale dans les régions de Mopti et Segou
2021	Asia and the Pacific	Multi-Country Office for the Pacific (Fiji)	English	Mid Term Evaluation of Pacific Regional EVAW Facility Fund
2021	West and Central Africa	Liberia	English	End-term Evaluation of UN-Women/UNDP/UNICEF/UNFPA and UNHCR Joint Programme Against Sexual and Gender Based Violence and Harmful Traditional Practices in Liberia (SGBV JP)
2021	Europe and Central Asia	Kazakhstan	English	Kazakhstan Country Office Country Portfolio Evaluation 2016-2020
2021	Americas and the Caribbean	Haiti	French	Country Portfolio Evaluation: UN Women Haiti Strategic Note 2018-2021
2021	West and Central Africa	Cameroon	French	Evaluation of the SN [Strategic Note] 2018-2020
2021	Asia and the Pacific	Cambodia	English	Country Portfolio Evaluation
2021	Europe and Central Asia	Albania	English	Country Portfolio Evaluation
2021	West and Central Africa	Mali	French	Mid-Term Eval of "Accès des femmes aux moyens de production pour une agriculture résiliente face au changement climatique"
2021	Europe and Central Asia	Ukraine	English	Final External Evaluation of the Project 'Gender Equality at the Centre of Reforms, Peace and Security,' Funded by the Government of Sweden
2022	West and Central Africa	Regional Office for West and Central Africa (Senegal)	English	In GNB [Guinea-Bissau]: Supporting Women and Youth's Political Participation for Peace and Development

2022	West and Central Africa	Nigeria	English	Women, Peace and Security
2022	West and Central Africa	Nigeria	English	Enhancing gender-responsive security operations and community dialogue
2022	West and Central Africa	Nigeria	English	Prevention of forced migration and trafficking - resilience, sustainable development
2022	IES/Headquarters	IES	English	Corporate Evaluation on UN Women's Policy Advocacy Work
2022	Europe and Central Asia	Albania	English	Final Evaluation of UNJP [United Nations Joint Programme] on EVAW [End Violence Against Women] Phase I (2018-2021)
2022	Europe and Central Asia	Kyrgyzstan	English	GPI [Gender Promotion Initiative] Evaluation of the Joint PBF [Peacebuilding Fund] Funded Project "Empowering Women and Girls Affected by Migration for Inclusive Community Development and Peacebuilding"
2022	Eastern and Southern Africa	Uganda	English	Women Lead and Benefit from Sustainable and Inclusive Peace and Security in Uganda 2018–2021
2022	Asia and Pacific	Regional Office for Asia and the Pacific (Thailand)	English	Evaluation of UN Women's Crisis response in Asia and the Pacific
2022	Asia and Pacific	Regional Office for Asia and the Pacific (Thailand)	English	Joint Evaluation of the Regional Joint Programme on EmPower - Gender Equality, Climate Change and Disaster Risk Reduction
2022	Asia and Pacific	Multi-Country Office for the Pacific (Fiji)	English	Final Evaluation of the Gender Inequality of Risk (GIR) and Promoting Community Resilience Project in Solomon Islands
2022	Americas and the Caribbean	Brazil	English	Country Portfolio Evaluation
2022	Asia and Pacific	Nepal	English	Country Portfolio Evaluation
2022	Asia and Pacific	Regional Office for Asia and the Pacific (Thailand)	English	IES-led Evaluation of UN-Women's Contributions to Women's Economic Empowerment through Private Sector Engagement
2022	West and Central Africa	Liberia	English	Advancing implementation of UNSCRs [United Nations Resolutions on women, peace and security] on Women Peace and Security
2022	Europe and Central Asia	North Macedonia	English	Final Evaluation of the Project "Promoting Gender Responsive Policy Making and Budgeting: Towards Transparent, Inclusive and Accountable Governance in North Macedonia"
2022	Eastern and Southern Africa	Somalia	English	Women's Leadership, Empowerment, Access, and Protection (LEAP) in Somalia
2022	Eastern and Southern Africa	Tanzania	English	Country Portfolio Evaluation
2022	Eastern and Southern Africa	Zimbabwe	English	Mid-Term Evaluation of the Engendering Governance to Promote Peace and Security in Zimbabwe

2022	Arab States	Lebanon	English	End-term Evaluation of the Protection Component of "Women's Economic Empowerment" (WEE) Interventions
2022	Arab States	Regional Office for Arab States (Egypt)	English	Final Evaluation of MWGE [Men and Women for Gender Equality]-Phase II Programme
2022	Europe and Central Asia	Moldova	English	Country Portfolio Evaluation
2022	IES/Headquarters	IES	English	Corporate Evaluation of UN-Women's Support for Capacity Development of Partners to Respond to the Needs of Women and Girls at National Level
2022	Eastern and Southern Africa	Zimbabwe	English	Country Portfolio Evaluation for Zimbabwe
2022	Arab States	Egypt	English	IES led Country Portfolio Evaluation
2022	Arab States	Egypt	English	Safe Cities End Term Evaluation
2022	Europe and Central Asia	Georgia	English	Systematization of Final Results of the UN Joint Programme "For Gender Equality"
2022	Eastern and Southern Africa	Malawi	English	Country Portfolio Evaluation

VIII.   Annex 2: Types of advocacy and communications

Type of activity	Description
Awareness-raising	The process of deliberately bringing issues to the attention of a general and/or targeted audience, to increase their knowledge and understanding of those issues. It is one of the key elements of advocacy aimed at increasing sensitivity around gender equality, and better understanding and knowledge about gender inequality through advocacy initiatives, events, social media, collaboration with Goodwill Ambassadors and influencers, and other media relations.
Campaigns	Actions that engage gender equality advocates to empower women and equip both women and men with resources and opportunities to become change-makers and leaders in their communities. Examples of these campaigns include social media outreach, door-to-door campaigns, newsletters, involvement of key influencers and pro bono partnerships with the private sector.
Social mobilization	Actions aimed to secure community-based support and mobilize public support for gender equality and women's empowerment and address discriminatory gendered social norms, including child marriage and gender-based violence. Examples of these actions include action coalitions, the establishment of forums or dialogues,

	building alliances, mobilizing supportive constituencies and engaging with less-committed actors.

Source: Developed and elaborated by the evaluation team, based on the UNICEF Glossary[56]

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[5] United Nations Children's Fund, *Child Rights Education Toolkit: Rooting Child Rights in Early Childhood Education, Primary and Secondary Schools*, (Geneva, 2014).
[6] United Nations Children's Fund, *Gender Equality: Glossary of Terms and Concepts* (UNICEF Regional Office for South Asia, Nepal, 2017).