



## **Independent Evaluation**

UN Trust Fund to End Violence against Women-Supported Project:

**“SAHAS (Courage) for Justice:**

**Sharing and Amplifying Her Allegorical Stories for Justice”**

**Period covered: January 2015 – December 2017**

Evaluation initiated by The Story Kitchen

Conducted by independent evaluator

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*Nepal*



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## List of acronyms and abbreviations

NHRC	National Human Rights Commission
CIEDP	Commission of Investigation on Enforced Disappeared Persons
CSOs	Civil Society Organizations
ICRC	International Committee of the Red Cross
INSEC	Informal Sector Service Centre
JRs	Justice Reporters
NAP	National Action Plan
OHCHR	Office of the United Nations High Commissioner for Human Rights
SAHAS	Sharing and Amplifying Her Allegorical Stories
TRC	Truth and Reconciliation Commission
TSK	The Story Kitchen

NAWHRD	National Alliance of Women Human Rights Defenders
UNTF	United Nations Trust Fund to End Violence Against Women
WHRDs	Women Human Right Defenders
FGDs	Focus Group Discussion
KII	Key Informant Interviews
IDI	In-Depth Interview
WCSs	Women Conflict Survivors
WSAC	Women Survivors of Armed Conflict
VAW	Violence Against Women

## 1. Executive Summary

More than 16,000 Nepalese lost their lives during a decade-long armed conflict (1996-2006) in Nepal and the whereabouts of more than 1,200 are still unknown (OHCHR, 2012). Nepali women have been the most affected group and continue to find themselves in difficult situations where they lack the education, confidence, and skills to become economically and socially empowered. Due to the lack of efficient initiatives taken to address GBV (Gender Based Violence) in the aftermath of armed conflict, it has severely undermined and impeded the post conflict peace process. Many of the women were victims of rape and other sexual violence but were forced to remain silent due to lack of safe environments that prevented them from sharing their traumatizing experiences. Silence is the greatest ally of the continuation of violence against women. The culminating impact of the culture of silence and the sudden reversal in the roles and responsibilities further exposed women to discrimination, inequality, and violence.

The Story Kitchen (TSK) implemented SAHAS (Sharing and Amplifying Her Allegorical Stories) for Justice in partnership with National Alliance of Women Human Rights Defenders (NAWHRD) as an initiative to encourage and enable conflict affected women to break the culture of silence on cases of gross human rights violations. Through the generous support of the UN Trust Fund to End Violence against Women, the SAHAS for Justice project was implemented in Rukum, Rolpa, Bardiya, Dang and Kailali. The project utilized women-to-women and survivor-to-survivor as key approaches and strategies to empower, encourage, and enable women survivors of armed conflict and victims to share their stories in order to break the culture of silence on cases of gross human rights violation

during the armed conflict. Cases of conflict affected women victims and survivors were not reported effectively and their stories have never been investigated. The project specifically addressed gender-based violence including sexual violence during the armed conflict situation in Nepal to influence the concerned stakeholders.

SAHAS for Justice primarily worked with women who took an active role in the war (former members of People's Liberation Army), those who lost family members, and survivors of sexual violence and physical abuse and torture. Some of these women gave birth to a child because of sexual violence and rape. The survivor-to-survivor, woman-to-woman approach, and the unique storytelling approach of the project helped women and girls who were previously unable to share their personal stories even with their families, share their experiences in a safe, secure environment that was created by TSK at the Story Workshops. This not only helped the women to understand that they were not alone in their suffering but also gave them the confidence to break their silence about their horrific experiences.

**Quote:** *"At home, I felt I was the only conflict affected rape victim, but after coming to Kathashala (Story Workshop for Empowerment) I met other sisters (Nepalese refer to other women in their communities as sisters; Didi meaning big sister and bahini meaning younger sister) like me. This has helped me build confidence to share my story fearlessly,"* said a survivor participant from Kailali district.

The second objective of the project was to enhance women's participation and representation in the media by using from-the-ground-up and the survivor-to-survivor approach. The project paired women survivors of armed conflict with the Women Human Rights Defenders (WHRDs) in the identified districts and trained them to reach more victims/survivors, and share their concerns and stories through mobilization of local radios. These shared stories added affected women's perspectives and concerns that will eventually contribute to the transitional justice process. SAHAS, via survivor-to-survivor approach, was able to give courage to many conflict affected women.

*A survivor says with a spark of hope in her eyes, "I was never asked about the brutality I faced during the armed conflict. But when Asha Chaudhary (Justice Reporter) came, hope came along. I could share my feelings and as no one understands better than another survivor."*

The opportunity to share their stories gave the women strength to come out of their guilt and shame and look for opportunities to improve their lives. A total of 500 conflict affected women survivors from five districts of Nepal shared their stories and were recorded. From these 500 conflict

affected women, 75 women from across the five conflict affected districts participated in a total of 3 *Kathashala* (Story Workshops for Empowerment) as part of the justice seeking process. The unique storytelling approach of the project helped women and girls who were previously unable to share their personal stories even with their families, share their experiences in a safe, secure environment that was created by TSK at the story workshops. This not only helped the women to understand that they were not alone in their suffering but also gave them the confidence to break their silence about their horrific experiences. The bonding developed between the women survivors at the workshops provided a sense of security that was previously missing in their lives.

Justice Reporters are proof that women are willing to rebuild their lives, fulfill leadership roles, and contribute to the peacebuilding process when opportunities are provided.

In FGD type 2 conducted in Bardiya, a survivor said, “When Sarita (JR) shared her story with me, tears fell from my eyes reminiscing the past, it was she who inspired me to share my story. It was the first time that I shared my story with open heart, Sarita audio recorded my story. I hope, like Sarita, my story also inspires others to share their story.”

In the beginning, it was also not easy for Sarita Thapa (JR). After participating in TSK’s training organized for Justice Reporters, she gained self-confidence. In an interview, Sarita Thapa from Bardiya said, *“It had been years that I had been fighting for the rights of women victims of armed conflict but never shared her story in public. After becoming a Justice Reporter and holding the microphone, it gave me the courage to share my stories with others.”*

Bishnu Regmi, Justice Reporter from Kailali said, *“The workshop raised a sense of hope for justice and security. Being a Justice Reporter, I have realized how important it is to speak. I have learned to record people’s story. The microphone is my strength.”*

The radio stations that participated in the project activity were able to improve the coverage of conflict related violence against women in their respective media.

TSK has demonstrated the value of creating safe spaces and environments that give women survivors of armed conflict the confidence to share their stories at public venues. The Story Summit organized at the Staff College in Kathmandu in August 2017 proves that women burdened with the pressures of silence are now ready to break their silence with the objective of redefining justice. This

allows such heinous crimes from reoccurring.

Truth and Reconciliation Commission (TRC) is struggling to ensure a proper investigation mechanism to restore peace. In this context, the SAHAS project is very crucial to help government agencies see the reality of the situation. Through the survivor-to-survivor approach by the SAHAS project, TSK has collected over 500 stories that will help TRC, Commission on Investigation of Enforced Disappeared Persons (CIEDP) government agencies, and other sectors to restore long-term peace. . Furthermore, the project served to build trust between TSK and the government. This relationship is a particularly striking achievement because of the complex and challenging relationship between the two.

Due to the value of this project, it is important to ensure that TSK continues to be supported in its pursuit to discover more stories and create an archive of living her stories.

## **2. Context of the project**

The launch of the National Action Plan (NAP) –Phase I and the introduction of the TRC Act was expected to provide a common platform to incorporate perspectives of everyone involved in the war in sustaining peace. However, both the NAP and the TRC Act have been severely flawed due to their failure to ensure provisions to bring concerns, issues, and voices of women survivors of armed conflict.

The TRC Act states that the people responsible for sexual violence are not eligible for amnesty. However, the authorities have not ensured meaningful investigation and prosecution of perpetrators or constructed an effective reparation program for the victims. Thus, most of the conflict affected women survivors will not be part of future compensation programs.

These women survivors only spoke about the loss of their husband and sons but never spoke about the sexual violence they experienced. Asha Chaudhary, one of the Justice Reporters, said, “When husbands and family members found out about rape, women were abandoned.” During the Focus Group Discussion (FGD) and the workshop, TSK found that most of the conflict-affected women have yet to receive interim relief, which was provided by the Nepal Government.

*“Patriarchal social structure, stigma, and discrimination against women nurture the culture of silence among women. Many of my friends and I were never able to share our stories due to the fear of social retaliation and there is no compensation schemes for victims. But after coming to Kathashala workshop, many of my friends have filed complaints against sexual violence occurred during conflict era and some have not been able to do so due to social pressure. This program has motivated many of us to seek justice and speak of the horror that we went through,”* said Sarita Thapa (Justice Reporter, Bardiya).

There are a number of women like Sarita who are still awaiting justice, and for some, social norms have blocked their ability to achieve any form of justice. According to TRC, around 63,000 cases of gross human rights violations have been registered but the cases of violence and abuse against women during the conflict are largely missing in the documentation process.

The Amnesty International Report 2011, the Human Rights Watch, and the International Commission of Jurists (Relief Web) have raised serious reservations about the TRC Act (then bill). These organizations say the TRC Act does not meet international legal standards and has provisions for amnesty to gross human rights violators and to those committing crimes against humanity, which violates international law. In this context, people fear that the commission will forgive the guilty of grave human rights violations. Thus, if women survivors from remote villages do not participate in the truth-seeking process, this will ultimately create space for further anarchy, gender discrimination, violence, and oppression.

A diverse range of agencies in Nepal such as the National Human Rights Commission (NHRC), the Informal Sector Service Centre (INSEC), and the International Committee of the Red Cross (ICRC) have well documented conflict related violations. However, conflict survivors' stories documented by these agencies are in print form and lack women perspectives. Similarly, the reported cases of violence against women during armed conflict by Nepalese media have not been able to put enough pressure for policy changes. In this scenario, women did not want to face the risk of coming forward to testify the cases of violence that they and their family members experienced during conflict. Thus, there was an urgent need to encourage survivors of armed conflict to be involved in the prosecution of cases against those responsible for gross human rights violations and seek reparation, which they are entitled to under existing international law. This can be achieved if only women survivors are encouraged to bring forward their cases.

SAHAS for Justice Project is an initiative aimed at bringing conflict affected women survivors and victims on board and encouraging and enabling them to share their stories to break the culture of silence on cases of gross human rights violation during the armed conflict. For this purpose, SAHAS seeks to use community radio to disseminate information and encourage open dialogue and foster participation in policy and decision-making processes. From the recent data published by the Ministry of Information and Communication, Nepal has more than 360 radio stations in a total of 74 districts. It intends to make the best use of this communication to safeguard the voices of the marginalized population.

More precisely, audio/visual documentation will be used for long-term archival value with possibilities of wider dissemination using available social and digital media. Furthermore, these audio and visual archives can be used as evidence by the state and civil society actors for investigation and providing justice. This will lead to greater self-confidence among women survivors as well as contribute in minimizing gaps at the policy implementation level. Furthermore, audio-visual documentation will work towards ensuring access to justice for women survivors of armed conflict by providing a platform where their voices and concerns will be heard and addressed.

### **3. Description of the project**

SAHAS for Justice started on January 1, 2015 and was completed on December 31, 2017. The project has been working for the last three years and this is the final documentation of the three-year long effort. The total budget allocated for this project was 80,910.00 USD.

The project approach was based on women-to-women and survivor-to-survivor approach. SAHAS for Justice project had a belief that women survivors best understood and articulated their stories. Therefore, the project handed audio recording tools to the survivors, so they could record their stories as well as those of other women survivors.

The Project addressed the forms and manifestations of violence listed below:

1. Sexual violence by non-partners (rape/sexual assault) - (Violence in the community)
2. Gender-based violence including sexual violence during armed conflict - (Violence perpetrated or condoned by the State)
3. Violence (GBV including Sexual violence) perpetrated by armed groups



## **A) Targeted beneficiaries of this project**

**Primary beneficiaries:** Primary beneficiaries were adolescent and adult women affected by the ten years of armed conflict. The targeted primary beneficiaries were 500 Women Conflict Survivors (WCSs) and the project reached to all. Among which 366 were from 25-59 age group, 99 from 20-24 and the remaining 60 were from 60 and above age group.

**Secondary Beneficiaries:** Secondary beneficiaries were primarily the radio stations and journalists. The project reached to the targeted numbers, which were 15-radio station and 45 journalists. TSK also worked with the Truth and Reconciliation Commission (TRC), Commission for Investigation of Enforced Disappeared Persons (CIEDP) and Conflict Victims Common Platform (CVCP).

SAHAS, in the long-term, aspires to contribute to the national peace process and ensure justice to women survivors/ victims of armed conflict. Evidence collected from Focus Group Discussions (FGDs), Key informant interviews (KIIs), and story workshops (Kathashala) proved that SAHAS has been a catalyst to empower conflict-affected women and bring their stories to special attention and demand for their rights.

*“After coming back from the program, I went to my children’s school and told the authority that I am a conflict affected woman and asked for discount for my child’s education. The school told me that from the coming year they will not charge fees for my child’s education. The initiative that TSK is taking has not only empowered me, but I have also become a strong person and can stand for myself”- a participant of FGD type 2 from Kailali.*

## **B) Key assumptions in breaking silence and ending impunity**

SAHAS project was designed on the assumption that the project would help women and girl survivors in five of the most conflict affected districts of Nepal feel safe and become empowered to speak about violence against women during the armed conflict. Survivors would learn skills to share their stories in a conducive environment and have access to knowledge, resources, and opportunities that help them to break their silence and seek justice.

The project assumed that media coverage about Violence Against Women (VAW) increases and that

sensitivity toward conflict related violence would improve. The project also assumes that radio stations that participate in the project adopt and practice ethical guidelines for reporting on conflict related VAW.

SAHAS has immense potential to bring change regarding conflict-affected women and girl survivors and victims as observed during the project operations. However, a complete change is complicated due to certain unavoidable limitations.

In the initial stages, the women who were being interviewed were afraid to disclose their identity; they feared they might face social rejection from the community. Nevertheless, SAHAS ensured that their identity remained anonymous and the safety of interviewee was a top priority. Details of how these assumptions are applied in practice are explained in the evaluation and analysis sections drawn via KII, FGD and interviews.

### **C) Geographic Coverage**

The project was implemented in Rukum, Rolpa, Dang, and Bardiya and Kailali districts of Western Nepal. These districts were selected because they were identified as the districts most affected by conflict in Nepal's Conflict Report 2012 by OHCHR and INSEC.

Rukum and Rolpa are located in the remote mid hills of Mid-Western Region of Nepal where the Maoist movement first originated. It has been reported that 845 lives in Rolpa and 565 lives in Rukum were lost during the period of insurgency (1996-2006). Bardiya, Dang and Kailali in the southern plains of Mid-Western Region have higher gender and caste-based discrimination.

Women from low castes became the victims of sexual violence during the war. These women are still struggling to share their story out of fear of backlash from their family and the society. The project has given them a platform for these women to speak and share their stories that have never spoken or shared.

### **D) Strategy and theory of change (or results chain) of the project with a brief description of project goal, outcomes, outputs and key project activities**

SAHAS for Justice Project is an innovative and catalytic approach to ensure that women and girl survivors in the five-most conflict affected districts are empowered and feel safer to speak out about violence against women. Women survivors and victims of armed conflict were encouraged to share their stories and testify for maximum documentation of violence against women during conflict.

The key beneficiaries of the project are women survivors and victims of armed conflict. The project worked with conflict victim women, survivors and their families:

1. Women who took an active role in the war (former members of PLA).
2. Women who lost their family members, especially husbands.
3. Women who are survivors of sexual violence, physical abuse, and torture.
4. Women who gave birth because of sexual violence and rape.

The project also engaged with and influenced local media organizations and women human rights defenders of five districts.

The Theory of Change of the project SAHAS for Justice is as below:

<b>Project Goal</b>	Women and girl survivors in five most conflict affected districts of Nepal are empowered and feel safer to speak out about violence against women.
<b>Outcome 1:</b>	Women and girl survivors who have participated in the project have greater ability (knowledge, resources and opportunities) to break the silence and seek justice.
<b>Output 1.1</b>	<p>Justice reporters (Women and girl survivors of conflict) are equipped with story gathering skills and are able to convince other women in the communities to speak up against violence on radio.</p> <p>The following activities were conducted which helped to achieve output 1.1 and contributed to Outcome 1:</p> <p><b>Activity 1.1.1:</b> Conducted training for 15 female conflict survivors and NAWHRD members (3 each from 5 districts) in story gathering techniques and operating handheld recorders.</p> <p><i>Provided Training to 10 conflict-women survivors and 5 Women Human Rights Defenders (WHRDs) with 3 from each of the 5 districts, in story gathering techniques, including operating handheld recorders.</i></p> <p><b>Activity 1.1.2:</b> Paired 2 women survivors of armed conflict with one WHRD to gather 300 stories from identified districts (Story Collection)</p>

	<p><i>Paired two women conflict survivors with one WHRD to gather 500 stories from identified districts (Story Collection). The conflict survivors were either the victims of the state or the rebellion group, and hence were paired with the objective of creating empathy for each other. This strategy helped to bridge the gap created by fear and hatred. The pairing strategy created opportunities to work together to seek justice.</i></p> <p><i>By establishing partnerships between women survivors and WHRDs, the project engaged women in the transitional justice process as a facilitator, a catalyst and a promoter, rather than silent partners in debates and representations.</i></p> <p><b>Activity 1.1.3:</b> Broadcast 15 episodes to the radio programme (30 minutes each) from 15 radio stations across 5 identified districts.</p> <p><i>TSK produced 15 episodes of weekly radio program SAHAS and broadcast it from 15 radio stations.</i></p>
<p><b>Output 1.2</b></p>	<p>Women and girl survivors of conflict who have participated in the story workshop have a better understanding about the importance of justice and the role of speaking up about violence in order to gain justice.</p> <p>The following activities were conducted which helped to achieve output 1.2 and contributed to Outcome 1:</p> <p><b>Activity 1.2.1:</b> Conduct three story workshops (3 days each) with 25 women survivors and victims of conflict.</p> <p><i>TSK organized a total of three story workshops (Kathashala) and brought 75 women (25 in each) to share experiences about the violence they faced and how they can heal.</i></p> <p><b>Activity 1.2.2:</b> Produced 5 videos profiling survivors.</p> <p><i>TSK produced 5 video stories of women survivors of armed conflict.</i></p> <p><b>Activity 1.2.3:</b> Organized a Story Summit at the national level</p> <p><i>A national level story summit was organized in September 2017 in Kathmandu where a total of 11 survivors (primary beneficiaries) of conflict shared their stories in front of lawmakers, concerned authorities, civil society organizations, and the general public.</i></p>
<p><b>Outcome 2</b></p>	<p>Media's Coverage and sensitivity towards violence against women including conflict related violence became improved.</p>
<p><b>Output 2.1</b></p>	<p>Radio stations participated in the project, adopt and practice ethical guidelines</p>

	<p>for reporting on conflict related VAW.</p> <p>The following activities were conducted which helped to achieve output 2.1 and contributed to Outcome 2:</p> <p><b>Activity 2.1.1:</b> Development of ethical guidelines for media organization while reporting on violence against women including conflict related violence. <i>TSK developed an ethical guideline for women survivors centered around reporting in order to help journalists so that they can be more sensitive on this issue.</i></p> <p><b>Activity 2.1.2:</b> Orientation on the ethical guideline and tailor-made training for three radio stations in each of the districts. <i>Orientation for 15 selected radio stations on Ethical Guidelines was organized. The orientation helped the board members, station managers, journalists, and a woman radio producer from 15 selected community-based radio stations to understand the need to improve the sensitivity of their coverage of women survivors of armed conflict. ERG orientation subsequently provided radio stations with methods to improve their coverage of Violence Against Women (VAW) during wartime.</i></p>
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**Short description of budget, methodology, and data sources uses, data collection and analysis.**

***Budget***

A fund of USD 1,579.00 was allocated for the External Evaluation of this project.

**4. Purpose of Evaluation**

This is a mandatory final project evaluation required by the UN Trust Fund to End Violence against Women. This evaluation helps assess the value and impact of the intervention on the beneficiaries. The evaluation will also help to learn about areas for improvements in similar future works.

The evaluation results will be shared with the JRs in the districts as well as with the reference group and advisory group involved in the external evaluation process after the completion of the evaluation task. TSK will share the evaluation results with the above-mentioned groups. TSK will also request UNTF to end Violence against Women and request the UN Women regional office and Nepal Country Office to share it amongst its networks.

TSK’s leadership will use the evaluation findings to build on the findings of the current project or design new projects. For example, TSK will make improvements in designing future project methodologies. The evaluation will be used to inform resource mobilization efforts – i.e. to use as evidence to demonstrate the value of investment in the project.

## 5. Evaluation Objectives and Scope

1. Evaluate the entire project in terms of effectiveness, relevance, efficiency, sustainability, and impact, with a strong focus on assessing the results of the outcome and project goals.
2. Assess the effectiveness of storytelling, along with the women-to-women and the survivor-to survivor approach applied in this intervention.
3. Assess the effectiveness of the use of media/ audio recorders as a tool of empowerment for women survivors of GBV during armed conflict.
4. Assess the level of sustainability (financially, institutionally, and otherwise) achieved by the project.
5. Generate key lessons and identify promising practices for learning.
6. Provide recommendations for future programming based on learning from this project (i.e. approaches recommended for replication and expansion, recommended adjustments to existing approaches, etc.).

## 6. Description of evaluation team

External Evaluator- National Consultant: Renchin Yonjan

### Work plan with the specific timeline and deliverables by evaluation team

Stage of Evaluation	Key Task	Responsible	Number of working days required	Timeframe
Data collection and analysis stage	Desk research	Evaluation Team	2 days	December, 2017
	In-country technical mission for data collection (visits to the field, interviews,	Evaluation Team	4 days	December, 2017

	questionnaires, etc.)			
<b>Synthesis and reporting stage</b>	Analysis and interpretation of findings	Evaluation Team	3 days	January, 2018
	Preparing a draft report	Evaluation Team	7 days	March, 2018
	Review of the draft report with key stakeholders for quality assurance	Evaluation Task Manager, Reference Group, Commissioning Organization Senior Management, and Advisory Group	7 days	March, 2018
	Consolidate comments from all the groups and submit the consolidated comments to evaluation team	Evaluation Task Manager	2 days	April, 2018
	Incorporating comments and revising the evaluation report	Evaluation Team	2 days	May, 2018
	Submission of the final report	Evaluation Team	1 day	May, 2018

	Final review and approval of report	Evaluation Task Manager, Reference Group, Commissioning Organization Senior Management, and Advisory Group	7 days	May, 2018
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## 7. Evaluation Questions

The key questions that need to be answered by this evaluation are related to relevance, effectiveness, efficiency, sustainability, and impact.

<b>Evaluation Criteria</b>	<b>Mandatory Evaluation Questions</b>
<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? Why? What are the key changes in the lives of those women and/or girls? Please describe those changes.</li> <li>4) What internal and external factors contributed to the achievement and/or failure of the intended project goal, outcomes, and outputs? How?</li> </ol>
<b>Relevance</b>	<ol style="list-style-type: none"> <li>1) To what extent were the implemented project strategy and activities relevant in responding to the needs of women and girls?</li> <li>2) To what extent will achieved results (project goal, outcomes and outputs) continue to be relevant to the needs of women and girls?</li> </ol>
<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>



<b>Sustainability</b>	1) In regard to the positive changes generated by the project in the lives of women and girls at the project goal level, how are the achieved results going to be sustained after this project ends?
<b>Impact</b>	1) What are the unintended consequences (positive and negative) that have resulted from this project?
<b>Knowledge Generation</b>	1) What are the key lessons learned that can be shared with other practitioners on Ending Violence against Women and Girls? 2) Are there any promising practices? If yes, what are they and how can these promising practices be replicated in other projects and/or in other countries that have similar interventions?

## 8. Evaluation Design and Methodology

<b>Evaluation Methodology</b>	<b>Inputs by the evaluator</b>
The key objective of the evaluation is to review and assess the overall development, execution, and impact of the project. The evaluation broadly contributes the development of policies to incorporate conflict affected women voices, their concerns, and to better understand the current condition of conflict-affected women.	<p>After the workshop and collection of overall data, the final evaluation was to check and analyze the effectiveness, relevance, efficiency, sustainability, impact, and knowledge generation of the project.</p> <p>The evaluation was conducted by an independent evaluation study based on data extracted from project proposal, database by TSK, workshop and training reports, baseline survey document and other reports such as field reports, progress reports, post-project documentation, and literature review. Focus Group Discussions (FGDs) and in-depth interviews were also conducted to get a deep insight on the project and its impact in the lives of beneficiaries.</p>
Data Sources	
To obtain a fairly representative sample,	During FGD, JRs were asked to select 6-12 women to

<p>this study used both qualitative and quantitative instruments for the purpose of assessment.</p> <p>Both qualitative and quantitative data sources and data tools were used to extract data for the evaluation. Focus group discussions(FGD), key informant interview(KII) and in-depth interview(IDI) was done. Reports produced by different human rights organizations were referred for the data.</p>	<p>get an in-depth insight and details of the event, effectiveness, and relevance of the storytelling workshop.</p>
<p>Focus Group Discussions (FGDs)</p>	<p>FGD type 1 and FGD type 2 were done. FGD type 1 refers to survivors who were interviewed by Justice Reporters (JR) and FGD type 2 refers to survivors who participated in the Kathashala (storytelling) workshop.</p> <p><i>(Question guideline and a detail of FGD, KII and in-depth interview is provided in the Annex)</i></p>
<p><b>Description of sampling</b></p>	<p>The sampling strategy was based on purposeful random selection sampling. For the evaluation, Rukum and Rolpa were purposively removed due to resource constraints, remoteness of the location, and the severity of violence. Dang, Bardiya and Kailali were written down on the pieces of paper and folded into halves. Among the three districts, Bardiya and Kailali were picked randomly from the folded pieces.</p>
<p><b>Description of ethical considerations in the evaluation</b></p>	<p>To ensure the safety of participants, the FGDs interviews and workshop was organized in closed locations and the identity of the participants were kept confidential. Consent was taken to disclose their identity and for photographs. Confidentiality and anonymity protocol was a high priority</p>

<p><b>Limitations of the evaluation methodology used</b></p> <p>This assessment process was carried out with certain limitations caused by conditions beyond the scope of evaluation:</p> <ul style="list-style-type: none"> <li>● Major limitations were lack of sufficient resources (money, time and access to locations). Most of the identified workshop participants lived in remote districts as result participants couldn't give adequate time for in-depth discussion. Travel time plus other incidental expenses were the reasons to invite the participants to common platform venue instead of meeting them in their homes.</li> <li>● Adjustments to new meetings venues: In addition to distance, inviting respondents to a new venue for many facilitators required helping participants adjust to the new environment. This took away the time, which could have been utilized for after workshop informal interactions to make the survivors feel more comfortable and homely.</li> <li>● Possible evaluator's bias and respondent bias might have occurred during the assessment.</li> <li>● The concrete video and photographs from the event could not be obtained, since the identity of the victim was to be kept closed.</li> </ul>	<p>We approached stakeholders and primary beneficiaries for FGD and KII. Here were no refusal and few of them approached us voluntarily. To get the deeper knowledge of the situation, we asked the JRs to select 6-12 survivors for FGD. The audio was recorded after getting verbal consent from the survivors.</p>

## 9. Findings and analysis per evaluation question

### EFFECTIVENESS

Evaluation Criteria	Effectiveness
<b>Evaluation Question 1</b>	To what extent were the intended project goal, outcomes, and outputs achieved
<b>Response to the evaluation question with analysis of key findings by the evaluation team.</b>	<p data-bbox="581 646 1325 730">SAHAS for Justice project has been able to achieve its set goal, outcomes, and outputs.</p> <p data-bbox="581 810 1442 1318">At the goal level, women survivors of armed conflict of the targeted districts felt empowered to break their silence and spoke about the violence they faced during armed conflict. The unique women-to-women and survivor-to-survivor approach of the project helped women and girls, who were previously unable to share their personal stories even with their family members, break the silence and share their experiences in a safe and secure environment. This new environment not only helped the women to understand that they were not alone in their suffering but also gave them the confidence to break their silence about their horrific experiences.</p> <p data-bbox="581 1398 1448 1638">At outcome (1) level, the women survivors who participated in the project were able to gather information about the Transitional Justice process in Nepal. Moreover, they were able to meet with the other women survivors and gain courage to speak up against the violence they faced.</p> <p data-bbox="581 1717 1425 1852">At Outcome (2) level, the radio stations that participated in the project activity were able to improve the coverage of conflict related violence against women in their respective media.</p>

	<p>At Outputs (1.1) level, the survivors trained, as Justice Reporters were able to gain knowledge and skills in conducting audio interviews, thus they were able to document the stories of 500 women survivors of their respective districts and communities. Moreover, the Justice Reporters who were survivors previously have also gained self-confidence and respect in their community because of their enhanced skills and knowledge.</p> <p>Similarly, at output level (1.2), it was found that the women survivors who participated in the story workshops have a better understanding about transitional justice process and they have also realized the importance of breaking the silence and speaking out about violence.</p>
<p><b>Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above.</b></p>	<p>Women survivors of armed conflict felt safer to speak out about the violence they faced during armed conflict. All the participants (17) of FGD type 1 conducted in two districts – Bardiya and Kailali – said that they felt comfortable sharing their stories with Justice Reporters who also are survivors and come from their own locality.</p> <p>A participant of FGD type 1 conducted in Bardiya said, “It was the first time someone came to me to ask about the incident that happened to me during insurgency. I felt good when I met with Sarita (Justice Reporter)”</p> <p>The women who shared their stories with Justice Reporters and allowed them to record it in audio form felt safer. The entire process helped them feel relieved.</p> <p>Participants of FGD type 1 conducted in Kailali said, “When she (Justice Reporter) came to me, I felt very happy to share about what happened to me. I knew her previously and as she was also a victim, my heart felt lighter sharing my story with her.”</p>

	<p>At Outcome (1) level, the project has helped women and girls who are traditionally excluded in Nepalese society to better participate in democratic processes. The trained Justice Reporters are equipped with the technical knowledge of operating a handheld recorder and have felt the importance of sharing, and the power of the microphone. The TSK approach of putting the survivors in the driver’s seat and letting them drive their own agenda resulted in them being more aware and able to participate in the peace process and to seek justice on their own terms. This has also empowered the JRs on one side and on the other also made the Women Conflict Survivors (WCSs) realize the importance of sharing their life narratives and feel more empowered by discovering their weakness to be their strengths. This has helped the survivors to move forward during difficult times and motivated them to respond to those hardships.</p> <p>According to the story workshop reports prepared by TSK, before the story workshops only 13% of the participants said that they were capable of sharing their stories in public whereas after the workshop 100% of the participants said that they are capable of sharing their stories.</p>
<b>Conclusions</b>	<p>The SAHAS for Justice project has been able to achieve its set goal, outcomes, and outputs. It has helped Women Survivors of Armed conflict to gain confidence, break the silence, and advocate for justice. Moreover, it’s unique women-to-women, survivor-to-survivor, and storytelling for truth telling approaches have played a great role in the empowerment of survivors and for their healing. Moreover, engaging the radio medium has played a greater role to make the institutions accountable towards this issue by sensitizing them on this issue.</p>
<b>Others</b>	N/A

<b>Evaluation Criteria</b>	<b>Effectiveness</b>
<b>Evaluation Question 2</b>	To what extent did the project reach the targeted beneficiaries at the project goal and outcome levels? How many beneficiaries have been reached?
<b>Response to the evaluation question with analysis of key findings by the evaluation team</b>	TSK reached 500 women survivors of armed conflict, 5 women Human Rights Defenders, 15 radio stations at institutional level, and 45 journalists working in these radio stations. In the project districts, it has trained 10 WCSs of armed conflict who have become Justice Reporters. It has also brought 75 women survivors (out of 500 women whose stories were recorded by Justice Reporters).
<b>Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above</b>	These numbers are verified from the database of the stories TSK has kept safely in the computer, attendance sheet of the participants from story workshops, and attendance sheet of the ethical reporting guideline orientation conducted by the journalists of 15 radio stations.
<b>Conclusions</b>	The project has been able to effectively reach the targeted beneficiaries within the project time frame.
<b>Others</b>	N/A

<b>Others</b>	N/A
<b>Evaluation Criteria</b>	<b>Effectiveness</b>
<b>Evaluation Question 3</b>	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.
<b>Response to the evaluation question with analysis of key findings by the evaluation team</b>	This project not only empowered the WCSs but also provided a safer space for them to speak out and break the silence. Breaking their silence has given women the power to continue their lives instead of reminiscing about the past and mourning for experiences that cannot be corrected. This realization has helped them come out of their guilt and

shame and look for opportunities to improve their lives. The bonding developed between the women survivors at the workshops has provided a sense of security that was previously missing.

The project trained women survivors as Justice Reporters who are the backbone of the project. JRs were very skeptical in the initial stages of the project about their ability and lacked confidence to take interviews. But the project team constantly motivated them. As they went on the field and started collecting the stories of survivors, it not only created a space for the survivors to share their stories with one another but also gave the JRs a voice to drive their own agenda. These JRs are still actively participating in their community to encourage other women survivors to speak out against violence. This strategy played a great role in empowering women survivors once they received a microphone, Women survivors who were previously stigmatized and discriminated against are now working in their community as Justice Reporters and helping other women survivors to speak up allowing them to gain confidence.

The Story Kitchen used story workshops as a medium to create a safe space for the Women Survivors of Conflict to come together to share their life narratives. Listening to and supporting their fellow participants through story sharing activities, and learning about global patterns of violence against women and resistance to it enhances women's emotional resiliency. It gives them a sense of the potential for their story to create change for themselves and other women suffering from sexism, patriarchy, and gender-based violence. WCSs who participated in the story workshop had very little knowledge about the Transitional Justice (TJ) mechanism and process. They were also not aware that there are many other women like them. But helping them to get knowledge about the process and creating an alternative space for them to meet together has changed their knowledge and attitudes.

The participants of the storytelling workshops once again believed that



	<p>they could live dignified lives and participate in the quest to redefine justice. TSK ensured the safe environment where the women could share their experiences and voice their concerns and hopes.</p> <p>Reinforcing institutional responses provided support to bring the issues of VAW, particularly conflict related VAW. The radio stations that participated in the project activities as secondary beneficiaries were able to understand the importance of this issue. Previously unaware about this issue, they also started to include the issue of WCSs in their communities. Journalists that participated in project activities realized that they have become more sensitive while reporting on this issue of conflict related violence against women including sexual violence.</p>
<p><b>Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above</b></p>	<p>The progress reports, activity reports prepared by TSK explained and described the impact of the project on the women survivors of armed conflict. The WCSs trained as Justice Reporters gained confidence through their work and felt empowered. In a final report prepared by TSK Justice Reporter (name anonymous) from Rukum district said, "I have never thought I would feel so confident holding a recorder. I learned so much about interviewing the survivors during the practical sessions of the training. I take this recorder as a tool to give voice and justice to many women like me in my community."</p> <p>The Justice Reporters encouraged other women from their community to speak up. In FGD type 2 conducted in Bardiya a survivor said, "When Sarita (Justice Reporter) shared her story with me, tears fell from my eyes reminiscing about the past, it was she who inspired me to share my story, It was the first time that I shared my story with open heart, Sarita audio recorded my story. I hope, like Sarita, my story also inspires others to share their story".</p> <p>In the beginning, it was also not easier for Sarita Thapa (Justice Reporter) to gather this courage to share her story. After participating in TSK's training organized for Justice Reporters, she gained self-confidence. In an In-depth-Interview Sarita Thapa from Bardiya said, "It had been years that I had been fighting for the rights of women victims</p>

	<p>of armed conflict but never shared my story in public. After becoming Justice Reporter and holding the microphone it gave me the courage to share my stories with others.”</p> <p>Justice reporters like Sarita have encouraged other women victims to share their stories.</p> <p>The WCSs who participated in the story Workshop also felt more empowered and felt a sense of togetherness.</p> <p>Here are two quotes of the WCs who participated in the story workshops, which are excerpted from the project report prepared by TSK: "I was sexually abused during the conflict. After coming here at story workshop (Kathasala) and meeting with other sisters now I have the feeling that I am not alone in this journey."</p> <p>"I had forgotten to smile after seeing fifteen people killed in front of my eyes. But, after coming to this workshop and meeting with other sisters, the smile has returned back."</p> <p>This also shows that participants have also retained the information and used those learnings after going back to their community.</p>
<b>Conclusions</b>	<p>The project has brought positive changes in the lives of women survivors of armed conflict. The storytelling approach taken by TSK has helped to create a conducive environment for women to heal. Moreover, engagement of the women journalists of the radios stations also helped to sensitize them (journalists) about this issue.</p>
<b>Others</b>	N/A

<b>Evaluation Criteria</b>	<b>Effectiveness</b>
<b>Evaluation Question 4</b>	<p>What internal and external factors contributed to the achievement and/or failure of the intended project goal, outcomes, and outputs? How?</p>
<b>Response to the evaluation question with analysis of</b>	<p>The Story Kitchen’s committed leadership and the team (including the trained Justice Reporters) are the major internal factors for the achievement of the project goals, outcomes, and outputs.</p>

<b>key findings by the evaluation team</b>	The formation of the Transitional Justice mechanism in Nepal and the overall political changes played as external factors for this project helped achieve its intended project goal, outcomes, and outputs.
<b>Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above</b>	TSK's overall approach of reaching out to women and engaging them in the process itself is worth praising. It implemented the project not "for women" but "with women". This worked both at the internal and external level for the achievement of the intended objectives. The women survivors felt very comfortable to share their stories. One of the participants of FGD in Bardiya said, "The environment of the workshop was very welcoming. I just felt no need to hide any of my story." Another participant of the FGD in Kailali said, "The Story Kitchen team treated us as sisters. They ate the same food, they danced and sang with us, they cried and laughed with us. They even didn't look like workshop facilitators. I didn't feel discriminated against. The workshop was not - hierarchical."
<b>Conclusions</b>	No project occurs in isolation from the larger context. This also applies to the SAHAS project. The both internal and external factors mentioned above played a greater role in achieving the intended objectives of the project. No failures or negative consequences has been discovered and recorded during this evaluation.
<b>Others</b>	N/A

## RELEVANCE

<b>Evaluation Criteria</b>	<b>Relevance</b>
<b>Evaluation Question 1</b>	To what extent was the project strategy and activities implemented relevant in responding to the needs of women and girls?
<b>Response to the evaluation question with analysis of key findings by the</b>	This project was relevant in responding to the needs of WCSs, as it created a holistic space, which catered to their social and psychological, needs in a very profound way.

<p><b>evaluation team</b></p>	<p>The narratives of WCSs were not being accounted and documented at that time in such a focused way. Also, interim relief programs did not address the needs of survivors of sexual violence, rape, and torture. In such time, this project played a vital role to help women understand the importance of their stories and documentation. Moreover, it also provided them a space for knowledge building and for self-healing.</p> <p>Similarly, this project also engaged the local radio stations in the process to make them sensitive on these issues. It was also very relevant in responding to the needs of WCSs in the districts.</p>
<p><b>Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above</b></p>	<p>The WCSs had a greater need of sharing their stories. They were keeping the memories of all those brutal incidents within themselves, as they didn't find anyone trustworthy to share their personal stories. . The project was able to respond to their needs.</p> <p>A participant of the FGD conducted in Kailali said, “ I wanted to tell others what happened to me during insurgency but I didn't know whom to trust. When Asha (Justice Reporter) came to me, I had a feeling that I could share my sufferings with her. If I hadn't met with Asha, I would have been carrying the burden within myself and my heart would still feel heavy.”</p> <p>The project became more relevant to provide safe spaces for WCSs of sexual violence as shared by Justice Reporter Sarita Thapa from Bardiya in an in depth. She said, “Before women only spoke about the loss of their husband and child but now when I went to them, they shared about the sexual violence and brutality that happened to them. It was hard for them to trust others, but with me, they felt comfortable.”</p> <p>The project, through story Workshops, also responded to the psychosocial healing needs of WCSs. According to the analysis of story workshop pre- and post-workshop test forms the percentage of women</p>

who felt that women should share the stories of incidents that experienced while armed conflict increased. Before the workshop, 49% participants said that women should share their stories whereas after the workshop, it increased to 99%.

A report prepared by TSK mentions a quote from a participant of a story workshop that says, “When (name anonymous) sister shared her pain, I couldn’t help but cry. I could not breathe reminiscing my past and relating her pain with mine. With the help of counselor, I was able to feel relieved and calm.”

In an interview with a stakeholder, Suman Adhikari, Chairperson of Conflict Victims Common Platforms (CVCP) said, “The work of Story Kitchen is very relevant in particular to provide the voice to the survivors and document their stories. Unless their stories/ cases are documented, seeking justice will be even more difficult.”

Manchala Jha, Member of Truth and Reconciliation in an interview said, “As we are facing difficulty to identify the cases of women victims of armed conflict, the work of Story Kitchen is very relevant. It has worked to identify the cases of violences that happened to women during armed conflict, which is very important first step for the process of ensuring justice.”

The project has also been able to address the needs of survivors from other districts to help them and others realize that their story matters. The final report prepared by TSK mentions a quote from a listener from Makwanpur district that says, “I had never heard any radio program like this. I myself am a conflict survivor and would like to share my story too in radio. Although it was not my family member speaking in the program, I felt like it was my wife or my mother. ”

<b>Conclusions</b>	<p>The project strategy to use the women-to-women and the survivor-to-survivor approach ensured that women themselves participated in the transitional justice process as a facilitator, a catalyst, and a promoter. The project empowered women through their own stories that in turn contributed to a shift in power dynamics. This shift in power dynamics is evident in regards to how the survivors became agents of change in their new role as Justice Reporter. As stated by all Justice Reporters, the microphone became their power tool that allowed them to address the needs of other survivor women in their community.</p>
<b>Others</b>	N/A

<b>Evaluation Criteria</b>	<b>Relevance</b>
<b>Evaluation Question 2</b>	To what extent do achieved results (project goal, outcomes, and outputs) continue to be relevant to the needs of women and girls?
<b>Response to the evaluation question with analysis of key findings by the evaluation team</b>	<p>The discussions with project beneficiaries during FGDs (type 2) in both districts- Kailali and Bardiya- show that they have been using the new knowledge and skills, which they learned through the impactful story workshops. Similarly, Justice Reporters have been able to get prestigious recognition within their communities.</p> <p>The radio stations, because of the realization of the importance of the issues, have been bringing the issues of survivors in their radio program particularly focusing on their reparative needs.</p>
<b>Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and</b>	<p>A participant of the FGD in Kailali said, "I have been sharing the information which I received during the story workshop with my other sisters in my village."</p> <p>Similarly, a participant of FGD in Bardiya said that, "there were few women who wanted to share their stories, so I introduced them with Sarita and she recorded their interview."</p>

<b>analysis above</b>	<p>Asha Chaudhary during in depth, interview shared that she gave her candidacy for the position of Vice-Mayor in Tikapur Municipality, Kailali during local election, though she didn't win with small difference of votes. "As my name says, these days I have become "hope "for every WCSs in my village."</p> <p>Radio stations are also very keen on this issue and bringing these issues to the radio programming. Amita Kunwar, Station Manager of Dinesh FM Kailali said, " We brought Vice-Mayor in our radio show to discuss on the issue of WCSs of Kailali district so that they also start providing the WCSs focused services."</p>
<b>Conclusions</b>	<p>The achieved results in this project will continue to be relevant in responding to the needs of WCSs as it has impacted their lives and helped them to relieve the burden of pain. Moreover, because of this strength they have started organizing in their own communities showing their efforts to continue seeking justice in the future.</p>
<b>Others</b>	N/A

## EFFICIENCY

<b>Evaluation Criteria</b>	<b>Efficiency</b>
<b>Evaluation Question 1</b>	How efficiently and timely has this project been implemented and managed in accordance with the project document?
<b>Response to the evaluation question with analysis of key findings by the evaluation team</b>	<p>Project implementation was impacted by the changes in the political context of Nepal. Local, federal, and provincial level elections of 2017 were impacted in the implementation of the project activities to be delivered in an agreed timeline. Thus, TSK shifted the dates of the story summit (many times) and Story Workshop. In addition, the earthquake of April 2015 impacted the schedule in the beginning of the project start.</p> <p>However, TSK managed to make up for the time loss due to the constant effort and dedication of the JRs and the team member. TSK was able to implement all of its planned activities by adjusting schedules, dates, and the location of the Story Workshop.</p>

<b>Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above</b>	The email communication within the team, particularly the changes in times of the Story Summit, was evidence to see the impact of the schedule. Moreover, the project budget was planned in the year 2014; however, TSK completed all the planned activities within the total budget. Furthermore, , the email communications between UNTF and TSK show the efficiency of TSK in communicating and solving the problem on time. TSK has also submitted the progress reports on time.
<b>Conclusions</b>	TSK has been very efficient in the implementation of the project activity. However, during the external evaluation report writing process, due to an unexpected situation (sudden sickness of the External Evaluator), it took more time for TSK to deliver the final report on the external evaluation. TSK has communicated this situation to the UNTF team on time and has requested for time extension.
<b>Others</b>	N/A

## SUSTAINABILITY

<b>Evaluation Criteria</b>	<b>Sustainability</b>
<b>Evaluation Question 1</b>	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>Response to the evaluation question with analysis of key findings by the evaluation team.</b>	<p>The stories collected today will help to ensure justice tomorrow. If the stories of 500 women survivors will be well archived in a safe manner, they might serve as evidence in future for legal justice. The project has opened doors and brought about new debates and the government agencies have started discussing this issue.</p> <p>Moreover, the project has not only helped women survivors to come forward, but it has also upped their confidence. They have started to form informal networks in their communities and making their voice collective. This organizing will certainly make the project's achieved results sustainable.</p> <p>TSK's new partnership with UN Women Nepal, GIZ- Civil Peace Service, International Center for Transitional Justice, and International Alert will</p>



	keep engaging the survivors and media, so that the achieved result will be sustained and expanded.
<b>Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above</b>	<p>As quoted by Srijana Shrestha- CVCP, “I don't even know how long the government will take to give justice to those waiting. This program is very important in collecting evidences and which will eventually help nudge TRC. The project was also able to build the capacities of community radio stations that will in the long run play an important role in sustaining peace”.</p> <p>Dr. Bishnu Pathak, Member of Commission on the Investigation of Enforced Disappeared Persons (CIEDP) appreciated the work of TSK and he believes collaboration between CIEDP and TSK will help to sustain this result. During an Interview, he said, “Story Kitchen has been doing a great job. CIEDP lacks adequate resources and know-how, and if TSK could provide its knowledge and expertise in psycho social counseling, we could reach more women survivors of armed conflict.”</p> <p>Radio stations in the districts are also working to collaborate with Justice Reporters for different events as well as other collaboration efforts on the issue. “We have also started communicating with Asha so that she could help us to bring the stories of women survivors for the broadcasting,” said Amita Kunwar, Station Manager of Dinesh FM Kailali.</p>
<b>Conclusions</b>	As women have gained knowledge, self-confidence, and have demonstrated the collaborative work in their communities after participating in the project activities, the achieved results will be sustained in longer run.
<b>Others</b>	N/A

<b>Evaluation Criteria</b>	<b>Impact</b>
<b>Evaluation Question 1</b>	What are the unintended consequences (positive and negative) that have resulted from the project?
<b>Response to the evaluation question with</b>	The unintended positive results have far outweighed the unintended negative results. TSK is now recognized for its contribution in the field of

<p><b>analysis of key findings by the evaluation team</b></p>	<p>working with women survivors of armed conflict. An example of an unintended but positive impact is the informal network of conflict survivors that is beginning to form through the survivors themselves. However, the project will create ultimate impact when the stories are published and taken to respective agencies.</p> <p>The project has created a certain impact in society. Instances of women coming out of their homes and seeking justice for them have been a prime achievement. There were instances of women speaking out for the first time after 15 years.</p> <p>The impact of the project is more than what was anticipated as throughout the series of the Story Workshop. The women survivors of armed conflict learned that the definition of justice should not be limited to the literal legal definition. There is more to justice than just legal reparation and compensation for the crime. Societal, family, and self-justice matters equally, and for the women survivors it is what matters the most. When asked that justice is for them, the workshop participants would answer only in terms of legal reparations. However, towards the end of workshop, when they were asked the same question their answers included impartiality in the society, family acceptance, and the state to declare that it was not their fault, which again links to their self dignity.</p>
<p><b>Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above</b></p>	<p>A participant of Story Workshop said, “The program has had great impact on us and unknown survivors have become close friends and others are also coming out openly and supporting us. Our nature of pain might be different, but one thing we’ve realized is for justice we should all strive together.” (Quote from TSK report)</p> <p>When the participants came for the story workshop only 9% of the participants believed that they would get justice but after the workshop this percentage increased to 95%. TSK’s work helped them not to only be more optimistic for justice, but also collaboratively for it.</p>

	Asha Chaudhary, Justice Reporter from the Kailali during an in-depth interview, shared that it has been two months since she started a conflict affected women survivors network in Kailali. The network proposed income generation training for women survivors to municipality and local government. The municipality has assured them to provide 500 USD. They are also putting in a proposal to contribute to mark a memorial event for the conflict affected women survivors.
<b>Conclusions</b>	The project has had a greater impact on the lives of WCSs as it helped them to come together, share their stories, and be empathetic to each other. As they have also realized the importance of organizing, it will have greater impact in the future and will provide them with moral strength in the quest for justice.
<b>Others</b>	N/A

#### KNOWLEDGE GENERATION

<b>Evaluation Criteria</b>	<b>Knowledge Generation</b>
<b>Evaluation Question 1</b>	What are the key lessons learned that could be shared with other practitioners on Ending Violence against Women and Girls?
<b>Response to the evaluation question with analysis of key findings by the evaluation team</b>	<p>Lessons learned:</p> <ol style="list-style-type: none"> <li>Former Survivors trained as Justice Reporters: Project method of training and involving former survivors, as Justice Reporters has been a positive step. Survivors who have shared their stories have been more forthcoming with JRs who share a similar experience with them. This method is already widely accepted but until now has not been extensively used in Nepal. This method is more effective in dealing with gender issues in conservative societies and conflict-related efforts.</li> </ol>

	<p>2. Apart from physical injuries, the majority of conflict survivors carry with them emotional/psychological scars of the conflict, which can only be healed through counseling or therapy. Its scale and duration may vary for each survivor. Survivors visited by JRs so far have requested for any assistance to help them heal. Hence, during implementation of such sensitive projects, there should be provisions for longer term counseling as well as medical services.</p>
<p><b>Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above</b></p>	<p>All the lessons learned mentioned above are summarized from the points received in FGDs, in-depth Interviews, stakeholder interviews and reports submitted by TSK to UNTF.</p>
<p><b>Conclusions</b></p>	<p>In the future, this kind of initiative will have even greater impact if it includes psychosocial counseling, medical services and livelihood / skills buildings opportunities for the survivors.</p>
<p><b>Others</b></p>	<p>N/A</p>

<p><b>Evaluation Criteria</b></p>	<p><b>Knowledge Generation</b></p>
<p><b>Evaluation Question 2</b></p>	<p>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>
<p><b>Response to the evaluation question with analysis of key findings by the evaluation team</b></p>	<p>There are four major promising practices in this intervention:</p> <ol style="list-style-type: none"> <li>1. Women-to-Women &amp; Survivor-to-Survivor Approach</li> <li>2. Storytelling for Truth telling</li> <li>3. Storytelling for Healing</li> <li>4. Use of Information Communication Tools (ICT)</li> </ol> <p>These promising practices can be replicated in any country or region to fight against violence against women, for healing purposes, documentation of oral history, and ultimately for the empowerment of the survivors of violence.</p>

<b>Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above</b>	The above-mentioned promising practices are summarized on the basis of desk review documents, FGDs, in-depth interviews, and stakeholder’s interviews.
<b>Conclusions</b>	TSK applied a unique and innovative approach to respond to the needs of women survivors. It just hasn’t responded to the needs, but also engaged the women survivors in a process to help them identify their needs and redefine justice from their own perspectives. This model can be replicated in any country or region for the empowerment and healing of the survivors of violence, particularly in conflict and post-conflict settings.
<b>Others</b>	N/A

## 10. Conclusions

Evaluation Criteria	Conclusions
<b>Overall</b>	<p>This project has enabled more than 500 women survivors to speak out and seek justice. Moreover, these women survivors are also inspiring and encouraging other women who were abused during the war to speak out and share their stories and seek justice. The women who did hold back due to the fear of being an outcast from their family members and the society have now become role models for others. The women have become the epitome of courage and inspiration. These women will not live in fear. Women and girl survivors who participated in the project have greater ability (knowledge, resources and opportunities) to break the silence and seek justice. Moreover, media coverage about violence against women during armed conflict has increased.</p> <p>Within a short time frame of three years, the project achieved considerable</p>

	<p>results and changes in the five-targeted districts. As planned, it built capacities of conflict survivors, increased the knowledge and skills of media, especially radio producers and presenters by training them to address issues of violence during the conflict in sensitive and secure ways. The project reached out to the broader public via radio with information and messages by sharing stories.</p>
<p><b>Effectiveness</b></p>	<p>As an outcome of SAHAS for Justice, an increasing attention is being paid by the concerned government agencies, especially the TRC on the abuses of women during the conflict. The TRC has pledged to look into and investigate the cases of conflict affected women survivors in more detail. The UNTF-supported project <b>SAHAS for Justice</b> provided a valuable starting point for TSK to empower, encourage and enable 500 women survivors/victims of armed conflict to share their stories to break the culture of silence on cases of gross human rights violations during the armed conflict.</p> <p>The project trained 15 women survivors and NAWHRD members to document stories of women survivors. The project successfully collected and documented the stories in print form, produced, and broadcasted 15 episodes of radio programs from 15 radio stations. The project also succeeded in establishing ethical guidelines for sensitive reporting about gender-based violence including sexual violence during the armed conflict in Nepal.</p> <p>Group sharing and storytelling promoted empathy amongst participants and allowed them to gain strength and realize that their struggle is a shared. Sharing their stories in a safe, communal environment helped them to mitigate the pain they felt in reliving bitter memories.</p>
<p><b>Relevance</b></p>	<p>TRC is struggling to ensure a proper investigation mechanism to restore peace. In this context, the SAHAS project is very crucial to help government agencies see the reality. SAHAS via the survivor-to-survivor approach has collected over 500 stories that will help TRC, CIEDP, government agencies, and other sectors to restore peace in the long run. At a higher level, the project served to build trust between TSK and the government, which is a particularly striking achievement</p>

	given the challenging relationship between the two.
<b>Efficiency</b>	<p>By establishing partnerships between women survivors and NAWHRDs, the project engaged women in transitional justice process as a facilitator, a catalyst, and a promoter rather than a silent partner in debates and representations. Justice Reporters were equipped with story gathering techniques and are able to convince other women in the communities to speak up against violence.</p> <p>An unplanned but welcomed outcome of the project is the beginning of an informal network of conflict survivors. However, while the network is critical to ensure that survivors stay in touch with each other for security and strength, only a few seem willing or able to contribute actively.</p>
<b>Sustainability</b>	<p>The project will achieve its true goal when it is able to bring in women and girls affected by conflict from across the country. The future of the survivors' NGO network appears unsure. While the current network members generally appreciate its coming into existence, only a few are able to contribute meaningfully. Nevertheless, a nucleus of active NGOs surrounded by a number of others can be expected to thrive. TSK will need to find more partners and supporters to expand the scope of the project to help TRC in investigating and revealing the stories of women survivors from all 77 districts across Nepal.</p>
<b>Impact</b>	<p>An important impact of the project is the beginning of an informal network of conflict survivors. The network is critical to ensure that survivors stay in touch with each other for security and strength, only a few seem willing or able to contribute actively.</p> <p>The Story Kitchen has been successful in establishing the need to redefine justice. The work with the survivors has demonstrated that justice for women survivors does not only mean legal justice in the form of reparation or punishment for the perpetrator. It also means social justice to ensure that the women survivors are</p>

	<p>able to live their life with dignity and respect, without the fear of becoming an outcast for speaking out.</p>
<p><b>Knowledge Generation</b></p>	<p>Empowering primary beneficiaries to facilitate and document stories helped to improve their self-worth and self-esteem. They feel valued and accepted.</p> <p>Ongoing education of both primary and secondary beneficiaries around issues of what justice means to each survivor is important in the objective to redefine justice.</p> <p>The confidence, empowerment and self-esteem that results from women and girls learning to claim their rights.</p> <p>Both beneficiaries and facilitators need professional interventions to deal with burn out during workshop sessions. Training workshops could prove to be more impactful by taking this approach for future workshops.</p> <p>The Story Kitchen utilized several strategies that can be classified as best practices, and these have significantly impacted the success of the project that is evidenced by the overwhelming exceeding targets among primary beneficiaries.</p> <p>TSK trained 10 selected women survivors to become Justice Reporters. They are equipped with the technical knowledge of operating a handheld recorder and have felt the importance of sharing as well as d the power of the microphone.</p> <p>The Justice Reporters felt empowered and capable when they set their own agenda on their own terms to participate in the peace process to seek justice.</p>

## 11. Key recommendations

Overall



Create a time-bound strategic plan to build on the project's successes. Identify areas that have the highest potential for sustainability and that can be converted into programs. Identify appropriate resources (financial, technical and human) that can contribute to redefining justice processes.

### **Effectiveness**

1. Design, develop, and build time-bound follow-up activities that include the beneficiaries, namely the participants of the story workshops and Justice Reporters.
2. Schedule visits to the women interviewed by Justice Reporters to assess and document their present situation to form a network of potential leaders who can contribute in supporting ongoing TRC investigations.
3. Create a pool of experts with diverse skills that have been a part of the process to provide the organization with speedy solutions that are often times needed to deal with non-performing experts.

### **Relevance**

1. The women survivors have gone through a lot in the last decade. Their pain and suffering have not been well documented. There is a clear need for TSK to coordinate with TRC to help document and investigate the cases of rape and other abuses of women during conflict.
2. The project will lose its relevance if only a small fraction of conflict-affected regions are covered; the wings should be extended to other regions also. Also, other partners should be looked for possible collaboration on project expansion.

### **Efficiency**

1. Implement a database management system that serves the primary purpose of tracking and documenting beneficiaries to establish a network of survivors.
2. Create a strategy to access funds for documenting more stories of women survivors.

## **Sustainability**

1. Encourage and create, in coordination with TRC and other government agencies, safe environments for women survivors to share their horrific experiences during the conflict.
2. TRC in its investigation process of recording sexual violence cases, should collect testimonies that could coordinate with JRs, as they are also trained in psychosocial counseling and are the women survivors this would help in terms of easing the investigation process.
3. UNTF could disseminate information on effectiveness of women to women and survivor-to-survivor approach at an international level. This would give reference to similar countries to replicate the model as it worked in Nepal which may work for them too.
4. TSK and CVCP could work together to create women's network at a national level, so that eventually it would help in implementing the resolution 1325 and 1820 of NAP.

The true impact of the project would be possible when the project is expanded in other conflict affected regions too. The programs or trainings on income generation and livelihood could enhance the situation of these women survivors.

## **12. List of Annexes:**

- **Annex 1:** Terms of Reference (TOR) of the evaluation
- **Annex 2:** Evaluation Matrix
- **Annex 3:** Results Monitoring Plan of SAHAS for Justice
- **Annex 4:** Beneficiary Data Sheet (ATTACHED SEPERATELY IN SPREADHSEET FORM)
- **Annex 5:** Evaluation Methodology-related documentation (FGD type description, FGD guiding questions for FGD type 1 and type two, Question guideline for KII and Question Guideline for In-depth Interview)

- **Annex 6 (confidential):** Transcripts of FGD discussion, KII and In – depth Interview (in Nepali);
- **Annex 7 (confidential):** Lists of persons and institutions interviewed or consulted, and sites visited
- **Annex 8 (confidential):** List of supporting documents reviewed
- **Annex 9 (confidential):** CV of evaluator who conducted the evaluation

## **Annex 1: Terms of Reference (TOR) for External Evaluation of “SAHAS for Justice” Project**

### **1. Background and Context**

#### **1.1 Description of the project that is being evaluated.**

##### **a) Name of the project and the organization**

TSK is a not-for-profit distributing company registered under the Companies Act, 2006 Nepal. TSK registered in September 2012, is driven by the passionate belief that sharing and listening to the stories can build the movement and helps to ignite social change. By utilizing narrative journalism tools, TSK aims to tell the true stories, which will help women to be visible and heard.

TSK has been implementing the following project in five districts of Nepal respectively Rolpa, Rukum, Dang, Bardiya and Kailali with funding support from the UN Trust Fund to end Violence against Women.

##### **b) Project duration, project start date and end date**

- **Name of the Project:** SAHAS for Justice (**S**haring and **A**mplifying **H**er **A**llegorical **S**tories for Justice)
- **Project start date:** 1<sup>st</sup> January, 2015
- **Project end date:** 31<sup>st</sup> December, 2017

Gender based violence (GBV) is the most severe violation of human rights. According to the report of UN Women, at least one out of three women around the world experience one or the other form of violence in their life. The incidence of GBV is higher in South Asian countries mainly due to patriarchal social structure that impedes women’s access to justice mechanism. The situation of GBV is further heightened during times of armed conflict. Extensive accounts of violence against women has drawn international attention as systematic rape and other forms of gender based violence have been increasingly employed as a tool in times of armed conflict. Due to lack of efficient initiatives taken to address GBV in aftermath of armed conflict, it has severely undermined and impeded post conflict peace process.

Nepal emerged from a decade long civil war (1996-2006). An estimated 13,000 Nepalese have died while more than 1,300 people who disappeared during the conflict have remained unknown (OHCHR, 2012). Amongst those affected by the conflict, women have been the most affected. Women have found themselves on lose-lose situation. Since most of the dead and disappeared during the conflict were male members who were typically the bread winners of the family, women now had to take on the role of providing for the family. In addition, due to lack of safe environment for women who suffered different forms of violence during conflict to raise their voices and opinions, the culture of silence has further deepened in Nepalese society. The greatest ally of the continuation of violence against women is silence. The culminating impact of culture of silence and the sudden reversal in the roles and responsibilities have further exposed women to discrimination, inequality and violence.

SAHAS (Sharing and Amplifying Her Allegorical Stories) for Justice Project aims to empower, encourage and enable women conflict survivors and victims to share their stories to break the culture of silence on cases of gross human rights violation during the armed conflict.

Current project implementation status with the timeframe to complete the project  
Currently, the project implementation is in the last quarter of final year and has already completed the implementation of all major activities.

Description of the specific forms of violence addressed by the project

The project has addressed the gender-based violence during armed conflict situation in Nepal including sexual violence. It addressed the forms and Manifestations of violence mentioned as below:

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

#### C) Main objectives of the project

SAHAS for Justice Project aimed to pilot a promising approach. The project is catalytic and innovative in nature. Women conflict survivors and victims are encouraged and enabled to share their stories and testify for maximum documentation of violence against women during conflict.

SAHAS project has employed audio video tools to encourage and enable women survivors and victims of armed conflict to share their stories. By sharing their stories, they have added their perspectives and concerns that will contribute in lasting foundation for peace in Nepal by advancing the transitional justice process. Women-to-women and survivor-to-survivor are the key approaches/strategies that the project has applied to influence the concern stakeholders.

#### **Women-to-women and survivor –to-survivor approach:**

Nepal's local media especially radio stations due to their outreach, feasibility and reliability is critical to foster community engagement. However, radio in Nepal is largely male dominated sector. With minimum representation of women in radio sector, there is a gap in current media intervention to uphold the rights of women. This has sidelined women's

issues and concerns from "menstream" media; and ultimately left women's voices unheard and unanswered. SAHAS for Justice project believes that women themselves can best understand and articulate their concerns and issues. And Survivors can themselves understand the situation of another survivor. Hence, the project has paired women conflict survivors with Women Human Rights Defenders (WHRDs) in identified districts to reach more victims through mobilization of local radio networks. By establishing partnership between women survivors and WHRDs, the project has engaged women in transitional justice process as facilitator, catalyst and promoter rather than silent partner in debates and representations.

D) Description of targeted primary and secondary beneficiaries

The key beneficiaries of the proposed project are women survivors and victims of armed conflict. The project aims to primarily work with conflict victim women, survivors and their families:

- Women who took active role in the war (former members of PLA),
- Women who have lost their family member especially husbands,
- Women who are survivor of sexual violence and physical abuse and torture,
- Women who have given birth as a result of sexual violence and rape,

Other social actors that the project has engaged with and influenced are local media organizations and women human rights defenders of five districts.

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

The theory of Change of the project SAHAS for Justice is as below:

Project Goal	Women and girl survivors in five most conflict affected districts of Nepal <b>ARE EMPOWERED</b> and <b>FEEL SAFER to speak out</b> about violence against women.
Outcome 1:	Women and girl survivors participated in the project have greater ability (knowledge, resources and opportunities) to break the silence and seek justice.
Outcome 2	Media's Coverage and sensitivity towards violence against women including conflict related violence is improved.
Output 1.1	Justice reporters (Women and girl survivors of conflict) are equipped with story gathering techniques and are able to convince other women in the communities to speak up against violence on radio. <b>Activity 1.1.1:</b> Conduct training for 15 female conflict survivors and NAWHRD members (3 each from 5 districts) in story gathering techniques and operating handheld recorders <b>Activity 1.1.2:</b> Pair 2 women conflict survivors with 1 WHRD to gather stories 300 from identified districts (Story Collection) <b>Activity 1.1.3:</b> Broadcast 13 episode radio programme (30 minutes each) from 15 radio stations across 5 identified districts
Output 1.2	Women and girl survivors of conflict participated in the story workshop have better understanding about the importance of justice and the role of speaking

	<p>up about violence to gain justice.</p> <p><b>Activity 1.2.1:</b> Conduct 3 Story workshops (3 days each) with 20 women survivors and victims of conflict</p> <p><b>Activity 1.2.2:</b> Produce 5 videos profiling survivors</p> <p><b>Activity 1.2.3:</b> Story Summit at National Level</p>
Output 2.1	<p>Radio stations participated in the project adopt and practice Ethical Guidelines for reporting on conflict related VAW.</p> <p><b>Activity 2.1.1:</b> Development of ethical guidelines for media organization while reporting on violence against women including conflict related violence</p> <p><b>Activity 2.1.2:</b> Orientation on ethical guideline and Tailor-made Training for 3 radio stations in each districts ( 1 days each)</p>

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

The project has been implemented in 5 districts of western region of Nepal. The 5 districts are Rukum, Rolpa, Bardiya, Dang and Kailali. These districts had been selected on the ground that they have been the most conflict-affected districts as identified in Nepal’s Conflict Report 2012 by OHCHR and INSEC. Rukum and Rolpa are located in remote mid hills of Mid-Western Region of Nepal where Maoist movement first originated. It has been reported that 845 lives in Rolpa and 565 lives in Rukum were lost during the period of insurgency. The remaining districts (Bardiya, Dang and Kailali) lie in the southern plains of Mid-Western Region of Nepal where gender and caste based discrimination is found to be higher. It has been reported that 578 lives, 481 lives and 500 lives have been lost in Bardiya, Dang and Kailali respectively during more than a decade long civil war.

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

The total resources allocated for this intervention is US 80,910 including human resources and budgets.

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

The Story Kitchen (TSK) is the lead implementing agency for SAHAS for Justice project. TSK has partnered with National Alliance of Women Human Right Defenders (NAWHRD) and network of 15 radio stations for the outreach component of the proposed project.

## 2. Purpose of the evaluation

2.1 Why the evaluation needs to be done

This is a mandatory final project evaluation required by the UN Trust Fund to End Violence against Women. Moreover, this evaluation will help to assess the value and impact of the intervention on the beneficiaries. The evaluation will also help to find out the areas for improvements in similar future works.

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

The evaluation results will be shared with the Justice Reporters in the districts as well as with the reference group and advisory group involved in the external evaluation process after the completion of evaluation task. TSK will share the evaluation results with the above-mentioned groups. TSK also would request UNTF to end Violence against Women and UN Women regional office and Nepal Country office to share it amongst it's networks.

## 2.3 What decisions will be taken after the evaluation is completed

The leadership of Story Kitchen will use the evaluation findings to inform the design of new projects or the improvement of the current project. For example, to make improvements to the design of project methodologies. The evaluation will also be used to inform resource mobilization efforts – i.e. used as evidence to demonstrate the value of investment in Story Kitchen and the project.

# 3 Evaluation objectives and scope

The major objective of the external evaluation is to determine the effectiveness of the project in achieving its overall aim of empowering women survivors of GBV including sexual violence during Nepal's ten years of armed conflict in Nepal to break the silence and speak up against the violence they faced.

## 3.1 Scope of Evaluation:

- Timeframe: this evaluation needs to cover the entire project duration.
- Geographical Coverage: this evaluation should cover randomly selected two implementing districts out of five.
- Target groups to be covered: this evaluation needs to cover the target primary and secondary beneficiaries as well as broader stakeholders. This needs to cover the implementing partner organization.

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

The specific objectives of this external evaluation are:

- 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 assess the effectiveness of storytelling, women-to-women and survivor-to-survivor approach applied in this intervention
- c. To assess the effectiveness of the use of media/ audio recorders as a tool of empowerment for women survivors of GBV during armed conflict
- d. To assess the level of sustainability (financially, institutionally, and otherwise) achieved by the project
- e. To generate key lessons and identify promising practices for learning;
- f. To provide recommendations for future programming, based on learning from this project (i.e. approaches recommended for replication and expansion, recommended adjustments to existing approaches etc).

#### 4 Evaluation Questions

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

<b>Evaluation Criteria</b>	<b>Mandatory Evaluation Questions</b>
<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? Why? What are the key changes in the lives of those women and/or girls? Please describe those changes.</li> <li>4) What internal and external factors contributed to the achievement and/or failure of the intended project goal, outcomes and outputs? How?</li> </ol>
<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> <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> </ol>
<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>
<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 women and girls at the project goal level, going to be sustained after this project ends?</li> </ol>
<b>Impact</b>	<ol style="list-style-type: none"> <li>1) What are the unintended consequences (positive and negative) resulted from the project?</li> </ol>
<b>Knowledge Generation</b>	<ol style="list-style-type: none"> <li>1) What are the key lessons learned that can be shared with other practitioners on Ending Violence against Women and Girls?</li> <li>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?</li> </ol>

#### 5 Evaluation Methodology

##### 1) Proposed evaluation design

The evaluation design should be suggested by the evaluator in the inception report and then finalized by a consultative meeting between project staffs and the evaluator. The evaluation design will be shared with UNTF Portfolio Manager and Focal person at UN WOMEN NCO for feedback and approval. However, the following will be taken into account:

- Methods should be participatory and inclusive, ensuring participation of key stakeholders



- Where possible data should be triangulated to ensure a robust assessment
  - Qualitative methods should be applied (as there is sufficient quantitative data collected by the project which can be used for the validation)
- 2) Data sources
- The data required for this external evaluation can be accessed through the different internal and external documents, such as:
- Project proposal
  - Database created by TSK
  - Training reports
  - Pre and post training data analysis
  - Baseline survey document
  - Other reports on the related issue published by the Government and other civil society organizations.
- 3) Proposed data collection methods and analysis
- Four focus group discussions will be organized in two randomly selected district (2 FGDs in each district) and in- depth interview of a total of 10 primary beneficiaries will be conducted
- 4) Proposed sampling methods
- A list of primary beneficiaries (those who have participated in the story workshop and those who have interviewed by justice reports but not participated in the story workshop) will be prepared and 8 to 10 women from each of those two lists will be selected randomly. The list will be shared among the evaluation team and communicated with Justice Reporters so that they will be able to assemble them together for FGDs.
- 5) Field visits**
- The External Evaluator will travel to two randomly selected districts to conduct the evaluation work. One TSK staff will assist the External Evaluator during the field visits.

## **6 Evaluation Ethics**

The evaluation must be conducted in accordance with the principles outlined in the UN Evaluation Group (UNEG) 'Ethical Guidelines for Evaluation' <http://www.unevaluation.org/ethicalguidelines>. Due to the highly serious and sensitive nature of GBV including sexual violence during armed conflict the evaluator must be very sensitive and adhere to all the ethical, confidentiality and safety considerations before, during and after the evaluation process.

It is imperative for the evaluator to:

- Guarantee the safety of respondents and the research team.
- Apply protocols to ensure anonymity and confidentiality of respondents.
- Select and train the research team on ethical issues.
- Provide referrals to local services and sources of support for women that might ask for them.
- Ensure compliance with legal codes governing areas such as provisions to collect and report data, particularly permissions needed to interview or obtain information about children and youth.
- Store securely the collected information.

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

- World Health Organization (2003). *Putting Women First: Ethical and Safety Recommendations for Research on Domestic Violence Against Women*. [www.who.int/gender/documents/violence/who\\_fch\\_gwh\\_01.1/en/index.html](http://www.who.int/gender/documents/violence/who_fch_gwh_01.1/en/index.html)
- Jewkes, R., E. Dartnall and Y. Sikweyiya (2012). *Ethical and Safety Recommendations for Research on the Perpetration of Sexual Violence*. Sexual Violence Research Initiative. Pretoria, South Africa, Medical Research Council. Available from [www.svri.org/EthicalRecommendations.pdf](http://www.svri.org/EthicalRecommendations.pdf)
- Researching violence against women: A practical guide for researchers and activists November 2005

[http://www.path.org/publications/files/GBV\\_rvaw\\_complete.pdf](http://www.path.org/publications/files/GBV_rvaw_complete.pdf)

- World Health Organization (WHO), 'Ethical and safety recommendations for researching documenting and monitoring sexual violence in emergencies' 2007, [http://www.who.int/gender/documents/OMS\\_Ethics&Safety10Aug07.pdf](http://www.who.int/gender/documents/OMS_Ethics&Safety10Aug07.pdf)

## 7 Key deliverables of evaluators and timeframe

*[This section describes the key products the evaluation team will be accountable for producing and submitting to the grantee organization. At the minimum, these products should be included with a specific timeframe and language.]*

	Deliverables	Description of Expected Deliverables	Timeline of each deliverable (date/month/year)
1	<b>Evaluation inception report</b> (language of report: <b>ENGLISH</b> )	<p>The inception report provides the grantee organization and the evaluators with an opportunity to verify that they share the same understanding about the evaluation and clarify any misunderstanding at the outset.</p> <p>An inception report must be prepared by the evaluators <u>before</u> going into the technical mission and full data collection stage. It must detail the evaluators' understanding of what is being evaluated and why, showing how each evaluation question will be answered by way of: proposed methods, proposed sources of data and data collection/analysis procedures.</p> <p>The inception report must include a proposed schedule of tasks, activities and deliverables, designating a team member with the lead responsibility for each task or product.</p> <p>The structure must be in line with the suggested structure of the annex of TOR.</p>	<b>15/12/2017</b> Inputs required by grantee

2	<b>Draft evaluation report</b> (language of report: ENGLISH)	Evaluators must submit draft report for review and comments by all parties involved. The report needs to meet the minimum requirements specified in the annex of TOR.  The grantee and key stakeholders in the evaluation must review the draft evaluation report to ensure that the evaluation meets the required quality criteria.	15/01/2018
3	<b>Final evaluation report</b> (language of report: XXX)	Relevant comments from key stakeholders must be well integrated in the final version, and the final report must meet the minimum requirements specified in the annex of TOR.  The final report must be disseminated widely to the relevant stakeholders and the general public.	15/02/2018

## 8 Evaluation team composition and required competencies

### 8.1 Evaluation Team Composition and Roles and Responsibilities

A national Consultant will be recruited to conduct this external evaluation.

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

### 8.2 Required Competencies

Inputs required by grantee *[Please add additional requirements based the specific needs of each evaluation. Also, in case of recruiting more than one evaluator, specific competencies required per evaluator post needs to be specified.]*

Required Competencies for the Evaluator

- Evaluation experience at least 5 years in conducting external evaluations, with mixed-methods evaluation skills and having flexibility in using non-traditional and innovative evaluation methods
- Expertise in gender and human-rights based approaches to evaluation and issues of violence against women and girls
- Specific evaluation experiences in the areas of ending violence against women and girls
- Experience in collecting and analysing qualitative data
- Experience of working with women survivors of GBV including sexual violence
- In-depth knowledge of gender equality and women's empowerment

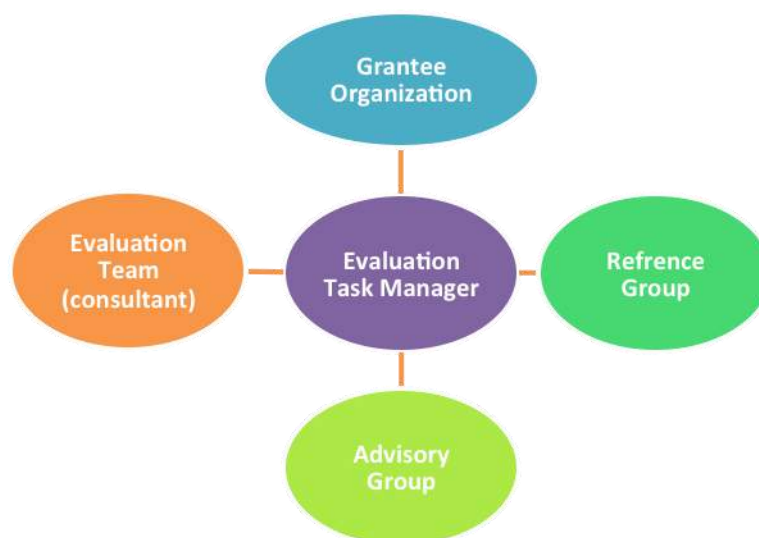
- A strong commitment to delivering timely and high-quality results, i.e. credible evaluation and its report that can be used
- A strong team leadership and management track record, as well as interpersonal and communication skills to help ensure that the evaluation is understood and used.
- Good communication skills and ability to communicate with various stakeholders and to express concisely and clearly ideas and concepts
- Regional/Country experience and knowledge: in-depth knowledge of Nepal is required.
- Language proficiency: fluency in **English** and **Nepali** is mandatory.

## 9 Management Arrangement of the evaluation

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

Name of Group	Role and responsibilities	Actual name of staff responsible
<b>Evaluation Team</b>	External evaluator/consultant to conduct an external evaluation based on the contractual agreement and the Terms of Reference, and under the day-to-day supervision of the Evaluation Task Manager.	One External evaluator ( National consultant)
<b>Evaluation Task Manager</b>	<p>Someone from the grantee organization, such as project manager and/or M&amp;E officer to manage the entire evaluation process under the overall guidance of the senior management, to:</p> <ul style="list-style-type: none"> <li>• lead the development and finalization of the evaluation TOR in consultation with key stakeholders and the senior management;</li> <li>• manage the recruitment of the external evaluators;</li> <li>• lead the collection of the key documents and data to be share with the evaluators at the beginning of the inception stage;</li> <li>• liaise and coordinate with the evaluation team, the reference group, the commissioning organization and the advisory group throughout the process to ensure effective communication and collaboration;</li> <li>• provide administrative and substantive technical support to the evaluation team and work closely with the evaluation team throughout the evaluation;</li> <li>• lead the dissemination of the report and follow-up activities after finalization of the report</li> </ul>	Ms. Mibusha Ghimire, Program Officer
<b>Commissioning Organization</b>	Senior management of the organization who commissions the evaluation (grantee) – responsible for: 1) allocating adequate human and financial resources for the evaluation; 2) guiding the evaluation manager; 3) preparing responses to the recommendations generated by the	Senior Management of Grantee Organization Ms. Jaya Luintel, President & CEO

	evaluation.	
<b>Reference Group</b>	Include primary and secondary beneficiaries, partners and stakeholders of the project who provide necessary information to the evaluation team and to reviews the draft report for quality assurance	<b>Inputs required by Grantee</b> – <i>Two Justice Reporters from selected districts.</i> - Staff from Implementing partner organization - Representative from Conflict Victim Groups (Stakeholder)
<b>Advisory Group</b>	Must include a focal point from the UN Women Regional Office and the UN Trust Fund Portfolio Manager to review and comment on <u>the draft TOR and the draft report</u> for quality assurance and provide technical support if needed.	- Vesna Jaric, Portfolio Manager, UN Trust Fund to End Violence Against Women,  - Nuntana Tangwinit, Regional Focal Point - Asia and the Pacific UN Trust Fund to End Violence Against Women  - Kirti Thapa, Focal Point, UN Women, Nepal Country Office



### 10 Timeline of the entire evaluation process

Stage of Evaluation	Key Task	Responsible	Number of working days	Timeframe (dd/mm/yyyy - dd/mm/yyyy)
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			<b>required</b>	
<b>Preparation stage</b>	Prepare and finalize the TOR with key stakeholders	Commissioning organization and evaluation task manager	5 days	01/11/2017 – 07/11/2017
	Compiling key documents and existing data		5 days	01/11/2017 – 07/11/2017
	Recruitment of external evaluator		20 days	10/11/2017-24/11/ 2017
<b>Inception stage</b>	Briefings of evaluator to orient the evaluator	evaluation task manager	1 day	28/11/ 2017-28/11/2017
	Desk review of key documents	Evaluation Team	2 days	29/11/ 2017-30/11/2017
	Finalizing the evaluation design and methods	Evaluation Team	2 days	04/12/ 2017-05/12/2017
	Preparing an <b>inception report</b>	Evaluation Team	3 days	06/12/ 2017-08/12/2017
	Review Inception Report and provide feedback	Evaluation Task Manager, Reference Group and Advisory Group	3 days	11/12/ 2017-13/12/2017
	Submitting final version of <b>inception report</b>	Evaluation Team	2 days	14/12/ 2017-15/12/2017
<b>Data collection and analysis stage</b>	Desk research	Evaluation Team	2 days	18/12/ 2017-22/12/2017
	In-country technical mission for data collection (visits to the field, interviews, questionnaires, etc.)	Evaluation Team	3 days	25/12/ 2017-29/12/2017
<b>Synthesis and reporting stage</b>	Analysis and interpretation of findings	Evaluation Team	3 days	01/01/ 2018-05/01/2018
	Preparing a <b>draft report</b>	Evaluation Team	5 days	08/01/ 2018-12/01/2018
	Review of the draft report with key stakeholders for quality assurance	Evaluation Task Manager, Reference Group, Commissioning Organization Senior Management, and Advisory Group	7 days	12/01/2018-18/01/2018
	Consolidate comments from all the groups and submit the consolidated comments to evaluation team	Evaluation Task Manger	2 days	19/01/2018-22/01/2018
	Incorporating comments and revising the evaluation report	Evaluation Team	2 days	23/01/2018-31/01/2018
	Submission of the <b>final report</b>	Evaluation Team	1 day	15/02/2018

	Final review and approval of report	Evaluation Task Manager, Reference Group, Commissioning Organization Senior Management, and Advisory Group	7 days	15/02/2018-22/02/2018
<b>Dissemination and follow-up</b>	Publishing and distributing the final report	commissioning organization led by evaluation manager	2 days	25/02/2018 – 30/02/2018
	Prepare management responses to the key recommendations of the report	Senior Management of commissioning organization	2 days	25/02/2018 – 30/02/2018
	Organize learning events (to discuss key findings and recommendations, use the finding for planning of following year, etc)	commissioning organization	1 day	01/03/2018-08/03/2018

## Annex 2: Evaluation Matrix

Evaluation Criteria	Evaluation Questions	Indicators	Data Source and Data Collection Methods
Effectiveness	Was the woman to woman and survivor to survivor strategy effective?	Number of survivors trained as Justice Reporters	<ol style="list-style-type: none"> <li>1. Justice Reporter Training Report</li> <li>2. FGD</li> <li>3. In depth interview with JR's</li> </ol>
		Primary beneficiaries are willing to share their stories with JR's	<ol style="list-style-type: none"> <li>1. stories documented by JR's</li> </ol>
		Listing stories documented by JR's	<ol style="list-style-type: none"> <li>1. List of stories collected by JR's</li> </ol>
	What are the key changes in the lives TSK's beneficiaries? Please describe those changes.	Number of Primary beneficiaries share their	<ol style="list-style-type: none"> <li>1. List of Radio Program content list</li> </ol>
		Number of beneficiaries participate in Story Workshops for empowerment	<ol style="list-style-type: none"> <li>1. Story Workshop reports</li> <li>2. Post workshop review</li> </ol>
		Number of Primary beneficiaries speak at a public event	<ol style="list-style-type: none"> <li>1. The Story Summit organized at the Staff College on September 1, 2017</li> <li>2. Recording of stories shared at the Summit</li> </ol>
		Women are willing to participate in FGD's	<ol style="list-style-type: none"> <li>1. FGD's in Bardiya and Kailali</li> </ol>
		Women are able to redefine justice	FGD and IN- depth interview
	How many documented		Recording of radio stories



	stories were converted into radio programs?	Number of stories broadcast over Radio stations	Listing of radio stations over which radio stories were broadcast
		Primary beneficiaries are able to share their personal dreams and aspirations.	
<b>Relevance</b>	Did the beneficiaries learn new skills to help them develop their confidence to share their stories?	Percentage of survivors who participate in the project that have knowledge about the transitional justice seeking mechanism and process.	Training Pre and post test forms and analysis
	2) To what extent do achieved results (project goal, outcomes and outputs) continue to be relevant to the needs of women and girls?	TSK has only been able to touch the lives of 500 women through this project whilst data shows that over 13000 were affected by the conflict.	FGD and In-depth Interview
<b>Efficiency</b>	1) How efficiently and timely has this project been implemented and managed in accordance with the Project Document?	Documentation of activities	Activities + Annual Reports
<b>Sustainability</b>	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?	Network of women survivors	FGD with primary beneficiaries
<b>Evaluation Criteria</b>	<b>Evaluation Questions</b>	<b>Indicators</b>	<b>Data Source and Data Collection Methods</b>
<b>Impact</b>	What are the unintended positive consequences of the project?	Network of women survivors	FGD discussion

	What are the unintended negative consequences of the project?	If any challenges faced by women	FGD discussion
<b>Evaluation Criteria</b>	<b>Evaluation Questions</b>	<b>Indicators</b>	<b>Data Source and Data Collection Methods</b>
<b>Knowledge Generation</b>	What are the key lessons learned that can be shared with other practitioners on Ending Violence against Women and Girls?	New approaches and new innovation	<b>Meeting report, acknowledgements etc.</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?	Survivors support one another through informal networks	FGD and project report

## Annex 3: Results and Resources Framework

<i>Project Name: SAHAS for Justice</i>		
<i>Project Duration: Three years</i>		
<b>RESULT RESOURCE FRAMEWORK(RRF)</b>		
	<b>Indicators</b>	<b>Source/Means of Verification</b>
<b>GOAL</b>	Women and girl survivors in five most conflict affected districts of Nepal are empowered and feel safer to speak out about violence against women.	<p><b>Indicator 1:</b> Number and percentage of justice reporters and women and girl survivors who participate in the story telling workshop that break their silence and share their stories.</p> <p><b>Indicator 2:</b> Perspectives of Survivors about their experiences in their lives after participating in the project.</p> <p><b>MoV Indicator 1:</b> Baseline and end-line survey among survivors (At the beginning and end of the project) -KAB questionnaire</p> <p><b>MoV Indicator 2:</b> In-depth Interview with conflict survivor women and girls (before and after the project)</p>
<b>OUTCOMES</b>	<p><b>Outcome 1:</b> Women and girl survivors who participated in the project have greater ability (knowledge, resources and opportunities) to break the silence and seek justice.</p> <p><b>Outcome 2:</b> Media coverage about violence against women increases and media sensitivity improves, including towards conflict related violence.</p>	<p><b>Indicator 1.1:</b> Percentage of survivors who participate in the project that have knowledge about the transitional justice seeking mechanism and process.</p> <p><b>Indicator 1.2:</b> Perspectives of survivors who participate in the project about their ability and opportunity to share their stories.</p> <p><b>Indicator 2.1:</b> Number of Radio stations in each project district that apply ethical reporting guidelines in the news and programming.</p> <p><b>Indicator 2.2:</b> Perspectives of journalists who participate in the project about their experience reporting on the cases of women and girl survivors of VAW during conflict.</p> <p><b>MoV Indicator 1.1:</b> Training Pre and post test forms</p> <p><b>MoV Indicator 1.2:</b> In-depth Interview with conflict survivor women and girls</p> <p><b>MoV Indicator 2.1:</b> Station Observation , Structured Interviews with Station Managers</p> <p><b>MoV Indicator 2.2 :</b> In depth Interview with journalists and Station managers</p>
<b>OUTPUTS</b>	<p><b>Output 1.1:</b> Justice reporters (Women and girl survivors of conflict) are equipped with story gathering techniques and are able to convince other women in the communities to speak up against violence on radio.</p> <p><b>Output 1.2:</b> Women and girl survivors of conflict who participated in the story workshop have a better understanding about the importance of justice and speaking out about violence to gain justice.</p> <p><b>Output 2.1:</b> Radio stations that participated in the project adopt and practice Ethical guidelines for reporting on conflict related VAW.</p>	<p><b>Indicator 1.1.1:</b> Percentage of Justice Reporters who are able to operate handheld recorders and apply basic interviewing skills to gather compelling stories.</p> <p><b>Indicator 1.1.2:</b> Number of stories about VAW and girls submitted by Justice reporters.</p> <p><b>Indicator 1.1.2 :</b> Perspectives of justice reporters about their experiences and attitudes towards survivors after</p> <p><b>Indicator 1.2.1:</b> Percentage of conflict survivors who participate in the story workshop that report better knowledge about transitional justice seeking process after</p> <p><b>Indicator 1.2.2:</b> Perspective of the survivors who participate in the story workshop/s about their ability to share their stories before and after the work shan</p> <p><b>Indicator 2.1.1:</b> Number of journalists who have/report improved knowledge about the importance of considering ethical issues when reporting on the VAW that happened</p> <p><b>Indicator 2.1.1:</b> Perspectives of journalists about their ability to report on the cases of women and girl survivors of conflict sensitively before and after training /</p> <p><b>MoV Indicator 1.1.1:</b> Log book and archive of the stories collected by justice reporters</p> <p><b>MoV Indicator 1.1.2:</b> Log book and archive of the stories collected by justice</p> <p><b>MoV Indicator 1.1.2 :</b> In- Depth Interview with Justice Reporters</p> <p><b>MoV Indicator 1.2.1:</b> Pre and post test form analysis</p> <p><b>MoV Indicator 1.2.2 :</b> In- depth Interview with participants of Story workshops</p> <p><b>MoV Indicator 2.1.1:</b> Radio Station observation and Ethicla guideline orientation reports</p> <p><b>MoV Indicator 2.1.2:</b> In- Depth Interview with Station Managers/journalists</p>
<b>ACTIVITIES</b>	<p><b>ACTIVITIES:</b></p> <p><b>Output 1.1: Increased knowledge and skills of Justice Reporters in gathering stories of women in their communities.</b></p> <p><b>Activity 1.1.1:</b> Training for 15 female conflict survivors and NAWHRD members (3 each from 5 districts) in story gathering techniques and operating handheld recorders</p> <p><b>Activity 1.1.2:</b> Paired 2 women conflict survivors with 1 WHRDs to gather stories 300 from identified districts (Story Collection)</p> <p><b>Activity 1.1.3:</b> Broadcast 15 episode radio programme (30 minutes each) from 15 radio stations across 5 identified districts</p> <p><b>Output 1.2: Increased knowledge of Women and girl survivors on transitional justice process and mechanism and are confident in sharing their stories in public.</b></p> <p><b>Activity 1.2.2:</b> Produce 5 videos profiling survivors</p> <p><b>Activity 1.2.3:</b> Organize a Story Summit at National Level</p> <p><b>Activity 1.2.4</b> Broadcast of radio program from national radio network and 15 FM stations in project districts</p> <p><b>Output 2.1: Ethical guidelines to report on conflict sensitive reporting is developed and delivered.</b></p> <p><b>Activity 2.1.2 :</b> Development of Ethical Reporting Guideline</p> <p><b>Activity 2.2.2:</b> Orientation to Radio stations on Ethical guideline</p>	

## **Annex 5: Evaluation Methodology and Questions**

### **Evaluation Methodology**

The evaluation was conducted by an independent evaluation study based on data extracted from project proposal, database by TSK, workshop and training reports, baseline survey document and other reports such as field reports, progress reports, post-project documentation and literature review.

The key objective of the evaluation was to review and assess the overall development, execution and impact of the project. The evaluation broadly suggests the development of policies to incorporate conflict affected women voices, their concerns and to better understand the current condition of conflict affected women.

**FGDs and** in-depth interviews were also conducted to get a deep insight on the project and its impact in the lives of **beneficiaries and the country at large**

### **Data Sources**

In order to obtain a fairly representative sample, this study used both qualitative and quantitative instruments for the purpose of assessment:

- Focus group discussions(FGD), key informant interview(KII) and in-depth interview(IDI).
- Amnesty International Nepal's datas were refered to obtain data on sexual violence occurred during the conflict era.

Two types of Focus Group Discussions were conducted: FGD type 1 and FGD type 2

FGD type 1 refers to survivors who were interviewed by justice reporters (JR) and

FGD type 2 refers to survivors who participated in Kathashala (Story Workshop for Empowerment).

Questions are provided in Annex 5

Details of FGD, KII and Indepth interview are provided in Annex 6

### **Description of sampling**

The sampling strategy was based on purposeful random selection sampling. For the evaluation, Rukum and Rolpa were purposely removed due to resource constraints; remoteness of the place

and the severity of violence. Dang, Bardiya and Kailali were written on pieces of paper and folded into halves. Bardiya and Kailali districts were picked randomly from the folded pieces. During FGD JRs were asked to select 6-12 women, so as to get an indepth insight and detail of the event and effectiveness and relevancy of the storytelling workshop.

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

This assessment process was carried out with certain limitations caused by conditions beyond the scope of evaluation:

- Major limitations were lack of sufficient resources (money, time and access to locations). Most of the identified workshop participants live in remote districts thus travel time plus other incidental expenses were the main reasons for inviting the participants to a common venue instead of meeting them in their homes. This also contributed to the participants who were unable to give more time for in-depth interactions as they had to travel long distances to their homes.
- Adjustments to new meeting venues:  
In addition to distance, inviting respondents to a new venue for many facilitators required helping participants adjust to the new environment. This took away the time which could have been utilized for after workshop informal conversations to make the survivors feel more comfortable and homely.
- Video and photographs from the event can not be provided to safeguard the identity of the victim.

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

To ensure the safety of participants the FGDs, interviews and workshop were organized in closed locations and the identity of the participants were kept confidential. Consent was taken to disclose their identity and for photographs. Confidentiality and anonymity protocol was a high priority.

### **FGD type 1- questions**

1. Did Justice reporter take your interview?
2. What did they say when they met you first?
3. Did you give your interview before that to other person?
4. Did you feel comfortable sharing your story with her?
5. If yes, why did you feel comfortable?

6. If No, why didn't you feel comfortable?

### **FGD Type 2- questions:**

1. How was the Kathasala workshop/training?
2. What key lessons did you learn at Kathashala?
3. What did you like about the Kathasala workshop?
4. Has it become easier to express about your experience related to conflict after the training?
5. Do you hope and believe that you will get justice?
6. If yes, what justice do you want? What does justice mean to you?
7. What do you think should be done to get justice?
8. How was the project relevant to you in the present context?

### **Questions to Justice Reporters**

1. What is your background?
2. What did you learn from the Justice Reporter training?
3. When did you start working as justice reporter?
4. What did you feel when interviewing women with similar experiences?
5. Could you relate your experience with the women that you interviewed?
6. How did TSK prepare you to deal with women conflict survivors?
7. What is your opinion about the TSK project?

### **Radio Station Managers**

1. How was the TSK radio program broadcast from your radio station?
2. Did you listen to the programs?
3. If yes, what did you think about the program content?
4. Do you think the program was relevant in the present context?

5. Did you get any feedback from the listeners?
6. Did you participate in orientation on ethical guideline?
7. How has it helped in your radio programming?