

# External End of Project Evaluation

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## Engaging Men to Strengthen the Implementation of GBV Laws and Policies and Promote Gender Equality in Kenya, Rwanda and Sierra Leone

Conducted in:

Kenya (Nairobi, Kakamega, Kisumu)

Rwanda (Kigali, Kamonyi, Gakenke)

Sierra Leone (Freetown, Kabala and Moyamba)

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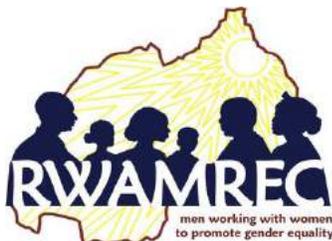
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Period of the project covered: 08/2011-08/2014

Date of Final Evaluation Report: 29 May 2015

Commissioner of the Evaluation: Sonke Gender Justice



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## **LIST OF ACRONYMS AND ABBREVIATIONS**

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AU	AFRICAN UNION
CCA	COMMUNITY CHANGE AGENTS
CSO	CIVIL SOCIETY ORGANISATIONS
EAC	EAST AFRICAN COMMUNITY
ECOWAS	ECONOMIC COMMUNITY OF WEST AFRICAN STATES
FGM	FEMALE GENITAL MUTILATION
FHOK	FAMILY HEALTHS OPTION KENYA
GBV	GENDER BASED VIOLENCE
HIV	HUMAN IMMUNODEFICIENCY VIRUS
MAGE-SL	MEN'S ASSOCIATION FOR GENDER EQUALITY – SIERRA LEONE
MATI	MENENGAGE AFRICA TRAINING INITIATIVE
MENKEN	MENENGAGE KENYA NETWORK
MMAAK	MOVEMENT OF MEN AGAINST AIDS IN KENYA
OMC	ONE MAN CAN
RWAMREC	RWANDA MEN'S RECOURSE CENTRE
SADC	SOUTHERN AFRICAN DEVELOPMENT COMMUNITY
SGBV	SEXUAL AND GENDER BASED VIOLENCE
SIDA	SWEDISH INTERNATIONAL DEVELOPMENT AGENCY
SRHR	SEXUAL REPRODUCTIVE HEALTH AND RIGHTS
UCLA	UNIVERSITY OF CALIFORNIA, LOS ANGELES
UCT	UNIVERSITY OF CAPE TOWN
UN	UNITED NATIONS

UNTF UNITED NATIONS TRUST FUND

VCT VOLUNTARY COUNSELLING AND TESTING [HIV]

## EXECUTIVE SUMMARY

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### ***Background***

The UN Trust Fund to End Violence against Women funded the three-year project “Engaging men to strengthen the implementation of GBV laws and policies and promote gender equality in Kenya, Rwanda and Sierra Leone” (August 2011 - August 2014). Sonke Gender Justice, Chair of MenEngage Africa was the official UNTF grantee. Sonke not only played an oversight role, but was also fully involved in the project implementation at a regional level. Sonke implemented regional activities such as policy scans, dialogues and lobbying with regional economic committees, as well as sub-grants to three MenEngage country partner organisations in Rwanda (RWAMREC), Kenya (MENKEN), and Sierra Leone (MAGE-SL). These sub-grants were aimed at supporting the implementation of project activities including social norms campaigns, institutional strengthening and capacity building for governments and civil society in developing and implementing GBV prevention policies and laws with a strong focus on engaging men and boys for gender equality. Much of the input Sonke offered to support local programme design and implementation was adapted from its ‘One Man Can’ advocacy campaign model (see below).

In all three countries, the districts in which the project was implemented included both urban and rural settings. The districts were selected by the partnering organizations: MenEngage Kenya Network (MENKEN) (Movement of Men Against AIDS in Kenya (MMAAK) served as their financial administrator), Sierra Leone Men's Association for Gender Equality (MAGE-SL), and the Rwanda Men's Resource Centre (RWAMREC). The primary beneficiaries were women and girls in these three countries and the secondary beneficiaries included members of women's rights organizations, policymakers, government officials, public interest lawyers and organizations seeking to engage men in gender equality.

### ***Purpose of Evaluation***

The evaluation took place as part of a mandatory final project evaluation required by the UN Trust Fund to End Violence against Women. The aim of the evaluation was to assess the effectiveness and relevance of the project's objectives and progress towards them. The evaluation findings provide useful feedback from project primary and secondary beneficiaries and implementing partners in order to inform the decision-making processes of UN Women, Sonke Gender Justice and its implementing partners.

Specific objectives were to:

- Assess the efficiency and effectiveness with which resources have been used to generate results and achieve project objectives with special emphasis on impact and sustainability
- Measure the impact of the project upon the livelihoods of beneficiaries especially women and girls, including the impact of the project's institutional capacity building programmes
- Demonstrate the project's achievements, challenges and lessons learned
- Generate findings regarding the effectiveness of the project around the objectives

### ***Target audience and outcomes***

The findings of the evaluation will help the UN Trust Fund, Sonke and its implementing partners, and other MenEngage partners to draw lessons for future work in engaging men to strengthen the implementation of GBV laws and policies and promote gender equality. The findings of this evaluation can also be used by governments and lawmakers in the implementing countries to identify gaps in the laws and policies on GBV prevention as well as challenges and gaps in the implementation of these laws.

## ***Methodology***

A qualitative research design was chosen to understand and analyse respondents' experiences and perceptions of the project within the different local contexts. Primary data collection occurred between 4 – 22 May 2015, with one week of fieldwork in each country in which the project had been implemented (Kenya, Rwanda, Sierra Leone). Interviews were conducted with primary and secondary beneficiaries to assess their experiences with and impressions of the UNTF project, and triangulated with focus group discussions and observations.

Data sources for the evaluation included:

- Sonke project proposal submitted to UNTF
- Semi-annual and annual reports from Sonke Gender Justice to UNTF
- Monthly reports from the three implementing partners (MMAAK, MAGE-SL and RWAMREC)
- Relevant research reports from the three implementing partners
- Photography, media clips and documentaries
- Interviews, focus groups and observations with primary and secondary beneficiaries in Kenya, Rwanda and Sierra Leone

## ***Key Findings and Conclusions***

Overall, the intended project goals were achieved to varying degrees in Rwanda, Kenya and Sierra Leone. The project was highly relevant to the needs and challenges of women and girls in all three countries. Women and girls in these countries are still marginalised and their needs and wellbeing are typically not prioritised, and in each, there is a particular feminization of poverty. Many women and girls in the target communities were reportedly denied opportunities to go to school and/or had limited access to income generating activities, which makes women vulnerable to abusive relationships and/or makes it difficult to leave such relationships. These women and girls faced challenges such as domestic violence, sexual and gender-based violence, and limited access to land and health care services. In Kenya, women were vulnerable to FGM and in each country, there was a concern of child marriage and/or trafficking.

The UNTF project has made an overall positive impact in the lives of targeted districts, and in particular for women and girls. Various internal and external factors shaped the realization of the project goals in the three countries. The implementing partners had strong ties and relationships with their key stakeholders (or secondary beneficiaries). Women and men feel more empowered to report GBV and to work against practises that encourage or perpetuate GBV. Men in the target communities have expressed satisfaction and appreciation for the project and its ability to create platforms for dialogues over issues that cause conflicts in households. Men who used to physically and/or sexually abuse their partners had the opportunity to reconsider their behaviour, and their justifications for it. Men and women in both countries gave testimonies of how they used to abuse their partners but since they got involved in the project, they are now able to guide other men and women and also share with them the impacts that their behaviour (violence) has on their partners and children. Some men also did not realise that the abuse they committed was illegal and had a range of negative health and human rights implications. The community mobilization education and policy scans supported this new awareness. Some men shared that they even reduced their alcohol consumptions because they now have other men to talk to when they have problems.

## ***Lessons Learned***

Engaging men and boys is important in combating and reducing GBV against women and girls. There is evidence that engaging men and boys as partners in ending GBV yields positive results for women and girls. It is important to also note that there is a need to address GBV inflicted on men and boys as well. Also key to note is the notion that addressing masculinity requires intentional and prolonged efforts to sustain gender transformation.

### ***Recommendations***

At the national level, there is need to lobby and advocate for attitudinal change with government and to build up local and regional networks. The use of participatory approaches as a means of engaging communities should be taken into consideration to ensure the continuity and sustainability of the project in communities. Other key issues to ensure sustainability and encourage sufficient behaviour change the engagement of youth (girls and boys) and to engage men as partners, not just beneficiaries of the project. There should be adequate efforts and strategies to address and challenge social norms, and the institutions and traditions that promote gender inequalities and a culture of silence around GBV.

## CONTEXT OF THE PROJECT

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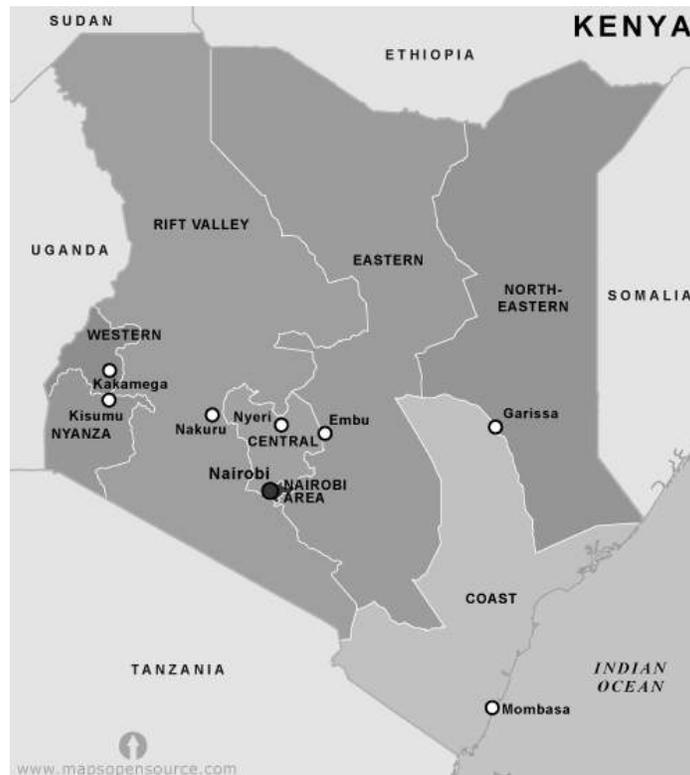
The project was implemented in three countries in the Sub-Saharan African region: Kenya, Rwanda and Sierra Leone. In all three countries, the districts in which the project was implemented contain both urban and rural settings. The districts were selected, largely for their burden of GBV and HIV, by the partnering organizations in each country.

### *Issues by country*

#### Kenya

Implementation in Kenya took place on a national level, as well as in Nairobi, Western and Nyanza provinces, with primary efforts in Kakamega County (Western Province) and Kisumu County (Nyanza Province). These sites were chosen due to their high HIV prevalence, and reportedly high rates of SGBV as compared to the rest of the country. The distance between Kisumu and Kakamega counties is 51 kilometres, and is characterized by isolated fields and hills. Although Kenya has not suffered from recent civil war or genocide on a level similar to Rwanda and Sierra Leone, ethnic conflict is a major source of violence in the country. Kenya has recently been under threat by the militant group al-Shabab, which has been attacking and killing people in the country for a number of years. The rise of ethnic conflict and militarism has exacerbated already high rates of SGBV in the country.

Figure 1: Map of Kenya



## Rwanda

Project implementation in Rwanda was also nation-wide, with specific focus on the Kamonyi and Gakenke districts. Mountains, hills and forests characterise the geographical landscape of Kamonyi and Gakenke districts in Rwanda, making transportation difficult. District selection in Rwanda was guided by RWAMREC's earlier research, which revealed the impact of damaging norms of masculinity on gender relations and rates of GBV in these districts in particular. The research report done by Slegh and Kimonyo (seen Annex 9) indicated that the selected districts were characterised by unequal power relations between men and women, with men in these areas believing that they are superior to, and have rights over women. Local gendered social norms in these areas gave men a sense of entitlement over women and resources, and men were perceived to be the primary decision makers. These districts also have some of the highest rates of GBV in the country. The relatively recent genocide in Rwanda means that the country is still experiencing its after effects and struggling to recover.

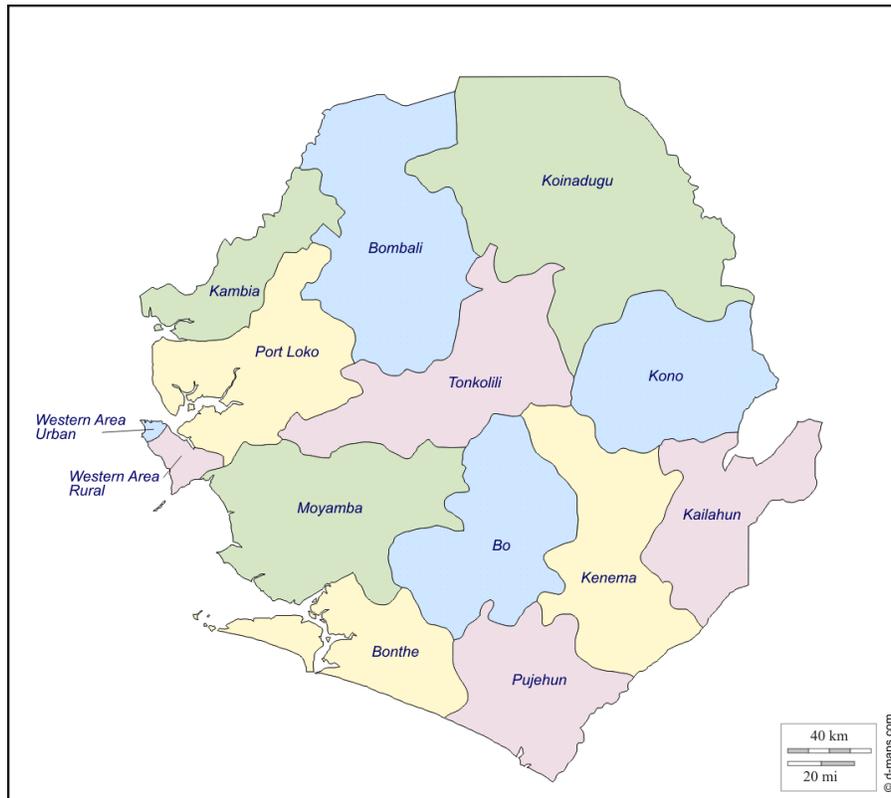
Figure 2: Map of Rwanda



## Sierra Leone

In Sierra Leone, project implementation was also nation-wide, with specific focus on the Koinadugu and Moyamba districts. Sierra Leone is undergoing reconstruction and recovery from a 10-year-long civil war. In Kenya, the legacy of violent conflict from the post election violence in 2008, the constant Al Shabab threats and attacks and militarism across the country fuels ongoing high rates of GBV in the country. More recently, Sierra Leone has been ravaged by the Ebola virus, which has had devastating repercussions on the country's economy, health system, and interaction with other countries. Since the Ebola breakout, many women and girls face pressures given their dire circumstances to give sexual favours in exchange for food and shelter since the outbreak.

**Figure 3: Map of Sierra Leone**



*Common themes/issues across Kenya, Rwanda and Sierra Leone*

Gendered power inequities favouring men are deeply entrenched as part of the socio-cultural norms in these countries, as evidenced by the varied and persisting forms of mistreatment of women and girls. Local beliefs about gender shape the inferior status of women and girls, impacting on how they are treated by men. Economically, women and girls are predominantly dependent on men and boys due to a lack of access to education, limited employment opportunities, and barriers to starting their own businesses. The economic dependence of women and girls on men and boys exacerbates the vulnerability of females, and their subservience to disempowering socio-cultural norms in these countries. For instance, the formal employment sector favours men and boys, while women and girls tend only to be engaged in informal employment, as well as household and domestic tasks. Women are often not culturally entitled to property ownership, including land, which negatively impacts their ability to participate in income generating activities.

Women and girls are most vulnerable to SGBV in their homes, schools and local community contexts. Perpetrators of this violence most often come from within their own families, neighbourhoods and classrooms. The geography and topography of these countries and districts also play a significant role in vulnerability to SGBV. The geography of these countries reduces mobility and hinders interaction with other districts and counties, especially for women and girls. As a result of long distances and dense, isolated forested areas between counties and districts, it is often unsafe for women to travel between areas. Women and girls are often compelled, however, to travel great distances on foot or by hired bicycle or motorcycle in order to look for work or access health care and psycho-social support services.

The political and economic landscapes in all three of these countries are characterised by high levels of structural violence, socio-economic exclusion, and civil conflict. While civil conflict and unrest in these countries affects everyone in the respective countries, women and girls are particularly vulnerable. These conflicts have resulted in huge numbers of women and girls being displaced, sexually assaulted, and publicly ridiculed by enemy forces as a means of gaining power and destabilising communities. In situations of civil and communal conflict, women and girls are often physically violated as a means of weakening the defence and destroying the morale of target communities. Violence towards women and girls has often been employed as a strategy of warfare, and in the process becomes even more normalised as a result.

Understanding the project context is a critical aspect of the evaluation, because it provides an overview of the relationship between social, economic, political, geographic and demographic factors in the implementing countries. These factors are unpacked and discussed not only as stand-alone features of GBV, but also collectively to impact their relationship to each other and to GBV. Understanding and contextualizing these factors and their relationship enabled the evaluation team to make relevant and accurate recommendations on working with men and boys to end GBV against women and girls.

#### *Impact of the context on the evaluation*

The geography and topography of the regions being evaluated impacted the evaluation team's ability to access respondents, especially the women and girls in these three countries who are this project's primary beneficiaries. The reach of the project implementation was geographically broad, meaning that respondents for the evaluation had to be convened at a central place in order to reach the desired number of respondents. Not having the opportunity to observe respondents in their usual home or neighbourhood settings limited the team's ability to further contextualize in-depth the aforementioned factors.

A translator had to be employed for the evaluation interviews with primary beneficiaries in Rwanda, because the majority of the Rwandan primary respondents spoke little or no English. In Kenya, the majority of respondents were able to express themselves sufficiently in English. The evaluation team ensured that respondents were informed that they were still free to express themselves in their language of choice (Luo and Swahili were the most commonly spoken language in the two counties), and another respondent could provide a translation. In Sierra Leone, interviews and focus groups were conducted by consultants and fieldworkers proficient in the local languages. The project officers in all countries were present to offer support and explain the purpose of the evaluation activities to the respondents.

In Rwanda and Kenya, having two young female researchers who were from outside of the target communities discussing issues of engaging men and boys and GBV could have had a negative impact on evaluation activities. Currently, work addressing GBV is still predominately facilitated by females, and therefore does not always have the best outcomes among men, especially when addressing or working with elder men in positions of power. Outsiders from communities, however, can in some cases be perceived as offering safer spaces to discuss sensitive issues. For this evaluation, we encouraged in-depth and honest discussions on issues of masculinity and culture and community members were asked in an encouraging way to explain aspects of their respective cultural contexts that the researchers might not have been familiar with.

## DESCRIPTION OF THE PROJECT

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Sonke Gender Justice coordinated the project with sub-grants to three MenEngage country partner organisations in Kenya (MenKen, with MMAAK as the financial administrator), Sierra Leone (MAGE-SL) and Rwanda (RWAMREC). Sonke also provided capacity building, training and support to all three organizations to implement the programme. Local partners reported regularly to Sonke on achievements, and any challenges with respect to project objectives and timelines. Much of the input Sonke offered to support programme design and implementation was adapted from its 'One Man Can' advocacy campaign model (see below).

The sub-grants were aimed at supporting the implementation of national efforts with a focus on community mobilization, social norms campaigns, and strengthening the capacity of governments, governance mechanisms, and civil society in developing and implementing GBV prevention policies and laws. Specific focus was on engaging men and boys for gender equality. The project was meant to support the development of spaces within communities and families in Sub-Saharan Africa in which men and boys could challenge the culture of silence regarding violence against women and take an active role in working to end this violence. Ultimately, it aimed to foster a new understanding that violence against women should no longer be exclusively perceived as a women's issue.

The overall project objectives were to:

- 1) Strengthen the evidence base on GBV laws and policies;
- 2) Build the capacity of civil society and government to advocate for the improved implementation of GBV laws and policies;
- 3) Engage in advocacy at national and regional levels to improve the policy and legal agenda for addressing GBV; and
- 4) Challenge social norms and the culture of silence regarding violence against women, especially among men and boys.

The key strategies and activities of the project included national policy scans in Kenya, Rwanda and Sierra Leone, dialogue and lobbying with regional economic committees, policy advocacy activities including legal interventions, capacity building at national and local levels, fostering partnerships especially with women's rights organisations, and building on the Special Rapporteur to End Violence Against Women's Recommendations. The policy scans identify gaps in the laws and policies on GBV prevention and challenges and gaps in the implementation of these laws and punishment of perpetrators.

The expected key results of the project included:

- 1) Improved focus on addressing violence against women with government and national gender mechanisms through addressing policy gaps and strengthening implementation;
- 2) A stronger focus on engaging men and boys in GBV prevention within regional government mechanisms such as SADC, AU, EAC and ECOWAS;
- 3) High profile media coverage and national discussion on the issue of violence against women;
- 4) More equitable attitudes and behaviours in society, particularly among men and boys, towards violence against women, and
- 5) Men playing an increasingly focal role in challenging violence against women, especially men in positions of authority.

The project began on 18/08/2011 and concluded on 31/08/2014. It was expected to reach a total of 2,250,256 people, targeting 750,050 primary beneficiaries who are women and girls across Kenya, Rwanda and Sierra Leone. The primary beneficiaries should have been positively impacted by a legislative context that encourages men to play an active role in GBV prevention, and through emphasis on implementation of existing GBV legislation. Primary beneficiaries also included the men and boys in these three countries who might also be expected to benefit from a more gender equitable environment.

Secondary beneficiaries to be reached by the project were expected to amount to 1,500,206. Secondary beneficiaries included members of women's rights organizations as implementing and advisory partners within this project, policymakers and government officials whose role is to raise the importance of GBV issues within government and to ensure successful implementation and the sustainability of interventions, as well as parliamentarians who will play a key role in monitoring government and development of new legislation. Other secondary beneficiaries include public interest lawyers and the legal profession with the local expertise and skills to undertake legal interventions, organizations seeking to engage men in gender equality, regional policy makers and traditional leaders.

RWAMREC worked predominantly with primary beneficiaries in the two districts selected in Rwanda. Activities included the mobilization and training of 'focal point persons' to provide lay counseling to community members and link them to appropriate referrals. At the national level, the main activities included a policy scan and the mobilization of various actors to support the implementation of relevant GBV policies and laws. They also lobbied for the adoption of GBV protections within workplaces and trained various NGOs on how to work with men in ending GBV. The work with primary and secondary beneficiaries was conducted concurrently with most of the activities carried out within the districts. The project was active for both beneficiaries over a period of three years.

Project activities in Kenya included work with a wide range of beneficiaries. Most of MenKen's work was conducted on a national scale with secondary beneficiaries, including decision makers and policy makers at UN Women, the Gender Ministry, parliamentarians, NGOs and various political organisations. There was also a policy scan conducted and mobilization on the national level with different media houses and religious leaders. At the community levels, MenKen a) conducted trainings on policy advocacy, b) mobilized community change agents (CCAs) who provided support, made referrals to service providers and increased reporting of GBV cases, and c) offered capacity building for different NGOs on working with men to end violence against women and girls. MenKen implemented these activities in the districts for six months with both primary and secondary beneficiaries.

In Sierra Leone project activities involved the engagement of beneficiaries at various levels. The scope of the project was focused on three implementation areas including Freetown, Kabala and Moyamba Districts. National level engagement involved various stakeholders. These included secondary beneficiaries involved in decision making and policy formulation such as parliamentarians, NGOs and MSWGCA. At this level, there was a policy scan to review national policies and laws on gender related issues. There was also a political mapping of NGOs to identify partners with similar goals to that of MenEngage. At the community level: a) MAGE-SL in collaboration with Sonke Gender Justice conducted trainings including the "One Man Can" model on leadership and gender justice issues, b) Traditional and religious leaders were engaged in community meetings to equip and trigger them to take ownership of the project, and c) the capacity of CSOs was also built through trainings to promote the engagement of men and boys in discouraging GBV and fostering gender equity. MAGE-SL delivered the project for two and a half years when the Ebola outbreak disrupted project activities.

Total financial resources allocated to the project add up to \$1,357,282. The UN Trust Fund grant was \$996,000 while the remaining \$361,282 was supplemented with resources from SIDA Zambia, Oak Foundation and the Ford Foundation, in respect of the MenEngage Africa Training Initiative (MATI) and UCLA Law – Sonke Health & Human Rights Project.

A fuller description of the project can be found in Terms of Reference for this evaluation (Annex 1).

## **PURPOSE OF THE EVALUATION**

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This is a mandatory final project evaluation required by the UN Trust Fund to End Violence against Women. Besides this, the aim is to assess the relevance of objectives and progress towards them. The evaluation should enable the incorporation of lessons learned into the decision-making process of UN Women, Sonke and its implementing partners.

The evaluation report's purpose is to:

- Assess the efficiency and effectiveness with which resources have been used to generate results and achieve project objectives with special emphasis on impact and sustainability
- Measure the impact of the project upon the livelihoods of beneficiaries especially women and girls, including the impact of the project's institutional capacity building programmes
- Demonstrate the project's achievements, challenges and lessons learned
- Generate findings regarding the effectiveness of the project around the objectives

The findings of the evaluation will help the UN Trust Fund, Sonke, the participating Member States and other Sonke partners to draw lessons for future work in engaging men to strengthen the implementation of GBV laws and policies and promote gender equality. The findings will also be used by governments and lawmakers in the implementing countries to identify gaps in the laws and policies on GBV prevention as well as challenges and gaps in the implementation of these laws and GBV prevention.

The following actions and decisions will be considered after the completion of the evaluation:

- The evaluation will identify what Sonke, MenEngage Africa and partner organizations are doing well, reveal benefits of the project that may not have been detected, which in turn will open up new opportunities and, in so doing, give Sonke and MenEngage Africa further confidence to move forward with the work as well as help Sonke in designing future programs.
- The report will guide Sonke and partners in making some strategic decisions about the future life of the project, for example in supporting the in-country partners to fundraise to continue with the work and therefore facilitate project sustainability.

## **EVALUATION OBJECTIVES AND SCOPE**

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The overall objective of the evaluation was to assess the entire project in terms of effectiveness, relevance, efficiency, sustainability and impact. Focus is on the following areas:

- 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. Assess the immediate effects of the GBV prevention interventions on women and girls, especially female relatives of men who attended the OMC trainings
- d. Identify key obstacles/constraints as well as the underlying factors that affected the effective implementation of this program planned interventions
- e. To review the progress in the implementation of the project in the targeted areas
- f. Measure the degree of achievement of the project objectives, results and activities and its potential unintended effects (positive or negative) and underlying factors
- g. Evaluate the appropriateness of the methodologies used for implementing the project (Sonke/local partner), with particular attention to sustainability issues
- h. Identify major external factors that influenced or impacted on the implementation of the project and evaluate their implication on future interventions

We have already noted some of the key challenges and limits of this evaluation in the above section entitled 'Impact of the Context on the Evaluation'.

## EVALUATION TEAM

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Dr. Christopher Colvin is an Associate Professor at University of Cape Town's School of Public Health and Family Medicine where he heads the Division of Social and Behavioural Sciences. He has expertise in the evaluation of gender transformation interventions, in HIV health service programming, in health social science methodology, and in community-health system engagement. For this evaluation, his role was overall management of the evaluation team and data collection process in Kenya, Rwanda and Sierra Leone. He oversaw and contributed to the analysis of findings and the write-up of the evaluation report.

Dr. Erin Stern is an honorary research associate at the School of Public Health and Family Medicine, University of Cape Town, and is a gender and health consultant with seven years of experience in qualitative research and evaluation. She has expertise in the areas of GBV, HIV/AIDS, masculinities and gender transformative programming. She designed the inception report of the evaluation including the data collection tools, and coordinated and conducted the fieldwork in Kenya and Rwanda. She also contributed to analysis and write up of the evaluation report.

Tebogo Mokganyetji is a graduate in Development Studies and holds an MA Rural Development and BA Youth Development. Both degrees were obtained from the University of Venda. She has experience in rural community development; gender based violence; gender and health; human rights, sexual health education; and participatory research. Ms Mokganyetji further serves as a trainer and facilitator for different government departments, NGOs and consultants. She assisted in conducting the fieldwork in Kenya and Rwanda and contributed extensively to the analysis, write up and final editing of the evaluation report.

Zoe Duby contributed to the analysis, write up and final editing of the evaluation report. She is a final year PhD candidate at the University of Cape Town (UCT)'s School of Public Health and Family Medicine, with a research affiliation to the Desmond Tutu HIV Foundation. Zoe has a BA with Honours in Social Anthropology from the University of Sussex (UK), and an MPhil in HIV and Society from UCT's Sociology department. Zoe has lived and worked across East, West and Southern Africa. As a qualitative social science researcher, her focus has been on the social, contextual and behavioural aspects of HIV and risk behaviour.

Daniel Kamara is a social scientist with a degree in Public Health. He works as part of a team of seasoned researchers in his position as Technical Manager at Dalan Development Consultant with over six years experience in qualitative research. He coordinated and conducted the fieldwork in Sierra Leone and contributed to the analysis and write up of the evaluation report.

### Timeline and deliverables:

1. Inception Report: Completed May 1 2015
2. Fieldwork in Rwanda: Completed May 4 to May 10 2015
3. Fieldwork in Kenya: Completed May 11 to May 17 2015
4. Fieldwork in Sierra Leone: May 17 to May 22 2015
5. Draft Evaluation Report: Delivered May 22 2015
6. Final Evaluation Report: Delivered May 29 2015

## EVALUATION QUESTIONS

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To assess the **effectiveness** of the project, the evaluation questions included:

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?
4. What internal and external factors contributed to the achievement and/or failure of the intended project goal, outcomes and outputs?
5. To what extent was the project successful in advocating for legal or policy change?
6. In case the project was successful in setting up new policies and/or laws, is the legal or policy change likely to be institutionalized and sustained?

To assess the **relevance** of the project, the evaluation questions included:

7. To what extent was the project strategy and activities implemented relevant in responding to the needs of women and girls?
8. To what extent do achieved results (project goal, outcomes and outputs) continue to be relevant to the needs of women and girls?
9. To what extent did the project impact communities including men and boys?

To assess the **efficiency** of the project, the evaluation questions included:

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

To assess the **sustainability** of the project, the evaluation questions included:

11. 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?

To assess the **impact** of the project, the evaluation questions included:

12. What are the unintended consequences (positive and negative) that resulted from the project?

To assess the **Knowledge Generation** of the project, the evaluation questions included:

13. What are the key lessons learned that can be shared with other practitioners on Ending Violence against Women and Girls?
14. 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?

## EVALUATION METHODOLOGY

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Sub-sections	Inputs by the evaluator(s)
<b>Description of evaluation design</b>	Post-test only without comparison group
<b>Data sources</b>	<ul style="list-style-type: none"><li>• Sonke project proposal submitted to UNTF</li><li>• Semi-annual and annual reports from three implementing partners (MMAAK, MAGE-SL and RWAMREC) and Sonke Gender Justice</li><li>• Relevant research reports from the three implementing partners</li><li>• Media clips and documentaries</li><li>• Interviews, focus groups and observations with primary and secondary beneficiaries in Kenya, Rwanda and Sierra Leone</li></ul>
<b>Description of data collection methods and analysis</b>	<p>A qualitative research design was chosen as an appropriate approach to understand and analyse respondents' subjective appraisals of the project within the varied social contexts. Primary data collection occurred between 4 – 22 May 2015, with one week of fieldwork in each country in which the project had been implemented (Kenya, Rwanda, Sierra Leone).</p>
(Including level of precision required for quantitative methods, value scales or coding used for qualitative analysis; level of participation of stakeholders through evaluation process, etc.)	<p><b>Interview details:</b> Interviews were conducted with primary and secondary beneficiaries, and assessed their experiences with and impressions of the UNTF project, the progress regarding the project activities and implementation, and whether the project met the intended objectives. The interview guides for primary and secondary beneficiaries can be found in Annex 4. Interviews were conducted in various locations that provided quiet and secure environments, including implementing partner and project stakeholder offices, a university campus, a hotel conference venue, and community halls. On average, semi-structured interviews lasted one hour, which enabled interviewers to build rapport with respondents, as well as sufficient and thorough discussion of the interview topics.</p>
	<p><b>Mixed methods/triangulation:</b> Interviews were further triangulated with focus groups and observations, which was useful for assessing group dynamics and collective representations of the project. Detailed notes of the interviews and focus groups were taken. The interviewers recorded daily notes on their impressions of the key findings from the fieldwork and new questions arising from the interviews, as well as relevant contextual details and non-verbal expressions, which were also used for the analysis. Informal, and briefer conversations on the context, activities and implementation of the project were also held with implementing country staff members from RWAMREC, MMAAK, MenKen and MAGE-SL and used to inform the analysis.</p>
	<p><b>Field research personnel:</b> Dr. Stern and Ms. Mokganyetji conducted the</p>

interviews, focus groups and observations in Kenya and Rwanda, and Mr. Kamara conducted the interviews, focus groups, and observations in Sierra Leone. In Rwanda, a translator was hired to orally translate the interviews and focus groups from English into Kinyarwanda with primary beneficiaries in Kamonyi and Gakenke district. In Kenya, a Community Change Agent (CCA) who had been involved with the project assisted with oral translation from English into Swahili or the Luo dialect in Kakamega with primary beneficiaries. Secondary beneficiaries were interviewed in English.

### **Description of sampling**

- Area and population to be represented
- Rationale for selection
- Mechanics of selection limitations to sample
- Reference indicators and benchmarks/baseline, where relevant (previous indicators, national statistics, human rights treaties, gender statistics, etc.)

The evaluation primary research was conducted in all three countries in the target areas where the project was implemented.

**Rwanda:** In Rwanda, the research took place in Kigali with RWAMREC staff and secondary beneficiaries to represent the national scope of the project, and interviews and focus group discussions were conducted with secondary beneficiaries in Kamonyi and Gakenke districts. All respondents were recruited through RWAMREC staff. In Rwanda, one focus group was conducted with primary beneficiaries in Kamonyi district. The low English-speaking proficiency among primary beneficiaries in the target areas meant that the focus group was not an ideal tool for allowing the conversation to flow, and the focus group was a lengthy process given the extent of translation required. Male and female beneficiaries both participated in the focus group, but the men generally dominated the discussion so the sampling strategy was thereafter changed to separate men and women for the focus groups. Within the context of the project, which sought to prevent and address GBV, this speaks to limitations and difficulties of challenging patriarchal norms and inequitable gender relations. To supplement the lack of focus groups conducted in Rwanda, interviews were conducted with 14 primary beneficiaries. 6 interviews were conducted with secondary beneficiaries, which included RWAMREC staff, a gender advisor in Gakenke district, and members of civil society organizations. Although we had hoped to recruit more secondary beneficiaries in Rwanda, especially those at the government level, RWAMREC staff had difficulty recruiting these beneficiaries for the evaluation, and it is an especially rigorous and/or bureaucratic process to interview government representatives in Rwanda.

**Kenya:** In Kenya, the research took place in Nairobi with MenKen and MMAAK [financial administrating partner] staff and secondary beneficiaries to represent the national scope of the project, as well as in Nyanza and Western provinces with project stakeholders and primary beneficiaries. All respondents were recruited through MenKen staff. In Kenya, six focus groups were conducted: two focus groups were conducted with female primary beneficiaries (one in Kisumu and one in Kakamega), two focus groups were conducted with male primary beneficiaries (one in Kisumu and one in Kakamega), and two focus

groups were conducted with project stakeholders (one in Kakamega, and one in Kisumu). One male child beneficiary (16 years of age) was also interviewed and one female primary beneficiary was interviewed in Kakamega. Interviews were also conducted with 16 secondary beneficiaries in Nairobi, Kisumu and Kakamega which included MenKen staff, central and traditional governance members, and members of civil society organizations including women's rights organizations. MenKen had very strong networks and links with secondary beneficiaries and project stakeholders, which explains the higher number of secondary beneficiary interviews conducted in Kenya in comparison with Rwanda.

**Sierra Leone:** In Sierra Leone, the research took place in Freetown with MAGE-SL staff, and secondary beneficiaries to represent the national scope of the project, as well as in Koinadugu and Moyamba districts with project stakeholders and primary beneficiaries. Most respondents were recruited following a contact list of previously engaged beneficiaries (primary and secondary) and implementing partners (IPs) of MAGE-SL. Some primary and secondary beneficiaries were identified in the field and interviewed. Three focus groups were conducted: one focus group was conducted with female primary beneficiaries in Moyamba, and two focus groups were conducted with secondary beneficiaries in Kabala. Interviews were also conducted with 15 secondary beneficiaries in Freetown, Kabala and Moyamba, which included MAGE-SL staff, members of the family support unit (FSU) of the Sierra Leone Police (SLP) and members of civil society organizations including women's rights organizations. More primary beneficiaries would have been interviewed in Kabala and Moyamba; however, it was very difficult to get these (primary beneficiaries) for a project that ended prematurely due to the Ebola outbreak.

The districts, which include both urban and rural locations, were selected by the partner organizations for implementation of the project. Primary and secondary beneficiaries were recipients of or involved with the project, which is why the evaluation research targeted them.

***Description of ethical considerations in the evaluation***

- Actions taken to ensure the safety of respondents and research team
- Referral to local services or sources of support

The identity of respondents was kept private and interviews were conducted in a comfortable, safe and private space. Information on the aims of the research and what would be expected was provided to all respondents during the recruitment process and during the informed consent process before the data collection took place (see Annex 5-7 for consent and assent forms).

- Confidentiality and anonymity protocols
- Protocols for research on children, if required.

Members of the research team were available for debriefing after interviews. Arrangements were offered for respondents to access further counselling or rape crisis centres if there was a need, although no participant requested this. Referrals were organized through the implementing partners in each country. Respondents were also provided with contact details of service providers or sources of support close to them. This way, respondents could continue to get support and access services even post the evaluation.

The information that was collected during the interview was kept private. The study team made every effort to protect the privacy and maintain the confidentiality of all the information that beneficiaries provided. No identifiers have been used that can link respondents to the interviews. On the consent form and in the discussion, it was noted that confidentiality cannot be guaranteed in focus groups, but all respondents were asked to respect and maintain this before the focus group discussions commenced. All respondents were recruited through implementing partner staff, which was useful to build rapport with them.

Informed consent was sought from parents prior to interaction with children. The research team only interviewed children after they secured permission from parents. Children were also given an opportunity to participate in the evaluation. Children's rights were discussed with the children and their guardians to ensure that they understand that they are not coerced into participation. Once a child had agreed to be interviewed, they were asked to verbally agree to an assent form (see Annex 5). They were also provided with an opportunity for debriefing either with an interviewer or a counsellor from the referred counselling centre through the implementing in country partners if necessary.

***Limitations of the evaluation methodology used***

Since the study relied on self-reports, there may be a bias in the perspectives provided, and respondents may have narrated their answers to meet societal and/or researcher expectations. Yet, the way men and women speak around GBV attitudes around behaviours is insightful to the evaluation objectives for revealing socially desirable norms. Importantly, the researchers who conducted the interviews are external to the project, which should enhance the ability for respondents to provide honest responses and impressions of the project, including positive and negative aspects and impacts. Without a randomized control group or pre- and post-intervention design using the same indicators, confidence of how changes were directly affected by the project is limited. The evaluation was limited to a small number of interviews and focus groups, and cannot be said to be representative of national perspectives. The fact that the data was sometimes gathered in participant's first languages and then translated into

English may mean that some amount of translator bias limited the accuracy of the interviews. It would also have been useful to interview more government representatives, especially to assess expected result gained from the project a stronger focus on engaging men and boys in GBV prevention within regional government mechanisms such as SADC, AU, EAC and ECOWAS. However, these stakeholders were the most difficult to recruit for the evaluation. The evaluation is still expected to provide comprehensive and holistic insights around how and why the project met its objectives, the progress of project implementation and outcomes. Moreover, the data collection methods inquired about the likelihood of and factors to support sustainability as well as internal and external factors that contributed to the project successes or challenges.

## FINDINGS AND ANALYSIS PER EVALUATION QUESTION

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We have organised the findings below according to the 14 evaluation questions and worked with the assigned template. We have, however, combined the ‘analysis of key findings’ section (third row of the template) with the ‘evidence...to support the analysis’ section (fourth row of the template). We have also synthesized our Conclusions in the Conclusions section at the end of the report. For most questions, we have provided findings and analysis by country. In the final two questions (Q13 and Q14), however, we have synthesized these findings and analyses across countries.

<b>Evaluation Criteria</b> <b>Evaluation Question 1</b>	<b>Effectiveness</b> <i>To what extent were the intended project goal, outcomes and outputs achieved and how?</i>
<b>Response to the evaluation question with analysis of key findings by the evaluation team</b>	<b>RWANDA</b> Overall, the intended project goals were successfully achieved in Rwanda. These achievements can be partly explained by RWAMREC’s credibility and positive reputation, and strong connections with other civil society organizations. Moreover the political will and supportive role by played by government helped to secure a successful project.  The first objective relating to the policy scan was generally effective at the national level with secondary beneficiaries, attributed to Sonke’s expertise in conducting policy scans. Moreover, the policies and laws, especially around GBV and the Land Law (#59 of 2008) were effectively disseminated, understood, and applied at the community level with primary beneficiaries. The Land Law acknowledges women and girls as beneficiaries of land regardless of their educational or marital status, and without the permission of men and boys. This awareness would have been more comprehensively reached however, had the project done more to improve media awareness and political advocacy around the policy scans.  With respect to the objective of improved implementation of relevant laws, this was successfully advocated throughout the project. Many primary beneficiaries noted that they had internalized the application of such laws at the individual and relational level. For example, some primary beneficiaries discussed how their increased awareness of and community advocacy around implementation of Land Law 59 improved their marital relationships, as property inheritance had previously been a significant source of dispute in their relationships. Another example is the reported reduction of polygamy in the target areas, which was attributed to the education and advocacy conducted by the <i>imbonyi</i> (focal persons) and at the weekly community-based educational evening dialogues.  A male secondary beneficiary mentioned that it was important to address the land question for it had implications on the conflicts in most of the households. He noted “before the genocide, only boys could inherit land, since most of them

were regarded as heirs. There are also more discussions now on GBV, and there are laws now that permit girls to access land". With regards to breaking harmful social norms, this beneficiary noted that this transformation is a process and patriarchy will still prevail for a longer time. But that was not mentioned to discourage but rather to encourage the work to continue for there is much need for it.

Focal persons were a critical component of success for diffusing the messaging and were chosen because of their leadership qualities, abilities and respect in the target communities. Focal persons were formally chosen by project implementers but care was taken to recruit those who already had recognition and respect in their communities. The evening dialogues provided the opportunity for men to listen to women's experiences, including challenges and needs, which was said to be a powerful strategy. The evening dialogues were popular to such an extent in the target communities that they have been sustained even after the project's closing. In addition, the focal persons have also continued their educational and conflict-resolution work, although because their work is voluntary, some focal persons have discontinued.

A female secondary beneficiary appreciated the engagement of local people from the onset of the project. She mentioned that this participation was a strategic move by RWAMREC to ensure that they have the buy in all of all the key people in the communities and "we lobbied for strong relations with the other organizations and government".

Activities related to the objective of addressing gender norms that condone sexual violence and the culture of silence appeared to influence attitude change among some male and female primary beneficiaries, such as a greater number of men understanding and appreciating a woman's right to ask for or initiate sex. Many of the men testified that they did not know that the violence they were committing against their wives and children constituted GBV and that it was illegal. The use of focal point leaders, both male and female, was an effective strategy for attitude change; to have a respected role model actively encouraging community members to change their attitudes towards GBV proved critical to the project. Some participants identified the way in which their attitudes towards GBV had positively changed throughout the course of the project, and that they themselves went on to become focal leaders in their own right.

There was less evidence of the impact of these activities on men and women's behaviour change. Both primary and secondary beneficiaries noted that additional resources, support, and on-going trainings were necessary to achieve this outcome. However, the lack of significant findings reflects the nature and output of this goal. Behaviour change is a gradual and complex process and is influenced over time by supportive social norms and a conducive policy environment, areas where the project made significant contributions. Moreover, some primary beneficiaries commented that some men in the target communities felt threatened by the gains made for women's rights, and/or

were hesitant to give up certain aspects of power and privilege, which hindered behaviour change at this level. Some primary and secondary beneficiaries noted that behaviour change activities may have been more effective with young boys, who are considered to be more malleable to such interventions as compared to older men.

It was easy for Rwanda to reach its goals because of the support from the government. Beneficiaries mentioned that it was easy for them to realize the project objectives because “Rwanda is a very receptive nation, of course being such a small country and young in our democracy. And it was helpful that we don’t have any chiefs in the community. That makes the process less bureaucratic”.

*“There was a lot of collaboration in this project. There were other SCOs involved in the policy advocacy and campaigns. RWAMREC provided support and guidance for other organizations, which was very good for building the network and sharing information. RWAMREC has good relationships with communities and other CSOs” – CSO member (Secondary beneficiary)*

#### **KENYA**

The project appeared to be less effective in reaching the intended objectives in Kenya than in Rwanda especially with primary beneficiaries. However, the project in Kenya had much stronger partnerships with secondary beneficiaries than was the case in Rwanda. MenKen advocated effectively for the implementation of laws and policies, which was the first objective of the project. The Domestic Violence Bill was passed in 2013, and the Matrimonial Property Bill was passed in 2014, and MenKen contributed to advocating for their implementation. Kenya has marked achievements in terms of capacity building on the role of CSOs and government to advocate for implementation of laws and policies, as well as raising awareness among these groups on the key gaps of laws and policies. UN Women in particular supported MenKen to print and disseminate the policy scan at a national level. The majority of secondary stakeholders were very happy with MenKen policy advocacy. The organisation also appeared to have an overall strong reputation nationally.

Regarding the objective around challenging social norms condoning violence and the culture of silence, partners noted that changing norms around masculinity is an on-going process, not a once-off event and the community mobilization sessions with primary beneficiaries in Western and Nyanza provinces were too short and too few, and not done in a satisfactorily participatory manner in order to achieve this goal. Moreover, the project did not seem to comprehensively work with service providers, police, health care officers in Western and Nyanza provinces, or offer much protection and support to encourage women to report rape and speak out against domestic violence. Most of these collaborations and partnerships were done with stakeholders in Nairobi, where none of the primary beneficiaries were based.

There was a disconnect between national and county efforts, including work with government, and some resulting confusion on behalf of primary beneficiaries about whether they should be advocating for county or national bills and laws. Community change agents (CCAs) had limited involvement with county government, which resulted in disjointed efforts with the project and primary beneficiaries in the Western and Nyanza provinces. Trainings of CCAs were also too short, and CCAs lacked means of identifying themselves and achieving recognition in community (i.e. t-shirts, certifications), and badges were removed from CCAs after the project stopped.

The main activity in Western and Nyanza provinces was community mobilization and there was less emphasis on advocacy for and awareness of laws and policies. Media activities in Western and Nyanza provinces included the use of posters, and some university radio presentations, but these had limited reach. There was more use of radio and media at a national level, including sensitizing journalists, than at the county level.

Some participants argued that the project failed to identify men as potential victims of GBV, and did not address the pressures faced by men to provide financially for their families. Some of the male participants discussed how the OMC trainings assumed men as always the perpetrators of GBV. Some men, especially in Kenya, found this problematic and spoke about women physically abusing their husbands when drunk in a particular province where there was known to be high alcohol abuse rates. Emotional abuse of husbands by wives, for instance where men could not support their families financially, was also brought up in both Rwanda and Kenya as a common occurrence, but was noted as something insufficiently addressed by the group trainings.

#### **SIERRA LEONE**

Generally, the intended project goal, outcome and outputs were largely achieved within the time of implementation. These achievements could be largely attributed to the fact that MAGE-SL effectively engaged and coordinated programme activities with other civil society organizations. Moreover the political will and supportive role played by government helped to secure a successful project. However, the country was making steady progress when Ebola struck.

Relating to the first objective, to strengthen the evidence base on GBV laws and policies, there is overwhelming evidence from primary and secondary beneficiaries on the successful achievement of this objective. Political mapping to identify stakeholders and organisations with interest in women and girls rights, and policy scans to review national laws and policies on women and girls rights contributed to meeting this objective. Documents generated from policy scans are now in major libraries including the university and parliament libraries. This was made possible through effective communication and coordination of programme activities. The enactment of Sexual Offences Act

2012 came in part as a result of coordination of efforts by MAGE-SL and partners.

The second objective, to build the capacity of civil society and government to advocate for the improved implementation of GBV laws and policies, was successfully achieved in the programme implementation area as well. Trainings were successfully conducted for primary beneficiaries, CSOs and government, including one with the Ministry of Social Welfare Gender and Children's Affairs (MSWGCA) focusing on the role of men and boys in discouraging violence against women (VAW) and promoting gender equality. The overwhelming majority of beneficiaries (both primary and secondary) expressed how the trainings have enhanced their knowledge about the rights of women and girls and the relationship between VAW and HIV/AIDS. Many men and boys interviewed feel less connected to earlier-held masculinist 'macho' attitudes with a note of resolve to live with their female counterparts as colleagues and not as subordinates. A school-going primary beneficiary aged 20 expressed how she has been empowered to mediate between husbands and wives and violence against women and girls in her community.

Key to the achievement of the above success is the high quality training delivered by MAGE-SL with appropriate training modules. Many trained volunteers have succeeded in cascading the training received from MAGE-SL to their communities through community meetings inclusive of men and boys and traditional leaders. However, there is a tendency to lose the successes gained if efforts are not made to continuously monitor communities on the enforcement of by-laws that protect women's and girls' rights.

Relating to the third objective, to advocate at national and regional levels to improve the policy and legal agenda on addressing GBV, successes have been achieved largely at the national level and less so at the regional level. At the national level, MAGE-SL is a member of the Human Rights Coalition in Sierra Leone, a body promoting among others the rights of women and girls. Along with many other CSOs with similar goals, MAGE-SL effectively engages government through the MSWGCA to advocate for women's rights. The involvement of women and girls in various radio discussions such as: Human Rights Hour on Sundays over Star Radio Freetown, Burning Issues Hour on Culture Radio Freetown, and Talk About Pikin Dem" (Talk about Children) over children Radio Moyamba, speaks to the programme's commitment to advocacy. At the international stage, MAGE-SL coordinates activities with Sonke Gender Justice, MenEngage Africa Alliance and PROMUNDO USA. Through advocacy, there is now greater government commitment to protecting women and girls' rights. As an example of government commitment, a government minister was dismissed from office and detained in prison after he was found guilty of rape. This has boosted women's and girls' confidence in the justice system when their rights are violated.

Programme activities to attain objective four, to challenge social norms and the culture of silence regarding violence against women, especially among men and

boys, have shaped a change in the attitudes of men and boys towards women and girls. Social norms campaigns delivered through community meetings and radio discussions are eliciting favourable feedback from communities. Phone in programmes during radio discussions are a comfortable platform for many women and girls to freely express their views about disturbing rights abuse and seek redress through such platforms. There is increasing realisation in communities that women and girls have a right to contribute to and influence decision making on matters that pertain to their welfare in much the same way as men and boys. It is emerging in communities that the initiation of girls into secret society will need to be based on the consent of a girl who has attained age 18.

Beneficiaries realised that the attainment of the above objective has been enhanced mainly by the concerted efforts of MAGE-SL and the work of volunteers within community based organisations, traditional leaders and community radios. As in Rwanda, however, some primary beneficiaries remarked that some men in the target communities resisted shifting their attitudes on women and girls and felt threatened by the gains made for women’s rights.

**Evaluation Criteria**  
*Evaluation*  
**Question 2**

**Effectiveness**

- *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 evaluation team**

**RWANDA**

Intended beneficiaries were reached through the project and in some cases, the project reached higher numbers of beneficiaries than initially intended. In the last year of the project, additional beneficiaries were targeted through activities including the organisation of four meetings for women entrepreneurs, and the targeting of 50 sex workers through GBV prevention and support trainings. The project worked closely with heterosexual couples through the evening dialogues, which helped to ensure women’s representation, but could have also resulted in the exclusion of single or widowed women. The project did not reach as many youth primary beneficiaries as intended or would have been desirable given the focus of the project. Some project implementation staff noted that primary beneficiaries in Kamonyi district were easier to reach than those in Gakenke district, which is more mountainous and remote, and which had less active focal persons than in Kamonyi.

As noted above, focal point persons proved to be an effective means to reach the intended primary beneficiaries, the number of which steadily increased over the course of the project. For instance, 1,200 women and girls were reached in the first year, 1,970 in the second year, and 2,540 in the third year. These figures included those who attended evening dialogues, and community mobilization sessions. Overall, primary beneficiaries appeared to be more invested in and

dependent on the project than secondary beneficiaries, which may also explain our greater ability to interview and recruit primary beneficiaries.

The project also sought to engage men in positions of authority, so that their potential was realized to support the development of new GBV laws and policies, strengthen the implementation of existing policies, and create male role models who are able to challenge and support other men to change. Local focal persons, in particular male focal persons, were successfully engaged through the project model, and advocacy, training and dissemination sessions were conducted with pastors and local leaders. RWAMREC's credible and strong working relationship with the target communities facilitated their active engagement of focal persons. RWAMREC also provided support and guidance to organizations working on GBV, including through the dissemination of the policy scan outcomes, and/or training service providers, including health providers, in responses to GBV.

### **KENYA**

The project struggled to reach all the targeted beneficiaries according to the goals and outcomes. MenKen reached more secondary than primary beneficiaries. These secondary beneficiaries included the government, different stakeholders and CSOs. MenKen reached a total of 47,009 women and girls, men and boys in Kisumu and Kakamega counties for sensitization on GBV and HIV/AIDS. These numbers include both primary and secondary beneficiaries.

**Training:** MenKen and other network members recruited and trained 58 CCAs to undertake community mobilization on GBV in the counties. Through the work done by CCSs, 162 referrals were made to service providers of GBV cases and 24 GBV cases reported to the police.

**Sharing information and creating awareness with secondary beneficiaries:** Through different platforms for sharing information and creating awareness, a total of 129 women leaders were reached during the women's health empowerment workshops, 46 institutions reached during the policy report launch, policy advocacy training, baseline disseminations, joint activities with partner organizations and 81 Parliamentarians, members of county assembly and senators reached during the policy report launch and high level dissemination, capacity building workshops for government officials, and PADV Bill policy advocacy activities.

Due to the realization and recognition of key populations and their role in GBV and the spread of HIV, 30 male *Matatu* taxi operators were oriented on GBV prevention. There were two trainings conducted with private sector employers working on women's health and economic empowerment in Kisumu and Kakamega counties. Another 350 Constituency AIDS Control Council officers were reached during orientation on gender in HIV programming.

To address the absence of men in parenting, 16 parental empowerment facilitators were trained to undertake the HOPE program with men and children. These sessions included working with men and children to encourage father's

involvement in the lives of their children. Since MenKen also sought to train and build the capacity of media personnel, 23 journalists were trained on gender transformative reporting and over 2 million people reached through MMUST FM, other radio sensitizations and TV interviews and newspaper articles. In the counties, the University radio station played a critical role in sensitizing the students and the surrounding communities on GBV.

**SIERRA LEONE**

Targeted beneficiaries were reached successfully through the project. Sierra Leone fully implemented the project for two years and for at least two quarters in year three. Targets for this section are based on the last completed year of implementation, which in this case is year two and findings from interviews conducted. From programme documents reviewed (Result and Activity Report - Cycle 15) in the last completed year of the project, MAGE-SL engaged the same stakeholders to achieve outcomes 1 and 2 closely with government officials in the capacity of decision makers and policy implementers and included 8 MPs, 6 Councillors and 28 different line ministry representatives at the institutional level and 13 interfaith religious leaders and 48 women from various women’s groups. They also engaged with the same CSOs for both outcomes (1 and 2) including 56 at the institutional level and 60 at the individual level. For Outcome 4 the programme targeted women and girls (4600 at institutional level and 2000 at individual level), men and boys (3400 at the institutional level and 1000 at the individual level) and the general public and community at large (8000 institutional level and 3000 individual level). See the table below.

*Target Beneficiaries for Year 2 Progress and Annual Report by Outcome*

Outcome	Target Beneficiary by Outcome		Number			
			Institutional level		Individual level	
			Progress Report	Annual Report		
Outcome 1&2	Government Officials (Decision makers & policy makers)	MPs	6	8		
		Councillors	5	6		
		Reps from line ministries	18	28		
					Progress Report	Annual Report
	Religious leaders				10	13
	Women from various women groups				40	48
Outcome 3						
Outcome 4			Progress Report	Annual Report	Progress Report	Annual Report

	Women and Girls in general	4660	4600	2330	2000
	Men and Boys	1340	3400	670	1000
	General public and community at large	6000	8000	3000	3000

The local consultant could not access progress reports for part of year three implementation. However, findings from interviews with MAGE-SL staff showed a considerable increase in the number of target beneficiaries reached with numbers showing over 8000 people in the wider community who were thought to have been reached through radio, newspaper, television and drama programmes. This figure could not be verified however, by the local consultant. Even though targets are thought to have shifted in the upward direction, project implementers still feel the actual population reached may have been underreported. From the available evidence however, the programme recorded a general increase in number of targeted beneficiaries reached between Year 2 Progress and Annual Reports.

The main channels used to target primary beneficiaries were through community meetings and radio discussions. However, the project could have achieved more through radio discussions if radio stations managers had taken more ownership of the project and allowed more slots at lesser costs. Trainers of beneficiaries found that it was much easier to target people in rural than urban settings. They also found it more effective to bring about a change in behaviour when men and boys were engaged in discussions than women and girls and this speaks to the appropriateness of the project strategy. A key strategy which has contributed to the overall success of meeting the target beneficiaries is the targeting of most important stakeholders in communities including but not limited to traditional and religious leaders, teachers and community service providers as they are the policy makers and law enforcers in communities.

**Evaluation Criteria**

**Effectiveness**

**Evaluation Question 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.*

**Response to the evaluation question with analysis of key findings by the evaluation team**

**RWANDA**

The project appeared to result in positive changes in the lives of women and girls in Kamonyi and Gakenke districts. In terms of responding to the needs of women and girls, some participants said that major challenges faced by women in communities included conflict over land and relationship infidelity. Meetings were held to teach people about Law 59 (the new Land Law). Women and girls

are now able to inherit land and other property. The female primary beneficiaries indicated that the project raised their awareness of their rights as stipulated by the land law, which acknowledges women and girls as beneficiaries of land regardless of their educational or marital status, and without the permission of men and boys.

**Education opportunities and GBV:** Participants also noted how educational opportunities and related income-generating opportunities were important to protect women and make it easier to leave abusive relationships. Both male and female beneficiaries said that they are now in a better position to attain and continue their education as a result of the project. The project has advocated for the education of all children regardless of their sex. “As stated in its ‘Vision 2020’ policy document, the government of Rwanda aims to transform Rwanda’s agricultural-based economy into a knowledge-based economy, for which human resource development is of vital importance. The government emphasizes gender equity in all segments of society and the economy, meaning that boys and girls should equally enrol in education” (Nkurunziza, Broekhuisand & Hooimeijer, 2012). Although it is declared a human right in Rwanda for every person to be able to access education, decision-making processes around who should receive education is typically at the discretion of men. Some primary beneficiaries commented that men typically chose to educate boys instead of girls due to lower expectations for girl children to be able to work, and expectations of the boy child as future providers for families. Men and women were made aware of their rights to education under the law through the UNTF project, and participants’ attitudes around education changed.

**Economic empowerment and GBV:** As a result of the project, some women reported being able to take part in income-generating activities, due to the co-operatives, which were community initiated and owned in conjunction with the project, although an unintended activity and impact. The agricultural co-operatives provided more opportunities for women to farm and seek employment through selling produce. Women are now getting increased employment opportunities through co-operatives started by other females in the community. Some of the co-operatives were specifically initiated in order to support women to remain involved in contributing to economic development.

**Relationship context and gender relations:** Sensitization trainings, which took place regularly in Kamonyi and Gakenke district as part of the project, have been reportedly helpful for women. In the interviews, some primary beneficiaries discussed how they are increasingly able to talk to their partners about decision-making including financial, sexual and household/family decisions and that their ideas and thoughts were more comprehensively taken into consideration. In some of the interviews, female beneficiaries commented that they were often not consulted in key personal and family decisions made at the household level. However, as a result of the sessions in which men were

engaged, as well as trainings conducted with men and with couples, some women reported increasingly feeling that their husbands were receptive to their contributions to family decisions.

Primary beneficiaries reported that Friday evening dialogues in particular were effective in creating a space for couples to discuss and share some of the challenges that men and women faced in their relationships, and to also seek advice from each other around conflict resolution strategies. This platform supported women especially to be more open with their male partners about decisions taken in the household.

**Sexual and reproductive health:** Open discussions about family planning among couples, which was said to be rare in the community, was also a priority in the dialogues. Some male and female beneficiaries commented that women now had greater opportunities to discuss family planning as a result of the encouragement and opportunity provided at the evening dialogues. Women could also explain to their partners how their involvement and support in family planning decision-making helps them. Some men and women also discussed improvements in their sexual satisfaction within their marriages, another positive yet unforeseen outcome of the project. Primary beneficiaries noted that couples felt more open to discuss sex, some men became aware of women's sexual rights and sexuality, and some women felt more confident to talk to their husbands about their sexual desires. Some primary beneficiaries also noted how the evening dialogues encouraged men to also assist with domestic duties in the house such as washing dishes or childcare, which in turn was said to reduce conflict, and improve the quality of relationships and sexual satisfaction.

**Increased safety:** Some female primary beneficiaries reported that many women now feel safer in their communities knowing that there is somewhere to go if they experience GBV. Gaining confidence in men's understanding and awareness of women's rights to report GBV under the country's GBV laws was said to have a positive impact on supporting women, and encouraging reporting. Some men gained an understanding of the impact that polygamy and having extra-marital partners can have on the health and wellbeing of their primary partners. Some women reported a greater ability to negotiate safer sex as a result of the evening dialogues, which were said to be particularly effective for working with couples. Polygamy was a problem in the community that also contributed to the conflicts in the households. The focal people also typically served as a support network for women. Overall, the quality of marital relationships was found to have improved, something that was an unintended output.

**Land ownership and GBV:** The new land law has been particularly relevant for women. Female beneficiaries indicated that their ability to inherit land, which was previously not permitted, has improved their economic status. A female beneficiary mentioned that owning a piece of land and being able to farm on it

makes a difference in their livelihoods. A similar perception emerged from the focus group discussions; both men and women reiterated the importance of women owning land and property.

In summary, the key challenges facing girls and women in the target communities included poverty, lack of inheritance, social norms condoning violence, and lack of access to money or decision-making around money. Female participants in both Rwanda and Kenya also noted transactional sex, school drop-out as a result of teenage pregnancy, girls having less access to schools, lack of access to SRHR education and prevention technologies as further challenges facing girls and women in these countries. Given the high levels of violence perpetrated against women across the region, particularly marital rape, it was expected that changes in men's behaviour will have a direct effect on the levels of violence experienced by women and girls.

### **KENYA**

The project brought considerable changes to the lives of women and girls in Kenya as well. However, the changes were reportedly less significant than for the women and girls Rwanda, which may be attributed to the short duration (6 months) for which the project was implemented in the target communities. This was a major limitation of the project and was due to financial delays and lack of coordination between MenKen and MMAAK

**Sexual Reproductive Health and Rights:** Women and girls reported having improved access to contraception as a result of the project, and also men felt more involved in the discussions on SRHR especially because of the awareness campaigns organized with a community partner, Family Health Option Kenya (FHOK) and other health care service providers. Through collaboration with FHOK, community change agents (CCAs) were able to provide access to contraceptives for both men and women. People were also educated on the importance of using contraceptives.

**GBV:** Primary beneficiaries reported an improvement in the reporting of GBV incidents and harmful practices that women and girls experience. Although women and girls in the community reported knowing where to report GBV crimes, there was some discussion around the inefficiency of and potential harm at the hands of the police when reporting GBV. The primary beneficiaries discussed the persisting and concerning extent of violence that continues to be perpetrated by men and boys towards women and girls.

**Leadership and access to education:** Some women reported having more opportunities to speak in public and assume leadership positions in the community. This improved the lives of women because they were regarded as decision makers, and able to contribute to the betterment of the community. As a result of community mobilization activities, training and sensitizations, and the chief *barazas* (*Community meetings*) offered through the project, parents (and especially men) understood the importance of educating girl children. Some male primary beneficiaries reported that they were now more open to

educating their female children as well as their male children, which was a change in attitude. This shift was a result of the project's efforts to raise awareness around the right for and importance of both boys and girls to be educated.

**Widow Inheritance:** Amongst women in Kenya, widows were described as the most vulnerable to abuse. This is a result of the community practice of widow inheritance, where widows are typically inherited and a relative of the deceased husband will move into the household to resume the duties of the deceased. Some women have started to refuse to be inherited because this practice exposes them to HIV, and they will also be regarded as a second wife if the inheritor is already married. This inheritance usually results in conflicts among the wives. A respondent in one of the female stakeholder's group discussion noted:

*"when your husband is selected to inherit another wife, he would initially do it without your permission."*

However, more and more men are now open to listening to suggestions and ideas that their partners have. Increasingly, men are also beginning to refuse to inherit widows because of the economic burden as well as the strain it puts on their relationships with their current wives.

**FGM:** Several *female secondary beneficiaries* mentioned that female genital mutilation was a huge challenge faced by girls in the community. Primary beneficiaries described the way in which mutilation is carried out in order to please men, in accordance with the social norm supporting the belief that it enhances the sexual pleasure of a man when a woman is 'cut' (circumcised). This is particularly problematic for girls because it was suggested that FGM is closely related to child marriages in the counties.

**Child marriage:** Female and male secondary beneficiaries (FGD) and female and male primary beneficiaries (individual interviews) noted that child marriages are a major problem that is far from being addressed. They explained that these marriages are complex because there is a wide range of motivating factors for families to expose their girl children to early marriage. In most cases, girls are married early in order to settle family financial debts. For example:

*"if I take a loan from another family to pay for my child's school fees or for medical purposes, and I ultimately cannot repay the loan, giving my daughter to the family that I owe would be seen as a normal and acceptable way to repay the debts – Male secondary beneficiary."*

## **SIERRA LEONE**

The project made changes in the lives of women and girls in Sierra Leone. Compared with Rwanda however, the changes are less significant. This may be ascribed in part to the interruption of project activities by the Ebola outbreak

that led to the premature closure of the project. However, gains reported by primary beneficiaries included:

**Capacity building on advocacy:** Women and girls emphasised the fact that training afforded them the opportunity to acquire skills on how to effectively articulate issues of VAW to authorities and obtain the desired results. A 23 year old female volunteering at a community based organisation in Kabala was quoted thus:

*“Yes, I was impacted positively. My capacity was built on advocacy on women and girls issues. I was trained in public speaking”*

**Mediation skills:** Unsettled disputes and the rigging of justice in favour of male counterparts are among some of the factors leading to conflict in homes that leave women and girls unhappy and battered. Women and girls described having acquired mediation skills which they could apply to settle disputes between boys and girls and men and women, as a 20-year-old secondary school female student stated in the interview:

*“It improved our knowledge by receiving training from the project and we were able to impact this knowledge to others. It also educates us how to handle issues in community like giving advice to husbands and wives in order to live happily in homes.”*

**Clarity on roles and responsibilities:** Evidence from an interview with a 28 year old female beneficiary showed that before, she had clashed with her husband and did not know how to avoid being in conflict. She said the project helped her to distinguish her responsibilities from that of her husband, a shift which has improved their relationship.

**Increasing awareness of the relationship between GBV and HIV/AIDS:** Women and girls attested that through the project they discovered a relationship between sexual harassment and the chances of getting infected with HIV. This has thus triggered a resolve to stay clear and speak up against any form of sexual harassment especially rape.

**Evaluation Criteria**

**Effectiveness**

**Evaluation Question 4**

*What internal and external factors contributed to the achievement and/or failure of the intended project goal, outcomes and outputs? How?*

**Response to the evaluation question with analysis of key findings by the evaluation team**

**RWANDA**

**Internal factors that contributed to project achievements:**

The interviews with, and observations of, RWAMREC staff indicated strong **internal** coherence of the team, and the effective sharing of information and transparency within the organisation. The first officer to work on the UNTF project continued to provide support and guidance, including contacts, to the officer that replaced her. The RWAMREC project team reportedly worked well together, regularly shared information and were transparent in their operations and implementation of the project. RWAMREC provided support to the target beneficiaries in the communities through continued visits and guidance. Even after the project intervention was complete, some of the project activities continued as a result of the support offered by RWAMREC. The project provided the target communities with a landline to readily be able to report incidents of GBV, which was highly valued by the target communities.

A member of the MenEngage Africa network mentioned that RWAMREC has been good at mobilising and lobbying support through the different social and political structures. RWAMREC was perceived as being in a position to provide support the other community and advocacy organizations. Another secondary beneficiary indicated that RWAMREC increased their capacity with the training they provided. A third secondary beneficiary mentioned that the support they get from the government enabled them to carry out most of the work in line with objective one. It was the relationship that RWAMREC upholds with government that made realising and advocating for policies and laws nationally possible.

**External factors that contributed to project achievements:**

The **external** factors that facilitated the implementation of the project include the strong working relationship that RWAMREC has with the local and national government. RWAMREC was able to lobby for support from the government especially during the policy scan, and campaigns against GBV through organized marches to parliament. RWAMREC also secured the opportunity to work with people in the media, including on radio channels and through newspapers articles, in order to raise awareness of GBV and lobby for support for GBV prevention, implementation of GBV policies, and engaging men and boys in GBV work. RWAMREC appears to have a positive reputation in the communities, within civil society and with government. Rwanda does not have traditional area chiefs and strongly relies on government to provide leadership. The absence of chiefs and traditional leaders may have lessened bureaucratic barriers to implementing the project, and also increased the importance of connections with other government personnel, as well as helps explain the critical role of focal persons.

**Internal factors that contributed to project failures:**

The baseline assessment conducted at the beginning of the project was weak and did not accurately capture the issues on GBV, which makes it difficult to

comprehensively compare with and assess the impact of the project. The failure to have an office or a full-time staff member based in the districts working for RWAMREC on this project contributed to the prolonged processes of reporting.

**External factors that contributed to project failures:**

The limited number of focal persons in Kamonyi and Gakenke districts meant that only a few community members were reached and trained on methods for engaging men. The interviews with the focal persons in the target communities indicated that there were no provisions made for the focal persons to be able to reach a wider audience. This inability to reach and train more people on engaging men to help combat GBV led to the current focal persons feeling over-extended, trying to reach more people than they could manage, since other communities requested their active involvement once they became aware of the project. This inability to reach more people put pressure on the focal persons and also limited the extent and scope of GBV prevention and awareness education. The extent of alcohol abuse, especially among men, was listed as a major contributor to the high prevalence of GBV, and some primary beneficiaries expressed concern that the project did not successfully engage with issues of alcohol abuse. One of the Sonke staff noted the political repression in Rwanda, which makes it more difficult for CSOs to influence the government.

**KENYA**

**Internal factors that contributed to project achievements:**

The MenKen team appeared to work well together with members of other members of the MenEngage network including civil society organisations as well as unilateral bodies including UN Women and women’s rights organizations. This helped to ensure wide dissemination of their policy scan and support advocacy efforts around government implementation of GBV laws and policies, and to prioritize engaging men and boys in efforts to combat GBV.

**External factors that contributed to project achievements:**

MenKen has strong connections with the national and county government. This proved critical in supporting their advocacy efforts within county and national governments.

**Internal factors that contributed to project failures:**

Internal working relationships between MenKen and MMAAK affected the implementation of the project and meeting the project objectives. Apparently weak financial management systems delayed implementation of project activities. For instance, some secondary and primary beneficiaries noted how requests for money to conduct trainings and payments for the stipends of the CCAs were seldom paid on time, which could lead to a lack of motivation for the CCAs, and create difficulties with the organisation of and implementation of meetings. There were also disputes on agreeing on the different roles to be

played by members of these two organizations. Some felt that roles and responsibilities of the parties were not clearly outlined.

**External factors that contributed to project failures:**

Some of the secondary beneficiaries noted how the project implementation was disturbed and delayed by the elections in the country. Elections took precedence, and consumed the interest and time of the project staff, government partners and community members who were supposed to be involved in implementing the project in the communities.

**SIERRA LEONE**

**Internal factors that contributed to project achievements**

The internal factors that have contributed to the successes of the project were firstly the thorough conceptualisation of the project delivery strategy by MAGE-SL staff. Second, skills acquired from training of country staff by MenEngage international were successfully cascaded to collaborating CSOs who in turn trained volunteers and project staff to engage communities. There is a seemingly good working relationship between MAGE-SL and implementing partners from observations made in the field. MAGE-SL is a well-recognised civil rights organisation with a well-established office and full time staff that are committed to their work.

**External Factors that contributed to project achievements**

Government buy in and strong commitment to curb VAW is one of the strongest external factors that has led to the successes achieved by the project. The enactment of the Gender Act 2012 is a major weapon used by the project to promote its campaign against VAW. There are also a number of other organisations with similar goals to those of MenEngage that provide a supportive environment for the implementation of the UNTF project. Some partner organisations have structures within communities, which have been useful instruments for the delivery of the project. There is also a strong commitment from community leaders and other authorities to end VAW.

**Internal Factors that hindered project achievement**

The inability to fully execute project implementation as planned made it impossible to fully realise the full impact of the project. One of the major internal factors was difficulty in communication due to lack of infrastructure, both within Sierra Leone among project staff, and especially between Sierra Leone and Sonke in South Africa.

**External factors that hindered project achievement**

The sudden outbreak of Ebola virus disease (EVD) led to an abrupt end of the project in the middle of implementation. This has led to disappointment in the project beneficiaries who feel let down by the project. Beside the EVD outbreak there are perennial community-based challenges that have posed serious challenges to the success of the project. A major form of violence against women and girls is female genital mutilation (FGM). There is stiff resistance

from the *sowes*<sup>1</sup> most of whom have taken up the act as a means of livelihood. Most men would still consider their grown daughters to be fully adult only after being initiated into the secret society through FGM. Changing these and other more overarching patriarchal attitudes often proves difficult.

**Evaluation Criteria**

**Effectiveness**

**Evaluation Question 5**

*To what extent was the project successful in advocating for legal or policy change? If it was not successful, explain why.*

**Response to the evaluation question with analysis of key findings by the evaluation team**

**RWANDA**

The project was successful in advocating for legal and policy implementation in Rwanda. The Land Law 59 (2008) acknowledges women and girls as owners and beneficiaries of land. RWAMREC played a key role in educating people and raising awareness of this newly protected right. Although it has existed since 2008, people in the districts that the project was implemented were generally unaware of its provisions. The policy scans have also captured the attention of various key stakeholders like law enforcement and other service providers, encouraging greater sensitivity towards issues of gender, and encouraging concerted efforts to support women and girls when they come to access services. There are now discussions within the local and national government structures to include women’s empowerment and promote gender equality in the parliament, and with local leadership. The policy scan also highlighted the need to prioritize women and their economic development as a tool to reduce vulnerability to GBV.

A male beneficiary in Kamonyi noted that there has been an improvement in the implementation of the Land Law and the GBV Law and related policies. Female beneficiaries mentioned that having access to land and knowing that it was within their rights to own it was empowering for them. More women were aware of their rights, not just of land but also the right to report violations against them. More women also know it is their right to access health care services, and should be able to get the support they need.

**KENYA**

There were several summits and meetings held to engage leaders and policy makers and implementers on GBV laws in the country. There was an additional policy advocacy training conducted by the MenEngage network and Sonke. Advocacy around laws and policy occurred through various network activities, which included campaigns and mobilizing other key organizations involved in

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<sup>1</sup> Sowes – the traditional society of women in communities who initiate women and girls into the female secret society

GBV to raise awareness on GBV. Primary beneficiaries interviewed, however, did not demonstrate a clear understanding of the policy scans or the laws on GBV. The secondary beneficiaries that were based in Nairobi appeared to be better informed on this aspect, demonstrating greater understanding of this component of the project, and consequently were able to more eloquently describe their experiences.

One of the female secondary beneficiaries interviewed acknowledged that issues of GBV and SRHR were not sufficiently prioritized on the policy agenda. She felt that there was a need for a variety of sectors to play a larger part in the process of mainstreaming men's engagement in these issues. She also emphasized the need to work with different organizations and other key players to redefine the process of engaging men at both national and local levels.

*“Now that MenKen has initiated this work, how do we all contribute to effective implementation of the project? That is an important question going forward beyond the theoretical aspects of policies and their implementation.”*

#### **SIERRA LEONE**

The project has largely succeeded in its efforts to advocate for the review of laws and policies that promote the rights of women and girls in Sierra Leone. Throughout the period of implementation, MAGE-SL has effectively engaged government, UN and development partners through meetings, campaigns and policy scan to influence the legal and policy environment to make it more supportive of the rights of women and girls. MAGE-SL and its collaborating partners had been engaging parliament through the establishment of the Male-Led Parliamentarian Support Group (MApSUG) in parliament since 2011 to date. These engagements have led to the building of parliamentarians' capacities on the promotion of effective policy implementation on GBV laws and policies. In tight collaboration with partners the project is making good progress in sensitising communities on three (3) Gender Acts already enacted re: Domestic Violence Act 2007, Estate Devolution Act and the Registration of Customary Marriage and Divorce Act. The estate devolution act empowers women to have legal access to property of their spouses and also the right to own land. MAGE-SL has contributed greatly in the dissemination of these laws through engagement of communities including traditional and religious leaders recognizing the social and cultural attitudes towards the role of women and girls in society.

On the success of MAGE-SL in advocating the improvement of the legal and policy environment for women and girls' rights, a secondary beneficiary remarked: *“community by-laws on GBV are being enforced and fines levied on perpetrators.”*

<b>Evaluation Criteria</b>	<b>Effectiveness</b>
<b>Evaluation Question 6</b>	<i>In case the project was successful in setting up new policies and/or laws, is the legal or policy change likely to be institutionalized and sustained?</i>
<b>Response to the evaluation question with analysis of key findings by the evaluation team</b>	<p><b>RWANDA</b> We have described above the ways in which RWAMREC have been instrumental in raising awareness and supporting implementation of the 2008 Land Law. There were no reports of new laws or policies being driven or supported by the project.</p> <p><b>KENYA</b> MenKen was at the forefront of advocating for laws that promote women’s rights in Kenya, and Kenya now celebrates the Marriage Act of 2014, Matrimonial Property Act of 2013 and the National GBV policy. As part of the project, a policy scan was also conducted, which recommended that domestic violence legislation be passed. This policy scan in turn informed the development of the Protection against Domestic Violence Bill (PADV) of 2013. Although the project was successful in advocating for such key laws to be passed, this knowledge did not appear to be comprehensively shared with or grasped by community members. Some of the secondary beneficiaries that worked on the policy scan and land laws on GBV felt that more could have been done in order to increase the target beneficiaries’ awareness on policy and laws, as well as that of stakeholders beyond the network. This would be critical in reaching the project objectives in order to strategically push the anti GBV agenda.</p> <p><b>SIERRA LEONE</b> Project efforts in Sierra Leone supported the enactment of the Sexual Offences Act of 2012. The Act is designed to protect girls less than 18 years against rape, indecent assault and other forms of sexual violence. The act was a draft in Parliament until MAGE-SL in collaboration with MSWGCA and other CSOs advocated for enactment of the Act in 2012.</p> <p>MAGE-SL and partners are working towards getting the act to be better implemented in the workplace with a robust monitoring mechanism and the ability to effectively prosecute and punish perpetrators. However, efforts have been slowed down by the EVD outbreak in the country.</p>

<b>Evaluation Criteria</b>	<b>Relevance</b>
<b>Evaluation Question 7</b>	<i>To what extent was the project strategy and activities implemented relevant in responding to the needs of women and girls?</i>

**Response to the evaluation question with analysis of key findings by the evaluation team**

**RWANDA**

The project was relevant to the challenges and needs of women and children. In Rwanda, women felt disregarded and felt that their ideas were not taken into consideration. Women were not included in decision-making platforms or in addressing issues in the communities. It was not considered appropriate for women to stand in public and address men and other community leaders about issues affecting the community.

**KENYA**

In Kenya, similar patterns emerged about the lack of voice women had in family and community deliberations and the various forms of violence that women and girls were subject to on a regular basis. Some of the local practices noted above, such as widow inheritance, also further entrenched the vulnerability of women and girls.

**SIERRA LEONE**

The main perpetrators of violence against women and girls are typically men that women are close to, including their elder brothers, their husbands and male peers. There is a general lack of readiness on the part of men and boys to surrender patriarchal attitudes while dealing with their female counterparts. This, combined with strong traditional laws that favour men, reduce women and girls to a deeply subservient status. It is widely believed that women should not speak their views in the presence of their husbands. Also, men and boys are generally suspicious of women and of efforts to usurp male authority from them with talks of gender equality.

**Evaluation Criteria**

**Relevance**

**Evaluation Question 8**

*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 evaluation team**

**RWANDA**

The project was relevant in dealing with the challenges and addressing the needs of women and girls. Progress was made with regards to addressing harmful social norms, as that had been identified as one of the major challenges that women and girls faced. Some of those practices included polygamy and the perceived entitlement that men have over women. Women were not able to initiate sex or even talk about sex with their male partners, and there were power inequities between men and women. Polygamous marriages and multiple concurrent partnerships expose women to STIs, which many men do not want to test for. Issues pertaining to sexual risk were central in this province, and most of the challenges faced by women and girls were related to risky sexual practices. In most of the discussions with primary beneficiaries they indicated an improvement in the sexual health of women as a result of the project. Although the objective was to reduce HIV and GBV, outcomes around

sexual health and relationship dynamics were important for the health and well-being of women and girls. The use of the evening dialogues made it easier for women to voice the issues they faced in their marriages. Most of these women believed that the project created a space for them to talk about their needs and in particular their sexual and reproductive health issues and needs.

Women stressed the importance of giving girl-children are given the opportunity to go to school. The fact that there was much more awareness raised about educating the girl-child was significant in these communities. More girls are going to school and more fathers are supporting them financially and encouraging them. Now that men are involved in different activities especially with the project, like trainings, sessions and the evening dialogues, the lives of women and girls in the communities have improved.

### **KENYA**

In the interviews and focus groups with primary beneficiaries, there was much discussion around how women and girls in Kisumu and Kakamega continue to be especially vulnerable to extreme poverty. Kisumu County is said to be one of the areas most affected by the HIV epidemic. This is related to high levels of violence perpetrated against women and girls in the county, as well as other common harmful practices including child marriages, widow inheritance with sexual cleansing rites, and polygamy. In addition, women and girls have difficulties negotiating for safe sex in their relationships. Because of the project's awareness raising and education activities, including community mobilization and campaigns, men reported being increasingly aware that condom usage is important in reducing the risk of infections. The project has begun to create platforms for women and girls and men and boys to come together as a community in attempt to collaboratively solve social problems. While, as noted above, project activities at this level have not been in the field for very long, and their relevance is still strong.

### **SIERRA LEONE**

Evidence from interviews and discussions held with primary and secondary beneficiaries highlights serious fears about the gains of the project disappearing if there is no scaling up and monitoring of successes already scored. The realisation by men and boys about having been the drivers of violence and the awareness of women and girls about the existing institutions to address VAW are some of the main successes in this project. The establishment of platforms to discuss and address VAW and advocacy to promote gender equality through easily accessible channels such as radio and community discussions will remain influential in homes, families and communities. The promotion of women and girls' rights has received buy-in from various sectors including the national government and this has led to the establishment of various institutions, policies and laws to protect women and girls rights. A primary beneficiary said during one of the discussions in Kabala that the project had no negative impact and wished the project to continue as the project has enabled her to learn about GBV laws and policies. She also said that the project has responded positively to the needs of the community as

there is a noticeable reduction in rape cases, wife beating and teenage pregnancy:

*“the project enabled me to learn about gender based violence laws and policies. The project responded to the need of the community...reduction in rape cases, sexual harassment, wife beating, teenage pregnancy.”*

**Evaluation Criteria**

**Relevance**

**Evaluation Question 9**

*To what extent did the project impact communities including men and boys?*

**Response to the evaluation question with analysis of key findings by the evaluation team**

**RWANDA**

The project held community mobilisation sessions and created other platforms for men and boys to be engaged. Much of the work focused on engaging with men because they were identified as being the main perpetrators of GBV. Moreover, RWAMREC conducted a study titled *“Masculinity and GBV in Rwanda: Experiences and perceptions of men and women”*. This report informed the decision to work with men and boys based on the dramatically unequal power relations between males and females in the two districts. Unfortunately, the project was not as successful in reaching male youth and boys because they were often in school during the daytime, or engaged in income-generating activities. The evening sessions that were held were specifically and strictly for married couples. This strategy of working with couples may also have excluded single men from the project activities. While many men discussed how their attitudes towards GBV and women’s rights had changed as a result of the project, there was less evidence of the extent of behaviour change among men.

**KENYA**

Motorcycle and bicycle riders, and boys on the streets were engaged in SGBV and HIV awareness and prevention activities. Some men and boys reported being able to go to the houses of CCAs in order to access condoms. Having access to condoms without going to the health centres has made a positive impact and has reportedly increased men’s condom use. There is an increase in voluntary counselling and testing for HIV (VCT), especially among men and boys.

Cheap alcohol is readily available for purchase in the communities. There are reportedly high rates of alcohol abuse in the communities, which was said to exacerbate and be linked to violence. It was believed that the project resulted in a small reduction in the number of men and boys that abuse this cheap alcohol, which has in turn reduced conflict in some families.

**SIERRA LEONE**

Communities and men and boys have been positively impacted by the project. Field evidence and documentary evidence of project implementation supported the fact that men and boys who are engaged in various livelihood activities such as commercial motorbike riders were targeted as key players in the attainment of the project goal. They were engaged on GBV prevention and HIV/AIDS sensitisation. An unintended achievement is the fact that violence among bike riders themselves has drastically reduced. Motorbike riders support HIV/AIDS campaigns by distributing condoms and sharing flyers with HIV/AIDS messages and IEC materials on GBV and HIV/AIDS.

**Evaluation Criteria**

**Efficiency**

**Evaluation Question 10**

*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 evaluation team**

**RWANDA**

RWAMREC implemented the project in a timely manner. They only had delays at the beginning of the first year of the project because of the delays in starting with the baseline survey. The consultants that carried out the baseline did not adhere to deadlines and submitted the report late. RWAMREC also had financial challenges in implementing the project because there were delays from Sonke in forwarding the project grant. These delays were related to challenges Sonke faced in South Africa with stringent government financial control policies. These policies were intended to prevent fraud and money laundering across borders but often had the effect of delaying payments. RWAMREC had to use some of the organisational finances to start the initial process of the project. Project activities were also efficiently implemented across the project. We did not identify any concerns in this regard. Having an office in the districts may have increased the efficiency of work in these areas but would have also required significantly greater financial outlay to support.

**KENYA**

Challenges in finances and financial administration of the project impacted to some degree on the efficiency and timeliness of project activities. In terms of efficiency in conducting community mobilization in the target communities, funds had to be used for travel and accommodation for MenKen to conduct this work, which was not the case in Rwanda. This may have contributed to a delay of the delivery of outputs, and also meant that the project activities were not implemented as regularly as they had been in Rwanda. There were also financial delays in payments, particularly to the CCAs, which in turn created delays, preventing the project activities from being carried out in a timely manner.

## SIERRA LEONE

Evidence gathered from MAGE-SL staff and partners in Kabala and Moyamba highlighted serious challenges faced which they said impinged on the efficient delivery of the project and hence had implications on impact and outcomes. Funds needed to carry out implementation, for example, were reported to have arrived late to MAGE-SL during the majority of the project implementation period (this was related to challenges noted above with the South African national financial controls policy). This delayed schedules and interfered with the trust and confidence beneficiaries had put in MAGE-SL. Thus it was not always easy to meet and gather beneficiaries for community meetings on time. The project delivery strategy in itself required travel by trained staff to engage communities with the message of GBV and equality. MAGE-SL, however, has limited capacity in terms of mobility and had to leverage government institutions and community-based organisations especially in Kabala and Moyamba to successfully deliver the project. In Kabala, for example, the District Council Chairman provided official vehicles to transport volunteers into communities to facilitate community meetings. This was made possible through the strong alliance MAGE-SL has with government.

### Evaluation Criteria

### Sustainability

#### **Evaluation Question 11**

*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 evaluation team**

### RWANDA

The positive results and activities in the project will likely be sustained through continued lobbying and efforts to raise awareness on GBV in all spheres of government. The relationship that RWAMREC has with the communities and the network partners ensures that activities can continue regardless of the project ending (assuming of course the RWAMREC continues to source other project funding for its work). In the two districts, the evening dialogues still continue; dialogue at the community level is an important medium through which to engage men and women on marital affairs and GBV in general. The interviews with the focal point persons indicated that they feel supported by RWAMREC and that gives them the strength to continue the work. Given the strong community ownership of this project, the positive effects of the project are more likely to be sustained. RWAMREC already has good working relationships with the local leaders, and therefore the work should continue with their support since they are already trained on GBV issues. In terms of sustainability, a positive shift produced by the project is that RWAMREC has gained audience from the government and become more visible to them. RWAMREC had three visits from MPs over the

course of the project, and RWAMREC's relationship with government should continue to improve and strengthen.

It was noted by a female beneficiary there was a need to mobilize for more resources to be able to raise awareness and community mobilization. She also commented that:

*“Apart from focal points we need to also involve what we call health workers and we are aware of those conflicts. We can also be trained to help and they are very popular to also contribute to GBV because when it is a crosscutting issue, they need help for local leaders, church leaders and so on.”*

### **KENYA**

In terms of MenKen's work at the community level, there is a need to support the CCAs because they are the ones that implemented the project in the counties and represent the best chance for sustaining the gains made. The CCAs reported that they require more financial support, capacity training through more extensive workshops, and more regular interaction with and support from MenKen staff.

Like RWAMREC, MenKen enjoys very good working relationships at the national level and the gains from this project should be sustainable through their continued engagement with national-level policymakers and decision makers.

### **SIERRA LEONE**

The positive results of the project in Sierra Leone will be sustained through the continued use of an already established community-based infrastructure by implementing partners in the project implementation areas. Continued engagement with the police, especially the FSU department who mediate in family issues, will continue to be critical in addressing GBV perpetrated against women and girls. MAGE-SL would need to continue to apply experience gained from MenEngage and other partners to write winning proposals for funding to sustain gains accrued in this project and scale up to other districts. A key success scored by the project which in itself goes a long way to sustainability is the fact that community stakeholders generally have owned the project. VAW in most targeted communities is now a social security issue and by-laws have been developed within communities to curb it. Traditional leaders will need to be continuously engaged to discourage harmful practices that interfere with the rights of women and girls such as the non-consensual initiation of girls into secret societies in their communities.

One of MAGE-SL's implementing partners in Kabala expressed the need for MAGE-SL to engage more at the community level and made more effective use of the community based infrastructure created by CBOs to sustain gains:

*“...MAGE-SL should continue to use already established structures by implementing partners, they should strengthen teenage mother clubs and involve FSU, teachers and health workers to discourage GBV...”*

**Evaluation Criteria**

**Impact**

**Evaluation Question 12**

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

**Response to the evaluation question with analysis of key findings by the evaluation team**

**RWANDA**

**Positives:** The evening dialogues were a suggestion that came from the community; it was successfully adopted and still continues. Community members continue to use that platform to talk about their problems and find solutions to marital conflict, and issues around GBV. Another major positive unintended consequence of the project was the establishment of cooperatives, which now have a formal body registered as the SUCCO cooperatives. This institution supports women financially to be able to start up income-generating activities. This activity was community owned and initiated, with some coordination support from RWAMREC. There was much discussion among primary beneficiaries around how poverty results in conflict within marriages, and made women vulnerable to GBV and/or abusive relationships. Thus, the income-generating activities were critical for comprehensively addressing GBV in the target communities.

**Negatives:** Some primary beneficiaries said that men in the target communities sometimes felt threatened by women’s empowerment initiatives, perceive that women are being favoured more than they are, and/or feel neglected. Beyond this resistance among some to the project activities (which was not intended, but is also not surprising), no unintended harms were reported.

**KENYA**

**Positives:** The CCAs reportedly share a wealth of information amongst themselves and keep each other informed as to what is happening in the communities, even after the project roll out. Some CCAs also engaged with bicycle and motorbike riders as well as male vigilante groups, which were identified as particularly problematic in the denial of women’s rights and enforcing traditional norms around women’s sexual rights and sexuality.

**Negatives:** Many of the project activities were related to the reduction of GBV and HIV in the counties. Many of the beneficiaries we spoke with, however, spoke about the reduction HIV as opposed to the reduction of HIV as well as GBV as project outcomes.

**SIERRA LEONE**

**Positive:** An unintended impact as observed by beneficiaries is the increased awareness and enrolment of the girls in school in communities where education was a rare privilege for girls. The message of GBV has also seen a reduction in violence even among boys. Also, the CBO Men’s Agenda for National Development (MAND) in Kabala was developed as a result of inspiration by the activities of the MenEngage project.

**Negative:** The biggest unintended negative consequence of the project is the very high expectation and increased demand on project resources by beneficiaries. Many beneficiaries are of the view that there were more resources available in the project than what was delivered to them. This led to lack of trust by some beneficiaries in project staff.

## Evaluation Criteria

### *Evaluation Question 13*

#### **Response to the evaluation question with analysis of key findings by the evaluation team**

## Knowledge Generation

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

There is a clear indication of the need to and importance of actively engaging men and boys in efforts to end violence against women and girls. In all countries, the presence of men in forums discussing issues pertaining to GBV has successfully raised awareness and garnered commitment from men to assist in combating GBV. Adding the voices of men to this agenda, and the integration of men’s ideas as key role players (policy makers, decision makers, government, activists, leaders, and community members) has contributed to significant progress in the work to reduce GBV. Understanding and taking into account the perceptions of men and boys enables practitioners to ensure that efforts such as trainings, policy and laws are appropriate and relevant in ending violence against women and girls.

**Economic development:** When both men and women are engaged in income generation activities, there seems to be less violence towards each other. In each country, there were calls for the recognition of the pressure men as providers are under. Traditional expectations for men to be breadwinners make it difficult for men in situations where they are unable to fulfil these roles. When men and women are mutually engaged in income generation activities, some of this tension appears to subside.

**Including boys and young men:** The inclusion of male youth in the initial work to end violence against women and girls is also crucial. Various activists and policy makers noted that it is harder to teach new behaviours or change the current behaviours relating to violence that adult men have. They mentioned that efforts to end violence against women and children would yield better results if they were discussed with younger men and

boys. Working with and engaging boys makes behaviour change easier to achieve because then trainings can shape perceptions of masculinity in ways that are relevant and contextual to the lives of men regardless of nationality and ethnicity.

**Support and safe spaces for men and boys:** The creation of support structures for men and boys is an important part of working to end violence. Men need to be provided with a safe space in which their needs and challenges will be addressed, and in which they will be given the opportunity to work through those problems. There exist numerous women's groups and clubs that seek to support women in their endeavours, yet there is rarely anything similar for men. Peer education with men's peers was found to be effective, especially at places that attract boys and men such as sports venues. This kind of support network for men was evident in particular in Rwanda, and has been successful in bringing about changes in working with men.

Some of the other key lessons learned during implementation of the project included:

- Greater involvement of community leaders or opinion leaders enhances better community ownership of the project
- Proper coordination with partners implementing similar project goals and objectives enhances stronger partnership and thus develop stronger synergies to attain project goals
- Communities ownership, implementation and monitoring new policies and by-laws supportive of the rights of women and girls enhances the effective implementation of those laws within the community with less external monitoring

## Evaluation Criteria

### *Evaluation Question 14*

#### **Response to the evaluation question with analysis of key findings by the evaluation team**

## Knowledge Generation

*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?*

Sonke Gender Justice coordinated the Men Engage Africa network and the cross-country collaboration and sharing in this project. Strengthening the Men Engage Africa network collectively and collaboratively helps to increase the efforts made towards ending violence against women and girls. Creating opportunities for peer-to-peer learning and exchange in the process of engaging men between countries that are part of the network will enable members to share lessons learnt and other best practices for engaging men and boys. The engagement and participation of CSOs and other role players encourages the sharing of experiences and the generation of relevant and informed strategies for reducing GBV.

Lobbying and advocating for laws and policies through the media was successful in raising awareness amongst the implementing partners. Network members trained journalists and other media personnel on how to engage men as part of the effort to address GBV. In addition, training and working with community leaders – including local government officials, traditional leaders, and those in other community power structures – is also important in spreading the message of ending violence against women and girls. Community leaders exert great influence and should therefore be given the platform to contribute to these transformation efforts. In areas where there are traditional leaders, for example in Kenya, it is important to recognise the presence and power of traditional laws and courts, and to make chiefs important partners in addressing and ending violence in their communities.

## CONCLUSIONS

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Evaluation Criteria	Conclusions
<b>Effectiveness</b>	<p>Overall, the intended project goals were achieved to varying degrees in each country. Different internal and external factors contributed to the realization and implementation of the project goals. The implementing partners had strong ties and relationships with their key stakeholders and secondary beneficiaries. Regarding the project Objective 1 to strengthen the evidence base on GBV laws and policies; and Objective 2 build the capacity of civil society and government to advocate for the improved implementation of GBV laws and policies; Sonke was able to produce valuable evidence, particularly through conducting and producing the policy scans for the focus countries; RWAMREC, MENKEN and MAGE-SL effectively adopted the policy scans and were able to and continue to use them as an advocacy tool. MenKen in particular was able to widely disseminate the policy scan. UN Women also expressed appreciation for its value and were interested in disseminating it to policy leaders in Kenya.</p> <p>All three organisations undertook extensive advocacy and capacity building work within their respective networks and the national government through visits from MPs and workshops. During the implementation of the project for instance, RWAMREC participated in the review of the National Strategic Plan (NSP) on HIV/AIDS to include language involving men within work that seeks to improve people’s health outcomes and raised awareness on the Land Law of 2008, and MenKen assisted in facilitating and lobbying for the celebrated 2013 Marriage Act and 2014 Matrimonial Properties Act. MAGE-SL were similarly successful in supporting legislative advocacy and policy implementation at both the national level as well as down to the community level. Sonke disseminated the policy reports at regional and international platforms, providing useful information to relevant international agencies to inform their policy work within the region</p> <p>With respect to Objective 3, to engage in advocacy at national and regional levels to improve the policy and legal agenda for addressing GBV, MenKen and MAGE-SL were able to achieve more results than RWAMREC through extensive media reports, more regular marches to parliament, stronger relationships with civil society organisations and government. RWAMREC did undertake, however, important advocacy efforts with government and developed significant new relationships with key stakeholders in the state. Sonke produced an advocacy toolkit and conducted capacity building on advocacy in all three countries targeting partner CSOs and community leaders on how to use the policy reports as an advocacy tool. Regarding advocacy at regional level, Sonke with little success continued to lobby at RECs for adoption of the policy reports. One of the biggest challenges in dealing with the RECs was the level of bureaucracy and staff turnover, as well as a limited</p>

budget compared to expectations of RECs regarding remuneration or allowances.

For Objective 4, to challenge social norms and the culture of silence regarding violence against women, especially among men and boys, the local partners had the least notable achievements, especially for changing social norms among men and boys. While each organisation initiated community dialogues to challenge harmful practices that continue to oppress women and girls and to promote gender equality, there was a reported gap between attitudes and behaviour change, and a lack of strategies to address individual and institutionally sanctioned norms of masculinity that condone GBV. Therefore, much more work still needs to be done in addressing this objective. RWAMREC and MAGE-SL appeared to have reached more primary beneficiaries than MenKen in this respect. On this objective, Sonke supported the implementing partners by conducting capacity building through training of trainers for community mobilisers on community mobilisation using the One Man Can model in each of the 3 countries. Regular country visits for quality assurance and refresher training were done.

#### **Relevance**

The project was highly relevant to the needs and challenges of women and girls in each of the three countries. Women and girls in these countries are still marginalised and their needs and wellbeing are typically not prioritised, and in all three countries, there is a particular feminization of poverty. Many women and girls in the target communities were reportedly denied opportunities to go to school and/or had limited access to land tenure or income-generating activities, making them vulnerable to abusive relationships and making it difficult to leave such relationships. In Kenya and Sierra Leone, women were vulnerable to FGM and in both countries, there was a concern of child marriage and/or trafficking.

Women and girls had limited support structures to encourage reporting the violence perpetrated against them. However, since the project was implemented, many of the women in the targeted districts reported an improvement in the quality of their lives. The project addressed some of the key issues that mitigated the abuse and violation of women and girls, such as increasing women's access to land. Engaging men and boys in community mobilization was particularly relevant to the need to challenge unequal gender relations at the relational level. So too was the provision of safe spaces where men could talk about their issues and frustrations and have other men advise them.

#### **Efficiency**

Overall, major barriers to efficient implementation related mostly to financial administration and coordination. There was a lack of effective coordination noted, for example, between MenKen and MMAAK, as well as financial delays in paying CCAs, which prevented the project activities being implemented according to deadline. There were also concerns expressed in Sierra Leone and Kenya about delays in payments from Sonke. Sonke attributed these delays to the stringent central bank regulations in South Africa on

## Sustainability

remittances in their effort to control fraud and money laundering. By the second year of the project, more effective ways of working around this problem were developed by the Sonke Sub Award Manager, advising partners to submit 70% financial reports for tranches to be processed, leaving them with 30% of funds to implement while the transfers were processed. The fact that local project funds had to be used for travel and accommodation for MenKen to conduct the work in Nyanza and Western provinces also impacted on the efficiency of community mobilization in the target communities. This resulted in a delay of the delivery of outputs, and also meant that the project activities were not implemented as regularly as they were in Rwanda or Sierra Leone.

RWAMREC's use of a participatory approach to actively engage target communities offers an important lesson in long-term sustainability for other projects. The target communities in Gakenke and Kamonyi reportedly have a strong sense of ownership for the project. Many people in these communities, particularly the focal persons, continue the community mobilization work regardless of the fact that the project has been phased out. The focal people in these districts continue to train people on GBV and intervene in family disputes. They also still organise the evening dialogues because of how strongly the couples from the target communities value them. MAGE-SL has enjoyed similar successes through approaches that emphasize community ownership of project activities and goals. They have also generated a similar sense of ownership among some of the new policy advocacy organisations at the national level.

All organisations expressed the importance of the support from Sonke, in its capacity as chair of Men Engage Africa, and asked that Sonke continue liaising, providing guidance and capacity-building, and sharing knowledge. Both are important supports for longer-term sustainability.

MenKen had more support and connections from various stakeholders and secondary beneficiaries including civil society organizations and government officials who could support the ongoing scaling up of the project. However, lack of community ownership of the project and confusion around the project's association with FHOK poses a risk to continued efforts. The fact that MenKen offices are not in the target communities, or as proximal as RWAMREC was to the target communities, also hindered sustainability. MenKen also had stronger connections with national rather than county government, which hinders sustainability in the county regions where the primary beneficiaries reside.

Sonke's role as the chair of MenEngage Africa offers several options for sustainability of the project, through replication in other MenEngage countries, securing additional funding to the focus countries with other MenEngage Africa grants to continue with this work and continued capacity building through MenEngage activities and structures.

**Impact**

The UNTF project has made an overall positive impact in the lives of targeted districts, and in particular for women and girls. Women and men feel more empowered to report GBV and to work against practises that encourage or perpetuate GBV. Men in the target communities have expressed satisfaction and appreciation for the project and its ability to create platforms for dialogue over issues that cause conflicts in households. Men who used to physically and/or sexually abuse their partners have more opportunity to reconsider their behaviour, and their justifications for it. Men in all countries gave testimonies of how they used to abuse their partners but since they got involved in the project, they are now able to guide other men and also share with them the impact that their behaviour (violence) has on their partners and children. Some men also did not realise that the abuse they committed was legally wrong and had a range of negative health and human rights implications. The community mobilization education and policy scans supported this new awareness. Some men shared that they even reduced their alcohol consumption because they now have other men to talk to when they have problems.

**Knowledge Generation**

The experiences in the three projects confirmed many of the key assumptions guiding gender transformative interventions to address GBV. These include the importance of addressing structural causes of GBV such as access to education and economic opportunities; the importance of including men and boys in this kind of work if gender transformative work is going to be effective and sustainable; the importance of involving community leaders or opinion leaders in delivering interventions; the vital role of community ownership in sustaining interventions; and the ways in which effective partnerships among implementing organisations is central to the success of projects like these. We also note a slightly more novel finding to emerge—the value of ‘safe spaces’ for men and boys to discuss with each other their needs, challenges, perspectives, and vulnerabilities with respect to GBV, sexual and reproductive health, and more generally, the persistence and costs of patriarchal norms.

## KEY RECOMMENDATIONS

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Evaluation Criteria	Recommendations	Relevant Stakeholders
Effectiveness	<p>There is a need for each organisation to extend its efforts and engage more with boys and girls in the project activities. Boys and girls were not effectively or consistently targeted in project activities.</p> <p>A diversity of evidence-based strategies should be devised to address Objective 4, to challenge social norms and the culture of silence regarding violence against women, especially among men and boys. To ensure sustainability and relevance of the project on this objective, it would also be useful to assess locally salient ideas or traditions that could be marshalled to promote new social norms that would work against violence.</p> <p>There is a need for more training on how to raise awareness of GBV and advocate effectively in government and political spheres. This would be supported by more active media involvement and networking with CSOs who are experts in advocacy work, as well as linkages with government.</p> <p>The project should also seek to address men as partners and not just as beneficiaries. The current design includes men as a beneficiary in the trainings and dialogues, but not always as active implementing partners.</p>	<p>RWAMREC, MenKen, MAGE-SL, MenEngage, Sonke Gender Justice</p>
Relevance	<p>Greater community involvement and ownership in project activities will increase the chance that activities and outcomes will be relevant to specific local needs. While the projects in each country were highly relevant to the overall needs of women and girls in addressing sexual and gender-based violence, the emergence of several unplanned initiatives, in particular in Rwanda, points to the importance of designing programmes that are responsive not only to the overarching challenges faced by women and girls, but also to the specific ways in which those challenges manifest in local contexts.</p>	
Efficiency	<p>Clarify roles and processes with respect to financial coordination and administration at all levels of the projects.</p>	

Develop more effective modes of communication and problem solving at all levels in order to mitigate the effects of financial or logistical challenges.

Develop strong partnerships with local organisations and key opinion leaders in rural areas without a local project office. Projects based in the capital city often have a hard time efficiently engaging with more remote areas.

## **Sustainability**

Given the fragility of this kind of work and the constraints on resources, each organisation should invest more time in building its network and ensuring that every member in the network understands their respective roles and relationships.

Sonke should be available to mentor network members on how to effectively work together to be able to realise the project objectives.

Organisations should also adopt participatory approaches that more actively involve communities in the projects.

Project staff and volunteers (e.g. CCAs) will benefit from further training and capacity building to ensure their work is effective and their involvement is sustainable.

If the organisations are planning to continue and extend their work in the districts, they should look into establishing offices in the communities they serve. While requiring more resources, having this kind of concrete presence would increase the sustainability and make local fieldworkers feel more supported and guided.

## **Impact**

In addition to the above recommendations on effectiveness, relevance, efficiency, and sustainability (which are all components of impact), organisations should develop robust and locally meaningful ways of anticipating and assessing the longer-term impact of gender transformation initiatives. Long-term, meaningful gender transformation should not only result in lower rates of SGBV and improved health outcomes, but should also result in a broader range of attitudinal *and* behavioural changes at the individual level, shifts in gendered norms and relationships at the community level, and finally, changes in the policy and legislative environments as well as the broader political culture at the national level.

**Knowledge  
Generation**

Develop methods for producing evidence around these longer-term gender transformations and how they work and ensure that critical information in this respect is captured during and after project activities.

## **ANNEXES**

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

**Please see attached TOR in PDF**

**Annex 2: Template for Evaluation Matrix**

Evaluation Criteria	Evaluation Questions	Indicators	Data Source and Data Collection Methods
<b>Effectiveness</b>	<ol style="list-style-type: none"> <li>1. To what extent were the intended project goal, outcomes and outputs achieved and how?</li> <li>2. To what extent did the project reach the targeted beneficiaries at the project goal and outcome levels? How many beneficiaries have been reached?</li> <li>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?</li> <li>4. What internal and external factors contributed to the achievement and/or failure of the intended project goal, outcomes and outputs?</li> <li>5. To what extent was the project successful in advocating for legal or policy change?</li> <li>6. In case the project was successful in setting up new policies and/or laws, is the legal or policy change likely to be institutionalized and sustained?</li> </ol>	<ul style="list-style-type: none"> <li>• Analysis of interviews and focus group discussions with primary beneficiaries assessing to what extent intended project goals, outcomes and outputs were reached, whether project generated positive changes in lives of targeted and untargeted women and girls, what internal and external factors contributed to achievement and/or failure of intended project goal, whether project was successful in advocating for legal or policy change, and whether project set up new policies and/or laws and sustainability of these</li> <li>• Analysis of interviews with secondary beneficiaries for all of the above including whether project reached targeted beneficiaries</li> <li>• Assessment of beneficiary annex for number of beneficiaries reached</li> <li>• Analysis of conversations with and observations of project staff to assess all of the above</li> <li>• Analysis of interview with Sonke staff member to assess all of the above</li> </ul>	<ul style="list-style-type: none"> <li>• Focus Group Discussions with Primary and secondary beneficiaries</li> <li>• Interviews with Primary and secondary beneficiaries</li> <li>• Review of previous project reports</li> <li>• Completion of beneficiary annex</li> <li>• Informal conversations with and observations of project staff</li> <li>• Interview with Sonke staff member</li> </ul>
<b>Relevance</b>	<ol style="list-style-type: none"> <li>1. To what extent was the project strategy and activities implemented relevant in responding to the needs of women and girls?</li> </ol>	<ul style="list-style-type: none"> <li>• Analysis of interviews with primary and secondary beneficiaries around whether project activities and strategy was relevant to needs of women and girls and of boys and men</li> </ul>	<ul style="list-style-type: none"> <li>• Focus Group Discussions with Primary and secondary beneficiaries</li> </ul>

	<ol style="list-style-type: none"> <li>2. To what extent do achieved results (project goal, outcomes and outputs) continue to be relevant to the needs of women and girls?</li> <li>3. What are the key needs and challenges in the lives of women and/or girls in the targeted areas?</li> <li>4. To what extent was the project strategy and activities implemented relevant in responding to the needs of boys and men?</li> </ol>	<ul style="list-style-type: none"> <li>• Identification of needs and challenges of women and girls and men and boys through interviews and focus group discussions with primary and secondary beneficiaries</li> <li>• Analysis of informal conversations with and observations of project staff to assess whether project strategy and activities was relevant to the needs of women and girls and of boys and men</li> <li>• Analysis of interview with Sonke staff member around how project strategy and activities were relevant to needs of girls, women, men and boys, and whether any differences between project countries</li> <li>• Analysis of previous project reports for relevance of project to needs of women, girls, boys and men</li> </ul>	<ul style="list-style-type: none"> <li>• Interviews with Primary and secondary beneficiaries</li> <li>• Review of previous project reports</li> <li>• Informal conversations with and observations of project staff</li> <li>• Interview with Sonke staff member</li> </ul>
<b>Efficiency</b>	<ol style="list-style-type: none"> <li>1. How efficiently and timely has this project been implemented and managed in accordance with the Project Document?</li> </ol>	<ul style="list-style-type: none"> <li>• Analysis of interviews and focus group discussions with primary and secondary beneficiaries around how efficiently and timely the project was carried out</li> <li>• Analysis of project reports for meeting deadlines</li> <li>• Analysis of interview with Sonke staff around how efficiently and timely the projects operated, and whether there were differences between the countries</li> <li>• Analysis of informal conversations with implementing project staff around efficiency</li> </ul>	<ul style="list-style-type: none"> <li>• Focus Group Discussions with Primary and secondary beneficiaries</li> <li>• Interviews with Primary and secondary beneficiaries</li> <li>• Review of previous project reports</li> <li>• Informal conversations implementing project staff</li> <li>• Interview with Sonke staff member</li> </ul>
<b>Sustainability</b>	<ol style="list-style-type: none"> <li>1. How are the achieved results, especially the positive changes generated by the project in the lives of</li> </ol>	<ul style="list-style-type: none"> <li>• Analysis of interviews and focus group discussions with primary and secondary around how the achieved results</li> </ul>	<ul style="list-style-type: none"> <li>• Focus Group Discussions with Primary and secondary beneficiaries</li> </ul>

	<p>women and girls at the project goal level, going to be sustained after this project ends?</p> <p>2. What factors (stakeholders, factors) are needed to support sustainability? We felt this would give us more comprehensive insights.</p>	<p>generated in the project in the lives of women and girls can be sustained, as well as key factors, including resources and stakeholders needed to help secure sustainability</p> <ul style="list-style-type: none"> <li>• Analysis of interview with Sonke staff around the above and whether any differences between the countries</li> <li>• Analysis of previous project reports for sustainability efforts and results</li> </ul>	<ul style="list-style-type: none"> <li>• Interviews with Primary and secondary beneficiaries</li> <li>• Review of previous project reports</li> <li>• Interview with Sonke staff member Informal conversations with implementing staff</li> </ul>
<b>Impact</b>	<p>1. What are the unintended consequences (positive and negative) that resulted from the project?</p> <p>2. Is there anything you wish the project had done differently?</p>	<ul style="list-style-type: none"> <li>• Analysis of interviews and focus group discussions with primary and secondary beneficiaries around unintended consequences that results from the project and whether there is anything participants wished the project had done differently</li> <li>• Analysis of informal conversations with implementing project staff to assess the above</li> <li>• Analysis of previous project reports for impacts generated</li> </ul>	<ul style="list-style-type: none"> <li>• Focus Group Discussions with Primary and secondary beneficiaries</li> <li>• Interviews with Primary and secondary beneficiaries</li> <li>• Review of previous project reports</li> <li>• Informal conversations implementing project staff</li> </ul>
<b>Knowledge Generation</b>	<p>1. What are the key lessons learned that can be shared with other practitioners on Ending Violence against Women and Girls?</p> <p>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?</p>	<ul style="list-style-type: none"> <li>• Analysis of interviews and focus group discussions with secondary beneficiaries around key lessons learned that can be shared with other practitioners around ending violence against women</li> <li>• Analysis of project reports for lessons learned and promising practices</li> <li>• Analysis of informal conversations with implementing project staff to assess promising practices</li> </ul>	<ul style="list-style-type: none"> <li>• Focus Group Discussions with secondary beneficiaries</li> <li>• Interviews with secondary beneficiaries</li> <li>• Review of previous project reports</li> <li>• Informal conversations with and observations of project staff</li> </ul>

**Annex 3: Template for Beneficiary Data Sheet**

The number of beneficiaries reached						
Beneficiary group	At the project goal level			At the outcome level		
	Kenya	Rwanda	Sierra Leone	Kenya	Rwanda	Sierra Leone
Female domestic workers	N/A	N/A	NA	N/A	N/A	NA
Female migrant workers	N/A	N/A	NA	N/A	N/A	NA
Female political activists/human rights defenders		Civil society organizations.	NA	Captured under individuals within Civil society organizations.	N/A	NA
Female sex workers	N/A	Part of community mobilization. 50 female sex workers.	NA	N/A	50 female sex workers.	NA
Female refugees/internally displaced/asylum seekers	N/A	N/A	NA	N/A	N/A	NA
Indigenous women/from ethnic groups	N/A	N/A	NA	N/A	N/A	NA
Lesbian, bisexual, transgender	N/A	N/A	NA	N/A	N/A	NA
Women and girls in general	N/A	1200 in first year. Second year: 1970. Third year: 2540. Can include attendance, mobilizations.	First Year: NA Second Year: 6000 Third Year: NA	47,009 women and girls, men and boys reached directly in Kisumu and Kakamega counties	1200 in first year. Second year: 1970. Third year: 2540. Can include attendance, mobilizations	<b>First Year: NA</b> <b>Second Year: 6600</b> <b>Third Year: NA</b>
Women/girls with disabilities	N/A	14	NA	N/A	14	NA
Women/girls living with HIV and AIDS	N/A	N/A	NA	N/A	N/A	NA
Women/girls survivors of violence	N/A	N/A	NA	Reported in 162 referrals made by CCAs to service providers of GBV cases and 24 GBV cases reported to the police	N/A	Close to 422 girls in each district now report decrease in violence

						against them 560 now say boldly if they are violated, they will pursue it by law	
<b>Women prisoners</b>	N/A	N/A	NA			NA	
<b>Others (specify)</b>	N/A	Women entrepreneurs. Organized four meetings for the last year for them. Women in media.	NA	129 Women leaders during the women's health empowerment workshops in September 2014.	N/A		
<b>Primary Beneficiary Total</b>							
	<b>Kenya</b>	<b>Rwanda</b>	<b>Sierra Leone</b>	<b>Kenya</b>	<b>Rwanda</b>	<b>Sierra Leone</b>	
<b>Civil society organizations (including NGOs)</b>	<b>Institutions</b>	N/A	N/A	NA	46 institutions reached during policy report launch, policy advocacy training, baseline disseminations, joint activities with partner organisations	Steering committee 7 organizations: Cladho, Rwanda Women's Network, Plan International, UN Women, Police, Rwanda Defence Force (Department of Gender Desk),	<b>First Year:</b> NA <b>Second Year:</b> 56 CSOs (Institutional level) 60 (Individual level) <b>Third Year:</b> NA
	<b>Individuals</b>	N/A	N/A	NA	35 individuals reached during policy advocacy training 33 individuals reached during training for ACORD 25 individuals reached during NACC elder pre-summit 485 other individuals reached during the joint activities with	N/A	NA

					partners under objective 2 and 3		
<b>Community-based groups/members</b>	<b>Institutions</b>	N/A	N/A	NA	N/A	National Women Council, National Youth Council,	NA
	<b>Individuals</b>	N/A	N/A	NA	58 community change agents recruited and trained to undertake community mobilisation	N/A	
<b>Educational professionals (i.e. teachers, educators)</b>		N/A	N/A		NA	N/A	Teachers reached in community meetings
<b>Faith-based organizations</b>		1	N/A		NA	One training with 17 pastors	<b>First Year:</b> NA <b>Second Year:</b> 13 religious leaders, 48 women from various women led and women groups. <b>Third Year:</b> NA
<b>General public/community at large</b>		N/A	N/A		NA	N/A	Over 11,000 reached 34 community mobilizers trained to take the messages to their various communities in targeted district
<b>Government officials (i.e. decision makers, policy implementers)</b>		N/A	N/A		NA	Local leaders in charge of gender, education, social affairs, governance, and health at district level were trained. 2 Sessions of	<b>First Year:</b> NA <b>Second Year:</b> 8 MPs, 6 councilors, 28 different line ministries representatives (Institutional)

					referral services training how to help victims of violence 61 participants over the two sessions.	
<b>Health professionals</b>	N/A	N/A		NA	Health professionals trained through referral services training. Orient health workers to assist victims of violence	NA
<b>Journalists/Media</b>	N/A	Kigali Today Radio 14 radio sessions for second and third year, igihe.com shared articles of project,		NA	N/A	NA
<b>Legal officers (i.e. lawyers, prosecutors, judges)</b>	N/A	N/A		NA	N/A	NA
<b>Men and/or boys</b>	N/A	N/A		NA	National Youth Council. Where we found boys to reach. Men through community dialogues.	<b>First Year:</b> NA <b>Second Year:</b> 4,400 <b>Third Year:</b> NA
<b>Parliamentarians</b>	N/A	N/A		NA	1 advocacy event on family planning budget where there was commissioner for social affairs where we discussed the issues.	<b>First Year:</b> NA <b>Second Year:</b> 8 <b>Third Year:</b> NA
<b>Private sector employers</b>	N/A	N/A		NA	2 trainings on women economic empowerment with attendance	NA

					42 and second there were 30 women entrepreneurs in last year of project	
<b>Social/welfare workers</b>	N/A	N/A		NA	4 trainings in first year Social affairs staff at sector level were trained on GBV law; land law, GBV and focal persons report to social affairs staff at sector level.	Social Welfare workers in various trainings. Number not specified
<b>Uniformed personnel (i.e. police, military, peace-keeping officers)</b>	N/A	N/A		NA	1 training with security police in charge of GBV prevention in last year of project	Representatives from the FSU in trainings. Number not specified.
<b>Others (specify)</b>	N/A	N/A		N/A	N/A	
<b>Secondary Beneficiary Total</b>		NA		Reported above in the general public reached		

## **Annex 4: Additional methodology-related documentation**

### **Interview Guide with Staff Members/Implementers**

Date:

Age:

Gender:

Location:

Designation:

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#### **Opening**

1. What have been the major activities of the UNTF project? What was the focus/objectives of the project?
2. What do you think the project has achieved?

#### **3. Effectiveness**

- a) Can you describe whether and how the UNTF project achieved objective one to strengthen the evidence-base on GBV laws and policies, particularly on the role of men and boys in GBV prevention? What factors supported or hindered this objective being met? Internal factors? External factors? Can this be attributed to a person or organization involved in the project? Describe in some detail how the project worked.
- b) Can you describe whether and how project achieved objective two to build the capacity of civil society and government to advocate for improved implementation of GBV laws and policies? What factors supported or hindered this objective being met? Internal factors? External factors? Can this be attributed to certain stakeholders, and if so, which ones? Is this likely to be institutionalized and sustained?
- c) Can you describe whether and how the project achieved objective three to advocate at a national and regional level to improve the policy and legal agenda on addressing GBV particularly strengthening the role of engaging men and boys in GBV prevention? What factors supported or hindered this objective being met? Internal factors? External factors? Can this be attributed to certain stakeholders, and if so, which ones? Is this likely to be institutionalized and sustained?
- d) Can you describe whether and how the project achieved objective four to challenge social norms and the culture of silence regarding violence against women, particularly among men and boys? What factors supported or hindered this objective being met? Internal factors? External factors? Can this be attributed to certain stakeholders, and if so, which ones?
- e) Can you describe whether and how the project reached the targeted beneficiaries? How many beneficiaries have been reached? What factors supported or hindered this objective being met? Internal factors? External factors? Can this be attributed to certain stakeholders, and if so, which ones? Were certain beneficiaries more or less difficult to reach?

#### **4. Relevance**

- a) Can you describe whether and how the strategies used during the project implementation were relevant in responding to the needs of women and girls? Are there any particularly notable strategies?

#### **5. Efficiency**

- a) Has this project been implemented and managed according to the target deadlines? What factors supported or hindered this? Internal factors? External factors? Can this be attributed to certain stakeholders, and if so, which ones?

#### **6. Sustainability**

- a) 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?
- b) Who are the key stakeholders that can assist with sustaining the positive project changes?
- c) What resources or other factors (policy environments, local champions, etc) will be necessary to support sustainability impacts?

**7. Impact**

- a) What are the key positive changes in the lives of targeted (and untargeted) women and girls in relation to the forms of violence addressed by this project? What factors supported these changes? Can this be attributed to certain stakeholders, and if so which ones?
- b) What are the key positive changes in the lives of men and boys in relation to the project? What can these be attributed to?
- c) What are the unintended positive consequences that resulted from the project?
- d) What are the unintended negative consequences that resulted from the project? How can these be mitigated after the project ends?

**8. Knowledge Generation**

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

**Interview Guide with Targeted Female Beneficiaries**

Date:

Age:

Location:

Designation: *Specify whether female prisoner, women/girls living with HIV etc as suggested in beneficiary annex?*

- 1) What have been the major activities of the UNTF project? What was the focus/objectives of the project?
- 2) What do you think the project has achieved?
- 3) Can you describe whether and how the UNTF project impacted you in a positive way(s)? Or for your community? **If no changes, skip to question 5**
- 4) What factors supported these positive changes? Can this be attributed to a person or organization involved in the project?
- 5) Can you describe whether and how the project impacted you in a negative way(s)? Or for your community? **If no changes, skip to question 7.**
- 6) What factors contributed to these negative consequences? Can this be attributed to a person or organization involved in the project? How can these be mitigated after the project ends?
- 7) Can you describe whether and how the project responded to your needs or challenges? What needs or challenges are these? Are there any particularly notable strategies?
- 8) How can the project be sustained? Are there key stakeholders who can assist with sustaining the positive project changes? Any necessary resources or other factors (policy environments, local champions, etc.?)

## Interview Guide with Unintended Targets/Community Members (Including Boys and Men)

Date:

Age:

Gender:

Location:

Designation:

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- 1) What have been the major activities of the UNTF project? What was the focus/objectives of the project?
- 2) What do you think the project has achieved?
- 3) Can you describe whether and how the UNTF project impacted you in a positive way(s)? Or for your community? **If no changes, skip to question 3**
- 4) What factors supported these positive changes? Can this be attributed to certain stakeholders, and if so which ones?
- 5) Can you describe whether and how the project impacted you in a negative way(s)? Or for your community? And for your community? **If no changes, skip to question 5.**
- 6) What factors contributed to these negative consequences? Can this be attributed to certain stakeholders, and if so which ones? How can these be mitigated after the project ends?
- 7) Can you describe whether and how the project responded to your needs or challenges? What needs are these? Are there any particularly notable strategies?
- 8) How can the project be sustained? Are there key stakeholders who can assist with sustaining the positive project changes? Any necessary resources or other factors (policy environments, local champions, etc.?)

## ***Annex 5: Consent Forms***

### **PARTICIPANT CONSENT FORM RWANDA**

#### **Purpose of the Study**

You are invited to take part in a final evaluation of the project “Engaging men to strengthen the implementation of GBV laws and policies and promote gender equality in Kenya, Rwanda and Sierra Leone” implemented by MenEngage and Sonke Gender Justice from September 2011 to August 2014, and funded by UN Women. The purpose of the study is to evaluate the entire project in terms of effectiveness, relevance, efficiency, sustainability and impact, with a focus on assessing the progress towards the project goals. The findings of the evaluation will help the UN Trust Fund, Sonke, the participating Member States and other Sonke partners to draw lessons for future work in engaging men to strengthen the implementation of GBV laws and policies and promote gender equality.

#### **Study Participation**

You are invited to take part in an interview for this study. Your participation in this interview is voluntary and you are not obliged to take part in this research. If you agree to participate, you may choose not to answer certain questions, stop participating in the research at any time, or withdraw your participation without penalty. The interview should take 45 minutes to one hour of your time and with your permission, will be digitally recorded. You will be asked about your experiences with and impressions of the project.

**Why have I been invited to take part?** You have been invited to take part because you were directly involved, are a primary or secondary beneficiary of the MenEngage Project that Sonke Gender Justice and RWAMREC implemented in national and Kamonyi and Gakenke districts, Rwanda.

#### **Risks**

**What are the risks of the study?** The time and effort you take to participate may be an inconvenience. You may find one or more questions we ask to be sensitive. Although no personal information of your own experiences of sexual violence will be asked, talking about sexual violence can be uncomfortable and even traumatic. You do not have to respond to any question that makes you uncomfortable. You may end the interview at any time without penalty. All efforts will be made to make the interview as comfortable for you as possible. Opportunity for debriefing with the interviewer will be available after the study. RWAMREC will also manage and support referral to appropriate services should you wish for further counselling.

#### **Benefits and compensation**

**What are the benefits of participating?** There are no immediate benefits to you from participating in this study. However, your insights will be extremely helpful to evaluate the effectiveness, relevance, efficiency, sustainability and impact to inform the final evaluation of the project.

#### **Confidentiality**

**Will anyone know what I say or do?** The information that is collected during the interview will be kept private. The study team will make every effort to protect your privacy and maintain the confidentiality of all the information that you provide. Data will be stored in a computer dedicated to this study that only the study team can access. All digital recordings will be transcribed but your name will not be recorded anywhere during recording of the interview or on the transcript. No one will be able to link you to the responses you give as all individual information will remain confidential. We will refer to you by a pseudonym in any publications.

#### **Additional Information**

**What will happen to the results of the research study?** The findings of the evaluation will help the UN Trust Fund, Sonke, the participating Member States and other Sonke partners to draw lessons for future work in engaging men to strengthen the implementation of GBV laws and policies and promote gender equality. It will also be useful for governments and lawmakers in Rwanda to identify gaps in the laws and policies on GBV prevention as well as challenges and gaps in the implementation of these laws and GBV prevention including punishment of perpetrators.

**What if I need more information?** If you have a concern about any aspect of the study, you may speak to the researchers who will do their best to answer your questions. You may contact Dr. Christopher Colvin from University of Cape Town at [+27-21-406-6706](tel:+27-21-406-6706) or [coldine@gmail.com](mailto:coldine@gmail.com) or Althea Anderson, Research Manager from Sonke Gender Justice at +27-72-556-1458 or [althea@genderjustice.org.za](mailto:althea@genderjustice.org.za). Any complaint about the way you have been treated during the study will be addressed. Complaints about any possible harm you might suffer will also be addressed.

**Subject Statement:** I have read the Informed Assent for this study. I have received an explanation of the planned research, procedures, risks and benefits and privacy of my personal information. I agree to take part in this study. I understand that my participation in this study is voluntary.

**Your name:** \_\_\_\_\_

**Your signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Investigator or person who conducted Informed Consent discussion:** I confirm that I have personally explained the nature and extent of the planned research, study procedures, potential risks and benefits, and confidentiality of personal information.

**Name of person obtaining consent:** \_\_\_\_\_

**Signature of person obtaining consent:** \_\_\_\_\_ **Date:** \_\_\_\_\_

## **PARTICIPANT CONSENT FORM KENYA**

### **Purpose of the Study**

You are invited to take part in a final evaluation of the project “Engaging men to strengthen the implementation of GBV laws and policies and promote gender equality in Kenya, Rwanda and Sierra Leone” implemented by MenEngage and Sonke Gender Justice from September 2011 to August 2014, and funded by UN Women. The purpose of the study is to evaluate the entire project in terms of effectiveness, relevance, efficiency, sustainability and impact, with a focus on assessing the progress towards the project goals. The findings of the evaluation will help the UN Trust Fund, Sonke, the participating Member States and other Sonke partners to draw lessons for future work in engaging men to strengthen the implementation of GBV laws and policies and promote gender equality.

### **Study Participation**

You are invited to take part in an interview for this study. Your participation in this interview is voluntary and you are not obliged to take part in this research. If you agree to participate, you may choose not to answer certain questions, stop participating in the research at any time, or withdraw your participation without penalty. The interview should take 45 minutes to one hour of your time and with your permission, will be digitally recorded. You will be asked about your experiences with and impressions of the project.

**Why have I been invited to take part?** You have been invited to take part because you were directly involved, are a primary or secondary beneficiary of the MenEngage Project that Sonke Gender Justice and MenEngage Kenya (Menken) Network implemented nationally and in Nyanza and Western provinces, Kenya with MMAAK as the financial manager.

### **Risks**

**What are the risks of the study?** The time and effort you take to participate may be an inconvenience. You may find one or more questions we ask to be sensitive. Although no personal information of your own experiences of sexual violence will be asked, talking about sexual violence can be uncomfortable and even traumatic. You do not have to respond to any question that makes you uncomfortable. You may end the interview at any time without penalty. All efforts will be made to make the interview as comfortable for you as possible. Opportunity for debriefing with the interviewer will be available after the study through MMAAK and Menken should you wish for further counselling.

### **Benefits and compensation**

**What are the benefits of participating?** There are no immediate benefits to you from participating in this study. However, your insights will be extremely helpful to evaluate the effectiveness, relevance, efficiency, sustainability and impact to inform the final evaluation of the project.

### **Confidentiality**

**Will anyone know what I say or do?** The information that is collected during the interview will be kept private. The study team will make every effort to protect your privacy and maintain the confidentiality of all the information that you provide. Data will be stored in a computer dedicated to this study that only the study team can access. All digital recordings will be transcribed but your name will not be recorded anywhere during recording of the interview or on the transcript. No one will be able to link you to the responses you give as all individual information will remain confidential. We will refer to you by a pseudonym in any publications.

### **Additional Information**

**What will happen to the results of the research study?** The findings of the evaluation will help the UN

Trust Fund, Sonke, the participating Member States and other Sonke partners to draw lessons for future work in engaging men to strengthen the implementation of GBV laws and policies and promote gender equality. It will also be useful for governments and lawmakers in Rwanda to identify gaps in the laws and policies on GBV prevention as well as challenges and gaps in the implementation of these laws and GBV prevention including punishment of perpetrators.

**What if I need more information?** If you have a concern about any aspect of the study, you may speak to the researchers who will do their best to answer your questions. You may contact Dr. Christopher Colvin from University of Cape Town at [+27-21-406-6706](tel:+27-21-406-6706) or [coldine@gmail.com](mailto:coldine@gmail.com) or Althea Anderson, Research Manager from Sonke Gender Justice at +27-72-556-1458 or [althea@genderjustice.org.za](mailto:althea@genderjustice.org.za). Any complaint about the way you have been treated during the study will be addressed. Complaints about any possible harm you might suffer will also be addressed.

**Subject Statement:** I have read the Informed Assent for this study. I have received an explanation of the planned research, procedures, risks and benefits and privacy of my personal information. I agree to take part in this study. I understand that my participation in this study is voluntary.

**Your name:** \_\_\_\_\_

**Your signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Investigator or person who conducted Informed Consent discussion:** I confirm that I have personally explained the nature and extent of the planned research, study procedures, potential risks and benefits, and confidentiality of personal information.

**Name of person obtaining consent:** \_\_\_\_\_

**Signature of person obtaining consent:** \_\_\_\_\_ **Date:** \_\_\_\_\_

## **PARTICIPANT CONSENT FORM SIERRA LEONE**

### **Purpose of the Study**

You are invited to take part in a final evaluation of the project “Engaging men to strengthen the implementation of GBV laws and policies and promote gender equality in Kenya, Rwanda and Sierra Leone” implemented by MenEngage and Sonke Gender Justice from September 2011 to August 2014, and funded by UN Women. The purpose of the study is to evaluate the entire project in terms of effectiveness, relevance, efficiency, sustainability and impact, with a focus on assessing the progress towards the project goals. The findings of the evaluation will help the UN Trust Fund, Sonke, the participating Member States and other Sonke partners to draw lessons for future work in engaging men to strengthen the implementation of GBV laws and policies and promote gender equality.

### **Study Participation**

You are invited to take part in an interview for this study. Your participation in this interview is voluntary and you are not obliged to take part in this research. If you agree to participate, you may choose not to answer certain questions, stop participating in the research at any time, or withdraw your participation without penalty. The interview should take 45 minutes to one hour of your time and with your permission, will be digitally recorded. You will be asked about your experiences with and impressions of the project.

**Why have I been invited to take part?** You have been invited to take part because you were directly involved, are a primary or secondary beneficiary of the MenEngage Project that Sonke Gender Justice and Men’s Association for Gender Equality implemented in national and Koinadigu and Moyamba districts, Sierra Leone.

### **Risks**

**What are the risks of the study?** The time and effort you take to participate may be an inconvenience. You may find one or more questions we ask to be sensitive. Although no personal information of your own experiences of sexual violence will be asked, talking about sexual violence can be uncomfortable and even traumatic. You do not have to respond to any question that makes you uncomfortable. You may end the interview at any time without penalty. All efforts will be made to make the interview as comfortable for you as possible. Opportunity for debriefing with the interviewer will be available after the study. Men’s Association for Gender Equality will also manage and support referral to appropriate services should you wish for further counselling.

### **Benefits and compensation**

**What are the benefits of participating?** There are no immediate benefits to you from participating in this study. However, your insights will be extremely helpful to evaluate the effectiveness, relevance, efficiency, sustainability and impact to inform the final evaluation of the project.

### **Confidentiality**

**Will anyone know what I say or do?** The information that is collected during the interview will be kept private. The study team will make every effort to protect your privacy and maintain the confidentiality of all the information that you provide. Data will be stored in a computer dedicated to this study that only the study team can access. All digital recordings will be transcribed but your name will not be recorded anywhere during recording of the interview or on the transcript. No one will be able to link you to the responses you give as all individual information will remain confidential. We will refer to you by a pseudonym in any publications.

### **Additional Information**

**What will happen to the results of the research study?** The findings of the evaluation will help the UN Trust Fund, Sonke, the participating Member States and other Sonke partners to draw lessons for future work in engaging men to strengthen the implementation of GBV laws and policies and promote gender equality. It will also be useful for governments and lawmakers in Rwanda to identify gaps in the laws and policies on GBV prevention as well as challenges and gaps in the implementation of these laws and GBV prevention including punishment of perpetrators.

**What if I need more information?** If you have a concern about any aspect of the study, you may speak to the researchers who will do their best to answer your questions. You may contact Dr. Christopher Colvin from University of Cape Town at [+27-21-406-6706](tel:+27-21-406-6706) or [coldine@gmail.com](mailto:coldine@gmail.com) or Althea Anderson, Research Manager from Sonke Gender Justice at +27-72-556-1458 or [althea@genderjustice.org.za](mailto:althea@genderjustice.org.za). Any complaint about the way you have been treated during the study will be addressed. Complaints about any possible harm you might suffer will also be addressed.

**Subject Statement:** I have read the Informed Assent for this study. I have received an explanation of the planned research, procedures, risks and benefits and privacy of my personal information. I agree to take part in this study. I understand that my participation in this study is voluntary.

**Your name:** \_\_\_\_\_

**Your signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Investigator or person who conducted Informed Consent discussion:** I confirm that I have personally explained the nature and extent of the planned research, study procedures, potential risks and benefits, and confidentiality of personal information.

**Name of person obtaining consent:** \_\_\_\_\_

**Signature of person obtaining consent:** \_\_\_\_\_ **Date:** \_\_\_\_\_

## ***Annex 6: Parent/Guardian Consent Form Kenya***

### **Purpose of the Study**

Your child is invited to take part in a final evaluation of the project “Engaging men to strengthen the implementation of GBV laws and policies and promote gender equality in Kenya, Rwanda and Sierra Leone” implemented by MenEngage and Sonke Gender Justice from September 2011 to August 2014, and funded by UN Women. The purpose of the study is to evaluate the entire project in terms of effectiveness, relevance, efficiency, sustainability and impact, with a focus on assessing the progress towards the project goals. The findings of the evaluation will help the UN Trust Fund, Sonke, the participating Member States and other Sonke partners to draw lessons for future work in engaging men to strengthen the implementation of GBV laws and policies and promote gender equality.

### **Study Participation**

Your child is invited to take part in an interview for this study. Your child’s participation in this interview is voluntary and they are not obliged to take part in this research. If you permit your child to participate, s/he may choose not to answer certain questions, stop participating in the research at any time, or withdraw their participation without penalty. The interview should take 45 minutes to one hour and with their permission, will be digitally recorded. They will be asked about their experiences with and impressions of the project.

**Why is my child invited to take part?** Your child has been invited to take part because they were directly involved, and are a primary or secondary beneficiary of the MenEngage Project that Sonke Gender Justice and MenEngage Kenya (Menken) Network implemented nationally and in Nyanza and Western provinces, Kenya with MMAAK as the financial manager.

### **Risks**

**What are the risks of the study?** The time and effort your child takes to participate may be an inconvenience. S/he may find one or more questions we ask to be sensitive. Although no personal information of their own experiences of sexual violence will be asked, talking about sexual violence can be uncomfortable and even traumatic. They do not have to respond to any question that makes them uncomfortable. They may also end the interview at any time without penalty. All efforts will be made to make the interview as comfortable for him/her as possible. Opportunity for debriefing with the interviewer will be available after the study through MMAAK and Menken should you or s/he wish for further counselling.

### **Benefits and compensation**

**What are the benefits of participating?** There are no immediate benefits to you or your child from participating in this study. However, their insights will be extremely helpful to evaluate the effectiveness, relevance, efficiency, sustainability and impact to inform the final evaluation of the project.

### **Confidentiality**

**Will anyone know what s/he say or do?** The information that is collected during the interview will be kept private. The study team will make every effort to protect your child’s privacy and maintain the confidentiality of all the information that they provide. Data will be stored in a computer dedicated to this study that only the study team can access. All digital recordings will be transcribed but their name will not be recorded anywhere during recording of the interview or on the transcript. No one will be able to link them to the responses they give as all individual information will remain confidential. We will refer to them by a pseudonym in any publications.

**Additional Information**

**What will happen to the results of the research study?** The findings of the evaluation will help the UN Trust Fund, Sonke, the participating Member States and other Sonke partners to draw lessons for future work in engaging men to strengthen the implementation of GBV laws and policies and promote gender equality. It will also be useful for governments and lawmakers in Kenya to identify gaps in the laws and policies on GBV prevention as well as challenges and gaps in the implementation of these laws and GBV prevention including punishment of perpetrators.

**What if I need more information?** If you have a concern about any aspect of the study, you may speak to the researchers who will do their best to answer your questions. You may contact Dr. Christopher Colvin from University of Cape Town at [+27-21-406-6706](tel:+27-21-406-6706) or [coldine@gmail.com](mailto:coldine@gmail.com) or Althea Anderson, Research Manager from Sonke Gender Justice at +27-72-556-1458 or [althea@genderjustice.org.za](mailto:althea@genderjustice.org.za). Any complaint about the way you or your child has been treated during the study will be addressed. Complaints about any possible harm you or your child might suffer will also be addressed.

**Subject Statement:** I have read the Informed Assent for this study. I have received an explanation of the planned research, procedures, risks and benefits and privacy of my child's personal information. I permit my child to take part in this study. I understand that his/her participation in this study is voluntary.

**Your name:** \_\_\_\_\_

**Your signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Investigator or person who conducted Informed Consent discussion:** I confirm that I have personally explained the nature and extent of the planned research, study procedures, potential risks and benefits, and confidentiality of personal information.

**Name of person obtaining consent:** \_\_\_\_\_

**Signature of person obtaining consent:** \_\_\_\_\_ **Date:** \_\_\_\_\_

## ***Annex 7: Child Assent Form Kenya***

### **Purpose of the Study**

You are invited to take part in a final evaluation of the project “Engaging men to strengthen the implementation of GBV laws and policies and promote gender equality in Kenya, Rwanda and Sierra Leone” implemented by MenEngage and Sonke Gender Justice from September 2011 to August 2014, and funded by UN Women. The purpose of the study is to evaluate the entire project in terms of effectiveness, relevance, efficiency, sustainability and impact, with a focus on assessing the progress towards the project goals. The findings of the evaluation will help the UN Trust Fund, Sonke, the participating Member States and other Sonke partners to draw lessons for future work in engaging men to strengthen the implementation of GBV laws and policies and promote gender equality.

### **Study Participation**

You are invited to take part in an interview for this study. Your participation in this interview is voluntary and you are not obliged to take part in this research. If you agree to participate, you may choose not to answer certain questions, stop participating in the research at any time, or withdraw your participation without penalty. The interview should take 45 minutes to one hour of your time and with your permission, will be digitally recorded. You will be asked about your experiences with and impressions of the project.

**Why have I been invited to take part?** You have been invited to take part because you were directly involved, are a primary or secondary beneficiary of the MenEngage Project that Sonke Gender Justice and MenEngage Kenya Network implemented nationally and in Nyanza and Western provinces, Kenya with MMAAK as the financial manager.

### **Risks**

**What are the risks of the study?** The time and effort you take to participate may be an inconvenience. You may find one or more questions we ask to be sensitive. Although no personal information of your own experiences of sexual violence will be asked, talking about sexual violence can be uncomfortable and even traumatic. You do not have to respond to any question that makes you uncomfortable. You may end the interview at any time without penalty. All efforts will be made to make the interview as comfortable for you as possible. Opportunity for debriefing with the interviewer will be available after the study through MMAAK and Menken should you wish for further counselling.

### **Benefits and compensation**

**What are the benefits of participating?** There are no immediate benefits to you from participating in this study. However, your insights will be extremely helpful to evaluate the effectiveness, relevance, efficiency, sustainability and impact to inform the final evaluation of the project.

### **Confidentiality**

**Will anyone know what I say or do?** The information that is collected during the interview will be kept private. The study team will make every effort to protect your privacy and maintain the confidentiality of all the information that you provide. Data will be stored in a computer dedicated to this study that only the study team can access. All digital recordings will be transcribed but your name will not be recorded anywhere during recording of the interview or on the transcript. No one will be able to link you to the responses you give as all individual information will remain confidential. We will refer to you by a pseudonym in any publications.

### **Additional Information**

**What will happen to the results of the research study?** The findings of the evaluation will help the UN

Trust Fund, Sonke, the participating Member States and other Sonke partners to draw lessons for future work in engaging men to strengthen the implementation of GBV laws and policies and promote gender equality. It will also be useful for governments and lawmakers in Kenya to identify gaps in the laws and policies on GBV prevention as well as challenges and gaps in the implementation of these laws and GBV prevention including punishment of perpetrators.

**What if I need more information?** If you have a concern about any aspect of the study, you may speak to the researchers who will do their best to answer your questions. You may contact Dr. Christopher Colvin from University of Cape Town at [+27-21-406-6706](tel:+27-21-406-6706) or [coldine@gmail.com](mailto:coldine@gmail.com) or Althea Anderson, Research Manager from Sonke Gender Justice at +27-72-556-1458 or [althea@genderjustice.org.za](mailto:althea@genderjustice.org.za). Any complaint about the way you have been treated during the study will be addressed. Complaints about any possible harm you might suffer will also be addressed.

**Subject Statement:** I have read the Informed Assent for this study. I have received an explanation of the planned research, procedures, risks and benefits and privacy of my personal information. I agree to take part in this study. I understand that my participation in this study is voluntary.

**Your name:** \_\_\_\_\_

**Your signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Investigator or person who conducted Informed Consent discussion:** I confirm that I have personally explained the nature and extent of the planned research, study procedures, potential risks and benefits, and confidentiality of personal information.

**Name of person obtaining consent:** \_\_\_\_\_

**Signature of person obtaining consent:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Annex 8: Lists of persons and institutions interviewed or consulted and sites visited**

**Lists of persons and institutions interviewed or consulted and sites visited**

No:	Sex	Age	Country, District/County	Organization	Beneficiary
1.	Male	43	Rwanda, Kamonyi	Focal Point Person (Team leader)	Primary
2.	Female	27	Rwanda, Kamonyi	Focal Point Person	Primary
3.	Female	42	Rwanda, Kamonyi	Manages agriculture cooperative	Primary
4.	Male	30	Rwanda, Kamonyi	Works in community agricultural cooperative	Primary
5.	Female	26	Rwanda, Kamonyi	Project beneficiary	Primary
6.	Male	44	Rwanda, Gakenke	Farmer	Primary
7.	Female	33	Rwanda, Gakenke	Farmer	Primary
8.	Female	39	Rwanda, Gakenke	Focal point person, member national women's council, school Teacher	Primary
9.	Male	57	Rwanda, Gakenke	Local community leader	Primary
10.	Female	37	Rwanda, Gakenke	Farmer	Primary
11.	Male	37	Rwanda, Gakenke	Farmer	Primary
12.	Female	44	Rwanda, Gakenke	Project beneficiary	Primary
13.	Female	34	Rwanda, Gakenke	Member of agricultural committee	Primary
14.	Female	34	Rwanda, Kamonyi	Project beneficiary	Primary
15.	Male	49	Rwanda, Kigali	Child Rights coordinator, Cladho	Secondary
16.	Female	35	Rwanda, Gakenke	Gender officer	Secondary
17.	Male	35	Rwanda, Kigali	RWAMREC (Project officer)	Secondary
18.	Female	40	Rwanda, Kigali	RWAMREC (former project officer)	Secondary
19.	Male	35	Rwanda, Kigali	RWAMREC	Secondary
20.	Female	42	Rwanda, Kamonyi	Beneficiary	Primary
21.	Female	42	Kenya, Kakamega	Community Change Agent	Secondary
22.	Female		Kenya, Nairobi	UN WOMEN Country Director	Secondary
23.	Male	50	Kenya, Nairobi	Officer	Secondary
24.	Female		Kenya, Nairobi	HOPE Project officer	Secondary
25.	Female	51	Kenya, Kakamega	Community Change Agent	Secondary
26.	Male	44	Kenya, Kakamega	CCA team leaders, chairman of community policing, village elder	Secondary
27.	Female	?	Kenya, Nairobi	Parliamentarian	Secondary
28.	Male	38	Kenya, Nairobi	Finance and Admin officer (MMAAK)	Secondary
29.	Female		Kenya, Nairobi	Women's Empowerment League (WEL)	Secondary
30.	Female	26	Kenya, Nairobi	Project officer	Secondary
31.	Male		Kenya, Kisumu	Teaching and referral hospital	Secondary
32.	Male	33	Kenya, Kisumu	Family Health Options Kenya	Secondary
33.	Male	56	Kenya, Nairobi	Family Health Options Kenya	Secondary
34.	Male	40	Kenya, Kisumu	Community Change Agent Team leader	Secondary

35.	Male	45	Kenya, Kisumu	Ministry of Devolution and planning director of youth and gender affairs	Secondary
36.	M	50	Sierra Leone/Freetown	MABLE-SL Director	Secondary
37.	M	50	Sierra Leone/Freetown	National Empowerment for Emancipation and Progression (NAMEP)	Secondary
38.	M	35	Sierra Leone/Freetown	MAGE-SL Partner	Secondary
39.	M	31	Sierra Leone/Freetown	Youth Action for Rural Development	Secondary
40.	F	27	Sierra Leone/Kabala	Restless Development District Liaison Officer	Primary
41.	M	34	Sierra Leone/Freetown	Conscience International	Secondary
42.	M	32	Sierra Leone/Moyamba	DREAM	Secondary
43.	F	48	Sierra Leone/Freetown	Parliamentary Assistance Coordinating Office (PACO)	Primary
44.	M	27	Sierra Leone/Kabala	Restless Community Mobiliser	Secondary
45.	M	22	Sierra Leone/Kabala	Ward Officer District Council	Secondary
46.	M	23	Sierra Leone/Moyamba	MOCADA	Secondary
47.	F	27	Sierra Leone/Moyamba	FSU/SLP	Secondary
48.	F	24	Sierra Leone/Kabala	KAWADA	Primary
49.	F	28	Sierra Leone/Freetown	Beneficiary	Primary
50.	F	34	Sierra Leone/Moyamba	Beneficiary	Primary
51.	F	58	Sierra Leone/Moyamba	Women's Empowerment	Primary
52.	F	23	Sierra Leone/Kabala	Trainee	Primary
53.	F	20	Sierra Leone/Kabala	Student	Primary

Project beneficiary refers to a person who joined the project after focal persons came to solve disputes in the households.

### ***Annex 9: List of supporting documents reviewed***

- Appreciation speech – MenEngage Kenya Network project close out brief
- Carlson, K. and Randell, S. (2013). Gender and development: Working with men for gender equality in Rwanda, Agenda: Empowering women for gender equity
- Caulker A. M. F. (2013) Speech presented during the Launching of Policy Scan Report, National Movement for Emancipation and Progress-NAMEP
- HANSARD on PADV BILL - Kenya Parliament debates 19<sup>TH</sup> - 21<sup>ST</sup> August 2014
- Meeting Report – Rwanda Sexual and Reproductive Health Rights policy and budget [31 July 2014]
- MenEngage Africa (2012). *Policy Report: Engaging men in HIV and GBV prevention, SRHR promotion and parenting, Rwanda*. Sonke Gender Justice Network: Johannesburg, South Africa
- MenEngage Tri- Country Project Review (2015). *“Together, we can end GBV in our homes and villages”*
- Men's Association for Gender Equality Sierra Leone (2013). UN Trust Fund to End Violence against Women. MAGE-SL Result and Activity Report (Cycle 15)
- Men's Association for Gender Equality Sierra Leone (2013). UN Trust Fund to End Violence against Women. MAGE-SL Narrative Report Template for Civil Society Organizations and Government Grantees (Cycle 15)
- Men's Association for Gender Equality Sierra Leone (2013). UN Trust Fund to End Violence against Women. Result and Activity Report (Cycle 15)
- My dress my choice march demonstration report – Kenya
- Policy submission to Kenyan justice legal officers committee on PADV Bill 2013
- Rwanda Men’s Resource Centre (2013). A baseline study on policy and law implementation & gender-based violence prevention in Gakenke and Kamonyi districts
- Rwanda NSP 2013 – 2018 with language on men and boys
- Rwanda Summarized LAND LAW Module
- Report on the UNTF project close out meeting
- Republic of Rwanda, (2011). National Strategic Plan for Fighting Against Gender-based Violence 2011-2016. Ministry of Gender and Family Promotion
- Sleg, H. and Kimonyo, A. (2010). Masculinity and Gender Based Violence in Rwanda: Experiences and perceptions of men and women, Rwanda MenEngage Network
- Sonke Gender Justice Network (2013). UN Trust Fund to End Violence against Women, Narrative Report Template for Civil Society Organizations and Government Grantees (Cycle 15)
- Testimonial Change Story – Nyakack, Kenya
- Testimonial Change Story – Kisumu County, Kenya
- Umugoroba\_w\_Ababyeyi\_Strategy document
- UNTF Compressive Country Baseline Report
- UNTF Newsletter - Project Overview
- Uwayezu, E. and Mugiraneza, T. (2011). Land Policy Reform in Rwanda and Land Tenure Security for all Citizens: Provision and Recognition of Women’s Rights over Land, Gender Issues in Land Administration, Paper No. 4914

***Annex 10: CVs of evaluator(s) who conducted the evaluation***

**See attached PDF that compiles the CVs**