

Women's Initiatives for Gender Justice



Final Project Evaluation (Part 1)

Advancing Gender Justice in Countries under ICC Investigation

**DRC, Libya, Netherlands, Sudan, Uganda
January, 2013 - December, 2015**

Women's Initiatives for Gender Justice

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List of acronyms and abbreviations

AFD	Action de Femmes pour le Développement
AFDL	Alliance of Democratic Forces for the Liberation of Congo (DRC)
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
CERDF	Centre d'éducation et de Recherche pour les Droits des Femmes
CNDP	National Congress for the Defense of the People (DRC)
CoR	Council of Representatives (Libya)
CRC	Convention on the rights of the Child
DAC	Development Assistance Committee
DRC	Democratic Republic Congo
OECD	Organization for Economic Cooperation and Development
GNC	General National Congress (Libya)
GNWVPN	Greater North Women's Voices for Peace Network
GRC	Gender Report Card
ICC	International Criminal Court
ICD	International Crime Division (Uganda)
IDP	Internally Displaced Person
EFIM	Encadrement Des Femmes Indigènes et des Ménages Vulnérables
JLOS	Justice Law and Order Section (Uganda)
LRA	Lord's Resistance Army (Uganda)
LSC	Ligue Solidarité Congolaise
M&E	Monitoring and Evaluation
MONUSCO	Missions de l'organisation des Etats Unies pour la Stabilisation en République Démocratique du Congo (United Nations Organization Stabilization Mission in the Democratic Republic of the Congo)
NGO	Non Governmental Organization
NTC	National Transitional Council (Libya)
OTP	Office of the Prosecutor
PRDP	Peace and Reintegration Development Plan (Uganda)
SGBV	Sexual and Gender-based Violence

SGBC	Sexual and Gender-based Crime
SOP	Standard Operating Procedure
TCM	Truth Telling Mechanisms
TJP	Transitional Justice Policy (Uganda)
TJWG	Transitional Justice Working Group (Uganda)
ToC	Theory of Change
TRAIL	Track Impunity Always
TRC	Truth and Reconciliation Commission
UN	United Nations
UNAMID	African Union-United Nations Hybrid Operation in Darfur
UNEG	United Nations Evaluation Guidelines
UNICEF	United Nations Children's Fund
UNTF	United Nations Trust Fund (to End Violence Against Women)
UNFPA	United Nations Population Fund
UNHCR	United Nations High Commissioner for Refugees
UNOHCHR	United Nations Office of the High Commissioner for Human Rights
UNSC	United Nations Security Council
UNWomen	United Nations Entity for Gender Equality and the Empowerment of Women
USD	United States Dollar
VAW	Violence against Women
WIGJ	Women's Initiative for Gender Justice
WHRD	Women Human Rights Defenders

Executive summary

The project 'Advancing Gender Justice in Countries under ICC investigation' (hereinafter 'the project') has been designed and implemented from 01 January 2013-31 December 2015 by Women's Initiatives for Gender Justice (WIGJ), which is an international non-governmental organization (NGO) with its headquarters in The Hague, the Netherlands. The project was funded by the UN Trust Fund to End Violence Against Women (UNTF) with a contribution of USD 730,000, while the overall programme budget of WIGJ was USD 1,592,000 for this three year period.

The project's goal is: 'War affected women and girls in Democratic Republic of Congo (DRC)/Libya/Sudan/ Uganda, including victims/survivors of gender-based crimes, have:

1. Increased access to justice, medical support and post-conflict reconstruction programmes;
2. Enhanced capacity and leadership amongst local women's rights partners to advocate for greater legal recognition and accountability for gender-based crimes;
3. Increased opportunities to be influential participants in post-conflict recovery and transitional justice mechanisms'.

The project's thematic areas addressed specifically sexual violence by non-partners (rape/sexual assault; violence in the community) and gender-based violence during armed conflict (violence perpetrated or condoned by the State). The contribution of the UNTF has been earmarked for particular activities and staff. The results chain for this project builds on the premise that a diverse range of actors and initiatives are required to achieve gender justice, and recognizes that many relevant initiatives are underway by national governments and NGO partners, the multilateral and bilateral system, and others. The Theory of Change (ToC) developed in 2013 to underpin WIGJ's work provides four strategies that are all reflected in the project's objective, results and activities. These are the following four strategies:

1. Victim/Survivor Community Services and Support ;
2. Advocacy & Communications ;
3. Build Gender Justice Field (Partnership Engagement, Capacity Building, Community Mobilization);
4. Impact on Legal Process (International Criminal Court; Domestic justice mechanism; Legal Monitoring; Documentation; Peace Processes).

The WIGJ was established in 2004 in The Hague, and has since then been advocating for gender justice through the International Criminal Court (ICC), and through domestic mechanisms, including peace negotiations and justice mechanisms. The WIGJ publishes regularly on the ICC, with the Gender Report Card on the ICC (annual publications in the 2005-2014 period), and the e-letter 'Legal Eye on the ICC' (since 2007). The WIGJ has more recently also supported activities in the four countries covered by this evaluation, namely DRC, Libya, Sudan and Uganda, and also in the Central African Republic, Kenya and Kyrgyzstan.

In the 4 countries in which the project has been implemented the ICC and UN got involved in relation to reported high incidences of sexual and gender based violence (SGBV). In all these countries legislation regarding sexual and gender based crimes (SGBC) has been designed to a certain extent and in some cases implemented. Efforts are being made to bring the domestic legislation in line with international legislation and conventions that consider sexual violence such as the Rome Statute and CEDAW. Particularly non-government organizations (NGOs) are lobbying and advocating in order to make relevant (government) stakeholders become more accountable.

The project utilized WIGJ's position and knowledge about ICC processes, its networks within the ICC and with domestic justice actors and decision-makers, its understanding of how to leverage complementarity between the ICC and domestic justice efforts, and the WIGJ's expanding group of domestic partners – including groups of women survivors from remote communities. The project was built on results achieved under other projects in the years prior to the UNTF project, such as the completion of four documentaries, which were used during documentary screening sessions in communities in Uganda, Sudan and DRC and earlier work undertaken – among others - with respect to supporting the inclusion of women in the peace negotiations undertaken between the LRA and the Government of Uganda.

This independent final evaluation of the project 'Advancing gender justice in countries under ICC investigation' is a mandatory evaluation that is required by the UNTF for accountability and learning purposes. The objectives of the evaluation were to evaluate the entire project in terms of its effectiveness, relevance, efficiency, sustainability, and impact with a strong focus on assessing the results of the outcome and project goals, and to generate key lessons and identify promising practices for learning. The evaluation was conducted by means of a post-test without comparison group. The external evaluation will be shared with WIGJ's Board and partners in the field. It also offers insights for future programme planning and implementation in the field of gender justice for the wider UN TRUST FUND community, and beyond. The evaluation was undertaken in January and February 2016 by an evaluation team of two independent consultants (Femconsult). The team used a mixed-method approach, including qualitative and quantitative data collection and data analysis methods. A total of twenty interviews were conducted with different stakeholders and two people were approached with questionnaires. The team faced several limitations during the evaluation process, including that in only two of the four countries of implementation, stakeholders could be interviewed, that no field visits have been undertaken for security, cost and time-related reasons, and that the evaluation team has not been able to speak to the WIGJ Executive Director, who used to maintain the contacts with the ICC because she was on a sabbatical leave during the evaluation, nor with one or more representatives of the ICC because reportedly this is not possible due to ICC procedures. Another key limitation identified by the evaluation team is that the attribution of some results to the inputs and efforts in the field of advocacy by WIGJ is difficult. The evaluation team has therefore not been able to triangulate well all data that have been collected during the evaluation. Unfortunately only in the very final stages of the evaluation some more information could be included on the cooperation with the ICC.

The project has been **effective** in advancing gender justice in the four project countries, although activities in Libya came to a halt due to prevailing high levels of insecurity. Dedicated WIGJ project staff, and the dedication of their partners in the field to advocate for change and provide services to victims of SGBV, has been underpinning the main achievements at different levels with a rather limited budget. According to the final report of the project, a total of 2,349 victims/survivors of SGBV were directly supported through Transit Houses in DRC (compared to 214 in 2012), of which 85% were assisted to access surgeries for rape-related injuries and of which 12 victims/survivors received legal assistance and representation. Over 11,342 participants have attended screenings of the video on SGBV through which over 2500 decision makers have been reached in DRC and Uganda. The final report mentions that a total of 78,675 direct and indirect project beneficiaries have been reached of which 36,300 women victims/survivors of SGBC. The project goal and outcomes have not been completely but sufficiently achieved considering the security contexts, as victims/survivors of gender-based crimes have increased access to justice, local women's rights partners have enhanced capacity to advocate for gender justice and are becoming active partners in post-conflict recovery and transitional justice mechanisms.

The project has been able to generate positive changes at different levels in the lives of women and girls in at least three of the four countries, in DRC, Uganda and Sudan. Particularly in DRC where a multi-pronged approach has been implemented, the changes in the lives of women and girls are most significant. The project has generated several positive changes for female victims of SGBV. In the **DRC**, victims/survivors have been accompanied to health centres and in more physically traumatized cases to hospitals by staff of WIGJ partners, and they were provided with medical and psycho-social care. A small group (25) of victims/survivors received vocational training, which provided them with opportunities to improve their economic situation, more women were directed to other organizations for this type of support. A limited number of victims/survivors have been provided with legal support in the DRC (12). The documentary screening sessions at the community and district levels in the **DRC** and **Uganda** has meant a positive change for some victims of SGBV, as they were given an opportunity to speak out, although in the latter country concerns were expressed about the fact that this sometimes caused more frustration as expectations to receive assistance could not be met. The increased awareness of decision-makers and other stakeholders led to more solidarity with victims, providing them with consolation and contributing to less stigmatization of these victims.

Partners have been able to strengthen their advocacy skills, increased technical skills (including documentation skills), M&E and reporting skills, as a result of targeted training activities of WIGJ, and as a result of on-the-job mentoring, in particular in **DRC** and **Uganda**. Partners involved in organizing and holding the documentary sessions received training prior to the project on the technical aspects of this activity, and involved staff (DRC/Sudan) and members (Uganda) were able to polish these skills in the past three years. In **Libya** through the trainings participants were also being informed about the broader interpretation of access to justice (so not only legal justice) when it concerns SGBV, for example access to medical and psychosocial care and legal support. Many participants there were not aware of the UNSCR resolutions on women, peace and security and were very happy to be informed about these tools that could add to their efforts for working on women's rights.

With the limited progress made during the duration of the project with respect to the work undertaken by the ICD in **Uganda**, the project has not been able to generate positive changes in the lives of targeted (and untargeted) women in the 2013-2015 time-frame, such as opportunities to give witness statements, and get compensation as victims, however changes at the lives of individual women in relation to the ICD work were also not a proposed or planned output in the project. In **Sudan**, the enactment of the new rape law in early 2015 has led to more protection for rape victims, and reduced the risk of being accused of adultery if evidence was not considered sufficient. Accountability on SGBCs has to some degree increased in particular areas and with particular stakeholders (e.g. community leaders, religious leaders, local police, local authorities, provincial authorities, judiciary staff, military) as a consequence of project activities, however, there is still a long way to go before gender justice is achieved at all levels, for example at the individual level this would mean that all cases of SGBV are being brought to court, all perpetrators are being convicted and all victims/survivors receiving reparations. Reportedly WIGJ also has advocated for better witness protection practices of female witnesses. According to the progress report of 2013 this has led to internal and external inquiries by the ICC regarding their witness protection practices, a new protocol and greater communication within the Court.

Most outputs have been achieved, except that two instead of three transit houses have been supported in DRC (however the reason for this deviation is explained in the main body of the report), and with the opportunities for advocacy on the ICD in Uganda being more limited than originally anticipated, and as mentioned in Libya activities were limited and had to be cancelled in the beginning of 2015 due to insecurity. At the same time, reportedly WIGJ was able to get gender-

sensitive rules and procedures included in draft legislation and policy documents in Uganda, and the multi-pronged approach in DRC appeared quite successful strengthening the achieved outputs. Several internal and external factors have contributed to the achievements of the project. The dedication of project staff and WIGJ partners and also the cooperation with long standing partners working at grassroots level, particularly in DRC through a multipronged approach/strategy where activities in direct support of victims/survivors were combined with awareness raising and advocacy through video screenings, etc. can be mentioned as some of the main internal factors contributing positively to the achievements. The external factor of insecurity in the countries and for example the restrictive environment for civil society organizations in Sudan had a strong negative effect. For the DRC particularly impunity and corruption have been mentioned as main factors causing SGBV to continue and legal justice not to take place. The existence of other actors in the field leading to cross-fertilization particularly when cooperation is realized (such as in the case of victims/survivors in DRC being assisted with medical and economic support) has proved to be an important positive external factor.

The project strategy and activities have been very **relevant** to the needs of women and girls, and in all four countries the overall project strategy remains relevant. However, in Sudan, considering the legislative changes enacted early 2015, a review of the strategy could be warranted, whereas in Uganda, more attention could have been given to short-term needs of victims/survivors considering the long-term time-frame necessary for successful advocacy to influence policy and programme design and implementation. The results are and were relevant also to the secondary beneficiaries. At the community level there is for example more understanding and support for victims/survivors. Security staff demonstrate more cooperation in order to address SGBV, and they also are more respectful towards victims/survivors. Generally speaking, the activities of the WIGJ and its partner organizations in the four countries seem to have been sufficiently aligned with other stakeholders. Considering the vast area of work, there seems to have been no duplication of activities except possibly in the case of Sudan. In some areas, although coordination is taking place, the evaluation identified more scope for further alignment and/or cooperation, especially in the case of DRC. The project has been sufficiently aligned with national legislation and policies, and with the ICC's mandate and practice.

With respect to **efficiency**, the evaluation team concluded that project management has overall been sufficiently effective, and supported the implementation of activities in accordance with the overall direction given in the project document. The evaluation team also concluded that despite these efforts, some weaknesses have been observed in relation to design, management and oversight, of which some can be attributed to high staff turnover, the resulting lack of continuation in project management, and the limited time available of higher management for the overall project management activities. Some outputs were changed and/or reduced in scope due to the security situation. Considering that WIGJ is a relatively small organization with a limited project budget, and considering the very positive response of partners about project management, the opinion of the evaluators remains positive. Quality control of inputs and outputs, including the usage of standards to support staff safety, with respect to documentation activities and providing services to victims/survivors of SGBV, has been undertaken but some areas of further improvement were identified by the evaluation team. This concerns for instance, the documentation of cases, monitoring in mobile courts, quality of care for victims/survivors and staff security. Monitoring and reporting was done efficiently to some degree. The project seems to have been managed cost-efficiently to a large extent, although there has been a lack of oversight in relation to some expenditures, particularly for Uganda. This issue seems to have been tackled by introducing more thorough financial procedures, and an independent audit of the project will be undertaken later this year as per UNTF requirements. Various internal factors and external factors contributed to some

delays in implementation, especially in the first year. In 2014, the project gathered pace, and the situation improved substantially.

It can be concluded that WIGJ and its partners are contributing to a more **sustainable** approach towards gender justice regarding the issue of SGBV. Particularly results achieved in legislation and policies can be seen as sustainable, especially when these are given sufficient follow-up in implementation plans. For victims/survivors that have been accompanied in the project through staying in transit houses and/or medical, psychosocial, legal and economic support, and for the communities and decision makers that have been sensitized on SGBV the effect will be sustainable. The results achieved may therefore contribute to more gender justice in the long term unless new conflict erupts in the region. It has also been stated that SGBV in the DRC is not only a problem caused by external actors, but that in addition to attention to be given to issues such as impunity and corruption also more attention for gender equality and women's rights will be needed in support of a more comprehensive response. In other countries, the actual direct results for female victims/survivors have been less profound in terms of received assistance, and advancing gender justice. The implicit approach to leadership makes it more difficult to assess results, and the extent to which these are sustainable. WIGJ and its partners have the intention to continue their work on gender justice and support women and girls, victims/survivors of SGBV in the DRC with psycho-social, medical and livelihoods assistance. The WIGJ plans to support activities again in Libya in 2016, and plans to change partners in Uganda. In Sudan, the rape law has been revised, which has most likely provided more protection to rape victims. The project contributed to the, in some instances possible, inclusion of gender provisions in legislation and national policy drafts in Sudan and Uganda, of which only the one in Sudan has been enacted. In the DRC, the Chamber of Deputies and Senate adopted a new law implementing the Rome Statute in the domestic legal order, giving full effect to the principle of complementarity. This legislation will empower civil courts to address international crimes.. In DRC and Uganda, the partner organizations seem to have strengthened their capacities to a large degree and will be able to make an effort to continue with their activities, even if funding of WIGJ is not available. However they do hope that it will be possible to continue to receive support from and work with WIGJ. The GNWVPN in Uganda has already explored other funding opportunities and in DRC some of the partners already are receiving funding from other sources. No information is available about this with respect to the partners of WIGJ in Libya and Sudan under the project. WIGJ partner organizations have only to some degree sufficient managerial, technical and financial capacity to sustain themselves and continue their work, but particularly for the transit houses external support is still needed. More capacity-building is necessary at different levels for these organizations on the basis of different methods in order to strengthen their organization, policies and skills. Technical and M&E and reporting training activities have been provided to partners, and considering the relatively small size of the project budget, quite some achievements have been made in the area of capacity development with relatively limited input. The role of project staff in this area appears to have been important to provide on-the-job mentoring and support. More capacity-building is advisable in different areas in light of near and possibly more distant phasing out of the WIGJ.

Some **impact** of the project can be identified in different areas, although a more long-term perspective is actually needed to measure the results of the project after several years. WIGJ appears to have been successful in contributing to the inclusion of gender-related provisions in relevant legislation/procedures/policy also at ICC Level (but this could only be triangulated to a limited extent) and particularly in DRC at individual level victims/survivors have been supported to the extent possible and they are less stigmatized by their families and communities, and also decision-makers and security staff are demonstrating more awareness on gender justice. Several unexpected results were identified during this evaluation, including with respect to cross-fertilization and learning of partners, the negative consequences of the documentary sessions held in Uganda, and the actual

unexpected positive impact of the project for victims/survivors in DRC through changes in their communities.

With respect to **knowledge generation**, the different approaches in DRC and Uganda have given some lessons learned with respect to effective strategies in preventing and responding to conflict-related SGBV, including in the field of advocacy to key decision-makers. A multi-pronged approach is necessary which includes short-term assistance to victims/survivors, and advocacy events must be accompanied with a strategy which details other actors responsibilities, other sources, and follow-up activities on lobby and advocacy in order to keep the momentum and monitor progress made. Several promising practices came to the fore during this evaluation, including the use of a multi-pronged approach in DRC, the use of different media and communication tools to promote discussion on gender justice issues, and the involvement of stakeholders at different levels, and different stakeholders at the community level, to expand the number of advocated stakeholders for gender justice at that level.

In conclusion, the evaluation team finds that the project has been successful in advancing gender justice in the four project countries, albeit in differing degrees. Dedicated WIGJ project staff, and the dedication of their partners in the field to advocate for change and provide services to victims of SGBV, has been underpinning the main achievements at different levels with a rather limited budget.

The recommendations given below logically emerge from the main areas and activities selected in the four countries – some recommendations specifically given in relation to one country may however also be relevant for other countries in case the WIGJ decides to expand and/or shift focus. Some of these recommendations can only be implemented if the WIGJ is able to access new project funding. Other recommendations may be implemented by the WIGJ without external support.

Key recommendations

- **Review and strengthen existing security protocols, in particular of partners in DRC (a.s.a.p.).**
- Establish clearer connections between field-based work (with small grassroots organizations) and national, regional, international advocacy and ICC-related work in order to get a better understanding of cause and effect at the project level.
- Investigate to which extent SGBV not only pertains to female but also male victims/survivors in the countries where the WIGJ works and to which extent the WIGJ can play a role/develop a strategy to address this issue to advance gender justice.
- Develop the advocacy/project strategy Uganda in line with the DRC activities (in general), by linking documentation of SGBV cases to access to justice at different levels (individual victim/survivors and legislation etc.) including follow up/monitoring of advocacy activities.
- Explore opportunities to connect DRC partners with for example TRAIL (from the “Rapport de Suivi CEDAW 2015”), in order to connect them with the national and possibly also regional-level work that this organization undertakes in relation to CEDAW.
- More clearly establish the connection in project design and implementation between national-level project strategy and activities with relevant international human rights instruments, in particular the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) and the Convention of the Rights of the Child (CRC) RC, and UNSC resolutions and related national actions plans with respect to women, peace and security.
- Focus on more long-term/high level advocacy, and involving victims/survivors of SGBV therein combined with provision of assistance opportunities for these victims, in those countries in which this has not yet been part of the approach.

- Apart from continued support to victims/survivors in the form of medical, psychosocial and economic reintegration strengthen in the advocacy to decision makers the message of urgency of doing legal justice to and providing reparations for individual victims/survivors and to bring impunity, corruption and SGBV to an end.
- Despite activities already undertaken in this field, approach advocacy as a more intensive engagement process which therefore also requires more regular investments. Therefore particularly in this area of work cooperation with other stakeholders will be of value.
- Explore whether referral mechanisms for victims/survivors at the provincial level have been developed by UN or other agencies, and if relevant (further) develop the referral mechanism for victims/survivors of SGBV in areas in which DRC partners work, a.o. by means of developing Standard Operating Procedures (SOPs) with all actors concerned if not already available.
- Considering the high level of traumatization of many victims/survivors (in DRC), provide more capacity building to partner staff to improve their skills in dealing with such cases (as part of referral/ documentation activities).
- Review the implementation of the current legislation on rape, and strengthen activities - among others - in the field of legal education and legal aid in Sudan.
- Provide training to ICD staff, including to judges, on gender and SGBCs after having conducted a needs assessment in concerned areas;
- Create opportunities for cross-fertilization and learning among partners operating in different countries, in particular for those working in environments with similar characteristics.
- Review the tensions between the confidential nature of information in relation to the work with judicial actors such as the ICC, and providing to a maximum extent possible evaluators access to stakeholders and objective data that are critical for external independent evaluations.
- Explore opportunities to involve in particular male youth (e.g. usage of gender champions/role models) in SGBV prevention activities considering the negative effect of the prolonged conflict on role models/gender norms.
- Impunity and corruption have been mentioned by all the WIGJ partners working in DRC as important challenges that need to be overcome to strengthen access to justice. Also the lack of knowledge of their rights and of legal instruments among the population are barriers as people do not easily seek formal justice when they do not know what their rights are. These are areas that could be investigated further by the WIGJ how these issues can be addressed (perhaps not by the WIGJ itself in order to keep sufficient focus, but in collaboration with other organisations working on the same thematic issues).

1. Context of the project

The project 'Advancing Gender Justice in Countries under ICC investigation' has been designed and implemented by Women's Initiatives for Gender Justice (WIGJ), which is an international non-governmental organization (NGO) with headquarters in The Hague, the Netherlands.

The project's goal is: 'War affected women and girls in Democratic Republic of Congo (DRC)/Libya/Sudan/ Uganda, including victims/survivors of gender-based crimes, have:

1. Increased access to justice, medical support and post-conflict reconstruction programmes;
2. Enhanced capacity and leadership amongst local women's rights partners to advocate for greater legal recognition and accountability for gender-based crimes;
3. Increased opportunities to be influential participants in post-conflict recovery and transitional justice mechanisms'.

Chapter 2 provides more detailed information about the project. This chapter provides background information on the WIGJ, the ICC and the four countries targeted by this project.

1.1. WIGJ

The WIGJ was established in 2004 in The Hague, and has since then been advocating for gender justice through the International Criminal Court (ICC), and through domestic mechanisms, including peace negotiations and justice mechanisms. The WIGJ publishes regularly on the ICC, with the Gender Report Card on the ICC (annual publications in the 2005-2014 period), and the e-letter 'Legal Eye on the ICC' (since 2007). Another e-letter called 'Women's Voices' (since 2009) provides information on gender justice issues. These e-letters have been issued several times per year since 2007 in English and/or French. The WIGJ has more recently also supported activities in the four countries covered by this evaluation, namely DRC, Libya, Sudan and Uganda, and also in the Central African Republic, Kenya and Kyrgyzstan.

The strategic programme areas of the WIGJ are the following:

- Political and legal advocacy for accountability and prosecution of gender-based crimes
- Capacity and movement building initiatives with women in armed conflicts
- Conflict resolution and integration of gender issues within the negotiations and implementation of Peace Agreements (Uganda, DRC, Darfur)
- Documentation of gender-based crimes in armed conflicts Victims' participation before the ICC
- Training of activists, lawyers and judges on the Rome Statute and international jurisprudence regarding gender-based crimes
- Advocacy for reparations for women victims/survivors of armed conflicts.

In 2006, the WIGJ was the first NGO to file before the ICC, and, to date is the only international women's human rights organization to have been recognized with *amicus curiae* status by the Court. Additionally, the Executive Director of the WIGJ was appointed as special gender advisor to the ICC in 2012. She 'will advise Prosecutor Bensouda on gender issues across the work of the OTP [Office of the Prosecutor] Her immediate priority will be to further strengthen the institutional approach to a range of gender issues and support office-wide strategic responses to gender-based crimes.[...] The Executive Director works on a pro-bono basis and has signed a confidentiality agreement with the

ICC.¹ In this capacity, she has provided various inputs, including for the ICC Policy Paper on Sexual and Gender-Based Crimes, which was published by the Court in 2014.²

1.2 The International Criminal Court

The ICC is an independent international organization in The Hague, the Netherlands, and not part of the UN system. It is the first permanent, treaty based, international criminal court established to help end impunity for the perpetrators of the most serious crimes of concern to the international community. On 17 July 1998, 120 States adopted the Rome Statute (also referred to as Statute of the ICC), which is the legal basis for establishing the ICC. The Rome Statute entered into force on 1 July 2002 after ratification by 60 countries. In January 2016, 123 countries are States Parties to the Rome Statute. Out of them, 34 are , 19 are Asia-Pacific States, 18 are from Eastern Europe, 27 are from Latin American and Caribbean States, and 25 are from Western European and other States.³ In January, 2016, nine countries were under investigation, namely the Democratic Republic of Congo (DRC), Uganda, Central African Republic, Darfur (Sudan), Kenya, Libya, Cote d'Ivoire, Mali and, for a second time, the Central African Republic.⁴ The first seven countries were already under investigation in 2012.⁵

The ICC has a unique mandate to address war crimes, crimes against humanity and genocide, and is far-reaching from a gender perspective. The Rome Statute contains the most advanced articles on acts of violence against women recognized by international law. Gender has been integrated in the following three areas⁶:

1. Structures — requirement for fair representation of female and male judges and staff of the ICC, as well as fair regional representation; requirement for legal expertise in sexual and gender-based violence; requirement for expertise in trauma related to gender-based crimes; the establishment of the Trust Fund for Victims.
2. Substantive Jurisdiction — crimes of sexual violence, as well as definitions of crimes to include gender and sexual violence as constituting genocide, crimes against humanity and/or war crimes; the principle of nondiscrimination in the application and interpretation of the law, including on the basis of gender.
3. Procedures — witness protection and support; rights of victims to participate; rights of victims to apply for reparations; special measures, especially for victims/witnesses of crimes of sexual violence.

In 2012, gender-based crimes were charged in six of the seven countries under investigation (except Libya). Furthermore, nine out of fifteen cases explicitly charged sexual violence, and fourteen out of 28 individuals were indicted by the Court with respect to sexual violence. However, more than fifty

¹ ICC, 2012

² ICC, 2014

³ https://www.icc-cpi.int/en_menus/asp/states%20parties/Pages/the%20states%20parties%20to%20the%20rome%20statute.aspx (consulted 18 January, 2016).

⁴ https://www.icc-cpi.int/EN_Menus/icc/Pages/default.aspx (consulted 18 January, 2016)

⁵ WIGJ, 2012: 14

⁶ WIGJ, 2015a: 7

percent of the charges for gender-based crimes were dropped before trial due to insufficient evidence, a weak charging and prosecution strategy and/or unpredictable decisions from the bench.⁷

1.3 DRC

The Democratic Republic of the Congo (DRC) is a country with nearly 70 million inhabitants of which fewer than 40% live in urban areas, according to the latest National Statistics Institute's estimates.⁸ After 30 years of autocratic government led by President Mobutu Sese Seko, Laurent Désiré Kabila, leader of the Alliance of Democratic Forces for the Liberation of Congo (AFDL) became the president of the DRC. Between 1998 and 2002 a war involving neighboring countries such as Uganda and Rwanda occupation and various Congolese rebel groups evolved. In 2001 Laurent Désiré Kabila was assassinated and his son, Joseph Kabila, became the new president. He has remained in power ever since the Peace Agreement of Sun City in April 2002. Violent conflict in DRC has continued, particularly in the East of the country in the provinces Ituri, North Kivu and South Kivu. In July 2006, the first democratic elections took place. Although several peace agreements have been made between several armed groups, most importantly with the National Congress for the Defense of the People (CNDP) led by Bosco Ntaganda, up to today in the East of DRC armed groups are forming a continued source of instability and insecurity. Refugees in the DRC from surrounding countries (such as the Central African Republic) and IDPs are particularly vulnerable. Increased rates of sexual violence coincided with the armed conflicts of the early 1990s and later however up to this date numbers of SGBV are still high.⁹

On 17 October 1986, the DRC ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), and on April 11 2002 the Rome Statute of the International Criminal Court¹⁰. However, implementation thus far has not been given priority as also revealed in the shadow report "Rapport de Suivi sur les Observations finales du Comité pour l'élimination de la discrimination à l'égard des femmes sur la République démocratique du Congo en juillet 2013" submitted to the CEDAW Committee by a group of NGOs in August 2015. The report describes where the government of the DRC fails to take up its responsibilities in relation to the above mentioned international as well as national conventions and laws. This is - in short – in the codification of sexual violence in Congolese law¹¹ and the competence of military tribunals, in the prevention of sexual violence¹², in the battle against impunity on sexual violence, in the absence of protection

⁷ WIGJ, 2012: 13-4

⁸ <http://www.worldbank.org/en/country/drc/overview> (consulted January 14, 2016)

⁹ Rapport de suivi sur les Observations finales du Comité pour l'élimination de la discrimination à l'égard des femmes sur la République démocratique du Congo en juillet 2013 (CEDAW/C/COD/CO/6-7), Août 2015 soumis par TRIAL et 11 autre ONG's

¹⁰ <http://www.iccnw.org/?mod=country&iduct=46> (consulted January 20, 2016)

¹¹ Among others this pertains the Congolese law 06/018 of July 20 2006 on sexual violence, law 09/011 of January 10 2009 on the protection of children against sexual violence, law 06/019 of July 20 2006 on the security, physical and psychological wellbeing and dignity of the victim, the confusion between crimes against humanity and war crimes in the Military Penal Code of DRC which is not in line with the Rome Statute.

¹² Between 2013 and 2015 the government of DRC has strengthened its commitment towards the prevention of sexual violence after signing a Communiqué with the Special Representative of the UN on Sexual Violence in Conflict, and assigning special focal points within the Ministry of Defence, by assigning a special commission to advocate for special preventive measures and a response to sexual violence and to improve the judicial framework and by assigning a presidential representative on sexual violence and recruitment of child soldiers (Mme Jeannine Mabunda was nominated in June 2014). In 2013 the programme against impunity and assistance to and empowerment of victims of SGBV has been launched by the UN (2013-2018). In March 2015 the armed forces of the DRC (FARDC) have signed a declaration regarding the use of sexual violence committed

mechanisms and support for victims and witnesses (incl. human rights defenders) of sexual violence, and in the absence of reparations in favor of victims of sexual violence. The report also notes that the stigmatization of victims of sexual violence continues despite the fact that several measures have been taken by the government.

The UN security council report in March 2015 reports regarding the prosecution of SGBCs in DRC that in 2014 quite some cases have been given follow up in (military) courts, including two high-ranking officers and that in relation to a mass rape in Songo Mboyo that took place in 2003 29 victims received the equivalent of US\$ 5,000 as compensation for rape and US\$ 200 for looted property.¹³ Rape remains the predominant form of sexual and gender-based violence reported by survivors who seek services (98 per cent). Medical, psychosocial and legal support is only available in and around provincial capitals. In isolated areas, where the justice system is weak or absent, civilians may resort to informal practices between the families of the perpetrator and the victim to “close” the case, including marriage. The United Nations continues to support the implementation of the national strategy on sexual and gender-based violence, through the provision of psychosocial, economic and educational support for children born as a result of rape and their mothers by the United Nations Children’s Fund (UNICEF) , through provision of treatment centres with essential equipment and post-rape kits (UNFPA) and through provision of sustainable cooking fuels and alternative energy UNHCR thereby reducing the risk of sexual violence faced by displaced women collecting firewood and water (UNHCR). The Joint Human Rights Office of the United Nations Organization Stabilization Mission in the Democratic Republic of the Congo (MONUSCO) established seven legal clinics, creating links between medical, psychosocial and legal support. As a result of this integrated approach, 60 per cent of clients chose to pursue a legal complaint.

In reporting on SGBV in relation to the conflict in the DRC the focus has been mainly on sexual violence against women and girls. A policy note by the Nordic Africa Institute rightly states that with more information coming available about sexual violence against men and boys in the DRC that this reductionist focus on women and girls as victims and survivors alone (also in the support that is being provided) may well be limiting the prevention and bringing to a halt of SGBV and could even lead to a commercialization of rape where women’s reports of SGBV may increasingly be questioned and discredited. Clearly also not only rape survivors are in need of sexual and reproductive health services and other (for example legal) support. The Nordic Africa Institute actually states that “the current invisibility of men and boys as survivors of violence hampers the long-term struggle against violence against women by strengthening existing gender/ power inequalities and stereotypes. Gender stereotypes upholding power inequalities are often built on the conception of masculinity as embodying power and control (including the man’s capacity to defend not only his family, but also himself, in particular against physical assaults) in contrast to femininity, which is associated instead with weakness and victimhood. These stereotypes have been strongly reproduced in the reporting of violence in the DRC. While women and girls are stigmatised and victimised, men still appear in a position of power – as perpetrators or as rejecting “their” raped woman. Hence, men and boys remain in the reports untouched and unsullied by the victimhood, stigma and shame associated with sexual violence. Such representations, besides being inaccurate, can only hamper the long-term struggle against violence against women. Lastly, and importantly, failing to recognise the

by soldiers under their command. All the initiatives mentioned should contribute to The Comprehensive Strategy on Combating Sexual Violence in the Democratic Republic of Congo that was adopted in November 2009 and the Action Plan to combat sexual violence in the DRC.

¹³ http://www.securitycouncilreport.org/atf/cf/%7B65BFCF9B-6D27-4E9C-8CD3-CF6E4FF96FF9%7D/s_2015_203.pdf

experiences, rights and needs of men and boys related to violent experiences will surely manifest itself in a continuation and perpetuation of cycles of violence.”¹⁴ This call to broaden the perspective on how to address the problem of SGBV is also expressed by Sadie in 2014. Although in DRC many improvements have been made in order to address SGBV and national strategies and international commitments are in place, including plans to bring impunity to an end and change the security sector, Sadie states that “...it requires tackling the root causes of the problem, namely the existing gender norms and power relations in society. A start would be a change in the attitudes of both men and women with regard to ‘women’s and men’s places’ in society. In this regard ‘adding more women’ may indeed help. The more visible women become in public positions, the stronger the socialization of attitudes on a woman’s place and her capabilities.”¹⁵

1.4 Libya

Libya has an estimated population of 6,25 million inhabitants¹⁶. After being ruled by Colonel Muammar Gaddafi for 42 years, the country is going through political turmoil and chaos after he was toppled in 2011 as a consequence of a power vacuum. A rebel leadership council, the National Transitional Council, declared the country liberated in October 2011, but it had to hand over its power to the General National Congress (GNC), an elected parliament that was dominated by Islamists. Voters chose a new parliament to replace the GNC in June 2014, the Council of Representatives (CoR). However the GNC challenged the authority of the CoR and fighting broke out. A partial ceasefire was declared in January 2015. In February 2015 the Libyan army has been fighting IS targets in Derna who had released a video showing the beheading of 21 Egyptian Christians. In July 2015 a Tripoli court sentenced Gaddafi’s son Saif al-Islam and 8 other former officials to death for crimes committed during the 2011 uprising against his father.¹⁷

Although no reliable statistics are available, the UN confirms that during the political transition in Libya rape and other forms of sexual violence have been used against both women and men on a relatively widespread scale. The possibility of the use of rape as a tool of war in Libya was first brought to international attention in March 2011, when Ms Iman Al-Obeidi, a Libyan law student, burst into the Rixos Hotel in Tripoli and told foreign journalists that she had been held and gang-raped for two days by Gaddafi’s soldiers. A International Commission of Inquiry on Libya that was commissioned by the Human Rights Council to investigate all alleged violations of international human rights law has interviewed more than 20 male and female victims, 30 witnesses and 5 perpetrators accused of committing rape and also reviewed relevant reports of NGOs and other material. The Commission found that sexual violence had taken place, playing a significant role in provoking fear in communities. The Commission also noted that sexual torture had been used as a means to extract information from and to humiliate detainees¹⁸.

¹⁴ “Understanding and addressing conflict-related sexual violence. Lessons learned from the Democratic Republic of Congo” By Maria Eriksson Baaz and Maria Stern, Policy Notes 2010/3, Nordic Africa Institute

¹⁵ Yolanda Sadie (2015) Sexual and gender-based violence in the Democratic Republic of Congo, African Security Review, 24:4, 450-457, DOI: 10.1080/10246029.2015.1092250

¹⁶ <http://worldpopulationreview.com/countries/libya-population/> (consulted January 18 2016)

¹⁷ <http://www.bbc.com/news/world-africa-13754897> - Libya country profile (consulted January 18, 2016)

<http://www.bbc.com/news/world-africa-13755445> - Libya profile timeline (consulted January 18, 2016)

¹⁸ “The state of Libya Women’s Rights”. Joint submission to the UN Universal Periodic Review 22nd Session of the UPR Working Group. Civil Network for Transitional Justice and No Peace without Justice. September 2014. Final Project Evaluation UN VAWTF funded WIGJ project
Advancing Gender Justice in Countries under ICC Investigation
FEMCONSULT, Consultants on Gender and Development

On 16 May, 1989 Libya has ratified CEDAW, however including two reservations with respect to article 2 and paragraph 16 c and d in relation to the Islamic Shariah. The only Libyan law addressing domestic violence is Law 10/1984. This law does not consider SGBV a crime against an individual but rather against a specific norm or value. Current provisions of the Penal Code permit a reduction in sentence for a man who kills a wife, daughter, mother or sister whom he suspects to be engaged in extramarital sexual relations. In combination with the Penal Code, existing *zina* laws that criminalize adultery and intercourse outside marriage could discourage rape victims from seeking justice presenting them with a risk of facing prosecution themselves (see the next paragraph on Sudan for some more detail on the law covering *zina*). Many victims are therefore detained in ‘social rehabilitation’ facilities for suspected transgressions of moral codes, and appropriate services are not being provided for survivors of sexual violence, including psychosocial and legal support. On February 19, 2014 the Libyan Minister of Justice adopted a text protecting victims of sexual violence by ministerial decree, particularly financial compensation, but this decree has not been passed into law and its implementation therefore remains stalled. The National Transitional Council has set up a reporting system through the Ministry of Women and Social Affairs. However, with the heavy stigma attached to SGBV in Libya and no way to guarantee the physical safety of women who report rape, reporting of this crime has remained low.¹⁹

1.5 Sudan

ICC investigations into the situation in Darfur opened on 6 June, 2005. One day later, the Government of **Sudan** established a Special Criminal Court on the Events in Darfur to demonstrate that the judicial authorities were capable of trying individuals domestically. By June 2006, none of the 13 cases had charges for war crimes or crimes against humanity. Reportedly only one case of rape was prosecuted before the Special Criminal Court, and then dismissed for lack of evidence.²⁰

Different government institutions, and UN and civil society organizations are involved in data collection on rape and sexual violence, including in the Darfur region. Information documented by the ICC indicates that rape, specifically gang-rape, was employed in Darfur as a ‘weapon of destruction in the attacks on the towns and around the camps’.²¹ The data given in the WIGJ project document refer to 2005, but, as the UNSG report on conflict-related sexual violence of 2015 points out, ‘[c]onflict-related sexual violence, including rape, attempted rape, abduction for the purposes of sexual exploitation, indecent assault, sexual humiliation and serious injuries or killings following rape, remains a dominant feature of the conflict in Darfur. For instance in 2014, the African Union-United Nations Hybrid Operation in Darfur (UNAMID) documented 117 incidents involving 206 victims, as compared with 149 cases involving 273 victims in 2013. Victims ranged in age from 4 to 70 years; 204 of the victims were female and 2 were male (boys). In two incidents, six women were killed in connection with attempted rape and 30 per cent of the recorded rape survivors sustained serious physical injuries’.²² Alleged perpetrators include Sudanese security forces, but such allegations could not always be confirmed during investigations.²³ These numbers must be interpreted with caution considering the highly insecure environment and restrictions of access to affected populations.

¹⁹ Ibid.

²⁰ WIGJ, 2012b: 23

²¹ ICC in WIGJ, 2012b: 12

²² UNSG, 2015: 16

²³ UNSG, 2015: 17

In addition to the amendments to its Criminal Act, Sudan committed to deploying at least six women police investigators to West Darfur to investigate sexual violence cases. In March 2014, a state committee on gender-based violence was established in East Darfur, and in December 2014 a joint Government of the Sudan/United Nations early warning and intervention committee was established to identify and implement measures to threats to civilians, including sexual violence. The Government has further conducted joint protection patrols with UNAMID in East and Central Darfur.²⁴ In all parts of Sudan, there is widespread under-reporting as a consequence of the limited reach of law enforcement and justice institutions.²⁵

Sudan is one of the few countries that are not party to CEDAW.²⁶ The Sudanese Criminal Code of 1991 codifies Islamic jurisprudence related to crimes of sexual immorality in Articles 145-160.²⁷ Rape is defined in Article 149 as the offense of *zina*, 'which is translated as 'adultery,' but more precisely meaning intercourse between a man and a woman who are not married to one another - that is performed without consent'.²⁸ The evidentiary standards for rape are a confession, or four male witnesses or eight female witnesses to prove that the act was non-consensual. In practice, some judges accept the testimony of a man who swears on the Quran that he did not commit rape, but not of a victim who states that she was raped.²⁹ If there is not sufficient evidence of rape, then women risk to be accused of *zina* (adultery), as she had sexual intercourse outside of marriage. This is punishable by flogging and stoning. Many women are therefore hesitant to report this crime. On 22 February, 2015, the amended Sudanese Criminal Code was signed by the President, with Article 149 revised to provide a rape definition that meets international standards, thereby clearly differentiating between rape and adultery. Article 151 was also amended to include a new element of criminalizing sexual harassment.³⁰

This took place in an environment characterized by limited freedom of assembly, association and expression. This restrictive environment for civil society organizations is not new.³¹ Tnnesen notes that 'Although the political environment in Darfur is particularly difficult, Khartoum based women's NGOs are also under pressure from the regime, among them the Salmamah Women's Resource Centre, which has been the leading NGO in the campaign to reform Sudan's rape laws. The Sudanese government forcibly shut down Salmamah in late 2014 after its leader, Fahima Hashim, appeared as a speaker at the Global Summit to End Sexual Violence in Conflict in London in June 2014.' (2015: 11) and 'In spite of a difficult political atmosphere, Sudan's rape laws have been hotly debated in the wake of the armed conflict in Darfur. Darfur put sexual violence on the political agenda, and the ICC's indictment of Sudan's president in connection with the systematic practice of rape in Darfur further polarized the debate and the work on criminal law reform. The indictment has proved to be a double-edged sword. It made it possible to expand the issue of sexual violence even beyond the Darfur conflict and has fostered public debate on the issue for the first time in Sudanese history. At

²⁴ UNSG, 2015:17-8

²⁵ UNSG, 2015: 17

²⁶ <http://www.un.org/womenwatch/daw/cedaw/reports.htm>, consulted 4 Feb 2016

²⁷ See for a more elaborate analysis of the different discriminatory provisions and jurisprudence, e.g. Fricke et al, 2007; Redress, 2008; Eltayeb M. Eltayeb et al, 2014.

²⁸ Fricke et al, 2007: 7

²⁹ Fricke et al, 2007: i

³⁰ http://www.equalitynow.org/take_action/sudan_561, consulted 20 January, 2016

³¹ WIGJ, 2012 (<http://www.iccwomen.org/news/docs/WI-WomVoices8-12-FULL/WomVoices8-12.html>, consulted 4 Feb 2016). On 3 July 2012, Nahid Gabralla, Director of the SEEMA Centre for Training and Protection of Women and Child's Rights] and prominent Sudanese women's human rights defender, was arrested in her office in Khartoum by four National Security officers.

the same time, it made activism within this area more difficult because the calls for reform are often viewed as direct threats to the current government.’(2015: 34).

1.6 Uganda

ICC decided to open an investigation on the situation of the LRA on 29 July, 2005.³² This has thus far resulted in two cases, namely the Prosecutor v. Joseph Kony and Vincent Otti and the Prosecutor v. Dominic Ongwen.³³ Both cases are charged with several counts of war crimes and crimes against humanity, and Dominic Ongwen was transferred to the Netherlands in 2015. In order to complement these international efforts, the Government of Uganda established the International Crimes Division (ICD) in the High Court of Uganda in 2010.³⁴ The ICD has jurisdiction over war crimes, crimes against humanity and transnational crimes, and the International Criminal Court Act (2010) criminalizes sexual exploitation of women during conflict situations.³⁵ The ICD is composed of four judges and two registrars, and has 26 non-judicial support staff.³⁶ The Division is State and donor-supported³⁷, and faces several challenges, including as a consequence of some structural weaknesses of the judicial system in Uganda, such as the lack of a witness protection and support scheme.³⁸ The court started a case against one of the LRA’s top commanders, Thomas Kwoyelo in 2011, which, however, was put on hold pending a constitutional petition concerning the application of the Amnesty Act.³⁹ On 8 April, 2015, the Supreme Court of Uganda ruled that the trial of Thomas Kwoyelo must resume before the ICD.⁴⁰ The ICD is expected to continue with the hearing of the Kwoyelo case in 2016. This case has no SGBV charges, but one of the two other cases currently under investigation may have such charges.

³² https://www.icc-cpi.int/en_menus/icc/situations%20and%20cases/situations/situation%20icc%200204/Pages/situation%20index.aspx (consulted 20 January, 2016)

³³ <https://www.icc-cpi.int/iccdocs/PIDS/publications/KonyEtAlEng.pdf>; <https://www.icc-cpi.int/iccdocs/PIDS/publications/OngwenEng.pdf> (consulted 20 January, 2016)

³⁴ Under the third schedule of Accountability and Reconciliation of the Juba Peace Agreement, the War Crimes Division (WCD) was set up by the Government in 2008. This division was renamed into the International Crimes Division in 2011, by Legal Notice 10/2011, which also expanded jurisdiction to cover transnational crimes, such as terrorism, human trafficking, and piracy. The Rome Statute was domesticated, and the corresponding ICC Act entered into force on 25th June 2010. This Act allows Ugandan courts to try crimes against humanity, international crimes and Genocide. <http://www.judiciary.go.ug/data/smnu/18/International%20Crimes%20Division.html> (consulted 20 January, 2016)

³⁵ UN Committee on the Elimination of Discrimination against Women, 2010: 2.

³⁶ Ssali, 2015: 2

³⁷ See Keppler, 2012: 9 ; Ssali, 2015: 7

³⁸ See Keppler, 2012: 13-26; Ssali, 2015: 6-8

³⁹ ‘The Amnesty Act was enacted by Parliament in 2000 at the height of the conflict between the Uganda’s People’s Defence Force, the LRA, and other rebel factions. It was intended to help end violence and restore security by giving combatants an incentive to lay down their weapons. The law may apply to any fighter who renounces rebellion against the government and meets certain other requirements. Those who qualify are not “prosecuted or subjected to any form of punishment for the participation in the war or rebellion or for any crime committed in the cause of the war or armed rebellion.” Applicants do not have to reveal their role in any specific crime as a condition of receiving the amnesty. A 2012 estimate by the Amnesty Commission put the number of combatants who have been granted amnesty at 26,000 of which 13,000 are LRA fighters.’ <https://www.ictj.org/news/uganda-kwoyelo-case> (consulted 20 January, 2016)

⁴⁰ Nakandha, 2015

Uganda ratified CEDAW in 1985 without reservations, and has since then reported three times to the CEDAW Committee. Their latest report was in 2010.⁴¹ The CEDAW Committee notes in its concluding observations that '[it] is seriously concerned at information that disadvantaged groups of women, including older women, women with disabilities and girls, are left behind in the IDP camps as they fear for their safety and that they continue to experience sexual and gender-based violence and abuse within these camps. The Committee also reiterates its concern that many women and girls in the conflict areas have been victims of violence, including abduction and sexual slavery.'⁴² The WIGJ project document (2012: 13) notes that 'In Uganda, despite the high rate of sexual violence, information from the Uganda Bureau of Statistics indicates that sex-related crimes constituted only 8.7% and 8.3% of all investigated crimes in 2008 and 2009, respectively. Gender-based violence is intensified in conflict-ridden areas [...] According to our partners in northern Uganda some of the reasons for the underreporting of SGBV is that women victims/survivors are sometimes forced to withdraw their case because of pressure from family members, because of feeling intimidated if the perpetrator is a high-standing member of their community or for lack of funds as the requirements and procedures for proving rape cases are long and costly.'

Furthermore, the Truth and Reconciliation Commission (TRC), which was expected to be set up in Uganda after 2012, has thus far not materialized. Transitional justice debates in Uganda are based on the implementation of the agreements of the Juba peace process, which took place between the government of Uganda and the LRA between 2006 and 2008, especially the Agreement on Accountability and Reconciliation. This Agreement provides for the establishment of several transitional justice measures for dealing with human rights violations committed during the conflict, including formal and informal justice mechanisms, such as truth seeking, criminal prosecutions, traditional justice mechanisms and reparations programmes. The Government of Uganda established in 2008 the Justice Law and Order Sector (JLOS) Transitional Justice Working Group (TJWG). Otim et al notes that 'Among the TJWG's key deliverables is the final draft national transitional justice policy, released in September 2014, which sets the framework for a range of transitional justice mechanisms. However, this draft policy is still pending approval and adoption by the cabinet and subsequent ratification by parliament' (2015: 3), and concludes that 'the process has been slow and most victims are rapidly losing faith in it. Since the conclusion of the Juba peace talks, no formal truth-seeking process has been established, victims have not received any form of material or symbolic reparations' (2015: 1).

Two main programmes were set up to support area development in Northern Uganda, namely the Recovery and Development Plan for Northern Uganda (PRDP) and the World Bank-supported Northern Uganda Social Action Fund. The first PRDP covered a three year period from 2007 to 2010, and was extended for another three years in 2012. The CEDAW Committee mentioned in its concluding observations in 2010 that '[it] welcomes the reference in the PRDP to the involvement of women in the peace building, reconciliation, rehabilitation and recovery processes' and 'The Committee calls upon the State party to continue to fully involve women in the peace building, reconciliation, rehabilitation and recovery processes, including in the context of the PRDP.'⁴³ Several other actors confirmed that PRDP had several weaknesses. For instance, Otim notes that '[w]hile the government has implemented several reconstruction and development programs for war-ravaged regions, like the Peace, Recovery and Development Plan (PRDP), such projects have neither addressed victims' reparative needs nor targeted vulnerable victims. One government

⁴¹ <http://www2.ohchr.org/english/bodies/cedaw/docs/co/CEDAW-C-UGA-CO-7.pdf> (consulted 4 Feb, 2016)

⁴² UN Committee to Eliminate Discrimination against Women, 2010: 6

⁴³ Ibid.

representative observed that “most budgeting for PRDP is done by the central government in Kampala, limiting the local governments’ ability to budget and support’ victims.” The problem is exacerbated by a lack of accurate data, including assessments of the status of victims.⁴⁴ The Greater North Women's Voices for Peace Network (GNWVPN) found two specific gaps in the implementation of the PRDP, namely the lack of livelihood support programmes (the PRDP’s Community Empowerment and Development Programme) and psycho-social support for those affected by the conflict (the PRDP’s Public Information and Counselling Programme). This NGO found that the main reason for these gaps was that no funding had been allocated to these components at the central level in Kampala.⁴⁵

1.7 Consequences of political and human rights situation/developments for this evaluation

The social, political and human rights context outlined above has had some effect on the accuracy and utility of the evaluation (see for limitations of this evaluation, the section on methodology).

Additionally, the fact that the evaluation was set out to cover the international level, and four countries, has limited the extent to which research could be undertaken with respect to the context in each country. Several limitations could further be noted with respect to data-collection as the countries were all – and still are – affected by conflict, with some also having restrictive working environments for civil society. This has impacted directly on accessibility, and accurate data collection in a range of areas, including SGBV, even more so as capacity of the security sector in these countries is limited for a host of reasons.

The utility of this evaluation is expected not to be directly affected by the earlier outlined situation, as activities of the WIGJ and of their project partners are ongoing (except in the case of Libya) albeit at a limited level with (currently) less project funding available. The evaluation team considers that the recommendations provided at the end of this report are realistic, based on different sources, and applicable by the WIGJ and its partners in the current context.

⁴⁴ Otim et al, 2015: 9

⁴⁵ <https://blog.witness.org/2011/02/ugandarecoveryplan-women-greater-north/> (consulted 5 Feb, 2016)

2. Description of the project

The WIGJ, with the support of the UN Trust Fund to End Violence Against Women (UNTF), has been implementing the project 'Advancing Gender Justice in countries under ICC investigation' (herein after 'the project') from 01 January 2013 – 31 December 2015. The project's thematic areas addressed specifically sexual violence by non-partners (rape/sexual assault; violence in the community) and gender-based violence during armed conflict (violence perpetrated or condoned by the State). The project has been implemented in DRC, Libya, Sudan and Uganda. The UNTF project contribution was USD 730,000, while the overall programme budget of the WIGJ was USD 1,592,000 for this three year period. The contribution of the UNTF has been earmarked for particular activities and staff (one programme officer, a legal officer and three project officers).

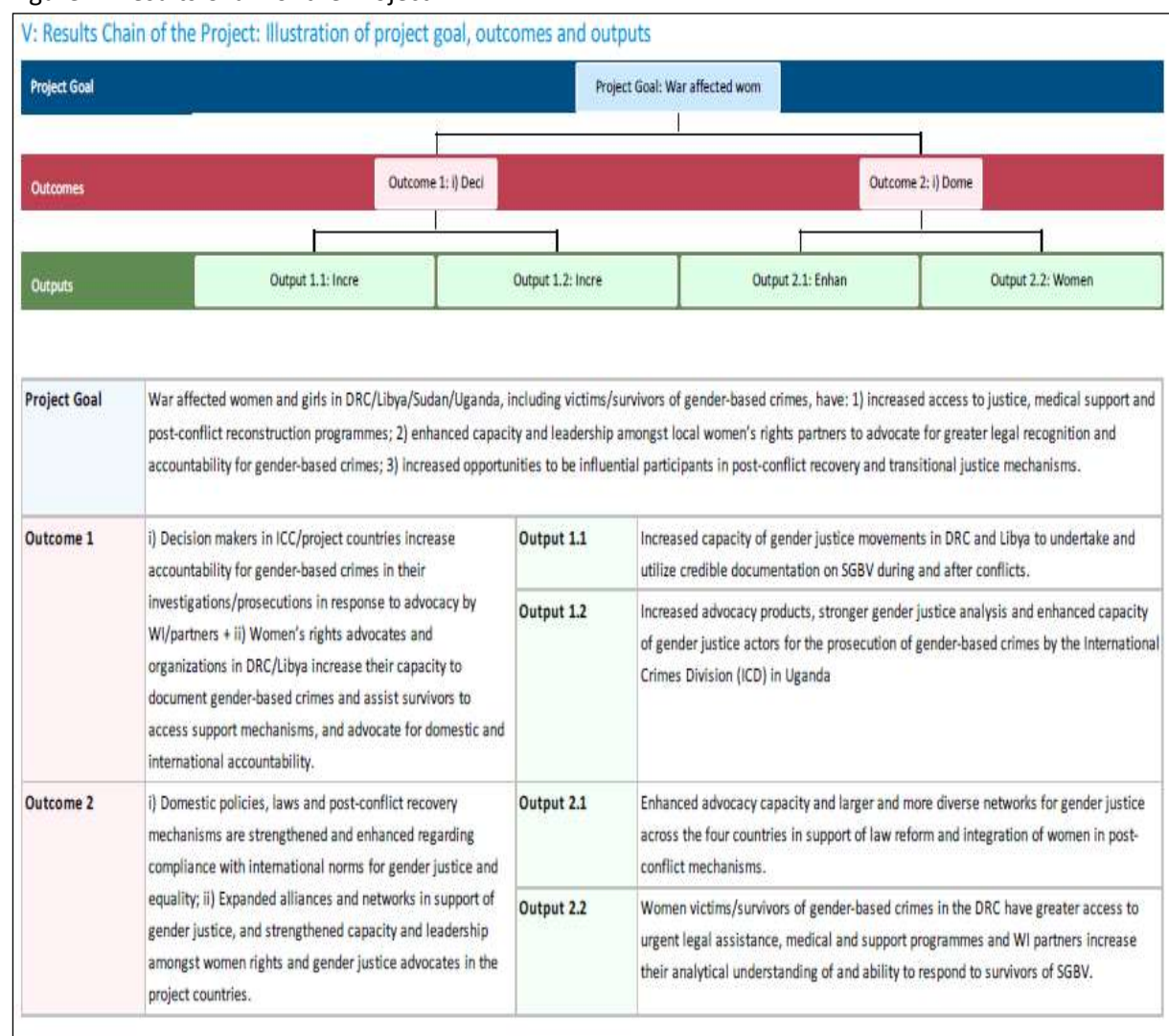
The results chain for this project builds on the premise that a diverse range of actors and initiatives are required to achieve gender justice, and recognizes that many relevant initiatives are underway by national governments and NGO partners, the multilateral and bilateral system, and others. The Theory of Change (ToC) developed in 2013 to underpin the WIGJ's work provides four strategies that are all reflected in the project's objective, results and activities. These are the following four strategies:

1. Victim/Survivor Community Services and Support (the provision of Services and Benefits; Security Monitoring; and the publication of the e-letter Women's Voice);
2. Advocacy & Communications (Publications, such as the annual Gender Report Card publications; Issue Advocacy; Media; Strategic Events; Social Media);
3. Build Gender Justice Field (Partnership Engagement, External Capacity Building, Community Mobilization);
4. Impact on Legal Process (International Criminal Court; Domestic justice mechanism; Legal Monitoring; Documentation; Peace Processes).

The project utilized the WIGJ's unique position and knowledge about ICC processes, its networks within the ICC and with domestic justice actors and decision-makers, its understanding of how to leverage complementarity between the ICC and domestic justice efforts, and the WIGJ's expanding group of domestic partners – including groups of women survivors from remote communities. The project was built on results achieved under other projects in the years prior to the UNTF project, such as the completion of four documentaries (see consulted sources), which were used for organizing documentary screening sessions in communities in Uganda, Sudan and DRC and earlier work undertaken – among others - with respect to supporting the inclusion of women in the peace negotiations undertaken between the LRA and the Government of Uganda (see WIGJ, 2009).

The concise logframe template of the UNTF has underpinned the development of the results chain of the project (see graph 1). The project aims to contribute towards two inter-linked outcomes, which have both two sub-outcomes. Each outcome has two outputs.

Figure 1: Results Chain of the Project⁴⁶



The key partners in this project are as follows:

- **DRC:** four partners: Encadrement Des Femmes Indigènes et des Ménages Vulnérables (EFIM); Ligue Solidarité Congolaise (LSC); Action de Femmes pour le Développement (AFD); Initiatives Alpha; Centre d'éducation et de recherche pour les droits des femmes (CERDF).
- **Sudan:** three partners: SEEMA Centre for Training and Protection of Women and Child Rights; Gender Centre for Research and Training, and the Alalag Center for Press Service.
- **Uganda:** one partner: Greater North Women's Voices for Peace Network (GNWVPN).
- **Libya:** four partners: In the project proposal, the Albanian Almarsos organisation – with strong links with the Medical Faculty of the University of Benghazi – was mentioned as the main partner. Reportedly, as they concluded their humanitarian work, the WIGJ decided to work with the Libyan Women's Forum in Tripoli, the 17th February Association for Social and Educational Affairs in Benghazi and the Libyan Women's Platform for Peace.

The primary beneficiaries of the project are the following groups (with expected targets): Women victims/survivors of SGBV – 5000; Women living in post-conflict environments – 10,000; Women in need of medical and psycho-social assistance as a result of SGBV – 8,000; Women seeking justice for

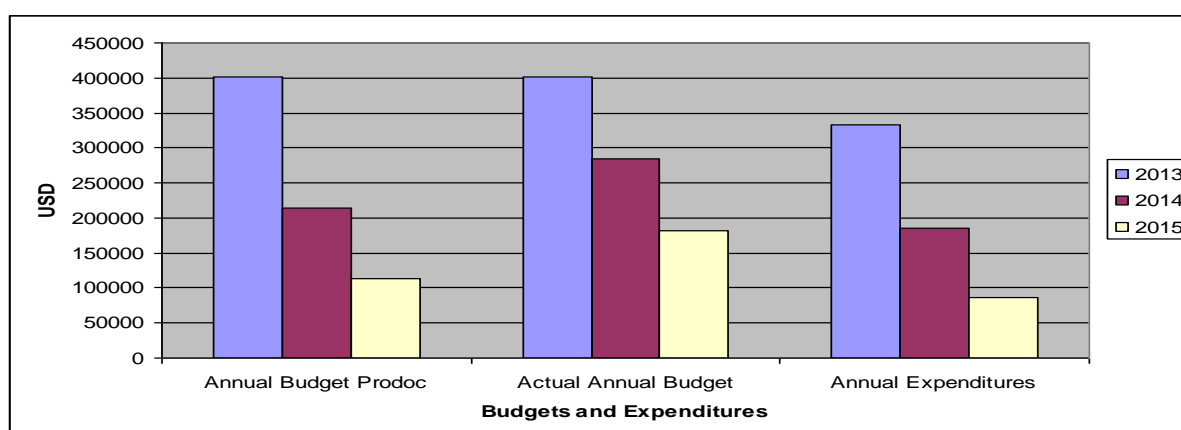
⁴⁶ WIGJ, 2012: 33

SGBV – 2,000; Women seeking justice and at risk of prosecution/harm due to discriminatory rape laws (Sudan)/ Women’s rights and peace advocates in armed conflicts (WHRD) – 500.

The project’s **secondary beneficiaries** are women’s rights and peace advocates in armed conflicts (WHRD) – 120; Government actors/parliamentarians – 50; Courts: International Criminal Court (ICC) and domestic courts – 5 types of courts (ICC, International Crimes Division (ICD, Uganda), mobile gender courts 2 (DRC), regular courts (DRC), local courts (Sudan)); Legal community (organizations and individuals) – 120; civil society organizations – 50; Media – 35; medical providers (local hospitals, clinics) – 12.

At the time of the evaluation most of the UNTF budget of USD 730,000 has been spent. Some changes in budget allocation took place during the three years of implementation. Reportedly, the WIGJ was allowed to change budget line allocations with a maximum of twenty percent (verbal information). These changes are further explained under the evaluation criteria regarding efficiency.

Graph 2: Annual Overview Budgets and Expenditures UNTF Project (Expenditures 2015 only available for 01 Jan-30 Jun 2015)



3. Purpose of the evaluation

This independent final evaluation of the project 'Advancing gender justice in countries under ICC investigation' is a mandatory evaluation that is required by the UN TRUST FUND for accountability and learning purposes.

The WIGJ intends to use the results of this external evaluation of the project to determine its future approach to implementation of their programme, and relate to identified opportunities for improvement of its performance, including the impact of its activities. The external evaluation will be shared with the WIGJ's Board and partners in the field. This evaluation report provides feedback to work already undertaken, and gives recommendations for future programme planning. Additionally, identified lessons learned and good practices offer insights for effective programme planning and implementation in the field of gender justice for the wider UN TRUST FUND community, and beyond.

This final project evaluation has been undertaken in January and February, 2016, which was at a time that the WIGJ temporarily had limited staff capacity. The Executive Director is on sabbatical since December 2015 to mid 2016, and several project staff members left in 2015 because of personal reasons (illness, study, etc.). The WIGJ office in The Hague is currently operated by the Senior Programme Manager with assistance of an administrative intern, and two legal interns. A legal consultant, an associate legal officer who also works part time as DRC programme officer, and a programme officer in Uganda support the WIGJ's work from other locations. New donor funding is expected in the beginning of 2016 to enable the NGO to recruit new staff – a proposal is currently being developed for at least one donor.

4. Evaluation objectives and scope

The overall objectives of the evaluation of the project 'Advancing Gender Justice in Countries are ICC Investigation' are the following, as specified in the ToR (Annex 1) :

- a) To evaluate the entire project in terms of its effectiveness, relevance, efficiency, sustainability, and impact with a strong focus on assessing the results of the outcome and project goals;
- b) To generate key lessons and identify promising practices for learning for which the criteria knowledge generation has been introduced as the sixth evaluation criteria.

The scope of the evaluation is the three year project duration of 01 January, 2012 up to 31 December, 2015. The geographical coverage of the evaluation comprises the Netherlands, DRC (in particular North and South Kivu, Province Oriental and Kinshasa), Libya (Tripoli), Sudan (Khartoum) and Uganda (Kampala and the northern territory)⁴⁷. The DRC, Libya, Sudan and Uganda are the four countries under ICC investigation selected for project implementation. The WIGJ's main office is located in The Hague. The target groups covered under this evaluation are the primary and secondary beneficiaries mentioned in chapter two as well as – to the project – one external stakeholder.

The methodology section (chapter 7) gives an overview of key limitations and challenges of this evaluation.

⁴⁷ The evaluation however did not include fieldwork to these countries due to several reasons that are explained in the Evaluation Methodology chapter 7.

5. Evaluation Team

5.1 The evaluation team

The evaluation team works for Femconsult, the consulting company contracted by the WIGJ to undertake this evaluation. The evaluation team comprises two evaluators, a lead evaluator and a co-evaluator. They have been selected on the basis of their experience and knowledge on gender justice as well as their firm consultancy and monitoring and evaluation experience. The evaluation team has been supported for one day by one Femconsult staff member to ensure quality control, and for a max. of two days by a French speaking consultant to support the interviews conducted with respondents in the DRC, and translate the questionnaire and executive summary of the evaluation report.

The lead evaluator particularly has been contributing with substantial consultancy experience in leading and performing various types of evaluations, including on gender, whereas the co-evaluator (Femconsult staff member) has been contributing with content knowledge on gender justice issues in Sub Saharan Africa. Both evaluators are based in The Netherlands.

The team meets all competences as required by the ToR as supported by the CVs and Femconsult references: the 10 years of experience in conducting external evaluations for multilateral organizations using several types of methods, expertise in gender and human rights evaluations and VAW/SGBV, experience in analyzing quantitative and qualitative data, knowledge of gender equality, women's rights and women's empowerment, commitment to delivering timely high-quality results, strong project leadership and a management track record, communication skills and the ability to communicate with various stakeholders and to express concepts. Although the team does not have in-country experience in all four project countries, the team of experts does have M&E experience (and/or experience of proposal evaluation) in relation to all of them. The evaluators are fluent in English and the command of French of the team is at a good level in order to assess project documents and to perform interviews.

Ms Elca Stigter (lead consultant) has worked for over 15 years in the field of rule of law, human rights, forced migration (human trafficking, refugee and IDP protection, economic migration), SGBV, peace-building/human security and governance. She has consistently applied a gender perspective in her work. Moreover, she has vast experience in leading and performing evaluations. She has worked for international organizations such as UNHCR, UNIFEM/UNWomen, UNDP, UNODC, IOM and the European Union Monitoring Mission Georgia (EUMM) as well as civil society organizations, such as the Afghanistan Research and Evaluation Unit and the Center for International Legal Cooperation. She has first-hand experience in South East Asia, South Asia, Europe, the Middle East, East Africa and West Africa, including in conflict and post-conflict settings.

Ms Angélique Verweij (co-evaluator) has more than 20 years of experience in development cooperation, programme/project formulation, appraisal, implementation, monitoring and evaluation (PCM, Logical Framework, qualitative and quantitative monitoring, and gender sensitive approaches) in sectors related to sustainable development, such as economic, agricultural and rural development; (institutional) capacity building, public health, HIV/AIDS, humanitarian aid, and human rights/governance. This includes cross-cutting issues such as gender equality and environmental sustainability, all particularly with a focus on Sub-Saharan Africa (including (post)conflict countries such as (South) Sudan and Somalia). She has extensive working experience with national and international NGOs, Civil Society Organizations and Non State Actors, as well as experience in the

management, coordination, supervision and backstopping of donor funded development projects (a.o. EU, Dutch Government). Currently, she is also responsible for managing and supporting Femconsult staff on EU FWC-contracts.

Ms Kitty Bentvelsen (quality controller) has more than 30 years of experience in international development cooperation worldwide, including in various African countries and fragile countries such as Yemen, Eritrea and Pakistan. She has solid expertise in conducting evaluation and impact studies including developing survey instruments (for quantitative and qualitative assessments) using gender sensitive and participatory approaches. She has evaluated numerous projects and programmes in sectors related to sustainable development, and worked with governmental (including local line agencies) and nongovernmental organizations (national, local and grass roots level) and final beneficiary groups. In particular, she is and was actively involved in monitoring gender equality projects financed under the Dutch MDG3 and FLOW Funds.

Saskia Ivens (Interpreter/translator) has more than 16 years of working experience in gender and development, and is fluent in French. Her areas of expertise in the field of gender equality include gender-based violence, peace and security, women's participation in decision making and governance, education and health, including sexual and reproductive health. She has working experience in many African countries (incl. French speaking countries), but also in several Asian countries.

5.2 The work plan

The work plan for this evaluation is given (in short) below. The work plan provides an overview of different activities per expected output, and the deadlines associated with the various outputs. The deadlines for the different outputs were adjusted over time in order to meet the different requirements, including the inclusion of endline data in the report. Unfortunately finalization of the report was extremely delayed compared to planning because of late inclusion of data in relation to a relevant stakeholder.

Activity	Output	Deadlines
Inception phase		
Desk review of project documents and other information sources	Draft inception report	January 25, 2016
Development evaluation methodology		
Preparing/finalizing draft inception report		
Incorporating comments and finalizing inception report	Final inception report	February 1, 2016
Interview phase		
Setting up/conducting interviews		February 1, 2016
Analysis/report writing phase		
Analysis interview data	Draft evaluation report	March 3, 2016
Preparing first version report		
Incorporating comments/Finalizing evaluation report	Final evaluation report	May 30, 2016

6. Evaluation Questions

This evaluation is guided by the six evaluation criteria and related questions which have been provided in the UNTF Guidelines for Baseline/Endline Assessments and Final Project Evaluation. These evaluation criteria – relevance, effectiveness, efficiency, sustainability, impact and knowledge generation – have been applied to this evaluation. Gender has been mainstreamed in the different criteria.

The evaluation criteria, and related questions, will be further discussed below. Some more refined and some additional questions have been added to guide the evaluation in order to a) limit the scope of some of the questions in order to limit the narrative on particular results for the evaluation report (e.g. with respect to effectiveness; b) to cover the scope of the project more comprehensively (e.g. with respect to relevance), and; c) to ensure that some issues that appeared to be challenging during implementation would receive sufficient attention during interviews. The order of the criteria given below is the order given in the UN Trust Fund Guidelines.

Effectiveness

Effectiveness is ‘The extent to which the development intervention’s objectives were achieved, or are expected to be achieved, taking into account their relative importance.’⁴⁸

The questions given in the UN Trust Fund Guidelines have been given below, including those related to the policy level as the project promoted advocacy for legislative change at the international (ICC) and national level of selected countries and the improved implementation of existing policies, including through the provision of appropriate and effective services for victims of SGBV. Questions given have however been cut up in sub-questions to be more specific (question 1 into question 1 and 2), thereby supporting reporting about the main findings in the evaluation report.

The question related to the institutionalization and sustenance of legal or policy change has been added to the criteria on sustainability.

1. To what extent and how were the intended project goals and outcomes achieved?
2. To what extent and how were the intended outputs achieved?
3. To what extent did the project reach the targeted beneficiaries at the project goal and outcome levels? How many beneficiaries have been reached?
4. a To what extent, why and how has this project generated positive changes in the lives of targeted (and untargeted) women and girls in relation to the specific forms of violence addressed by this project?
5. What internal and external factors contributed to the achievement and/or failure of the intended project goal, outcomes and outputs? How?
6. To what extent was the project successful in advocating for legal or policy change? If it was not successful, explain why.

Relevance

Relevance is ‘The extent to which the objectives of a development intervention are consistent with beneficiaries’ requirements, country needs, global priorities and partners’ and donors’ policies.’⁴⁹

⁴⁸ OECD/DAC, 2010: 20

⁴⁹ OECD/DAC, 2010: 32

The UN Trust Fund guidelines provide the first two questions for the criteria relevance. These questions are definitely of utmost importance. The target group of women and girls also includes women's rights advocates and peace activists, who are often affiliated with civil society organizations. A third question has however been added to also cover secondary beneficiaries. Additionally, considering the focus of the project to advocate for changes in existing legislation and policies, and possible shifts, changes and new opportunities emerging during the duration of the project, a question has been added to also cover this angle more clearly.

1. To what extent was the project strategy and activities implemented relevant in responding to the needs of women and girls, and to what extent are these still relevant?
2. To what extent were achieved results, and continue to be relevant to the needs of secondary beneficiaries?
3. A. Have the project activities been sufficiently aligned with activities of other stakeholders to avoid duplication? B. And/or was there cooperation with these stakeholders? Please explain.
4. To what extent is the project strategy and activities aligned with existing legislation and policies of target countries, and at the international level?

Efficiency

Efficiency is 'A measure of how economically resources/inputs (funds, expertise, time, etc.) are converted to results.'⁵⁰

The UN Trust Fund Guidelines provide two questions for efficiency, namely 'How efficiently has this project been implemented and managed in accordance with the Project Document?' and 'How timely has the project been implemented as set out in the implementation schedule in the project document?' The second question has been kept in this section, but the first question has been divided into four questions addressing the effectiveness of project management, cost-efficiency, quality control of inputs and outputs and monitoring and reporting to more clearly structure questions and facilitate reporting in this report. The questions on monitoring also offer the opportunity to consider, more specifically, results-based monitoring, and the degree of flexibility and adaptability within the project to respond to changes in the circumstances

1. How effective was project management?
2. Was the project run cost-efficiently?
3. How was quality control of inputs and outputs undertaken, including the usage of existing standards?
4. A. How efficient was monitoring and reporting on the project? B. How appropriate were the M&E instruments? C. To what extent and how was results-based management undertaken by project management?
5. How efficient has the project been implemented as set out in the activity schedule in the project document? Were there any major delays? Please explain.

Impact

Impact is 'Positive and negative, primary and secondary long-term effects produced by a development intervention, directly or indirectly, intended or unintended.'⁵¹

⁵⁰ OECD/DAC, 2010: 21

⁵¹ OECD/DAC, 2010: 24

The impact of the project has often been described as directly or indirectly, intended and unintended consequences of the project in the long term. As this project evaluation is immediately undertaken after project completion, there is no opportunity to consider the long-term effects of the project. Although the UN Trust Fund Guidelines only provide one question related to unintended consequences (positive and negative) results, the evaluation team has included a question on the main impact of the project. This question gives the opportunity to respondents to discuss project results, also in the short term, and offers space to rephrase some of these results away from the originally developed logframe.

1. What is the impact of the project?
2. What are the unintended/unexpected results (positive and negative) from the project?

Sustainability

Sustainability refers to 'The continuation of benefits from a development intervention after major development assistance has been completed. The probability of continued long-term benefits. The resilience to risk of the net benefit flows over time.'⁵²

The UNTF Guidelines only provided the first question in relation to sustainability, and the second question in relation to effectiveness (shifted here, and added the wording 'implementation'). Considering the nature of the project, namely advocating for legislative and policy-level changes, the inclusions and subsequent implementation of gender provisions in relevant legislation and policies, the setting up, maintaining and managing of transit houses (institutions), and capacity-building of civil society organizations in different areas of work all rely on continued funding of different actors. Additionally, considering the wide differences in capacities of different local partners, continued support and capacity-building may be necessary to sustain and strengthen these organizations

1. How are the achieved results, especially the positive changes generated by the project in the lives of women and girls at the project goal level, going to be sustained after this project ends?
2. In case the project was successful in setting up and/or including relevant gender provisions in new policies and/or laws, is the legal or policy change likely to be institutionalized, sustained and implemented?
3. Are the different civil society organizations that the WIGJ has worked with able to continue their activities in the same or similar areas now that the project has ended? Is there perhaps still other support available to sustain these organizations from the WIGJ or other donors?
4. A. Do civil society organizations supported under the project have sufficient managerial, technical and financial capacity to sustain themselves, including the transit houses in the DRC? B. To which extent was support for capacity development of these organizations an element of the project, and, if yes, to what extent has this been provided efficiently and effectively?

Knowledge Generation

Knowledge generation is not a DAC evaluation criteria, but been added in the UNTF Guidelines to introduce the two questions given below related to lessons learned and promising (often referred to as good or best) practices. These questions have not been altered by the evaluation team in any way. The definition of lessons learned is 'Generalizations based on evaluation experiences with projects, programs, or policies that abstract from the specific circumstances to broader situations. Frequently,

⁵² OECD/DAC, 2010: 36

lessons highlight strengths or weaknesses in preparation, design, and implementation that affect performance, outcome, and impact.⁵³

1. What are the key lessons learned that can be shared with other practitioners?
2. Are there any promising practices? If yes, what are they and how can these promising practices be replicated in other projects and/or in other countries that have similar interventions?

Gender has been mainstreamed in the design and implementation of this evaluation. As the project's objective is the advancement of gender justice, the implication is that at different levels in the four target countries gender analysis has been undertaken to inform project design. The ToC of the WIGJ offers an insight into the assumptions underlying their vision on advancing gender equality in the field of justice. The UNEG Guidelines point out that a good gender analysis should include various areas of analysis and ensure the collection of sex-disaggregated data.⁵⁴ The Guidelines offer different questions from a gender perspective for the different evaluation criteria.⁵⁵ Considering the project scope and range of areas targeted by the project, the decision is made to mainstream gender in the evaluation criteria, and collect gender-disaggregated data if available. Additionally, the website www.endvawnow.org of UNWomen, particularly the information provided on Programming essentials, Monitoring & Evaluation, as well as the ToC model on page 16 and the analytical tool given on page 18 in Oxfam's Guide on Ending Violence against Women have been considered to assess the quality of the project and to discuss a.o. the use/quality of the transit houses in further detail during the interviewing process.⁵⁶

⁵³ OECD/DAC, 2010: 26

⁵⁴ The following areas have been provided by the UNEG Guidelines: Identifying contextual constraints and opportunities in relation to gender equality, e.g. laws, attitudes; Reviewing the capacities of duty bearers to reach out equally to girls, boys, women and men, and to promote gender equality; Collecting and analysing sex-disaggregated data; Understanding that women and men are not homogenous groups and the different ways men and women experience problems; Understanding the ways in which gender intersects with other social dividing lines such as ethnicity, race, age and disability; Identifying gender roles and gender relations and differentials at work and in life, in terms of the division of labour, and access to and control over resources and benefits; Examining how power relations at the household level relate to those at the international, state, community and market levels.(UNEG, 2014: 49-50)

⁵⁵ UNEG, 2014:

⁵⁶ <http://www.endvawnow.org/en/modules/view/14-programming-essentials-monitoring-evaluation.html> (consulted January 20, 2016); Oxfam, 'Ending Violence Against Women, a Guideline', 2009

7. Evaluation Methodology

In this chapter a description is provided of the design, data sources, methodology, ethical considerations and limitations of this particular evaluation.

Sub-sections	
Description of evaluation design	The evaluation was conducted by means of a post-test without comparison group. The methodology utilizes a mixed-method approach, including qualitative and quantitative data collection and data analysis methods. In addition to a desk review, semi-structured interviews have been conducted by phone or skype and in person with relevant stakeholders. Apart from the interviews a short questionnaire was sent to identified respondents. Data triangulation and statistical analysis were undertaken in the analysis phase of this evaluation.
Data sources	The WIGJ project documentation, including donor reports, guidelines, publications and other relevant documents have been reviewed during the desk review. Additionally, a desk review was also undertaken of relevant background information related to the ICC, and the project context and background in the four selected target countries. Sources included relevant UN reports , country-specific legal and policy analyses, and a shadow report to CEDAW on DRC and a submission to the UN UPR Working Group on Libya.
Description of data collection methods and analysis (including level of precision required for quantitative methods, value scales or coding used for qualitative analysis; level of participation of stakeholders through evaluation process, etc.)	<p>Twenty semi-structured interviews have been undertaken by the evaluation team . Apart from the interviews two people have been approached with questionnaires. The interviews were with one WIGJ staff member in The Hague in person and phone, and one international NGO located in The Netherlands by phone. Other interviews that have been undertaken have been conducted by phone or skype, these were with the WIGJ partner agencies, the WIGJ staff, and some government officials and victims in target countries. Guiding notes with interview questions can be found in annex 5 to this report. These guiding notes have been further operationalized in relation to target country, type of project activities, profile of respondent and level of involvement in project activities.</p> <p>The interviews in French with respondents in the DRC have been supported by a French speaking technical expert/translator. Her combined expertise in gender and French language skills proved to be of great support to collecting information during telephone interviews.</p> <p>One interview with a partner in Sudan did not materialize due to connection problems, but questions were subsequently forwarded (and answers received) via email in order to get further information from this partner organization.</p> <p>As proposed by the WIGJ, the evaluation team developed a short follow-up questionnaire to the respondents (of partners) to give them another opportunity to share their thoughts on the project to the evaluation team. A questionnaire has also been developed for ICC staff, as this was the only option reportedly available to the evaluation team to get their perspective on project results and their cooperation with the WIGJ (see</p>

	<p>also notes on limitations of this evaluation).</p> <p>Qualitative and quantitative analysis have been undertaken to formulate key findings and recommendations. Data/source triangulations determined the robustness of findings. Quantitative data provided in the baseline and end-line surveys have been incorporated in the report under concerned evaluation criteria. No value scales or coding is used for qualitative analysis.</p> <p>The evaluation process was participatory to some degree. The evaluation ToR and the draft evaluation report has been with the WIGJ board and the UNTF for comments and, ultimately, approval of the final document. During the interviewing phase of the evaluation, and by sending a questionnaire, different stakeholders have been given the opportunity to share their views on the design, implementation and main results of the project and recommendations in relation to the project.</p>
<p>Description of sampling</p> <ul style="list-style-type: none"> ☐ Area and population to be represented ☐ Rationale for selection ☐ Mechanics of selection ☐ Limitations to sample ☐ Reference indicators and benchmarks/baseline, where relevant (previous indicators, national statistics, human rights treaties, gender statistics, etc.) 	<p>The evaluation has not used scientific sampling techniques, but selected respondents on the basis of their location/country, working relationship with the WIGJ and/or their level of involvement in activities implemented by the WIGJ. One of the limitations of this evaluation is that apart from the WIGJ current and previous staff only in two of the four countries of implementation stakeholders could be interviewed (see also note on limitation with respect to beneficiaries) and that limited information has been obtained from the ICC in the very last phase of the evaluation.</p>
<p>Description of ethical considerations in the evaluation</p> <ul style="list-style-type: none"> ☐ Actions taken to ensure the safety of respondents and research team ☐ Referral to local services or sources of support ☐ Confidentiality and anonymity protocols ☐ Protocols for research on children, if required. 	<p>Ethical considerations have been taken into regard during the evaluation process. In accordance with the UNEG Ethical Guidelines (2008), the evaluators have ensured <i>that the evaluation has been undertaken in a manner that guarantees the independence, impartiality and credibility of the evaluation (see limitations)</i>. Furthermore, the evaluation team (or one of its members) ‘shall respect people’s right to provide information in confidence and make participants aware of the scope and limits of confidentiality’, and also show respect for diversity and dignity.⁵⁷ The evaluators ensured that, prior to the interview, the respondents were informed about the purpose of the interview and the use of the information shared with the evaluators, the confidential nature of the information and the voluntary nature of the interview in order to obtain informed consent to the interview. The evaluation ToR has been shared prior to the interview with respondents.</p> <p>Additionally, the evaluation team ensured compliance with codes for vulnerable groups. In the context of this evaluation, this especially concerned interviews undertaken with victims/survivors of SGBV who</p>

⁵⁷ UNEG, 2008: 7

	<p>used one of the transit houses funded by the project in the DRC. The evaluation team members took note of the various guidelines on interviewing female victims of SGBV, especially the WHO 2003 guidelines 'Putting Women First: Ethical and Safety Recommendations for Research on Domestic Violence Against Women' and the 2007 guidelines 'Recommendations for research, documenting and monitoring sexual violence in emergencies'. Project partners in DRC agreed that it was possible to interview one or two victims/survivors in their presence to talk about the services provided by the WIGJ project. Possible physical, psychological, social and legal risks to victims/survivors, their families and supporters, and/or to communities and/or the WIGJ's partners, have been considered in selecting these beneficiaries.⁵⁸ Interviews with female victims/survivors of 18 years and older focused on the services and assistance provided by concerned partners, their level of satisfaction regarding these services, and the effect the receipt of these services has had on their lives.</p> <p>The safety and security of respondents is also a concern of this evaluation considering the prevailing security concerns related to the situation in the four target countries. The evaluation team did not travel to the target countries (see chapter seven). The safety and security (of participants and the evaluation team) has been covered by means of close communication with the WIGJ about the selected respondents, and the potential risks for them to be involved in this evaluation. The names of respondents will not be given in the evaluation report – only the number of respondents per organization/institution.</p>
<p>Limitations of the evaluation methodology used</p>	<p>There were several limitations to the applied evaluation methodology:</p> <ul style="list-style-type: none"> – Some of the key limitations of this evaluation are a consequence of the fact that no field visits have been undertaken for security, cost and time-related reasons. Nevertheless, the evaluation team has made a clear effort to make up for this limitation by holding telephone or skype interviews with relevant stakeholders, and by conducting extensive research on the basis of primary and secondary sources. – The evaluation team has only been able to interview partners in two of the four countries of implementation. Partners in Sudan have been approached, but only one responded to the request for an interview. Names of partners in Libya could not be provided by the WIGJ in The Hague, or by the former project officer, reportedly as contact had been lost because of the high levels of insecurity in Libya, and the risks associated with working for civil society organizations, including for women's rights organizations. The evaluation team has tried to make up for this lack of information during the desk review. – The evaluation team has not been able to speak to the WIGJ Executive Director, who used to maintain the contacts with the ICC, nor with one or more representatives of the ICC, in order to review the outputs under the project. The ICC responded to a

⁵⁸ See for instance WHO, 2007: 10-11

	<p>questionnaire prepared by the evaluation team.</p> <ul style="list-style-type: none"> – The evaluation team has not received data-sets or reports based on analysis undertaken of these data sets of documentation collected by partners in DRC and Libya (output 1.1.). Data collected in DRC were reportedly shared with the ICC. A limited number of documented cases collected in the DRC have been shared with the evaluators. The argument of the WIGJ not sharing more of these documents was that these data are confidential, but considering that one out of four outputs (and one outcome) is based on this documentation, ways could have been sought to remove personal data in order to assess this information. – A related concern, expressed by the evaluation team to the WIGJ, is that various documents prepared and/or presented with project support, such as some of the technical papers on transitional justice in Uganda, the legal review of the rape law of Sudan and also other types of evidence, newspaper articles written as a result of training provided to journalists in 2013 in Sudan, have not been shared with the evaluation team. This limits the extent to which the evaluation team can confirm and/or assess the results that are claimed by the WIGJ in relation to these outputs. – A final limitation identified by the evaluation team is that the attribution of some results to the inputs and efforts in the field of advocacy by the WIGJ is difficult. Advocacy for legislative, policy and political change is often undertaken by various actors over a more extended period of time. Multiple activities and actors are often necessary to build up momentum to effect change. This is a general challenge one encounters when assessing activities in the field of lobby and advocacy, and also applies to the work undertaken by the WIGJ and claims on results made in this particular area, including with respect to claims of particular results being a direct consequence of the project inputs. For the local level it is easier to verify attribution.
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8. Findings and Analysis per Evaluation Question

In this chapter the findings and analysis for the evaluation questions from chapter 6 are being worked out in detail in relation to the WIGJ project. For the evaluation criteria there are usually several evaluation questions, each presenting a certain aspect of the evaluation criteria.

8.1 Effectiveness

Evaluation Criteria	Effectiveness
Evaluation Question 1	<i>To what extent and how were the intended project goals and outcomes achieved?</i>
Response to the evaluation question with analysis of key findings by the evaluation team	<p>The goal of the project has been achieved to some degree. Firstly, war affected women and girls in the DRC, Libya, Sudan and Uganda, including victims/survivors of gender-based crimes, have to some degree increased access to justice, medical support and post-conflict reconstruction programmes. Such access has in fact increased in the DRC and Sudan, with project activities offering psycho-social, medical and legal support to victims/survivors of SGBV in the DRC through the two transit houses, with a small group of women and girls also having benefited from livelihoods support through reconstruction programmes. Additionally, the new 'rape law' in Sudan now ensures that rape victims can no longer be accused of adultery (<i>zina</i>) in the absence of the required evidence (see also comment below). In Libya, due to high levels of insecurity, the work has not continued long enough in order to ensure more access to various services for affected girls and women, however 10 documentation missions have been undertaken until in 2015 due to the security situation this work had to be cancelled. Although there has been little public acknowledgement of sexual violence, acts of rape have not been denied by government officials during meetings with the WIGJ partners who have used the documentation data. Although no charges for SGBCs have been brought in the ICC's ongoing Libya cases, in domestic proceedings 2 cases are ongoing inclusive of SGBCs. The SGBC cases that have been documented including sexual violence against men held in detention during the revolutionary period contain potentially important data for future ICC investigations in Libya. In the DRC, the documentation of cases had resulted in increased recognition and support provided by their families, communities and decision makers (community leaders, religious leaders, authorities e.g. police, army, etc.) at local and provincial levels. In DRC, Sudan and Uganda, the documentary screenings led to increased awareness among local decision-makers, but this did not result in more access to reparations and services in-country for victims/survivors and other vulnerable girls and women. According to the final report of the WIGJ the overall percentage of investigations and charges for gender-based crimes by the ICC and domestic (War Crimes) courts in the project countries increased in the 2013-2015 period with 13% but the evaluation team could not assess to which extent the advocacy efforts undertaken under the project have led to more investigations, prosecutions and convictions in the field of SGBC at the national and international level and to which extent this is due to WIGJ initiatives only.</p> <p>Secondly, enhanced capacity and leadership amongst local women's rights partners to advocate for greater legal recognition and accountability for gender-based crimes has been demonstrated in all four countries, albeit in</p>

different levels. During the past three years, the WIGJ's partners in the **DRC** and **Libya** received training and ongoing support to improve their documentation, although in Libya the activities came to a halt due to high levels of insecurity. In 2013, however, two representatives of the WIGJ parties were standing for election to the Committee tasked with drafting the new Libyan Constitution. Additionally, the WIGJ partners further were strengthened in their M&E and reporting. In **Sudan**, continued coordination and communication was noted among the members of 'Alliance 149'. In **Uganda**, members of the GNWVPN strengthened their capacities in screening, running meetings and advocating on behalf of affected women and girls, including during the documentary screening sessions. Capacity development support was mostly focused on the implementation of the project activities. The actual contribution of the project to enhanced leadership is more implicit. Examples/Results in relation to enhanced leadership are a consequence of the creation of local ownership, for instance through participation of the WIGJ partners in strategy development, and by assigning local partners leadership roles as focal points.

Thirdly, the project generated concrete opportunities for girls and women to be active participants in post-conflict recovery and transitional justice mechanisms, as the extent to which they can be influential is also determined by the extent to which they can actually reach those people in decision-making positions. This can be concluded on the basis of the documentation of SGBV cases in DRC and Libya, and advocacy activities undertaken at the national and international level by partners and the WIGJ on the basis of these documentation activities. Additionally, the documentary screenings in three of the four countries has further presented girls and women with opportunities to be active participants. However, these documentary screenings did not have the desired effect on the implementation of the PRDP in Uganda, despite the inclusion of parliamentarians of the Northern part of Uganda as participants, and two national –level advocacy activities in 2013. Budget allocations had reportedly already been made at the capital level, and district-level decision-makers could not change these allocations in order to influence the implementation of the PRDP. This gap between the implementation of legislation and women's rights conventions at district/provincial and the national level was also observed in the DRC component of the project. Through the documentation, legal monitoring and screening activities of the WIGJ partners, increased opportunities for women and girls/women's rights partners have arisen to influence post-conflict recovery and transitional justice mechanisms. Their level of influence, although reaching the planned but limited number of advocacy meetings with influential stakeholders at national level, has remained limited mostly to the local and provincial level.

Accountability for gender-based crimes has to some degree increased among decision-makers in the ICC and in project countries in their investigations and prosecutions in response to advocacy by the WIGJ and partners' (outcome 1.i). This has been the consequence of documentation of SGBV cases and screenings of advocacy video's in **DRC**. Although this only has had a limited effect on the number of national-level investigations and prosecutions of perpetrators of SGBC thus far. Actually, not many cases are prosecuted, and when prosecutions take place, then perpetrators may not always be convicted of having committed SGBCs. Continued impunity and corruption are being mentioned by

	<p>partners as some of the main barriers hindering the justice system, resulting in lack of confidence of victims/survivors and related under-reporting of cases. It was not possible to assess well whether the sharing of documentation with ICC actually had a positive impact on their investigations regarding SGBV cases in DRC, however the ICC has mentioned that the WIGJ could provide leads for OTP investigators in the context of investigations in situation countries (so not specifically mentioning DRC).</p> <p>In Libya the stage of sharing this documentation had not been reached, however contribution have been made by the WIGJ advocating/ monitoring whether 2 Libyan SGBV cases would be prosecuted at national and ICC level. In Uganda, technical expert advice provided by the WIGJ in relation to the drafting of the Witness Protection Bill, and the ICD Rules of Procedures and Evidence have created opportunities for increased accountability of decision-makers. The change in Sudan's 'rape law' has likely resulted in more accountability for gender-based crimes, and at least offered protection to rape victims. The revised law has also given the necessary instruments to women's rights lawyers, who feel more confident when handling rape cases in criminal courts. Overall, based on the WIGJ's long-term engagement that started years before this project, their ongoing advocacy seems to have resulted in a gradual increase in counts of SGBC, and prosecution cases with such counts , although this cannot be only attributed to the project.</p> <p>Through their advocacy activities the WIGJ (and its partners) claim to have been able to increase accountability for SGBV and increase the attention for the issue not only at ICC/project countries level but for example also at the level of the UN Security Council (in 2013 a new resolution was adopted) and of individual governments (such as the UK and Swedish government and the G8 (legal advisors from G8 were informed on documenting sexual violence in armed conflicts, the G8 declaration was influenced, a panel for over 100 policy makers, donors and WR organizations was co-hosted). To which extent the results can be attributed to the intervention of the WIGJ in general, and to the UNTF project in particular, could not be assessed.</p> <p>Furthermore, women's rights advocates and organizations in DRC and Libya have increased their capacity to document gender-based crimes and assist survivors to access support mechanisms, and also advocate for domestic and international accountability (outcome 1.ii). This has been further explained above in relation to one of the goals.</p> <p>Additionally, some domestic policies, laws and post-conflict recovery mechanisms are strengthened and enhanced regarding compliance with international norms for gender justice and equality (outcome 2.1), which has in particular been the case in respect to the revised 'rape law' in Sudan, which was enacted in early 2015, and in Uganda, where the documentary screenings may not have resulted in more compliance with international norms for gender justice and equality, but where this has resulted in more awareness of the plight of conflict-affected girls and women and offered some consolation to victims given that attention was given to their plight. Additionally, opportunities for more alignment of the Witness Protection Bill with international gender norms have been created. The ICD Rules of Procedure and</p>
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	<p>Evidence have reportedly become more aligned with these norms. Also work was undertaken to strengthen the transitional justice policy in this respect. It is mentioned in the progress reports that due to advocacy in DRC, a special advisor to the president on sexual violence has been appointed, but because of the limitations of this evaluation it has not been possible to assess whether this result can be attributed to the WIGJ interventions only.</p> <p>Alliances and networks in support of gender justice have reportedly expanded, and capacity and leadership amongst women rights and gender justice advocates in the project countries strengthened (outcome 2.ii). Alliances in Uganda have expanded, with a new network of women's activities focusing on transitional justice issues being in regular contact with the the WIGJ, and in 2013/2014, the network in Sudan expanded with the journalists taking part in the media workshops and in DRC with religious leaders having been trained and becoming more involved on gender justice. In Libya the documentation training workshops may have contributed to more alliance building among women rights and gender justice advocates, however apart from analyzing a report about the workshops and the progress reports this could not be well assessed.</p> <p>The second part of this outcome regarding the enhancement of capacity and leadership of the women's rights organizations has been discussed above in relation to the goal.</p>
Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above	<p>Project-specific and external sources point to the above conclusions regarding the achievements of the goal and the two outcomes. These include WIGJ project progress reports of 2013-2015, the WIGJ annual report of 2014, WIGJ High Level Summary Programmes 2016-2018, WIGJ Libya January – December 2013, Project output/activity documents (f.e. Document de plaidoyer, avril 2015). During interviews much of this information has been confirmed.</p> <p>External sources include Amnesty International (2007); Batha. (2015); Eltayeb M. Eltayeb with Equality Now (2014), Fricke and Khair (2007), Marler (2015), Otim and Kihika (2015), Redress (2008), Ssali (2015), Tønnesen and al-Nagar (2015); Sadie (2015), TRAIL et all (2015), CNTJ and NPWJ (2014).</p>
Conclusions	<p>The project goal and outcomes have not been completely but sufficiently achieved, as victims/survivors of gender-based crimes have increased access to justice, local women's rights partners have enhanced capacity to advocate for gender justice and are becoming active partners in post-conflict recovery and transitional justice mechanisms. Accountability on SGBCs has to some degree increased in particular areas and with particular stakeholders (e.g. community leaders, religious leaders, local police, local authorities, provincial authorities, judiciary staff, military) as a consequence of project activities, however, there is still a long way to go before gender justice is achieved at all levels.</p>
Others	

Evaluation Criteria	<i>Effectiveness</i>
Evaluation Question 2	<i>To what extent and how were the intended outputs achieved?</i>
Response to the evaluation question with analysis of key findings by the evaluation team	<p>The capacity of gender justice movements in the DRC and Libya to undertake and utilize credible documentation on SGBV during and after conflicts has increased (output 1.1) as a result of project activities, although results have been less than anticipated in Libya due to the fact that activities came to a full stop in 2015 due to ongoing high levels of insecurity. Nevertheless, training in documentation was conducted, and in both countries documentation missions have been undertaken to collect information, and in both countries documented cases have been used for advocacy purposes. DRC information was shared with the ICC, and used for advocacy purposes at the district level (and to a limited degree at the national level with some meetings with influential decision-makers and the WIGJ partners being signatory to an Open Letter to the UN Special Envoy for The Great Lakes Region in 2013) in DRC to investigate and prosecute GBCs. Reportedly, in 2013 the WIGJ has been called in to provide advice with respect to the Lubanga case, and the WIGJ documentation included in the prosecution of Ntaganda (which involves child soldiers being abused by a militia group led by Ntaganda), however this information could not be confirmed/triangulated as no interviews were possible with the ICC, reportedly due to ICC procedures.</p> <p>Advocacy has been undertaken, gender justice analysis has been strengthened and capacity of gender justice actors has been enhanced for the prosecution of gender based crimes by the ICD in Uganda (output 1.2). There were several delays in ICD appointments, and in progressing with the case of Kwoyelo in this three year period. In 2013-2015, the WIGJ flagship publications 'Gender Score Reports' of 2013 and 2014 contained no references to the ICD. Reportedly over ten postings were produced/disseminated related to ICD and accountability for crimes associated with the LRA-related conflict with the usage of internet. One e-letter contained an article prepared by the chief judge of the ICD in 2015, and a Special Issue of Women's Voices e-letter featured a tribute to Joan Kagezi, Senior Principal State Attorney and ICD Prosecutor who was murdered in March 2015. Social media (e.g. twitter, facebook) was used in May and June, 2014, and on several occasions in 2015, in relation to the ICD, but it cannot be confirmed that advocacy products on this division increased during this period. However, gender justice analysis has been strengthened, as several WIGJ technical papers were shared during workshops and/or bilaterally with relevant institutions in 2014, and in particular gender and SGBC-related expertise was offered by the WIGJ staff/consultants on witness protection and the protection of victims of SGBV, which has reportedly been reflected the Rules of Procedure and Evidence of the ICD, also the ICC appreciates advice delivered by WIGJ and its ED however it is not fully clear whether their input has led to increased success for the prosecution of cases including SGBCs. In 2013, the WIGJ participated/ provided inputs into in a Stakeholder Consensus Building Workshop on TJP held by the Justice, Law and Order Section (JLOS). As such the capacity of gender justice actors has been/will be further enhanced for the prosecution of SGBCs, including of the ICD in Uganda. The Rules of Procedure and Evidence of the ICD are currently pending approval by the Rules Committee, and the Witness Protection Bill is pending before the Parliament of Uganda. In DRC due to advocacy meetings and increased awareness raising through participation in video screenings gender justice actors at the local and</p>

provincial level reportedly are demonstrating other behavior, particularly in relation to SGBV cases. In progress reports and in interviews it has been mentioned for example that security sector personnel, such as the police, lawyers and judiciary are treating victim/survivors with more respect and care and are less likely to ask for extra fees (that officially are not allowed). Also one partner has mentioned that cooperation with the Congolese army is taking off.

Advocacy capacity and larger and more diverse networks for gender justice across the four countries in support of law reform and the integration of women in post-conflict mechanisms has been enhanced to some degree (output 2.1). Coordinated advocacy for the integration of a gender justice perspective in the PRDP and the TRC (**Uganda**) has been undertaken, including the strategic screening of WI video for key decision-makers, with a total of 20 screenings and 2312 participants in 2013/2014 in 17 district. In 2013 WI's/partners proposal for PRDP II to include projects designed to address gender issues including gender-based violence was adopted at the government's PRDP II Meeting, convened by the Prime Minister. the WIGJ also provided detailed submissions to the Transitional Justice Working Group and the JLOS on the draft National Transitional Justice Policy, and advocated for a.o. inclusion of a victims-centred approach, community hearings and a TRC within the policy. In **Sudan**, two coordination meetings were convened to support the coordination of members of the various networks advocating for reforming the rape law, and two screenings were also held in the project period. Reportedly, a review of legal literature on sexual offences in Sudan and document 'Framework Document Legal Framework for Rape a Sexual Offences Act for Sudan' was prepared by the project officer. A gender training workshop was also held for 20 media professionals including journalists to report more effectively on the need for reform of the rape law, which resulted in a total of 21 articles in 2013 and 2014.

Furthermore, women victims/survivors of gender-based crimes in the **DRC** had greater access to urgent legal assistance, medical and psychosocial support programmes as a result of project support (output 2.2). Transit houses where victims/survivors are being received and from where they are being accompanied to receive medical care etc. have been expanded, established and supported , a total of 2,349 victims/survivors has been supported of which 85% were assisted to access surgeries for rape related injuries (compared to 214 in 2012 this is an increase of 890%). 12 victims/survivors have been supported legally and in representation, but in some more cases the mobile courts were monitored by WIGJ partners. 25 victims/survivors participated in a vocational training. During the project the strategy has changed somewhat – apart from documentation missions only in order to collect data on SGB violations - also cases of victims/survivors coming to the Transit Houses were being documented. And information sessions were kept with communities on the transit houses and the legal and medical services available for victims/survivors of SGBCs. Unfortunately not in all areas of the project a transit house was available for victims/survivors (for example not in Province Oriental) while there is a need. Two instead of three transit houses have been supported under the project, and due to already existing knowledge and expertise with the foreseen implementing partner the originally planned peer training for the new TH was not organized by the WIGJ. Victims/survivors have been provided medical and psychosocial support, but few victims/survivors have enjoyed legal

	<p>support also because victims/survivors and partners are not yet confident with the quality a.o. of the legal clinics and do not have trust in the security/justice sector, among others due to insecurity, limited confidentiality and continuing impunity and corruption. Also support/reintegration programmes for victims/survivors were limited a.o. due to limitation in funds. Nevertheless the WIGJ has supported a 25 victims/survivors through formation, and some of the DRC partners are referring victims/survivors to other local organizations who can provide support such as formation/vocational training and economic development/reintegration programmes. Based on security reasons WIGJ partners focused on full utilisation of two TH and their effectiveness in reaching the beneficiaries and providing needed service. The peer training between the coordinator of the existing transit house did not materialize as sufficient expertise was available with the organization running the second transit house.</p>
Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above	<p>The above analysis has been undertaken on the basis of internal and external sources during the desk review, and some key findings were confirmed during interviews. Unfortunately some information could only be obtained on the basis of internal the WIGJ documentation, such as in relation to the sharing of documentation with the ICC in the case of DRC (and no information could be obtained with respect to the quality and usage of this information – see the methodology section in which this limitation has been identified). Furthermore, neither main output documents for Sudan have been shared with the evaluation team nor any outputs related to the gathered documentation.</p> <p>Internal sources include the WIGJ progress and annual reports to UN TFVAW from 2013-2015, Annual report WIGJ 2014; WIGJ High Level Summary Programmes 2016-2018; Project output/activity documents DRC; WIGJ Libya January – December 2013; WIGJ e-letters, WIGJ tweet search, WIGJ gender score reports 2013 and 2014.</p> <p>External sources include include Amnesty International (2007); Batha. (2015); Eltayeb M. Eltayeb with Equality Now (2014), Fricke and Khair (2007), Marler (2015), Otim and Kihika (2015), Redress (2008), Ssali (2015), Tønnesen and al-Nagar (2015), Sadie (2015I), TRAIL et al (2015), CNTJ and NPWJ (2014).</p>
Conclusions	<p>Most outputs have been achieved, except that two instead of three transit houses have been supported in DRC, and with advocacy on the ICD in Uganda being more limited than originally anticipated. Furthermore, as mentioned, in Libya activities had to be stopped due to insecurity. At the same time, several opportunities were created to support the integration of gender-sensitive rules and procedures included in draft legislation and policy documents in Uganda, revised rape articles in the Criminal Code (also referred to as the ‘rape law’) in Sudan, and the multi-pronged approach in DRC appeared quite successful strengthening the achieved outputs.</p>
Others	

Evaluation Criteria	<i>Effectiveness</i>
Evaluation Question 3	<i>To what extent did the project reach the targeted beneficiaries at the project goal and outcome levels? How many beneficiaries have been reached?</i>

Response to the evaluation question with analysis of key findings by the evaluation team	<p>A total of 2,349 victims/survivors of SGBV is directly supported through Transit Houses in DRC (compared to 214 in 2012), of which 85% were assisted to access surgeries for rape-related injuries and of which 12 victims/survivors received legal assistance and representation. Over 11,342 participants have attended screenings of the video on SGBV through which over 2500 decision makers have been reached in DRC and Uganda. The final report mentions that a total of 78,675 direct and indirect project beneficiaries have been reached of which 36,300 women victims/survivors of SGBV.</p> <p>The project seems to have reached all beneficiaries at the project goal and outcome levels as outlined in the project document. In relation to the envisaged results given in the same document, some concerns were expressed regarding the limited targeting of relevant stakeholders at the national level in the DRC, in particular in relation to the implementation of the National Strategy on VAW, and also Uganda, in relation to expectations raised in the project document that documentary screenings could potentially change the allocation of resources. With respect to the DRC it was not possible to assess the follow up of commitments made by authorities at for example the provincial level. Progress/annual reports do mention changes at the level of implementing authorities such as judges, police, other institutional staff/ staff from the security sector that are working on the subject of SGBV etc, which has been confirmed in some of the interviews. When it concerns reaching decision makers a particular group of actors that has become positively involved in DRC regarding the issue of SGBV are religious leaders (Christian and Muslim). Unfortunately the number of beneficiaries for Libya was less than expected/planned due to the insecurity in the country. This was because the number of participants had to be reduced because the training workshops could not take place in Libya, but were relocated to Egypt. And although documentation missions have taken place, due to insecurity they could not be that many as initially planned and had to be stopped in the beginning of 2014. Also not much advocacy could be undertaken and therefore a very limited number of decision makers has been reached.</p>
Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above	The WIGJ semi-annual and annual progress reports provided the number of direct and indirect beneficiaries per stakeholder group. The endline data gathered by the WIGJ provided the total number of beneficiaries of the project.
Conclusions	All beneficiaries seem to have been reached in terms of targets set in the project document, although unfortunately not a clear division between direct indirect beneficiaries is mentioned in the final report. Some concern has been expressed with respect to the limited effect on national-decision making in Uganda and the necessity to manage expectations of what documentary sessions held at district levels can actually achieve in relation to such processes.
Others	

Evaluation Criteria	<i>Effectiveness</i>
Evaluation Question 4	<i>To what extent, why and how has this project generated positive changes in the lives of targeted (and untargeted) women and girls in relation to the</i>

	<i>specific forms of violence addressed by this project?</i>
Response to the evaluation question with analysis of key findings by the evaluation team	<p>Positive changes have been generated in the lives of beneficiaries as a result of different project activities. A distinction can be made between partners and women and girls affected by conflicts, especially victims of SGBV. Partners have been able to strengthen their advocacy skills, increased technical skills (including documentation skills), M&E and reporting skills, as a result of targeted training activities of the WIGJ, and as a result of on-the-job mentoring, in particular in DRC and Uganda. The project also created opportunities for these partners, such as greater access to local and also national-level decision-makers, which for some community-based organizations in the DRC meant that they were able to expand their horizon, and could learn how networking beyond the community level can be undertaken to advocate for change. Partners involved in organizing and holding the documentary sessions received training prior to the project on the technical aspects of this activity, and involved staff (DRC/Sudan) and members (Uganda) were able to polish these skills in the past three years.</p> <p>The project has generated several positive changes for women and girls in relation to SGBV. In the DRC, victims/survivors have been accompanied to health centres and in more physically traumatized cases to hospitals by staff of the WIGJ partners, and were provided with medical and psycho-social care. Some have received vocational training, which provided them with opportunities to improve their economic situation. A limited number of victims/survivors has been provided with legal support in DRC, because not yet many women and also partners have confidence in the legal clinics. However women are becoming more aware about their legal rights due to which it is expected that ultimately more victims/survivors will report their cases with the police. The screenings and the Transit Houses also made more women aware of the support they can get. In Libya in 2013 and 2014, and in the DRC throughout the entire project period, SGBV victims/survivors have been interviewed in order to document their experiences, which left them with a sense of acknowledgement, and recognition of their traumatic experiences. The documentation activities may further result in a reduced likelihood of re-occurrence, as perpetrators know that they may be exposed, and possibly prosecuted. The documentation may also support the prosecution of accused persons in existing cases.</p> <p>The documentary screening sessions at the community and district levels in DRC and Uganda has meant a positive change for some victims of SGBV as they were given an opportunity to speak out, and share their experiences, are getting recognized in being courageous to do so, and receive more understanding for the consequences these experiences had on their day-to-day lives during those sessions. The increased awareness of decision-makers and other stakeholders also led to more solidarity with victims and the fact that attention was given to their plight provided some consolation. This was seen to contribute to less stigmatization of these victims, less rejection by their families and communities and less maltreatment by security sector personnel. Quantitative data or for example case stories are missing about this result, however in interviews this has been confirmed. In 2014, In Uganda, feedback assessments indicate that 90% of the PRDP local decision-makers who participated in strategic screenings/advocacy events stated that they</p>

	<p>understood the plight of victims/survivors better after seeing the film and hearing from advocates and recognized the need to address gender issues in PRDP implementation. Although these screenings have not actually led to reparations for affected girls and women, and the implementation of the two PRDP-related resolutions passed in 2013, there is an indication that the advocacy at the district level in Uganda has had an effect on decision-making in 2015 with respect to budget allocation of the Social Development Fund (to be disbursed in 2016-2017). At the same time, reportedly some girls and women attending/participating in these screening sessions also expressed their disappointment at the unavailability of short-term assistance, either medical, psycho-social and/or economic assistance.</p> <p>In Libya through the trainings participants were also being informed about the broader interpretation of access to justice (so not only legal justice) when it concerns SGBV, for example access to medical and psychosocial care and legal support and one partner has discussed this gap with the Minister of Justice (however no follow up was given by the Minister). Many participants were also not aware of the UNSCR resolutions on women, peace and security and were very happy to be informed about these tools that could add to their efforts for working on women's rights. Being trained they realized the importance of participation in political and peace building processes and decided to advocate for higher quota. They did so for the percentage of women on the government's committee mandated to draft the Libyan Constitution and according the progress report 2013 were successful and mentioned that 2 of the WIGJ partners were standing for election.</p> <p>Girls and women supported under the project, in particular victims/survivors of SGBV, are better able to overcome their fear and shame. As a result, some even begin to take on a more pro-active stance, and became advocates for gender justice themselves.</p> <p>With the limited progress made in the work undertaken by the ICD in Uganda in the 2013-2015 period, the project has not been able to generate positive changes in the lives of targeted (and untargeted) women in the 2013-2015 time-frame, such as opportunities to give witness statements, and get compensation as victims. It was however not a planned result/output to focus on individual women, but on institutional changes of the ICD in Uganda, which could potentially have had a positive effect on and/or for female victims and witnesses. In Sudan, the enactment of the new rape law in early 2015 has led to more protection for rape victims, and reduced the risk of being accused of adultery if evidence was not considered sufficient. However, Tønnesen (2015) points out that <i>"the reform is only partial, since the Evidence Act of 1994, in which rape and zina are still conflated, has yet to be reformed. In addition, marital rape is not explicitly criminalized."</i>(2015: 1)</p> <p>Reportedly the WIGJ also has advocated for better witness protection practices of female witnesses. According to the progress report of 2013 this has led to internal and external inquiries by the ICC regarding their witness protection practices, a new protocol and greater communication within the Court.</p>
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Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above	<p>The above has been confirmed by the desk review and interviews.</p> <p>Main sources covered by the desk review were the WIGJ progress and annual reports to UNTF from 2013-2015, Annual report WIGJ 2014; WIGJ Libya January – December 2013; WIGJ internal evaluation of three districts where screenings were held (suppl. Report 2015); Women’s Voices e-Letters; Amnesty International (2007); Batha. (2015); Eltayeb M. Eltayeb with Equality Now (2014), Fricke and Khair (2007), Marler (2015), Otim and Kihika (2015), Redress (2008), Ssali (2015), Tønnesen and al-Nagar (2015).</p>
Conclusions	<p>The project has been able to generate positive changes at different levels in the lives of women and girls in at least three of the four countries, in DRC, Uganda and Sudan. In Libya this is clearly much less visible as after some workshops and documentation missions the activities had to be stopped. The extent of this change is dependent on the type of services provided, and whether these were the consequence of legal/policy change, and or screenings, documentation or the direct provision of psycho-social, legal or economic support. Particularly in DRC where a multipronged approach has been implemented, the changes among women and girls are relatively significant.</p>
Others	

Evaluation Criteria	<i>Effectiveness</i>
Evaluation Question 5	<i>What internal and external factors contributed to the achievement and/or failure of the intended project goal, outcomes and outputs? How?</i>
Response to the evaluation question with analysis of key findings by the evaluation team	<p>Different internal and external factors contributed to the main results at the project goal, outcomes and outputs level.</p> <p>The following internal factors contributed to the achieved results in this three year period:</p> <ul style="list-style-type: none"> – The dedicated support provided by dedicated the WIGJ project staff to partners’ activities during the project period, and similarly the dedication of the WIGJ partners in the field to advocate for change, and provide services to victims of SGBV, has been underpinning the main achievements at the national level. – The (limited) financial means available for the project limits expenditures related to activities in the field, the scope of activities, such as the type and extent of support that implementing partners can give to victims/survivors, and the number of screenings that can be organized in the field. – The level of traumatization of victims/survivors that influences the documentation of cases and of which implementing partners do not always feel sufficiently capable to handle. – It was mentioned in an interview that translation of legislation and women’s rights conventions in the local language in DRC has helped in creating more awareness among victims/survivors and also communities at large about legal justice. However it is not clear whether this translation was part of the current project. – The strategy of working with long standing grassroots organizations that are directly in contact with victims/survivors at the community

level is key to the success of the activities undertaken in **DRC**. A multi-pronged approach of advocacy, documentation and the availability of psycho-social, medical, services, and to some degree legal aid and livelihoods assistance/training, has strengthened the different areas of activities. In order to be more successful in accessing decision makers at national and regional level, connecting with larger organizations at this level could be useful to link the local to the national level for advocacy purposes. A similar observation can be made for **Uganda**. At the same time, the limited capacity of some partners in DRC has resulted in some weaker documentation efforts in 2013, which were however corrected and improved with the WIGJ support.

A host of external factors contributed to the achievements of the project, including to changes in implementation, and also the complete stop of activities in Libya.

- Security has been a major impeding factor, in particular in the **DRC** and **Libya**. In Libya, activities came to a full stop in the beginning of 2014 due to high levels of insecurity, and the heightened risks this entailed for staff of civil society organizations, including women's rights organizations. Insecurity in Libya escalated with two women's human rights advocates assassinated in the first six months of 2014. In 2013, high levels of insecurity led to the re-location of some trainings from Tripoli to Cairo. In the DRC, the continuation of insecurity and violence in some of the areas where the WIGJ partners are working makes it difficult to address problems in order to create lasting solutions. Specifically, it has impeded communication with partners, negatively affected their freedom of movement, hindered the implementation of the documentation programme and their access to decision-makers. The restrictive environment in **Sudan** led to the cancellation of one screening by the Sudanese government without explanation offered to the hosting organizations in 2013.
- Additionally, as was made clear again by the planned monitoring of the proceedings of the ICD in **Uganda**, the judicial system operates at its own pace. The WIGJ could therefore only to some degree engage in advocacy activities with respect to the ICD. Overall, the ICD was only able to progress to a limited degree due to inadequate donor funding, limited technical capacity, the stalled proceedings of the first ICD case, which is expected to continue in 2016, delays in appointments of senior staff, and the murder of the chief prosecutor in 2015. In **DRC**, when it concerns legal justice, prosecutions may take a very long time and require a lot of travelling of victims/survivors, and availability of financial means, sometimes discouraging experiences, and last but not least prevailing impunity and corruption overall have a discouraging effect on victims/survivors to report their cases. The continuation of poverty in DRC is in that sense negatively influencing the problem.
- In the countries where screenings were organized, local authorities and government officials at the local and district level (in **Uganda** and **DRC**) and the state/national level (Sudan) invited and attending the documentary screenings appeared receptive to the message about gender justice at these meetings. Nevertheless, for different reasons, it has been difficult to get these translated into actions in order to

	<p>gender-sensitize the implementation of national programmes in Uganda. For instance, in 2013, the situation remained in flux due to a major corruption case in the Office of the Prime Minister, which became top priority among international donors. The less favorable human rights environment has affected the government's relations with bi-lateral donors, including some of the donors which have been supporting the PRDP and transitional justice developments. It also takes a long-term perspective to see the possible impact of advocacy on decisions regarding allocations of such large social development programmes.</p> <ul style="list-style-type: none"> – The existence of other organizations working in the same field can lead to cross-fertilization, strengthened coordination and advocacy, and a stronger set of services for SGBV victims/survivors in a particular area. In DRC, the existence of other civil society organizations providing livelihoods assistance supported the overall work of the WIGJ partners, as they could refer victims/survivors to these organizations. The fact that different civil society organizations in Sudan were advocating for revisions in the rape law led to a more concerted effort, which was among others supported by the project due to funds given for coordination meetings. At the same time, available capacity and limited financial means cannot always necessarily be tailored to all identified needs. For instance, in Uganda, victims/survivors during documentary screening sessions demanded short-term livelihoods assistance, which not all members of the GNWVPN can provide due to their legal status and/or their limited budget. Similarly in DRC more support for assisting victims/survivors through a transit house and economic reintegration support and for example support to further ensure the security of staff and training for staff how to better deal with traumatized cases of SGBV would have been welcomed if funds would be available. – Through extra funding the WIGJ was able to access from another donor instead of online documentation trainings live trainings could be organized which obviously has had a positive effect on the quality of these workshops. – The existence of national and international legislation and women's rights conventions regarding SGBV and VAW can be factors positively influencing the project, as they are instruments that can be used for advocacy. Similarly prevailing ideas about gender roles and traditional and/or religious practices and laws are factors that are influencing the realization of gender justice. In that sense in for example the DRC traditional practices such as child marriages and forced marriages are barriers that need to be overcome, next to the barriers in the for instance the legal sphere.
<p>Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above</p>	<p>The above findings have been obtained on the basis of the desk review and information shared during interviews.</p> <p>Main WIGJ documents consulted are WIGJ progress and annual reports to UN TFVAW from 2013-2015, Annual report WIGJ 2014; WIGJ Libya January – December 2013; WIGJ High Level Summary Programmes 2016-2018; Project output/activity documents.</p>

	External sources include Batha. (2015); Marler (2015), Otim and Kihika (2015), Ssali (2015), Tønnesen and al-Nagar (2015), Sadie (2015), TRAIL et al (2015), CNTJ and NPWJ (2014).
Conclusions	<p>Several internal and external factors have contributed to the achievements of the project.</p> <p>The dedication of project staff and the WIGJ partners and the cooperation with long standing partners working at grassroots level, particularly in DRC through a multipronged approach/strategy where activities in direct support of victims/survivors are combined with awareness raising and advocacy through video screenings, etc. can be mentioned as some of the main internal factors contributing positively to the achievements.</p> <p>The external factor of insecurity in the countries had a strong negative effect. For the DRC impunity and corruption have been mentioned as main factors causing SGBV to continue and legal justice not to take place. The existence of other actors in the field leading to cross-fertilization particularly when cooperation is realized (such as in the case of victims/survivors in DRC being assisted with economic support) has proved to be an important positive external factor.</p>
Others	

Evaluation Criteria	<i>Effectiveness</i>
Evaluation Question 6	<i>To what extent was the project successful in advocating for legal or policy change? If it was not successful, explain why.</i>
Response to the evaluation question with analysis of key findings by the evaluation team	<p>It seems that the project to a large extent was successful in advocating for legal and policy change, however as often is the case with lobby and advocacy activities changes cannot be solely attributed to interventions of WIGJ and its partners.</p> <p>Although the changes cannot be solely attributed to the WIGJ, the revised rape law in 2015 in Sudan has been a major achievement to protect the rights of rape victims.</p> <p>Additionally, the legal and policy advocacy work undertaken in different areas in Uganda has led to changes, or anticipated changes, in different areas. The Rules of Procedure and Evidence of the ICD with a section on gender/SGBCs is pending review by the Rules Committee. Additionally, the Witness Protection Act has been submitted to the Parliament in 2015, and is expected to be enacted in 2016. Such processes generally take time. Inputs provided to the TJP have reportedly been incorporated, but this policy has still not been enacted.</p> <p>The final report mentions that in the DRC in 2015 the Chamber of Deputies and Senate adopted a new law implementing the Rome Statute in the domestic legal order, giving full effect to the principle of complementarity. This legislation will empower civil courts to address international crimes.</p> <p>In relation to Libya no changes at the level of legal or policy change can be mentioned as no or very limited activities could be undertaken and the activities ultimately had to be stopped due to the insecurity in the country. A ministerial decree from February 2014 on compensation of victims/survivors (see context description) has not been formalized and it is not clear whether the WIGJ project contributed to this.</p>

Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above	The above findings have been obtained on the basis of the desk review of internal and external sources, (e.g. include Batha. (2015); Eltayeb M. Eltayeb with Equality Now (2014), Fricke and Khair (2007), Marler (2015), Otim and Kihika (2015), Redress (2008), Ssali (2015), Tønnesen and al-Nagar (2015)), and information shared during interviews.
Conclusions	The project has successfully contributed towards the enactment of a new rape law in Sudan, and created opportunities for the incorporation of gender-sensitive provisions/provisions specifically for victims of SGBCs, in the still to be enacted ICD Rules of Procedure and Evidence, the Witness Protection Law and the TJP in Uganda. In the DRC in 2015 a new law implementing the Rome Statute in the domestic legal order was adopted. It is not possible to attribute these results only to WIGJ and its partners.
Others	

8.2 Relevance

Evaluation Criteria	Relevance
Evaluation Question 1	<i>To what extent was the project strategy and activities implemented relevant in responding to the needs of women and girls, and to what extent are these still relevant?</i>
Response to the evaluation question with analysis of key findings by the evaluation team	<p>The project strategy and activities were relevant for all four countries, and although the project strategy continues to be appropriate to all, activities in three out of four countries are still relevant to date.</p> <p>With respect to DRC, the support that victims/survivors have been receiving and the documentation of their cases has been very important for different reasons. Many victims/survivors have been given access to justice, and received psycho-social/medical and/or livelihoods support. Additionally, through advocacy, documentation and monitoring activities, ways are being sought to address the problem at domestic and international level. There already are a good number of national (and international) instruments in place in the DRC that in theory could lead to increased gender justice. Also the project particularly has contributed at local and provincial level to increased awareness with decision makers that more justice needs to happen when it concerns SGBV and some of these actors are taking their responsibilities. However, when it comes to actual implementation and prosecution of cases more changes have to be realized, at the level of victims/survivors, but also at the level of institutions, in order to realize this. The complexity of the issue of legal justice and policy change requires a more long term attention and awareness raising/advocacy and capacity development at all levels in society.</p> <p>Unfortunately SGBV continues to take place in DRC in relatively high numbers, in some areas caused by external parties (such as the LRA), in other areas also by militia and DRC security forces and also an increasing number of perpetrators come from communities itself, which leads to the conclusion that the project strategy and activities are still very relevant for women and girls in DRC.</p>

	<p>For Libya the project was and still is very relevant. Apart from documentation of cases and advocacy for increased accountability of decision makers and legislation also direct support to victims/survivors would be of tremendous value, especially considering the tremendous taboo that is prevailing regarding the subject and where traditional and religious views and laws are undermining gender justice.</p> <p>The focus in Sudan was on supporting activities to advocate for the change in rape legislation. The link between rape and adultery in article 149 negatively affected female rape victims. The selected activities supported under the project were developed, and therefore owned by the WIGJ partners themselves, and relevant at that time until early 2015 when the new rape law was enacted. Due to the enactment of the new law, a review of the main focus of activities of WIGJ in Sudan would be needed. The fact that relevant articles have been changed, offers better protection to rape victims and removes the risk of being charged with <i>zina</i> in the absence of the desired number/sex of witnesses. However, there is still a lack of clarity on the impact of the new law (see Marler, 2015: 1), some areas of positive change were reported, such as that the amendment expands and clarifies the definition of rape, and distinctly separates the crime of rape from the crimes of <i>zina</i>. This hopefully helps conclude cases more quickly, sparing rape victims more trauma and stigma, and possibly contributes to a situation in which rape victims increasingly report the crime and take the perpetrator to court. Reportedly, human rights lawyers also feel more confident to defend rape victims in criminal courts. However, legal revisions undertaken at the same time in other areas, namely with respect to sexual harassment (see section on sustainability), cause concern. The project strategy, which aims to advance gender justice, remains relevant as rape victims, and victims of other forms of SGBV, are in dire need of legal aid, and legal education in general must be undertaken to strengthen awareness, and sensitize the larger public as well as criminal justice actors to these issues.</p> <p>In Uganda, the strategy and activities were to a large extent relevant, and addressing the needs of girls and women. The actions undertaken to create opportunities to include the necessary provisions on gender, and the inclusion and protection of female victims of SGBV, including in their role as witnesses, in legislation, policy and procedures has been, and continues to be relevant to promote their representation in transitional justice processes, and to ensure their inclusion and protection in investigations and criminal proceedings – as victims and witnesses. The advocacy activities undertaken at the district level, with district and sub-country leaders, Resident District Commissioners and criminal justice sector representatives participating in the documentary screening sessions, were in response to needs of female victims of the conflict in the Northern part of Uganda. The screenings offered an opportunity to voice their concerns, and note their frustration about the fact that the PRDP and other national programmes had not provided compensation, and specifically offered support to victims of SGBV. These needs have still not been addressed, and such activities continue to be relevant considering the long-term perspective necessary to notice a possible impact at that level. At the same time, the question can be raised if the target, namely to influence national policy, has not been set too high for a three year project in light of existing policy and programme</p>
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	procedures and processes at that level. It may have also been appropriate to, at a minimum, attempt to find alternative options to address some of the short-term psycho-social, medical and economic needs of these victims.
Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above	<p>The key findings given above have been obtained on the basis of the desk review on internal and external sources. Preliminary findings have been confirmed by interviews.</p> <p>Internal sources included the WIGJ progress and annual reports to UNTF of 2013-2015, the annual report WIGJ 2014; WIGJ High Level Summary Programmes 2016-2018; WIGJ Libya January – December 2013; DRC Project output/activity documents, including the 2015 ‘Document de plaidoyer’)</p> <p>External sources include Sadi (2015), Marler (2015), Keppler (2012: 20-22) with respect to the need for witness protection and support ICD, Otim et al (2015: 9).</p>
Conclusions	The project strategy and activities have been very relevant to the needs of women and girls, and in all four countries the project strategy remains relevant. However, in Sudan, a review of the current strategy could be advised considering the legislative changes enacted early 2015. With respect to Uganda, more attention could have been given to short-term needs of victims/survivors considering the long-term time-frame necessary for successful advocacy to influence policy and programme design and implementation. Ultimately for all countries a strategy combining a focus on how the support to individual victims/survivors in the medical, psychosocial, legal and economic spheres is organized as well as how to increase accountability of decision makers at different levels (local, regional, national, international) would be advisable.
Others	

Evaluation Criteria	Relevance
Evaluation Question 2	<i>To what extent achieved results were, and continue to be relevant to the needs of secondary beneficiaries?</i>
Response to the evaluation question with analysis of key findings by the evaluation team	Through documentation, screening, monitoring and advocacy activities of victims/survivors cases, secondary beneficiaries in the DRC are being made aware of the problem, and are becoming more involved by offering support to victims/survivors of SGBV. This is done directly, by providing immediate assistance to victims, or by supporting prevention and response efforts (f.e. religious leaders (Christian and Muslim) who have developed a module (in which religious texts are linked to SGBV and religious leaders are called to work towards the eradication of SGBV, unfortunately no concrete guidelines are being provided in the document) and also community leaders who have been assisting the transit houses) or have assisted victims/survivors when they needed transport to a hospital. Also mobile courts have been monitored, security sector staff such as police, magistrates, even military staff have been sensitized on SGBV and some have attended screenings and subsequently have demonstrated positive changes in relation to cases. These experiences and efforts at the local level have also supported advocacy by women’s rights and peace activists at the national level these decision makers are trying to change the level of justice that can be given to victims/survivors and therefore their involvement is relevant as long as SGBV continues to be a problem in the DRC.

	<p>For Libya the project was and is very relevant for secondary beneficiaries, with SGBV and gender justice in general receiving very limited attention. Unfortunately due to the insecurity the project has not been able to involve many actors at this level. the WIGJ has the intention however to continue its work in Libya on the subject of gender justice.</p> <p>In the case of , the achieved results have been relevant for different groups of secondary beneficiaries under the project, in particular women's rights and peace activists, and civil society organizations, who not only advocated for the necessary change in the rape law, but also because female activists could be victimized by the same law. Thus, the changed rape law has been seen as a major success, despite the scope for further reform (see Tonnesen, 2015). Although it is unclear to what extent it has been implemented in practice, this does not change its relevance for local courts. Journalists have supported the advocacy campaign to change the rape law, and reporting on its implementation would continue to be relevant. It is not known if this is actually done in practice.</p> <p>In Uganda, the achieved results have been relevant for the judicial sector as well as other sections of the government (the anticipated enactment of the Witness Protection and the Rules of Procedure and Evidence of the ICD, and the incorporation of gender provisions, and provisions specifically dedicated to the needs of victims of SGBV, in the (draft) Transitional Justice Police). The increased levels of awareness of local decision-makers and police with respect to the plight of girls and women affected by the conflict, in particular victims of SGBV, can potentially contribute to a more just allocation of resources in the longer term, and continued opportunities for civil society organizations and media to advocate on and monitor changes therein. Additionally monitoring court proceedings of the ICD must be undertaken in order to ensure that these rules are applied, and to support the identification of possible niches for further advocacy and technical advice to advance gender justice.</p>
Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above	<p>The key findings given above have been obtained on the basis of the desk review on internal and external sources. Preliminary findings have been confirmed by interviews.</p> <p>Internal sources included the WIGJ progress and annual reports to UNTF of 2013-2015, the annual report WIGJ 2014; WIGJ High Level Summary Programmes 2016-2018; DRC Project output/activity documents, including the 2015 'Document de plaidoyer')</p> <p>External sources include Sadi (2015), Marler (2015), Keppler (2012: 20-22) with respect to the need for witness protection and support ICD, Otim et al (2015: 9).</p>
Conclusions	<p>The results are and were relevant, also to the secondary beneficiaries. In the project the activities, particularly in the countries where the video screenings in communities have taken place, have led to positive response from several actors, particularly at the local and provincial level, such as security sector staff (e.g. police, local authorities, magistrates, military staff), from community leaders and in DRC also from religious leaders. At community level there is for example more understanding and support for victims/survivors. Security staff</p>

	demonstrate more cooperation in order to address SGBV and they also are more respectful to victims/survivors.
Others	

Evaluation Criteria	Relevance
Evaluation Question 3	A. Have the project activities been sufficiently aligned with activities of other stakeholders to avoid duplication? B. And/or was there cooperation with these stakeholders? Please explain.
Response to the evaluation question with analysis of key findings by the evaluation team	<p>Project activities have to a large extent been aligned with activities of other stakeholders, including as a result of cooperation. The WIGJ seems to be recognized for its expertise on gender justice and activities with the ICC, and has been cooperating and collaborating with international organizations, including the ICC, on several occasions in the 2013-2015 period, including, at the policy level, on reparations for victims.</p> <p>In the DRC, although at the local level in the different provinces, different civil society organizations implement activities to prevent and/or respond to SGBV at different levels, it seems that there is not much duplication, particularly when it concerns documentation of SGBV cases and the video screenings. Coordination takes place between different organizations to agree on a division of areas covered by documentation missions, and if, by chance, a case already appears to be documented by another organization, then this case will not be documented again. In the field of reintegration/livelihoods support, considering the high levels of poverty in these provinces, and the dire needs of victims of SGBV, the view was shared that there is no duplication of efforts. At the local level, partner organizations increasingly seem to cooperate with other stakeholders and try to work in complementarity to each other.</p> <p>At the national level, there are more organizations working particularly on advocacy to strengthen work related to the prevention and response of SGBV, but these different efforts are important to create a more robust movement to influence decision makers to increase the likelihood to make change happen in the longer term. The extent to which the WIGJ partners coordinate their work at this level is minimal, although the desire to work more at the national and regional level in partnership with organizations at these levels was shared during this evaluation.</p> <p>For Libya it has not been possible to assess this aspect properly because the evaluators were not able to talk to partners or other stakeholders apart from the WIGJ former project staff. The likelihood that there has been much duplication in Libya regarding this subject seems relatively small.</p> <p>In Sudan, activities of the three WIGJ partners under the project were sufficiently aligned with activities undertaken by other women's rights organizations that were all part of Coalition 149. Actually, the different activities strengthened the overall advocacy work to change the rape law, and two coordination meetings funded by the WIGJ supported overall coordination efforts. The only activity that possibly could be seen as duplication is the review of legal literature on sexual offences in Sudan, and the document ' Framework Document Legal Framework for Rape a Sexual Offences Act for Sudan', which, according to the WIGJ 'represents the first step towards framing the legal issues which can be included</p>

	<p>in the endeavour to adopt a sexual Offences Act for Sudan'. Other studies on the same topic had been completed in earlier years. As this document was not shared with the team, no independent assessment could be undertaken about the possible added value of this activity/output.</p> <p>In Uganda, activities seem to have been aligned and coordinated with other organizations working in the same field, including with respect to efforts to strengthen the policy and legal framework of the ICD, witness protection and in the field of transitional justice. The WIGJ seems to have identified its own niche in addressing the needs of victims of SGBV, and supported the Government of Uganda in different areas in this particular thematic field. The WIGJ is however not the only organization to monitor ICD proceedings, and share information via social media. This may however not necessarily be negatively viewed as different organizations have different networks due to which outreach becomes more comprehensive. At the local level, the activities of the GNWVPN were coordinated with the WIGJ and its network members, although the extent to which this coordination has been done effectively could not be reviewed within the scope of this evaluation.</p>
Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above	<p>The key findings given above have been obtained on the basis of the desk review on internal and external sources. Preliminary findings have been confirmed by interviews.</p> <p>Internal sources included the WIGJ progress and annual reports to UNTF of 2013-2015, the annual report WIGJ 2014; WIGJ High Level Summary Programmes 2016-2018; DRC Project output/activity documents, including the 2015 'Document de plaidoyer'. The specific reference to Sudan, and the quote given in the analysis can be found in WIGJ, 2015a: 40.</p> <p>External sources include Sadi (year), Marler (2015), Keppler (2012: 20-22) with respect to the need for witness protection and support ICD, Otim et al (2015: 11) on the role of civil society organizations in advancing justice and reconciliation.</p>
Conclusions	<p>Generally speaking, the activities of the WIGJ and its partner organizations in the four countries seem to have been sufficiently aligned with other stakeholders. There seems to have been no duplication of activities, considering the vast area of work. In the case of Sudan, the evaluation team could not verify if duplication has taken place as relevant documents were not received by the team. In some areas, although coordination is taking place, the evaluation identified more scope for further alignment and/or cooperation, especially in the case of DRC.</p> <p>With regard to the activities in relation to the ICC the impression is being raised that the WIGJ has a unique relation/role that it plays in order to increase gender justice at this level, in addition to the role of the WIGJ's ED who was nominated as a special advisor on gender justice. This could unfortunately not be triangulated well because no interview was possible and the evaluators could only submit questions in writing, however the input of the WIGJ seems to be appreciated. It is advisable for next evaluations to find a solution for being able to evaluate better the part of the work that the WIGJ is doing in relation to the ICC.</p>
Others	

Evaluation Criteria	Relevance
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Evaluation Question 4	<i>To what extent are the project strategy and activities aligned with existing legislation and policies of target countries, and at the international level?</i>
Response to the evaluation question with analysis of key findings by the evaluation team	<p>At the international level, the project strategy was aligned with the ICC mandate, including with respect to the principle of complementarity. Additionally, the project has generally been aligned with international human rights law, such as the Convention of the Elimination of all forms of Discrimination of Women, and UNSC resolutions and related national actions plans with respect to women, peace and security, although this can be made more explicit in project design and during implementation.</p> <p>The project strategy and activities are aligned with existing legislation and policies of target countries. The project has (particularly at the local level) supported the implementation of DRC's National strategy to combat violence against women and aimed to influence the development of policies on SGBV as well as service provision for victims/survivors and prosecution of cases of SGBV in Libya. Additionally, the project has taken the discriminatory rape law of Sudan as its entry point in 2013 to support advocacy of women's organizations to change this legislation. In Uganda, the project strategy and activities were aligned with legislation and policies, and has in particular sought entry points to gender/SGBV-sensitize particular laws, such as the draft law on witness protection, the draft ICD Rules of Procedures and Evidence, and the draft Transitional Justice Policy. Additionally, the project sought to connect the implementation of the PRDP and other national programmes specifically designed for the Northern areas to the needs of girls and women affected by the conflict, in particular victims of SGBV.</p>
Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above	<p>The key findings given above have been obtained on the basis of the desk review on internal and external sources. Preliminary findings have been confirmed by interviews.</p> <p>Internal sources included the WIGJ progress and annual reports to UNTF of 2013-2015, the annual report WIGJ 2014; WIGJ High Level Summary Programmes 2016-2018; DRC Project output/activity documents, including the 2015 'Document de plaidoyer').</p> <p>External sources include Sadi (2015), Marler (2015), Keppler (2012: 20-22) with respect to the need for witness protection and support ICD, Otim et al (2015: 11), TRIAL (2015), CNTJ and NPWJ (2014).</p>
Conclusions	The project has been sufficiently aligned with national legislation and policies, and with the ICC's mandate. The focus at country level was particularly on enforcement of national legislation and policies and support for victims/survivors and at ICC level on the integration of SGBV in prosecutions and convictions.
Others	

8.3 Efficiency

Evaluation Criteria	<i>Efficiency</i>
Evaluation Question 1	<i>How effective was project management?</i>
Response to the evaluation question	Management of the UNTF project was effective to some degree. The project was implemented in a three-year period, and the majority of expected activities and

<p>with analysis of key findings by the evaluation team</p>	<p>outputs were implemented and achieved.</p> <p>The senior programme officer responsible for managing the project, including providing oversight to the M&E component and the DRC activities, left in Spring 2013. Delays in developing the M&E system could not be entirely circumvented, and additionally, reportedly, miscommunication between a consultant and her UNTF contact led to further delays in finalizing the baseline data. These became available in early 2014. An external consultancy firm was hired to develop the M&E plan, and undertake the training for project officers and partners. Work in the DRC picked up speed only in 2014 due to several medical issues of staff, including the DRC project officer at the end of 2013.</p> <p>The responsibilities of the senior programme officer were distributed among different staff members, and consultants were hired to support the work, and only in 2015 a new programme officer was recruited (see WIGJ annual report 2014 staffing overview). The WIGJ tried to adjust in a flexible way to the limited number of staff and available funds, and the high rotation of staff in this three year period. Nevertheless, this sometimes affected project management capabilities because of a lack of continuity, which sometimes led to challenges in design, monitoring and oversight of activities. The support provided by The Hague-based management to project management level in the field seems to have been constrained at times for that reason. Especially with the ED being involved in implementation of the project, time to support staff may have been too limited. It is therefore recommended to review HR policies in order to address some of the reasons for this high overturn of staff.</p> <p>The project officers in Cairo/Egypt (only until early 2014), Kitgum/Uganda (with the former project officer departing at the end of 2014, and a new project officer starting in January, 2015) and the UK/Canada (supporting the work in DRC) were crucial in supporting the work on the ground, and the one in Cairo was further indispensable because of her Arabic language skills to enable communicate with partners. The challenges outlined above also affected work at the field level, as some of the monitoring templates and the system of financial transfers to the WIGJ partners were being developed as the project was already ongoing. It is recommended that such tools are available early on in a project, and that this is also reflected in the project implementation schedule in the project document. There were some staff changes during the project that may have affected the implementation of activities negatively. Nevertheless the WIGJ partners are very appreciative of the WIGJ project management support that they have received, as it appears to have been sufficient, even though the experience of some of these staff members may have been limited at the start.</p>
<p>Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above</p>	<p>The analysis is based on information provided in the WIGJ project progress reports to the UNTF (e.g. WIGJ, 2014a: 42, 47; 2015a: 46), and in their annual reports of 2013, 2014 and 2015. Information provided during interviews supported the analysis of the desk review with respect to staffing profiles/time-frames/consequences of staffing capacity to the overall management of the project.</p>
<p>Conclusions</p>	<p>Project management has overall been sufficiently effective, and supported the implementation of activities in accordance with the overall direction given in the</p>

	<p>project document. The evaluation team also concluded that despite these efforts, some weaknesses have been observed in relation to design, management and oversight, of which some can be attributed to high staff turnover, the resulting lack of continuation in project management, and the limited time available of higher management for the overall project management. Considering that the WIGJ is a relatively small organization and that the project budget was limited, and considering the very positive response of partners about the project management, the opinion of the evaluators remains positive.</p>
Others	

Evaluation Criteria	<i>Efficiency</i>
Evaluation Question 2	<i>Was the project managed cost-efficiently?</i>
<p>Response to the evaluation question with analysis of key findings by the evaluation team</p>	<p>The project has been managed cost-efficiently to a large extent. Information has been shared about available budget and expenditures, and the WIGJ has been transparent about changes in expenditures, and reasons underlying such changes. For instance, a change in meeting location for activities planned for Libya, with relatively high levels of insecurity in Libya underlying the decision to shift the venue from Tripoli to Cairo/Egypt, led to a lower number of participants in order to stay within the projected budget for these meetings.</p> <p>However, expenditures related to documentation activities in DRC and Libya were collated together, which has led to a lack of clarity on the amount of leftover funds due to the cancellation of activities in Libya in 2014 and 2015. As expenditures in Sudan were lower than anticipated, the remaining approx. USD 34,000 have also been diverted to activities in DRC, and also the funds for the peer-training in DRC were used for one of the Transit Houses. Considering the overall limited budget and the substantial number of results achieved, the project may be considered having been run cost-efficiently, although it may be advised to offer more clarity on the actual disbursements to the different countries, and the allocations to the different the WIGJ staff involved for transparency purposes, also in relation to funds received from other sources that are being used for the WIGJ programme and that may contribute to an increased number of activities and therefore results. For example, for the documentation trainings that took place in DRC and Egypt (for Libya) it is explicitly mentioned that extra funds became available for organizing the trainings live instead of doing them online. For other activities it is less clear whether extra funding have made more activities (and therefore outputs/results) possible or whether because of this support the financial cover of project management costs could be better secured.</p> <p>However, oversight of budget expenditures in the field has been weak at times, which had led to some accountability issues in relation to activities undertaken in Uganda in 2013 and 2014. Informed estimates of expenditures on the basis of offers of services were not provided and approved by senior management, and expenditures were not sufficiently backed by evidence (f.e. receipts). Following the WIGJ internal investigation of embezzled funds in Uganda, and the resulting resignation of the project officer, a more comprehensive system was set up with the necessary checks. Reportedly, this incident has not been at the cost of the UNTF budget, as these have been covered by the insurance as the finance company involved should have ensured a better check on the expenditures.</p>

	The organization will have to undertake an independent audit of the project as part of the UNTF requirements , and therefore a more comprehensive analysis of the financial component is expected.
Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above	The WIGJ semi-annual and annual progress reports prepared for the UNTF provided the country-specific information on activities and expenditures. Information shared during interviews confirmed the main findings.
Conclusions	The project seems to have been managed cost-efficiently to a large extent, although there has been a lack of oversight, particularly by the organization that WIGJ hires for financial activities, in the beginning of the project, in particular in relation to Uganda. The issue seems to have been tackled by introducing more thorough financial procedures. Some outputs were reduced due to the security situation (e.g. the shift of workshops to Egypt but planned to be held in Libya led to less participants being enabled to participate). An independent audit of the project will be undertaken later this year as per UNTF requirements, which will allow a more comprehensive analysis of the financial component.
Others	

Evaluation Criteria	<i>Efficiency</i>
Evaluation Question 3	<i>How was quality control of inputs and outputs undertaken, including the usage of existing standards?</i>
Response to the evaluation question with analysis of key findings by the evaluation team	<p>The quality control of inputs and outputs have mostly been undertaken on the basis of available standards provided by the WIGJ, for example through pre- and after- training assessment questionnaires. Documentation of SGBV cases in Libya and DRC was undertaken on the basis of the training provided in 2013, which included training on informed consent (including with respect to the usage of data, such as their transfer to the ICC). Early on in 2014, some adjustments were made in relation to the documentation work undertaken in the DRC to improve the quality of data about SGBV cases. This was achieved by reducing the number of documentation missions and victims interviewed to collect data on SGBV incidents. An important aspect in relation to documentation and which most certainly is limiting the prosecution or at least conviction of SGBV cases that has been mentioned in progress reports is that victims/survivors often are able to identify the particular militia group that was involved in the rape, but not able to identify the individual perpetrators. Quality of documentation of cases could possibly improved even more as first responders can for example contribute to improved gathering of evidence. However one has to realize that a possible role of NGO /CSO staff in this remains limited.</p> <p>Legal analysis of legislation, judicial rules and proceedings has been undertaken by legal experts and women activists with a background on particular legislation (such as the rape law in Sudan), and shared with relevant interlocutors in the field and in the Hague for quality control. Legal monitors working at the district level in the DRC are however do not seem to be provided with standardized checklists in order to collect similar data sets to facilitate analysis and comparison, and it is</p>

	<p>therefore recommended to consider developing guidelines and templates to facilitate reporting and analysis.</p> <p>The WIGJ project document and progress reports provide no information about the usage of standards in dealing with victims of SGBV, including for example the quality of services provided through the Transit Houses. Interviews have revealed that the services do seem to meet the international guidelines (developed by the UN and Oxfam International), although no further information could be obtained in the provision of gender and age specific assistance, and the application of service protocols, such as with respect to data confidentiality. In general, partners emphasized the numerous contextual challenges when providing services to victims of SGBV in their respective provinces in DRC, and the limited financial means for the provision of quality care. It would however be appropriate if the WIGJ as funding organization also encourages and monitors the usage of existing standards, including on the basis of gender and age segregated data, and clarifies their position in project documents and monitoring protocols.</p> <p>Additionally, the WIGJ established security protocols to best ensure staff, partner and beneficiary safety: regular monitoring of news events, extensive formal networks such as participating in coordination meetings, shared security briefings and also regular consultations with stakeholders directly on security all support broader security objectives. Feedback received during this evaluation highlighted the importance of security, and despite the implementation of the security protocols, security remained an issue of concern for local the WIGJ partners. For instance, it was pointed out that for (documentation) missions to more remote areas availability of satellite telephones would be an important security asset. In relation to the work in Libya and the problem of sending documentation reports to the WIGJ other more secure (digital) ways of sending these documents would have been of high importance.</p> <p>It is therefore recommended to review existing protocols, and explore areas in which these aspects can be further developed and/or supported.</p>
Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above	<p>Key findings have been obtained on the basis of the desk review and information shared during interviews with the evaluation team.</p> <p>The WIGJ progress reports to the UNTF provide some information about quality control (WIGJ semi annual report 2015, pp. 9) with respect to documentation missions. The handover notes of two legal officers make no reference to these documentation data. In other areas, references to the usage of standards is missing in the project document and in progress reports reports.</p> <p>The evaluation team did not have access to the data collected during these documentation missions for DRC and Libya, as explained in the methodology section, in order to make an informed assessment of the quality of data collected, and differences in quality between data collected in 2013 and 2014 for DRC. Some other documents were also not shared with the evaluation team (e.g. an analysis of the rape law/proposed revisions of the rape law in Sudan).</p>
Conclusions	<p>Quality control of inputs and outputs, including the usage of standards to support staff safety, with respect to documentation activities and providing services to victims/survivors of SGBV, has been undertaken but there are some areas of</p>

	further improvement that need attention, quality of care for victims/survivors and security (particularly of staff of implementing partners).
Others	

Evaluation Criteria	<i>Efficiency</i>
Evaluation Question 4	<i>A. How efficient was monitoring and reporting on the project? B. How appropriate were the M&E instruments? C. To what extent and how was results-based management undertaken by project management?</i>
Response to the evaluation question with analysis of key findings by the evaluation team	<p>A. Monitoring and reporting on the project was relatively efficient, and largely based on the project proposal, and the logframe included in the proposal. Progress reports for the donor appear to have been submitted in a timely fashion, and internal monitoring of implementation was undertaken at different levels. Data were transferred from the field to the WIGJ headquarters in order to compile data for reporting purposes. Limited capacity of some partners led to extra efforts by the WIGJ staff in The Hague to collect data by phone. The rather late planning of the development of an M&E system in the project document, and the sudden absence of the senior programme officer who was responsible for the development of the M&E system are explanatory factors for delays in this field. External capacity was hired to develop an M&E system, and offer training to ensure the implementation of an efficient monitoring and reporting system. The new project officer for Uganda received training on M&E in early 2015, and DRC partners a refresher M&E training also in early 2015. It may be advisable to – where possible - include in the monitoring system more external (quantitative) indicators that can be added to the WIGJ (self reported) data.</p> <p>B. The initial indicators were reviewed during a UNTF workshop held in New York in March, 2013 (which was a project activity), and an external consultancy firm provided training to project staff and representatives of nine partner organizations. Although indicators and targets were developed, these were not always properly used in UNTF reporting, and indicators at the goal and outcome level did not fully match the contribution to the expected goals and outcomes. The concise logframe/reporting requirements of the UNTF certainly posed challenges in that regard. Pre-training and trainings evaluation forms have been developed for trainees to be able to give feedback on their understanding of topics before and after a training, although an analysis of these data has not been given in progress reports. The development of some monitoring tools to support data collection was only done later in the project (data collection documentary screenings Uganda), and the internal evaluation of the impact of the documentary sessions among decision-makers in three districts in Uganda can be viewed as a positive example. This shows the flexibility of the WIGJ to adapt and improve their work (see below), although in particular the development of all monitoring tools should in fact have been considered in the early stages of project implementation. Considering the different areas of work of the WIGJ, it is recommended to develop a programme-wide logical framework for M&E which is more comprehensive in order to be able to measure progress made at all levels, and with respect to all activities (including on all activities undertaken in the DRC).</p> <p>C. The WIGJ together with its partners has developed a Theory of Change (ToC) in 2013. This ToC is reflected in diagram, and more or less describes the project in its essence. Unfortunately the diagram is not supported by a narrative and, for example, the connections between the different components of the diagram, and the underlying assumptions of cause and effect, are not specified. It is recommended to review the ToC, a.o. in light of the findings of Uganda which demonstrate that only advocacy may not necessarily address the short-term needs of victims/survivors of SGBV, and to consider also working with organizations who work at national and regional level in order to be able to</p>

	undertake better advocacy at these level. To which extent this ToC is being used to inform planning and adjust strategies and activities is not clear. Thus, It is recommended to review the ToC from perspectives of different stakeholders and time-frames, develop a guiding reading note/narrative to explain the ToC, and use this for further programme development. Results-based management was sometimes undertaken by the WIGJ management. Some activities were revised on the basis of lessons learned in order to improve quality (e.g. documentation missions DRC), and legal monitoring was undertaken in order to be able to identify niches to advocate for the inclusion of a gender justice perspective in legislation and policy documents (e.g. Uganda).
Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above	The evidence for the above analysis can be found in the WIGJ progress reports for the UNTF (e.g. WIGJ, 2014a: 42; WIGJ, 2015: 14, 23 (semi-annual 2015)), and the ToC, PM&E plan prepared by the consultancy firm, and the PM&E plan prepared during the UNTF workshop held in New York. Additionally, the documentation requirements given in the two Questionnaires used during documentation activities provide data used for M&E purposes, and a tool to collect data during screening sessions provided further evidence for the above. Information shared during interviews confirmed the analysis.
Conclusions	Monitoring and reporting was done efficiently to some degree. the WIGJ could consider investing more in elaborating on and linking the ToC with a more comprehensive programme-wide logframe, and develop a comprehensive, more detailed M&E system with clear indicators to support results-based management. Although during the implementation of the UNTF project WIGJ has developed a project, monitoring and evaluation framework that is more comprehensive, it seems that this framework was used only partly. Possibly the UNTF format for reporting narrowed the possibility to use this framework. However also a weakness of the indicators that WIGJ reports on are that they do not contain much external and more objective (statistical) data. Most indicators are actually based on internal WIGJ reporting and some improvements in this field would be possible. For example when it is mentioned that more people report SGBV cases with police, it would be important to have police records /data confirm these kind of statements. Similarly, when it is mentioned that more people in a certain area have their HIV status checked due to awareness being raised , it would be important to have this confirmed through data of health clinics demonstrating an increase in HIV testing taken place during the project period. Also it is important to clearly distinguish direct and indirect beneficiaries reached.
Others	

Evaluation Criteria	<i>Efficiency</i>
Evaluation Question 5	<i>How efficient has the project been implemented as set out in the activity schedule in the project document? Were there any major delays? Please explain.</i>
Response to the evaluation question with analysis of key findings by the evaluation team	The project was implemented efficiently to some degree. The original implementation plan given in the 2012 project document was not always kept as originally envisaged. Some major delays took place in the first year of implementation, especially in relation to documentation activities planned for DRC and Libya (output 1.2), the setting up of two additional transit houses in the DRC (output 2.2), and the development of a monitoring framework, related tools

	<p>and the collection of baseline data. Additionally, for several months, some activities in Uganda were put on hold following an internal investigation of fraud at the end of 2014.</p> <p>Internal reasons for these delays were the sudden leave and departure of the senior programme officer early 2013, who was responsible for starting up these activities, illness of the DRC project officer in November, 2013, and, reportedly, also of the senior legal advisor in 2013. These tasks were then distributed among other staff, and consultants were also hired to complete some outputs. The sudden departure of the Arabic-speaking project officer covering the work in Libya and Sudan, and the overall security problems in Libya, also limited communication with partners in Libya.</p> <p>External reasons have been given in the section on effectiveness, and include the difficult operational environments in which this project has been implemented, characterized by high levels of insecurity (in particular DRC and Libya), restrictive working environments (e.g. Sudan), governmental processes and decisions related to court cases, and the drafting of policies or particular legislation, difficulties related to communication means, such as connectivity (all four countries), and different levels of capacity of the WIGJ partners.</p>
Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above	The semi-annual and annual progress reports of the WIGJ in relation to the project offered an insight into the various delays experienced by the project. The delays could not be calculated on the basis of months as the information given in the semi-annual and annual progress reports only provided information on the basis of quarters and/or previous first two or last two quarters, and the main delays (and their reasons) have been given above. The main delays were corroborated by information shared during interviews.
Conclusions	<p>Particularly in 2013 the implementation of the project was not fully efficient with lack of staff which has led to less outputs than were foreseen for that year. In 2014 this situation improved substantially.</p> <p>The project faced some major delays due to internal and external reasons, but project management made efforts to address these delays. Most deviations have been explained in the progress and annual reports, although of the planned additional 2 transit houses only 1 transit house has been realized. In relation to this deviation it is explained that due to the security situation the WIGJ decided to focus on the full utilization of the 2 transit houses and their effectiveness in reaching the beneficiaries and provision of needed services.</p>
Others	

8.4 Sustainability

Evaluation Criteria	<i>Sustainability</i>
Evaluation Question 1	<i>How are the achieved results, especially the positive changes generated by the project in the lives of women and girls at the project goal level, going to be sustained after this project ends?</i>
Response to the evaluation question with analysis of key findings by the	The achieved results, in particular in the lives of women and girls, will be sustained in different ways after project completion. The lives of 2,349 number individual girls and women in DRC that have been directly supported under the project with medical (85%), psycho-social, legal (12) and sometimes economic

evaluation team	<p>assistance (25 women received vocational training), has greatly improved. Some of these assisted victims/survivors may continue to require assistance in one or several areas. Considering that the WIGJ intends to continue work with its partners in the DRC, and in view of the planned continuation of the work of the partners themselves, achieved results can be sustained, and ongoing support is available for these girls and women. Also the screening activities have contributed tremendously in improving the situation of victims/survivors, particularly at community level where there is much more solidarity which clearly has an important positive effect. Considering the increasing numbers of prosecutions of cases with SGBV-charges at national level as well as ICC level it seems that the project has been able to draw more attention to the problem of SGBV, but as mentioned earlier attribution of advocacy work in relation to the ICC could only be triangulated to a limited extent.</p> <p>In Libya, sustainability has been achieved only to a limited extent in terms of documentation analysis, and the sharing of this documentation with relevant stakeholders. Although capacity of the two main partners was strengthened in relation to documentation skills in particular, positive changes at the goal level of this project have not been achieved due to the partial implementation of planned activities. The WIGJ intends to start again with its activities in Libya in 2016 in order to build on earlier results.</p> <p>See for the Sudan and Uganda legislation components, the analysis given below. Although only limited information could be obtained about the implementation of the new rape law in Sudan, it is likely that there have not been any new cases of rape victims accused of adultery in this country.</p> <p>In Uganda the positive changes in the lives of women and girls have in particular been generated as a result for screening events, on the one hand for members of the GNWVPN who are also affected by the conflict in Uganda, and on the other hand for girls and women affected by the conflict, including victims of SGBV. The screening sessions offered an opportunity to speak out about experiences, and to share these with other stakeholders, such as district-level decision-makers and representatives of the police. The acknowledgement of these experiences can offer consolation and be the first step in a process of healing and/or contribute to a sense of empowerment. However, the advocacy activities at this level have not resulted in any positive changes due to a re-allocation of PRDP funds, and in the short-term no opportunities for these girls and women seem to have been made available in terms of psycho-social, medical or economic assistance. In other areas, positive changes in the lives of victims and witnesses can be expected when relevant legislation will be enacted, and the ICD subsequently picks up speed while applying the Rules of Procedure and Evidence during their investigative and prosecutorial work.</p> <p>In all four countries local women's rights partners have been able to enhance their capacity under the project due to documentation, M&E and reporting training, and on-the-job mentoring. As pointed out earlier, leadership training has been more an implicit than explicit component of the support provided by the project, by means of on-the-job mentoring, nominating partners as focal points for documentation, and by supporting the creation of opportunities at the national and also international level (also under other projects) to advocate for</p>
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	<p>greater legal recognition and accountability for gender-based crimes. Further support may be necessary in this field to the GNWVPN in Uganda, depending on the strategic direction this network wishes to take. Further capacitation of DRC partners in their organization (such as in fundraising and M&E) but also in their role in relation to advocacy at national and regional level on SGBV will allow these organizations to develop into a more strong civil society stakeholders able to defend gender justice also without external support.</p> <p>Thus, the extent to be influential participants in post-conflict recovery and transitional justice mechanisms has to some extent been limited in DRC and Uganda. This is partially a consequence of working with grassroots organizations at local level, which in relation to the documentation work is instrumental but for the advocacy work in relation to national decision makers seems to need a more elaborate strategy and cooperation with civil society organizations working at that particular level. In order to turn active into influential participants in post-conflict recovery and transitional justice mechanism, more investment, with a corresponding comprehensive advocacy strategy is required. It could not be assessed at the outset to what extent the results in this field for members of the network in Uganda as a consequence of particular events and documentary screenings are sustainable. No indicators have been given with respect to leadership training and organizational capacity-building in the logframe. It is therefore recommended to design a more comprehensive leadership & capacity-building strategy per partner/per country, in close collaboration with these partners, with expected targets in order to create more transparency about investments and anticipated results.</p>
Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above	<p>The above findings have been the result of the desk review and interviews. Internal project documentation, such as the WIGJ progress and annual reports to UN TFVAW from 2013-2015, Annual report WIGJ 2014 and the WIGJ High Level Summary Programmes 2016-2018.</p> <p>The above-given tentative conclusion with respect to the consequences of the new rape law in Sudan has been based on the fact that no references to new cases of rape victims accused of adultery could be found in international media reporting, including of human rights organizations, such as the Network for Women Living Under Muslim Laws (one adultery case mid 2015 was listed on their website, but this woman was not a rape victim).</p>
Conclusions	<p>When it concerns gender justice it can be concluded that the WIGJ and its partners are contributing significantly to a more sustainable approach towards gender justice. Particularly results achieved in legislation and policies can be seen as sustainable especially when these are given sufficient follow up in implementation plans. For victims/survivors that have been accompanied in the project through staying in transit houses and/or medical, psychosocial, legal and economic support and for the communities and decision makers that have been sensitized on SGBV the effect will be sustainable and may contribute to more gender justice in the long term unless new conflict rises up in the region. It has been mentioned in an interview that in DRC in the region where the LRA is active this is a serious issue negatively affecting the results. Also it has been stated in interviews and in progress reports that SGBV in the DRC is not only a problem caused by external actors and that therefore also more attention to gender</p>

	<p>equality and women's rights will be needed in order to address the issue more profoundly.</p> <p>the WIGJ and its partners have the intention to continue to work on gender justice and support women and girls, victims/survivors of SGBV in the DRC with psycho-social, medical and livelihoods assistance. In Sudan, the rape law has been revised, which has most likely provided more protection to rape victims. In other countries, the actual direct results for female victims/survivors have been less profound in terms of received assistance, and advancing gender justice. The WIGJ plans to support activities again in Libya in 2016, and plans to change partners in Uganda. The implicit approach to leadership makes it more difficult to assess results, and also the extent to which these are sustainable.</p>
Others	

Evaluation Criteria	<i>Sustainability</i>
Evaluation Question 2	<i>In case the project was successful in setting up and/or including relevant gender provisions in new policies and/or laws, is the legal or policy change likely to be institutionalized, sustained and implemented?</i>
Response to the evaluation question with analysis of key findings by the evaluation team	<p>Activities funded under the project contributed to relevant changes in legislation in Sudan and in draft policies and laws in Uganda.</p> <p>In Sudan, the activities of the three WIGJ partners supported under the project contributed to national and international advocacy to change the rape law. The new rape law was enacted in early 2015. Only one study has been found that examined some aspects in relation to the implementation of this law. It notes that 'The positive aspects of the new law on rape will only have meaningful effect if they are accompanied by other changes in the social and political environment.' This includes access to proper legal aid, awareness-raising and gender sensitisation programmes on rape and sexual violence, and the honouring of basic civil rights such as freedom of association and expression. Additionally, the report noted that the revisions made to the article on sexual harassment could be interpreted as 'policing morality rather than protecting women's rights and freedom in public spaces. Thus, the enactment of the new law is one step forward, while at the same time, one step back has been taken by the government in relation to legislation on sexual harassment. It is recommended to review and monitor the implementation of the current legislation, and strengthen activities - among others - in the field of legal education and legal aid in Sudan. Reportedly, NGOs have begun with advocacy and training on the new provisions immediately after the rape law was enacted in 2015, and human rights lawyers are more confident now when dealing with rape cases in criminal courts.</p> <p>In Uganda, the WIGJ was reportedly successful in advocating for the inclusion of provisions on gender and victims of SGBV in ICD Rules of Procedure and Evidence, and created opportunities for the inclusion of such provisions in the Witness Protection Bill and the Transitional Justice Policy. These pieces of draft legislation and policy must still be enacted. Although other partners of the ICD also support capacity building activities, it is recommended to provide further training to ICD staff on gender and SGBCs in close coordination with these other organizations in order to avoid duplication.</p>

Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above	<p>Internal and external sources have been reviewed during the desk review, including WIGJ progress reports for the UNTF. External sources included Amnesty International (2007); Batha (2015); Eltayeb M. Eltayeb with Equality Now (2014), Fricke and Khair (2007), Marler (2015), Otim and Kihika (2015), Redress (2008), Ssali (2015), Tønnesen and al-Nagar (2015). Interviews confirmed some of the key findings.</p> <p>Two remarks:</p> <p>With respect to Sudan, the evaluation team was only able to find two studies that addressed the new rape law (Marler, 2015; Tonnesen et al, 2015). As it was not possible to interview any of the WIGJ's partners in Sudan (only to receive written information of one of the partners of the WIGJ in Sudan), information has been limited to draw any firm conclusions about the institutionalization/implementation of the new law.</p> <p>Some evidence in relation to the (proposed) legislative and policy changes in Uganda is missing, although the evaluation team has in the end received most technical documents prepared by the WIGJ, and the draft/official documents to examine the inclusion of the desired provision in these documents.</p>
Conclusions	<p>The project contributed to a revised rape law in Sudan, and (created opportunities for) the (possible) inclusion of gender provisions in draft legislation and policy in Uganda. In DRC contributions may have made to alignment of domestic law/courts with the Rome Statute in DRC. This legislation will empower civil courts in DRC to address international crimes.</p>
Others	

Evaluation Criteria	<i>Sustainability</i>
Evaluation Question 3	<i>Are the different civil society organizations that the WIGJ has worked with able to continue their activities in the same or similar areas now that the project has ended? Is there perhaps still other support available to sustain these organizations from THE WIGJ or other donors?</i>
Response to the evaluation question with analysis of key findings by the evaluation team	<p>Also without external support, the WIGJ partners in DRC will make an effort to continue with their advocacy work, and will be able to provide access to justice and services to victims of SGBV. However, the partners hope that new funding will be sourced by the WIGJ to support these activities, especially as the transit houses cannot be continued unless they are being supported (rent was paid by the project). As the partners have been supported in strengthening their project management (for example how to write up their activities), the organizations feel somewhat capacitated to also undertake fundraising activities by themselves but some capacity building support in this area may be recommended. Some have been able to access funding from other sources.</p> <p>The civil society organizations in Libya have reportedly stopped their activities supported by the WIGJ due to the heightened insecurity since early 2014. To date, these activities have not been re-started, and it is not known if and to what extent these former partners were able to continue with some of the work themselves. The WIGJ included Libya as a target country in the 2016-2018 WIGJ Strategic Plan.</p>

	<p>Civil society organizations in Sudan supported under the project were not closed by the government of Sudan in the 2013-2015 period, and have therefore, presumably, been able to continue with their work. The evaluation team could not access information about the substance of their activities, including the extent to which this is still related to SGBV and the revised rape law. the WIGJ has not included Sudan as a target country in the 2016-2018 WIGJ Strategic Plan.</p> <p>In Uganda, only the WIGJ offered direct financial support to the GNWVPN under the project, and as the WIGJ intends to phase out its work with this organization, the search for new funding opportunities has become more urgent. The NGO has already begun fundraising activities, but has thus far not received funding provided by other sources. It can, in principle, continue with its advocacy activities, but is also exploring if it can expand its focus by also providing livelihoods support to girls and women affected by the conflict. The GNWVPN has been registered as an NGO in Uganda for several years, and is currently renewing its registration. The members of the network must still decide on the focus areas for the coming years. The WIGJ is planning to start work with a new partner to focus more on transitional justice issues in relation to former girl soldiers in the 2016-2018 period.</p>
Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above	<p>The above findings have been the result of the desk review in combination with information shared during interviews. The main sources are the the WIGJ progress and annual reports to UNTF from 2013-2015, the WIGJ Annual Report 2014, and the Strategic plan 2016-2018.</p> <p>A remark: Progress reports and interviews with the WIGJ (former) staff provided the necessary information about the other three countries. However, the evaluation team was unable to interview the WIGJ partners in/from Libya and Sudan, although one partner in Sudan was able to provide written information by email. The team is therefore unable to provide further information about the scope of activities currently undertaken by these organizations as well as related funding opportunities.</p>
Conclusions	<p>In DRC and Uganda, the partner organizations seem strengthened in their capacities to quite some extent and will be able to and make an effort to continue with their activities, even if funding of the WIGJ is not available. However they do hope that it will be possible to continue to receive support from and work with the WIGJ.</p> <p>The GNWVPN in Uganda has already explored other funding opportunities and in DRC some of the partners already are receiving funding from other sources. No information is available with respect to the partners of the WIGJ in Libya and Sudan under the project.</p>
Others	

Evaluation Criteria	<i>Sustainability</i>
Evaluation Question 4	<i>A. Do civil society organizations supported under the project have sufficient managerial, technical and financial capacity to sustain themselves, including the transit houses in the DRC? B. To which extent was support for capacity</i>

	<i>development of these organizations an element of the project, and, if yes, to what extent has this been provided efficiently and effectively?</i>
Response to the evaluation question with analysis of key findings by the evaluation team	<p>The civil society organizations supported by the WIGJ under the project are different in size and capacity. For reasons identified earlier, the evaluation team has not been able to consider the capacity of these partners in Sudan and Libya.</p> <p>The partners in DRC work at the grassroots level, and only have a small number of staff members. As these organizations have been founded several years ago, they do have some management and technical capacity. Some of the partners have access to other financial support.</p> <p>In Uganda, the WIGJ is phasing out its work with the GNWVPN. As the organization was set up in 2007, capacity appears available to manage its work, although a more in-depth review could not be undertaken during this evaluation. The NGO is financially not sustainable. As part of the phasing-out process, the WIGJ has recruited a member of this organization as the WIGJ project officer for Uganda for one year to train her on for instance reporting and M&E.</p> <p>During the project the organizations have been trained particularly in technical skills related to the activities undertaken by the different partners' organizations. Under the project, capacity-building work undertaken in the field of documentation of SGBV incidents based on interviews with victims has further received much attention in DRC and Libya, thereby supporting their documentation, including interviewing, skills. Initially the documentation training was planned to be done online but through other donor support the WIGJ was able to do this in a face-to-face training. Additionally, depending on existing capacity, partners have been able to strengthen or polish their advocacy skills, including in the field of planning, designing and implementing documentary screening events.</p> <p>Additionally, training in M&E has also been provided in the beginning of the project to nine partners from DRC, Sudan and Uganda in 2013, and a refresher training to partners in DRC in 2015. Some advice has also been provided on fundraising. Capacity-building has further been undertaken by means of mentoring provided by project officers, which has in particular been visible in relation to work undertaken in DRC considering the scope of work and capacity of the WIGJ partners. Through the support that they have received, f.e. receiving feedback to their reports, and participating in the WIGJ annual review meetings, they also seem to have been capacitated somewhat in other organizational aspects. Considering the phasing out strategy in Uganda, more capacity-building support of the GNWVPN in the field of organizational development may be deemed relevant and desirable to support their future functioning.</p>
Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above	The desk review provides information about the capacity development of partner organizations. The project document and the WIGJ progress reports (in particular 2014a: 50) prepared for the UNTF mention this in more general terms, elaborate in two reports on the knowledge management strategy, and mention the specific M&E and reporting training activities. The latter has been corroborated with information provided during interviews.
Conclusions	The WIGJ partner organizations have only to some degree sufficient managerial,

	technical and financial capacity to sustain themselves and continue their work, particularly for the transit house external support is still needed. It would be good to source local/government support for this. Technical and M&E and reporting training activities have been provided to partners, and considering the relatively small size of the project budget, quite some achievements have been made in the area of capacity development with relatively limited input. The role of project staff in this area appears to have been important to provide on-the-job mentoring and support. More capacity-building is advisable in different areas in light of near and possibly more distant phasing out of the WIGJ.
Others	

8.5 Impact

Evaluation Criteria	Impact
Evaluation Question 1	<i>What is the impact of the project?</i>
Response to the evaluation question with analysis of key findings by the evaluation team	<p>The project's impact in general requires a more long-term perspective. As one of the major components of the project is advocacy at district, and also national level in order to change decision-making at policy levels, the decision could be made to undertake an impact assessment at a later stage by the WIGJ and/or its partners to examine the actual impact of the project in Uganda and DRC in particular. At the same time, the WIGJ appears to have been successful in creating and using opportunities for the inclusion of gender-related provisions, especially for victims/witnesses of SGBCs, in draft legislation and policy.</p> <p>In Sudan, project activities have contributed to the revision of the rape law, which has likely had a major – positive – impact for rape victims considering that the risk of a possible accusation of adultery in case of lack of evidence has been reduced.. Additionally, the definition of rape has been more clearly defined, and also been expanded. As pointed out earlier, only limited information has been found with respect to its current application.</p> <p>At the individual level, the project has had a profound impact for many female SGBV victims/survivors in DRC in terms of getting, to some extent, access to justice, although only a limited number of victims/survivors have been supported in the legal sphere (12) and a limited number of SGBV cases have actually been prosecuted on the basis of accounts provided by victims/survivors supported under the project. Some have also received medical and psycho-social support, and some vocational training (25) in order to provide support for themselves. At the same time, stigmatization by their families and neighbors has decreased due to advocacy activities undertaken by the different partners in DRC and also Uganda, and the acknowledgement and recognition of their situation by community representatives, including by decision makers. Decision makers at local and provincial level seem to have started recognizing the importance of gender justice in relation to SGBV and are starting to change the ways that they are dealing with victims/survivors and are willing to advocate for changes in judicial procedures and are undertaking prevention activities to reduce SGBV.</p> <p>In the 2013-2015 period, the ICC has given more attention to the investigation and prosecution of SGBCs (an increase of 13% of SGBC cases were prosecuted compared to the start of the project).</p>

Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above	<p>WIGJ progress and annual reports to UN TFVAW from 2013-2015, Annual report WIGJ 2014; WIGJ High Level Summary Programmes 2016-2018; Project output/activity documents DRC.</p> <p>External sources such as Rapport de Suivi CEDAW (2015), Sadie (2015). Batha. (2015); Marler (2015), Otim and Kihika (2015), Ssali (2015), Tønnesen and al-Nagar (2015).</p> <p>Findings were confirmed and further substantiated by interviews.</p>
Conclusions	<p>Although it is difficult to assess the impact just after a project has ended, the overall assessment is positive.</p> <p>The WIGJ appears to have been successful in including gender-related provisions in relevant legislation/procedures/policy also at ICC Level – however this could only be triangulated to a limited extent - and particularly in DRC at individual level victims/survivors have been supported to the extent possible and they are less stigmatized by their families and communities and also decision-makers and security staff are demonstrating more awareness on gender justice.</p>
Others	

Evaluation Criteria	Impact
Evaluation Question 2	<i>What are the unintended/unexpected results or consequences (positive and negative) from the project?</i>
Response to the evaluation question with analysis of key findings by the evaluation team	<ul style="list-style-type: none"> – Some training sessions in 2013 brought partners working in different countries together, such as during the first M&E training, and Sudanese partners in the Libyan women's rights advocates capacity-building workshops. Although the main focus of these workshops was to build capacity in particular areas, the opportunities created to also network and learn from partners operating in other contexts offered another layer of learning to these sessions. In particular the workshops that were held in Cairo brought partners working in similar environments, with fundamentalist elements in the government advocating for Shari'a law as the normative framework. By engaging Sudanese gender justice advocates in the Libyan workshops, regional knowledge-sharing was enhanced and fostered learning across borders. Creating such opportunities can be further explored on in future projects. – During the documentary screening sessions held in the different districts in Northern Uganda, victims of SGBV reportedly also expressed their disappointment at the unavailability of short-term assistance, either medical, psycho-social and/or economic assistance, and the screenings could therefore not solely be viewed as only providing a positive, empowering experience to this target group only. The GNWVPN was sometimes accused of capitalizing on their backs, especially as the network often did not have sufficient access to offer such support through its members (with for instance only advocacy mandates, or only limited means to offer assistance). The findings of this evaluation suggest that a multi-pronged approach, such as in the DRC, can be more effective. – In the DRC, Sudan and Uganda, the usage of one communication means, such as the writing of newspaper articles or holding the documentary

	<p>sessions, resulted in outputs in other media. For instance, in South Kivu, one partner broadcast the entire screenings of the video on the local radio. Excerpts of the video discussions were consequently re-broadcast by the BBC in Swahili. Similarly, one of the journalists taking part in the media training in 2013 in Sudan actually took part in a three hour discussion on the radio with other panel members to advocate for a revision of the rape law.</p> <ul style="list-style-type: none"> – In DRC, community leaders that after being made aware of the many problems that victims/survivors are facing started providing support to the transit houses and to victims/survivors, for example ensuring that they have water at the transit houses and sometimes assisting in bringing victims/survivors to hospitals or other support services. Also other community members expressed their solidarity with victims/survivors after they have attended screening of the video. – After participating in screening activities religious leaders have asked for trainings on the issue and the project decided to expand its strategy on advocacy towards these actors and they have participated in 2 planned workshops for decision makers and women’s rights activists during which the religious leaders were sensitized and during which they have developed a module in which they link religious texts to the SGBV violations. Unfortunately the module does not provide much direction how religious leaders can follow up on this and how the module should be of influence to their work. It would be recommended to develop this aspect further, but probably there is already useful existing documentation in this area of other organizations who are working on SGBV/gender justice in cooperation with religious leaders. After attending a screening with the WIGJ/partners the President of the Tribunal in Province Orientale created a special Chamber in the central prison to monitor the implementation of sentences for individuals convicted of sexual violence. The WIGJ partners have stated an increase of HIV voluntary testing in areas where the advocacy video was played. Unfortunately we have no data supporting this statement. It would be good if the WIGJ (partners) would collect data on these kind of connected indicators in order to demonstrate the effect of their partners’ interventions on awareness raising/informing communities on SGBV. – It was mentioned in one of the interviews that, since the workshops in which they participated, in North Kivu, district and religious leaders have decided to hold monthly meetings to monitor the reports of SGBV. In the progress reports and in interviews it is mentioned that in South Kivu police officers are increasingly referring victims/survivors to health centres and are more proactive in conducting their investigations. – After advocacy with the First President of the Court of Appeal and 8 judicial staff to discuss the strengthening of the justice system a stronger response was noticed to allegations against the police and subsequently to the prosecution of 2 policemen accused of rape of a woman in detention. It also led to the Court holding an open day to inform the population about how the Court works and how to avoid abuse of process. – Although not particularly a direct consequence of this project, the WIGJ Executive Director has been awarded the Bertha von Suttner Peace for achievements in the field of peace and reconciliation, international
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	justice and women's rights. The WIGJ also has participated in other activities that are relevant in the area of gender justice. For example they have co-organized a workshop on Gender Justice and Complementarity hosted by the Swedish government and gave input in an expert consultation on reparations organized by the ICC Trust Fund.
Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above	The above information has been collected on the basis of an analysis of key documents, and interviews held with stakeholders.
Conclusions	The impact of the project can be identified in different areas, although a more long-term perspective is needed to actually measure the results of the project after several years. Several unexpected results were identified during this evaluation, including with respect to cross-fertilization and learning of partners, the negative consequences of the documentary sessions held in Uganda (expectations with victims/survivors to get support from the project), and the actual unexpected positive impact of the project for victims/survivors in DRC through changes in their communities.
Others	

8.6 Knowledge generation

Evaluation Criteria	Knowledge generation
Evaluation Question 1	What are the key lessons learned that can be shared with other practitioners?
Response to the evaluation question with analysis of key findings by the evaluation team	<p>The following key lessons learned of this project are to some extent general in nature, although some are in particular relevant for practitioners working in the field of SGBV prevention and response.</p> <ul style="list-style-type: none"> – The uneven capacity of local partners within and between the countries the WIGJ works in requires ongoing mentoring tailored specifically for each partner and conflict context. This is labor-intensive but ultimately leads to ongoing capacity building. This must be sufficient reflected in the budget, and staff capacity of the organization which funds activities of these partners. – The WIGJ experience in Uganda has once more emphasized the importance of ensuring sufficient oversight during project implementation, and the need to have a comprehensive system with the necessary checks, including the requirement to issue payments only on the basis of submitted documentation. Whereas this may be more complicated in some countries, on the spot prepared documentation can always be obtained in order to get proof of receipt. – The experiences in the DRC and Uganda have shown that a multi-pronged approach is most effective in order to prevent and respond to SGBV as a result of conflict. Thus, in DRC, the documentary screening sessions in combination with information obtained during documentation missions, provided entry points and substantiated factual information on the crimes committed and the consequences this had for concerned girls and women. This made decision-makers but also community leaders and members receptive, and created a more supportive environment for

	<p>victim rehabilitation, and for strengthening the criminal justice response to SGBV. At the same time, victims could immediately receive psycho-social, medical and sometimes livelihoods support provided/supported by the partners in DRC. Apart from documentation missions, interviewing victims/survivors in the transit houses proved an effective way to collect documentation on SGBV. The more limited focus in Uganda on only organizing documentary screening sessions at the community level was not only empowering to some victims, but also led to further frustration and disappointment among these victims because of the continued absence of any psycho-social, medical or livelihoods support for most of them.</p> <ul style="list-style-type: none"> – Related to the above, the conduct of advocacy efforts, such as holding documentary screening sessions to sensitize a.o. decision-makers and representatives of the criminal justice sector, must be accompanied with an advocacy strategy, in which also follow-up activities of different actors are explicated after these screenings to keep the momentum, and monitor progress made. Additionally, further attention can also be given to the usage of different sources, such as in the use of documentation in the case of DRC, in order to share a more robust package of factual information with concerned actors.
Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above	The lessons learned have been obtained on the basis of a desk review of among others WIGJ progress reports to UNTF from 2013-2015 and the annual report WIGJ 2014, as well as information shared during interviews.
Conclusions	The different approaches in DRC and Uganda have given some lessons learned with respect to effective strategies in preventing and responding to conflict-related SGBV, including in the field of advocacy to key decision-makers. A multi-pronged approach is necessary which includes short-term assistance to victims/survivors, and advocacy events must be accompanied with a strategy which details other actors responsibilities, other sources, and follow-up activities to keep the momentum and monitor progress made.
Others	

Evaluation Criteria	<i>Knowledge generation</i>
Evaluation Question 2	<i>Are there any promising practices? If yes, what are they and how can these promising practices be replicated in other projects and/or in other countries that have similar interventions?</i>
Response to the evaluation question with analysis of key findings by the evaluation team	<ul style="list-style-type: none"> – The experiences in the DRC and Uganda have shown that a multi-pronged approach is most effective in order to prevent and respond to SGBV as a result of conflict. Thus, in DRC, the documentary screening sessions in combination with information obtained during documentation missions, provided entry points and substantiated factual information on the crimes committed and the consequences this had for concerned girls and women. This made decision-makers but also community leaders and members receptive, and created a more supportive environment for victim rehabilitation, and for strengthening the criminal justice response to SGBV. At the same time, victims could immediately receive psycho-

	<p>social, medical and sometimes livelihoods support provided/supported by the partners in DRC. Apart from documentation missions, interviewing victims/survivors in the transit houses proved an effective way to collect documentation on SGBV.</p> <ul style="list-style-type: none"> – The willingness to work with different stakeholders at different levels in different countries prepares the ground for effective activities. This implies that when working in the field of gender justice, it is important to engage with moderate representatives of different government entities, including criminal justice actors, even if the main government's strategy seems to contradict the main tenants of gender justice and human rights. This also means that it is pivotal to include and listen to different stakeholders at the community level, such as community leaders, religious leaders, community members of different age groups, and adapt accordingly, to ensure that programmes and strategies continue to be meaningful, relevant and generate even greater local ownership, including with local government stakeholders. – The engagement with media, and different communication means, has been proven to be an effective means to discuss gender justice issues in public discourse at the community and district level. Thus, in different countries, documentary sessions were a trigger for the publication of articles. Journalists were engaged with to publish about concerned issues, and occasionally also items were aired on the radio. A multi-pronged approach to involving media can be seen as an effective means in advocacy. – The conduct of an internal evaluation undertaken by the project officer to measure the results of the documentary screening sessions at the district level in three districts can also be viewed as a promising practice. It is useful to replicate such M&E activities in order to improve understanding about project results, and to create another follow-up 'advocacy moment' when discussing results with concerned decision-makers.
Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above	The promising practices have been obtained on the basis of a desk review of among others WIGJ progress reports to UNTF from 2013-2015 and the annual report WIGJ 2014, and information shared during interviews.
Conclusions	Different promising practices came to the fore during this evaluation, including the use of a multi-pronged approach in DRC, the use of different media and communication tools to promote discussion on gender justice issues, and the involvement of stakeholders at different levels, and different stakeholders at the community level, to expand the number of advocated stakeholders for gender justice at that level.
Others	

9. Conclusions

Evaluation Criteria	Conclusions
Overall	<p>The project has been successful in advancing gender justice in the four project countries, although activities in Libya came to a halt due to prevailing high levels of insecurity. Dedicated WIGJ project staff, and the dedication of their partners in the field to advocate for change and provide services to victims of SGBV, has been underpinning the main achievements at different levels with a rather limited budget. According to the final report of the project, a total of 2,349 victims/survivors of SGBV were directly supported through Transit Houses in DRC (compared to 214 in 2012), of which 85% were assisted to access surgeries for rape-related injuries and of which 12 victims/survivors received legal assistance and representation. Over 11,342 participants have attended screenings of the video on SGBV through which over 2500 decision makers have been reached in DRC and Uganda. The final report mentions that a total of 78,675 direct and indirect project beneficiaries have been reached of which 36,300 women victims/survivors of SGBV.</p> <p>Unfortunately due to some of the limitations mentioned in the report (particularly the limitations that no interviews were possible with ICC representatives reportedly due to ICC procedures and with partners or project participants from Sudan and Libya due to unknown reasons, possibly security related) the evaluation team has not been able to triangulate all data that have been collected during the evaluation. Therefore some of the conclusions of the evaluation are based on the WIGJ reporting.</p>
Effectiveness	<p>The project goal and outcomes have not been completely but sufficiently achieved considering the security contexts, as victims/survivors of gender-based crimes have increased access to justice, local women's rights partners have enhanced capacity to advocate for gender justice and are becoming active partners in post-conflict recovery and transitional justice mechanisms.</p> <p>The project has been able to generate positive changes at different levels in the lives of women and girls in at least three of the four countries, in DRC, Uganda and Sudan. In Libya this is clearly much less visible as after some workshops and a limited number of documentation missions the activities had to be stopped due to security issues. The extent of the changes to lives of women and girls is dependent on the type of services provided, and whether these were the consequence of legal/policy change, and or screenings, documentation or the direct provision of psycho-social, legal or economic support. Particularly in DRC where a multipronged approach has been implemented, the changes among women and girls are most significant. All targeted beneficiaries have been reached in terms of targets set in the project document, although not all expectations with respect to outreach to decision-makers at the national level were met.</p> <p>Accountability on SGBVs has to some degree increased in particular areas and with particular stakeholders (e.g. community leaders, religious leaders, local police, local authorities, provincial authorities, judiciary staff, military) as a consequence of project activities, however, there is still a long way to go before gender justice is achieved at all levels, for example at the individual level this would mean (among other things) that all cases of SGBV are brought to court, all perpetrators are convicted and all victims/survivors receive reparations.</p> <p>Most outputs have been achieved, except that two instead of three transit houses have been supported in DRC, and with advocacy on the ICD in Uganda rather limited. As mentioned in Libya activities had to be stopped due to insecurity early 2015. At the</p>

	<p>same time, several opportunities were found to support the inclusion of gender norms included in legislation and policy documents in Uganda, and the multi-pronged approach in DRC appeared quite successful strengthening the achieved outputs. Several internal and external factors have contributed to the achievements of the project. The dedication of project staff and the WIGJ partners and also the cooperation with long standing partners working at grassroots level, particularly in DRC through a multipronged approach/strategy where activities in direct support of victims/survivors were combined with awareness raising and advocacy through video screenings, etc. can be mentioned as some of the main internal factors contributing positively to the achievements. The external factor of insecurity in the countries and for example the restrictive NGO environment in Sudan had a strong negative effect. For the DRC particularly impunity and corruption have been mentioned as main factors causing SGBV to continue and legal justice not to take place. The existence of other actors in the field leading to cross-fertilization particularly when cooperation is realized (such as in the case of victims/survivors in DRC being assisted with economic support) has proved to be an important positive external factor.</p>
Relevance	<p>The project strategy and activities have been very relevant to the needs of women and girls, and in all four countries the project strategy remains relevant. However, in Sudan, a review of the strategy of the WIGJ could be needed considering the legislative changes enacted early 2015 (although the organization has decided not to continue its activities in Sudan any longer), whereas in Uganda, more attention could have been given to short-term needs of victims considering the long-term time-frame necessary for successful advocacy to influence policy and programme design and implementation.</p> <p>The results are and were relevant also to the secondary beneficiaries.</p> <p>In the project the activities, particularly in the countries where the video screenings in communities have taken place, have led to positive response from several actors, particularly at the local and provincial level, such as security sector staff (e.g. police, local authorities, magistrates, military staff), community leaders and in DRC also religious leaders. At community level there is for example more understanding and support for victims/survivors. Security staff demonstrate more cooperation in order to address SGBV and they also are more respectful to victims/survivors.</p> <p>Generally speaking, the activities of the WIGJ and its partner organizations in the four countries seem to have been sufficiently aligned with other stakeholders. There seems to have been no duplication of activities considering the vast area of work. In some areas, although coordination is taking place, the evaluation identified more scope for further alignment and/or cooperation, especially in the case of DRC, particularly with organizations working on improving accountability of decision makers at national level and of the security sector at all levels in the country.</p> <p>The activities in relation to the ICC raise the impression that the WIGJ has a unique relation/role that it plays in order to increase gender justice at this level, in addition to the role of the WIGJ's ED who was nominated as a special advisor to the ICC on gender justice. However this is something that the evaluation team could only triangulate to a limited extent.</p> <p>The project has been sufficiently aligned with national legislation and policies, and with the ICC's mandate and practice. The focus at country level was particularly on enforcement of national legislation and policies and at ICC level on the integration of SGBV in prosecutions and convictions and policy development.</p>

Efficiency	<p>Project management has overall been sufficiently effective, and supported the implementation of activities in accordance with the overall direction given in the project document. The evaluation team also concluded that despite these efforts, some weaknesses have been observed in relation to design, management and oversight, of which some can be attributed to high staff turnover, the resulting lack of continuation in project management, and the limited time available of higher management for the overall project management. Considering that the WIGJ is a relatively small organization, that the project budget was limited, and considering the very positive response of partners about the project management, the opinion of the evaluators remains positive, but the advice is to consider having a more robust project team and monitoring system for the management of projects.</p> <p>The project seems to have been managed cost-efficiently to a large extent, although there has been a lack of oversight in relation to some expenditures, particularly for Uganda. However this issue seems to be tackled by introducing more thorough financial procedures. Some outputs were reduced due to the security situation (e.g. the shift of workshops to Egypt but planned to be held in Libya led to less participants being enabled to participate). An independent audit of the project will be undertaken as per UNTF requirements, which will allow a more comprehensive analysis of the financial component.</p> <p>Quality control of inputs and outputs, including the usage of standards to support staff safety, with respect to documentation activities and providing services to victims/survivors of SGBV, has been undertaken but there are some areas of further improvement that need attention, such as with respect to the documentation of cases, monitoring in mobile courts, quality of care for victims/survivors and security (particularly of staff of implementing partners).</p> <p>Monitoring and reporting was done efficiently to some degree. The WIGJ could consider investing more in elaborating on and linking the ToC with a programme-wide logframe in order to move beyond more concise project logframes, and develop a comprehensive and yet specific M&E system which includes more external data as monitoring indicators to support results-based management.</p> <p>Various internal factors and external factors contributed to some delays in implementation, especially in the first year. Particularly in 2013 the implementation of the project was not fully efficient with lack of staff which has led to less outputs than were foreseen for that year. In 2014 this situation improved substantially. The project faced some major delays due to internal and external reasons, but project management made efforts to address these delays. Most deviations have been explained in the progress and annual reports.</p>
Sustainability	<p>It can be concluded that the WIGJ and its partners are contributing to a more sustainable approach towards gender justice regarding the issue of SGBV. Particularly results achieved in legislation and policies can be seen as sustainable especially when these will be given sufficient follow up in implementation plans.</p> <p>For victims/survivors that have been accompanied in the project through staying in transit houses and/or medical, psychosocial, legal and economic support, and for the communities and decision makers that have been sensitized on SGBV the effect will be sustainable. The results achieved may therefore contribute to more gender justice in the long term unless new conflict rises up in the region. It has for example been mentioned in an interview that in the region where the LRA is active this is a serious issue negatively affecting the results. Also it has been stated in interviews and in progress reports as well as other publications that SGBV in the DRC is not only a problem caused by external actors and that next to attention for issues such as</p>

	<p>impunity and corruption also more attention for gender equality and women's rights will be needed in order to address the issue more profoundly.</p> <p>The WIGJ and its partners have the intention to continue to work on gender justice and support women and girls, victims/survivors of SGBV in the DRC with psycho-social, medical and livelihoods assistance. In Sudan, the rape law has been revised, which has most likely provided more protection to rape victims. In other countries, the actual direct results for female victims/survivors have been less profound in terms of received assistance, and advancing gender justice. The WIGJ plans to support activities again in Libya in 2016, and plans to change partners in Uganda. It has decided to stop its activities in Sudan.</p> <p>The implicit approach to leadership makes it more difficult to assess results, and the extent to which these are sustainable.</p> <p>The project reportedly contributed to opportunities to include gender provisions in draft legislation and policy in Uganda, and to a better alignment of domestic law/courts with the Rome Statute in DRC.</p> <p>In DRC and Uganda, the partner organizations seem strengthened in their capacities to quite some extent and will be able to and make an effort to continue with their activities, even if funding of The WIGJ is not available. However they do hope that it will be possible to continue to receive support from and work with the WIGJ.</p> <p>The GNWVPN in Uganda has already explored other funding opportunities and in DRC some of the partners already are receiving funding from other sources. No information is available with respect to the partners of the WIGJ in Libya and Sudan under the project. the WIGJ partner organizations have only to some degree sufficient managerial, technical and financial capacity to sustain themselves and continue their work, but particularly for the transit house external support is still needed. More capacity-building is necessary at different levels for these organizations on the basis of different methods in order to strengthen their organization, policies and skills. Technical and M&E and reporting training activities have been provided to partners, and considering the relatively small size of the project budget, quite some achievements have been made in the area of capacity development with relatively limited input. The role of project staff in this area appears to have been important to provide on-the-job mentoring and support. More capacity-building is advisable in different areas in light of near and possibly more distant phasing out of the the WIGJ.</p>
Impact	<p>The impact of the project can be identified in different areas, although a more long-term perspective is needed to actually measure the results of the project after several years. It appears that the WIGJ has been successful in including gender-related provisions in relevant legislation/procedures/policy also at ICC Level (but unfortunately this only be triangulated to a limited extent) and particularly in DRC at individual level victims/survivors have been supported to the extent possible and they are less stigmatized by their families and communities and also decision-makers and security staff are demonstrating more awareness on gender justice.</p> <p>Several unexpected results were identified during this evaluation, including with respect to cross-fertilization and learning of partners, the negative consequences of the documentary sessions held in Uganda, and the actual unexpected positive impact of the project for victims/survivors through changes in their communities.</p> <p>Although it is difficult to assess the impact just after a project has ended, the overall assessment is positive.</p>
Knowledge Generation	<p>The different approaches in DRC and Uganda have given some lessons learned with respect to effective strategies in preventing and responding to conflict-related SGBV,</p>

	<p>including in the field of advocacy to key decision-makers. A multi-pronged approach is necessary which includes short-term assistance to victims/survivors, and advocacy events must be accompanied with a strategy which details other actors responsibilities, other sources, and follow-up activities to keep the momentum and monitor progress made.</p> <p>Different promising practices came to the fore during this evaluation, including the use of a multi-pronged approach in DRC, the use of different media and communication tools to promote discussion on gender justice issues, and the involvement of stakeholders at different levels, and different stakeholders at the community level, to expand the number of advocated stakeholders for gender justice at that level.</p>
Others (if any)	

10. Key recommendations

The key recommendations given below in relation to the different evaluation criteria are related to the key findings. The recommendations therefore logically emerge from the main areas and activities selected in the four countries – some recommendations specifically given in relation to one country may however also be relevant to other countries if the WIGJ decides to expand and/or shift focus. Some of these recommendations will only be taken forward when new project funding becomes available to the WIGJ. Other recommendations may be implemented by the WIGJ without additional external support.

Evaluation Criteria	Recommendations	Relevant Stakeholders	Suggested Timeline
Overall	Establish clearer connections between field-based work (with small grassroots organizations) and national, regional, international advocacy and ICC-related work in order to get a better understanding of cause and effect at the project level. For example by having more transparency of project funds in relation to the WIGJ staff positions, but also by linking advocacy and project outputs at national levels to outputs at other levels	WIGJ, project partners and organizations it cooperates with	
	Investigate to which extent SGBV not only pertains to female but also male victims/survivors in the countries where the WIGJ works and to which extent the WIGJ can play a role/develop a strategy to address this issue to advance gender justice.	WIGJ	
Effectiveness	a. Develop the advocacy/project strategy Uganda in line with the DRC activities (in general), by linking documentation of SGBV cases to access to justice at different levels (individual victim/survivors and legislation etc.) including follow up/monitoring of advocacy activities	WIGJ, Uganda and DRC project partners	
	b. Explore opportunities to connect DRC partners with for example TRAIL (from the “Rapport de Suivi CEDAW 2015”), in order to connect them with the national and possibly also regional-level work that this organization undertakes in relation to CEDAW.	WIGJ – with DRC partners	Second quarter 2016
	c. Apart from continued support in the form of medical, psychosocial and economic reintegration strengthen to decision makers the message of urgency of doing legal justice to and providing reparations for individual victims/survivors and to end impunity, corruption and SGBV.	WIGJ and project partners	
Relevance	More clearly establish the connection in project design and implementation between national-level project strategy and activities with relevant international human rights instruments, in particular CEDAW and CRC, and UNSC resolutions and related national actions plans with respect to women, peace and security.	WIGJ and project partners	Second quarter 2016
Efficiency	a. Review HR policies in order to address some of the reasons for the high turn-over of staff.	WIGJ	Second quarter 2016
	b. Offer more clarity to donors on the actual project disbursements to the different countries, and the allocations within project budgets to the different WIGJ staff positions for transparency purposes.	WIGJ	First quarter 2016
	c. Develop a programme-wide logical framework including indicators on external data sources in order to be able to adequately cover all activities and related results	WIGJ and project partners	Second quarter 2016

	d. Review the ToC, develop a guiding note/narrative to explain the ToC, including the interdependency between the different pillars, and apply (and refine) this for further programme development at the country and international level	WIGJ and project partners	Second quarter 2016
	e. Ensure that relevant M&E and finance system tools, such as guidelines and reporting formats/templates, planning schemes for financial transfers, become available in the first months of project implementation	WIGJ	When applicable
	f. Consider developing guidelines and templates for legal monitoring at the community/district/mobile courts level to facilitate reporting and analysis.	WIGJ – with DRC partners	Second quarter 2016
	g. Consider monitoring the usage of existing standards for the provision of services to victims/survivors of SGBV, and clarify their position by means of referring to these standards in project documents and monitoring protocols	WIGJ	Second quarter 2016
	h. Review and strengthen existing security protocols, in particular of partners in DRC	WIGJ – with DRC partners	First quarter 2016 (asap!)
	i. Considering the high level of traumatization of many victims/survivors (in DRC), provide more capacity building of partner staff to improve skills in dealing with this (in referral/ documentation activities) – with external expert trainer	WIGJ – particularly with DRC partners	Second quarter 2016
	j. Although WIGJ has developed an advocacy strategy and has reached its targets in numbers of meetings with decision makers with a relatively limited budget, in order to be more effective it will require more intensive lobbying and advocating and therefore WIGJ and also its partners should approach advocacy as a more intensive engagement process which therefore also requires more regular investments. Therefore particularly in this area of work cooperation with other stakeholders will be of value.	WIGJ – with concerned partners	If relevant in relation to planned activities, first quarter 2016
Sustainability	a. Design a more comprehensive leadership/capacity-building strategy per partner/per country with expected targets in order to make investments and expected results more explicit, measurable and sustainable.	WIGJ with partners	Second quarter 2016
	b. Provide technical support to partners in identifying opportunities and capacity development for fundraising, especially for the transit houses and economic reintegration of victims/survivors	WIGJ with partners in DRC	
	c. Explore whether referral mechanisms for victims/survivors at the provincial level have been developed by UN or other agencies, and if relevant (further) develop the referral mechanism for victims/survivors of SGBV in areas in which DRC partners work, a.o. by means of developing Standard Operating Procedures (SOPs) with all actors concerned if not already available. (use external technical expertise if deemed necessary)	WIGJ with partners in DRC	Second quarter 2016
	d. Review the implementation of the current legislation on rape and strengthen activities, e.g. through legal education and legal aid in Sudan.	WIGJ and/or with partners in Sudan	Second quarter 2016
	e. Provide training to ICD staff, incl. judges on gender and SGBVs.	WIGJ with ICD in Uganda	Second quarter 2016
	f. Offer further capacity-building to the GNWVPN, such as	WIGJ with	Second quarter

	with respect to organizational policies, incl. in human resources and a capacity-building strategy and corresponding activities for members of the organization's Executive Committee	GNWVPN	2016
Impact	a.Undertake an impact assessment by the WIGJ and/or its partners to examine the actual impact of the project in Uganda and DRC, in particular to identify issues that need further attention	WIGJ and/or with partners in DRC and Uganda	In three to five years time
	b.Create opportunities for cross-fertilization and learning among partners operating in different countries, in particular for those working in environments with similar characteristics, as part of the strategic framework 2016-2018	WIGJ with partners	March 2016 onwards
	c.Apart from focusing on more long-term/high level advocacy, and involving victims/survivors of SGBV therein, activities are more appropriate and relevant for victims/survivors of SGBV if these are developed on the basis of a multi-pronged approach per situation with, at a minimum, advocacy combined with the provision of assistance opportunities for these victims.	WIGJ with partners	March 2016 onwards
Knowledge generation	See recommendations impact (especially b and c) and overall.		
Others	a.Review the tensions between the confidential nature of information in relation to the work with judicial actors such as the ICC, and providing to a maximum extent possible evaluators access to stakeholders and objective data that are critical for external independent evaluations.	WIGJ	March 2016 onwards
	b.Impunity and corruption have been mentioned by all the WIGJ partners working in DRC as important challenges that need to be overcome to strengthen access to justice. Also the lack of knowledge of their rights and of legal instruments among the population are barriers as people do not easily seek formal justice when they do not know what their rights are. These are areas that can be investigated further by the WIGJ (perhaps not be addressed by the WIGJ itself in order to keep sufficient focus but in collaboration with other organisations that work on this).	WIGJ	March 2016 onwards
	c.Explore opportunities to involve in particular male youth (e.g. usage of gender champions/role models) in SGBV prevention activities in the strategic framework 2016-2018 considering the negative effect of the prolonged conflict on role models/gender norms	WIGJ – with partners	March 2016 onwards

Women's Initiatives for Gender Justice



Annexes (Part 2) Final Project Evaluation May, 2016

Advancing Gender Justice in Countries under ICC Investigation

DRC, Libya, Netherlands, Sudan, Uganda
January, 2013 - December, 2015

Women's Initiatives for Gender Justice

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Annex 1 Final Version of Terms of Reference (TOR) of the evaluation

Terms of Reference (TOR)

1. Background and Context

1.1 Description of the project that is being evaluated.

a) Name of the project and the organisation:

Starting from 2013, **Women's initiatives for Gender Justice**, with the support of the UN VAW TF, has been implementing the project "**Advancing Gender Justice in countries under ICC investigation**".

b) Project duration, project start date and end date:

01 January 2013 – 31 December 2015.

c) Current project implementation status with the timeframe to complete the project:

The project is completed on 31 December 2015. External Evaluation of the project is to be done in the period 04 January – 29 February 2016.

d) Description of the specific forms of violence addressed by the project:

Sexual violence by non-partners (rape/sexual assault; violence in the community); Gender-based violence during armed conflict (Violence perpetrated or condoned by the State).

e) Main objectives of the project:

War affected women and girls in the DRC/Libya/Sudan/Uganda, including victims/survivors of gender-based crimes, have: 1) increased access to justice, medical support and post-conflict reconstruction programmes; 2) enhanced capacity and leadership amongst local women's rights partners to advocate for greater legal recognition and accountability for gender-based crimes; 3) increased opportunities to be influential participants in post-conflict recovery and transitional justice mechanisms and goals.

f) Description of targeted primary and secondary beneficiaries

Primary Beneficiaries: Women victims/survivors of SGBV – 5000; Women living in post-conflict environments – 10,000; Women in need of medical and psychosocial assistance as a result of SGBV – 8,000; Women seeking justice for SGBV – 2,000; Women seeking justice and at risk of prosecution/harm due to discriminatory rape laws (Sudan); Women's rights and peace advocates in armed conflicts (WHRD) – 500.

Secondary Beneficiaries: Women's rights and peace advocates in armed conflicts (WHRD) – 120; Government actors/parliamentarians – 50; Courts: International Criminal Court (ICC) and domestic courts – 5 types of courts (ICC, International Crimes Division (ICD, Uganda), mobile gender courts 2 (DRC), regular courts (DRC), local courts (Sudan)); Legal community (organisations and individuals) – 120; civil society organisations – 50; Media – 35; medical providers (local hospitals, clinics) – 12.

1.2 Strategy and theory of change (or results chain) of the project with the brief description of project goal, outcomes, outputs and key project activities.

This project is driven by a vision shared by gender justice advocates and activists working in conflict-affected countries worldwide: An end to impunity for perpetrators of conflict-related gender-based crimes

and the systematic inclusion of women as key interlocutors and decision-makers in post-conflict justice and recovery initiatives.

The project's goal builds on opportunities and threats identified in the four countries in which initiatives will take place: War-affected women and girls in the DRC, Libya, Sudan and Uganda have access to justice at local, national and global levels for the gender-based crimes that they have experienced in conflict and post-conflict settings. At the goal level, we recognise that it is not enough for women to have the opportunity to access justice: They must also have the means. Women themselves must be active and influential participants and interlocutors in post-conflict recovery and transitional justice mechanisms to be able to articulate what justice means to them and what they need to ensure their access. The delivery of actual benefits to larger numbers of women and girls in these four countries – including psycho-social and medical support, legal assistance, reparations, as well as effective prosecutions for gender-based crimes before the ICC and domestic justice mechanisms – are indicators that normative changes are actually resulting in greater justice for women.

The results chain for this programme builds on the premise that a diverse range of actors and initiatives are required to reach this goal and recognises that many relevant initiatives are underway by national governments and NGO partners, the multilateral and bilateral system, and others. It locates the WI to use its unique position and knowledge about ICC processes, its networks within the ICC and domestic justice actors and decision-makers, its understanding of how to leverage complementarity between the ICC and domestic justice efforts, and the WI's expanding group of domestic partners – including groups of women survivors from remote communities – to support progress towards two inter-linked outcome level results:

1. Decision-makers in the ICC and in the project countries increase the accountability for gender-based crimes in their investigations and prosecutions in response to advocacy by WI and partners.
2. Laws, policies and post-conflict recovery mechanisms in the four countries guarantee justice and equality for survivors of gender-based crimes. Ultimately, the delivery of justice to women depends on security issues, and strengthening the capacity to investigate, prosecute and punish perpetrators at the national and local level, based on internationally agreed upon standards and protocols, including the Rome Statute, UN Security Council resolutions, and region-wide agreed upon African norms.

Output level results and activities contributing to each of these outcomes have been strategically chosen based on our analysis of our comparative advantage and of the gaps in existing initiatives.

Outcome 1:

i) Decision makers in ICC/project countries increase accountability for gender-based crimes in their investigations/prosecutions in response to advocacy by WI/partners; and ii) Women's rights advocates and organisations in the DRC/Libya increase their capacity to document gender-based crimes and assist survivors to access support mechanisms, and advocate for domestic and international accountability.

Output 1.1: Increased capacity of gender justice movements in the DRC and Libya to undertake and utilise credible documentation on SGBV during and after conflicts:

Activity 1 – Online training in documentation for partners in the DRC and Libya.

Activity 2 – Documentation of conflict-related sexual and gender based violence by identifying and conducting interviews of victims/survivors (DRC, Libya).

Activity 3 – Compilation and analysis of documentation (on the DRC, Libya).

Activity 4 – Domestic and ICC-related advocacy for the investigation and prosecution of gender-based crimes (DRC, Libya).

Output 1.2: Increased advocacy products, stronger gender justice analysis and enhanced capacity of gender justice actors for the prosecution of gender-based crimes by the International Crimes Division (ICD) in Uganda.

Activity 1 – Production and widespread distribution of e-Letters, public statements, tweets with analysis and advocacy about developments at the ICD related to gender-based crimes.

Activity 2 – Legal monitoring including technical and legal reviews on developments at the ICD and advocacy for gender justice with critical actors including ICD prosecutors, investigators, the Justice, Law and Order Section (JLOS), legal community and the Attorney General's Office.

Outcome 2:

i) Domestic policies, laws and post-conflict recovery mechanisms are strengthened and enhanced regarding compliance with international norms for gender justice and equality; and ii) Expanded alliances and networks in support of gender justice, and strengthened capacity and leadership amongst women rights and gender justice advocates in the project countries.

Output 2.1: Enhanced advocacy capacity and larger and more diverse networks for gender justice across the four countries in support of law reform and integration of women in post-conflict.

Activity 1 – Coordinated advocacy for integration of gender justice in the PRDP and TRC (Uganda), including strategic screenings of WI video for key decision-makers.

Activity 2 – Advocacy and meetings with decision-makers on implementation of the National Strategy to Combat Violence against Women in the DRC, including strategic screenings of WI video for key decision-makers.

Activity 3 – Convening two coordination meetings with the existing Rape Law reform initiatives in Sudan, including strategic screenings of WI video for key decision makers.

Activity 4 – Production and drafting of an alternative Rape Law for Sudan to provide a common legal platform around which constituencies for law reform can organise and advocate.

Output 2.2: Women victims/survivors of gender-based crimes in the DRC have greater access to urgent legal assistance, medical and support programmes. WI partners increase their analytical understanding of and ability to respond to survivors of SGBV.

Activity 1 – Expanding the pilot Transit House programme and establishing two new transit centres as a model for facilitating access to medical and psychosocial support and legal referrals for SGBV survivors (DRC).

Activity 2 – Peer training between the coordinator of the existing Transit House and four organisations involved in establishing the two new transit centres.

Activity 3 – Preparing and presenting documentation to advocate for more comprehensive services.

1.3 The geographic context, such as the region, country and landscape, and the geographical coverage of this project.

This Project addresses accountability for gender-based crimes in the context of four armed conflict and post-conflict settings where the International Criminal Court (ICC) is conducting ongoing investigations.

This Project focuses on four countries: the Democratic Republic of Congo (DRC), Uganda, Libya and Sudan, and is designed to reflect the particular nature of the conflict and post-conflict contexts, the urgency of the issues, and the specific opportunities emerging over the next two years in the four countries identified. In each of these conflict-related settings, gender-based crimes have been reported, often at high levels, with little accountability provided and limited medical assistance and support available. Women have been largely excluded from the peace processes and the ensuring transitional justice mechanisms have to date not included gender provisions in their mandate, jurisdiction and implementation. In addition, the post-conflict recovery and reconstruction programmes have in their design and implementation, marginalised women as beneficiaries from these efforts.

1.4 Total resources allocated for the intervention, including human resources and budgets (budget need to be disaggregated by the amount funded by the UN Trust Fund and by other sources/donors).

Total budget allocated for the intervention: \$ 1,592,000.

UN VAW TF contribution: \$ 730,000.

Other donors' contribution: \$ 862,000.

Personnel allocation under this project included the Senior Programme Officer, three Programme Officers and one Legal Officer.

1.5 Key partners involved in the project, including the implementing partners and other key stakeholders.

The key partners in this project by country are as follows:

Sudan: SEEMA Centre for Training and Protection of Women and Child Rights; Gender Centre for Research and Training; Alalag Center for Press Service.

Uganda: Greater North Women's Voices for Peace Network (GNWVPN) – a network of over 5000 individual activists, organisations and networks in the conflict-affected areas of the Greater North of Uganda.

Libya: Albonian Almarsos organisation – with strong links with the Medical Faculty of the University of Benghazi.

DRC: Encadrement Des Femmes Indigènes et des Ménages Vulnérables (EFIM); Ligue Solidarité Congolaise (LSC); Action de Femmes pour le Développement (AFD); Initiatives Alpha; Centre d'éducation et de recherche pour les droits des femmes (CERDF).

The key partners in this project by country and by programme area are as follows:

Sudan: SEEMA Centre for Training and Protection of Women and Child Rights (will convene the development of the draft Rape Law for Sudan; co-convene with the Gender Centre for Research and Training the two coordination meetings with the other law reform initiatives; and co-convene with the Gender Centre the launch and strategic screenings of the gender justice documentary).

Gender Centre for Research and Training (co-convene with Seema Centre the two coordination meetings with the other law reform initiatives; co-convene with Seema Centre the launch and strategic screenings of the gender justice documentary).

Alalag Center for Press Service (training for the 20 media professionals including journalists).

Uganda: Greater North Women's Voices for Peace Network (GNWVPN) – a network of over 5000 individual activists, organisations and networks in the conflict-affected areas of the Greater North of Uganda.

WI local officers (Programme Officer and Legal Officer with offices in Kitgum and Kampala respectively) coordinate, implement and work closely with GNWVPN for hosting the strategic screenings of the documentary, advocacy for the implementation of gender provisions within the PRDP, advocacy for the inclusion of gender justice provisions within the TRC and advocacy for the prosecution of gender-based crimes by the ICD.

Libya: Albonian Almarsos organisation – with strong links with the Medical Faculty of the University of Benghazi. Coordinates and implements the local documentation programme, conducts interviews with victims/survivors, provides reports and communications to WI Programme Officer for Libya, lead domestic advocacy for rape crisis centres with strategic support from WI Programme Officer for the Libya programme.

DRC: Encadrement Des Femmes Indigènes et des Ménages Vulnérables (EFIM); Ligue Solidarité Congolaise (LSC); Action de Femmes pour le Développement (AFD); Initiatives Alpha; and Centre d'éducation et de recherche pour les droits des femmes (CERDF) coordinate the local documentation programmes in

Province Orientale, North and South Kivu, conduct interviews with victims/survivors, and provide reports and communications to WI Officer for the DRC programme. Each partner convenes strategic local screenings of the gender justice documentary in three provinces with some joint screenings and domestic advocacy for implementation of the National Strategy to Combat Violence against Women.

Action de Femmes pour le Développement (AFD) provides the peer exchange/training regarding the Transit House project; leads the expansion of the existing transit house with support from the WI DRC Programme Officer.

Action de Femmes pour le Développement (AFD) and initiatives Alpha lead the establishment of the new transit centre in Mwenga with support from the WI DRC Programme Officer.

Encadrement Des Femmes Indigènes et des Ménages Vulnérables (EFIM) and Ligue Solidarité Congolaise (LSC) lead the establishment of the new transit centre in Walikale with support from the WI DRC Programme Officer.

Key stakeholders include: Legal officers (i.e. lawyers, prosecutors, judges); female political activists/human rights defenders; government officials (i.e. decision makers, policy implementers); and civil society organisations (including NGOs).

2. Purpose of the evaluation

2.1 Why the evaluation needs to be done

This is a mandatory final project evaluation required by the UN Trust Fund to End Violence against Women.

2.2 How the evaluation results will be used, by whom and when.

The external reviews, together with external information collected from instruments to assess progress towards outputs and outcomes, provide multiple lines of evidence to enable us to report on progress. Our reporting is geared toward presenting evidence-based accounts of progress, as well as analysis and data that help us understand where the gaps are, what is not working, and what steps are required to address these gaps.

We are committed to the objective, external evaluation of our programmes and will use the evaluation results to maximise lessons learned from this initiative. WI expects the external evaluation to generate findings that are useful to the UN Trust Fund community, as well as the broader community of gender justice movements committed to this work.

2.3 What decisions will be taken after the evaluation is completed

WI will use the external evaluation of the project to determine its future approach to the project implementation in relation to identified opportunities for improvement of its performance and project impact. The External Evaluation will be shared with our Board and Partners to serve as one of the directions for future programme planning.

3. Evaluation objectives and scope

3.1 Scope of Evaluation:

Timeframe: this evaluation needs to cover the entire project duration.

Geographical Coverage: DRC, Uganda, Libya and Sudan; and ICC related activities.

Target groups to be covered: this evaluation needs to cover the target primary and secondary beneficiaries as well as broader stakeholders.

3.2 Objectives of Evaluation: What are the main objectives that this evaluation must achieve?

The overall objectives of the evaluation are to:

- a) To evaluate the entire project in terms of effectiveness, relevance, efficiency, sustainability and impact, with a strong focus on assessing the results of the outcome and project goals;
- b) To generate key lessons and identify promising practices for learning.

4. Evaluation Questions

The key questions that need to be answered by this evaluation include the following divided into five categories of analysis. The five overall evaluation criteria – relevance, effectiveness, efficiency, sustainability and impact – will be applied for this evaluation.

Evaluation Criteria

Mandatory Evaluation Questions

Effectiveness

- 1) To what extent were the intended project goals, outcomes and outputs achieved and how?
- 2) To what extent did the project reach the targeted beneficiaries at the project goal and outcome levels? How many beneficiaries have been reached?
- 3) To what extent has this project generated positive changes in the lives of targeted (and untargeted) women and girls in relation to the specific forms of violence addressed by this project? Why? What are the key changes in the lives of those women and/or girls? Please describe those changes.
- 4) What internal and external factors contributed to the achievement and/or failure of the intended project goal, outcomes and outputs? How?

Alternative questions in case of project focusing at the policy level

- 5) To what extent was the project successful in advocating for legal or policy change? If it was not successful, explain why.
- 6) In case the project was successful in setting up new policies and/or laws, is the legal or policy change likely to be institutionalised and sustained?

Relevance

- 1) To what extent was the project strategy and activities implemented relevant in responding to the needs of women and girls?
- 2) To what extent do achieved results (project goals, outcomes and outputs) continue to be relevant to the needs of women and girls?

Efficiency

1) How efficiently and timely has this project been implemented and managed in accordance with the Project Document?

Sustainability

1) How are the achieved results, especially the positive changes generated by the project in the lives of women and girls at the project goal level, going to be sustained after this project ends?

Impact

1) What are the unintended consequences positive and negative) resulted from the project?

Knowledge Generation

1) What are the key lessons learned that can be shared with other practitioners on Ending Violence against Women and Girls?

2) Are there any promising practices? If yes, what are they and how can these promising practices be replicated in other projects and/or in other countries that have similar interventions?

5. Evaluation Methodology

5.1 Proposed evaluation design

As presented in the above sections, this external evaluation will be summative and does the following:

- Assesses the quality and success of a project in reaching stated goals towards a project base line and proposed interventions, outcomes and results.
- Presents the information collected for project activities and outcomes.
- Highlights the lessons learned, challenges and opportunities.

5.2 Data sources:

1. Document /Journals/Reports/Data Review:

- a) Legal monitoring (Court records, WI analysis of legal filings, decisions, proceedings, transcripts, judgments) of the ICC and domestic courts.
- b) Records reviews, output data (example: review of records of proposals and amendments to the law changes by WI and partners).
- c) Internal and External Journals and Reports on activities, outputs and results.
- d) Selected in-depth case studies.

2. Questionnaires

- a) Questionnaires for selected partners and stakeholders on effectiveness, relevance, efficiency, sustainability, impact, knowledge and generation.

3. Interviews

a) Selected stakeholders and partners interviews.

4. Observation checklist (comparative review and analysis of baseline and post-project data: qualitative and quantitative).

5.3 Proposed data collection methods and analysis

Numerical or quantitative information is obtained from journals, reports and records of WI, its partners and stakeholders (courts records).

Qualitative (non-numerical) information will be recorded during interviews with stakeholders and partners, on video or audiotape, possibly with supporting notes, and transcribed into written form.

It will be obtained through questionnaires for stakeholders.

It will be obtained through review of Document /Journals/Reports/Data Review.

5.4 Proposed sampling methods

1. Review of Annual and Final Reports and Data by WI and its partners.
2. Selected relevant court case (monitoring data, WI records, legal analysis and outputs prepared and published by WI).
3. Selection of 20 stakeholders, partners and beneficiaries for interview and /or questionnaire.

5.5 Field visits

Based on the fact that the WI Programme was implemented in five locations worldwide: Uganda, the DRC, Sudan, Libya and The Hague, in order to ensure cost and time efficiency of the evaluation, it is proposed that field visits are not performed, but interviews and contacts with wide range of stakeholders in different countries is conducted via Skype and phone. This is however not limiting the Evaluator to propose the field visit to the programme country, bearing in mind that the costs of the field visit have to be included in the total available costs for External Evaluation.

6. Evaluation Ethics

The evaluation must be conducted in accordance with the principles outlined in the UN Evaluation Group (UNEG) 'Ethical Guidelines for Evaluation' <http://www.unevaluation.org/ethicalguidelines>.

It is imperative for the evaluator(s) to:

- Guarantee the safety of respondents and the research team.
- Apply protocols to ensure anonymity and confidentiality of respondents.
- Select and train the research team on ethical issues if team is involved.
- Provide referrals to local services and sources of support for women that might ask for them.
- Ensure compliance with legal codes governing areas such as provisions to collect and report data, particularly permissions needed to interview or obtain information about children and youth.
- Store securely the collected information and ensure confidentiality of any information gathered under evaluation in relation of sharing it with third parties without prior consent of Women's Initiatives.

7. Key deliverables of evaluators and timeframe

	Deliverables	Description of Expected Deliverables	Timeline of each deliverable (date/month/year)
1	Evaluation inception report: (language of report: English)	<p>The inception report provides the grantee organisation and the evaluators with an opportunity to verify that they share the same understanding about the evaluation and clarify any misunderstanding at the outset.</p> <p>An inception report must be prepared by the evaluators before going into the technical mission and full data collection stage. It must detail the evaluators' understanding of what is being evaluated and why, showing how each evaluation question will be answered by way of: proposed methods, proposed sources of data and data collection/analysis procedures.</p> <p>The inception report must include a proposed schedule of tasks, activities and deliverables, designating a team member with the lead responsibility for each task or product</p> <p>The structure must be in line with the suggested structure of the annex of the TOR.</p>	16/01/2016
2	Draft evaluation report: (language of report: English)	<p>Evaluators must submit draft report for review and comments by all parties involved. The report needs to meet the minimum requirements specified in the annex of the TOR.</p> <p>The grantee and key stakeholders in the evaluation must review the draft evaluation report to ensure that the evaluation meets the required quality criteria.</p>	15/02/2016
3	Final evaluation report: (language of English)	<p>Relevant comments from key stakeholders must be included well integrated in the final version, and the final report must meet the minimum requirements specified in the annex of the TOR.</p> <p>The final report must be disseminated widely to the relevant stakeholders and the general public.</p>	29/02/2016

8. Evaluation team composition and required competencies

8.1 Evaluation Team Composition and Roles and Responsibilities

The Evaluation will be conducted by an international consultant.

The Evaluator will be responsible for undertaking the evaluation from start to finish under the supervision of evaluation task manager from the Women's Initiatives, for the data collection and analysis, as well as report drafting and finalisation in English.

8.2 Required Competencies

- Evaluation experience at least 10 years in conducting external evaluations preferably for multilateral organisations, with mixed-methods evaluation skills and having flexibility in using non-traditional and innovative evaluation methods.
- Expertise in gender and human-rights based approaches to evaluation and issues of violence against women and girls.
- Specific evaluation experiences in the areas of ending violence against women and girls.
- Experience in collecting and analysing quantitative and qualitative data.
- In-depth knowledge of gender equality and women's empowerment.
- A strong commitment to delivering timely and high-quality results, i.e. credible evaluation and its report that can be used.
- A strong project leadership and project evaluation and management track record, as well as interpersonal and communication skills to help ensure that the evaluation is understood and used.
- Good communication skills and ability to communicate with various stakeholders and to express concisely and clearly ideas and concepts.
- Regional/Country experience and knowledge: in-depth knowledge of programme countries is an asset.
- Language proficiency: fluency in English is mandatory; good command of French is desirable.

9. Management Arrangement of the evaluation

Name of Group	Role and responsibilities	Actual name of staff responsible
Evaluation Team	External evaluators/consultants to conduct an external evaluation based on the contractual agreement and the Terms of Reference, and under the day-to-day supervision of the Evaluation Task Manager.	External evaluator/consultant
Evaluation Task Manager	<p>Someone from the grantee organisation, such as project manager and/or M&E officer to manage the entire evaluation process under the overall guidance of the senior management, to:</p> <ul style="list-style-type: none"> • lead the development and finalisation of the evaluation the TOR in consultation with key stakeholders and the senior management; • manage the recruitment of the external evaluators; • lead the collection of the key documents and data to be shared with the evaluators at the 	Programme Manager of the Women's Initiatives for Gender Justice

	<p>beginning of the inception stage;</p> <ul style="list-style-type: none"> • liaise and coordinate with the evaluation team, the reference group, the commissioning organisation and the advisory group throughout the process to ensure effective communication and collaboration; • provide administrative and substantive technical support to the evaluation team and work closely with the evaluation team throughout the evaluation; • lead the dissemination of the report and follow up activities after finalisation of the report. 	
Commissioning organization	Senior Management of the Organisation commissions the evaluation (grantee) – responsible for: 1) allocating adequate human and financial resources for the evaluation; 2) guiding the evaluation manager; and 3) preparing responses to the recommendations generated by the evaluation.	Senior management of the Women's Initiatives for Gender Justice
Reference Group	Include primary and secondary beneficiaries, partners and stakeholders of the project who provide necessary information to the evaluation team and to reviews the draft report for quality assurance	WI implementing partners and Women's rights and peace advocates in armed conflicts (WHRD); Courts: ICC and domestic: ICD legal community; civil society; victims organisations.
Advisory Group	Must include a focal point from the UN Women Regional Office and the UN Trust Fund Portfolio Manager to review and comment on the draft TOR and the draft report for quality assurance and provide technical support if needed.	<p>Theresia Thylin Programme Specialist - Portfolio Manager Cross Regional Grants & Special Thematic Windows United Nations Trust Fund to End Violence against Women.</p> <p>Veronica Zebadua Cross Regional Grants & Special Thematic Windows United Nations Trust Fund to End Violence</p>

		against Women.
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Additional inputs required by grantee by modifying the table below and by additional information.

10. Timeline of the entire evaluation process

Stage of Evaluation	Key Task	Responsible	Number of working days required	Timeframe (dd/mm/yyyy - dd/mm/yyyy)
Preparation stage	Prepare and finalise the TOR with key stakeholders	WI and Evaluation Task Manager	9	01/12/2015-11/12/2015
	Compiling key documents and existing data		15	11/12/2015-31/12/2015
	Recruitment of external evaluator(s)			
Inception stage	Briefings of evaluators to orient the evaluators	Evaluation Task Manager	2	04/01/2016-05/01/2016
	Desk review of key documents	Evaluation Team	2	06/01/2016-07/01/2016
	Finalising the evaluation design and methods	Evaluation Team	1	07/01/2016-08/01/2016 Week 2 2016
	Preparing an inception report	Evaluation Team	3	08/01/2016-16/01/2016 Week 3 2016
	Review Inception Report and provide feedback	Evaluation Task Manager	1	08/01/2016-16/01/2016 Week 3 2016
	Submitting final version of inception report	Evaluation Team	1	08/01/2016-16/01/2016 Week 3 2016
Data collection and analysis stage	Desk research	Evaluation Team	4	16/01/2016-19/01/2016
	In-country technical mission	Evaluation Team	10	20/01/2016-29/01/2016

	for data collection (visits to the field, interviews, questionnaires, etc.)			
Synthesis and reporting stage	Analysis and interpretation of findings	Evaluation Team	2	30/01/2016-31/01/2016
	Preparing a draft report	Evaluation Team	5	01/02/2016-05/02/2016
	Review of the draft report with key stakeholders for quality assurance	Evaluation Task Manager, Senior Management, and Advisory Group	3	06/02/2016-08/02/2016
	Consolidate comments from all the groups and submit the consolidated comments to evaluation team	Evaluation Task Manager	1	09/02/2016-10/02/2016
	Incorporating comments and revising the evaluation report	Evaluation Team	2	11/02/2016-13/02/2016
	Submission of the final report	Evaluation Team	1	15/02/2016
	Final review and approval of report	Evaluation Task Manager, Senior Management, and Advisory Group	3	16/02/2016-18/02/2016
	Dissemination and follow-up Publishing and distributing the final report	WI led by Evaluation Manager	2	19/02/2016-20/02/2016
	Prepare management responses to the key recommendations of the report	Senior Management of WI	2	21/02/2016-22/02/2016
	Organise learning events (to discuss key	WI	3	23/02/2016-25/02/2016

	findings and recommendations, use the finding for planning of following year, etc.)			
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11. Budget

The total budget for this evaluation is USD 27,000. This budget includes the total costs of the external evaluator (team) fees, technical support, travel costs, material, communications, etc.

12. Annexes

12.1 Key stakeholders and partners to be consulted

See Annex 1 (not attached due to confidentiality)

12.2 Documents to be consulted

- Approved Project Documents: Project Narrative, Results and Activities Plan, Timelines and Budget.
- Baseline Data for the Project (Results Monitoring Plan with summary of indicators and Baseline Report).
- Women's Initiatives' Reports to UN VAW TF: Progress and Annual Report 2013, Progress and Annual Report 2014, Progress Report 2015, and Final Report.
- Women's Initiatives' Theory of Change and M&E plans.
- Internal Project documentation: Project Reports, Partners' and Stakeholders' Journals and Reports.
- Women's Initiatives' Publications (legal and gender analysis; press statements; Gender Report Cards 2013 and 2014; etc.).
- Women's Initiatives' Legal Monitoring data (for the ICC cases and situations).

Annex 2 Evaluation Matrix

Evaluation Criteria	Evaluation questions	Indicators	Data source and data collection methods
Effectiveness	1.To what extent were the intended outputs achieved and how?	Indicators given in logframe	Project progress and annual reports Interview data Survey data
	2.To what extent were the intended project goals, and outcomes achieved and how?	Indicators given in logframe	Project progress and annual reports Interview data Survey data
	3.To what extent did the project reach the targeted beneficiaries at the project goal and outcome levels? How many beneficiaries have been reached? Did all the targeted beneficiaries and stakeholders participate?	# of primary and secondary beneficiaries per target group Overview of stakeholders planned to participate and that actually participated	Baseline/endline data Project progress and annual reports
	4.A. To what extent has this project generated changes in the lives of targeted (and untargeted) women and girls in relation to the specific forms of violence addressed by this project? B. How? C. What are the key changes in the lives of those women and/or girls? Please describe those changes.	Reparation (different elements) e.g. physical, psychological level, socio-economic, legal	Project progress and annual reports Interview data Survey data Possible other sources
	5. What internal and external factors contributed to the achievement and/or failure of the intended project goal, outcomes and outputs? How?	Internal factors (e.g. management capacity, design project); External factors (e.g. security, available capacity, internet connectedness, govt intimidation, insecurity, social stigma, etc.)	Project progress and annual reports Interview data Survey data Background information on target countries
	6. To what extent was	Changes in legislation	Project progress

	the project successful in advocating for legal or policy change? If it was not successful, explain why.	Changes in selected policy documents	and annual reports Interview data Survey data
Relevance	1. To what extent was the project strategy and activities implemented relevant in responding to the needs of women and girls, and to what extent are these still relevant?	Quality of the problem analysis/intervention logic (incl. assumptions and risks) in relation to the needs of women and girls as a consequence of conflict and/or SGBV 2012-2015 Quality of the problem analysis/intervention (incl. assumptions and risks) logic in relation to the needs of women and girls as a consequence of conflict and/or SGBV 2016	Secondary sources (e.g. UN reports, CEDAW reports) Project document Progress and annual reports Interviews
	2. To what extent do achieved results were, and continue to be relevant to the needs of secondary beneficiaries?	Needs of secondary beneficiaries 2012-2015 Needs of secondary beneficiaries 2016 Validity of assumptions and risks or if other unforeseen external factors intervened/or if other factors could have been foreseen and managed	Secondary sources (e.g. UN reports, CEDAW reports) Project document Progress and annual reports Interviews
	3. A. Have the project activities been sufficiently aligned with activities of other stakeholders to avoid duplication? B. And/or was there cooperation with these stakeholders? Please explain.	Similar activities undertaken by other stakeholders in the same areas (geographic/thematic) Other activities undertaken by other stakeholders in gender justice in general. Existence of functioning coordination bodies	Secondary sources (e.g. UN reports, CEDAW reports, relevant UN agency websites, policy papers) Project document Progress and annual reports Interviews
	4. To what extent is the project strategy and activities aligned with existing legislation and policies of target countries, and at the international level?	Alignment project strategy and activities with existing legislation and policies of target countries ICC mandate/policies	Project document Relevant legislation target countries Relevant policies target countries
Efficiency	1. How effective was project management?	Number of project staff WIGJ/seniority/responsibilities/location per year Level of backstopping/adequate information of stakeholders of project activities (incl. beneficiaries) Level of technical support	Project document Progress and annual reports Interviews

		Efficient decision-making	
	2.Was the project run cost-efficiently? Explain.	Budget/Expenditures Budget deviations are sufficiently explained Planned activities vs. actual activities Decision-making inputs	Project document Progress and annual reports Audit report 2014 Interviews
	3.How was quality control of inputs and outputs undertaken, including the usage of existing standards?	Documentation reviewed and analysed Review of other inputs/outputs Application standards to provision of services transit houses DRC	Project document Progress and annual reports Interviews Documentation Guidelines management transit houses (available?)
	4.A.How efficient was monitoring and reporting on the project? B.How appropriate were the M&E instruments? C.To what extent and how was results-based management undertaken by project management?	Time-frames, type and quality of monitoring activities and of the M&E instruments Time-frames, type and quality of reporting Flexibility demonstrated in response to changes in circumstanc	Project document Progress and annual reports Interviews
	5.How efficiently has the project been implemented as set out in the implementation schedule in the project document? Were there major delays? Please explain	Planned activities vs. actual execution activities	Project document Progress and annual reports Interviews
Impact	1.What has been the impact of the project	Results as formulated by respondents	Project document Project progress and annual reports Secondary sources Interviews

	2.What are the unintended/unexpected consequences (positive and negative) resulted from the project?	Unintended/unexpected results not directly aligned with expected goal, outcomes and outputs	Project document Project progress and annual reports Secondary sources Interviews
Sustainability	1.How are the achieved results, especially the positive changes generated by the project in the lives of women and girls at the project goal level, going to be sustained after this project ends?	Ways to sustain the changes in the lives of women and girls Gaps in sustaining positive changes Level of ownership of results	Project document Interviews
	2.In case the project was successful in setting up new policies and/or laws, is the legal or policy change likely to be institutionalized, sustained and implemented?	Institutionalization legal and/or policy changes Implementation legal and/or policy changes	Project document Secondary sources Interviews
	3.Are the different civil society organizations that WIGJ has worked with able to continue their activities in the same or similar areas now that the project has ended? Is there perhaps still other support available to sustain these organizations from WIGJ or other donors?	Funding opportunities DRC Capacity partners to seek funding/financial sustainability	Project document Interviews
	4 A. Do civil society organizations supported under the project have sufficient managerial, technical and financial capacity to sustain themselves, including the transit houses in the DRC? B. To which extent was support for capacity development of these	Adequate management capacity Adequate technical capacity Adequate financial capacity Funding sources	Project document Progress and annual reports Websites WIGJ partners Interviews

	organizations an element of the project, and, if yes, to what extent has this been provided efficiently and effectively?		
Knowledge Generation	1.What the key lessons learned during the project that can be shared with other practitioners?	Lessons learned in relation to evaluation criteria	Project document Progress and annual reports Interviews
	2. Are there any promising practices? If yes, what are they and how can these promising practices be replicated in other projects and/or in other countries that have similar interventions?	Promising practices that can be replicated	Project document Progress and annual reports Interviews

Annex 3 Final version of Results Monitoring Plan

Template for Results Monitoring Plan with actual baseline and endline data (delivered by WIGJ)

A. Statement of Project Goal, Outcomes and Outputs	B. Indicators for measuring progress towards achieving the project goal, outcomes and outputs	C. Data collection methods	D. Baseline Data Please provide actual baseline data per indicator	E. Timeline of baseline data collection For each indicator listed in column B, when was BASELINE data collected? Please specify month/year	F. Endline Data Please provide actual endline data per indicator	G. Timeline of endline data collection For each indicator listed in column B, when was endline data collected? Please specify month/year
Project Goal: War affected women and girls in DRC/Libya/Sudan/Uganda, including victims/survivors of gender-based crimes, have: 1) increased access to justice, medical support and post-conflict reconstruction programmes; 2) enhanced capacity and leadership amongst local women's rights partners to advocate for greater legal recognition and accountability for gender-based crimes; 3) increased	1: # and overall % of investigations and charges for gender-based crimes by the ICC and domestic (War Crimes) courts in the project countries each year.	Legal monitoring (Court records, analyzing legal filings, decisions, proceedings, transcripts, judgments) of ICC and domestic courts. (Ongoing monitoring, Annual data analysis, by internal staff).		January 2013 to December 2015.	In 2013, WI worked with the ICC in its investigation of Bosco Ntaganda (UPC militia, DRC). This included liaising with ICC investigators/prosecutors regarding use of WI's documentation on gender-based crimes which is directly contributing to the evidence supporting the new charges of rape and sexual slavery added to Ntaganda's indictment. This case includes the first time in international criminal law, that a court has indicted a military leader for sexual violence committed against child soldiers in his own militia. WI's documentation material is directly supporting this new legal development. Overall, 14 of 21 ICC cases include SGBV charges including nine cases relating to the project countries. All ICC trials,	December 2015.

opportunities to be influential participants in post-conflict recovery and transitional justice mechanisms.					<p>except one, during 2013 included sexual violence charges. In Uganda, WI advocated for the withdrawal of the 'blanket pardon' provision from the Amnesty Act and monitored investigations by the war crimes court of former LRA combatants. Indictments are expected in 2014.</p> <p>In 2014, the percentage of SGBC charges confirmed by the ICC judges increased from 50% (at the start of this project) to 62.8%. Currently, 14 of 19 cases</p> <p>include SGBC charges, including 9 cases relating to the project countries. Of 8 ongoing ICC trials, 6 include SGBC charges. WI's long term and persistent advocacy directly contributed to this progress. WI's documentation data also directly contributed to the evidence in the Ntaganda case particularly the charges of sexual violence committed against girl soldiers. SGBC charges were confirmed in the second ICC case relating to the Cote D'Ivoire. A new Situation was opened including SGBV investigations (CAR II). In Uganda, the Supreme Court has not issued its decision on the challenge to the amnesty act. The Deputy Public Prosecutor (DPP) confirmed new potential LRA cases inclusive of SGBCs. In the DRC, 13 cases before the mobile</p>	
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					<p>courts</p> <p>convicted 12 individuals of SGBCs.</p> <p>In 2015, 63% of the SGBC charges brought by the ICC have been confirmed. This represents an increase of 13% since the start of this project. WI's strategic advocacy, persistent monitoring, documentation, legal filings, facilitating access between v/s and the ICC in specific cases directly contributed to this improvement. Of the 4 ongoing trials before the ICC, 3 include SGBC charges (75%). Of the 6 ongoing ICC cases, 4 include SGBC charges (67%). SGBC charges are included in 6 out of 9 situations and 14 out of 20 cases (70%). The Ntaganda trial, that started in September, contains an unprecedented number of SGBCs charges (7 counts). WI's documentation data directly contributed to evidence in this case</p> <p>particularly charges of sexual crimes committed against girl soldiers. In Sept, in Ongwen case, 8 new charges for SGBC were brought including for the first time at ICC, charges of forced marriage.</p>	
	2: Number and type of amendments proposed and/or enacted that bring domestic laws and policies	Records reviews, Output data (Mid review of records of proposals and amendments, by internal		January 2013 to December 2015.	In 2013, no law reform amendments were adopted by governments in the project countries, however there is a growing momentum supporting reform	December 2015.

	into alignment with international gender justice standards.	WI partners) - Selected stakeholder interviews (End of project stakeholder interviews, by External consultant).			<p>of the rape law in Sudan. More government ministries than ever before engaged in the rape law reform coordination workshops convened by WI partner. Two coordination workshops also brought together the major civil society law reform campaigns to develop a cohesive reform strategy. In Uganda important post-conflict PRDP resolutions were adopted which support the design of projects to address gender-based violence and the creation of a PRDP affirmative action women's fund. In Libya WI partners successfully advocated for a quota</p> <p>for women on the government's Committee mandated to draft the Libyan Constitution. Two WI partners are standing for election to the Committee. Overall, there are encouraging indications of greater receptivity to WI/partners advocacy as well as signs of increased awareness among decision-makers towards aligning domestic laws with gender justice standards.</p> <p>In 2014, in Uganda there were important developments toward the adoption of legal frameworks aligning domestic laws/policies with international standards including the adoption of a reparations resolution. Uganda's first Witness Protection Bill, applicable to all</p>	
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					<p>courts including the ICD, is in the final stages of drafting and incorporates some of WI's proposals. The draft ICD RPE are being finalized, and WI provided technical advice to the Judges on gender provisions including facilitating the testimony of SGBC witnesses. WI will review the final version once completed. Uganda's Transitional Justice Policy was finalised and includes key gender justice considerations for which WI advocated. WI's partner advocacy in the DRC, has contributed to policy and legal changes. Utilising documentation data, partners contributed to the passing of a new provincial law in South Kivu expanding prohibitions on VAW and judges are exercising more oversight of police SGBC reports. Advocacy with political parties in Sudan continued.</p> <p>In February 2015, the Sudanese President signed a ground breaking amendment to the rape law, removing the adultery clause from the definition of rape. In April, the Ugandan Supreme Court ruled that the Amnesty Act does not impinge upon the prosecutorial powers of the Director of Public Prosecutions to bring LRA cases before the International Crimes Division. This judgment clears the way for the first LRA case to proceed. It also recognize acts of sexual violence as crimes for</p>	
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					<p>which an individual would not be eligible for amnesty. This is a ground-breaking judgment within Uganda. In the DRC, the Chamber of Deputies and Senate adopted a new law implementing the Rome Statute in the domestic legal order, giving full effect to the principle of complementarity. This legislation will empower civil courts to address international crimes. This is a result of sustained advocacy by WI partners during the period of this project.</p>	
	<p>3: Type of new allies and extent to which local, national, regional and international gender justice supporters and networks emerge, consolidate and expand.</p>	<p>Stakeholder interviews (end of project, by external consultant) - event data and evaluations (annual, by WI & partners) - distribution records (annual, by WI & partners).</p>		<p>January 2013 to December 2015.</p>	<p>In 2013, there has been a significant increase in strategic allies and networks locally, nationally and internationally. In Sudan, networks increased with the gender justice workshop for 25 journalists who are a new strategic ally contributing to influencing public discourse in support of rape law reform. In Libya, WI networks increased with new partners joining the documentation programme. In Uganda, networks with district leaders and parliamentarians significantly expanded. One new partner to highlight is a network of young women formerly abducted by the LRA with whom WI collaborated in some of the district-level documentary screenings. Their advocacy at these meetings provided compelling reasons to integrate gender within the PRDP. In DRC, the networks expanded through</p>	<p>December 2015.</p>

					<p>the screening events involving over 650 participants. WI's global outreach list increased and Twitter followers doubled. WI produced 8 eLetters, co-hosted several strategic international panels. An important international ally is the UK Government's PSVI.</p> <p>In 2014, the number and diversity of strategic allies in the project countries continues to expand with significant increases in participation in screening/advocacy events. According to partners, the screenings and advocacy events are highly effective in reaching a large number of decision-makers many of whom attend multiple screenings and have ultimately taken concrete actions in support of: gender provisions within the PRDP (Uganda); legal initiatives and systemic changes by the police and judges in the DRC. Partners are working with new organisations in the documentation programme and thus expanding networks. The journalist network in Sudan consolidated and is highly active in supporting reform of the rape law. Expert consultations in Sudan with 140 legal actors on drafting the alternative rape law also increased the network of supporters. Internationally, WI's global outreach list expanded, twitter followers increased, WI launched a Facebook page, reached new strategic</p>	
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					<p>allies through key international events, seminars and panels.</p> <p>In 2015, partners all report an expansion in the number of stakeholders who are now allies as well as a diversification in the type of stakeholders. As examples: in North Kivu, religious leaders have emerged as a new important gender justice ally; in Sudan, journalists have become a strategic stakeholder in supporting an informed public discourse on the reform of the rape law campaign; in Uganda, former female child soldiers have become an important TJ ally, and key partner in the programme in coming years. During this project, WI contributed to the creation of a global community of SGBC practitioners and has hosted/actively participated in over twenty international initiatives, influencing 4,671 stakeholders in support of greater accountability for conflict-related SGBCs. WI increased its global outreach list for dissemination of online material reaching over 803,000 potential readers. The screenings/advocacy events were highly effective in reaching over 2500 decision-makers in the DRC and Uganda.</p>	
Outcome 1: i) Decision makers in ICC/project countries increase	1: #/% of investigations and charges for gender-based crimes by ICC in the	Court records (Ongoing, end term, by internal and external) - Court records		January 2013 to December 2015.	During 2013, WI continued its focused advocacy with the ICC. Charges for gender-based crimes were included in	December 2015.

<p>accountability for gender-based crimes in their investigations/prosecutions in response to advocacy by WI/partners + ii) Women's rights advocates and organizations in DRC/Libya increase their capacity to document gender-based crimes and assist survivors to access support mechanisms, and advocate for domestic and international accountability.</p>	<p>project countries i) # of investigations and % of cases and charges for gender based crimes through domestic (War Crimes) courts in the two project countries.</p>	<p>(Ongoing end term, Internal WI and partners and external).</p>			<p>a new indictment (Cote D'Ivoire) and the ICC announced a focus on SGBV in opening their investigations in Mali. Overall, 14 of the 21 cases include charges for gender-based crimes including in three project countries- Uganda, DRC and Sudan. Limited progress has been made at the Ugandan war crimes court. WI has closely monitored the Court and the policy environment surrounding its work.</p> <p>Specifically, WI provided a submission to the government highlighting gender issues for the national transitional justice policy and advocated for the removal of the blanket pardon provision from the Amnesty Act, which is stifling the work of the war crimes court. In 2013, the ICC ruled that Libya would have jurisdiction over an individual formerly indicted by the ICC. He is to be charged before the domestic court with rape.</p> <p>During 2014, WI continued its focused ICC. In March, one individual charged with SGBCs was transferred to ICC custody and one case including SGBC charges was deemed admissible (Cote D'Ivoire). A new Situation was opened in CAR including SGBV investigations.</p> <p>Overall, 14 of 19 cases include SGBC charges, including 9 in three project countries (Uganda, DRC, Sudan). In</p>	
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					<p>Uganda, despite limited progress at the ICJ, positive developments have occurred. The DPP confirmed that one of two new trial-ready cases involves SGBCs. WI provided technical advice to ICJ Judges regarding essential provisions for SGBC testimony to be included in the final draft RPE. The draft Witness Protection Bill, is currently being finalized and includes some of WI's technical proposals. The ICC confirmed that an accused could be tried in Libya and now faces rape charges. In the DRC, partners monitored more SGBC cases before mobile courts than in the past.</p> <p>In 2015, significant progress is noted in investigating and prosecuting SGBCs before the ICC. In September, the Ntaganda trial started, monitored by WI. Our documentation data directly contributed to the evidence in the case particularly the charges of sexual violence committed against girl soldiers. In September, at least 8 new charges for SGBCs were brought in the Ongwen case including for the first time at the ICC, charges of forced marriage. In November, the ICC submitted the reparations and draft implementation plan in the Lubanga case, which represents the first ICC case to reach reparations stage. WI directly</p>	
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					contributed by delivering a presentation on gender and reparations issues at the expert meeting convened by the ICC TFV . Overall, 14 of 20 cases include SGBC charges, including 10 in project countries. In 2015, in the DRC, WI partner monitored 13 SGBV cases before two mobile courts convicting 10 individuals.	
	2: Improved quality of documentation (assessing accuracy; completion level of interviews based on interview questionnaire; data analysis) undertaken by partners in WI documentation programme.	Quality assurance data measurements based on criteria developed by WI and partners with poor, mixed strong ratings. (Mid and end term evaluation, Internal by WI & partners for mid; and ext consultant for end term evaluation).		January 2013 to December 2015.	During 2013, WI and partners assessed preliminary improvements in the documentation material produced by DRC partners following the documentation workshop. These improvements are being demonstrated by some, but not all, partners. Assessments by WI noted improvements in the provision of more complete interview forms, a greater level of information in the interviews and gradual improvements in the level of detail associated with incident descriptions. Ongoing feedback to DRC partners in relation to their documentation reports and interview data continues to reinforce key quality benchmarks regarding detail, accuracy and completion of forms. It has not been possible to provide the two Libyan partners who have conducted six documentation missions with feedback about their interviews due to security issues. Two attempts to send the documentation reports to WI resulted in the report corrupting. This raised	December 2015.

					<p>security concerns for partners who decided to provide the material in person at the next WI workshop, February 2014.</p> <p>During 2014, WI continues to review documentation reports and interviews. WI's assessment is that overall partners demonstrate greater conceptual capacity and confidence in relation to the documentation programme and greater understanding of the necessity to provide completed interview forms including the specificity and detailed information associated with incident descriptions. In reviewing the interviews and consulting partners, WI became aware that two partners are now engaging others in their organisations not directly trained by WI in conducting documentation missions. Whilst this potentially expands capacity it also creates new quality control challenges. WI and partners have identified the need for trained partners to provide strong pre-mission briefings and oversight of missions carried out by non-WI trained partners. This issue was discovered through reviewing the interviews and noticing inaccuracies in the material produced by one partner compared with the quality of their previous interviews which allowed for important learning</p>	
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					<p>and the correction of material.</p> <p>During 2015, WI continues to review documentation reports and interviews. WI's assessment is that overall partners demonstrate greater conceptual capacity and confidence in relation to the documentation programme and greater understanding of the necessity to provide completed interview forms including the specificity and detailed information associated with incident descriptions. Some partners are also engaging others in their organisations not directly trained by WI in conducting documentation missions, providing strong pre-mission briefings and oversight of missions carried out by non-WI trained partners.</p>	
	<p>3: Perspectives of partners about the changes in their documentation capacity. ii) # and type of advocacy using documentation data and international instruments.</p>	<p>Stakeholder interviews (Mid and end term evaluation, Internal by WI and partners; external for mid and end term evaluation) - Records reviews (Ongoing and end term, Internal).</p>		<p>January 2013 to December 2015.</p>	<p>During 2013, pre/post training assessments following the DRC and Libyan documentation workshops indicate that participants felt they had an improved internalization of documentation skills, increased knowledge about the documentation methodology, and increased awareness of analytical processes. DRC and Libya workshop participants also expressed an increased recognition of the relevance of the documentation material for domestic advocacy regarding greater accountability for SGBV crimes as well as increased service provision for survivors.</p>	<p>December 2015.</p>

					<p>Participants in Libya, highlighted an increased capacity to link local documentation to more strategic policy change and advocacy as a prioritized learning. DRC partners verbally report that the ongoing feedback and assessment process by WI supports the development of their skills and the quality of their documentation efforts, and in turn the impact they believe they can have for gender justice. In Libya, pre/post workshop evaluations and questionnaires, demonstrated participants had a greater sense of confidence in addressing gender justice issues.</p> <p>During 2014, DRC partners state that they continue to benefit from WI's documentation feedback and again report that they perceive continued improvements in the quality of their documentation.</p> <p>Increasingly, partners are training some of their own staff in the documentation methodology and including them in missions or delegating missions to them. Some partners are now training organisations focused in documenting crimes other than SGBC in WI's documentation methodology, thus expanding the capacity of local organisations in this area. All DRC partners report an increased recognition</p>	
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					<p>and use of the documentation material for advocacy regarding greater accountability for SGBV crimes as well as advocacy for increased medical and support services for survivors. However, all partners report a common barrier preventing them from always providing complete documentation forms which is the trauma experienced by victims and the difficulties in identifying the specific perpetrators beyond the positive recognition of the particular militia group.</p> <p>During 2015, DRC partners state that they continue to benefit from WI's documentation feedback and again report that they perceive continued improvements in the quality of their documentation. Partners are training some of their own staff in the documentation methodology and including them in missions or delegating missions to them. All partners continue to report an increased recognition and use of the documentation material for advocacy regarding greater accountability for SGBCs as well as advocacy for increased medical and support services to survivors. During this project, WI assessments noted improvements amongst DRC partners in the provision of more completes interview forms, a greater level of information in the interviews and</p>	
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					steady improvements in the level of detail associated with incident descriptions. However, partners report common barrier preventing them from always providing complete forms which is the victim's difficulties in identifying the specific perpetrators beyond the positive recognition of the particular militia group.	
Outcome 2: i) Domestic policies, laws and post-conflict recovery mechanisms are strengthened and enhanced regarding compliance with international norms for gender justice and equality; ii) Expanded alliances and networks in support of gender justice, and strengthened capacity and leadership amongst women rights and gender justice advocates in the project countries.	1: No/types of amendments proposed and/or enacted that bring domestic laws and policies into alignment with international gender justice standards in the project countries.	Records reviews, Output data (Mid and end of project review of records of proposals and amendments, Internal and external).		January 2013 to December 2015.	During 2013, no law reform amendments were adopted by governments in the project countries, however in Uganda important PRDP gender justice resolutions were adopted - see below. Overall, there are encouraging indications of greater receptivity to WI/partners advocacy as well as signs of increased knowledge and growing support among targeted decision-makers, towards aligning domestic laws with gender justice standards. There is a growing momentum supporting reform of the rape law in Sudan. More government ministries than ever before (17) engaged in the rape law reform coordination workshops convened by WI partner. Two coordination workshops also brought together the major civil society law reform campaigns to develop a cohesive strategy for the rape law. The preparatory meeting for an alternative rape law for Sudan identified those with the legal/technical capacity to support the drafting process. There appears to	December 2015.

					<p>be a noticeable increase in political engagement and support for reforming the rape law.</p> <p>During 2014, A literature review and expert meetings were held in Sudan to identify the technical legal issues to consider in reforming the rape law. In DRC, after attending a screening with WI/partners the President of the Tribunal in Province Orientale created a specialized Chamber within the central prison to monitor the implementation of sentences rendered against individuals convicted for SGBV crimes. This is the first time such a Chamber has been created in the DRC. The Chamber is composed of the Tribunal President and one judge. A final draft of the Witness Protection Bill, as well as the ICD Rules of Procedure and Evidence, are under consideration and expected to be adopted soon. These legal texts contain important provisions to facilitate testimony of SGBC survivors before the Court. The final draft of Uganda's Transitional Justice Policy was also published and under consideration by the government, containing provisions to facilitate gender-inclusive justice.</p> <p>During 2015, in the DRC, after attending</p>	
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					an advocacy screening and training with WI partner, 31 traditional leaders from North Kivu issued a written declaration to promote gender equality and ensure fair gender representation in local institutions. In South Kivu, members of the military and police who attended a screening with WI partner indicated their wish to strengthen their collaboration with civil society in order to organise trainings on SGBV. In June 2015, the Chamber of Deputies of the DRC voted unanimously for the adoption of the Law to Implement the Rome Statute of the ICC in the domestic legal order. In November, the Senate quasi-unanimously adopted the law.	
	2: No/types of advocacy/amendments proposed and/or integrated that advance the participation of women (recognizing women as beneficiaries) in domestic post-conflict reconstruction programmes/TJ mechanisms - Perspectives of stakeholders regarding political will to bring domestic laws/policies into compliance with international	Records reviews, Output data (Mid-term and end of project review, Internal and external) - Stakeholder interviews (End of project, Internal and external).		January 2013 to December 2015.	<p>During 2013, in Uganda, WI's/partners PRDP advocacy and screenings of the gender justice video for decision-makers in seven districts most affected by the LRA</p> <p>conflict has contributed to forging a larger number of relationships with local leaders and creating political space for gender advocacy. WI's/partners proposal for PRDP II to include projects designed to address gender issues including gender-based violence was adopted at the government's PRDP II Meeting, convened by the Prime Minister. WI's presentation at the government's PRDP Committee, attended by 250 stakeholders including</p>	December 2015.

	standards/norms.				<p>MP's from 55 PRDP districts, led to the adoption of a resolution to create a PRDP affirmative action women's fund. In Libya, WI partners advocated for a quota for women on the government's Committee mandated to draft the Libyan Constitution. A quota of 6 women was adopted. As a result of WI's workshop with Libyan women in 2013, two participants are standing for election to the Committee.</p> <p>During 2014, 10 screenings were held by WI and GNWVPN involving 1,412 participants across 10 districts and included district commissioners, council leaders, police commanders, sub-county chiefs, v/s and journalists. This is a 56% increase in the number of participants attending screenings and advocacy events in 2013. An end of year evaluation by the newly appointed WI Ugandan PO indicates that there is a positive change in the awareness and knowledge amongst the decision makers and local leaders who attend the screenings, in supporting the inclusion of women and gender issues within the PRDP programming. However this has not been matched with corresponding actions in PRDP implementation. Many communities still do not know about and are not benefiting from the PRDP. Little process has been made in the government's</p>	
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					<p>implementation of the two resolutions passed in 2013 integrating gender issues within the PRDP, Planning for PRDP III is underway.</p> <p>In 2015, WI and partners in the DRC and Uganda held 31 screenings involving over 3102 decision-makers, justice leaders, community members, and v/s who share their testimonies as part of the public screenings. Many of these advocacy events were held remote areas and locations</p> <p>WI/partners had not reached in the past. Through advocacy screenings WI mobilised a high level of participation at International Women's Day and PRDP advocacy events, and increased networks with community groups, police and school students in context of PRDP advocacy. In 2015, for the first time, a screening was held in a local high school for 50 students, many of whom were born in LRA captivity to women abducted by LRA. Following the screening, some of these children openly shared their experience with classmates. WI followed up with the school management regarding the medical/psychological support for these students. The school management expressed need for continuation of activities.</p>	
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	<p>3: # and % increase of local, national, regional partners - # and % increase of recipients of WI online gender justice eLetters, publications – Perspectives of stakeholders regarding support for domestic gender justice strategies within this project.</p>	<p>Record reviews (mid and end term, WI & partners) – Distribution records (end of project, internal) – Stakeholder interviews – Selected in-depth case studies (end of project, internal and external consultant).</p>		<p>January 2013 to December 2015.</p>	<p>During 2013, Sudan networks increased with the gender justice workshop for 25 journalists who subsequently published nine articles supporting rape law reform. This is a new strategic ally contributing to positively influencing public discourse.</p> <p>In Libya, WI network increased to 10 with two new partners joining the documentation programme.</p> <p>In Uganda, networks with district leaders and parliamentarians expanded due to the advocacy meetings/video screenings, the WI TJ Seminar and participation in PRDP meetings. In DRC, the networks expanded through the documentation workshop involving 12 new organisations and through the gender justice screenings by partners. WI's global outreach list increased by 200 to total of 4,281 recipients. Twitter followers doubled to 1,386, with regular tweets in French, English and Arabic. WI's potential twitter reach is now 5 million. WI hosted 28 gender justice website postings in multiple languages and produced 8 eLetters (6 English and French) with potential online readership of 150,000/edition.</p> <p>During 2014, work with Sudanese journalists consolidated with the establishment of an active media</p>	<p>December 2015.</p>
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					<p>network in support of women's rights and reforming the rape law. According to Libyan partners, the series of three gender justice workshops held by WI in this project has contributed to expanding their advocacy skills, analytical capacity and media skills as well as assisting the establishment of local networks. This year, WI produced six eLetters (50% in English and French), issued 11 public statements (35% in English and French, a 27% increase in bilingual material compared to 2013) and produced two Gender Report Cards. There has been a 20% increase in WI's global outreach list and an 81% increase in the dissemination of our online material to the global outreach list since 2013. WI increased twitter followers by 33%, participated in four TV interviews, and launched a Facebook Page in May with 4.739 likes by December 2014.</p> <p>At the end of 2015, WI increased the number of Twitter followers by 71% (2,662 current followers). Our postings were retweeted 2,278 times during the project period with a reach of 718,500 impressions. WI Facebook page launched in May 2014 reached 5,466 likes and 103,300,000 individuals who have viewed and shared our postings on Facebook by 31 December 2015. During the period of this project the WI website</p>	
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					has been viewed 104,797 times and we launched a new website. In total, 68 legal postings (eLetters, statements, webpostings) were produced related to ICC proceedings and disseminated via our global outreach list and the six other strategic e-lists and websites during the period of this project expanding our potential readership to 803,000 per online product, compared with 150,000 per online product at the start of the project. 30% of postings are produced additionally in French.	
Output 1.1.: Increased capacity of gender justice movements in DRC and Libya to undertake and utilize credible documentation on SGBV during and after conflicts.				January 2013 to December 2015.	17 documentation missions were undertaken in eastern DRC, generating important material regarding perpetrator/militia profile, incident description, forms of violence and physical and psychological forms of injuries. In reviewing the interviews, the primary perpetrator groups were identified by victims as, the FDLR militia (under ICC investigation), LRA and the FARDC. Documentation data has been used by DRC partners during advocacy events and screenings to inform participants of the security situation in their own area and to advocate with local, provincial and national leaders for greater accountability and provision of services to victims/survivors. One partner also used documentation data to denounce SV with the FARDC and customary leaders. Still in the DRC, WI partner monitored and documented 13	December 2015.

					SGBC trials involving 13 accused including 10 FARDC members and one police officer before one mobile court. Ultimately, ten individuals were convicted of SGBCs.	
	1: Self assessments by partners on changes in documentation capacities.		Knowledge and attitudes measured in self-assessment pre training.	January 2013 to December 2015.	DRC partners report they continue to benefit from the feedback on interviews and general support provided by WI and perceive continued improvement in the quality and accuracy of the interview forms. Some partners are using new strategies such as audio recording of interviews ensuring that all necessary information is gathered.	December 2015.
	2: Quality of documentation produced by participants in WI training and documentation programme.		Quality assurance data measurements.	January 2013 to December 2015.	Most documentation partners are demonstrating significantly stronger documentation skills and initiating new strategies to further strengthen documentation. Some partners also demonstrate greater capacity to provide analysis of documentation. Most partners are providing complete interview forms with comprehensive information and greater incident details- all necessary for supporting domestic/international prosecutions for SGBCs.	December 2015.
Output 1.2.: Increased advocacy products, stronger gender justice analysis and enhanced capacity of gender justice actors for the prosecution of gender-based crimes by the International Crimes Division (ICD) in Uganda.				January 2013 to December 2015.	In April, the Ugandan Supreme Court issued its decision in the Kwoyelo case, holding that the Amnesty Act does not impinge upon the prosecutorial powers of the DPP and that the DPP had not discriminated against Kwoyelo by prosecuting him. Kwoyelo will stand trial before the ICD in 2016. This is the first LRA-related case before the Court. The Supreme Court decision provided much needed clarity	December 2015.

					<p>regarding the crimes for which amnesty cannot apply. While not applicable in the Kwoyelo case, the judgement implicitly recognises acts of sexual violence as crimes for which an individual would not be eligible for amnesty. This outcome has been one of WI's goals for the ICD within Uganda. WI held eight phone/skype meetings and one with ICD representatives during this reporting period. WI worked closely with Joan Kagezi, the Prosecutor before the ICD, on the arrest of LRA commander Dominic Ongwen and his transfers to the ICC. WI issued two statements on Ongwen's arrest and wrote a blog honouring Joan who was assassinated in Kampala in March, 2015.</p> <p>As of July 2015, the ICD Rules of Procedure and Evidence (RPE) are still under consideration. WI's specific proposals regarding the testimony of sexual violence witnesses in LRA-related cases have been included. ICD Registry has organised community outreach activities in Gulu to inform v/s on the upcoming processes. In November WI provided advises to ICD Registry on the gender based approach for V/S in victims protection unit.</p>	
	<p>1: # of eLetters, public statements with media coverage, tweets by WI and partners, and extent of distribution of eLetters produced, increased advocacy capacity and awareness of local actors</p>		N/A	January 2013 to December 2015.	<p>WI produced special Issue on ICD in which Mukiibi, the Chief Justice, offered an account of the ICD and its principle of complementary under the Rome Statute. WI issued five statements, five FB posts and 156 tweets, regarding ICD and Ongwen case distributed to over</p>	December 2015.

	and the ICD for the prosecution of gender-based crimes.				803,000 potential readers.	
	2: # and type of crucial advocacy meetings with legal actors contributing to the awareness and inclusion of gender-based crimes within the ICD cases.		N/A	January 2013 to December 2015.	In November during the ICC ASP, WI presented at the first and historical plenary on complementarity and sexual violence with focus on ICD, to over 250 key legal and government actors. WI held a meeting with ICD Deputy Registrar advising on gender aspects in preparation for the first upcoming trial.	December 2015.
	3: # of legal and technical reviews produced contributing to increased awareness and inclusion of gender-based crimes in ICD cases.		N/A	January 2013 to December 2015.	WI held number of meetings with ICC prosecutors strongly advocating for the inclusion of SGBCs in the case against Ongwen. In September, the OTP amended charges including the largest number and widest range of SGBCs to date. This is crucial for jurisprudence in upcoming ICD cases in relation to the LRA.	December 2015.
Output 2.1.: Enhanced advocacy capacity and larger and more diverse networks for gender justice across the four countries in support of law reform and integration of women in post-conflict mechanisms.				January 2013 to December 2015.	In the DRC, between January and December, 35 screenings of the gender justice video were held in three- conflict affected provinces involving 3,847 participants including judges, prosecutors, police, army, provincial and local leaders, traditional leaders, media, students and the general public. Still in the DRC, three partners in two provinces organised strategic meetings with local leaders and decision-makers to advocate for the implementation of VaW strategy and province specific advocacy around VaW.	December 2015.

					WI partners in North Kivu organised 2 strategic meetings to analyse the security situation. The participants discussed women's particularly vulnerability and decided on the creation of a committee on collaboration on gender justice.	
	1: # of govt staff, parliamentarians, legal practitioners, multi-bilateral partners attend WI advocacy and programme events including video screenings and as a result more people support reforming the rape law and increase implementation of policies/services to support victims/survivors of gender-based crimes.		N/A	January 2013 to December 2015.	In the DRC, between July and December, partners held 23 screenings involving 2,483 participants across three conflict-related provinces. Overall in 2015, partners held 35 screenings involving 3,847 participants. This represents almost 6 times more participants than in the first year of the project (650 participants in 2013)	December 2015.
	2: # of women's, human rights and justice actors that participate in: greater coordination and advocacy for reform of Sudan rape law; advocacy for gender justice within PRDP and TRC (Uganda); advocacy for implementation of Nat. Strat to combat VaW (DRC).		# of partners at the start of the project.	January 2013 to December 2015.	Partner in South Kivu organised 5 meetings with over 50 decision-makers including the Provincial Minister of education, Vice-Provincial Governor and his Chief of Cabinet advocating for appointment of women in key decision-making positions. Following meeting, FARDC commander hired advisor on sexual violence. Two women were promoted to key decision-making posts.	December 2015.

	3: Quality, accuracy and frequency of reporting on law reform by journalists who attended WI/partner gender training workshop in Sudan.		# of newspapers, radio, TV, reports, blogs reporting on law reform at start of project.	January 2013 to December 2015.	In 2015, 21 articles and blogs explicitly supporting reform of the rape law had been published and distributed via local media and social networks . According to partners, media articles have helped to create informed public discourse which they feel has generated political space for their advocacy.	December 2015.
Output 2.2.: Women victims/survivors of gender-based crimes in the DRC have greater access to urgent legal assistance, medical and support programmes and WI partners increase their analytical understanding of and ability to respond to survivors of SGBV.				January 2013 to December 2015.	Between January and December, 747 v/s including one male were identified by the TH projects both in North and South Kivu and received medical assessments and psychosocial support. Of these, 273 were referred to local health centres and 341 referred to Panzi or the General Rutshuru Hospital for more specialised treatment and surgery for rape-related injuries. 7 were referred to another project where they received training in micro-financing to start a trade and be able to support themselves economically.	December 2015.
	1: Number and types of referrals to medical, psychosocial services.		Types of referrals by partner staff at start of project; # of partner staff at transit centres reported referrals at start of project.	January 2013 to December 2015.	The two TH identified 321 v/s, conducted an initial medical assessment for each individual and provided psychosocial counselling. All cases were referred to health centres for medical care. Of these, 252 cases (79%) were assessed as requiring specialised treatment and surgeries, referred to the local hospital or transported to Panzi.	December 2015.

	2: Number and types of referrals to legal clinics.		# and types of referrals to legal clinics at start of project.	January 2013 to December 2015.	No v/s were referred to legal clinics. DRC partners report that the lower number/lack of v/s seeking legal support is due to a lack of confidence in the legal clinics and in the formal legal system which is by many v/s perceived as time-consuming and unsupportive of v/s of SGBV.	December 2015.
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Annex 4 Beneficiary Data Sheet

4C Template for Beneficiary Data Sheet (delivered by WIGJ)

The number of beneficiaries reached		
Beneficiary group	At the project goal level	At the outcome level
Female domestic workers	-	-
Female migrant workers	-	-
Female political activists/human rights defenders	N/A	Outcome 2: <u>2013:</u> 30 institutions; 3,174 individuals <u>2014:</u> 4,167 individuals <u>2015:</u> 10,857 individuals Total: 30 institutions; 18,198 individuals
Female sex workers	-	-
Female refugees/internally displaced/asylum seekers	-	-
Indigenous women/from ethnic groups	-	-
Lesbian, bisexual, transgender	-	-
Women and girls in general	-	-
Women/girls with disabilities	-	-
Women/girls living with HIV and AIDS	-	-
Women/girls survivors of violence	36,351	N/A
Women prisoners	-	-
Others (specify)	-	-
Primary Beneficiary Total	36,351	30 institutions; 18,198 individuals.
Civil society organizations (including NGOs)	N/A	Outcome 1: <u>2013:</u> 49 institutions; 100 individuals <u>2014:</u> 20 individuals <u>2015:</u> 190 individuals Total: 49 institutions; 310 individuals.
Community-based groups/members	-	-
Educational professionals (i.e. teachers, educators)	-	-
Faith-based organizations	-	-
General public/community at large	-	-
Government officials (i.e. decision makers, policy implementers)	N/A	Outcome 1: <u>2013:</u> 12 institutions; 153 individuals <u>2014:</u> 70 individuals <u>2015:</u> 419 individuals Total Outcome 1: 12 institutions; 642 individuals. Outcome 2: <u>2013:</u> 95 institutions; 555 individuals

		<u>2014:</u> 1,430 individuals <u>2015:</u> 2,794 individuals Total Outcome 2: 95 institutions; 4,779 individuals. TOTAL: 107 institutions; 5,421 individuals.
Health professionals	-	-
Journalists/Media	-	-
Legal officers (i.e. lawyers, prosecutors, judges)	N/A	Outcome 1: <u>2013:</u> 31 institutions; 129 individuals <u>2014:</u> 11 institutions; 129 individuals <u>2015:</u> 281 individuals Total: 42 institutions; 539 individuals
Men and/or boys	N/A	Outcome 1: <u>2013:</u> 163 <u>2014:</u> 150 <u>2015:</u> 519 Total Outcome 1: 832 Outcome 2: <u>2013:</u> 329 <u>2014:</u> 1,075 <u>2015:</u> 1,968 Total Outcome 2: 3,372 TOTAL: 4,204
Parliamentarians	-	-
Private sector employers	-	-
Social/welfare workers	-	-
Uniformed personnel (i.e. police, military, peace-keeping officers)	-	-
Others (specify)	-	-
Secondary Beneficiary Total	N/A	198 institutions; 6,270 individuals.
Total Beneficiaries	36,351	228 institutions; 24,468 individuals.
TOTAL BENEFICIARIES	228 institutions; 60,819 individuals	

Please see below, the figures we have not been able to incorporate in the online report:

Outcome 1, Beneficiary 1, Legal Officers

Females 25-59 = 454

Females elderly 60+ = 10

Males 25-59 = 472

Males elderly 60+ = 6

Total: 942

Outcome 1, Beneficiary 2, Government Officials

Females 25-59 = 234

Females elderly 60+ = 2

Males 25-59 = 400
Males elderly 60+ = 2
Total: 638

Outcome 1, Beneficiary 3, Civil Society Organizations

Females 25-59 = 598
Female 20-24 = 35
Males 25-59 = 182
Total: 815

Additionally, we could not include the following under **Outcome 2, Beneficiary 2, Female Political Activists/Human Rights Defenders**, as men did not appear as an option, although we think they should be counted under human rights defenders:

Males 10-19 = 183
Males 20-24 = 432
Males 25-59 = 2,151
Males elderly 60+ = 162
Total: 2,928

We also could not find anywhere to include the 151 victims/survivors of SGBV (females, largely 25-59 years) interviewed through the documentation programme in the DRC in this reporting period. We also could not fully include the 5,000 participants in WI/partners IWD activities for 2014 which highlighted PRDP amongst other issues; as well as 7,154 beneficiaries in 2015.

Together, these figures total **17,628** which we have not been able to include in the online report.

In total, the WI project reached 78,675 direct/indirect beneficiaries.

Annex 5 Methodology-related documentation

Interview guides (staff, IPs and other beneficiaries)

***These guides will be used only after informed consent has been obtained from the respondent (see chapter eight);**

****These guides provide an overview of questions in relation to the different evaluation criteria. These questions must be further adapted to the profile of the respondent/the relationship of the respondent with the WIGJ/project and the activities undertaken in the target country.**

Interview guiding questions for WIGJ staff

** Questions for The Hague-based staff must be addressed in general, and in relation to each target country; Questions to field-based staff must be answered in relation to the concerned country.*

General

- What is your position, your role and responsibilities in relation to the project?
- When did you join WIGJ, and in which capacity?

Relevance

- How is the project related to WIGJs strategy?
- Do you think that the project has been relevant to address the needs of women and girls?
- Do you think that the project is still relevant to date to address the needs of women and girls, and secondary beneficiaries?
- Have the project's main objectives corresponded with international and national legislative and policy frameworks? Please explain.
- Have the established partnerships been the most relevant and effective ones to meet the needs of girls and women in conflict-affected countries, especially when advancing gender justice?
- Have the project activities been sufficiently aligned with activities of other
- stakeholders to avoid duplication? Please explain.
- If you would be given the opportunity to design the project again, with the same set of constraints, would you do anything different (in terms of selecting target countries, activities, beneficiaries)?

Efficiency

- What has been the management capacity of WIGJ in relation to the project? Has this been sufficient?
- Have the number and profile of staff identified in the project document been paid/recruited throughout the entire project period? Please explain.
- Has the budget been over or underspent? Please explain.
- Has the project been implemented cost-efficiently? Please explain.
- What type of activities/beneficiaries were funded with the remaining budget (budget not provided by the UN Trust Fund)?
- How was the quality of inputs/outputs ensured, including the application of relevant standards for dealing with victims of SGBV? Please explain.
- Have all project activities been implemented? Please explain.
- Have any activities been delayed? Please explain.

- Are there any the challenges encountered during the implementation process? [probe in the following areas: social, political and economic contexts; human resources/staff capacity; partnership arrangements).
- How have target populations received and engaged with the project and what do they identify as its strengths and weaknesses?
- Have internal and external reporting been undertaken in a timely manner? Have reports been in accordance with set quality standards?
- Did you face any particular difficulties in getting data for monitoring purposes?

Effectiveness

- What are the project achievements (outputs, outcomes and objectives)?
- Has the project made a difference made to primary beneficiaries? Please explain, and provide evidence to support these claims.
- Has the project made a difference to secondary beneficiaries? Please explain, and provide evidence to support these claims.
- Are these changes most likely due to project activities, or are there possible other factors that may have caused or contributed to a particular outcome?
- What have been the reasons for not achieving expected results?

Impact

- What is the main impact of the project?
- Does the impact of programmes vary across different groups of intended beneficiaries, regions, and over time? If so, what are possible explanations for this variation?
- Any unintended effects of the project, either positive or negative?

Sustainability

- How sustainable are the outputs and outcomes of the project?
- What are the main obstacles and challenges to sustain results?
- Are the CSO's/partners, including the services that they provided with project support, sustainable in terms of personnel, staff capacity, financial support etc.?
- Are the CSOs/organisations supported by the project able to seek funding, and undertake fund raising activities themselves?
- What is WIGJ's role to sustain these results?

Knowledge generation

- What are the main lessons learned of this project?
- Are there any promising project practices that can be replicated elsewhere?

Interview guiding questions for key implementing partners (IPs)

General

- Can you please give more information about your organization (size, target groups, main donors, thematic areas/activities);
- What is your position, your role and responsibilities in relation to the project/project activities?
- When did you join your organization, and in which capacity?

Relevance

- Do you think that the project activities have been relevant to address the needs of women and girls? Please explain.
- Do you think that the project activities are still relevant to address the needs of women and girls? Please explain.

- Do you think that the project activities have been relevant to address the needs of NGOs, government actors, religious leaders, criminal justice actors etc.? Please explain.
- Do you think that the project activities are still relevant to address the needs of NGOs, government actors, religious leaders, criminal justice actors etc?
- Have the established partnerships been the most relevant and effective ones to meet the needs of girls and women in conflict-affected countries, especially when advancing gender justice?
- Have the project activities been sufficiently aligned with activities of other stakeholders to avoid duplication? Please explain.
- If you would be given the opportunity to design the project again, with the same set of constraints, would you do anything different?

Efficiency

- What has been your staff capacity to undertake planned activities? Has this been sufficient? Were they funded by WIGJ?
- Has the project been implemented cost-efficiently? Please explain for the different activities.
- How was the quality of inputs/outputs ensured, including the application of relevant standards for dealing with victims of SGBV? Please explain.
- Have all project activities been implemented? Please explain.
- Have any activities been delayed? Please explain.
- Are there any the challenges encountered during the implementation process? [probe in the following areas: Social, political and economic contexts; human resources/staff capacity; partnership arrangements).
- How have target populations received and engaged with the project, and what do they identify as its strengths and weaknesses?
- Have internal and external reporting been undertaken in a timely manner? Have reports been in accordance with set quality standards?
- Did you face any particular difficulties in getting data for monitoring purposes?

Effectiveness

- What are the project achievements (outputs, outcomes and objectives)?
- Has the project made a difference made to primary beneficiaries? Please explain, and provide evidence to support these claims.
- Has the project made a difference to secondary beneficiaries? Please explain, and provide evidence to support these claims.
- Are these changes most likely due to project activities, or are there possible other factors that may have caused or contributed to a particular outcome?
- What have been the reasons for not achieving expected results?

Impact

- What is the main impact of the project?
- Does the impact of programmes vary across different groups of intended beneficiaries, regions, and over time? If so, what are possible explanations for this variation?
- Any unintended effects of the project, either positive or negative?

Sustainability

- How sustainable are the main results of the project?
- What are the main obstacles and challenges to sustain results?
- Is your organization, including the services that you provide with project support, sustainable in terms of personnel, staff capacity, financial support etc.?
- Are you able to seek funding, and undertake fund raising activities?

- What is WIGJ's role to sustain these results?

Knowledge generation

- What are the main lessons learned of this project?
- Are there any promising project practices that can be replicated elsewhere?

Questions to victims that are being/have been assisted by WIGJ partners managing one of the two transit houses in DRC:

First explain the purpose, mention confidentiality and the voluntary nature of the interview.

- How did you learn about the transit house? Is it far from the area that you come from?
- When did you use the transit house? How long did you stay? And how often?
- What type of support has been provided to you by/through the transit house (physical, psychological, legal/judicial, reintegration/reparation, etc.)?
- Is/was the support sufficient to address your needs?
- Are you satisfied about the quality of the support that is/was provided to you? (do the staff demonstrate sufficient competence in the subject – attitude, skills)
- Does/ Has the support that is/was provided to you make a difference to your situation? In what way: Positive changes? Negative changes?
- Is there anything else that you would like to share that we have not discussed thus far?

Thank the victim for the interview.

Other project partners (e.g. secondary beneficiaries such as government officials, civil society actors (including NGOs) and legal/other criminal justice actors)

General

- Can you please give more information about your area of work, and how long you have had this particular position?
- Can you please describe how the project has been useful to you and/or contributed to your work?

Relevance

- Do you think that the project activities have been relevant to address the needs of women and girls? Please explain.
- Do you think that the project activities are still relevant to address the needs of women and girls? Please explain.
- Do you think that the project activities have been relevant to address the needs of your organization/institution? Please explain.
- Do you think that the project activities are still relevant to address the needs of your organization/institution?
- Have the established partnerships been the most relevant and effective ones to meet the needs of girls and women in the area in which you work, especially when advancing gender justice?
- Have the project activities been sufficiently aligned with activities of other stakeholders to avoid duplication? Please explain.
- If you would be given the opportunity to design the project, would you do anything different?

Efficiency

- Were the activities supported with sufficient staff capacity?
- Have the activities been implemented cost-efficiently?
- How was the quality of inputs/outputs ensured, including the application of relevant standards for dealing with victims of SGBV? Please explain.
- Have all project activities been implemented? Please explain.
- Have any activities been delayed? Please explain.
- Are there any the challenges encountered during the implementation process? [probe in the following areas: Social, political and economic contexts; human resources/staff capacity; partnerships].
- How have beneficiaries perceived the main results, and what do they identify as strengths and weaknesses?

Effectiveness

- What are the project results (outputs, outcomes and objectives)?
- Has the project made a difference made to primary beneficiaries? Please explain, and give evidence to support these claims.
- Has the project made a difference to you and other beneficiaries? Please explain, and give evidence to support these claims.
- Are these changes most likely due to project activities, or are there possible other factors that may have caused or contributed to a particular outcome?
- What have been the reasons for not achieving expected results?

Impact

- What is the main impact of the project?
- Does the impact of programmes vary across different groups of intended beneficiaries, regions, and over time? If so, what are possible explanations for this variation?

- Any unintended effects of the project, either positive or negative?

Sustainability

- How sustainable are the main results?
- What are the main obstacles and challenges to sustain these results?
- And what is (potentially) your role in sustaining these results?

Knowledge generation

- What are the main lessons learned of this project?
- Are there any promising project practices that can be replicated elsewhere?

Interview follow-up questionnaire

Text Email (to be revised in accordance with profile respondent if deemed necessary)

Dear Respondent

Herewith I would like to sincerely thank you for your time to share your views on the project 'Advancing Gender Justice in Countries under ICC Investigation', which was implemented by the Women's Initiatives for Gender Justice (WIGJ) from 01 January 2013 until 31 December 2015.

We discussed the relevance of the different project activities, the project's efficiency and effectiveness, and the intended and unintended impact of the project. Additionally, we also considered the various challenges that effected project implementation, and looked at issues related to sustainability. Last but not least, lessons learned and promising practices were also part of our discussion.

The evaluation team prepared a short follow-up questionnaire to the interview in order to give you another opportunity to share your thoughts on the project. Please find attached a short form which can be filled in, and send to me for inclusion in the analysis of the main findings of the evaluation. We would appreciate it if you could return it within a week after receipt of this email.

If you have further questions, please do not hesitate to contact me.

I look forward to receiving the questionnaire, and wish you all success with your work in the field of gender justice.

With kind regards,

- on behalf of the evaluation team -

Final Project Evaluation

'Advancing Gender Justice in Countries under ICC Investigation'

Interview Follow-Up Questionnaire

This questionnaire is meant as a follow up to the interview that you had with one of the evaluation team members in order to

- a) sincerely thank you for your time to share your perspective on the project;
- b) give you an opportunity to share further thoughts on main results, good practices, lessons learned, challenges and recommendations.

Filling in the questionnaire is on a voluntary basis.

The information provided will be treated confidentially by the evaluation team, and will only be used in an aggregated manner.

Your name will not be mentioned in the evaluation report.

-
- 1. Do you have further information on main results of the project?**
 - 2. Are there other good practices that you would like to share about the project?**
 - 3. Are there other lessons learned that you would like to share about the project?**
 - 4. Are there other challenges or difficulties that you would like to mention that have had an impact on the project design, implementation and/or sustainability of results?**
 - 5. Are there other recommendations that you would like to share about the project and/or future activities?**

Thank you for your time and support to this evaluation!

Annex 6 Lists of persons interviewed or consulted

Due to reasons of confidentiality no names of persons of institutions are mentioned.

Actor	Number of respondents
AFLA	1
Government of DRC	1
Government of Uganda	1
Implementing partners (DRC)	5
Implementing partner (Uganda)	1
Sudan (written questionnaire)	1
Other stakeholders (DRC only)	3
Victims (DRC only)	2
ICC (written questionnaire)	1
WIGJ – current staff/consultants	4
WIGJ – former staff	2
Total	22

Annex 7 List of consulted sources

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Annex 8

CVs of evaluator(s) who conducted the evaluation

CURRICULUM VITAE

Proposed role in the project: Lead consultant
Category: Senior
Staff of: Independent consultant (to be contracted by Femconsult)

1. **Family name:** Stigter
2. **First names:** Elizabeth Catharina (Elca)
3. **Date of birth:** 29 May, 1969
4. **Passport holder of:** The Netherlands
5. **Residence:** Leiden, The Netherlands
6. **Education:**

Institution [Date from - Date to]	Degree(s) or Diploma(s) obtained:
University of Leiden, The Netherlands; 2006-2007	LLM Public International Law
University of Leiden, The Netherlands; 1988-1994	MA Social Anthropology

7. **Language skills:** Indicate competence on a scale of 1 to 5 (1 – excellent; 5 – basic)

Language	Reading	Speaking	Writing
English	1	1	1
Dutch (MT)	1	1	1
French	2	3	3
German	2	2	2
Arabic	5	5	5

8. **Membership of professional bodies:** NA
9. **Other skills:** Fully computer literate (Microsoft programmes, SPSS)
10. **Present position:** Independent Consultant
11. **Years within the firm:** NA
12. **Key qualifications:**

The expert has relevant master degrees in the social sciences and in international law, and a specialization in gender and the Middle East as part of her MA in Social Anthropology. She has worked for over fifteen years in different thematic areas in the field of rule of law, human rights, forced migration (including human trafficking, refugee and IDP protection, economic migration), peace-building/human security and governance, and consistently applied a gender perspective in her work in these areas. She has a vast experience in performing evaluations. This included using a gender (and age) perspective in data collection/management and data analysis to identify obstacles and existing opportunities to advance gender equality, and to examine ways to support the removal of such obstacles in future activities. Employers include different international organizations such as UNHCR, UNIFEM/UNWomen, UNDP, UNODC, the IOM and the European Union Monitoring Mission Georgia (EUMM) as well as civil society organizations, such as the Afghanistan Research and Evaluation Unit and the CILC. She has first-hand experience in working in South East Asia, South Asia, Europe, the Middle East, East Africa and West Africa, including in fragile settings.

13. Specific international experience (duty stations & missions):

Country	Date from - Date to
Romania/Slovak Republic	2015
Palestine	2015
Myanmar	2015
Thailand	2015
Nigeria	2015
Austria	2014-2015
South Sudan	2013
Palestine	2013
Ghana/Liberia	2011
Nigeria	2010-2011
Georgia	09/2008-07/2010
Jordan, Lebanon	2008
Switzerland	2005-6
Afghanistan	2003 & 2004
East Jerusalem/Palestine	2003-4
Iran, Pakistan, Afghanistan	2001 & 2002
Switzerland	2001-03
Ethiopia	04/2001
Turkey	06/2001
India/South Asia, including Nepal	1998-2001

13. Professional experience

Date from - Date to	Location	Company	Position	Description
10-12/2015	Switzerland/Romania/Slovak Republic/home-based	UNHCR Helen Morris Helen.morris@unhcr.org	Evaluator	Under the supervision of the UNHCR team leader, led the evaluation of the Emergency Transit Centres in Romania and the Slovak Republic. The evaluation integrated a gender, age and diversity perspective in accordance with UNHCR policy.
03-09/2015	Palestine/home-based	UNODC Emanuel Lohninger IEU staff Emanuel.lohninger@unodc.org	Lead evaluator	Led the independent mid-term evaluation of the project 'Forensic Human Resource and Governance Development Assistance to the Palestinian Authority' implemented by UNODC in partnership with the Palestinian Authority. One of eight evaluation criteria considered is 'human rights and gender'. The UNODC manual on gender mainstreaming was used as background document to assess to what extent and how gender has been mainstreamed in human resources/capacity, activities, outputs and outcomes, and to recommend improvements in this field in the second half of the project.
06-08/2015	Nigeria/home-based	UNODC Emanuel Lohninger IEU staff Emanuel.lohninger@unodc.org	Evaluation team leader	Led the independent final evaluation of the project 'Nigeria-EU-UNODC-CTED Partnership on Strengthening Criminal Justice Responses for Multidimensional Security (Terrorism)'. The UNODC manual on gender mainstreaming was used as background document to assess to what extent and how gender has been mainstreamed in human resources/capacity, activities, outputs and outcomes, and to recommend improvements in this field in the second half of the project.
07-09/2015	Austria/Thailand/Myanmar/home-based	UNODC Charlotte Gunnarsson IEU staff Charlotte.gunnarsson@unodc.org	Evaluation expert	Provided expert analysis/inputs to the mid-term in-depth project evaluation 'Joint Action towards a Global Regime against Corruption'. The UNODC manual on gender mainstreaming was used as background document to assess to what extent and how gender has been mainstreamed in human resources/capacity, activities, outputs and outcomes, and to recommend improvements in this field with respect to other projects.
03-05/2015	Palestine/home-based	UNODC Emanuel Lohninger IEU staff Emanuel.lohninger@unodc.org	Evaluation expert	Provided expert analysis/inputs to the mid-term in-depth evaluation of the programme 'Regional Programme Arab States 2011-2015'. The UNODC manual on gender mainstreaming was used as background document to assess to what extent and how gender has been mainstreamed in human resources/capacity, activities, outputs and outcomes, and to recommend improvements in this field with respect to other projects.

12/2014-02/2015	Home-based	UNODC Miri Sharon Crime prevention officer Miri.sharon@unodc.org	Evaluator	Led the final project evaluation of 'Promoting Rule of Law and Governance in the Criminal Justice System in Liberia', which focused on building capacity of the public defenders function in Liberia. The UNODC manual on gender mainstreaming was used as background document to assess to what extent and how gender has been mainstreamed in human resources/capacity, activities, outputs and outcomes, and to recommend improvements in this field with respect to other UNODC projects. Additionally, gender analysis was used during the analysis of the trainee survey.
09/2014-02/2015	Austria/ home-based	UNODC Charlotte Gunnarsson IEU staff Charlotte.gunnarsson@unodc.org	Evaluation team leader	Led the mid-term in-depth review of the global project 'Support to the Work of the Conference of Parties to the Transnational Organized Crime Convention (and its protocols). The protocols concern – among others – trafficking in persons and smuggling of migrants. The UNODC manual on gender mainstreaming was used as background document to assess to what extent and how gender has been mainstreamed in human resources/capacity, activities, outputs and outcomes, and to recommend improvements in this field with respect to other UNODC projects.
07/2014-09/2014	Austria/ home-based	UNODC Cecile Plunet Programme expert Cecile.plunet@unodc.org	Evaluation team leader	Led the final cluster evaluation of the projects 'The 6Ps – Public-Private Partnership for Probity in Public Procurement', 'Outreach and Communications Programme for the United Nations Convention Against Corruption', and 'Incentives to Corporate Integrity and Cooperation in accordance with the United Nations Convention against Corruption' The evaluation team comprised the team leader and three national experts. The UNODC manual on gender mainstreaming was used as background document to assess to what extent and how gender has been mainstreamed in human resources/capacity, activities, outputs and outcomes, and to recommend improvements in this field with respect to other UNODC projects.
06/2014-07/2014	Home-based	THIGJ Anna Gouwenberg Head of Office Anna.gouwenberg@thigh.org	Evaluation team leader	Led the mid-term review of the Knowledge Platform Security and Rule of Law. The knowledge platform has a focus on human security in fragile and conflict-affected settings. The review also examined the extent to which gender had been mainstreamed in the organizational structure and activities of the KP, and provided recommendations in this field.
12/2013-04/2014	South Sudan	UNODC Leif Villadsen Deputy Representative UNODC ROMENA Leif.villadsen@unodc.org	Evaluation team leader	Led the final independent evaluation of the project 'Assisting the Process of Prison Reform in Southern Sudan (phase III)'. This included a review of the humanitarian assistance provided to prisoners in selected prisons in South Sudan, and a review of rehabilitation efforts (skill development) to support their integration into society. The UNODC manual on gender mainstreaming was used as background document to assess to what extent and how gender had been mainstreamed in human resources/capacity, activities, outputs and outcomes, and to recommend improvements in this field with respect to other UNODC projects. The evaluation also provided lessons learned in gender mainstreaming.

09/2013-11/2013	Palestine	Center for International Legal Cooperation (CILC) Willem van Nieuwkerk Director CILC vannieuwkerk@cilc.nl	Evaluation team leader	Led the final independent evaluation of the project 'Support to the Palestinian public prosecution service'. The evaluation was conducted with a local counterpart. One of the recommendations noted that more attention had to be given to gender mainstreaming in future activities with the Public Prosecution Service.
07/2013-10/2013	Jerusalem/ Palestine	UNODC Cheikh Toure Programme coordinator Cheikh.Toure@unodc.org	Evaluation team leader	Led the final independent evaluation of the project 'Strengthening the Management of the Palestinian Penitentiary System and Rehabilitation of Inmates in Civil Prisons administered by the Palestinian National Authority'. This included a review of the humanitarian assistance provided to prisoners in selected civilian prisons in Palestine (West Bank), and a review of rehabilitation efforts (skill development) to support their integration into society. The UNODC manual on gender mainstreaming was used as background document to assess to what extent and how gender has been mainstreamed in human resources/capacity, activities, outputs and outcomes, and to recommend improvements in this field with respect to other UNODC projects.
11/2011-06/2012	Home-based	UN Women; Graziella Piga, Programme officer: Graziella.piga@unwomen.org	Team leader Regional assessment	Coordinated the information gathering work of three national consultants in the South Caucasus about the implementation of UNSCR 1325, including the protection and assistance offered to IDPs in Georgia such as in the field of humanitarian assistance, the safety and security of IDPs and their integration into Georgian society, conducted desk research and analysis/completed the assessment report. Gender analysis was for instance used in the field of personnel (main stakeholders), economic sphere (gender division of labour/sectors) and in the field of protection/security.
09/2011-01/2012	Home-based	International IDEA Jenny Hedstrom Programme coordinator j.hedstrom@idea.int	Author	Completed a case-study on the inclusion of women in local governance structures in Afghanistan, with a specific emphasis on good practices and lessons learned of the design and implementation of the National Solidarity Program. Gender analysis was used to describe the main obstacles, opportunities and
2010-2011 (5 x 10-day missions – 04/06/09/11 2010; 02/11 2011)	Nigeria	International Organization for Migration (IOM); Martin Ocaga, Representative IOM Nigeria: mocaga@iom.int	Monitoring Expert	Provided advice to implementing partners (and monitor implementation) of IOM's counter-trafficking project in Nigeria, including to NAPTIP, State Universities, and NGOs, in order to enhance the institutional framework, such as the coordination of protection and assistance given to victims of trafficking and other vulnerable migrants (including their reintegration into society) and the improvement of available services in accordance with international legal standards (including data protection/confidentiality).
07-12/2011	Ghana/ Liberia	UNIDO; Noriko Takahashi, Programme manager: n.takahashi@unido.org	Evaluation Team leader	Led the independent evaluation of the joint UNIDO/UNHCR/FAO implemented project 'Assistance to refugees of the UNHCR settlements in Buduburam and Krisan for their repatriation, local integration and settlement through micro and small-scale enterprises development in Ghana'. The project had a budget of USD 1,699,000 and is funded by the UN Trust Fund for Human Security. Gender analysis was used in the sections on efficiency, effectiveness, impact, sustainability, and lessons learned, and recommendations were provided at the end of the report.

10/2009-07/2010	Georgia	European Union Monitoring Mission (EUMM) Gerard Fischer, Deputy Head of Mission: Gerard.fischer@eumm.eu	Gender adviser	The main tasks of this position were the following: -Advised the Head of Mission on gender mainstreaming in accordance with human rights standards/internally displaced persons, refugee protection standards/trafficking in persons/EU policy; -Coordinated all gender mainstreaming activities in the conflict management mission; -Developed/implemented policy and tools on gender and age mainstreaming in operational activities, including the referral of cases; -Developed training modules/conducted gender training (including ToT); -Developed ToRs and supervised ten gender focal points in three field offices; -Prepared good practices and lessons learned reports on normalisation and confidence-building issues, IDP protection and assistance, their local integration, human security (using a gender-sensitive approach) and access to justice; -Liaised with external actors for information sharing and referral purposes (incl GBV which includes domestic violence).
07/2009-09/2009	Georgia	European Union Monitoring Mission (EUMM); Juergen Schmidt, Head of Reporting: Juergen.Schmidt@eumm.eu	Reporting officer (headquarters)	The main tasks of this position were the following: -Prepared and presented daily ops briefings to the Head of Mission and other EUMM staff. -Drafted weekly, monthly and special reports. -Developed the Confidence Building Measures Strategy for 2009-2010. -Analysed information regarding IDPs, humanitarian issues, human rights, human security, gender and peace building. -Developed methodologies for more structured and coherent information collection at the field level. -Supported the Head of Operations with strategic planning, including in the area of confidence-building activities.
02/2009-06/2009	Georgia	European Union Monitoring Mission (EUMM) Alvi Olsson, Field Office Chief: alvi_olsson@hotmail.com	Reporting officer (field office)	The main tasks of this position were the following: -Completed daily, weekly and special reports, which included analysis on the protection and assistance given to IDPs, gender, human security, especially in boundary areas etc. -Provided on-the-job training to monitors to improve data collection and report writing. -Provided comments to and edited reports drafted by monitors. -Coordinated the change management process of thematic group-based planning, data collection and reporting. -Completed guiding notes on data collection for the business plan, patrol and thematic report writing. -Acted as focal point for the EUMM business plan roll-out at the field office.

09/2008-01/2009	Georgia	European Union Monitoring Mission (EUMM) Preben Elhoy, Former RCC Chief: elhoej@hotmail.com	Monitor Expert	<ul style="list-style-type: none"> -Monitored compliance with and violations of human rights, with a particular focus on security, IDP and returnee protection, freedom of movement and access to assistance and services. This further included an assessment of the institutional procedural framework in place to reduce human trafficking and domestic violence. -Provided on the job training to other EU monitors concerning data collection in the area of human rights. -Completed daily and weekly reports regarding the compliance with the peace agreements and relevant Council Joint Actions. -Developed and implemented referral mechanism for human rights violations. -Liaised with international and national organizations, and EUMM field offices in the Gori/Tbilisi region.
09/2008	The Netherlands	International Organization for Migration; Joost van der Aalst, IOM Netherlands Representative: Jvanderaalst@iom.int	Author	Researched, drafted and completed essay regarding vulnerable migrants and their human rights with due consideration for the EU Migration acquis. The procedural institutional framework for victims of trafficking in the Netherlands was discussed, as well as the different views vis-à-vis the concept of victims (and survivors) and the approaches taken in identifying victims of trafficking, subsequently providing protection and assistance, and facilitating the return and reintegration to their countries and communities of origin. A gender perspective was used to discuss existing policy framework and practice.
08/2008	Jordan	International Organization for Migration (IOM) Tauhid Pasha, Programme Officer: tpasha@iom.int	Legal advisor	<p>Main tasks of this position:</p> <ul style="list-style-type: none"> -Conducted an analysis of the international and national legal framework on trafficking in persons (criminalization; prosecution/punishment of traffickers; identification, protection and assistance given to male and female victims of trafficking) -Developed training material based on the above analysis; -Delivered the training to the Iraqi Legislative Task Force (consisting of Iraqi senior government officials). -Provided legal and policy recommendations to the Iraqi legislative Task Force regarding the criminalization/penalization of trafficking in persons in Iraqi legislation and the provision of protection and assistance to victims of trafficking. A gender perspective was used in this presentation

02-07/2008	Jordan, Lebanon, The Netherlands	International Organization for Migration (IOM) Theodora Suter, (Former) Programme Officer IOM Iraq: tsuter@iom.int	Coordinator regional assessment human trafficking in, to and from Iraq	<p>Main tasks of this position:</p> <ul style="list-style-type: none"> -Coordinated development, implementation and completion of regional research to examine trafficking patterns in, to and from Iraq of men, women, girls and boys and to assess the institutional procedural response in the country (and neighbouring countries). This included an assessment of the the shelters available in Iraq, including existing safety and administrative and operational structures/plans, staff capacity, the legal framework under which they work, the coordinating mechanisms with relevant institutions, and the challenges of sustainability of such institutions. The assessment further covered the different options and challenges of the return and reintegration of victims of trafficking. A gender and age perspective was used in data-collection and analysis. -Developed the research methodology, developed ToRs/selected and contracted consultants and implementing partners (INGOs and NGOs in Iraq), developed two-day trafficking in persons training. -Conducted training for research assistants and implementing partners. -Supervised consultants and implementing partners. -Interviewed relevant stakeholders (governments, UN, NGOs, experts). -Analysed relevant international legal instruments and national legal and policy instruments in order to examine the present institutional procedural framework in Iraq (in general for victims of gender based violence, such as domestic violence, and more specifically for victims of trafficking), and field research data with the usage of SPSS. -Drafted/completed research report.
01 August 2006-31 December 2007 (17 months, of which 3 100%, 7 50% and remaining 20% due to studies)	Switzerland	International Organization for Migration (IOM) Richard Danziger, (Former) Chief CT Unit: rdanziger@iom.int	Trafficking analyst and supervisor change management process	<p>Main tasks of this position:</p> <ul style="list-style-type: none"> -Supervised the change management process which has been initiated following the evaluation. The recommendations of the evaluation (see below) are currently being implemented. -Evaluated the global Counter Trafficking Module database, and provided recommendations to enhance its global reach, further improve the reliability and validity of data and enhance local ownership of the data management system. -Continued with the analysis of the CTM data, including analysis of IOM's victims of trafficking data of South Africa, South-Eastern Europe. A thematic study on the interrelationship between social exclusion and the (re) trafficking of Roma victims in SE Europe was undertaken. -A gender and age perspective was used in the different activities outlined above.
01 Sept. 2005- 31 July 2006 (11 months)	Switzerland	International Organization for Migration (IOM) Frank Laczko, Head Research Unit: flaczko@iom.int	Research officer (Displacement/ Natural Disasters)	<p>Main tasks of this position:</p> <ul style="list-style-type: none"> -Researched and drafted study on the impact of the tsunami and other natural disasters on migration-related issues from a migration and development perspective, including the role of diasporas in development (including role diaspora organizations, return qualified nationals), the possible negative impact of their migration (brain/skill drain), the impact of remittances on the national, local and household economy, migration as an insurance strategy, and the impact of shocks on these issues. A gender and age perspective was used in the analysis. -Assessed proposals, drafted studies and other documents, undertook missions, participated in meetings, managed interns and developed project proposal for various funding agencies.

08/07/2005 - 05/08/2005 (1 month)	Switzerland	United Nations High Commissioner for Refugees; Nada Merheb, Coordinator: merheb@unhcr.org	Main contributing author (Refugee protection in emergencies)	Main contributing author UNHCR publication 'State of the World's Refugees'. Researched, drafted and finalized chapter on protection and assistance of refugees in emergency situations.
01/07/2005-31/08/2005 (2 months)	Switzerland	International Organization for Migration	Research Advisor/Analyst (IDP/HIV-AIDS)	Advised IOM assessment team, analysed data and drafted report and academic article based on the Behavioural Baseline Survey regarding HIV/AIDS among IDPs in Zimbabwe. A gender and age perspective was used in data collection and analysis.
01/12/2004-31/01/2005 and 01/04/2005-31/07/2005	Switzerland/Pakistan	International Organization for Migration; Jobst Koehler, Research Officer: jkoehler@iom.int	Research Team Leader (Border Management)	Developed survey methodology, trained research team, trained database-assistant, supervised implementation of various research activities, interviewed stakeholders on location, conducted data-analysis, presented findings and recommendations in draft/final report on population movement and border management Pakistan/ Afghanistan.
10/02/2004-15/10/2004 (8 months)	Afghanistan	Afghanistan Research and Evaluation Unit Alexia Coke, (Former) Research Coordinator: a.coke@surrey.ac.uk	Research Team Leader (Reintegration-migration nexus)	Supervised and built capacity of two research assistants, developed research methodology for case-study, conducted field research for over four months in respectively Herat and Faryab, supervised implementation of bus stand survey Kabul, conducted interviews with stakeholders in Kabul, drafted and finalized three case-study reports, drafted and finalized briefing paper. Topics: Transnational Networks, Reintegration and Migration, with a particular focus on circular movement, decision-making regarding migratory movements, costs and benefits of migration (including investments and debts as well as the role of remittances). A gender and age perspective was used during data collection to understand the gender and age division of labour and the gender and age division of migration.
07/07/2003-07/02/2004 (7 months)	Occupied Palestinian Territories	United Nations Development Fund; Robert Crothers, (Former) Head LRDP: rcrothers@anera.org	Monitoring and evaluation officer (Local governance)	Supervised and built capacity of local counterpart, ensured quarterly and annual donor reporting, monitored programme performance, drafted good practice/lessons learned document, finalized assessment of M&E system, including practical recommendations for improvement, managed assessments. Programme concerned EC funded Local Rural Development Programme.

01/05/2003-15/06/2003 (6 weeks)	Afghanistan	Afghanistan Research and Evaluation Unit <i>See further information Alexia Coke</i>	Researcher (Refugee Return and Reintegration)	Researched and developed research proposal on refugee return/reintegration and (trans)national networks through stakeholder consultations (e.g. Line Ministries, UNAMA, UNHCR, IOM, NGOs etc.), field visits and literature research.
15/01/2001-14/01/2003 (2 years)	Switzerland	United Nations High Commissioner for Refugees Jeff Crisp, (Former) head EPAU: crisp@unhcr.org	Associate Operational Policy Officer/gender focal point	<p>-Managed evaluations (prepared ToRs, selected and backstopped consultants until publication), conducted evaluations (Ethiopia, Turkey, Pakistan, Iran, Afghanistan), developed evaluation tools (participatory evaluation methods), conducted policy analysis with a focus on refugee women/gender, SGBV, humanitarian assistance/emergency operations, repatriation and reintegration.</p> <p>-Evaluations which covered gender based violence, included topics such as domestic violence and human trafficking, focused on the prevalence of different types of violence, the identification of victims, the initial protection and assistance provided to them (UNHCR, (I)NGOs, state actors etc.) as well as the options of a safe return and reintegration back into the community/with the family.</p> <p>-Acted as gender focal point in the unit</p>
14/12/1998-14/01/2001 (2 years and 2 months)	India	United Nations Development Fund for Women Gita Gupta, Information officer: Gita.gupta@undp.org	Associate Programme officer (Human Rights)	-Managed the human rights portfolio: Initiated, monitored, evaluated projects, in particular with regard to human rights (violence against women, domestic violence, trafficking, CEDAW, economic empowerment), drafted project proposals and ToRs, hired and backstopped consultants, monitored NGO's, developed budgets/monitored budgetary expenditures, co-ordinated regional high-level S-Asia meetings, co-ordinated WID donor group meetings, acted as Officer in Charge during absence head of office. Some projects mainstreamed a gender perspective in their design and implementation to support their effectiveness (e.g. economic empowerment in rural areas, zero violence zone project).
01/05/1998-31/09/1998 (5 months)	The Netherlands	Technology Transfer Development Countries	Assistant Editor Newsletter 'Energia News'	Assisted with proofreading, distribution and other editorial tasks of newsletter Energia News (gender and sustainable energy)
14/05/1997-14/07/1997 (2 months)	The Netherlands	International Institute for Communication and Development	Project assistant 'National ICT Roundtables'	Assisted in the hiring of consultants and further organization of national ICT roundtables in Africa and Latin America
01/11/1996-30/11/1996	The Netherlands	Transfer of Technology for Development Foundation	Project assistant 'TOOL Information Services'	Assisted with organization of national conference on ICT and development.

01/06/1996-10/10/	Egypt	Djoser	Tourleader	Guided tourist groups in Egypt
15/04/1996-31/05/1996 (1 month)	The Netherlands	Transfer of Technology for Development Foundation	Project assistant 'Gender and Technology'	Researched national gender profiles
1997	The Netherlands	Amnesty International	Co-ordinator (part-time)	Co-ordinator South Asian country specialists; Chaired meetings
1995-1997	The Netherlands	Amnesty International	Country specialist Pakistan (part-time)	Undertook advocacy, advised local groups working on specific cases, and collected information
1995-6	The Netherlands	Dutch Refugee Council	Legal counsellor for asylum seekers (part-time)	Provided legal advice to asylum seekers, including preparation for the refugee status determination interview, monitored refugee status determination interviews and provided comments to IND draft reports.

14. Other relevant information:

Additional courses

Human Rights Monitoring (2005) Human Rights Education Associates (online course)

Saving Lives and Livelihoods: a course for relief managers (2002) Tufts University, Feinstein International Famine Center (Dubai)

Managing the evaluation of humanitarian action (2002) RedR/ALNAP (Brighton, United Kingdom)

How to Evaluate Humanitarian Action (2002) WHO/InterWorks/ALNAP (Geneva, Switzerland)

Evaluation in post-conflict situations (2002) PRDU, York University (United Kingdom)

Forced Migration Summer Course (2002) Refugee Studies Centre, Oxford University (United Kingdom)

Monitoring and Evaluation (1999) Royal Tropical Institute (Amsterdam, The Netherlands)

Publications (selection)

2015, Elca Stigter 'Final Independent Project Evaluation 'Promoting Rule of Law and Governance in the Criminal Justice System in Liberia'. UNODC, Vienna

http://www.unodc.org/documents/evaluation/Independent_Project_Evaluations/2015/Independent_Project_Evaluation_Report_of_ROA2014_2015.pdf

2015, Elca Stigter, Matjaz Saloven and Charlotte Gunnarsson 'Mid-term In-depth Evaluation 'Support to the Conference of Parties to the United Nations Convention against Transnational Organized Crime'. UNODC, Vienna.

http://www.unodc.org/documents/evaluation/indepth-evaluations/2015/GLOT60_In-Depth_Evaluation_Report_2015.pdf.

See also the evaluation brief: <http://www.unodc.org/unodc/en/evaluation/evaluation-briefs.html>

2014, Elca Stigter, Anil Kumar Das, Roberto Hernandez and Alejandra Velazquez 'Final Independent Cluster Evaluation 'The 6Ps – Public-Private Partnership for Probity in Public Procurement', 'Outreach and Communications Programme for the United Nations Convention against Corruption' and 'Incentives to Corporate Integrity and Cooperation in accordance with the United Nations Convention against Corruption'. UNODC, Vienna.

http://www.unodc.org/documents/evaluation/Independent_Project_Evaluations/2015/Final_Independent_Cluster_Evaluation_Report_GLOX_30-32_February_2015.pdf

2014, Elca Stigter 'Final Evaluation Report 'Assisting the Process of Prison Reform in Southern Sudan (Phase III). UNODC, Vienna.

http://www.unodc.org/documents/evaluation/Independent_Project_Evaluations/2014/SDNX06_Independent_Project_Evaluation_Report_2014.pdf

2013, Elca Stigter 'Final Evaluation Report 'Strengthening the management of the Palestinian penitentiary system and rehabilitation of inmates in civil prisons administered by the Palestinian National Authority'. UNODC, Vienna

http://www.unodc.org/documents/evaluation/Independent_Project_Evaluations/2013/PSEX21_final_evaluation_report_27NOV2013.pdf

2009, Elca Stigter 'Kwetsbare migranten en hun mensenrechten: een essay' ('On Vulnerable Migrants and their Human Rights: An Essay'). IOM, The Hague.

http://www.iom-nederland.nl/Nieuwsarchief/Nieuws_2009/Juni_2009/Jaarverslag_en_essay_2008

2007, Asmita Naik, Elca Stigter and Frank Laczko 'Migration, Development and National Disasters: Insights from the Indian Ocean Tsunami'. Migration Research Series, IOM, Geneva

2006, Islene Araujo de Carvalho, Elca Stigter, Helene Voeten and Lucas Haliman 'HIV/AIDS among displaced populations in northwest Zimbabwe: awareness, knowledge and behavioural patterns', Abstract XVI International AIDS conference, Toronto, 13-18 August, 2006

<http://www.aids2006.org/PAG/Abstracts.aspx?AID=11777>

2006, Elca Stigter 'Afghan migratory strategies - an assessment of repatriation and sustainable return in response to the Convention Plus', Refugees Quarterly Survey Vol 25, Issue 2. <http://rsq.oxfordjournals.org>

2005, Elca Stigter and Alessandro Monsutti 'Transnational Networks: Recognising a Regional Reality' (Briefing Paper). AREU, Kabul. <http://www.areu.org.af/topicResultpub.asp?search=title> (theme: **livelihoods and vulnerability**)
Reproduced in ILO (2005)

'Promoting Livelihood and Coping Strategies of Groups Affected by Conflicts and Natural Disasters Vol. II', pp. 267 – 286
<http://www.ilo.org/public/english/employment/crisis/download/volume2.pdf>

2005, Elca Stigter 'Transnational Networks and Migration from Faryab to Iran' (Case Studies Series), AREU, Kabul.

2005, Elca Stigter 'Transnational Networks and Migration from Herat to Iran' (Case Studies Series), AREU, Kabul

2004, Elca Stigter 'Uzbek IDP Families in Western Afghanistan: to Move Onward, to Stay or to Return?', Forced Migration Review 21 (September 2004) – www.fmreview.org

2004, Elca Stigter 'The Kandahar Bus Stand in Kabul: An Assessment of Travel and Migration to Iran and Pakistan' (Case Studies Series), AREU, Kabul

2002, Arafat Jamal and Elca Stigter 'Real-time Evaluation of UNHCR's Response to the Afghanistan Emergency' Bulletin No. 3 (EPAU, UNHCR). <http://www.unhcr.org/cgi-bin/texis/vtx/afghan?page=policy>

2001, Jeff Crisp and Elca Stigter 'Real-time Evaluation of UNHCR's Response to the Afghanistan Emergency' Bulletin No. 2 (EPAU, UNHCR).

2001, Elca Stigter and Jeff Crisp 'Real-time Evaluation of UNHCR's Response to the Afghanistan Emergency' Bulletin No. 1 (EPAU, UNHCR).

CURRICULUM VITAE

Proposed role in the project: Co- Evaluator
Category: Senior
Staff of: Femconsult

1. **Family name:** Verweij
2. **First names:** Aafke Angélique
3. **Date of birth:** 2 December 1967
4. **Passport holder:** The Netherlands
5. **Residence:** The Netherlands
6. **Education:**

Institution (Date from - Date to)	Degree(s) or Diploma(s) obtained:
University of Leiden: 8/1988-8/1994	MSc in Cultural Antropology Field research: Mother's Milk. The health behaviour of mother's concerning their children (The Gambia). Thesis: Medical pluralism in Sub-Saharan Africa: towards integration of traditional health care in Primary Health Care.

7. **Language skills:** Indicate competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
Dutch	1	1	1
English	1	1	1
French	2	3	3

8. **Membership of professional bodies:** Wo=Men – Dutch Gender Platform

9. **Other: Computer literacy:** Windows Office (Outlook, Word, Excel, Ppt), Social media (Facebook, Twitter). **Skills:** Trainings/workshops: Participated in a broad diversity of trainings/workshops: a.o. Multistakeholder program development (incl. tools for Project Monitoring and Evaluation by Wageningen University), Security Training for (Post)Conflict Countries (Safety and Development Center), Fundraising (incl. Procurements) (internal training), INEE Minimum Standards training (INEE), Logframe Development, Financial Project Management particular EU grants (MDF), Gender, Lobby and Advocacy (BBO), Rights Based Development (Equalinrights), Feminist Theology, Social media, Excel and Access, Participatory/Rapid Rural Appraisal (PRA/RRA, Leiden University).

10. **Present position:** Managing Director Femconsult

11. **Years within the firm:** Since 20 April 2015

12. **Key qualifications:**

- More than 20 years of experience in development cooperation, programme/project formulation (including development of proposals), appraisal, implementation, monitoring and evaluation (PCM, Logical Framework, qualitative and quantitative monitoring, and gender sensitive approaches) in sectors related to sustainable development, socio-economic, agricultural and rural development; (institutional) capacity building, food security, nutrition, public health, HIV/AIDS, poverty reduction and human resources development, humanitarian aid, including cross-cutting issues (gender equality, environmental sustainability, inclusion of minority groups, etc.). Knowledgeable on climate change adaptation issues and disaster risk reduction.
- Extensive knowledge of EC and bilateral government procedures and working experience with national and international NGOs, Civil Society Organizations and Non State Actors;
- Management, coordination, supervision and backstopping of donor funded development projects (EU, Dutch Government) in socio-economics, agriculture and rural development sectors; poverty alleviation; community based development (empowerment of women farmers and small farmers); household food security, nutrition, health (MCH), governance; employment and income generation.
- Managing and supporting Femconsult staff on FWC-contracts who are responsible for recruitment, coordination and guidance of national and international consultants, backstopping and quality control of delivered outputs
- Performance and capacity assessment and institutional strengthening and capacity building of projects of governmental and non-governmental organizations (local, civil society and grass roots level (NGOs);

- Integration of gender, environmental and human rights (including women's and children's rights) issues in programme/project design, policy and planning;
- Excellent communication and writing skills; fluent in English; intermediate in French.

13. Specific experience in the region:

Country	Date from – Date to
The Gambia	07 to 09/1992
Nigeria	04/2001
Ghana	05/2005
Ghana	06/2006
Senegal	07/2004
The Gambia	07/2004
Nigeria	12/2004
Sudan	10/2006
South Sudan	03/2007
South Sudan	04/2009
Kenya	09/2009
Kenya	11/2011
Egypt	11/2015

15. Professional experience:

Date from - Date to	Location	Company& reference person (name & contact details)	Position	Description
20/4/2015 - present	The Netherlands	Femconsult Kitty Bentvelsen (Deputy Director) kbentvelsen@femconsult.org	Managing Director	<p>Overall management of Femconsult incl policy development, planning, coordination and supervision of project activities, personnel and consultants; Liaison with clients (including EU, UN agencies, Governments and NGOs); Technical backstopping and coordination of staff and consultants in the field of gender mainstreaming, socio-economic, agricultural and rural development, institutional capacity building, food security, nutrition, public health, HIV/AIDS, poverty reduction and human resources development, sustainable livelihoods and humanitarian aid, all applying a gender perspective; Advisory services to external organisations in the field of sustainable development analysing gender relations and advising on gender equality strategies; Participation in project identification, design, appraisal and evaluation missions; Application of participatory, PCM and logical framework approaches; Strategic planning; Acquisition of projects; Support the board of Femconsult.</p> <p>Femconsult - Consultants on Gender and Development, is an internationally operating not-for-profit organization. Femconsult offers technical advisory services from a gender perspective for poverty reduction and sustainable development. These services include identification or formulation of projects and programmes, implementation of projects, monitoring and evaluation, organizational capacity assessments, specialized studies incl. gender and poverty assessment studies, assessment of project proposals and socio-economic studies including baseline and impact surveys.</p>
11/2015	Egypt	Netherlands Ministry of Foreign Affairs Ms van Rijn je-van.rijn@minbuza.nl	Member of the FLOW Monitoring Team	<p>Monitoring of, technical advice to 2 civil society organisations and their local partners, implementing projects in Egypt funded by the Netherlands FLOW Fund. The interventions included (advocacy) activities concerning: combating violence against women and girls, democracy and (human)women's rights, economic empowerment, labour rights, UNSCR 1325, including regional and international capacity development and lobby and advocacy activities in the MENA region.</p>
08/2015-11-2015	Netherlands	Netherlands Ministry of Foreign Affairs Ms van Rijn je-van.rijn@minbuza.nl	Assessor	<p>Evaluation full proposals (incl. ToC and budgets) Call for Proposals Funding Leadership and Opportunities for Women 2016-2020 Dutch Ministry of Foreign Affairs (EUR 93 million). FLOW 2016-2020 is the second successor to the MDG3 Fund, which was launched in 2009 to make up for lost ground in achieving MDG3 (equal rights and opportunities for women). FLOW 2016-2020 targets three interconnected thematic priorities: I. combating violence against women; II. participation by women in politics and public administration; III. women's economic participation and self-reliance. The assessment consisted of the 2nd assessment phase of 3 phases (1. threshold criteria; 2. proposal assessment; 3. final selection) which consisted of a check of the content of the track record and of the detailed programme proposal, including the contextual analysis and the theory of change (ToC) presented by the applicant as the logical underpinning of the envisaged goal of the programme for the first year. An assessment was also made of the proposed relationship with local grassroots organisations and of the</p>

				proposed collaboration with other local and national actors.
05/2015 – mid 2016 (part-time)	Netherlands and various developing countries	Netherlands Ministry of Foreign Affairs Ms van Rijn je-van.rijn@minbuza.nl	Coordinator of FLOW - Gender TA Team	Coordination, supervision, quality control and provision of technical expertise and support towards the administration and management of the Dutch FLOW Fund - Funding Leadership and Opportunities for Women (EUR 88 million) to promote gender equality. The FLOW programme is carried out by 34 civil society organisations worldwide and focuses on: security (including violence against women, and UN Resolution 1325), economic empowerment (with an emphasis on food security, land, water and economic rights) and political participation. Responsibilities include the development of the monitoring protocol and monitoring approach, review / assessment of annual plans and progress reports and advise towards improved monitoring and project implementation.
05/2015–11/2016	Netherlands	Netherlands Ministry of Foreign Affairs Ms. Spreeuwenberg jwm.spreeuwenberg@minbuza.nl	Management team/Gender expert	Member of the Management Team and supporting the Coordinating Team of the Gender Resource Facility (GRF) , a consortium with the Netherlands Royal Tropical Institute (KIT) and Femconsult as members. GRF provides gender expertise to the Netherlands Ministry of Foreign Affairs, its Embassies and partners and institutions linked to the Ministry and will contribute to the gender knowledge base.
09/2014 – 02/2015	The Netherlands	Oxfam Novib Wim Stoffers Wim.Stoffers@oxfamnovib.nl	Interim Program Officer Gender Justice Global Link Dept.	Management of the Gender Justice portfolio within the Global Link Department of Oxfam Novib: Monitoring and appraisal of project applications and evaluation of f.e. progress reports, organize approval procedures of projects (SRHR, VAW, Female Leadership, Women, Peace and Security/UNSCR 1325); Development of a program on Transformative Leadership and Women Political Participation in co-operation with a.o. partner organisation Women's Learning Partnership (WLP) and country offices, including formulation of Theory of Change; Participate in program development on Sexual and Reproductive Health Rights (SRHR) with a.o. partner organisation Women's Global Network on Reproductive Rights (WGNRR) including Theory of Change development (Results Based programming); Participate in program development for Women Peace and Security ; Provide input for further development of proposal to Ministry of Foreign Affairs on strategic partnerships.
09/2013 – 3/2012	The Hague in The Netherlands	Netherlands Council of Women (Nederlandse Vrouwen Raad = NVR) Dieny Scheffers (former president) Dienysch@hetnet.nl	Bureau Co-ordinator (before this position was called General Secretary)	Develop and implement the policy/strategy plan, working plan, project proposals including budgets in co-operation with ± 50 members of the Netherlands Council of Women (NVR); To manage the office of the NVR (5 team members); Support the board of the NVR as it's secretary; Represent the NVR; Investigate possibilities for co-operation, fundraising (development of project proposals) and lobby activities for women's rights (incl. participation in NAP 1325); Organize events together with NVR staff and volunteers; Strategize on communication and deliver input for the website, digital newsletter, Facebook and Twitter; Themes: Social participation (a.o. economic independence), Women's Rights (a.o. violence against women/domestic violence, gender pay gap), Sustainability (a.o. food waste).
08/2009-03/2012	The Hague in The Netherlands	Oxfam Novib Robbert van den Berg Bureau	Program Officer/ Liaison Officer Horn of Africa Bureau	Management of the Somalia portfolio, particularly projects on basic services (education, health, food security, microcredit, income generating activities), good governance (incl. human rights), emergency relief (incl. WASH, CBDRR) and on gender justice (gender stand alone as well as gender mainstreaming; UNSCR 1325); Contribute to

		Head Horn of Africa (HOA) Bureau Robbert.van.der.berg@oxfamno.vib.nl		(policy) development for projects and programs, including Monitoring & Evaluation; Project management, incl. budget control; Appraisal of project proposals as well as Project Monitoring and Evaluation (PME), making use of quantitative as well as qualitative tools (f.e. Most Significant Change Method); Organize capacity development through TA support and evaluations; Contribute to proposal writing/reporting to institutional donors (f.e. EC, UNICEF, Ministry of Foreign Affairs); Participate in networks and lobby for development issues; Contribute to production of materials of information, education and fund raising; Liaise with Oxfam Novib (ON) Nairobi regional office for HOA a.o. for co-ordination of proposal development and contract management of externally funded programs (appraisal and development of proposals, logframes, budgets, MoU's with donors/consortia partners), development of funding strategy; Planning of Somalia, Sudan, Ethiopia programs (identification of themes, organisation assessment of partners, action plan, donor mapping, evaluate grant proposals); Management aspects regarding the ON Nairobi board
02/2007 – 08/2009	Utrecht, The Netherlands	ICCO & Kerkinactie Elise Kant, Community Advisor (former Specialist Gender and Human Rights), ICCO & Kerkinactie Elise.Kant@iccoenkerkinactie	Program Officer Department Access to Basic Services	In cooperation with Sudan team (a combined team within ICCO & Kerkinactie of colleagues at head office of peace & democratisation department, as well as staff members at field office in Juba, South Sudan), contribute to (policy) development of projects and programs, particularly in South Sudan, a.o.: communication with partner agencies; Project management incl budget control; assessing grant project proposals and managing projects in South Sudan on basic services (food security, education, health, incl. gender stand alone projects as well as projects into which gender is mainstreamed); Participation in development of a conflict transformation program workshop in South Sudan, incl. UNSCR 1325 ; Organizing capacity development trajectories of partner organizations: Identify capacity building needs of partner organisations, prepare long term and short term assignments of and advise/relate to Technical Assistants to be attached to these organisations; Quality check/contribution to proposal writing/reporting to institutional donors (f.e. EC); Participate in relevant networks (a.o. Sudan platform), lobby and advocacy, participate/stimulate linking and learning; Facilitation of a gender training; Develop texts and presentations about projects for communication purposes; Organize visits of partners to The Netherlands, etc.; Monitoring visits to Sudan (Khartoum) and South Sudan (Juba, Wonduruba, Yei) in 2007 and in 2008.
10/1999 – 2/2007	Utrecht, The Netherlands	Kerkinactie	Program Officer Africa - Middle East	Develop regional, country and partner policy particularly for the West Africa portfolio; Development of a partner portfolio that meets the policy and manage this portfolio: assess project proposals, progress reports, monitor projects; Lobby/advocacy on issues relevant for the region and inform (particularly church) the public about development issues by developing communication and fundraising materials; Visit partners and organize partner/exchange visits; The portfolio included a children at risk program (street children, children in conflict with the law, children with hiv/aids, etc.) and a missionary program (f.e. church women training institutes, lay and formal theological training of pastors) for the countries: Burkina Faso, Equatorial Guinea, Ghana, Nigeria, Senegal, Sudan, The Gambia, Togo, Tchad; Monitoring visits to Senegal and The Gambia.
10/1999 – 3/1997	Driebergen, The Netherlands	Commission on Interchurch Aid of the Netherlands Reformed Church, Driebergen	Junior program officer Region Africa	Similar assignment as mentioned in the function above, under the supervision of a senior program officer, for the countries Ethiopia, Kenya, Uganda, Somalia, Sudan.
8/1997 – 12/1997	Oegstgeest, The Netherlands	Board of Mission of the Netherlands Reformed Church,	Interim Secretary Women and Men in	Develop instruments to promote the integration of the gender perspective in the activities of the Board of Mission: a.o. manage project requests, provide advice on policy and projects for regional secretariats, prepare

		Oegstgeest	Church and Society during pregnancy leave (part time)	content for a gender training
3/1997-10/1999	Oegstgeest, The Netherlands	Board of Mission of the Netherlands Reformed Church, Oegstgeest	Administrative Assistant Department Women and Men in Church and Society (part time)	General administrative tasks and assignments to support the Secretary Women and Men in Church and Society mentioned above.
3/1997 - 5/1997	Oegstgeest, The Netherlands	Commission on Interchurch Aid of the Netherlands Reformed Church, Board of Mission of the Netherlands Reformed Church, and Mission and Diakonia of the Reformed Churches in The Netherlands	Co-ordinator Committee Mutuality and Exchange Ad Interim (part time)	Contribute to the production of a manual on exchange visits between partner churches (a.o. youth, women, etc.) and coordinate Committee activities in the absence of the co-ordinator.
8/1995 – 2/1997	Oegstgeest, The Netherlands	Board of Mission of the Netherlands Reformed Church, Oegstgeest	Administrative Assistant to the General Director	General administrative tasks, a.o. preparing meetings at all levels (board meetings, staff meetings personnel meetings); taking minutes; receiving guests, etc.

16. Other relevant information (e.g., Publications)

CURRICULUM VITAE

Proposed role in the project: Co- Evaluator
Category: Senior
Staff of: Femconsult

- 1. Family name:** BENTVELSEN
- 2. First names:** Catharina (Kitty) L. M.
- 3. Date of birth:** 5 October 1951
- 4. Passport holder:** The Netherlands
- 5. Residence:** The Netherlands
- 6. Education:**

Institution [Date]	Degree(s) or Diploma(s) obtained:
Wye College, University of London, UK, December 1997	MSc Agricultural Development (subjects: agricultural economics; project planning, monitoring and evaluation; socio-economic survey methods; food policy; gender studies (especially related to agricultural change); environmental impact assessment (EIA); and economics of water resources)
Wageningen University, The Netherlands, 1977	MSc in Agricultural Sciences (main subjects: rural planning and water management / drainage)
Other recent relevant courses	Climate Change (Vulnerability, mitigation and adaption; scientific studies of climate change; and economic framework) - University of Melbourne (2013)

7. Language skills: Indicate competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
Dutch	1	1	1
English	1	1	1
Spanish	1	2	2
French/German	3	3	4

8. Membership of professional bodies: Royal Society of Agricultural Engineers; Member of Nedworc and Nedworc's gender group; member of WO=MEN (Dutch Gender Platform).

9. Other skills: (e.g. Computer literacy, etc.): Word, Excel, etc.

10. Present position: Senior Consultant Femconsult

11. Years within the firm: 18 years

12. Key qualifications:

- 30 years of experience in development cooperation, programme/project formulation (including development of proposals), appraisal, implementation, monitoring and evaluation (PCM, Logical Framework and gender sensitive approach) in sectors related to sustainable development, including rural and agricultural development, irrigation and water management, food security, water, sanitation and other social infrastructure, environmental issues, community development, socio-economic aspects of development, training, capacity building and institutional development, poverty alleviation, income generation and entrepreneurial development and integration of gender issues. Knowledgeable on climate change adaptation issues and disaster risk reduction.
- Wide experience in placing gender expertise in a more technical context, such as rural and agricultural development, food security, irrigation and water management, water and sanitation, etc. Also experienced in applying gender tools, such as gender analysis / impact assessments, collecting gender disaggregated data (e.g. on gender based labour division), development of gender strategies and integrating gender aspects in mainstream development programmes.
- Participatory and interactive approaches to planning, monitoring and evaluation / assessment. Worked with minority groups, indigenous people, refugees and other categories of disadvantaged people.
- Designed, conducted and/or supervised baseline and/or socio-economic and gender surveys.
- Advisor to national and international donors (including EU, UN, WB and bilateral donors), governmental and non governmental / civil society organizations.
- Broad experience in conducting mid-term and final (impact) evaluations of programmes and projects, including as Team leader. Also wide experience in assessing the technical and financial aspects of grant proposals (Calls for Proposals) for various budgets lines. Assessed concept notes as well as full proposals, including logical frameworks and budgets for various EU calls for proposals and for DGIS (MDG3 Fund, FLOW).
- Country experience: Albania, Armenia, Bangladesh, Belarus, Bolivia, Bulgaria, Colombia, Ecuador, Egypt, Eritrea, Ethiopia, Guatemala, India, Kenya, Macedonia, Mexico, Moldova, Netherlands Antilles, Nepal, Pakistan, Paraguay, Peru, Romania, South Africa, Sri Lanka, The Gambia, Ukraine, Uzbekistan, Yemen.

13. Professional experience:

Date from - Date to	Location	Company	Position	Description
1997-present	Netherlands	Femconsult, Managing Director Mrs Angélique Verweij averweij@femconsult.org	Senior Advisor / Gender expert	Development and assessment of project proposals, technical backstopping and coordination of consultants, in particular in rural and socio-economic development, water resources management, food security, institutional strengthening, gender issues and capacity building. Advisory services to external organisations in the field of sustainable development from a gender perspective. University Guest lecturer (in gender and water management). Participation in project identification, design, appraisal and evaluation missions. Application of participatory, PCM and logical framework approaches.
04/2013 – 03/2019 (part time)	Bangladesh	Netherlands Embassy, Dhaka /Mott MacDonald TL Mr. Dirk Smits, dirk.smits@mottmac.nl	Expert on Gender, Water Management and Food Security	The Blue Gold Program aims to create a safe living environment and sustainable socio-economic development for poor households in coastal areas (26 polders), through community mobilization and institutional strengthening, water resources management, agricultural production and food security, business and value chain development. Responsible for mainstreaming gender within these components and in other cross-cutting issues such as environment, disaster risk reduction and climate change adaptation. <u>April/May 2013</u> (inception phase): data collection and first draft gender approach. <u>June/July 2013</u> : finalization gender approach and gender indicators, including ensuring integration in all components; contribution to inception report and logical framework; support to other project staff re gender mainstreaming. <u>October/November 2013</u> : Support to the implementation of gender related activities in all program components, including in monitoring and evaluation and training. <u>March 2014</u> : Support to the new national gender expert and the implementation of gender related activities, including formulation of an anti-harassment policy and contribution to the development of a research project with WorldFish on small ponds for women; <u>October 2014</u> : field visits, backstopping national gender expert, preparing approach for updating the Gender Action Plan of BWDB; support to Nice Foundation on a research proposal on Kawra women pig rearers; review vocational training proposal; <u>March/April 2015</u> support to gender expert and other Blue Gold experts on integrating gender into their components; planning of gender training, review gender indicators, etc. <u>Oct/Nov 2015</u> : Support to selection process of service providers for Gender and Leadership training for about 300 Water Management Groups; preparation ToR for impact study on female Labour Contracting Societies (LCS groups).
05/2014 – 11/2016 (part time)	Netherlands	Netherlands Ministry of Foreign Affairs. Ms. Spreeuwenberg jwm.spreeuwenberg@minbuza.nl	Gender expert	Acting as member of the Coordinating Team and as Senior Gender Expert for the <i>Gender Resource Facility (GRF)</i> , a consortium with KIT and Femconsult as members. GRF provides gender expertise to the Netherlands Ministry of Foreign Affairs, its Embassies and partners and institutions linked to the Ministry and will contribute to the gender knowledge base. Responsibilities and tasks: Contributed to the development of the technical proposal for the tender of the GRF and the set-up and start-up of the facility. Participated in assignments such as: Review and assessment of gender result sheets as completed by the Ministry and selected Embassies (July 2014); review gender issues in inception report for South Sudan water projects (August 2014); gender scan of project portfolio of EKN Juba (March 2015); review of CVs of national gender experts of Djibouti, Somalia, Sudan, South-Sudan and Kenya, and recommendations for integrating gender issues in baseline studies (for Horn of Africa Network) (April 2015); Review of Inception Report for evaluation of the Dutch Sustainable Water Fund (July 2015) and review of the gender Strategy of a Dutch water project in South-Sudan (August 2015).
09 and 11/2015; 01/2016	Netherlands	NL Commission for Environmental Assessment (NCEA). Mr. Arend Kolhoff	Socio-economic and gender expert	Support for the strengthening of EIA performance in Myanmar. Review of the Preliminary Environmental and Social Impact Assessment (ESIA) for the Bagan River Multipurpose – Beautification Project in Myanmar, focusing on agricultural, socio-economic and gender aspects. Provided comments and recommendations related to potential impact on irrigation, drinking water, food security / agricultural production and social / gender aspects, as well as recommendations to improve the ESIA in these respects.

		Akolhoff@eia.nl		
08-11/2015	Netherlands	Netherlands Ministry of Foreign Affairs. Ms. J. van Rijn	Gender expert	Assessment of proposals submitted under the FLOW2 Call for Proposals launched by the Netherlands Ministry of Foreign Affairs “Funds for Leadership and Opportunities for Women - FLOW 2016-2020”. This fund supports initiatives of Civil Society Organizations which promote an enabling environment for equal opportunities, rights and safety for women and girls in least developed countries. FLOW2016-2020 targets three interconnected thematic priorities: (i) combating violence against women; (ii) participation of women in politics and public administration; and (iii) women’s economic participation and self-reliance. Tasks performed: Assessed proposals in coordination MFA and provided support to the coordination of the assessment process.
02 and 06-07 2015	Netherlands	EU Mr. Alexander Charalambous (TL) mail@livingprospects.gr	Assessor SWITCH Asia	Technical and financial assessment of Concept Notes and Full proposals submitted under EC’s SWITCH-Asia Programme on Sustainable Consumption and Production (SCP), which aims to contribute to economic prosperity and poverty reduction in Asia, as well as to the mitigation of climate change through promoting a green economy and sustainable growth. The evaluated proposals aimed to increase the use of environmentally-friendly technologies and practices by SMEs and/or to switch to consumption of products that are less environmentally damaging. Also attention to added values as innovation, gender equality and equal opportunities, and minority needs.
01/2015	Egypt	GIZ/EU Particip Christine-lange@particip.de	Assessor	Assessment of full proposals within the Participatory Development Programme in Urban Areas (PDP) for improving living conditions in unplanned informal urban areas. Evaluated the technical and financial quality. Thematic areas were Gender, Health, Education, Environment (included water and sanitation related activities), Youth and recreation, Solid waste management and Transport.
10/2012-mid-2016 (part time)	Netherlands; Bangladesh; Kenya; Mexico	Netherlands Ministry of Foreign Affairs irmavan.dueren@minbuza.nl	Senior M&E and Gender Expert	Funding Leadership and Opportunities for the 80 Million Euro Women (FLOW) Programme (follow-up of the Dutch MDG3 Fund). Providing technical expertise towards the administration and M&E of the FLOW Fund initiated by the Dutch Foreign Ministry to strengthen the rights and opportunities for women and girls worldwide and covering 34 multi-country projects. FLOW focuses on three priorities: security (violence against women and UN Resolution 1325), economic empowerment (with an emphasis on food security, land, water and economic rights) and political participation. Responsibilities include the development of the monitoring protocol and monitoring approach, review of annual plans and progress reports and advise towards improved monitoring and project implementation. Monitoring visits to two FLOW partners in Bangladesh (2013), 6 in Kenya (Sept 2013) and 6 in Mexico (April 2014).
11/2014	South Africa	Women for Water Partnership (WfWP)	Gender and Water Expert	Participation in the 5-day Conference “Gender, Water & development” held in East London, South Africa, organised by the Water Research Commission of South Africa in cooperation with partners such as WfWP and AMCOW (African Ministers’ Council on Water). Participated in workshops and various discussions groups. An outcome of the Conference was the AMCOW Ministerial Declaration on Gender.
06-07/2014	Home-based	NCEA, Mr. Arend Kolhoff Akolhoff@eia.nl	Gender and water expert / assessor of proposals	Environmental assessment of SWFF proposals, submitted under the Sustainable Water for Food (SWFF) Programme, financed by USAID and the Netherlands Ministry of Foreign Affairs (DGIS). Responsible for the assessment of gender mainstreaming in selected proposals; recommendations for expanding or adjusting the assessments; and identification and formulation of lessons learnt from the assessment, both related to gender mainstreaming and to relevant water issues.
03/2014	Home-based	NCEA, Mr. Arend Kolhoff Akolhoff@eia.nl	Gender and water expert	Review ADB program documents for the Flood and Riverbank Erosion Risk Management Investment Program. On request of the Netherlands Embassy in Dhaka reviewed the following documents for this program: Main Report, Annex on Social and Gender Issues, the Gender Action Plan and checked the EIA on social issues. Provided comments and suggestions for potential improvements.
12/2013 – 02/2014	Netherlands	Netherlands Ministry of Foreign Affairs. Ms.	Expert on gender and climate change (lead author)	Lead author for the development of a digital manual (Quick Reference Guide and Fact Sheets) titled: <i>Integrating Gender Equality into Climate-Smart Development</i> . This manual (1) provides guidance for integrating gender equality in the consecutive stages of the policy cycle as used by the Netherlands Ministry of Foreign Affairs and (2) present gender issues on the nexus of climate and water, food

		Spreeuwenberg jwm.spreeuwenberg@minbuza.nl		security, natural resources, energy and disaster risk reduction (5 fact sheets), including references to existing tools and source materials.
09/2013-06/2014 (part time)	Netherlands	CieMER / Dutch Sustainability Unit Mr. Rob Verheem Rverheem@eia.nl	Expert on gender, water and food security	Support to the Dutch Sustainability Unit hosted by the Netherlands Commission for Environmental Impact Assessment (EIA Commission) in providing gender expertise to DGIS departments and embassies, in particularly related to water and food security. Support included the identification and briefing of a gender expert for EKN Maputo, comments on gender issues in Turkana Wind Power project (Kenya), gender support to a planning workshop of the Netherlands Ministry of Foreign Affairs; providing support for a gender audit of the CDI (Centre for the Promotion of Imports from Developing Countries) and review of the proposal "Horn of Africa Climate Change Partnership Programme" submitted by the Horn Of Africa Regional Environmental Centre & Network, focusing on the integration of gender issues in this proposal.
10/2013	Netherlands	Maastricht School of Management Mr. Dorus Evekink Evekink@msm.nl	Gender and public sector Expert	Designing and conducting a one day lecture programme on "Gender Mainstreaming in the Public Sector" as part of the tailor made training of MSM for a core group of junior to mid-level professionals of the Ministry of Works and Human Settlement of the Kingdom of Bhutan. Use of selected Gender Action Plans of the Asian Development bank (ADB) in practical exercises.
01 and 05/2013	Netherlands	EU Mr. Alexander Charalambous (TL) minimal_ltd@yahoo.com	Assessor SWITCH Asia	Technical and financial assessment of Concept Notes and Full proposals submitted under EC's SWITCH-Asia Programme on Sustainable Consumption and Production (SCP), which aims to contribute to economic prosperity and poverty reduction in Asia, as well as to the mitigation of climate change through promoting a green economy and sustainable growth. The evaluated proposals aimed to increase the use of environmentally-friendly technologies and practices by SMEs and/or to switch to consumption of products that are less environmentally damaging. Also attention to added values as innovation, gender equality and equal opportunities, and minority needs.
09-10/2012 and 11/2012	Brussels	EU Task Manager, Mr. Vadim Deleu Vadim.DELEU@ec.europa.eu	Evaluator	Technical and financial evaluation of Concept Notes and Full Proposals submitted under EU's Institution Building and Partnership Programme (IBPP) Uzbekistan, addressing the strengthening of Uzbek Non-State Actors and the improvement of social services to the most vulnerable groups. Target groups of the proposals were rural women, disable people and (underprivileged) children.
06-10/2012 (intermittent)	Nepal	SNV, Roefs, Marlene mroefs@snvworld.org	Team Leader / WASH expert	Evaluation of SNV's Rural Sustainable Sanitation and Hygiene for All (SSH4A) Programme implemented in the Mid-Western Region of Nepal. The purpose of this evaluation was to provide better insight into the reach of the programme towards poor households (including female headed households), the factors that affected the results of the sanitation programme and to what extent SNV was able to influence these. The evaluation also addressed social inclusion (of dalits and disabled people); gender issues, capacity building of the implementing partners, sustainability and scaling up, harmonization with other development actors, and lessons learned.
04 and 07/2012	Netherlands	EU	Evaluator / Sustainable Development (SCP) expert	Technical and financial assessment of Concept Notes (April 2012) and Full Proposals (July 2012) submitted under EU's SWITCH-Asia Programme on Sustainable Consumption and Production, which aims to contribute to economic prosperity and poverty reduction in Asia, as well as to the mitigation of climate change through promoting sustainable growth. The evaluated proposals aimed to increase the use of environmentally-friendly technologies and practices by SMEs and/or to switch to consumption of products that are less environmentally damaging. Also attention to added values as innovation, gender equality and equal opportunities, and minority needs.
01/2008 - 05/2012 (part-time)	Netherlands, Guatemala, India, Bangladesh	Netherlands Ministry of Foreign Affairs	Evaluator / monitoring expert MDG3 Fund / Gender expert	Providing technical expertise towards the administration of the 77 million Euro MDG3 Fund (to promote gender equality with marginal women as special target group), established by the Netherlands Ministry of Foreign Affairs. Priority subjects are gender mainstreaming, equal employment opportunity and economic independence for women, violence against women, female participation in politics and public administration, property and inheritance rights for women, protection of the rights of women and girls. Responsibilities include: In 2008: joint development of Guidelines for projects, the technical assessment of grant project proposals, quality control of assessments by external assessors. From 2009: monitoring of awarded projects, with project visits to Guatemala (Aug

				2009), India (Nov 2009) and Bangladesh (April-May 2010) as well as meeting grantees when they visit the Netherlands; review of the annual progress reports, technical assessment of the extension proposals and the final reports.
04/2012	Netherlands	EU / WECF	Advisor Needs Assessment	Advisor to the project: Building Local Capacity for Domestic Solar Heating, Hot Water and Insulation for Rural and Remote Areas in the EEC Region, funded by the EU. Provided advice on the needs assessment for the project activities in Georgia and Ukraine on renewable energy and energy efficiency and for capacity building and relevant gender equality issues. Analyzed the already available information and advised on the further needs assessment, including data collection methodologies, gender issues within energy interventions and on the structure for the reporting.
01/2012	Egypt	EU Delegation Cairo / Ministry of Agriculture	Evaluator / Agricultural Engineer	Technical and financial assessment of Concept Notes and Full Proposals submitted under the Call for Proposals "Support to Rural Development". This Call addressed three themes: (1) Natural Resource Management (irrigation, drainage and land / soil improvements); (2) Better Management of Agricultural Practices / agricultural husbandry, including integrated environmental management and improvements in value chains; and (3) Strengthening of Local Institutional Capacities.
03-04 and 06/2011	Netherlands	European Commission	Evaluator / Sustainable development expert	Technical and financial assessment of Concept Notes (March-April 2011) and Full Proposals (June 2011) submitted under EC's SWITCH-Asia Programme on Sustainable Consumption and Production, promoting the increased use of environmentally-friendly technologies and practices by SMEs and a switch to consumption of products that are less environmentally damaging.
01-06 2011 (intermit)	The Gambia	ORIO Programme, Netherlands Ministry of Foreign Affairs/DHV	Socio-economist / Gender and Water expert	Preparation Phase "Water Supply in Provincial Towns in The Gambia" for NAWEC. Responsible for the water demand assessment and the socio-economic and gender study. Design, organization, implementation and analysis of a survey to assess ability and willingness to pay and potential impact of the project; Evaluation of the ongoing community tap programme; Recommendations for social marketing approaches; assessment of future water demands; assessment of potential social impacts and benefits of the project (including 3 visit to The Gambia)
09/2010-01/2011 (intermit)	Moldova, Ukraine, Netherlands	Women in Europe for a Common Future (WECF)	Evaluator / Sustainable dev. specialist	Evaluation of WECF's MFS1 Programme, which aims to achieve poverty reduction by addressing sustainable sanitation, drinking water supply, sustainable agriculture and renewable energy, plus capacity building and advocacy / policy influencing in 10 countries in Eastern Europe and Central Asia through 30 NGOs. Project sites visited in Moldova and Ukraine; interviews held with a selection of the 30 partners and WECF staff.
06-07/2010	Netherlands	European Commission	Evaluator / Water Expert	Technical and financial evaluation of project proposals received by the EC (Brussels) within the call for proposals "Water, Sanitation and Hygiene Promotion for the Millennium Development Goals" (Water Facility). The specific objectives of the Water Facility are: <ul style="list-style-type: none"> • To help achieve the water and sanitation Millennium Development Goals (MDGs) which are to halve by 2015 the proportion of people without sustainable access to safe drinking water and basic sanitation, vital in themselves but also key prerequisites for reducing child and maternal mortality (MDGs 4 and 5) and combating diseases (MDG 6). • To contribute to improving water governance and management of water resources and to the sustainable development and maintenance of water infrastructure.
10/2008 – 01/2011 (part-time)	Yemen (4 visits) / The Netherlands (back stopping)	CARE International Yemen	Gender and institutional development expert	Support to the project "Technical Advice to the Further Organizational Development of the Yemen Women Union (YWU)" (a Yemeni NGO), which is implemented by CARE and the YWU. Responsibilities include monitoring progress and quality, advice regarding (prioritization of) activities to ensure the strengthening and empowerment of the YWU, as well as other hands-on support to the Project Management Unit, such as support to improve the YWU's existing services on the empowerment and improved livelihood of poor rural women as well as support to their advocacy capacity. Preparation of the project's final report; contribution to the proposal for the follow-up project.
04-05/2010	Dhaka, Bangladesh	European Commission	Evaluator	Technical and financial assessment of Concept Notes and Full Proposals submitted under the SMILING Programme of EC Bangladesh (Small Initiatives of Local Innovative NGOs). The Call covered the following priorities: A. Reduce vulnerability related to natural disaster

				and climate change; B. Enhance access of disadvantaged communities to Local Government services; and C. Improve health and hygiene conditions of disadvantaged communities.
03/2010	Netherlands	European Commission	Evaluator/ Gender expert	Evaluation of concept notes of the Call for Proposals on Gender Equality under the project “Strengthening the capacity of non-State actors to promote women’s rights and gender equality in Algeria, Egypt, Israel, Jordan, Lebanon, Libya, Morocco, the Occupied Palestinian Territory, Syria, Tunisia, and Mauritania”.
12/2009-01/2010	The Netherlands	SNV Albania	Gender and agricultural expert	Incorporation of gender issues in the Project Document and the Inception Report of the ProMali project “Value Chains for Sustainable Livelihoods”. This project aims to improve the productivity of three value chains in the mountainous areas of Albania (apple production, small ruminants and medicinal and aromatic plants); responsible for integrating gender into the project approach.
6 + 09-10/2009	Netherlands	European Commission	Evaluator/Food Security expert	Technical and financial assessment of Concept Notes and Full Proposals submitted under EC’s Food Facility Programme for rapid response to soaring food prices in developing countries.
03 + 06 /2009	Brussels	European Commission	Evaluator / Expert on SCP	Technical and financial assessment of Concept Notes (March 2009) and Full Proposals (June 2009) submitted under EC’s SWITCH-Asia Programme on Sustainable Consumption and Production, promoting the increased use of environmentally-friendly technologies and practices by SMEs and a switch to consumption of products that are less environmentally damaging.
02-03/2009	Netherlands	World Bank	Social scientist	Preparation of a detailed proposal of a study for the Water and Sanitation Program / World Bank to assess the sustainability of sanitation behaviours, facilities and programs using Community Wide Open Defecation Free approaches (for Bangladesh).
01 +04/ 2009	Netherlands	European Commission	Evaluator / Expert Food security / Institut. Dev.	Technical and financial assessment of Concept Notes (January 2009) and Full Proposal (April 2009) submitted under EC’s Food Security Thematic Programme, aiming at the empowerment of civil society actors to play an enhanced role in food security policy making through policy dialogues at national and international levels.
09-10/2008	Dhaka, Bangladesh	EU Delegation Dhaka	Food security & gender expert	Technical and financial assessment of full proposals submitted under the Food Security Call for Proposals EuropeAid 126636/L/ACT/BD. This Call for proposal aimed at overcoming food insecurity and poverty among ultra poor women and their dependents.
08/2008	Ukraine	Matra / The Netherlands	Trainer on baseline surveys / gender and water expert	For the Transboundary Dniester River Basin Project: Conducting training workshop on implementing baseline survey to participating NGOs from Ukraine, Moldova and Transdnistria. This survey aimed at collecting data on selected sub-watershed such as land and water use, including agriculture, and socio-economic data, including gender aspects. Participants presented an overview of the environmental problems in selected tributaries. Special attention was given to assessing problems of the Zolota Lipa tributary basin, such as deforestation and other environmental aspects.
03 + 06 /2008	Brussels	European Commission	Evaluator / Expert on SCP	Technical and financial assessment of Concept Notes (March 2008) and Full Proposals (June 2008) submitted under EC’s SWITCH-Asia Programme on Sustainable Consumption and Production (Call 2008).
04-2008	Yemen	CARE NL /CARE Yemen	Institutional expert / Evaluator	Review of the general progress of the project “Technical Advice to the Further Organizational Development of the Yemen Women Union”, with emphasis on the performance of partnership.
12/ 2007 –03/ 2008	Armenia, Germany, Netherlands	WECF (International NGO)	Evaluator	Final Evaluation of WECF’s TMF Programme “Tapping Resources”, which aims to alleviate poverty through implementation of applied, sustainable water-, sanitation- and (organic) agricultural pilot projects in Armenia, Afghanistan and Uzbekistan, especially working towards MDG 1 (poverty alleviation) and MDG7 (environmental sustainability, including Water and Sanitation).
11/2007	Bangladesh	EU delegation	Evaluator	Assessment of concept notes and full proposals under the Call for Proposals for Food Security 2006
6-7/2007	Yemen	CARE Nederland /CARE Yemen	Institutional exp /Evaluator	Review of the inception period (2007) of the project on Technical Support to the further institutional development of the Yemen Women Union (TAP). Support to the development of the work plan and recommendations for the implementation of activities and the partnership arrangements.

5 and 9-10/2007	Belarus	WECF/Matra (Foreign Affairs - the Netherlands)	Socio-economic development / gender expert	Design, training and support to baseline studies for the Matra project "Developing multi-stakeholder cooperation in the areas of water, sanitation, waste and energy efficiency in Belarus" focusing on community participation in local government to achieve sustainable solutions in the field of drinking water, sanitation and waste management. Preparation of the consolidated baseline report.
2 – 4/2007	Netherlands	Netherlands Ministry of Foreign Affairs	Institutional and Gender Expert	Mid-Term evaluation of the Women's Global Network on Reproductive Rights (WGNRR), an international NGO network whose members are mostly grass root women's NGOs from Africa, Latin America, Asia and Europe / North America, aiming to improve women's reproductive rights.
11-12/2006 01/2007	Brussels	European Commission	Team leader/ Evaluator	EC Evaluation of Project Proposals Submitted Under the Asia-Link Program Call For Proposals 2006, 19 October Deadline in Brussels, Belgium. Evaluation of concept notes as well as full proposals on the partnership of European and Asian institutions of higher education.
10/2006	Home based	European Commission	Evaluator	Technical and financial evaluation of proposals submitted under the Institution Building Partnership Program (IBPP) for Russia, covering the following themes: inclusive society (social issues); civil society and democracy; socio-economic and cultural issues; and local governance and public participation in decision-making.
07-08/2006	Dhaka, Bangladesh	Delegation European Commission	Evaluator / Food security specialist	Selection of the best-quality proposals submitted under the Call for Proposals Food Security 2003 in Bangladesh. Checking of administrative compliance; assessment of concept notes and technical and financial evaluation of full proposals aimed at improving the food security of the ultra poor and ethnic minorities; processing of summary tables and participation in the meetings of the evaluation committee.
03-04/2006	The Netherlands Antilles	NL Ministry of the Interior and Kingdom Relations	Expert in Poverty Reduction	This mission was conducted in the context of the Poverty Reduction Program funded by the Netherlands with the objective to (1) assess the island specific poverty problems and priority issues for reducing poverty on the 5 islands belonging to the Netherlands Antilles and (2) develop practical and workable guidelines and criteria for an open call for proposals aiming at poverty reduction, inviting government, non-government and private sector organisations to submit project proposals.
02-03/2006	Yemen	CARE Nederland /CARE Yemen	Institutional Expert / Evaluator	Post-project evaluation –commissioned by CARE Nederland- of the "Strengthening the Capacity Building of the Yemen Women Union" project, financed by the Royal Netherlands Embassy of Sana'a. The impact and sustainability of the various project components were assessed and recommendations were made for a follow-up project. A concept project proposal was developed for CARE Yemen.
07 – 11/2005	The Netherlands	Netherlands Women's Council (NVR)	Water and gender expert	Study for the Women for Water Partnership (WfWP) with the objective to (i) develop membership criteria and internal regulations for the functioning of the partnership; (ii) develop criteria for WfWP approved projects, including screening methodology and quality mark; (iii) establishment of evaluation criteria for measuring gender impact and impact of participatory approaches; (iv) establishment of performance indicators; and (v) elaboration of case studies as examples.
08/2005	Brussels	European Commission	Team Leader / Institutional expert	Technical and Financial assessment of proposals under the 2004 IBPP (Institution Building Partnership Program) for Azerbaijan and Uzbekistan (EuropeAid/121076/C/G/Multi). The proposals covered the following fields: Administrative reforms; Local Economic Development and Social Reforms.
03+09/2005	The Netherlands	European Commission	Evaluator	Evaluation of grant requests received within the frame work of a call for proposals for promoting gender equality in Development Cooperation (EC budget line 21 02 06) (first stage: 03/2002; second stage: 09/2005)
03/2005 + 05-06/2005	Bulgaria, Netherlands	WECF/Matra Program (the Netherlands)	Expert in Gender and Socio-economics	Planning of project "Developing a Model for Sustainable Water and Waste Management for Rural Areas". Set-up of the socio-economic and gender survey among potential beneficiaries and resource persons to get better insight in the living conditions, WS&S problems and needs. Analysis of data, report writing and elaboration of recommendations and feasible project activities. With two Bulgarian NGOs.

02 and 04/2005	Armenia and Uzbekistan	WECF/TMF program of the Netherlands	Socio-economic development / gender expert	“Tapping Resources – Implementing the Millennium Development Goals re Water and Sanitation / Sustainable Development”: Project planning exercise with project teams, including updating of the logical framework and stakeholder analyses. Socio-economic and gender surveys among potential beneficiaries and resource persons to assess problems and option, with special focus on drinking water situation and sanitation. Analysis of data and formulation of recommendations and project ideas.
01/2005	Eritrea	EC delegation Asmara / UNHCR	Expert social infrastructure	Mid-term review of the program Voluntary Repatriation and reintegration of Eritrean refugees from the Sudan. Progress of the implementation of drinking water facilities, schools, health centres and sanitation facilities was analysed and recommendations provided on appropriate actions, with emphasis on the institutional sustainability of the achievements.
11/2004 12/2004	Brussels, Belgium	EU / AIDCO	Evaluator of proposals	Technical & Financial Evaluation for Asia-Link (Higher Education) Program (EC) Third Call For Proposals 2004 - second deadline. Assessing the technical and financial quality of eligible and compliant proposals in order to assist the EC with identification of those projects to be selected for funding.
08/2004	New Delhi, India	EU Delegation	Evaluator ECCP proposals	Evaluation of proposals under the EC-India Economic Cross Cultural Program (ECCP) 2004 Call for Proposals in accordance with the standards and procedures as described in the Practical Guide to the EC’s external aid contract procedures. The ECCP call for proposals addressed proposals in the field of Universities and Studies (higher education and human resources development), Entrepreneurial Networking and Media, Communication & Culture.
03 and 06/2004	The Netherlands	EC / AIDCO	Evaluator / Gender expert	Technical and financial assessment of “Grant Requests Received Within the Framework of a Restricted Call for Proposals Relating to the Aid for Integrating Gender Issues in Development Cooperation (Budget line B7-6220).
04/2004-05/2004	Ukraine	WECF/Matra Program of the Netherlands Ministry of Foreign Affairs	Socio-economic and Gender Expert	Two missions, visiting the three sub-projects of the “Co-operation for sustainable development” project with the objective to involve citizens and local authorities in rural Ukraine in the improvement of their drinking water situation, sanitation and agriculture, with emphasis on capacity building and institutional development of the implementing organisations. Conducted socio-economic and gender surveys among potential beneficiaries and resource persons, presented findings at stakeholder meetings and participated in strategy meetings for project planning.
10/2004 02/2004 11/2003	Nairobi, Kenya	UNEP	Gender & Environment Expert	Three visits: Peer review of the publication “Women and the environment” and contribution of case studies for this publication (November 2003); Participant in working group to prepare recommendations for gender mainstreaming within UNEP (February 2004); Participant Global Women’s Assembly: “Women as the Voice of the Environment” (October 2004).
1-3/2004	Bangladesh	WFP/ European Commission	Expert Gender/Food Security	Analyses of data collected during the baseline survey of the Food Security for Vulnerable Group Development Women and their Dependents Project (FSVGD), Ministry of Women and Children’s Affairs. The assignment included the supervision of the data processing (with SPSS), the comparison with selection criteria, report writing etc.
8-9/2003	The Netherlands	European Commission / AIDCO	Evaluator of proposals	Technical and financial assessment of grant proposals received within the EC Call for Proposals under Budget Line B7-6000. The overall objective of these proposals was poverty reduction through support to disadvantaged people in developing countries to meet their basic needs, to improve their quality of live and to reinforce own development capacities.
11/2002 and 1/2003	Romania	Matra Program of the Netherlands Ministry for Foreign Affairs	Gender Expert / Socio-economist	Two missions: (1) Familiarization and preparation for a socio-economic and gender assessment study in the village of Garla Mare (pilot for a practical drinking water improvement project, especially addressing nitrate and microbiological pollution); presentation on gender analysis at a national conference of environmental NGOs in Bucharest; (2) Conducting of the socio-economic and gender assessment study, using Rapid Rural Appraisal (RRA) methodology; processing and analysis of findings, and report writing.
12/2002-01/2003	Egypt	Royal Netherlands Embassy, Cairo	Water management and gender expert	Review of three projects in the field of water management and water resources development: the National Water Resources Plan Project, the Water Boards Project and the Fayoum Water Management Project- Phase 3. Next to the gender issues, focused on participatory water management through the establishment of pilot Water Boards, institutional changes and devolution of decision-making within the Ministry of Water Resources and Irrigation (MWRI) and integrated water management.

10-12/ 2001	Bangladesh	NOVIB (as part of Proshika donor consortium with also European Commission (EC), DFID and CIDA)	Member Mid-Term Review Team	<p>Member of the Mid-Term Review Team to review program achievements and performance against targets as presented in the Five-Year Plan and assessment of the validity of the new Logical Framework based on achievements to date. Especially responsible for the review of:</p> <ul style="list-style-type: none"> the People's Organization Building component, including group and federation formation, effectiveness of identification process of target group members (inclusion of hardcore poor, ethnic minorities) and overlapping issues with other NGOs; capacity building, human resources development including training and education the health infrastructure component (sanitation and drinking water) gender issues; and the TA report on environmental monitoring and mainstreaming environment.
02-03/ 2001	Bangladesh	World Bank	Team Leader Impact Assessment Mission	Assessment of the impact of the project on the main beneficiaries, such as silkworm rearers (mainly poor rural women), reelers, weavers, small and large NGOs (e.g. BRAC, Proshika, TMSS) and private businesses associated with silk, including the review of production and income levels, institutional aspects, constraints, impact on gender relations and suggestions for alleviating constraints. Discussions were also held with Silk Foundation staff and board members (incl. NGO representatives and PKSf).
01-02/ 2001	Albania	NOVIB	Team leader in two evaluation missions	<p>(1) Agricultural Training Program for Women on Dairy Farming and Vegetable Cultivation (AgriTra). Assessed the qualitative and quantitative achievements of the agricultural training program for women, including curriculum development and training methods used, the impact on the target group and management and institutional aspects. Assessed possibilities and requirements for AgriTra to become an NGO in its own right;</p> <p>(2) Counselling Centre for Women and Girls. Assessed the services, organizational, financial and technical management aspects of counselling centre. Recommendations for geographic and thematic expansion of centre's services and scope.</p>
04-05/ 2000	Kerala, India	European Commission	Team Leader / Agricultural Planning Expert -	Mid-Term Review Mission of the Kerala Horticulture Development Project (KHDP): Reviewed the project's strategy, progress and achievements. Focussed on agricultural development (including training, extension, participatory research, introduction of LEISA approach (low external input and sustainable agriculture), integration of gender issues and farmers' empowerment), the administrative and financial management, human resources development and the sustainability of each component, including the social and economic aspects. Made recommendations for the remaining implementation period and for the future of the project as an independent organization.
10/1999- 01/2000	Bolivia, Peru, Austria	UNDCP	Gender and rural development expert	<p>Preparation of Guidelines on Best Practices for Gender Mainstreaming in Alternative Development of the United Nations International Drug Control Program.</p> <p>Design, setting up and executing of a study in order to formulate practical guidelines for gender mainstreaming in the design, implementation, monitoring and evaluation of UNDCP alternative development programs (in order to replace the cultivation of coca or poppy). Formulated guidelines together with UNDCP staff through a workshop at UNDCP, Vienna.</p>
01-02/ 1999	Paraguay	European Commission	Technical Advisor	Proyecto Red de Centros de Iniciativas y Desarrollo para la Mujer. Revision of the General Plan of Operation with emphasis on the diagnosis of the situation of rural women in Paraguay and the establishment of outputs to be achieved by the project as well as verifiable (gender) indicators. Support to the Project Management Unit in the formulation of a coherent strategy for the establishment of a network for direct support to women, revision of the budget and reformulation of logical framework.
3-4/1998; 07/1998-09/ 1999	Albania	Royal Netherlands Embassy Belgrade	Gender and agricultural development expert	<p>National Extension Project, Phase III</p> <p>Responsible for the formulation of a gender strategy and the integration of gender issues into the National Agricultural Extension Service of the Ministry of Agriculture and Food. In particular responsible for the assessment of the actual needs of (women) farmers for agricultural extension, the training needs of staff and the establishment of a plan of activities. Gender training to senior staff and</p>

				review of the progress of implementation of the gender strategy.
05/1997; 05/1998	Macedonia	World Bank / Netherlands Embassy Belgrade	Senior Consultant water management	Irrigation Rehabilitation and Restructuring Project Member World Bank appraisal and project launching missions. Responsible for socio-economic and gender aspects. Assessment of impact on beneficiaries and identification of institutions to carry out socio-economic surveys, setting up of data base, data analyses and reporting.
11/1995- 01/1996	Albania	World Bank / DGIS	Senior gender and water management consultant	Irrigation Rehabilitation Project – Women in Development Component Design, setting up and conducting of a Rapid Rural Appraisal Survey; assessment of the role of women (including gender division of labour), in particular in irrigated agriculture, and identification of constraints and opportunities. Preparation of TOR for interventions that will help women to integrate into the project.
10-11/ 1993; 4- 5/1995;	Pakistan	DGIS	Gender, water, and agricultural dev. expert	Two missions to the Integrated Agricultural Development Project for the PATA region, North-West Frontier Province (NWFP): (1) Assessment of the progress in the irrigation and agriculture components in particular from a gender point of view, as well as the activities of the Women in Development Unit. (2) End-of-project evaluation and formulation of follow-up activities, including institutional development aspects.
4-5/1994	Pakistan	World Bank	Water management specialist	Member of WB mission to review the Balochistan Community and Agriculture Project. Focussed on water users associations (WUAs) and command area development works, including their costing, implementation, and indicators for measuring impacts. Review of potable water supply facilities within minor irrigation schemes, including community participation, particularly of women, and training needs.
06/1993	Pakistan	DGIS	Team leader / gender/water expert	Agricultural University project Peshawar, Advisor on integrating gender in the curriculum for the Department of Water management and the Institute of Development Studies. Survey on women's role in irrigation in NWFP Province.
10/1992 – 05/1996 (part-time)	Sri Lanka	DGIS / Royal Netherlands Embassy, Colombo	Senior Advisor on various assignments	<ul style="list-style-type: none"> Gender Advisor to the RNE Embassy on the evaluation of proposals submitted under the “Local Women’s Fund” Budget line Assessment of project proposals (micro-projects) and visits to grass root level organizations and NGOs for approval of funding by the embassy and for monitoring and evaluation; Review of Dutch funded development projects to prepare summarized conclusions, including projects on social infrastructure for tea estate workers, agricultural development projects, etc. Gender Impact Assessment study for the PMHE Project, system C of the Mahaweli project; Evaluation of the Netherlands’ funded activities of CENWOR (Centre for Women’s Research) and assisting CENWOR in identifying strategies for future; Member Program Evaluation mission of two Integrated Rural Development Projects (Nuwara Eliya and Ratnapura districts)
7-8/1992	Ecuador	European Commission	Team Leader Identification Mission	Development of Marginal Rural Women. Identification and formulation of the project components (income generating activities, credit, social infrastructure, community development and group formation and training) and identification of the counterpart organization. Design of proposal, including the budget for EC funding.
02/1992	Ecuador	DGIS	Gender / WID expert	Lower Guayas Flood Control Project: Integration of gender related issues in the Agricultural Development Plan with special emphasis on farmers’ organizations, household food security and training needs of women.
02-1990 / 05-92	Hyderabad, India	Institute for Rural Health Studies (IRHS)	Research Associate	Data management for the quantitative surveys of a research project founded by Ford Foundation on the relationship between the productive role of poor women and the well-being of their children conducted in villages in Andhra Pradesh; set-up and co-ordination of the qualitative case studies; and introduction of PRA methods in the work of IRHS.
06-1986 /	Bangladesh	DANIDA,	Independent	<ul style="list-style-type: none"> DANIDA: Review Noakhali Integrated Rural Development Project; member of the identification and appraisal missions for the

05-1989 (various assignment s)		Netherlands Embassy, CIDA, World Bank, DGIS	consultant	<p>Patuakhali and Barguna Area Development Project, responsible for water resources aspects;</p> <ul style="list-style-type: none"> • Netherlands Embassy (RNE): Review of emergency aid to NGOs and establishment of guidelines for such assistance in case of future disasters; Review of several projects; • CIDA: Review of an irrigation proposal of Proshika Comilla, a Bangladeshi NGO; • World Bank: Recasting the Project Document for the South-East Region Irrigation Project; • DGIS: member of a mission to the Bangladesh Handloom Board. • Advisor to local urban women's NGO regarding income generating activities and organizational set-up.
05-12/85	Ethiopia	various	Rural dev exp	Support to various projects, especially related to agricultural development and irrigation.
10-1981 / 05-1984	Sri Lanka	FAO, USAID, Netherlands Embassy, World Bank	University lecturer/ Independent Consultant	<ul style="list-style-type: none"> • FAO: Elaboration of a training manual for the improvement of on-farm water management; • USAID: Lecturer at the University of Peradeniya, including development of curricula for post graduate courses on crop water requirements and irrigation methods; • Netherlands Embassy: evaluation of an income generating programme for rural women; • World Bank: Preparation of guidelines for the rehabilitation of anicut (diversion) irrigation schemes with field visits in North-Eastern Zone of Sri Lanka.
04/1979 - 09/81	Ecuador	FAO	Agricultural Engineer	Agricultural Development Project in Imbabura and Carchi provinces. Advice to indigenous cooperatives on irrigation, drainage and soil conservation issues and implementation of small-scale on-farm improvements.
3/1978 and 11/78	Egypt	FAO / World Bank	Water Management Expert	<ul style="list-style-type: none"> • Analysis of meteorological data and determination of crop water requirements as input for World Bank's national Master Water Plan for Egypt (March 1978); • Short-term assistance to the FAO Project on Rehabilitation of Irrigation Schemes in Northern Egypt (Nov 1978)
10-1977 - 03/79	Italy, Rome	FAO	Associate Expert water management	Development of a methodology for water management in irrigated crop production and the establishment of generalized crop yield – water relationships for individual crops; contribution to reservoir operation study balancing water supply and demand.
10/74-6/75	Colombia	Inst. Colombiano Agropecuário	Assistant Engineer	Research on drainage requirements to reduce salinity levels in agricultural lands.

CURRICULUM VITAE

Proposed role in the project: Interpreter
Category:
Staff of: Femconsult

1. **Family name:** Ivens
2. **First names:** Saskia Paula Wilhelmine
3. **Date of birth:** 21 May 1975
4. **Passport holder:** Netherlands
5. **Residence:** Netherlands
6. **Education:**

Institution [Date from - Date to]	Degree(s) or Diploma(s) obtained:
2000, Katholieke Universiteit Nijmegen (Catholic University Nijmegen), Nijmegen, the Netherlands	Master of Arts (MA) in Advanced Development Studies
1993-1999, Wageningen Agricultural University, Wageningen, the Netherlands	Master and Bachelor of Science (MSc & BSc) in Rural Development Sociology (specialisation gender equality and natural resources management). Field work in Bénin and Sri Lanka.

7. Language skills: Indicate competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
Dutch (mother tongue)	1	1	1
English	1	1	1
French	1	2	2
German	1	3	3
Spanish	3	5	5

8. Membership of professional bodies:

- AWID (www.awid.org)
- Gender and Water Alliance (www.genderandwater.org)
- WO=MEN (Dutch Gender Platform; www.wo-men.nl)

9. Other skills: Microsoft Office including Excel, Internet Explorer, Outlook, PowerPoint, and Word; Google Chrome.

10. Present position: International Development Consultant, Gender Equality (self-employed, independent consultant).

11. Years within the firm: 3 years. Previous work experience as consultant: 3+ years. 16 years of experience in gender and development.

12. Key qualifications:

Gender, project and institutional development: technical assistance at (inter)governmental and NGO level including results-based management (RBM), project planning and design, implementation, monitoring, evaluation, gender-based analysis, proposal writing, gender policies and strategies, gender action plans, gender audits and gender reviews, tool development, capacity building, workshops and training, civil society building, applied research, gender mainstreaming, (gender) policy development, project management.

Program expertise: **gender equality** and natural resources management including land and water and food security, climate change, education and health including sexual and reproductive health and rights, gender equality and

sustainable economic growth including income-generating activities and microfinance, women's rights including gender-based violence, women, peace and security, women's participation in decision making and governance.

Interpersonal skills: Greatly appreciated for my positive attitude, team work, intercultural communication skills, results-focus, integrity, flexibility, diplomatic skills, strong coping strategies, and high level of consultation (confirmed by an assessment by Meurs HRM, Woerden, the Netherlands).

13. Specific experience in the region:

Country	Date from - Date to
Work and missions	
Afghanistan	October 2013 (1 week) January 2013 (2.5 weeks) May – June 2013 (6.5 weeks)
Bangladesh	April 2002 (3 weeks) October 2010 (2 weeks) May 2011 (4 days)
Benin	June 1996-January 1997 (7 months)
Burkina Faso	November 2011 (4 days)
Canada	February 2003 – August 2012 (6.5 years)
Ethiopia	3 1-week missions from 2003-2006
Ghana	October/ November 2011 (2 weeks)
Honduras	November/December 2010 (3 weeks)
India	July – August 2013 (1.5 weeks)
Kenya	May 2008 (1 week) February 2009 (3 days)
Pakistan	September 2012 (3 weeks)
Portugal	December 2013 (1 week)
South Africa	2 1-week missions from 2003-2006
Sri Lanka	October 1998 – May 1999 (7 months) 2 missions of several weeks in 2008/9
Swaziland	2004 (1 week)
Tanzania	February 2014 (2 weeks)
Vietnam	May 2011 (2 weeks)
Zambia	February 2003 – February 2006 (3 full years)
Zimbabwe	2 1-week missions from 2003-2006
Other country responsibilities (without mission)	Botswana; Cambodia; Cameroon; China; Egypt; Madagascar; Mozambique; Nepal; Rwanda; Tajikistan

14. Professional experience:

Date from - Date to	Location	Company & reference person (name & contact details)	Position	Description
January 2016 (anticipated)	Home-based	Wageningen University (www.wageningenur.nl) Deepa Joshi: deepa.joshi@wur.nl	Lecturer	Guest Lecture on 'Integrating gender in development programming on natural resources: from theory to frameworks, tools and practice', 2016.
May 2014 – current	Home-based	Royal Tropical Institute (KIT) and Femconsult Kitty Bentvelsen: kbentvelsen@femconsult.org	Consultant/ Coordinator	Coordinator of the Gender Resource Facility, 2014-current. Advice on women's rights and gender equality to Netherlands embassies and the Netherlands Ministry of Foreign Affairs for women's rights programming and gender integration into the focus areas ('spearheads'): Water, Food Security, Security and Rule of Law and Sexual Reproductive Health and Rights (SRHR). Provision of advisory services and oversight of the work of senior consultants. Recent assignments include quick scans, workshops, policy advice, mid-term reviews, portfolio analyses and results measurement.
July – August 2015	Home-based	Urgent Action Fund for Women's Human Rights (urgentactionfund.org) Caitlin Stanton: caitlin@urgentactionfund.org	Consultant	Support for the development of a Track Record for proposal development for FLOW (Funding Leadership Opportunities for Women) 2016-2020 of the Netherlands Ministry of Foreign Affairs, 2015.
January 2015	Home-based	Wageningen University (www.wageningenur.nl) Deepa Joshi: deepa.joshi@wur.nl	Lecturer	Guest Lecture on 'Integrating gender in development programming on natural resources: from theory to frameworks, tools and practice', 2015.
November – December 2014	Home-based	Commission for Environmental Assessment (www.eia.nl) Arend Kolhoff: akolhoff@eia.nl	Consultant	Review of social and gender aspects of a Multi-Purpose River project in Myanmar and provision of recommendations, 2014.
July- August 2014	Home-based	Both ENDS & Mama Cash & FCAM (www.bothends.org/en & www.mamacash.org) Tamara Mohr: tm@bothends.org	Consultant	Support to the organisations for the development and editing of a Track Record for proposal development on gender equality and climate change for 'Dialogue and Dissent', Strategic Partnerships for Lobby and Advocacy of the Netherlands Ministry of Foreign Affairs, 2014.
March – December 2014	Home-based	ZOA (http://www.zoa-international.com) Marijn Cardenas-Smits: m.cardenas-smits@zoa.nl	Consultant	Provision of support for an organisational gender review, 2014.
February – September 2014	Tanzania/ Home-based	Aga Khan Foundation Canada (www.akfc.org) Neelam Merchant: Neelam@akfc.org	Gender Consultant	Development of a manual on Gender Equality and Reproductive and Maternal Health for the Government of Tanzania and maternal health implementers; Technical Assistance to the Gender Specialist and her colleagues for gender integration into IEC materials, case studies, data collection tools and research studies for a DFATD-funded maternal health project, Aga Khan Foundation Canada, Aga Khan Foundation Tanzania and Aga Khan Health Services Tanzania,

				<p>2014.</p> <p><u>Mission</u> to Tanzania (2014): work with team, particularly Gender Specialist; meeting with government.</p>
June 2013 – June 2014	Home-based	Commission for Environmental Assessment (www.eia.nl) Rob Verheem: rverheem@eia.nl	Consultant/ Coordinator	<p>Coordinator of the Dutch Sustainability Unit - Gender Equality, Netherlands Commission for Environmental Assessment, 2013-14. Gender advice to Netherlands embassies and the Netherlands Ministry of Foreign particularly for the focus areas Food Security and Water.</p> <ul style="list-style-type: none"> - Oversight of the work of senior consultants for gender review of and follow-up support to Multi-Annual Strategic Plans and results reporting for the embassies in Benin, Burundi, Mozambique, Rwanda and the Great Lakes region. - Review of ToRs for a Land Ownership program in Mozambique. - Review of tender documents for capacity strengthening of stakeholders in the water sector in South-Sudan. - Coordination and support for the development of a Quick Reference Guide on Gender Equality and Climate Change including fact sheets and gender and climate integration into the Ministry's Policy Cycle. - Coordination of activities of senior consultants for organisational review at CBI and gender integration into the Green Climate Fund. - Coordination of consultants and advice for a Gender Policy and on gender integration into Water, Food Security and SRHR programming in Mozambique. - Review of MFA results sheets. <p>Workshop and suggestions for strengthened gender equality integration into Environmental Assessments (EIA and SEA).</p>
December 2012 – February 2014	Home-based	Aga Khan Foundation (www.akdn.org) Heather Corrie: heathercorrie@yahoo.co.uk	Gender Consultant	<p>Technical Assistance to various AKF Country Offices (including Afghanistan, Egypt, Kyrgyzstan, Madagascar, Mali, Tajikistan) for work plans and strategic planning, gender training and gender equality reviews (audits). Finalization of a resource mobilization document on donor requirements for gender equality. Co-organization of a gender workshop for AKF Gender Focal Points and Program Managers in <u>Portugal</u>. Review of tip-sheets on gender analysis, monitoring and evaluation and gender in the project cycle, Aga Khan Foundation Geneva Office, 2012/13/14.</p>
April – August 2013	India/ Home-based	Aga Khan Foundation (www.akdn.org) Heather Corrie: heathercorrie@yahoo.co.uk	Gender Consultant	<p>Facilitation of a gender equality and women's rights workshop for programme staff in collaboration with local women's organization Jagori, Aga Khan Foundation Geneva Office and India, 2013.</p> <p><u>Mission</u> to India (2013): workshop facilitation.</p>

April – July 2013	Afghanistan/ Home-based	Checchi and Company Consulting (http://www.checchiconsulting.com/) Justine Dodgen jdodgen@chechiconsulting.com	Evaluation Specialist	Team Leader for a performance evaluation of USAID-funded \$45M Initiative to Promote Afghan Civil Society, USAID/ Checchi and Company Consulting, 2013. Project with Congressional earmark because of its strong gender equality objectives. <u>Mission</u> to Afghanistan (2013): development of methodology, interviews and quantitative survey, report writing and presentations to USAID, management of a 5-person team.
January – April 2013	Afghanistan/ Home-based	Aga Khan Foundation Canada (www.akfc.org) Tanya Salewski: Tanya@akfc.org	Gender Consultant	Team Leader for the development of a Gender Equality Analysis and Gender Equality Strategy for a CIDA-funded maternal health project, Aga Khan Foundation Canada and Afghanistan, 2012/13. <u>Mission</u> to Afghanistan (2013): stakeholder consultations, facilitation of a review workshop.
October 2012 – March 2013	Afghanistan/ Home-based	Aga Khan Foundation Afghanistan (www.akdn.org) Urmila Simkhada: urmila.simkhada@akdn.org	Gender Consultant	Facilitation of a gender equality workshop for senior management, including development of an action plan, Aga Khan Foundation Afghanistan, 2012. <u>Mission</u> to Afghanistan (2012): workshop facilitation.
September – October 2012	Pakistan/ Home-based	Aga Khan Foundation (www.akdn.org) Heather Corrie: heathercorrie@yahoo.co.uk	Gender Consultant	Development of Concept Papers for gender equality programming, organizational and program review, Aga Khan Foundation Geneva Office and Pakistan, 2012. <u>Mission</u> to Pakistan (2012): workshop for staff, interviews with staff and stakeholders.
October 2009 – August 2012	Gatineau, Canada	CIDA (Canadian International Development Agency; now Department of Foreign Affairs, Trade and Development, DFATD); LucieBaz@bell.net Francoise.Nduwimana@international.gc.ca	Senior Gender Equality Specialist (employee)	Bilingual position English-French Provision of support and advice to Program Teams (Bangladesh, Benin, Burkina Faso, Cambodia, Cameroon, China, Ghana, Honduras, Niger, Rwanda, and Vietnam) for the integration of a gender perspective in programs and projects. - Focus on Food Security, Sustainable Economic Growth and Children and Youth including Maternal, Newborn and Child Health, Health and Education. - Review of Gender Analyses, Results and Indicators, and organizational capacity at design and other stages of the project cycle. - Development of a Gender Equality Strategy for the Zambia Program. Support development and implementation of other program-level Gender Equality Strategies and Action Plans. - Participation in Advisory Teams for bilateral, multilateral and civil society projects, including Program-Based Approaches (PBAs). - Support for the hiring of Gender Equality Advisors. Mentoring and training of program officers and local Gender Equality Advisors on Gender Equality and CIDA's Gender Equality Policy and tools. Sharing of best practices and research reports. - Back-up responsibilities for colleagues on mission, with responsibilities for programs in the Balkans, Caribbean, DRC, East and Southern Africa, Haiti, Nepal, Pakistan, Sri Lanka, Sudan, West-Africa, and South Asia. Team lead on Gender Equality and Food Security: provision of advice for policy and programming on the CIDA Food

				<p>Security Strategy:</p> <ul style="list-style-type: none"> - Lead and author of the analytical intro texts for a CIDA Bulletin on Food Security - Input into the 2012 G8 meeting, CIDA's Nutrition Strategy, the CIDA Food Security Performance Management Strategy, the implementation of the l'Aquila Commitments and preparations for the 2010 Ottawa meeting of the l'Aquila Food Security Initiative (AFSI) group meeting, the World Bank Global Agriculture and Food Security Program (GAFSP) - Close collaboration within the directorate and with other branches, particularly Policy Branch - Organization of a well-received event on Women's Land Tenure and Food Security with Dr. Ritu Verma from South Africa. <p>Lead, co-lead and/or member of sub-groups for corporate activities:</p> <ul style="list-style-type: none"> - One of the main developers of the CIDA Advanced Level Gender Equality course, as well as training facilitator (receiving excellent evaluations on both contents and facilitation). - Active involvement and provision of quality advice on CIDA's maternal, newborn and child health (MNCH) agenda, in close collaboration with other directorates. - Team lead for monitoring the implementation of country Gender Equality Strategies and development of program-level Gender Equality Action Plans. - Development of guidelines on responsive programming. - Coordination and finalization of tools on gender equality integration into Program-Based Approaches. - Regularly call a meeting with the GE-Specialists in Multilateral Branch to encourage collaboration and to discuss feedback mechanisms on exchange of information of experiences with UN and IFI-offices. <p>Policy-advice in a variety of other gender-related and other topics. Excellent performance evaluations.</p> <p><u>Missions</u> to Bangladesh, Burkina Faso, Ghana, Honduras, Vietnam (see below).</p>
November 2011 (4 days)	Burkina Faso	CIDA (see above)	Senior Gender Equality Specialist	Coaching of Gender Equality Advisor and Gender Focal Point
October/ November 2011 (2 weeks)	Ghana	CIDA (see above)	Senior Gender Equality Specialist	Project monitoring; participation in retreat for strategic program planning and review; coaching of Gender Equality Advisors
May 2011 (4 days)	Bangladesh	CIDA (see above)	Senior Gender Equality Specialist	Coaching of a new Gender Equality Advisor; participation in retreat for strategic program planning and review; support for the development and finalization of an education and health Sector-Wide Approach Program.
May 2011 (2 weeks)	Vietnam	CIDA (see above)	Senior Gender Equality Specialist	Development of a Gender Equality Action Plan and organization of workshops and training to the team; coaching of Gender Equality Advisor and Gender Focal Point; strategic review of program including stakeholder visits.

November/ December 2010 (3 weeks)	Honduras	CIDA (see above)	Senior Gender Equality Specialist	Project monitoring; development of a Gender Equality Action Plan and organization of workshops and training to the team; coaching of Gender Equality Advisor
October 2010 (2 weeks)	Bangladesh	CIDA (see above)	Senior Gender Equality Specialist	Support for the development of an education and health Sector-Wide Approach Program; hiring of a new Gender Equality Advisor; participation in retreat for strategic program planning and review.
July 2009 – January 2010	Ottawa, Canada/ Apeldoorn, the Netherlands	ZOA Refugee Care (http://www.zoa-international.com) Willeke de Jager w.dejager@zoa.nl	Gender Consultant	Provision of policy advice and suggestions on ZOA's gender policy and gender strategy, including advice on tools for implementation.
December 2008 – July 2009	Ottawa, Canada/ Nairobi, Kenya/ Dieren, the Netherlands	Gender and Water Alliance & UNEP (www.genderandwater.com/www.unep.com) Joke Muylwijk jokemuylwijk@chello.nl	Consultant	Development of a paper on Gender, Water and the Environment (<i>see 'publications'</i>). <u>Mission</u> to: Nairobi, Kenya. Presentation of the paper to the Network of Women Ministers and Leaders for the Environment; presentation during and recommendations to feed into the Global Ministers Governing Council and the Global Ministerial Environment Forum.
October 2008	Ottawa, Canada/ Toronto, Canada	Harbinger Foundation (http://www.harbingerfdn.ca) Constance Wansbrough office@harbingerfdn.ca	Jury Member	Review of capacity building proposals from international development organizations working on water and sanitation. Pre-selection and provision of advice for proposal strengthening.
June 2008 – June 2009	Ottawa, Canada/ Sri Lanka	World University Service of Canada (WUSC), Cowater International, MATCH, funder: CIDA http://www.wusc.ca ; http://www.cowater.com ; http://www.matchinternational.org g shyamala.sivagurunathan@gmail.com & Linda Moffat lindamoff20@yahoo.com	Project Manager Women Defining Peace (50-60-100% employee contract)	Leadership of the CIDA-funded bilateral project with focus on the reduction of Gender-Based Violence and the involvement of women in peace-building and post-tsunami reconstruction in Sri Lanka. Responsibility for program implementation and project management. Supervision and support of the Sri Lankan Field Director and her team, provision of technical expertise and strategic program direction. Primary liaison with the Consortium members, CIDA and other Canadian stakeholders. 2 <u>missions</u> to Sri Lanka: monitoring; strategic planning and review
March - September 2008	Ottawa, Canada/ Rome, Italy/ Nairobi, Kenya	International Land Coalition/ based at IFAD (http://www.landcoalition.org) s.pallas@landcoalition.org	Gender Consultant	Development of a background document on women's worldwide access to land with particular attention to Eastern and Southern Africa (<i>see 'publications'</i>). Provision of ideas for an initial resource kit for action-oriented research and advocacy. <u>Mission</u> to: Nairobi, Kenya. Co-facilitation of a stakeholder workshop.
February – June 2008	Ottawa, Canada	World University Service of Canada (WUSC; http://www.wusc.ca) Mary Heather White maryhwhite_sl@yahoo.com	Gender Consultant	Development of a gender audit based on a survey, desk review, focus group discussions and interviews. Development of a gender audit report including recommendations for a revised gender policy.
September 2007 - January	Ottawa, Canada	WaterCan (http://www.watercan.ca)	Policy Officer (employee)	Research for and production of a series of 'Field Notes' exploring key water and sanitation issues based on the organization's best practices in East Africa (Ethiopia, Kenya, Tanzania and Uganda). Topics included gender equality,

2008		George Yap gyap@watercan.com	contract)	environmental sustainability, education, local capacity building, appropriate technology, poverty, and hygiene and sanitation. Research for and development of policy declarations on gender equality, environmental sustainability, and sanitation to guide the organization's programming, operations and advocacy. Support of the Sanitation and Water Action Network (SWAN) Canada.
April – May 2007	Ottawa, Canada/ Montreal, Canada	Brace Centre for Water Resources Management, McGill University (http://www.mcgill.ca/brace), funder: CIDA catherine.senecal@sympatico.ca	Gender Consultant	Facilitation of a training session on the design of a Gender Equality Strategy for the Caribbean Water Initiative (CARIWIN, http://cariwin.mcgill.googlepages.com).
December 2006 – April 2007	Ottawa, Canada	Canadian Peacebuilding Coordinating Committee (now: Peacebuild; http://www.peacebuild.ca) Surendrini Wijeyaratne < surendrini@oxfaminternational.org ; surendrini@gmail.com	Gender Research Consultant	Within the framework of United Nations Security Council Resolution 1325, research on and review of Canadian NGOs' experience in advancing gender equality in conflict-affected areas resulting in the report 'Women, Peace and Security: The Canadian NGO Experience' (see ' <i>publications</i> ' and http://www.peacebuild.ca/documents/Fina-NGO-Report-EN.pdf). Presentations at various meetings and conferences.
October 2006 – July 2009	Ottawa, Canada	Society for International Development (SID), Ottawa-Gatineau Chapter http://www.sidottawa.ca/home.html ; soraya.hassanali@gmail.com	Board Member, Volunteer, and Facilitator/ Trainer (all unpaid)	Provision of advice on mainstreaming gender in internal policies. Undertaking of an organizational gender equality self-assessment (end of 2006). Planning, organization and provision of two gender equality training sessions (July 2007). Organization of events on 'Women's Empowerment in Afghanistan' (2008) and on 'Child Soldiers: A Gender Perspective' (2009). Chair and co-founder of the Gender Equality Committee (2007-2009). Co-founder of a Gender Network for NGO professionals and consultants (2009).
July – November 2006	Ottawa, Canada	Oxfam Canada, International Program Team (http://www.oxfam.ca) Anthony.scoggins@oxfam.ca	Gender Specialist (in-house gender consultant)	Support of Oxfam Canada's management and international development team with a transition process towards a new strategic plan focusing on gender equality and women's rights: development of diverse policy documents including a conceptual framework and six program frameworks on women's rights clarifying the strategic direction and providing guidance to staff (program frameworks on humanitarian crises, sustainable livelihoods, gender-based violence, labour rights, HIV-AIDS, women's participation in decision-making), preliminary assessment of the organization's gender capacity, development of terms of reference for a gender audit, supervision of researchers for gender-responsive contextual analyses. Organization and co-facilitation of internal meetings. Advisory and other tasks including at the level of Oxfam International. Co-organization of the Oxfam International Development Course with particular responsibility for the sessions 'gender, disability and HIV-AIDS' and 'gender and water management'.
February 2003 – February 2006 (3 full years)	Lusaka, Zambia	United Nations Economic Commission for Africa (UNECA), Office in Southern Africa (http://www.uneca.org) Dickson Mzumara mzumara2001@yahoo.com	Associate Gender Expert (employee)	Advisory services and capacity building on gender equality to (inter)governmental agencies, civil society, and colleagues: - Co-organization of the Southern African Decade Review Meeting on the Beijing Platform for Action in collaboration with the Government of Zambia, Gender in Development Division, and the Southern African Development Community (SADC). - Organization of a session in Ethiopia and a workshop in South Africa resulting in African Ministerial Commitments on Gender and Water and a (draft) Gender and Water Action Plan for the African Ministers' Council on Water (AMCOW). Strategic collaboration with UN agencies and African and global civil society initiatives on Gender and Water including

				<p>the UN Interagency Task Force on Gender and Water, IUCN, the Gender and Water Alliance, African research institutes and African NGOs.</p> <ul style="list-style-type: none"> - Mainstreaming gender in the Informal Sector Project for Malawi, Namibia and Zambia. - Applied research study on gender and sex-disaggregated data with focus on 'gender and the economy' based on a desk-study, questionnaires, and interviews with the gender machineries of Southern African governments. Co-facilitation of a strategic planning session to the gender machinery of the Government of Zambia. - Review of the draft policy on mining and HIV-AIDS of SADC. Review and support of a colleague's work on HIV-AIDS and land access. - Several advisory missions to the NGO Women's Land and Water Rights in Southern Africa (WLWRSa), based in Zimbabwe, to include strategic program planning and design. - Review and support of gender mainstreaming in several publications on land tenure. - Author and reviewer of many UNECA reports in a large variety of topics. - Representation of UNECA in meetings with the UN-Country Team. Liaison with the Sustainable Development Department and the African Centre for Gender and Development at UNECA-headquarters in Addis Ababa, Ethiopia. <p><u>Missions</u> to Ethiopia, South Africa, Swaziland and Zimbabwe (see below).</p>
3 1-week missions from 2003-2006	Ethiopia	UNECA (see above)	Gender Expert	3 missions: organization of a session on gender equality and water for AMCOW; attendance of the Africa Decade Review Meeting on the Beijing Platform for Action; introductory meetings with colleagues
2 1-week missions from 2003-2006	South Africa	UNECA (see above)	Gender Expert	2 missions: organization of workshop for a draft Gender and Water Action Plan for AMCOW; training on gender and water.
1-week mission 2004	Swaziland	UNECA (see above)	Gender Expert	1 mission: workshop on gender equality and HIV
2 1-week missions from 2003-2006	Zimbabwe	UNECA (see above)	Gender Expert	2 missions: missions to Women's Land and Water Rights in Southern Africa, including strategic program planning and design
December 2000 – February 2003	Zeist, the Netherlands	ICCO, Dutch Organization for International Development Co-operation (http://www.icco.nl/delivery/icco/en/) n.pasch1@chello.nl	Program Officer (Junior; employee)	Contract and financial management, strategic planning, monitoring and evaluation of gender-specific and gender mainstreamed development programs and capacity building of development organizations in Bangladesh, Pakistan, Nepal, Afghanistan, Sri Lanka and India. Collective initiatives and liaison with other national and international donors. Contributions to country analyses, especially on gender equality issues. Specific responsibility for gender-based violence programs, gender equality and micro-finance, income generating activities, gender analysis including the

				trafficking of women and children in South Asia, and supervision of a student's study on disaster preparedness. <u>Mission</u> to Bangladesh (see below).
April 2002	Bangladesh	ICCO (see above)	Program Officer	Monitoring of projects of local partners.
January – December 2000	Utrecht, the Netherlands	The Protestant Church in the Netherlands (http://www.kerkinactie.nl/) H. Lems h.lems@inter.nl.net	Staff Member 'overseas' countries (employee)	Development of a project monitoring system resulting in a thesis for the Masters in Advanced Development Studies. Evaluator of the program 'Peace in Israel and Palestine' by PCN, coalition partners ICCO and two Dutch lobby NGOs. Advice on project and financial management, program design, and monitoring. Member of the Agricultural Social Commission, responsibility for gender issues in agriculture.

14. Other relevant information

TRAINING

Climate Change, Netherlands Ministry of Foreign Affairs (2014).

Gender-sensitive Governance: **Towards creating an enabling environment for gender equality and women's empowerment, Gender Hub** (2014).

Group Facilitation, MDF (2012).

Writing in Clear and Concise Language, Canada School of Public Service (2012).

CIDA (2009-2012):

- Aid Effectiveness
- Child Rights
- Managing Conflict and Difficult Conversations
- Negotiation
- Results-Based Management
- Writing Briefing Notes
- Spanish, June 11, 2010 – August 25, 2011 (2 hours per week);
- French, January 15 – March 19, 2010; September 27 – December 14, 2010; September 26 - December 9, 2011 (1 hour/week of individual classes); January 21, 2012 – July 6, 2012 (4 hours/week of group classes).

Gender Mainstreaming in the World of Work, online course by ILO's International Training Centre in Turin, Italy (2005). Modules on statistical tools and advocacy, gender audit, sensitization and networking.

Gender Ambassador Training, Gender and Water Alliance, Pretoria, South Africa (2003). Main focus on lobby and advocacy for Mainstreaming Gender in Water Management.

Pre-Assignment Orientation Course for Associate Experts, ILO's International Training Centre, Turin, Italy (2003). Skills and competencies: effective communication, professional presentations, management of meetings, negotiation techniques, team-building.

Training in financial management and control, ICCO (2002).

Training in micro-finance (savings & credit), self-study (2001).

PUBLICATIONS

'Project Evaluation: initiative to promote Afghan Civil Society II (I-PACS II)'. Checchi and Company Consulting for USAID (Team Leader), 2013.

<https://dec.usaid.gov/dec/content/Detail.aspx?ctID=ODVhZik4NWQtM2YyMi00YjRmLTkxNjktZTcxMjM2NDhmY2Uy&rID=MzM3MzEy>

'Gender Equality & Food Security', CIDA Gender Equality Bulletin (main author and editor), 2012.

'Gender Perspectives in Integrated Water Resources Management.' United Nations Environment Programme and the Gender and Water Alliance (first author), 2009.

'The Global and African Context of Women's Land Tenure Security: A Background Document for the Inception Workshop of the Small Grants Project.' International Land Coalition (first author), 2008.

'Does Increased Water Access Empower Women?' Development (peer-reviewed; first author), March 2008.

<http://www.palgrave-journals.com/development/journal/v51/n1/full/1100458a.html>

'Women, Peace and Security: The Canadian NGO Experience.' Canadian Peacebuilding Coordinating Committee, Gender and Peacebuilding Working Group (co-authorship), March 2007. <http://peacebuild.ca/documents/Fina-NGO-Report-EN.pdf>.

'Assessing the progress made by Southern Africa in meeting the Millennium Development Goal target on drinking water and sanitation.' Africa's Sustainable Development Bulletin 2005 (second author), March 2006.

'The importance of mainstreaming gender in water management in Africa.' Africa's Sustainable Development Bulletin 2004 (first author), July 2.