

estimates), as well as subsequent changes, in accordance with EU guidelines; take decisions on any alterations, before submission for approval to the Commission; resolve issues brought before the PSC by one of the member agencies; provide advice on the nature of expertise required to achieve the objectives of the Programme;

Technical Working Committees (TWG) could be established under the Steering Committee and meet as often as necessary to ensure coherence and result-oriented execution. Depending on the specific sector or geographic intervention area, such committees may include mid-level management of MoHR, relevant Commissions, provincial departments, the implementing partner, academia, and representatives of relevant Civil Society networks. These bodies will revise risk-and mitigation plans, identify synergies and complementarities, and ensure that relevant grant proposals are connected. In addition, a yearly horizontal report covering this action's result areas/themes will be produced and shared with the stakeholders and beneficiaries.

As part of its prerogative of budget implementation and to safeguard the financial interests of the Union, the Commission may participate in the above governance structures set up for governing the implementation of the action and may sign or enter into joint declarations or statements for the purpose of enhancing the visibility of the EU and its contribution to this action and ensuring effective coordination.

## 5 PERFORMANCE MEASUREMENT

### 5.1 Monitoring and Reporting

The day-to-day technical and financial monitoring of the implementation of this action will be a continuous process and part of the implementing partner's responsibilities. To this aim, the implementing partner shall establish a permanent internal, technical and financial monitoring system for the action and elaborate regular progress reports (not less than annual) and final reports. Every report shall provide an accurate account of the implementation of the action, difficulties encountered, changes introduced, as well as the degree of achievement of its results (Outputs and direct Outcomes) as measured by corresponding indicators, using as reference the logframe matrix (for project modality).

The Commission may undertake additional project monitoring visits both through its own staff and through independent consultants recruited directly by the Commission for independent monitoring reviews (or recruited by the responsible agent contracted by the Commission for implementing such reviews).

Roles and responsibilities for data collection, analysis and monitoring: the implementing partner (identified in section 4.4.4) will be responsible for monitoring and reporting on indicators of the log-frame matrix at least on an annual basis. This includes the collection of baselines and data (at least on an annual basis).

Indicators shall be disaggregated at least by sex. All monitoring and reporting shall assess how the action is taking into account gender equality, human rights-based approach, and rights of persons with disabilities, including inclusion and diversity.

### 5.2 Evaluation

Having regard to the nature of the action, a mid-term and a final evaluation will be carried out for this action or its components via independent consultants contracted by the Commission.

The mid-term evaluation will be carried out for problem-solving and learning purposes, in particular, with respect to the project steering and possible challenges encountered in the implementation.

In addition, the final evaluation will be carried out for accountability and learning purposes at various levels (including for policy revision), taking into account, in particular, the fact that the project supports the implementation of GSP+ in Pakistan.

The Commission shall inform the implementing partner at least 2 months in advance of the dates envisaged for the evaluation missions. The implementing partner shall collaborate efficiently and effectively with the evaluation experts and, inter alia, provide them with all necessary information and documentation, as well as access to the project premises and activities.