



Final External Evaluation Report
**“Young Girls Leaders Promote Strong Stand
against VAW among Their Peers Project”**
(December 2013 – March 2016)
Ukraine, Eastern Europe

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Table of Contents

Executive summary	3
1. Context of the project	6
2. Description of the project	7
2.1. Project duration, project start date and end date	7
2.3. Main objectives of the project.....	7
2.4. Importance, scope and scale of the project, including geographic coverage	7
2.5. Strategy and theory of change (or results chain) of the project with the brief description of project goal, outcomes, outputs and key project activities	8
2.6. Key assumptions of the project	9
2.7. Description of targeted primary and secondary beneficiaries as well as key implementing partners and stakeholders	9
2.8. Budget and expenditure of the project	9
3. Purpose of the evaluation.....	10
3.1. Why the evaluation needs to be done	10
3.2. Aim of the evaluation.....	10
3.3. How the evaluation results will be used, by whom and when.....	10
3.4. What decisions will be taken after the evaluation is completed	10
4. Evaluation objectives and scope.....	11
4.1. Objectives of Evaluation	11
4.2. Scope of evaluation	11
4.3. Limitations of the evaluation	11
5. Evaluator.....	12
6. Evaluation Questions	13
7. Evaluation Methodology.....	14
8. Findings and Analysis per Evaluation Question	17
9. Conclusions.....	38
10. Key recommendations	39

Executive summary

This report is a final evaluation of the project “Young Girls Leaders Promote Strong Stand against VAW among Their Peers” implemented by the Ukrainian Women Fund (UWF) in partnership with 9 project local partners (Zhytomyr Youth NGO “Parytet”, Rivne Chaika Public Initiatives Support Center, Center “Women's Perspectives”, Zaporizzhya Association of Psychologists and Psychoanalysts “Vzaemodiya” (“Interaction”), Public Movement “Faith, Hope, Love”, VIS Information and Education Center , NGO “Territory of Success”, Legal Unity Bila Tserkva Town Organization, Volyn Regional NGO “Happiness Corporation” and Volyn Regional NGO “Childhood Happiness”). Project’s budget is USD199,260 funded by the UN Trust Fund only.

The project started in December 2013 and finished in March 2016, after having received a four months no-cost extension. The Project aimed at empowerment of girls and young women in 9 targeted communities in Ukraine to live a life free of violence as a result of improved preventative and response services.

This final evaluation was commissioned by UWF in line with the project proposal and conducted by an independent consultant during April-June 2016.

The evaluation results will be used by the (1) UWF in elaborating next level initiatives to prevent VAW among youth, improving VAW-related services for women and girls, promoting best practices and success stories through mass media, social media and other channels, (2) girls-leaders in their work on VAW prevention among youth, in developing partnership with government and non-government entities providing services to girls and women who have experienced VAW and (3) MSP for developing referral mechanisms of providing services to girls and women who have faced VAW, improving their services, elaborating partnership with women’s and youth NGOs working on VAW prevention.

The purpose of the final evaluation was to assess the performance of the Project over its 28 months period, as well as its success in achieving its planned results and objectives.

The evaluation was conducted using post-test only without comparison group design. In total, 108 beneficiaries and stakeholders have been interviewed and 6 women’s NGOs working on VAW issues participated in the survey.

The evaluation was drawing on feedback from thirty six stakeholders, including eleven members of RPR Management Bodies, five RPR members, nine national partners, nine representatives of donor agencies, three not members of RPR and online survey among thirty eight RPR members.

Most important findings with concrete evidence and conclusions

Effectiveness	<p>The project was relatively effective, in that the planned activities were implemented, in some cases beyond what was envisioned in the project document. However – due in part to the changing environment which did not always reflect the original design of the project the degree of achievement of the project’s expected outcomes was weaker than could have been anticipated.</p> <p>The project impact indicators were fully achieved; outcome indicators for Outcome 1 were either fully achieved or exceeded the set targets, whereas the project outcome indicators for Outcome 2 have not been achieved. Output 1.1, Output 1.2 and Output 1.3 were fully completed; while Outputs 2.1 and 2.2 were only partly completed and Output 2.3 was not completed at all.</p>
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	<p>The project generated positive changes in the lives of targeted women and girls primarily by increasing their awareness about violence against women, its main forms and methods of how to cope with it.</p> <p>Internal and external project's challenges influenced mainly the implementation of initially planned activities under Outcome 2, while specific challenges influenced local partners' timetable for implementation of projects' workplans.</p>
Relevance	<p>The project's design coherently addressed the existed gap in awareness about various forms and manifestations of violence among young women and men in Ukraine and young girls-leaders. The focus of the project on the institutional level, community level and beneficiary level to promote strong stand against violence are among the elements that made the project's design relevant. At the same time, the project would benefit from more in-depth situational analysis with regard to feasibility of approval by the Governmental bodies of the standards for providing services to girls and women-victims of VAW and political commitment for introducing changes in the secondary legislation as well as more narrow geographical scope. The project lacked sub-regional components under Outcome 1 as project partners implemented individual projects in each region with no joint activities.</p> <p>Ukraine underwent tremendous changes during the last 2.5 years. The military conflict on the east of Ukraine and conduction of anti-terrorist operation influence on violence demonstration in the society. Therefore, project's relevance under such circumstances only increased.</p>
Efficiency	<p>There was a reasonable relationship between budget allocated and results achieved; although the project suffered delays in implementation caused by the force-majeure situation, i.e. occurrence of 2014 Ukrainian revolution, annexation of Crimea and military conflict in the eastern part of the country.</p> <p>The Project would benefit from the increased number of staff members involved in its implementation and sustainability in staff. Due to the suspension of the Project its coordinator had to leave and her responsibilities has been taken by other staff members when the Project activities restarted.</p>
Sustainability	<p>The project's results of Outcome 1 will be sustainable as project's partners continue their work in the regions and project's counterparts' shows ownerships of project's results. The most sustainable are the results of the project's partners in Vinnytsya, Rivne, Lutsk and Bila Tserkva. The sustainability of project's results under Outcome 2 is pending approval from the Ministry of Social Policy (MSP).</p> <p>Financial sustainability of project's results has not been yet ensured by UWF and project partners as no follow up funding to continue work on VAW issues in all pilot regions have been obtained so far</p>
Impact	<p>The short and medium term results of the Project were highly influenced by the political context, in which it has been implemented. Unintended positive consequence of the project include decrease in importance of problem of violence on a personal level among young women and girls and improvement of organisational capacity and partnerships of project partners. Unintended negative consequence is that several project partners have lower level of performance as it was initially expected.</p>

Knowledge generation	<p>The project has 14 lessons learned both relevant for design and mode of implementation of future similar interventions.</p> <p>Interactive theatre, art therapy, volunteering and raising awareness campaigns on VAW are the most efficient ways to promote ideas of gender equality and zero-tolerance to violence against girls and women. Interactivity and informality of these events allows to tackle a wide audience, including those with the most conservative/intolerant views, whereas collaborative and experiential learning allows for better information accommodational and acquisition among children and adolescents</p>
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Key recommendations

1. UWF should re-think its focus on projects implementation. UWF has an exceptional expertise on VAW and therefore it should focus more on policy changes in the area of VAW. As Ukraine nowadays undergo a decentralization process, it is suggested to focus more on local level, which is in overall much more open for collaboration and advocate for adoption of regional programmes on prevention of VAW in addition to conduction of awareness raising and capacity building for state authorities, youth and their parents, educational institutions administration and staff. To focus future VAW interventions more on raising awareness on psychological and economical violence.
2. The nature of VAW demand a long-term perspective. The UN Trust Fund on Violence Against Women should therefore provide funding for a minimum of three years with a possibility for extension when projects require more time to achieve results and make an impact

1. Context of the project

Violence against women (VAW) is a serious problem in Ukraine that restrains country from achieving equal status of men and women that would harness the women's and men's full potential and ensure their equal contribution to country's social, economic and cultural development.

The level of VAW in Ukraine, especially against adolescents and young women, requires immediate action. According to a social poll conducted in 2009 by UNDP in Ukraine (the last available), 44% of Ukrainian women faced violence at least once during their lives. According to assessment of experts from non-governmental sector, 20-30% of Ukrainian women survive violence on a regular basis. 27% of Ukrainian young women and girls under 18 experienced violence.

The Government tries to take efforts to combat VAW. The Law "On Prevention of Domestic Violence in Ukraine" was adopted in 2001. It introduced the notion of VAW and made Government responsible for preventing and combatting it. Since then there were some attempts to improve it, but they failed.

The main drawback is that the Law does not criminalize domestic violence and does not indicate specific strategies to reduce VAW, providing just a regulatory framework. It does neither distinguish between various categories of women surviving violence nor between various types of violence committed. To implement the provision of Law, regular National action plans are being adopted and fulfilled. However, the last one ended in 2010, and the adoption of National Action Plan to End Violence for 2013-2016 is still pending.

Approximately 20 public crisis centers for survivors of VAW exist in Ukraine. In addition, care to violence survivors is provided by social service institutions for family youth and sports (one institution per district or per 48 thousand people). But there care is limited to psychological and sometimes legal consultations. Some NGOs are also working to provide care to violence survivors and vulnerable girls and women, but they are not enough to achieve significant impact.

Generally, several international organizations and NGOs implement projects and specific initiatives on preventing and combatting VAW. They are usually aimed at: 1) prevention of VAW – especially domestic violence – in society in general, 2) assisting to violence survivors, 3) building capacity of state officials and police to prevent and combat violence and on other goals. However, as no strong coordination along national priorities is in place, specific measurable results can be achieved only if the intervention is targeted at specific group or kind of activity.

During the recent years the anti-gender movement is becoming stronger in Ukraine. Although it has religious and political background, it has also some implications on gender policy, especially at the regional level. However, as adepts of this movement tend to delude and jungle various concepts, they do not focus on specific issues like VAW. They are just saying that "gender is evil", it is an enemy of family values and usually make a very strong connection between gender and rights of LGBT community.

VAW is traditionally perceived in Ukraine and many other countries of the region as an "internal family issue", that is why people prefer not to report and even not to discuss it. At the same time, many Ukrainians (41%) believe that NGOs should be more engaged in preventing domestic violence and providing social support for victims (data from 2009 UNDP opinion poll). According to the same data, 46% Ukrainians trust NGOs in terms of VAW-related activities. In this way, NGOs are among the most trustworthy organizations in this area. Ukrainian society does not directly support women and girls-victims of VAW and women-activists combating VAW, but at the same time, population usually doesn't have any negative attitudes towards them.

2. Description of the project

2.1. Project duration, project start date and end date

The project “Young Girls Leaders Promote Strong Stand against VAW among Their Peers” was implemented during December 1, 2013 – March 31, 2016.

2.2. Description of the specific forms of violence addressed by the project

The project dealt with all types of non-partner violence in the family, violence against the girl child and violence in the community (sexual harassment and violence in public spaces/institution). It includes all physical, sexual, psychological and emotional violence. Specifically, the project aimed to raise awareness of young boys and girls about violence and its different forms. Currently, many manifestations of violence are not regarded as such by the majority of young people in Ukraine, and therefore they treat such violence against them as a normal practice. This violence may be committed by parents, siblings and other relatives (violence in family), school administration, teachers, peers, boyfriends and strangers (violence in school and public spaces).

2.3. Main objectives of the project

The project had three objectives:

- 1) To empower young girls-leaders and their NGOs and support their initiatives aimed at raising awareness of young girls and women on identifying and countering various forms and manifestations of violence against them;
- 2) To ensure that government institutions and social care centres improve the scope and quality of preventive services and services provided to young girls who experienced VAW;
- 3) To promote non-violent behavior with regard to young girls and women among peers and community members and encourage them to have greater willingness to help girls and women who experience violence.

2.4. Importance, scope and scale of the project, including geographic coverage

The project was implemented in 9 regions of Ukraine with different prevalence of VAW and other socioeconomic indicators.



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

The overall goal of the project was to ensure that girls and young women in 9 target communities are empowered to live a life free of violence as a result of improved preventative and response services.

To achieve it, the project was focused on the following outcomes and outputs:

Outcomes	Outputs
Outcome 1: young women and girls are able to identify various forms of violence and access available services if they experience violence	Output 1.1: Competencies of young girls-leaders and their NGOs with regard to raising awareness and promoting strong stand against VAW are built.
	Output 1.2: Joint activities of young girls – led NGOs resulted into increasing the level of awareness and promoting strong stand against VAW among young girls, women, boys and young men.
	Output 1.3: Young girls – led NGOs accumulated experience and knowledge that will be used into implementing further initiatives aimed at VAW prevention.
Outcome 2: Government institutions and social care centers increase prevention initiatives and improve the scope and quality of response services for girls who have experienced VAW.	Output 2.1: Recommendations on practical implementation of the unified model of work with women survivors of VAW, especially with regard to young girls and women, are developed and adjusted with national and non-governmental actors in the sector.
	Output 2.2: Young girls-led NGOs are integrated into multi-sectoral coordination and referral system on VAW.
	Output 2.3: Facilitate the implementation of unified model in pilot regions.

The project tried to contribute to changes in attitudes and behaviors of adolescents (young girls and boys) by raising their awareness and promoting strong stand against VAW. Whereas peer-to-peer approach will be the most efficient in persuading youth, these are young girls-leaders and their networks who foster and promote these changes.

The project strived to achieve changes among youth by supporting changes in NGOs led by young women and girls. This approach will ensure that project results are sustainable after its end. Therefore the primary task was to ensure that project strategies contribute to improvement of capacities, leadership and influence of young girls-led NGOs. The project empowers them and strengthen partnerships among NGOs by selecting the most interested and qualified young women and girls-leaders, providing training and technical assistance to them, designing joint action plans and encouraging them to coordinate their efforts on ongoing basis.

During the implementation of awareness raising and outreach activities and development/implementation of recommendations to unified model of work with young girls who experienced VAW, young girls-leaders accumulate knowledge, skills and lessons learnt, so they are able to use this evidence-based experience in further activities.

By developing/implementing recommendation to the unified model of work with young girls who experienced VAW, the project will equip community-based service providers with tools on how to deal with young girls that survived VAW or are vulnerable to VAW, i.e., the recommendations are provided to organizations (crisis centers, social service institutions, youth friendly clinics etc.) that deal with women who survived VAW or are vulnerable to VAW. The recommendations will help these service providers to improve their services especially to young women and girls that survived VAW or are vulnerable to VAW. The Ministry of Social Policy (MSP) will need to institutionalize them through its internal mechanisms (endorsement, special order etc.) The government institutions will provide these

services to target groups during and after project end. The services will be based on multi-sectoral coordination and referral system. Young girls-led NGOs will be integrated into multi-sectoral coordination and referral system. Specifically, they will refer young girls and women to preventive services and services for survivors of VAW.

2.6. Key assumptions of the project

The project had four main assumptions:

- a. Young girl-leaders have high motivation and capacity to engage into projects aimed at VAW.
- b. Young girl-leaders are willing to unite into the network.
- c. MSP will approve the unified model of work with young girls-leaders who experienced VAW.
- d. Young girl-leaders ensure human rights and security during implementation of their initiatives to avoid VAW survivors suffering from stigmatization and discrimination.

2.7. Description of targeted primary and secondary beneficiaries as well as key implementing partners and stakeholders

Primary beneficiaries of the project are young women and girls (aged 10-19), including those who experienced VAW or are vulnerable to it (those who live in disadvantaged families or noticeably have difficulties in relations with their peers). At least 1,800 young girls and women have directly benefited from the project (200 from each region). They have been directly affected by initiatives of young girls-led NGOs.

Secondary beneficiaries are social/welfare workers (25 per region or 225 in total, who benefit from unified model and project awareness raising activities), men/boys (at least 5 per region or 45 in total, who are directly engaged to awareness raising activities) and staff members of CSOs (including young girls-led NGOs, 15 per region or 135 in total – they will contribute to solution of VAW-related problems in their communities, improve their advocacy skills and increase their influence on decision-making).

Secondary beneficiaries are responsible for organization and carrying out awareness raising and advocacy events in 9 regions, promotion and replication of best practices.

2.8. Budget and expenditure of the project

The project was implemented by a project team consisted of the project manager and project assistant as well as national experts. The UN Trust Fund to End Violence against Women came in as the main donor with a total funding of \$199,260.

3. Purpose of the evaluation

3.1. Why the evaluation needs to be done

The external final evaluation was initiated by the UWF in accordance with the requirement of the UN Trust Fund to End Violence against Women and according to the plan set out in the initial Project Document.

3.2. Aim of the evaluation

The purpose of the final evaluation was to assess the performance of the Project over its 28 months period, as well as its success in achieving its planned results and objectives.

In doing so the evaluation aimed to:

- (a) Assess the changes that happened in life of project beneficiaries and in attitudes of young women and girls, boys and other community members with regard to VAW;
- (b) Inform the continuation or upscaling of the initiative;
- (c) Support replication of the project's best practices of working with youth on prevention VAW in other regions of Ukraine; and
- (d) Support, based on recommendations and lessons learnt extracted, enhancement of partnership among regional actors in providing care to survivors of violence.

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

The results of the final evaluation are planned to be used by all counterparts and stakeholders involved, in particular:

- 1) The UWF will use the results of the external evaluation for elaboration of the next level initiatives to prevent VAW among youth, improving VAW-related services for women and girls, promoting best practices and success stories through mass media, social media and other channels.
- 2) The girls-leaders will use the results of the final evaluation in their work on VAW prevention among youth, in developing partnership with government and non-government entities providing services to girls and women who have experienced VAW.
- 3) The MSP will use the evaluation results for developing referral mechanisms of providing services to girls and women who have faced VAW, improving their services, elaborating partnership with women's and youth NGOs working on VAW prevention.

3.4. What decisions will be taken after the evaluation is completed

Upon the completion of final external evaluation, the UWF will take into consideration the recommendations provided by the external evaluator and will translate them into action plan for advocacy and awareness-raising campaigns aimed at promoting strong stand against VAW.

Based on the results of the final external evaluation the UWF will decide:

- (a) effective way for the continuation or upscaling of the initiative;
- (b) what best practices have to be replicated in other regions of Ukraine; and
- (c) effective way for the enhancement of partnership among regional actors in providing care to survivors of violence.

4. Evaluation objectives and scope

4.1. Objectives of Evaluation

The final evaluation serves the following objectives:

- 1) To evaluate the entire project in terms of effectiveness, relevance, efficiency, sustainability and impact, with a strong focus on assessing the results at the outcome and project goals;
- 2) To generate key lessons and identify promising practices for learning;
- 3) To assess the changes that happened in life of project beneficiaries and in attitudes of young men, women, boys and girls and other community members with regard to VAW after implementation of the project activities;
- 4) To analyze the change in improving the scope and quality of response services for girls who have experienced VAW after implementing the unified model of work with women survivors of VAW.

4.2. Scope of evaluation

The final evaluation covers: (1) the project implementation starting from December 2013 to March 2016 inclusive; (2) all project's pilot regions and project's primary and secondary beneficiaries as well as broader stakeholders (young women and girls aged 10-19, social/welfare workers, men/boys and staff members of NGOs including young girls-led NGOs).

4.3. Limitations of the evaluation

This evaluation went on well without obstacles. The evaluator was able to work on the assessment in conditions that permit to make a reasonable opinion on the Project. The evaluation draws on data from a number of different sources so that the findings from each of the sources can be compared for consistency of findings.

Nonetheless it is important to highlight some limitations, which might affect the interpretation of this report.

The limitations are summarized below:

- The final evaluation was carried out at the same time as the end-line assessment. For that reason, the external evaluator was not able to hold focus groups with girls and boys by herself. *Mitigation:* The national expert (sociologist) who conducted the end-line assessment and organized focus-groups with girls and boys were requested to add separate questions important for final external evaluation. The recordings were provided to the external evaluator by the national expert. The transcripts and data analysis were conducted by the external evaluator and the findings of focus groups were incorporated into the final evaluation report.
- The evaluator was not able to hold interviews with some NGO partners from pilot regions, namely Zaporizhzhya Association of Psychologists and Psychoanalysts "Vzaemodiya" ("Interaction") and Odessa Public Movement "Faith, Hope, Love" due to conflicting schedule. *Mitigation:* Those NGOs provided written feedback as well as external evaluator hold in-depth interview with the representative of the UWF to assess the performance of those NGOs.
- Due to limited timeframe allocated for the evaluation and its coincidence with a number of national holidays in Ukraine during the first half of May, the external evaluator was unable to hold interviews with women's NGOs working on VAW. *Mitigation:* The survey among Women's NGOs working on VAW were launched to gather their feedback on the level of collaboration with partner NGOs and improvement (if any) in the level of awareness about women's NGOs working on VAW due to the partner NGOs activities.

5. Evaluator

The final evaluation was carried out by an independent Evaluation Expert, Ms. Katerina Stolyarenko between April-June 2016. The evaluation process was overseen by the UWF, Ms. Olesya Bondar.

The Evaluation Expert is independent from any organizations that have been involved in designing, executing, managing or advising any aspect of the project that is the subject of the evaluation and any other UN Trust Fund-funded projects.

The evaluation was built upon three main phases:

Phase	Duration	Deliverables
Phase I: Inception <ul style="list-style-type: none"> ▪ Document review ▪ Development of evaluation methodology and tools 	April 7-20, 2016 April 14, 2016 April 20, 2016	Draft Inception Report Final Inception Report
Phase II: Data collection <ul style="list-style-type: none"> ▪ Field visits to pilot regions (Lviv, Lutsk, Vinnytsya and Kirovograd) ▪ Skype/phone interviews with NGO partners ▪ Focus-groups in Lviv, Lutsk, Vinnytsya, Odessa, Zaporizhya, Rivne, Bila Tserkva and Kirovograd ▪ Survey among UWF partners of the previous project 	April 26- May 20, 2016 April 26-29, 2016 April 28-May 6, 2016 April 25-May 20, 2016 May 10-19, 2016	Transcripts of interviews, focus groups and filled survey forms
Phase III: Reporting <ul style="list-style-type: none"> ▪ Data analysis ▪ Preparation of the draft evaluation report ▪ Revision of the evaluation report by the Reference and Advisory Groups ▪ Finalization of the evaluation report based on the comments received 	May 22-June 17, 2016 June 9, 2016 June 17, 2016	Draft Evaluation Report Final Evaluation Report

6. Evaluation Questions

In line with the TOR, the findings are structured around five internationally-accepted evaluation criteria set out by the OECD/DAC¹. These are:

- *Effectiveness*: a measure of the extent to which formally agreed end of project results (outcomes) have been achieved, or can be expected to be achieved.
- *Relevance*: a measure of the extent to which the Project is relevant to the situation in the country and the needs of stakeholders;
- *Efficiency*: a measure of the productivity of the project intervention process, i.e. to what degree the outcomes achieved derives from efficient use of financial, human and material resources. In principle, it means comparing outcomes and outputs against inputs.
- *Sustainability*: an indication of whether the outcomes (end of project results) and the positive impacts (long term results) are likely to continue after the project ends.
- *Impact*: short to medium term results produced by the program whether directly or indirectly intended or unintended, and positive or negative.

The final evaluation seeks to answer the following six groups of questions:

Evaluation Criteria	Mandatory Evaluation Questions
Effectiveness	<ol style="list-style-type: none"> 1) To what extent were the intended project goal, 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?
Relevance	<ol style="list-style-type: none"> 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 goal, outcomes and outputs) continue to be relevant to the needs of women and girls?
Efficiency	<ol style="list-style-type: none"> 1) How efficiently and timely has this project been implemented and managed in accordance with the Project Document?
Sustainability	<ol style="list-style-type: none"> 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	<ol style="list-style-type: none"> 1) What are the unintended consequences (positive and negative) resulted from the project?
Knowledge Generation	<ol style="list-style-type: none"> 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?

¹ <http://www.oecd.org/dac/evaluation/daccriteriaforevaluatingdevelopmentassistance.htm>

7. Evaluation Methodology

Sub-sections	Inputs by the evaluator
Description of evaluation design	The evaluation was conducted using post-test only without comparison group design.
Data sources	<p>The evaluation was based on primary and secondary data sources.</p> <p>Primary data sources:</p> <ul style="list-style-type: none"> ▪ Implementing agency (UWF); ▪ NGO partner organizations in project’s pilot regions; ▪ women’s NGOs working on VAW issues; ▪ psychologists from educational institutions; ▪ project’s national experts (trainers on VAW); ▪ young girls and boys aged 10-19; ▪ local stakeholders, governmental entities and social care centres. <p>Secondary data sources:</p> <ul style="list-style-type: none"> ▪ Project’s documentation; ▪ Progress and annual reports of the project; ▪ Baseline data report, key findings and recommendations; ▪ Minutes of the expert group meeting on the development of social standards on VAW; ▪ Minutes of the Evaluation Committee for selection of NGO partner organizations in pilot regions; ▪ Narrative reports of partner organizations from pilot regions; ▪ Statistic on VAW in Ukraine (Government and La-Strada hotline data); ▪ Statistics on number of referrals to women’s NGOs working on VAW issues in project’s pilot regions; ▪ Presentation of the NGO partner organizations in pilot regions at the final project conference; ▪ Letter of commitments of key project’s stakeholders on the follow up on project’s results.
Description of data collection methods and analysis	<p>The evaluation used mixed method approach towards data collection combining quantitative and qualitative elements.</p> <p>Qualitative tools:</p> <ul style="list-style-type: none"> ▪ In-depth interviews (face-to-face/skype) with partner organizations in pilot regions; ▪ In-depth interviews (face-to-face) with local stakeholders, governmental entities and social care centres; ▪ In-depth interviews (face-to-face) with school psychologists; ▪ Focus-groups with young girls and boys aged 10-19. <p>Quantitative tools:</p> <ul style="list-style-type: none"> ▪ Survey via e-mail among women’s NGOs working on VAW issues that were involved into project’s implementation. <p>The final evaluation triangulated data by making use of pre-existing data sources as well examining information collected by other means, such as the ones described above. The validity of each set was tested by first gathering and then comparing multiple data sets with each other. The most frequent methods were content, pattern and trend analysis to identify themes emerging from data collection and document review exercises; and response</p>

convergence/divergence analysis to determine where target groups exhibited similar or differing responses. Herewith the ex-post evaluation aimed to reaffirm the conclusions from the observations and to reduce the risk of false interpretations. For comparability purposes, a scoring rubric for making judgments about different levels of performance and relative success of different project's components was adopted and it is disclosed in Table 1.

Table 1: Scoring Rubric for Performance

Satisfactory	Unsatisfactory
6- Highly Satisfactory: no shortcomings	3- Moderately Unsatisfactory: significant shortcoming
5- Satisfactory: minor shortcomings	2- Unsatisfactory: major shortcomings
4- Moderately Satisfactory: moderate shortcomings	1-Highly Unsatisfactory: severe shortcomings

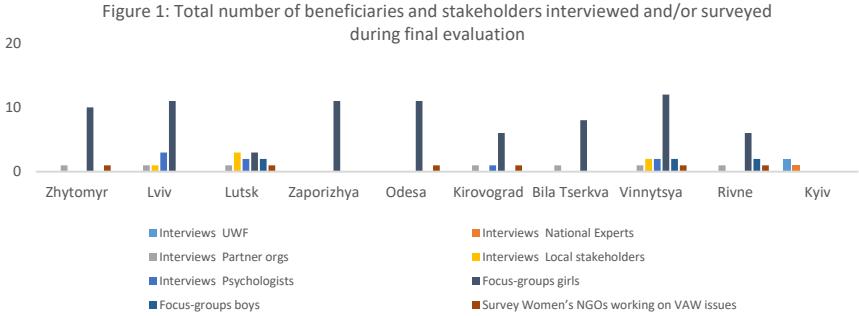

The ratings are based on all the information available to the Evaluator, including project documents, interactions with project staff, meetings with stakeholders and partners, and field visits to project's sites.

The stakeholders were provided with opportunities to participate meaningfully in the evaluation process through Reference and Advisory Groups.

Description of sampling

Different sampling methods were used for different data collection methods.

Category of respondent	Sampling method
Implementing agency	purposive sampling (sample size - 2 representatives of the UWF who has been involved in project's design and implementation)
NGO partner organizations in project's pilot regions	purposive sampling (sample size - 9 organizations (1 organization in each region); heads of organizations)
Women's NGOs working on VAW issues	purposive sampling (sample size – 6 organizations (1 organization in each region, except Lviv and Zaporizhya as partner organization and women NGO working on VAW issues were the same organizations and Kyiv as a partner organization was from the region not a capital city); heads of organizations)
Psychologists	random sampling (sample size – 6 psychologists from different types of educational institutions that were covered by project's activities (1-2 in the regions where the field visits were undertaken by the Evaluator)
Project's national experts (trainers on VAW)	purposive sampling (sample size – 3 trainers on VAW issues who have provided support to young girls-leaders)
Young girls and boys aged 10-19	random sampling (sample size – 90 young boys and girls aged 10-19 who participated in different activities conducted by different partners in project's pilot regions)

	<p>Local stakeholders, governmental entities and social care centres</p> <p>purposive sampling (sample size – 6 representatives of oblast social care center, city social care center, Departments of people social protection of oblast/city level, Departments of education of oblast level (1-2 in regions where the field visits were undertaken by the Evaluator)</p>
	<p>In total, 108 beneficiaries and stakeholders have been interviewed and 6 women’s NGOs working on VAW issues participated in the survey.</p> <p>Figure 1: Total number of beneficiaries and stakeholders interviewed and/or surveyed during final evaluation</p>  <p>Figure 1 is a grouped bar chart showing the total number of beneficiaries and stakeholders interviewed and/or surveyed during final evaluation across various regions. The x-axis lists the regions: Zhytomyr, Lviv, Lutsk, Zaporizhya, Odesa, Kirovograd, Bila Tserkva, Vinnytsya, Rivne, and Kyiv. The y-axis represents the number of individuals, ranging from 0 to 20. The legend includes: Interviews UWF (light blue), Interviews Partner orgs (grey), Interviews Psychologists (medium blue), Interviews National Experts (orange), Interviews Local stakeholders (yellow), Focus-groups girls (dark blue), Focus-groups boys (medium-dark blue), and Survey Women's NGOs working on VAW issues (red). The chart shows that Zhytomyr and Lviv have the highest number of interviews, with Zhytomyr having 10 interviews and Lviv having 11. Other regions like Lutsk, Zaporizhya, Odesa, Kirovograd, Bila Tserkva, Vinnytsya, Rivne, and Kyiv have lower numbers of interviews, ranging from 1 to 12. Focus groups were held in Zhytomyr, Lviv, and Lutsk. Survey Women's NGOs working on VAW issues were present in Zhytomyr, Lviv, and Lutsk.</p>  <p>Figure 2 is a map of Ukraine showing the locations where interviews and focus groups were held. The map includes labels for various regions: Luts'k, Zhytomyr, Kyiv, Chernihiv, Sumy, L'viv, Ternopil', Khmel'nyts'ky, Zaporizhzhia, Kirovohrad, Dnipropetrovs'k, Donetsk, Luhansk, Mykolayiv, Kherson, Odesa, Simferopol', and Sevastopol'. Orange dots indicate where interviews were held, and blue dots indicate where focus groups were held. Interviews were held in Luts'k, Zhytomyr, Kyiv, and Zaporizhzhia. Focus groups were held in Luts'k, Zhytomyr, and Kyiv.</p>
<p>Description of ethical considerations in the evaluation</p>	<p>The evaluation was conducted in accordance with the principles outlined in the UNEG ‘Ethical Guidelines for Evaluation’, WHO and PATH Ethical Guidelines for Research on Domestic Violence Against Women. The evaluator followed the following main principles during evaluation process:</p> <ul style="list-style-type: none"> ▪ Guaranteed the safety of respondents. ▪ Applied protocols to ensure anonymity and confidentiality of respondents. ▪ Ensured 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. ▪ Stored securely the collected information.
<p>Limitations of the evaluation methodology used</p>	<p><i>Attribution of the Project’s results:</i> All of the medium and long-term outcomes of the Project are quite broad and the achievement of the goals is not solely the responsibility of the Project. In order to achieve many of its objectives the Project cooperates actively with other donor agencies present in the country, civil society partners and state authorities. Consequently, it is not possible to attribute results solely to the Project. At best, it is possible to point to Project’s contribution towards achieving the goals.</p>

8. Findings and Analysis per Evaluation Question

Evaluation Criteria	Effectiveness
Evaluation Question 1	<ul style="list-style-type: none"> ▪ To what extent were the intended project goal, outcomes and outputs achieved and how?
Response to the evaluation question with analysis of key findings by the evaluator	<p>The project was relatively effective, in that the planned activities were implemented, in some cases beyond what was envisioned in the project document. However – due in part to the changing environment which was different when the UWF made a design of the Project– the degree of achievement of the project’s expected outcomes was weaker than could have been anticipated.</p>
Quantitative and/or qualitative evidence gathered by the evaluator to support the response and analysis above	<p><i>Output 1.1: Competencies of young girls-leaders and their NGOs with regard to raising awareness and promoting strong stand VAW are built</i></p> <ul style="list-style-type: none"> ○ Training of trainers was conducted for 26 girls-leaders by two trainers (one on violence prevention, and another one on developing initiatives girls-leaders plan to implement within the grant program to raise ability teenagers to define different forms and manifestations of violence and counteract them). <p>The target was fully reached.</p> <p><i>Output 1.2: Joint activities of young-girls led NGOs resulted into increasing the level of awareness and promoting strong stand against VAW among young girls, women, boys and young men</i></p> <p>In total, 412 events have been conducted by project partners in 9 pilot regions:</p> <ul style="list-style-type: none"> ○ 59 informational sessions/seminars, ○ 47 trainings, ○ 73 quests, ○ 85 flesh mobs, ○ 15 forum theaters, ○ 52 self-support groups, ○ 92 public events (like movie screenings, round tables, press conferences, public discussions, debates, contests, street theaters, etc.). <p>The number of events is 6.5 times higher than initially planned.</p> <p><i>Output 1.3: Young girls-led NGOs accumulated experience and knowledge that will be used into implementing further initiatives aimed at VAW prevention</i></p> <ul style="list-style-type: none"> ○ UWF provided ongoing support to partner girls-led organizations and helped to share their experience, successes and challenges with each other. ○ On the final conference, the local partners shared their achievements, successes, ideas for further initiatives. ○ Good practices analysis have been also conducted by local partners and the results were shared among local partner organizations <p>The target was fully achieved.</p> <p><i>Output 2.1: Recommendations on practical implementation of the unified model of work with women survivors of VAW, especially with</i></p>

	<p><i>regard to young girls and women, are developed and adjusted with national and nongovernmental actors in the sector</i></p> <ul style="list-style-type: none"> ○ Expert group was formed for evaluation and providing recommendations for approval of unified model of work with women survivors of VAW and was composed of 12 representatives of the Ministry of Social Policy, the Ministry of Internal Affairs, women’s organizations working on VAW and young activists from the pilot regions. <p><i>Output 2.2: Young girl-led NGOs are integrated into multi-sectoral coordination and referral system on VAW</i></p> <ul style="list-style-type: none"> ○ Unified model was prepared, but not adjusted yet. <p><i>Output 2.3: Facilitate the implementation of unified model in pilot regions has not being achieved at all</i></p> <ul style="list-style-type: none"> ○ No activities have been conducted. The target was not achieved.
Conclusions	<p>Based on the desk review and interviews, the Project fully achieved the following outputs: Output 1.1: Competencies of young girls-leaders and their NGOs with regard to raising awareness and promoting strong stand VAW are built, Output 1.2: Joint activities of young-girls led NGOs resulted into increasing the level of awareness and promoting strong stand against VAW among young girls, women, boys and young men and Output 1.3: Young girls-led NGOs accumulated experience and knowledge that will be used into implementing further initiatives aimed at VAW prevention. The project achieved only partly the majority of outputs under Outcome 2, namely Output 2.1: Recommendations on practical implementation of the unified model of work with women survivors of VAW, especially with regard to young girls and women, are developed and adjusted with national and nongovernmental actors in the sector and Output 2.2: Young girl-led NGOs are integrated into multi-sectoral coordination and referral system on VAW were only ‘partly achieved’, while Output 2.3: Facilitate the implementation of unified model in pilot regions has not being achieved at all.</p>
Others	N/A
Evaluation Criteria	Effectiveness
Evaluation Question 2	<ul style="list-style-type: none"> ● To what extent did the project reach the targeted beneficiaries at the project goal and outcome levels? ● How many beneficiaries have been reached?
Response to the evaluation question with analysis of key findings by the evaluator	<p>In overall, the project achieved its development objective to some extent as Outcome 1 was fully achieved, meanwhile Outcome 2 was achieved only partly due delays with ratification of Istanbul Convention and political instability in Ukraine during 2014-2016.</p>
Quantitative and/or qualitative evidence gathered by the evaluator to support the response and analysis above	<p>Outcome 1 was fully achieved as:</p> <ul style="list-style-type: none"> ○ Young girls-leaders from 12 organizations improved their skills with regard to VAW issues, project planning, management and reporting, networking and other skills and 9 organizations were selected as project local partners. Young girls-leaders were capacitated and motivated to design and run projects aimed at raising awareness and promote strong stand against violence among young girls. ○ In total, 5,667 girls and boys (71% girls and 29% boys) who have been reached by girl leaders and their NGO’s to raise

	<p>awareness on violence against women and girls in 9 pilot regions, which is on 40% more from initially set targets. It happened due to high level of interest of youth in the topic and project's partners activities. Feedback from evaluation interviews with project regional partners also demonstrate that after project's end active youth in some regions such as Vinnytsya, Zhytomyr, Bila Tserkva and Odesa initiate additional actions by themselves focused on violence prevention against girls and young women.</p> <ul style="list-style-type: none"> ○ 2016 end-line survey show that beneficiaries have become more aware of violence and its manifestations, acquired knowledge on how to behave and where to address in case they face violence. <p>Outcome 2 was partly achieved as:</p> <ul style="list-style-type: none"> ○ Recommendations on practical implementation of the unified model of work with women survivors of VAW, especially with regard to young girls, were developed, but pending approval due to delays with ratification of Istanbul Convention and ongoing political turmoil prevent introduction of required laws and new standards of work with women survivors of VAW at the state level.
Conclusions	The project impact indicators were fully achieved; outcome indicators for Outcome 1 were either fully achieved or exceeded the set targets, whereas the project outcome indicators for Outcome 2 have not been achieved.
Other	N/A
Evaluation Criteria	Effectiveness
Evaluation Question 3	<ul style="list-style-type: none"> ● 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.
Response to the evaluation question with analysis of key findings by the evaluator	The project generated positive changes in the lives of targeted women and girls primarily by increasing their awareness about violence against women, its main forms and methods of how to cope with it.
Quantitative and/or qualitative evidence gathered by the evaluator to support the response and analysis above	<p>Post-event assessments conducted by project partners demonstrate that 75% of participants felt more empowered relating to own safety and more aware of violence against women and girls and possibility to be protected. The beneficiaries reported they have become more aware of violence and its manifestations, acquired knowledge on how to behave and where to address in case they face violence. Some of them have joined the girls-leaders in their awareness raising efforts as volunteers.</p> <p>It has been reconfirmed by 2016 end-line survey, the project improved knowledge about violence among about 89% of young women and girls, which is on 5% higher from the project's baseline. The number of girls and young women who did not know about violence decreased from 20% at the beginning of project implementation to 5% at the end of project implementation. After participation in the project, young women and girls aged 10-19 can identify better various forms and manifestations of violence, know the</p>

algorithm of actions in case of violence and became more prepared for combating violence in school (bullying) and declare anti-violent messages. Now about 96% of young women and girls know about physical violence, 92% know about sexual violence and 88% know about psychological violence, whereas only 56% is aware about economical violence. About 60% of participants of the end-line focus groups felt inspired and ready to inform others about the problem of violence through video lectures, public actions, trainings, interviews etc.

Feedback received from project's partners during final evaluation indicate that in each pilot region there were cases when after participating in project's actions girls and boys-perpetrators realized and confided that they had made violence and changed their behaviour. It led to establishing of more friendly relations in school groups. Also interviewed school and college psychologists and administrators pointed out that training programs for both students and teachers dramatically affect the violence prevention in schools and promotes safe environment for youth.

Based on the focus groups with young girls and boys and interviews with psychologists, social workers and project partners, a number of success stories have been identified by the Evaluator.

Partners events in pilot regions: Success Highlights

Story 1 - Lutsk

For the training on tolerance, we invited 5 children-violators (1 girl and 4 boys aged 17) in addition to ordinary students from secondary schools. All of the children-violators had suspended sentences. They were accompanied by social worker from the criminal executive service in Lutsk; however, we asked her to leave the training room which at the beginning she did not want to do as was afraid that they will escape. Two out of five children-violators left the training 1-3 hours after the start, but 3 stayed and even asked for the phone and address of our NGO. This is an alternative to how to work with criminals and offenders. We began to work with them through art therapy. We started with coloring, and background music. At first everyone was shocked, and then children violators started to communicate on an equal basis with other children and told their stories. Ordinary children saw a different reality and understood what could happen if they wish to break the laws. The group had a very thrifty attitude to offenders. After the training, even the article was published about how offenders Lutsk have been taught tolerance.

Story 2 - Rivne

At the forum theater, there was presented a situation, when a drunk guy hammers at the girl in the bus. We discussed a variety of options on how to deal with this situation. I went out on such emotions that began to tell all my girlfriends about this performance. I shared with them with the examples of how to cope in this situation. The main character in this performance started to quarrel with the drunk guy until she jumped out of the bus. A month or two after that, one of my girlfriend called me and told that when she went home at night on a

trolley bus, one guy started to hamper her. She recalled the situation which I described from the forum theater and invited him to share phone numbers. While he started to write her his phone number, she ran out of the vehicle and ran away. For me, it was a positive impact and a clear example of how girls can deal with situations related to violence and successfully resolve them.

Story 3 - Rivne

After training I began to see violence and identify its types. I see now the first sign of violence. Earlier, I have not seen it or did not want to see it or simply did not pay attention. For me, it was normal and that it should be so. I thought that people adapt to each other, but when it lasts for years, I realized that it was not right. I started to analyze behavior towards myself and others. I became more confident. Once I was ashamed to speak in public, make contact with people. When came to the project, I began to take part in the trainings and project's events, I saw how people react to me and the problems that we discuss. It gave me much more confidence to build relations with people. In a word, in this project, I received not only knowledge but also personal growth.

Story 4 - Rivne

Now I do not have cases of violence against me, but my classmates have. They accuse someone of something, there are often in situations of violence against them. Now I try to help them to resolve these situations without conflict and violence. I am having conversations with fellow students and friends about tolerance in the behavior with their peers. I am telling them that the person against whom you commit violence feels very uncomfortable. I learned about it through forum theaters and know I started to avoid various clashes in the team and people. My involvement in Forum Theater changed a lot in my life. I expanded my social circle and expanded their knowledge of how to solve the problem of violence.

Story 5 - Bila Tserkva

Many thanks to the trainers who gave us a lot of knowledge and techniques on how to share with children the theme on violence. When we prepare for our own lectures or training, we choose what method is the most adequate based on the types of audience. Here it is our personal self-development. After the participation in the project's training, we use the acquired knowledge during conduction of our own trainings on violence at schools and colleges and we are doing it in a more professional way with usage of a proper terminology and in a more user-friendly and easy to understand language. Teachers and practical psychologists in schools were very satisfied with our work, because then several times called us and offered to hold such information activities in their schools in other classes. Satisfaction of school teachers was based on feedback received from children.

Story 6 - Lviv

I with my friends came to train a group of children from difficult families on domestic violence. This training was organized by Caritas. We have been able to make contact with the audience, and they asked us to come to them again and talk about this topic more widely. Such behavior of children from difficult families surprised both Caritas director and social worker as we have found key to quite difficult audience. For the next training the same amount of teenagers came. We managed to become their friends and give them the opportunity to talk with us as with older friends and discuss pressing issues for them. About this approach when you need to become a friend to a child and at the same time do not cross the line, we were taught at the project's workshops.

Story 7 - Lviv

We got the project's booklet on how to identify future offenders on a date based on his behavior. When we distributed it to the young girls and discussed this booklet, some of them noted that they faced such situation at the dates. It turned out that every fourth girl faces similar behavior from the guy on the first date, i.e. when a men consider the girls their property. The girls were very thankful to us for sharing with this information as it will allow to avoid such situation in the future and determine future men-offenders at the early stage.

Story 8 - Lviv

Project's workshops helped me and my University friends in selection of a profession and obtaining new knowledge and skills. For example, how to communicate with the client, how to approach him/her, how to talk, even as he/she cries, and how to provide practical help and what words to choose. We do not receive such trainings in my University. The strength of the workshop was transfer of experience of practicing psychologists during provision of assistance to women victims of violence and their families. Literally every phrase was supported by examples from life. For example, a client comes and starts to cry. We were told how to properly react to it and do no harm. Words that all will be fine, all will be resolved, can bring even more damage. So it is necessary to give a client to cry and then speak out about her/his situation without any interruption. This training was important for me and highly relevant to my profession as will help in my future work as psychologist after graduation.

Story 9 - Vinnytsya

During the training on violence organized by the project, one of the groups in our college realize that they have one teacher who makes psychological violence on them. Before this training, anyone identified psychological violence against children. During the training, the students start to think what they will do with this teacher. The students after some doubts decided to inform the administration of the college about this situation and submit an official letter with signatures of the whole group.

Story 10 - Zhytomyr

After the training the teacher called a trainer and said that after discussing the theme of conflict and violence, the participants concluded that it is important to have a space in the classroom and in

the group with co-students as well as to change the atmosphere in the classroom for a non-violent environment. Recently she had a situation where one student wanted to initiate some conflict, and the students reminded him about the training on violence and his promise not to offend anyone and not to commit any violence. They also reminded him about the drawing against conflicts and violence in his own class. This boy had to apologize and stop offending his peers and show aggression to them.

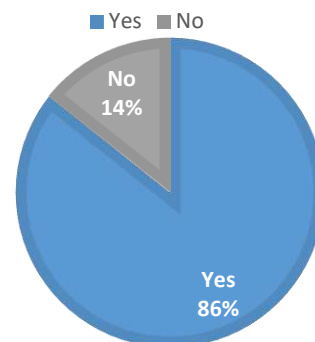
Story 11- Zhytomyr

After the training, one girl with disability came to the trainer and informed her that her girlfriend has experienced domestic violence. She said about the training to her girlfriend and told her that the issues of domestic violence have been discussed and that participants of the training were asked not to remain silent if they or their friends are under threat. The trainer talked with the girl and informed all competent authorities about this case, which afterwards provided her assistance.

The Project also allowed through project regional partners to share with information about service providers among girls and young women. As evident from the 2016 end-line survey, about 77% of girls and women know that in their regions it is possible to receive psychological consultations, 73% know that they can refer in the case of violence to police and 70% know about the organizations to which they can turn for help.

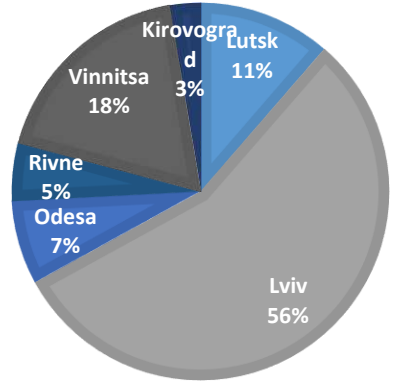
The results of the survey among NGOs working on VAW issues in target project's regions as well show that the Project contributed to the increase in awareness among girls and young women about local NGOs working on VAW issues.

Increase in awareness about local NGOs working on VAW
(sample – 6 local NGOs working on VAW)



As a result, the number of referrals to local NGOs working on VAW from project partners increased on from 3% to 56% depending on the pilot region.

% of referrals to local NGOs working on VAW from project partners

	<p>(sample – 6 local NGOs working on VAW)</p>  <table border="1"> <caption>NGO Distribution by Region</caption> <thead> <tr> <th>Region</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Lviv</td> <td>56%</td> </tr> <tr> <td>Vinnitsa</td> <td>18%</td> </tr> <tr> <td>Lutsk</td> <td>11%</td> </tr> <tr> <td>Odesa</td> <td>7%</td> </tr> <tr> <td>Rivne</td> <td>5%</td> </tr> <tr> <td>Kirovograd</td> <td>3%</td> </tr> </tbody> </table>	Region	Percentage	Lviv	56%	Vinnitsa	18%	Lutsk	11%	Odesa	7%	Rivne	5%	Kirovograd	3%
Region	Percentage														
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Lutsk	11%														
Odesa	7%														
Rivne	5%														
Kirovograd	3%														
<p>Conclusions</p>	<p>The project contributed to the improvement of young women and girls’ awareness about different types of violence as prior to the project they have limited knowledge about it, i.e. heard only about physical and sexual violence, while almost nothing about economic and psychological violence. Furthermore, the project allowed young women and girls to learn about institutions (independent from family and school) where to apply for getting services in case of VAW. All that increase confident of young women and girls on how to protect themselves from violence.</p>														
<p>Other</p>	<p>N/A</p>														
<p>Evaluation Criteria</p>	<p>Effectiveness</p>														
<p>Evaluation Question 4</p>	<ul style="list-style-type: none"> • What internal and external factors contributed to the achievement and/or failure of the intended project goal, outcomes and outputs? How? 														
<p>Response to the evaluation question with analysis of key findings by the evaluator</p>	<p>The pace of the project implementation was influenced by a series of internal and external factors, which have an influence on the achievement of the expected results and smooth implementation of the Project. Those factors were identified during the interviews with the project staff, beneficiaries and counterparts as part of this final evaluation.</p>														
<p>Quantitative and/or qualitative evidence gathered by the evaluator to support the response and analysis above</p>	<p><u>Overall project’s challenges</u></p> <p>Internal factors</p> <ul style="list-style-type: none"> ○ <i>Different capacity of project regional partners.</i> Project regional partners were quite different. Some organizations were well established (like Vinnytsya, Lviv, and Rivne) and some were quite new (like Lutsk). ○ <i>Staff turmoil during project implementation among some implementing partners and executing agency.</i> ○ <i>Difficulties with monitoring of regional project partners due to limited human resources of the UWF.</i> The project management team was composed of two staff members (project manager and project assistant). <p>External factors</p> <ul style="list-style-type: none"> ○ <i>Delays with finalization of the project document during the project inception phase.</i> The inception workshop was conducted by the UN Trust Fund on Violence against Women for the executing agency only in March 2014 due to the protests in Turkey where this workshop was scheduled to 														

take place, although the project was officially started on December 1, 2013.

- *Revolution of Dignity in Ukraine*. The project started short after the start of the 2014 Ukrainian Revolution². It influenced the UWF ability to start the project timely due to the limited availability of partners during political crisis in the country. UWF was able to conduct the training with regional partners only in summer 2014 and sub-grants have been disbursed only at the end of 2014.
- *Problems of the banking system in Ukraine after the Revolution*. Only during 2015 as per data of the Ukrainian Deposit Insurance Fund, 46 banks in Ukraine out of 180 have declared insolvency³. The bank of the main executing agency of the project declared bankruptcy as well in February 2015 and UWF lost US\$23,000 which has been on its bank accounts. This situation negatively influenced the project as all regional project partners were not able to implement planned activities during April-August 2015 due to the absence of the 2nd tranche and pending approval from the donor agency for continuation of the work under the project.
- *Frequent changes of the management and changes of the priorities of the Ministry of Social Policy of Ukraine*. During December 2013-January 2015, the management of the MSP changed twice. In addition, due to the annexation of Crimea and start of Anti-Terrorist Operation in the eastern part of Ukraine in mid-2014, Ukraine faced an influx of IDPs⁴. The MSP was assigned as a leading Ministry on IDPs issues up to April 2016 when the Ministry of Temporarily Occupied Territories and IDPs was created⁵. All these factors slow down the implementation of activities planned under Outcome 2 due to the absence of the assigned focal points at the Ministry dealing with VAM issues.
- *Non-ratification of the Istanbul Protocol by Ukraine*⁶. The approval of the developed by project unified model of work with young girls-leaders who experienced VAW is pending due to still non-ratification of the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention) by Ukrainian authorities.

² Background information: When President Yanukovich declined to sign the Association Agreement with the EU in November 2013, unexpected mass protests broke out and led to the 2014 Ukrainian revolution, known as Euromaidan. In late January 2014, the Ukrainian government stepped down and by the end of February Yanukovich had fled to Russia (<https://en.wikipedia.org/wiki/Euromaidan>, accessed on May 20, 2016).

³ <http://presstv.com/Detail/2015/04/12/405864/46-Ukraine-banks-declared-bankrupt>

⁴ Background information: As per the data of the Ministry of Social Policy (as of April 25, 2016) more than 1.7 mln internally displaced persons have been registered in Ukraine since the beginning of Russian aggression in Crimean peninsula and Donbas region (<http://uatoday.tv/politics/social-policy-ministry-reveals-number-of-ukraine-s-idps-637538.html>, accessed June 5, 2016).

⁵ <http://www.pravda.com.ua/news/2016/04/20/7106169/>

⁶ Background information: Council of Europe implemented a project "Preventing and combatting violence against women and domestic violence in Ukraine" during September 2013-February 2016 dedicating solely for fostering the ratification of the Istanbul Convention by Ukrainian authorities, including the preparation for the ratification and its implementation Ukrainian legislation, policy and practice (<http://www.coe.int/en/web/stop-violence-against-women-ukraine>, accessed June 6, 2016)

	<p><u>Specific challenges faced by the project's partners</u></p> <ul style="list-style-type: none"> ○ Difficulties working with rural children and adolescents due to low level of openness for communication and participation in interactive events. ○ Lack of interest and/or prejudice among male adults to the topics of gender equality and VAW. ○ Intolerant behaviour of workers of orphanages and law-enforcement institutions for teenagers. ○ Lack of cooperation with local government officials and active participation of teachers in project's events on gender equality and gender based violence. ○ Lack of trust and respect towards young girls and boys as leaders and trainers among some school teachers. ○ Excessive educational workload of youth and difficulties in organization of events as per plan due to school break and/or quarantine. ○ Inflation which caused some difficulties with publications as the prices increased 2-3 times depending on the region. ○ Technical obstacles such as small class rooms and absence of media equipment for presentations and trainings.
Conclusions	Internal and external project's challenges influenced mainly the implementation of initially planned activities under Outcome 2, while specific challenges influenced local partners' timetable for implementation of projects' workplans.
Other	N/A
Evaluation Criteria	Relevance
Evaluation Question 5	<ul style="list-style-type: none"> • To what extent was the project strategy and activities implemented relevant in responding to the needs of women and girls?
Response to the evaluation question with analysis of key findings by the evaluator	The Project is highly relevant both to the direct beneficiaries (young girls and boys (aged 10-19) and project partners (young girls-led NGOs). The project development objective and results were clearly stated and project activities were connected to the planned objectives. The assumptions in overall held true for Outcome 1, while were underestimated under Outcome 2.
Quantitative and/or qualitative evidence gathered by the evaluator to support the response and analysis above	<p>The Project was designed by the UWF as follow up to the project 'Providing assistance to victims of family violence and preventing the spread of domestic violence' which is supposed to be completed by the end of 2015 in Kirovohrad, Kyiv, Lutsk, Lviv, Odesa, Rivne, Vinnytsya, Zaporizzhya and Zhytomyr regions of Ukraine. The project design has been revised twice, i.e. on the Inception stage jointly by UWF and donor. The revision 1 led to decrease in the number of project's outcomes from 3 to 2. The revision 2 was done on the implementation phase and led to amendment of planned activities under Output 2.3 with regard to conduction trainings for social centers on developed unified model in pilot regions by project partners. This activity was changed to conduction of trainings on VAW, various forms of violence (physical, psychological, economic and sexual) and manifestations of violence (violence in family, in school, in public space) for school psychologists, school teachers, social educators and social workers.</p> <p>The target group (young women/girls and men/boys) was determined correctly by UWF as violence against women is a significant problem in Ukraine. According to a social poll conducted in 2009 by UNDP</p>

Ukraine, 44% of Ukrainian women faced violence at least once during their lives and 56% of young girls who survived VAW in childhood experience it after 18 as most of them (75%) never addressed anyone (police, friends, relatives), while assessment of experts from non-governmental sector show that 20-30% of Ukrainian women survive violence on a regular basis and 27% of Ukrainian young women and girls under 18 experienced violence. In addition, girls-leaders and their organizations had little knowledge about VAW issues and the importance of promotion of strong stand against VAW among young men and women.

The project, as stated in the project document, used four entry points in order to achieve results: at the policy level, at the institutional level, at the community level and beneficiary level to promote strong stand against violence.

On the one hand, the strength of the project design is that the Project was focused not only on changes in the life of direct beneficiaries, i.e. improvement of quality of life of girls and boys through better identification of various forms of violence on the local level through building capacity and commitment of young women and girls-leaders, but also on system changes, h.e. increasing the opportunities of survivors and vulnerable young girls to obtain the respective high-quality services and care through introduction of unified model of work with women VAW survivors on the national level. On the other hand, the Project intension to pilot and approve the unified model of work with women VAW survivors by the government and social care institutions was challenged by the changes in legislation when Ukraine started to adopt its legislation to the requirements of Istanbul protocol.

The overall and specific objectives were well-defined. The expected results were clear and are good indicators of what the project is meant to achieve. The selected activities were relevant for the fulfillment of the stated objectives and results; however, the project design lacked networking activities among different pilot regions. In overall, the project work plan was practical, logical, cohesive and relevant.

The selection of project's implementing partners in pilot regions were for the most part properly done as most of them have long been established in the field, which ensured both availability of experienced human resources and local ownership. However, there were several partners which were newly established and have limited experience in project management. The project would benefit more of inclusion more capacity building activities for all project partners to ensure establishment a better documentation system by each partner. Furthermore, most of project partners have not conducted consultations with national counterparts prior to development of project proposals. In many cases it led to subsequent challenges in implementation of planned activities as per initial workplan.

In terms of geographical scope, the project tried to cover too many regions of Ukraine with quite limited project budget per pilot region

	for being able to achieve lasting impact with quite short project lifespan. Additionally, all pilot regions mostly have different components and different target audiences.																																							
Conclusions	The project's design coherently addressed the existed gap in awareness about various forms and manifestations of violence among young women and men in Ukraine and young girls-leaders. The focus of the project on the institutional level, community level and beneficiary level to promote strong stand against violence are among the elements that made the project's design relevant. At the same time, the project would benefit from more in-depth situational analysis with regard to feasibility of approval by the Governmental bodies of the standards for providing services to girls and women-victims of VAW and political commitment for introducing changes in the secondary legislation as well as more narrow geographical scope. The project lacked sub-regional components under Outcome 1 as project partners implemented individual projects in each region with no joint activities.																																							
Other	N/A																																							
Evaluation Criteria	Relevance																																							
Evaluation Question 6	<ul style="list-style-type: none"> To what extent do achieved results (project goal, outcomes and outputs) continue to be relevant to the needs of women and girls? 																																							
Response to the evaluation question with analysis of key findings by the evaluator	During the project's lifetime, Ukraine underwent serious social and political transformation. The start of the military conflict in Donbass and prolonged economic crisis caused by Russian invasion made the Project even more relevant to the needs of Ukrainian young girls and boys.																																							
Quantitative and/or qualitative evidence gathered by the evaluator to support the response and analysis above	<p>As per the data of La-Strada Ukraine⁷, the number of calls for the national hotline on prevention domestic violence and gender discrimination increased on 23% between 2013 and 2015, while the number of calls received just during the first quarter of 2016 is 66% of the total number of calls of 2015. In spite of the number of calls, the vast majority of them are related to the domestic violence cases.</p> <p>Table 1. La-Strada Hotline Data (2013-Mar 2016)</p> <table border="1"> <thead> <tr> <th colspan="2">Year</th> <th>2013</th> <th>2014</th> <th>2015</th> <th>2016 (Jan-Mar)</th> </tr> </thead> <tbody> <tr> <td colspan="2">Total number of calls</td> <td>7,036</td> <td>7,725</td> <td>9,135</td> <td>6,069</td> </tr> <tr> <td colspan="2">% of calls on violence</td> <td>92,3%</td> <td>72,2%</td> <td>54,5%</td> <td>87,5%</td> </tr> <tr> <td rowspan="4">Types of violence</td> <td>Psychological</td> <td>51,2%</td> <td>50,7%</td> <td>47,0%</td> <td>49,7%</td> </tr> <tr> <td>Physical</td> <td>32,1%</td> <td>33,0%</td> <td>41,8%</td> <td>37,6%</td> </tr> <tr> <td>Economical</td> <td>13,3%</td> <td>13,9%</td> <td>9,0%</td> <td>10,2%</td> </tr> <tr> <td>Sexual</td> <td>3,4%</td> <td>2,4%</td> <td>2,2%</td> <td>2,5%</td> </tr> </tbody> </table> <p>The total number of calls on the issues of violence just slightly decreased (on 4.8%) since 2013, namely from 92.3% to 87.5% in 2016. There are some decrease in number of calls on the issues relating to</p>	Year		2013	2014	2015	2016 (Jan-Mar)	Total number of calls		7,036	7,725	9,135	6,069	% of calls on violence		92,3%	72,2%	54,5%	87,5%	Types of violence	Psychological	51,2%	50,7%	47,0%	49,7%	Physical	32,1%	33,0%	41,8%	37,6%	Economical	13,3%	13,9%	9,0%	10,2%	Sexual	3,4%	2,4%	2,2%	2,5%
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⁷ Background information: National Toll Free Hotline on prevention domestic violence, human trafficking and gender discrimination is operated by the International Women's Rights Centre "La Strada-Ukraine" since 2008 (<http://lastradainternational.org/lis-offices/ukraine>, accessed June 1, 2016)

	<p>economical, psychological, and sexual violence, i.e. on 3.1%, 1.5% and 0.9% respectively; meanwhile, there is an increase on 5.5% on calls on physical violence. The trend also shows substantial increase in calls on psychological, economic and sexual violence between 2015 and first quarter 2016.</p> <p>The interviews with project partners also showed that the military conflict in Ukraine has negative impact on gender violence. Ukraine still does not have targeted rehabilitation programmes for Ukrainian military men and the State rehabilitation program for ATO's participants is currently absent. Men who fought for six months or more in the eastern part of Ukraine, when back to their families show great aggression directed against his family members (wife and children). Nowadays only NGOs provided rehabilitation assistance and if the Government would not make any efforts, the country could have by the end of this year a large outbreak of domestic violence.</p> <p>The results of the project's end line survey also revealed that the problem of violence became more important for young girls aged 10-19 at the school level (on average 50%) and country level (on average about 67%), while violence has become less important on a personal level (on average 41%).</p>
Conclusions	Ukraine underwent tremendous changes during the last 2.5 years. The military conflict on the east of Ukraine and conduction of anti-terrorist operation influence on violence demonstration in the society. Therefore, project's relevance under such circumstances only increased.
Other	N/A
Evaluation Criteria	Efficiency
Evaluation Question 7	<ul style="list-style-type: none"> How efficiently and timely has this project been implemented and managed in accordance with the Project Document?
Response to the evaluation question with analysis of key findings by the evaluator	There was a reasonable relationship between budget allocated and results achieved; although the project suffered delays in implementation.
Quantitative and/or qualitative evidence gathered by the evaluator to support the response and analysis above	<p>The originally envisaged duration of the intervention was 24 months, extended to 28 months with no budget implications. The project was extended one time for 4 months and therefore ran from December 1, 2013 to March 31, 2016.</p> <p>In general, UWF has provided effective support to implementation through its back-stopping and supervision handled by the project coordinator and project assistant. UWF played a very important role proactively engaging in implementation support and performance monitoring. In principal, the project management team was perceived as knowledgeable and experienced with dedicated staff members. The project has engaged national experts and trainers to elaborate project training materials and guides, conduct baseline and end line surveys. Their work and deliverables were perceived as of good quality by interviewed partners.</p> <p>Regular and interim reports have been undertaken highlighting accomplishments as well as challenges faced by the project, and proposing overall good suggestions on how they could be addressed. Nevertheless the Project will contribute more if one more project</p>

	<p>assistant could be a part of the team and will be solely responsible for monitoring of regional partners activities.</p> <p>It was noticed in the evaluation however that particular evaluations should have been undertaken for each of the activities in order to accurately assess the viability of actions and impact on the target groups. For example pre and post evaluations during the trainings conducted by regional project partners or social theater performances could have been a good tool to assess the extent of change in attitudes amongst students and community leaders. Internal evaluations for the team following each activity could have also enhanced the direction of the project.</p> <p>There was a sound relationship between budget allocated and results achieved. In review of the project's disbursement history, the implementation has been cost-efficient and demonstrates good value for money. The distribution of costs between 'Project Direct Cost' and 'Project Support and Administrative Costs' amounts to 64.7 per cent and 35.3 per cent respectively.</p> <p>Project budget distribution costs disaggregated by type of costs</p> <table border="1"> <caption>Project budget distribution costs disaggregated by type of costs</caption> <thead> <tr> <th>Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Outcome 1</td> <td>58%</td> </tr> <tr> <td>Project support & Admin Costs</td> <td>35%</td> </tr> <tr> <td>Outcome 2</td> <td>7%</td> </tr> </tbody> </table> <p>The biggest allocations were done for Outcome 1 (58% of the total budget), for project support costs was allocated 35% of the total budget and for Outcome 2 only 7% of the budget.</p> <p>UWF submitted timely progress and financial reports. Nevertheless, donor has not attended any project activities and kept communication with the project team only through e-mails and/or phone.</p>	Category	Percentage	Outcome 1	58%	Project support & Admin Costs	35%	Outcome 2	7%
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Conclusions	<p>The evaluation concludes that the Project would benefit from the increased number of staff members involved in its implementation and sustainability in staff. Due to the suspension of the Project its coordinator had to leave and her responsibilities has been taken by other staff members when the Project activities restarted. The Project delivery represents good value for money. The delays in Project implementation were caused by the force-majeure situation, i.e. occurrence of 2014 Ukrainian revolution, annexation of Crimea and military conflict in the eastern part of the country, bank bankruptcy. Involvement of the donor in the process of project implementation was not sufficient.</p>								
Other	N/A								
Evaluation Criteria	Sustainability								

Evaluation Question 8	<ul style="list-style-type: none"> 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? 								
Response to the evaluation question with analysis of key findings by the evaluator	<p>Dependent on the nature of the results, and the availability of financial resources, capacity and local ownership, the achievements of the Project results can be sustainable. Gleaned from the desk review of documents and from interviews with the project team and partners, most of the Project partners undertook all necessary steps, which are under their control and within their mandate to promote sustainable project's outcomes.</p>								
Quantitative and/or qualitative evidence gathered by the evaluator to support the response and analysis above	<p>Eight out of nine project regional partners ensured sustainability of major project's results.</p> <p><i>Sustainability plans of project partners⁸</i></p> <table border="1" data-bbox="576 674 1374 1971"> <tr> <td data-bbox="576 674 746 1016">Bila Tserkva</td> <td data-bbox="746 674 1374 1016">Legal Unity Bila Tserkva Town Organization agreed with Bila Tserkva Department of Education under City Council to organize joint informational-awareness events on VAW issues during the school year 2016-2017 among students of 8-11 forms with the usage of the developed within the project training materials. It also prepares a cub of trainers jointly with secondary school 22 to conduct educational activities in schools from September 2016</td> </tr> <tr> <td data-bbox="576 1016 746 1189">Kirovograd</td> <td data-bbox="746 1016 1374 1189">NGO 'Territory of Success' shared with training materials on VAW developed by the project to the Kirovograd City Secondary School №3 for further usage during the school year 2016-2017 among students of 8-11 forms.</td> </tr> <tr> <td data-bbox="576 1189 746 1361">Lviv</td> <td data-bbox="746 1189 1374 1361">NGO 'Progressive Women' will use thematic flyers, film and social theatre performances developed by NGO 'Vis' within the project during its informational-awareness raising campaigns on VAW issues.</td> </tr> <tr> <td data-bbox="576 1361 746 1971">Lutsk</td> <td data-bbox="746 1361 1374 1971">NGO 'Corporation of Success' transferred 5 videos and training methodology on tolerance promotion developed within the project to the City Center on Social Service working with family, children and youth in Lutsk city and Center of the psychological and social work of the Educational Department of Lutsk City Council further usage during the school year 2016-2017 among students of 8-11 forms and during summer school camps. In addition, the project's training materials on tolerance will be used in the school summer camp organized by the City Center on Social Service working with family, children and youth in Lutsk city on May 30-June 3 at the Secondary School №17. Also NGO 'Corporation of Success' is planned to provide methodological support to the Center of the psychological and social work of the Educational Department of Lutsk City Council for conduction of trainings for social</td> </tr> </table>	Bila Tserkva	Legal Unity Bila Tserkva Town Organization agreed with Bila Tserkva Department of Education under City Council to organize joint informational-awareness events on VAW issues during the school year 2016-2017 among students of 8-11 forms with the usage of the developed within the project training materials. It also prepares a cub of trainers jointly with secondary school 22 to conduct educational activities in schools from September 2016	Kirovograd	NGO 'Territory of Success' shared with training materials on VAW developed by the project to the Kirovograd City Secondary School №3 for further usage during the school year 2016-2017 among students of 8-11 forms.	Lviv	NGO 'Progressive Women' will use thematic flyers, film and social theatre performances developed by NGO 'Vis' within the project during its informational-awareness raising campaigns on VAW issues.	Lutsk	NGO 'Corporation of Success' transferred 5 videos and training methodology on tolerance promotion developed within the project to the City Center on Social Service working with family, children and youth in Lutsk city and Center of the psychological and social work of the Educational Department of Lutsk City Council further usage during the school year 2016-2017 among students of 8-11 forms and during summer school camps. In addition, the project's training materials on tolerance will be used in the school summer camp organized by the City Center on Social Service working with family, children and youth in Lutsk city on May 30-June 3 at the Secondary School №17. Also NGO 'Corporation of Success' is planned to provide methodological support to the Center of the psychological and social work of the Educational Department of Lutsk City Council for conduction of trainings for social
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⁸ Source: signed letters of intent with partners' stakeholders (state and NGO counterparts)

		teachers in December 2016 and March 2017 on usage of art-therapy in the work with difficult student and social theatre as an interactive tool for the work with teenagers prone to crime.
	Odessa	No information has been shared by Social Movement "Faith, Hope Love"
	Rivne	NGO 'Chayka' shared with the Methodological Educational Department of the Vocational Education in Rivne region the developed training manual on VAW issues among youth and committed to distribute it among lyceums and colleges of Rivne region for further usage during the school year 2016-2017 among students. Zoryany village public theatre under community center and NGO 'Chayka' planned to launch a social theatre for youth and students during the school year 2016-2017 in order to work on prevention on VAW and promotion of gender equality in the society.
	Vinnitsya	Thematic flyers and film were shared by NGO 'Vis' with the Vinnitsya Resource Center of Information 'Kreativ', Vinnitsya Youth Center 'Volunteer', NGO 'Dzherelo Nadiyi', Podillya Center of Social Technologies and Khmel'nitska NGO 'Law'. Forum Theatre will be continued by college.
	Zaporizhya	NGO 'Vzaemodiya' transferred 2 videos ('Cyberbullying. How teenagers could protect themselves in the Internet?' and 'Violence among Youth. Is it the way to do it differently?') developed within the project to the Regional and City Centers on Social Service working with family, children and youth in Zaporizhya region, NGO 'Egida', and NGO 'Donbass Initiatives of Cities' for preventive work among youth.
	Zhytomyr	NGO 'Parytet' transferred all the developed within the project video materials to the educational institutions involved in project implementation (Zhytomyr State Technical University, Zhytomyr College on Service and Design, Zhytomyr College on Construction and Design, Korystoshiv Professional Agrarian Lyceum, Berdychiv College №4, Golovynskiy College, Zhytomyr College of Food Technology), Center for Vocational Education in Zhytomyr city and Methodological Educational Department of the Vocational Education in Zhytomyr region, which they plan to use during educational year 2016-2017. It also created 20 gender video clubs at colleges which could be use further by students and teachers.
	The project has not fully ensured sustainability of the unified model of dealing with young girls who experience VAW as it was only drafted during the project's lifetime and preliminary	

	approved by MSP ⁹ . Nevertheless, UWF will continue advocating for adoption of the new model of work with women survivors of VAW after the project end as it is a part of its Strategic Plan for 2013-2016. In addition, financial sustainability of project's results has not been yet ensured by UWF and project partners as no follow up funding to continue work on VAW issues in all pilot regions have been obtained so far
Conclusions	The project's results of Outcome 1 will be sustainable as project's partners continue their work in the regions and project's counterparts' shows ownerships of project's results. The most sustainable are the results of the project's partners in Vinnytsya, Rivne, Lutsk and Bila Tserkva. The sustainability of project's results under Outcome 2 is pending approval from the MSP.
Other	N/A
Evaluation Criteria	Impact
Evaluation Question 9	<ul style="list-style-type: none"> What are the unintended consequences (positive and negative) resulted from the project?
Response to the evaluation question with analysis of key findings by the evaluator	The short and medium term results of the Project were highly influenced by the political context, in which it has been implemented. Unintended positive consequence of the project include decrease in importance of problem of violence on a personal level among young women and girls and improvement of organisational capacity and partnerships of project partners. Unintended negative consequence is that several project partners have lower level of performance as it was initially expected.
Quantitative and/or qualitative evidence gathered by the evaluator to support the response and analysis above	<p>On the beneficiary level, the results of the focus groups in the framework of 2016 end-line survey indicated that the positive unintended consequences resulted from the project is decrease in importance of problem of violence on a personal level (14%) and family (8%) for girls aged 10-14 and decrease on a personal level (21%) for girls aged 15-19. The project also significantly increased the level of confidence of girls and young women to hotline operators and workers of NGOs. Girls also showed a greater willingness to apply when such a need for people who can assist them in solving the problem of violence.</p> <p>On the institutional level, the project brought a number of positive benefits to the partner organizations in all pilot regions, mainly in the form of either organizational strengthening or partnerships building or improvement of visibility of organizations or increase in the amount of audience.</p> <p>Odesa Through participation in the project, social movement "Faith, Hope Love" was able to join the Association of Women's Organizations region and was able to engage the support of a significant number of schools as well as find out qualified and interested teachers, experts, psychologists both in the city and in the region who are willing to cooperate with them in the future.</p> <p>Lutsk</p>

⁹ Background information: Minutes of the experts meeting dated February 25, 2016 were signed by Natalia Fedorovych, Director of the Department of Family, Gender Policy and Human Trafficking, Ministry of Social Policy of Ukraine

	<p>The project allowed Volyn Regional NGO 'Corporation of Happiness' to attract a large number of volunteers who support the organization and actively participate in all its activities.</p> <p>Zaporizhya NGO Interaction increased its confidence among target audience as the number of complaints on cases of violence increased. Thanks to the project changes to the Integrated Regional Programme of rehabilitation and recreation for children, family support, youth and gender parity and combating human trafficking in Zaporizhya region was initiated.</p> <p>Bila Tserkva The project gave new partners and volunteers from criminal juvenile police and Center for Applied Psychology.</p> <p>Vinnystya The project created interest on the topic of violence in other regions of Vinnytsya region (like Lypovetskiy and Mohilev-Podilskiy) and of NGO Vis received requests for conduction of thematic trainings and forum theatres performances for students from secondary schools and colleges.</p> <p>Lviv NGO Women Perspectives were able to attract bigger number of volunteers who support the organization and actively participate in all its activities.</p> <p>At the same time, it is necessary to mention that project partners demonstrated different performance due to different level of organizational development and commitment, some of them were highly effective like Vinnytsya, Rivne, Lviv and some performed less effective like Zaporizhya or Kirovograd.</p> <p>On community level, pilot projects in regions affected mass media and local officials. Mass media became more open and demonstrate their interest in highlighting the VAW problem and raising awareness of youth about service providers. More than 120 mass media agencies supported local projects' implementation widely.</p>
Conclusions	The project unintended consequences (positive and negative) resulted from the project have been identified on beneficiary, institutional and community levels.
Other	N/A
Evaluation Criteria	Knowledge Generation
Evaluation Question 10	<ul style="list-style-type: none"> What are the key lessons learned that can be shared with other practitioners on Ending Violence against Women and Girls?
Response to the evaluation question with analysis of key findings by the evaluator	Judging from interviews with the project implementers, stakeholders and beneficiaries, a number of lessons learned relevant to the implementation of other UWF project could be identified.
Quantitative and/or qualitative evidence gathered by the evaluator	<p>Lesson 1</p> <p>Bottom-up approach towards implementation of projects at the local level is an effective approach for ensuring local ownership, i.e. provision of freedom to project partners in selection of the activities</p>

to support the response and analysis above

which are the most suitable for the local context and capacities of organizations.

Lesson 2

Signing of partnerships agreements by local NGO partners with local counterparts from educational institutions enable better implementation of project's activities and sustainability of project's results.

Lesson 3

There is a need to extent awareness raising campaigns among rural population, as it has the least access to information about violence among/against children and VAW, ways to counter and prevent it. Special activities and information sharing meetings for parents are also required.

Lesson 4

For different age group and area (urban/rural), it is necessary to use different training approaches and techniques, since the same event differently perceived by participants.

Lesson 5

The most effective are those activities which include direct participation of the child, not just as an observer or listener, but as active participants.

Lesson 6

Children of secondary school are not open to discuss domestic violence issues whereas primary school children are less familiar with the term gender and its meaning.

Lesson 7

During implementation of future projects on VAW it is necessary to include activities which are targeted for social workers, school and college teachers and aimed at strengthening their knowledge and skills on tolerant and non-violent communication and behavior with children.

Lesson 8

High demand in trainings on VAW, GBV and DV among teachers, practicing psychologists, social workers and students due to absence of professional training programs at the Ukrainian educational institutions.

Lesson 9

During conduction of awareness raising activities in educational institutions it is better to select participants from lower course years (e.g. if it is a college than 1st course rather than 2nd or 3rd) as it allows the project to build capacity of students and maintain it during project implementation.

Lesson 10

During the work in educational institutions, it is necessary to work with both students and teachers.

	<p>Lesson 11 Conduction of multi-disciplinary trainings with involvement of psychologists, social workers and representatives of social services and law enforcement agencies together is an effective approach for discussion of the possible ways to address and prevent violence</p> <p>Lesson 12 Although the project was focused more on adolescents, social workers and practical psychologists, it is also necessary to include parents in project's activities to increase their awareness as well about violence and its forms.</p> <p>Lesson 13 After the start of ATO in Ukraine, citizens changed attitudes to volunteers and perceive them as those who work for Ukrainian army support in the eastern part of Ukraine, while those volunteers who deal with social issues perceived as pampering.</p> <p>Lesson 14 To increase project visibility it is better to do joint publications under the project's logo instead of a series of publications by individual project implementing partners</p>
Conclusions	The project has a number of lessons learned both relevant for design and mode of implementation of future similar interventions.
Other	N/A
Evaluation Criteria	Knowledge Generation
Evaluation Question 11	<ul style="list-style-type: none"> 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?
Response to the evaluation question with analysis of key findings by the evaluator	The project generated a number of promising practices that can be replicated in other projects and/or in other countries that have similar interventions.
Quantitative and/or qualitative evidence gathered by the evaluator to support the response and analysis above	<p>Based on the experience of project's partners, the methods for facilitating learning to which young people appeared more receptive appear to be through:</p> <p><i>Interactive theatre (forum or social)</i> is another technique that creates favourable platform for informal discussion, reflections and debates about violence against women and girls and ways to counter it. The goal of Interactive Theatre is to make people more aware of VAW problems that they may have not considered previously. Interactive Theatre scenarios are designed to stimulate audience participation. In Interactive Theatre performances organized by the project, audience members came forward to demonstrate various approaches to intervening on the victim's behalf. In a scene, these characters remained the same, while the other characters in the scene (the bystanders) are replaced by audience members who try different approaches at preventing or stopping the violence as it is happening. Audience members are allowed to attempt their solutions until they feel satisfied they have done everything they have wanted to do. After the Forum scene has been worked through, discussion take place about the scene's issue(s). Interactive theatre has a great potential to increase participants' sense of collective responsibility to prevent</p>

	<p>violence from occurring. Interactive theatre is the most effective when based in the school and/or college from students.</p> <p><i>Peer-to-peer raising awareness campaigns on VAW</i> using flash mobs, street action, film showing, booklets, and quests are effective methods to convey messages about healthy behaviour to broad populations. They increase the amount of information available on a topic and may reduce undesirable behaviour. The project used strategies in media campaigns that aimed to change cultural and social norms through provision of information on increasing safe, stable and nurturing relationships between children and their parents and caregivers, developing life skills in children and adolescents and victim identification.</p> <p><i>Art-therapy</i> proved to be the most efficient method for work with different categories of youth. It allows to discuss and promote tolerance, as well as values and skills of non-violent communication. This technique can help adolescents to communicate traumatic experiences without become overwhelmed or dissociated from their feelings. The art form, such as story making / role-play / drawing, acts as a ‘third party’ that can help the one who has suffered tell their story safely. Art used in therapy can meet the adolescents needs for control, narcissistic expressions, creativity, and exaggerated logic. This technique in particular effective for difficult teenagers who experience difficulties with law.</p> <p><i>Volunteering by children and youth in NGOs working on VAW</i> can help to develop values and skills. Youth feel a sense of pride and usefulness, as they are able to actively contribute to their community. Volunteering strengthens community support systems, which increase resiliency and reduce vulnerability to participating in violent activities.</p> <p><i>Video-trainings.</i> To ensure Project sustainability and create possibilities for scaling-up, two video-trainings were developed: 1) training on art-therapy and 2) training on interactive theater methodology. The trainings were shared with partners in the regions and distributed among wider audience through the UWF website.</p>
Conclusions	<p>Interactive theatre, art therapy, volunteering and raising awareness campaigns on VAW and video-trainings are the most efficient ways to promote ideas of gender equality and zero-tolerance to violence against girls and women. Interactivity and informality of these events allows to tackle a wide audience, including those with the most conservative/intolerant views, whereas collaborative and experiential learning allows for better information accommodational and acquisition among children and adolescents</p>
Other	N/A

9. Conclusions

Evaluation Criteria	Conclusions
Overall	Overall the Project made considerable strides towards achieving its goal to 'empowering girls and young women in 9 targeted communities to live a life free of violence as a result of improved preventative and response services'. The project objectives were largely met and its effects will be felt beyond its life-time due to the fact that it applied a comprehensive approach impacting various groups - young girl leaders from civil society organizations, young women/girls and men/boys aged 10-19, teachers, social workers, practical psychologists, and general public.
Effectiveness	Effectiveness: satisfactory The project was effective where it did deliver. More visible and substantial achievements can be seen under Outcome 1, whereas most of activities under Outcome 2 have been achieved either partly or not achieved. A very challenging environment prevented UWF to achieve full results planned under Outcome 2.
Relevance	Relevance: moderately satisfactory The project enjoyed a high relevance as the project's subject matter – violence against women – remain contentious issues in Ukraine and even much more serious problem on the stage of project implementation as the war in eastern part of Ukraine was started. The focus of the project on the institutional level, community level and beneficiary level to promote strong stand against violence are among the elements that made the project's design relevant. At the same time, the project would benefit from more in-depth situational analysis with regard to development of unified model of work with women survivors of VAW.
Efficiency	Efficiency: moderately satisfactory Planned project management structure was only partly effective as lacked project staff. The Project delivery represents good value for money. The delays in Project implementation were caused by the force-majeure situation, i.e. occurrence of 2014 Ukrainian revolution, annexation of Crimea and military conflict in the eastern part of the country, UWF bank bankruptcy. Involvement of the donor in the process of project implementation was not sufficient.
Sustainability	Sustainability: satisfactory The project activities demonstrated good prospects for sustainability under Outcome 1 due to high level of local ownership, meanwhile sustainability of project's results under Outcome 2 is pending approval from the MSP.
Impact	Impact: satisfactory The Project has showed the positive short term and medium term impacts at individual, institutional and community levels through contribution to raising awareness of young girls and women on identifying and countering various forms and manifestations of violence against them and promote non-violent behaviour with regard to young girls and women among peers and community members and encourage them to have greater willingness to help girls and women who experience violence, whereas limited impact has been achieved on policy level in terms of ensuring that government institutions and social care centres improve the scope and quality of preventive services and services provided to young girls who experienced VAW.
Knowledge Generation	Knowledge generation: highly satisfactory

	The Project resulted in 4 promising practices that can be replicated in other projects and/or in other countries that have similar interventions and has 14 major lessons learned.
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10. Key recommendations

Evaluation Criteria	Recommendations	Relevant Stakeholders (Recommendation made to whom)	Suggested timeline (if relevant)
Overall	UWF should re-think its focus on projects implementation. UWF has an exceptional expertise on VAW and therefore it should focus more on policy changes in the area of VAW. As Ukraine nowadays undergo a decentralization process, it is suggested to focus more on local level, which is in overall much more open for collaboration and advocate for adoption of regional programmes on prevention of VAW in addition to conduction of awareness raising and capacity building for state authorities, youth and their parents, educational institutions administration and staff. To focus future VAW interventions more on raising awareness on psychological and economical violence	UWF	
	The nature of VAW demand a long-term perspective. The UN Trust Fund on Violence Against Women should therefore provide funding for a minimum of three years with a possibility for extension when projects require more time to achieve results and make an impact	Donor	
Effectiveness	To focus on less number of regions (just 4-5 as maximum) but provide more comprehensive assistance to the target group through combination of awareness raising activities and more work on institutionalization of good practises by local state authorities in future interventions on VAW	UWF	
	To ensure conduction of joint activities among all participated regions in the future interventions with regional initiatives. It will allow to deepen the collaboration among regions and facilitate exchange of good practices and lessons learnt	UWF	
Relevance	To make set realistic results taking into consideration the project duration and country context. To involve into the project design all interested stakeholders and	Project partners	

	make sure that they are interested in collaboration prior to the project's launch.		
	In future similar interventions, it is highly recommended to undertake a proper analysis of assumptions that underpin proposed project activities. Ensuring that the assumptions are clear and well-founded can avoid unintended negative impacts, and can improve the sustainability of project results	UWF	
Efficiency	To provide training for improved reporting and M&E practices for all project partners, and include the design of pre and post capacity assessment tools in order to judge about the type and level of capacity development the project is expecting to contribute to	UWF	
	To carry out strategic sessions (3-4 days) with implementing local partners, when the project covers several regions at the inception and project implementation phases. It could be done in the form of a strategic planning matrix of the project that will allow to understand all implementing partners -who they are, where they are going and what they can do together	UWF	
	To sign Memorandums of Understandings with all key national counterparts during implementation of future projects as it will allow greater ownership of project's results on the local level	Project partners	
	To ensure allocation of sufficient number of staff for effective implementation of project. For similar type of interventions, it is recommended for executing agency to have one full-time project manager, one national project assistant and one part-time M&E specialist.	UWF	
	To continue practice of undertaking of baseline studies on VAW on inception phase, while combine conduction of end-line assessments with final project evaluation as it will allow savings of resources and time	UWF	
Sustainability	To develop exit plans to ensure sustainability of project's results on national and local levels	UWF/Project Partners	
Impact	To assess properly the capabilities of the partners prior to project implementation	UWF	
	To ensure allocation of sufficient time for conduction of proper lessons learned exercises, i.e. 6 months prior to project end.	UWF	

Knowledge Generation	To consider introduction of UWF single training, awareness raising and lessons learned repository database	UWF	
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Annex 1: Terms of Reference

1. Background and Context

1.1 Description of the project that is being evaluated.

Project title: Young Girls Leaders Promote Strong Stand against VAW among Their Peers

Organization: International Charitable Foundation “Ukrainian Women’s Fund”

Project duration: December 1, 2013 – March 31, 2016

Current project implementation status with the timeframe to complete the project: Ongoing project, no cost extension (NCE) period (01/12/2015 – 31/03/2016)

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

The project deals with all types of non-partner violence in the family, violence against the girl child and violence in the community (sexual harassment and violence in public spaces/institution). It includes all physical, sexual, psychological and emotional violence. Specifically, the project aims to raise awareness of young boys and girls about violence and its different forms. Currently, many manifestations of violence are not regarded as such by the majority of young people in Ukraine, and therefore they treat such violence against them as a normal practice.

This violence may be committed by parents, siblings and other relatives (violence in family), school administration, teachers, peers, boyfriends and strangers (violence in school and public spaces).

Main objectives of the project:

- 1) To empower young girls-leaders and their NGOs and support their initiatives aimed at raising awareness of young girls and women on identifying and countering various forms and manifestations of violence against them
- 2) To ensure that government institutions and social care centres improve the scope and quality of preventive services and services provided to young girls who experienced VAW
- 3) To promote non-violent behavior with regard to young girls and women among peers and community members and encourage them to have greater willingness to help girls and women who experience violence

Description of targeted primary and secondary beneficiaries:

Primary beneficiaries of the project are young women and girls (aged 10-19), including those who experienced VAW or are vulnerable to it (those who live in disadvantaged families or noticeably have difficulties in relations with their peers). At least 1,800 young girls and women have directly benefited from the project (200 from each region). They have been directly affected by initiatives of young girls-led NGOs.

Secondary beneficiaries are social/welfare workers (25 per region or 225 in total, who benefit from unified model and project awareness raising activities), men/boys (at least 5 per region or 45 in total, who are directly engaged to awareness raising activities) and staff members of CSOs (including young girls-led NGOs, 15 per region or 135 in total – they will contribute to solution

of VAW-related problems in their communities, improve their advocacy skills and increase their influence on decision-making).

Secondary beneficiaries are responsible for organization and carrying out awareness raising and advocacy events in 9 regions, promotion and replication of best practices.

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.

The overall goal of the project is to ensure that girls and young women in 9 target communities are empowered to live a life free of violence as a result of improved preventative and response services. To achieve it, the project is focused on the following outcomes and outputs:

Outcome 1: young women and girls are able to identify various forms of violence and access available services if they experience violence

Output 1.1: Competencies of young girls-leaders and their NGOs with regard to raising awareness and promoting strong stand against VAW are built.

Output 1.2: Joint activities of young girls – led NGOs resulted into increasing the level of awareness and promoting strong stand against VAW among young girls, women, boys and young men.

Output 1.3: Young girls – led NGOs accumulated experience and knowledge that will be used into implementing further initiatives aimed at VAW prevention.

Outcome 2: Government institutions and social care centers increase prevention initiatives and improve the scope and quality of response services for girls who have experienced VAW.

Output 2.1: Recommendations on practical implementation of the unified model of work with women survivors of VAW, especially with regard to young girls and women, are developed and adjusted with national and non-governmental actors in the sector.

Output 2.2: Young girls-led NGOs are integrated into multi-sectoral coordination and referral system on VAW.

Output 2.3: Facilitate the implementation of unified model in pilot regions.

The project contributes to changes in attitudes and behaviors of adolescents (young girls and boys) by raising their awareness and promoting strong stand against VAW. Whereas peer-to-peer approach is the most efficient in persuading youth, these are young girls-leaders and their networks who foster and promote these changes.

The project strives to achieve changes among youth by supporting changes in NGOs led by young women and girls. This approach ensures that project results are sustainable after its end.

Therefore the primary task is to ensure that project strategies contribute to improvement of capacities, leadership and influence of young girls-led NGOs. The project empowers them and strengthen partnerships among NGOs by selecting the most interested and qualified young women and girls-leaders, providing training and technical assistance to them, designing joint action plans and encouraging them to coordinate their efforts on ongoing basis.

During the implementation of awareness raising and outreach activities and development/ implementation of recommendations to unified model of work with young girls who experienced VAW, young girls-leaders accumulate knowledge, skills and lessons learnt, so they are able to use this evidence-based experience in further activities.

By developing/implementing recommendation to the unified model of work with young girls who experienced VAW, the project equips community-based service providers with tools on how to deal with young girls that survived VAW or are vulnerable to VAW. I.e., the recommendations are provided to organizations (crisis centres, social service institutions, youth friendly clinics etc.) that deal with women who survived VAW or are vulnerable to VAW. The recommendations help these service providers to improve their services especially to young women and girls that survived VAW or are vulnerable to VAW. The Ministry of Social Policy (MSP) needs to institutionalize them through

its internal mechanisms (endorsement, special order etc.) The government institutions provide these services to target groups during and after project end. The services are based on multi-sectoral coordination and referral system. Young girls-led NGOs are integrated into multi-sectoral coordination and referral system. Specifically, they refer young girls and women to preventive services and services for survivors of VAW.

The list of project activities is as follows. They are grouped along outcomes and outputs and represent logical and coherent chain to achieve the expected results:

Activity 1.1.1: Select a team of 25 young girls-leaders against violence

Activity 1.1.2: Identify their capacity building needs and prepare training materials

Activity 1.1.3: Conduct training of trainers on VAW issues, leadership and project management

Activity 1.1.4: Create web-page and electronic network of young girls-leaders

Activity 1.2.1: Facilitate the development of joint action plans and cooperation modalities

Activity 1.2.2: Identify projects of young girls-led NGOs that are implemented with the support of UWF

Activity 1.2.3: Implement the projects of young girls-led NGOs (trainings, outreach and awareness raising, contents, etc)

Activity 1.3.1: Provide support to young girls-led NGOs and facilitate experience sharing

Activity 1.3.2: Disseminate success stories and smart practices of the project at regional and national level

Activity 1.3.3: Ensure media coverage of project activities

Activity 1.3.4: Conduct final round table to summarize project results, share experience, practices and tools of raising awareness and promotion of strong stand against VAW among youth.

Activity 2.1.1: Elaborate recommendations on practical application of the unified model of work with girls

Activity 2.1.2: Advocate for approval by the MSP and other stakeholders for a unified model of work with women survivors of VAW

Activity 2.2.1: Disseminate information about preventive services and services for young women and girls who have experienced VAW.

Activity 2.2.2: Refer young girls and women to government and civic entities providing care to survivors of violence

Activity 2.2.3: Disseminate information on the unified model approach to Social care centers and NGOs

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

The project is implemented in 9 regions, it embraces regions from various parts of Ukraine with different prevalence of VAW and other socioeconomic indicators. These regions are Kirovohrad, Kyiv, Lutsk, Lviv, Odesa, Rivne, Vinnytsya, Zaporizhzhya and Zhytomyr.

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).

Project manager and Assistant are working on the present project. Project Manager ensures the implementation of tasks and activities, elaboration of project products, is responsible for relations with UN Trust Fund and its partners, carries out monitoring and evaluation of project activities, initiatives of young girls leaders, reports over the project activities and achieving project results and performs other necessary functions.

Project Assistant organizes trainings and other events, maintains financial documents and reports, organizes procurement, contacts with sub-contractors, keeps inventory, performs other necessary functions.

The project also involves national experts to train and provide support to young girls-leaders and elaborate the unified model of work with young girls who have survived VAW.

Project's budget is USD199,260.00 funded by the UN Trust Fund only.

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

Project partners are young girls-led NGOs and other regional and local women's NGOs working in the sector of combating VAW and the Ministry of Social Policy of Ukraine (MSP), crisis centers and social service institutions that provide care to young girls-survivors of violence.

UWF established a network of partner NGOs from 9 regions of Ukraine. These NGOs include first of all young girls-led NGOs (graduates of the UWF "First Step to Success" Program). They are: Zhytomyr Youth NGO "Parytet", Rivne Chaika Public Initiatives Support Center, Center "Women's Perspectives", Zaporizhzhya Association of Psychologists and Psychoanalysts "Vzaemodiya" ("Interaction"), Public Movement "Faith, Hope, Love", VIS Information and Education Center, NGO "Territory of Success", Legal Unity Bila Tserkva Town Organization, Volyn Regional NGO "Happiness Corporation" and Volyn Regional NGO "Childhood Happiness". The MSP, crisis centers, national, regional and local NGOs working in the sector of combating VAW joined the network.

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.

The purpose is to provide information about the results of the project "Young girls leaders promote strong stand against VAW among their peers" implemented by Ukrainian Women's Fund in partnership with Zhytomyr Youth NGO "Parytet", Rivne Chaika Public Initiatives Support Center, Lviv Center "Women's Perspectives", Zaporizhzhya Association of Psychologists and Psychoanalysts "Vzaemodiya" ("Interaction"), Public Movement "Faith, Hope, Love", Vinnytsya VIS Information and Education Center,

NGO "Territory of Success", Legal Unity Bila Tserkva Town Organization, Volyn Regional NGO "Happiness Corporation" and Volyn Regional NGO "Childhood Happiness" in order:

- (e) to inform the continuation or upscaling of the initiative and
- (f) to support replication of the project's best practices of working with youth on prevention VAW in other regions of Ukraine
- (g) to support, based on recommendations and lessons learnt extracted, enhancement of partnership among regional actors in providing care to survivors of violence

The final project evaluation has to be conducted in order to evaluate changes affected by the project. It will help to evaluate the achievement of project goal, outcomes and outputs. In addition, the summary of the project's best practices and lessons learnt and assessment of the changes that happened in life of project beneficiaries and in attitudes of young women and girls, boys and other community members with regard to VAW will be produced.

The final evaluation report will contain the results of project evaluation, findings, conclusions and recommendations, lessons learnt and best practices for dissemination.

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

The UWF will produce 3 types of reporting: the endline report, analytical report and final external report. The baseline and endline results will serve as a data source for the development of final analytical report explaining trends, lessons learnt and best practices as well as recommendations on usage of knowledge products created within projects implemented by young girls-led NGOs.

The evaluation results will be used by the UWF in elaborating next level initiatives to prevent VAW among youth, improving VAW-related services for women and girls, promoting best practices and success stories through mass media, social media and other channels. The target audience are other girls-leaders, NGOs and social service institutions in pilot and other regions, local authorities, national government, donors and the general public.

The evaluation results will be used by girls-leaders in their work on VAW prevention among youth, in developing partnership with government and non-government entities providing services to girls and women who have experienced VAW.

The MSP will use the evaluation results for developing referral mechanisms of providing services to girls and women who have faced VAW, improving their services, elaborating partnership with women's and youth NGOs working on VAW prevention.

2.3 What decisions will be taken after the evaluation is completed

Upon the completion of final external evaluation, the Fund will take into consideration the recommendations provided by external evaluator and will translate them into action plan for advocacy and awareness-raising campaigns aimed at promoting strong stand against VAW. Based on the results of the final external evaluation the Fund will decide:

- (d) effective way for the continuation or upscaling of the initiative,
- (e) what best practices have to be replicated in other regions of Ukraine,
- (f) effective way for the enhancement of partnership among regional actors in providing care to survivors of violence.

3 Evaluation objectives and scope

3.1 Scope of Evaluation:

- Timeframe: this evaluation needs to cover the entire project duration (01/12/2013 – 31/03/2016, NCE included).
- Geographical Coverage: Project's pilot regions - Kirovohrad, Kyiv, Lutsk, Lviv, Odesa, Rivne, Vinnytsya, Zaporizhzhya and Zhytomyr.
- Target groups to be covered: this evaluation needs to cover the target primary and secondary beneficiaries as well as broader stakeholders:
 - young women and girls (aged 10-19),
 - social/welfare workers
 - men/boys
 - staff members of NGOs (including young girls-led NGOs)

3.2 Objectives of Evaluation:

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 at the outcome and project goals;
- b. To generate key lessons and identify promising practices for learning;
- c. To assess the changes that happened in life of project beneficiaries and in attitudes of young men, women, boys and girls and other community members with regard to VAW after implementation of the project activities;
- d. To analyze the change in improving the scope and quality of response services for girls who have experienced VAW after implementing the unified model of work with women survivors of VAW.

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	5) To what extent were the intended project goal, outcomes and outputs achieved and how? 6) To what extent did the project reach the targeted beneficiaries at the project goal and outcome levels? How many beneficiaries have been reached? 7) 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. 8) What internal and external factors contributed to the achievement and/or failure of the intended project goal, outcomes and outputs? How? <i>Alternative questions in case of project focusing at the policy level</i> 9) To what extent was the project successful in advocating for approving an unified model of work with women survivors of VAW? If it was not successful, explain why.
Relevance	3) To what extent was the project strategy and activities implemented relevant in responding to the needs of women and girls? 4) To what extent do achieved results (project goal, outcomes and outputs) continue to be relevant to the needs of women and girls?
Efficiency	2) How efficiently and timely has this project been implemented and managed in accordance with the Project Document?
Sustainability	2) 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	2) What are the unintended consequences (positive and negative) resulted from the project?
Knowledge Generation	3) What are the key lessons learned that can be shared with other practitioners on Ending Violence against Women and Girls? 4) 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

1) Proposed evaluation design

For the research we selected quantitative and qualitative strategy, which supposed questionnaire of girls aged 10-19, conducting focus-groups with them, interviews with stakeholders and partner organizations in each pilot region as well as studying project's documents, materials and reports. Descriptive design of the research provides a systematic quantitative and qualitative narrative of the object with previously defined elements. In total nine site visits (one visit to each pilot region) are planned.

2) Data sources:

- Project's documentation

- Progress and annual reports of the project
- Baseline data report, key findings and recommendations
- Narrative reports of partner organizations from pilot regions

3) Proposed data collection methods and analysis

- survey and focus-groups for young girls aged 10-19
- interviews with partner organizations in pilot regions
- interviews with women's NGO's working on VAW issues that were involved into project's implementation
- interviews with local stakeholders, governmental entities and social care centers
- questionnaire of school psychologists

1) Proposed sampling methods

Different sampling methods will be used for different data collection methods planned for evaluation:

Survey and focus-groups for young girls aged 10-19. It is expected that the sample size will be 200 questionnaires per oblast, depending on the sample of baseline. The participants of the focus-groups will be girls aged 15-19, 10-15 persons for each focus-group per oblast.

Interviews with partner organizations in pilot regions. The sample size will be 9 organizations (1 organization in each region). The heads of the partner organizations will be interviewed.

Interviews with women's NGO's working on VAW issues that were involved into project's implementation. The sample size will be 13-15 organizations (1-2 organization(s) in each region). The heads of the partner organizations will be interviewed.

Interviews with local stakeholders, governmental entities and social care centers. It is expected that the sample size will be 36. In each oblast we will interview representatives of oblast social care center, city social care center, Departments of people social protection of oblast/city level, Departments of education of oblast level.

Questionnaire of school psychologists. A random sample of school psychologists will be requested to fill in the questionnaire. In each oblast 3-5 educational institutions were covered by project's activities. In each oblast 3 school psychologists will be asked to fill in the questionnaire, in total 27 school psychologists.

In cases of need field visits to each pilot region for data collection will be organized.

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.
- 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.

The evaluator(s) must consult with the relevant documents as relevant prior to development and finalization of data collection methods and instruments. The key documents include (but not limited to) the following:

- World Health Organization (2003). *Putting Women First: Ethical and Safety Recommendations for Research on Domestic Violence Against Women*. www.who.int/gender/documents/violence/who_fch_gwh_01.1/en/index.html
- Jewkes, R., E. Dartnall and Y. Sikweyiya (2012). *Ethical and Safety Recommendations for Research on the Perpetration of Sexual Violence*. Sexual Violence Research Initiative. Pretoria, South Africa, Medical Research Council. Available from www.svri.org/EthicalRecommendations.pdf
- Researching violence against women: A practical guide for researchers and activists November 2005 http://www.path.org/publications/files/GBV_rvaw_complete.pdf
- World Health Organization (WHO), 'Ethical and safety recommendations for researching documenting and monitoring sexual violence in emergencies' 2007, http://www.who.int/gender/documents/OMS_Ethics&Safety10Aug07.pdf

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: Ukrainian)	<p>The inception report provides the grantee organization 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 <u>before</u> 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 TOR.</p>	15/03/2016
2	Draft evaluation report	Evaluators must submit draft report for review and comments by all parties involved. The	22/04/2016

	(language of report: Ukrainian and English)	report needs to meet the minimum requirements specified in the annex of TOR. The grantee and key stakeholders in the evaluation must review the draft evaluation report to ensure that the evaluation meets the required quality criteria.	
3	Final evaluation report (language of report: Ukrainian and English)	Relevant comments from key stakeholders must be well integrated in the final version, and the final report must meet the minimum requirements specified in the annex of TOR. The final report must be disseminated widely to the relevant stakeholders and the general public.	15/05/2016

8 Evaluation team composition and required competencies

[Evaluators must be independent from any organizations that have been involved in designing, executing, managing or advising any aspect of the project that is the subject of the evaluation and any other UN Trust Fund-funded projects.](#)

8.1 Evaluation Team Composition and Roles and Responsibilities

The Evaluation Team will be consisting of 2 national consultants.

Evaluator A (e.g. senior evaluator) will be responsible for undertaking the evaluation from start to finish and for managing the evaluation team under the supervision of evaluation task manager from the grantee organization, for the data collection and analysis, as well as report drafting and finalization in English.

Evaluator B will be responsible for conducting focus groups/interviews and preparation of technical reports on the results.

Coordinators in 9 areas will select respondents, conduct surveys, recruit focus group participants.

8.2 Required Competencies

Evaluator A (Senior Evaluator)

- Evaluation experience at least 5 year in conducting external evaluations, 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 team leadership 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.
- Language proficiency: fluency in Ukrainian and Russian is mandatory; good command of English language is desirable.

Evaluator B

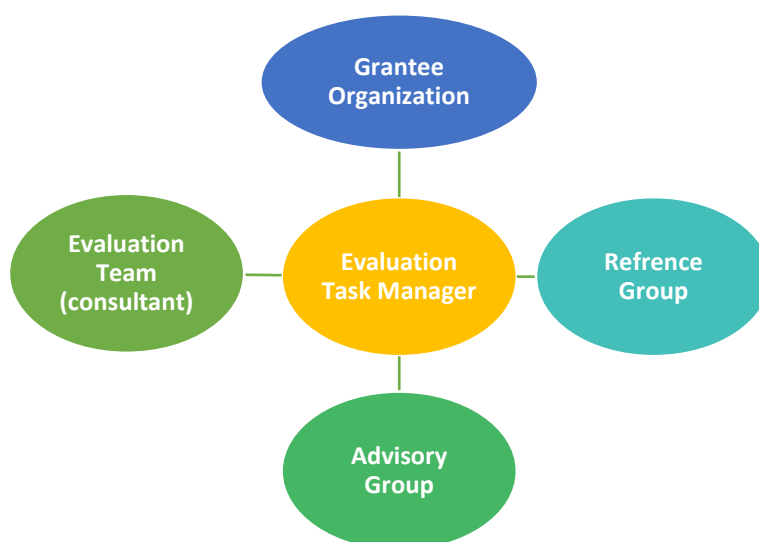
- Sociologist
- Experience in conducting focus groups and interviews with youth and good moderator skills
- Good communication and analytical skills, skills in establishing quick understanding with respondents
- Sensitivity to VAW issues
- Ability to analyze results of the focus groups and draw appropriate conclusions

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 evaluators
Evaluation Task Manager	<p>UWF’s project manager will 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 finalization of the evaluation 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 share with the evaluators at the beginning of the inception stage; • liaise and coordinate with the evaluation team, the reference group, the commissioning organization 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 finalization of the report 	Olesya Bondar, Director of the Ukrainian Women’s Fund
Commissioning Organization	Senior management of the organization who commissions the evaluation (grantee) – responsible for: 1) allocating adequate human and financial resources for the evaluation; 2) guiding the evaluation manager; 3) preparing	Natalia Karbowska, Chair of the Board of the Ukrainian Women’s Fund

	responses to the recommendations generated by the evaluation.	
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	<p>Natalia Tarasenko, Zhytomyr Youth NGO “Parytet”,</p> <p>Oksana Salivonchik, Rivne Chaika Public Initiatives Support Center,</p> <p>Khrystyna Kit, Center “Women's Perspectives”,</p> <p>Iryna Kuratchenko, Zaporizzhya Association of Psychologists and Psychoanalysts “Vzaemodiya” (“Interaction”),</p> <p>Yulia Kotelnikova, Public Movement “Faith, Hope, Love”,</p> <p>Svitalana Dubyna, VIS Information and Education Center ,</p> <p>Olga Dudnik, NGO “Territory of Success”,</p> <p>Olga Nastina, Legal Unity Bila Tserkva Town Organization,</p> <p>Lidia Kozhevnikova, Volyn Regional NGO “Happiness Corporation” and</p> <p>Olga Sozonik, Volyn Regional NGO “Childhood Happiness”</p> <p>Lidia Kozub, expert on VAW issues</p> <p>Tetyana Lytvynova, trainer on VAW issues, expert who have provided support to young girls-leaders</p> <p>Natalia Kostyuk, expert on VAW issues, who have provided support to young girls-leaders</p>
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 <u>the draft TOR and the draft report</u> for quality assurance and provide technical support if needed.	<p>Oksana Kisselyova UN Women National Programme Coordinator,</p> <p>Vesna Jaric, Programme Specialist for Small Grants</p>

	UN Trust Fund to End Violence against Women
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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)
Inception stage	Briefings of evaluators to orient the evaluators	evaluation task manager	1	01/03/2016-02/03/2016
	Desk review of key documents	Evaluation Team	5	02/03/2016-07/03/2016
	Finalizing the evaluation design and methods	Evaluation Team	5	10/03/2016-15/03/2016
	Preparing an inception report	Evaluation Team	5	15/03/2016 – 20/03/2016
	Review Inception Report and provide feedback	Evaluation Task Manager, Reference Group and Advisory Group	1	20/03/2016 – 25/03/2016
	Submitting final version of inception report	Evaluation Team	1	28/03/2016 – 30/03/2016
Data collection and analysis stage	Desk research	Evaluation Team	3	01/04/2016 – 05/04/2016
	In-country technical mission for data collection (visits to the field, interviews, questionnaires, etc.)	Evaluation Team	18	05/04/2016 – 25/04/2016
Synthesis and reporting stage	Analysis and interpretation of findings	Evaluation Team	10	25/04/2016 – 05/05/2016
	Preparing a draft report	Evaluation Team	7	10/05/2016 - 17/05/2016

	Review of the draft report with key stakeholders for quality assurance	Evaluation Task Manager, Reference Group, Commissioning Organization Senior Management, and Advisory Group	2	17/05/2016 – 19/05/2016
	Consolidate comments from all the groups and submit the consolidated comments to evaluation team	Evaluation Task Manger	1	19/05/2016 – 26/05/2016
	Incorporating comments and revising the evaluation report	Evaluation Team	2	26/05/2016 – 28/05/2016
	Submission of the final report	Evaluation Team	1	28/05/2016 – 29/05/2016
	Final review and approval of report	Evaluation Task Manager, Reference Group, Commissioning Organization Senior Management, and Advisory Group	1	30/05/2016 – 31/05/2016
Dissemination and follow-up	Publishing and distributing the final report	commissioning organization led by evaluation manager	10	
	Prepare management responses to the key recommendations of the report	Senior Management of commissioning organization	10	
	Organize learning events (to discuss key findings and recommendations, use the finding for planning of following year, etc)	commissioning organization	5	