



END TERM EVALUATION

“A REAL MAN IS (ARMI) PROJECT IN KENYA AND ZAMBIA”

Period covered: January 2016 – December 2018



Youth group members participating in a training on positive masculinity in Mombasa © AAYMCA Kenya, November 2017

BY

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DISCLAIMER: *"This evaluation report has been developed by an independent evaluation team. The analysis presented in this report reflects the views of the authors and may not necessarily represent those of Africa Alliance of YMCAs, its partners or the UN Trust Fund".*

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LIST OF ACRONYMS AND ABBREVIATIONS

AAYMCA	African Alliance of YMCAs
ACHPR	African Charter on Human and People's Rights
ARMI	A real Man Is
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
CEO	Chief Executive Officer
CSOs	Civil society Organizations
FGD	Focused Group Discussions
FGM	Female Genital Mutilation
GBV	Gender based Violence
GCDD	Gender and Child Development Division
GIDD	Gender in Development Division
HURIA	Human Rights
ICT	Information and Communication Technology
KII	Key Informant Interviews
M&E	Monitoring and Evaluation
NGO	Non-Government Organization
ODK	Open Data Kit
ONUG	One Nation Under God
PCs	Personal Computers
PLWDs	Persons Living With Disabilities
S2C	Subject to Citizen
ToC	Theory of Change
SGBV	Sexual and Gender Based Violence
UNTFT	United Nations Trust Fund to End Violence against Women
USD	Us Dollars
VAW	Violence Against Women
YMCA	Young Men Christian Association
YWCA	Young Women Christian Association

EXECUTIVE SUMMARY

Background

The Africa Alliance of YMCAs (AAYMCA) is the largest Pan-African Youth network, existing in 24 countries, with a vision to empower young people to self-discovery and actualization by providing power space to enable youths project their voice and take accountable actions that will effect radical changes socio-politically and economically. The ARMI project was thus designed in line with AAYMCAs vision, in the thematic area of transformative masculinity. It focused on 4 project locations; Lusaka (Central Province) and Kitwe (Copper belt Province) in Zambia and; Kilifi and Mombasa (Coast Province) in Kenya. The project goal was to empower youths from low income families in the respective project communities towards embracing positive masculinity and becoming role models in guiding and enacting leadership development of men and boys to be able to address the societal root causes of VAW, as well as act decisively to prevent VAW. Domestic violence, cyber-violence and harmful community cultural practices are some of the forms of VAW this project seeks to campaign against. ARMI at a budget of USD 527,330 focused on interventions that included **(1)** masculinity workshops and mentorship, **(2)** community and workplace engagement, **(3)** intergenerational and gender dialogues, **(4)** edutainment as well as **(5)** strengthening of institutional responses on arising VAW cases.

Study Methodology

The evaluation study was carried out in line with the set objectives as were highlighted in the terms of reference and discussed at inception. This end term evaluation assessed and documented the extent to which 'ARealManIs Project' has achieved its objectives with particular focus on the DAC/ OECD criteria of project relevance, impact, efficiency, effectiveness and sustainability. The study employed both quantitative and qualitative data collection approaches. The mixed design approach relied on both primary and secondary data collection techniques as elaborated in the study approach. In gathering the quantitative data, a sample survey was done to cover a representative sample of girls in the age range of 15-30 years, in the 4 respective project locations using stratified random sampling technique. Household questionnaires were administered at household and community level for the girls and women. Purposive sampling was used to gather qualitative data from the project staff and other stakeholders. Data collection was through the use of focus group discussion and key informant interviews. FGDs were conducted with youth groups, secondary school and tertiary institutions students as well as primary schools that were beneficiary of the project. FGDs comprised of 8 participants to enable interceptive discussion. KIs were conducted with project staff, facilitators, religious leaders, other CSO staffs, HR practitioners, and teachers. The sample were representative of both genders (male and female) in equal proportions (1:1). The data collection exercise was carried out in a period, of 10 days (5 days Zambia, 5 days Kenya). 20 research assistant mobilized from among the locals and trained support the field work. The qualitative data was collected using Kobo collect and ODK that enables tracking of the GPS of the respondents for data quality and integrity. Data was analyzed using SPSS and Excel 2016, and it was disaggregated by project location and age category

Summary of Main Findings

Project Relevance

According various respondents interviewed, the project was relevant and appropriate as it was addressing some of the gaps that cause VAW in the respective communities. During the project baseline survey it was reported, that 48% of Kenyans and 40% of Zambians felt that women below 18 years were subject to physical violence while, 46% Kenyans and 58% Zambians acknowledged that women above

18 years were frequent subjects to insults and threats (ARMI Baseline Report, 2016). In both Zambia and Kenya, the end term evaluation established that 73% (100), 70% (75), 55% (56) and 64% (69) of study respondents from Kilifi, Mombasa, Kitwe and Lusaka respectively reported that adolescent girls between the ages 15-18 were the most unsafe in their communities. This is a clear indication that the project target of respond to VAW in the society was relevant in targeting young girls and women aged 15-30 years as they were most likely to be victims of violence in their respective communities. The project embraced transformative masculinity approach that sought to empower young men to change their behaviour, because, if men are not empowered with information then the conflict that result into VAW would continue in every space. From the responses by the study respondents, the end line survey established that men are the main perpetrators of violence against women.

Project Effectiveness

The project goals was to ensure women and girls feel safe and protected within the project area of Kilifi and Mombasa in Kenya and Kitwe and Lusaka in Zambia. The evaluation found out that, on aggregate (combining both Kenya and Zambia), 65% (296) of survey respondents from the community perception household survey felt that women and girls in their community were safe and protected in their respective communities. When this was compared to the baseline findings at the inception of the project only 32% of the study respondent at that time felt that women were safe in their communities. During discussion with respondents in FGDs and KIs various respondents indicated that during the three years women and girls are increasingly feeling safe and protected

and protected and that men who are the main perpetrators are getting more deterred as a result of laws and policies and campaigns and awareness by organizations promoting women rights including AAYMCA.

During the end term evaluation it was established Men and boys have gained knowledge on masculinity that supports protection of women against physical and sexual violence. The evaluation findings established that men and boys are involved in creating awareness using open forums for discussion (Bunge la Jamii¹), mediating conflicts in homes and in the community, engaging the community leaders on controversial and gender conflicting issues, being providers of food, shelter, clothing and education, reporting criminal and harmful tendencies to the police, vigilante groups patrol within communities, assisting the police safeguard the community, accepting their responsibilities, admitting their wrongs, supporting initiatives that lead to the formation of women association group that empower women and girls on how to live, Love, care and beware of tactics used by abusers and perpetrators.

They young people also observe gender equality and support women in their academic study. Excommunication of sexual violence perpetrators is also used as a way of punishing sexual violence perpetrators. Creation of awareness through in-schools sessions where the school children are able to learn and gain knowledge that they share with their peers on how to confront gender based violence. A head teacher in one of the schools in Zambia also reaffirmed that *"Pupils feel empowered and when they find themselves in violent situation they know how to report."* During household perception survey, 45% of survey respondents reported that they believe that men participate in community outreach

The end term evaluation survey also established that based on media tracking of views, shares, downloads of content shared through new media and social media campaign reached 1,254, 412 people through new media and social media campaigns implemented by the project and its partners. Some of the impressions created using the social media Facebook platform are also summarized in below

¹ A slang for community participation method in Kilifi

The annual reports indicate that over 60 organization joined in the campaign in both Kenya and Zambia and some of the agencies that joined the campaign include FAWE CRS, Pwani University, National Gender Equality Commission, Men Engage, Media Focus on Africa, Kenya YWCA, Child Line Kenya, Red Cross, PAWA 254, FHOK and CSOs, Moving the Goal Posts in Kilifi, Population Council, Africa Unite and other FBOs, CSOs, Private Sector and Government agencies working in areas of Gender Equality and Gender Based Violence. In Zambia the YMCA was part of the campaigns hosted by the Ministry of Gender on the 16 Days of Activism where 20 young people participated in the launch event of the campaign.

Over 75 HR staff from different companies that were trained and sensitized on masculinity and VAW. According to the annual reports there was 40% increase in positive attitudes as recorded on the GEM Scale among male staff in companies involved in the project in year 2017; 60% increase in positive attitudes as recorded on the GEM Scale among male staff in companies involved in the project in the year 2018 and 20% increase in positive attitudes as recorded on the GEM Scale among male staff in companies involved in the project in the year 2016. Despite the positive indication of progress on private companies willing to develop anti-sexual policies, from the survey it was not ascertained how many companies had developed and implemented the anti-sexual harassment policies as at the time of the end term evaluation.

Key issues raised during discussions with various respondents include;

- The strategy of youth facilitators conducting outreach events in school faced challenges when the ministry of education in Kenya released a directory that NGOs supporting/ or implementing projects in schools needed approval letters from the ministry before conducting activities in school. Due to the bureaucracy in making government decisions, there are instances when school based activities were delayed as a result of delays in getting approval letters to conduct the activities.
- There was also delay in activity implementation due to extraneous factors such as political risks and sudden cholera outbreak in Zambia. The two events significantly impacted on the delivery of activities and outputs.
- The strategy of targeting private company to develop policies to address gender based violence was delayed due to internal governance and procedure for initiating and development of policies. According the respondents, there is need to also create a awareness among board members who are the custodian of policy processes within companies and private sector organizations.
- Partnership with some organizations proved difficult and they had to be dropped and their activities directly implemented by AAYMCA through the two lead partners that is Kenya and Zambia AYMCA. This led to delays in implementation of some activities that were supposedly to be implemented.

Lessons learnt and Best practices

- Involvement of young men in addressing VAW: Working with Young people to address violence against women was considered a long-term strategy by the communities and who acknowledged that it lays foundation in addressing hegemonic masculinity through an intergenerational processes.
- Private sector engagement. Engaging the private companies to establish policies to address gender based violence did not provide immediate results on the policy front, but allowed robust conversation to take place at work places on how to address violence against women. This created momentum and opportunity to engage better with private companies who traditionally have been viewed as less receptive to Programme that focus on fundamental human rights issues.
- Social media campaigns: Many young spend most of their time using online platforms and the need for protection of online users is useful. Communities are rapidly changing and violence

against women is not only perpetuated at family and community level. The area of online platform needs more concerted efforts both through laws and wider stakeholder engagement.

- Partnership: Some partnership may not work well even if organizations are focusing on the same developmental agenda. Difference in internal policies, governance structure and organizational values can be an impediment towards collective actions in address issues of common interest. This was evident when the project had to drop some partners who had a role in the implementation of project interventions.
- Project coordination: Project implemented in wider geographical scopes require close coordination and presence of fulltime staff at the field level to ensure that activities are well coordinated and delays are not occasioned by staff turnover of partners organization because their level of effort is not fully committed to the project.

Project Efficiency

The project was implemented for 3 years (2016-2018) with a budget of USD 527,330. Review of the annual progress reports and financial expenditure analysis reveals that the project financial resource were to an extent optimally used. The overall expenditure on the donor money was USD 370,822.86 which was 74% of the total amount of USD 499,930 donor contribution to the total project cost.

In year one the spending was 63.76%, 32.43%, 21.07% for outcome 1, 2 and 3 respectively. The aggregate spending on Programme activities was 41.72% which was below average. Spending on cross cutting issues such as M&E, personnel, audit and indirect cost was 86.92%. On aggregate the overall spending on the project in 2016 was 61.74% slightly above average. In year two the spending on activities improved with the overall expenditure in the year 2017 reported at 64.24%. On the outcomes, there were increased spending at 78.80%, 81.21%, 11.29 % for outcome 1, 2 and 3 respectively. The aggregate spending on Programme activities was 57.1% which increased compared to year one and which was slightly above average. Spending on cross cutting issues such as M&E, personnel, audit and indirect cost was 85.66%. On aggregate the overall spending on the project in 2017 compared to year 2016 increased by 2.5%. Review of the financial reports and discussion with project team established that the lack of significant improvement in spending despite the project being in year 2 was occasioned by the prevailing political climate in Kenya. In year three the spending on activities improved with the overall expenditure in the year 2018 as per the financial report for year three the indicated as 99.25%. On the outcomes, there was increased spending at 96.37%, 121.28%, 96.31 % for outcome 1, 2 and 3 respectively.

The aggregate spending on Programme activities was 104.65 % which was almost double the expenditure for year one and two. Spending on cross cutting issues such as M&E, personnel, audit and indirect cost was 84%. On aggregate the overall spending on the project in 2018 compared to the two years 2016 and 2018 spontaneously increased by 35.01%. On aggregate the overall project spending according to the last project narrative and financial report for period 01/01/2016-30/12/2018 was 56% for project activities 56 % which was slightly above average. Overall spending on M&E, personnel audit and indirect coat was 93% and overall project expenditure was 74%. It was established that the project largely under spent project activity costs due to the delays experienced in submission and verification of the 2017 annual report, external factors such as political risks, staff turnover at partner level and natural calamities such as diseases outbreak. In conclusion project resource on activities were not optimally utilized to implement the project activities over the duration of the project due to the challenges cited.

On Project management, Coordination and Monitoring, the project relied on the governance and financial systems of the partner organization to support the delivery of project activities. Discussion with the project

team established that there are instances when project activities were delayed due to delayed approvals and late disbursement of funds to the partner organizations due to delayed submission of project financial reports on time. A review of the project reports indicate that there were elaborate project reporting templates from the donor and which comprehensively provide adequate criteria for reporting on financial expenditure, activities implemented, outputs reached, strategies used to reach beneficiaries. The reporting template adequately captured the necessary information and which helped in providing information on the progress of the project. The evaluation team however noticed that the baseline survey was not responsive to the indicators and only provided in-depth statistics on the prevalence of VAW the two countries. This provided little room for comparison of the indicator values at baseline and at end line.

Project Sustainability

The evaluation findings established that women and girls in their community felt safe and protected in their respective communities. During FGD and KII discussion, respondents indicated that this is likely to get better because of the awareness level on VAW which has improved as a result of the project activities and interventions by other stakeholders and the enforcement of laws by the government. Evidence from the study findings indicate that there is increased participation of young men in promoting activities and interventions that address VAW.

Project Impact:

Discussion with various respondent indicate that the project has had impact towards ending violence against women and promoting gender equality to a limited extent. The decision to engage young men as change agents was considered noble and long-lasting in the sense that men who are the key perpetrators are changing their perception on how they treat women. The decision to target young men and women aged 15-30 years was also considered by the respondents as game changer. There is increased male participation in protection of women from physical and sexual violence through their own initiatives and this is seen as positive change.

Knowledge generation

ARealManIs project was consider a model by many of the respondents interviewed. The focus on empowering young men to end violence against women has generated a lot of knowledge and information around working with young people to participate in addressing societal issues in the community. The project also conducted gender based violence survey on how ICT to violate women rights in Kenya and Zambia. The report provides useful knowledge and information on how cyber space contribute to violence against women. Other areas of knowledge that should be documented include how to effectively use online bloggers and journalist to ERAW/G. the attempt by the project to use engage media was considered also considered appropriate. Respondents noted that intensive media campaigns create awareness and help reach marginalized communities through local TV and FM stations and can be more effective in ERAW/G. Private sector engagement through training of human resource practitioners was also considered relevant and an area that is emerging practices on ERAW/G and which provides opportunity and insight on how to engage the private sector towards addressing gender based violence at work place.

Gender Equality and Human Rights

The evaluation established that human rights based and gender responsive approaches had been incorporated through-out the project from the design, implementation and monitoring of project activities. The project goal is to ensure that women and girls feel safe and better protected, which by design is a

human rights issues and gender equality concern. The project design and implementation was aligned to relevant global, regional and national laws that promote gender equality and rights of women

Conclusion and recommendation

Despite the inherent project challenges and limitation it is concluded that overall, the project was successful towards achieving the project expected outcomes, which in turn positively contributed towards the overall project goal. It is evident that the project empowered young men to undertake activities that sought to end violence against women. The evaluation established that according to testimonies from majority of respondents women and girls are safe and better protected against sexual and physical violence in areas where the project was implemented in Kenya and Zambia. The following recommendation are made;

1. AAYMCA should Improve project coordination and management at partner level by ensuring staff on project at field level are 100% compensated on the project
2. AAYMCA should increase activities on policy actions with the private sector companies to ensure policy actions initiated by the companies are closely monitored that if possible MOUs are developed to ensure commitment by the companies to implement establishment of policies that address VAW
3. AAYMCA should continue targeting of young men to engage in ending violence against women as it is considered a best practice and should be scaled up with more focus on organized groups in the community to ensure continued sustainability of interventions
4. The focus on online violence should also be scaled up by AYMCA since majority of young people use mobile phones and the use of online platforms. It provides a new frontier for addressing violence against women as an emerging area of concern
5. AAYMCA should continue working with other partners to lobby Governments to enforce laws on online cyber bullying and support actions by CSOs to engaging ICTS companies to be more involved in addressing VAW
6. The project had a wide target of women and girls within the age bracket of 15-30 years indifferent spaces, at school, community, workplace, primary, secondary and tertiary institutions. At all this levels the needs of the girls and women are different and no single intervention or activity can address their challenges conclusively? It is recommended that feature interventions by AAYMCA should focus on small category of target beneficiaries with adequate similarities
7. AAYMCA and UNTF should work together to improved financial management of implementing partners to increase their capacity on financial management and oversight especially in the face of external challenges such as political risks, inflations, exchange rates among other financial risks that may slow project implementation. In future AAYMCA should also ensure that projects finances are managed by a dedicated personnel such as grant accountant to support project teams on full time and not based on level of effort as that reduces accountability to the donor on the level of spending of their resources.
8. AYMCA and the core partners AYMCA Zambia, and Kenya should develop risk matrix to map out anticipated risks that may impact on project activities and lower capacity to implement activities for future projects.
9. AAYMCA that there is a criteria stipulating how volunteers involved more in project implementation are remunerated to ensure that they are more engaged in the project activities. A review of the financial reports do not clearly indicate how volunteers engaged in the project were to be compensate alongside core staffs.

CHAPTER: INTRODUCTION

1.1. Background of AAYMCA

The Africa Alliance of YMCAs (AAYMCA) is the largest pan-African youth network established in 1977, bringing together YMCAs in 24 African countries. AAYMCA envisions empowering Young People for the African Renaissance, through the Subject to Citizen (S2C) empowerment model. This model seeks to give youths a voice, space and ability to influence change in their respective communities. AAYMCA does this by providing Power Spaces where young people experience self-discovery, unlock their potential and connect with opportunities. S2C and Power Spaces are further implemented in 4 key thematic areas: Transformative Masculinity, Economic Renaissance, Youth Justice and Civic Action. The organization closely works with member's movements and providing them with technical support for youth programming and organizational sustainability

1.2. Context of the Project

Women across the world are subjected to physical, sexual, psychological and economic violence, regardless of their income, age or education. Such violence can lead to long-term physical, mental and emotional health problems. Violence against women is a significant public health problem, as well as a fundamental violation of women's human rights. According to (WHO, 2013) overall, 35% of women worldwide have experienced either physical and/or sexual intimate partner violence or non-partner sexual violence. However, some national studies show that up to 70 per cent of women have experienced physical and/or sexual violence from an intimate partner in their lifetime. Evidence shows that women who have experienced physical or sexual intimate partner violence report higher rates of depression, having an abortion and acquiring HIV, compared to women who have not. Globally, 7% of women have been sexually assaulted by someone other than a partner². Violence against women is found in all countries to varying degrees. A number of factors can increase the risk of violence against women and girls. These include: witnessing or experiencing violence in childhood, low levels of education, limited economic opportunities, substance abuse, attitudes that tolerate violence, and limited legislative frameworks for preventing and responding to violence. Violence against women is a widespread and systemic violation of human rights. It affects women and girls at all stages of the lifecycle—from female infanticide and genital mutilation to forced prostitution and trafficking, domestic violence, sexual harassment at work, and abuse and neglect of older women. Violence affects all population groups; however, some groups of women may be more vulnerable than others, such as indigenous women, or face particular types of violence at different stages of their lives, either as children or in later life.

The need to improve women's situation is recognized internationally and continentally. The 24th AU Summit in January 2015 concluded with a strong call for empowering women to achieve the goals of Agenda 63 (the African Union's vision and action plan for Africa). Both Zambia and Kenya commit to international conventions to protect violence against women through CEDAW. However, national commitments do not suffice to end violence against women; social and cultural norms must be changed. In many developing countries men and boys are the custodians of the social and cultural structures that allow violence and discrimination to continue.

² World Health Organization, Department of Reproductive Health and Research, London School of Hygiene and Tropical Medicine, South African Medical Research Council (2013). [Global and regional estimates of violence against women: prevalence and health effects of intimate partner violence and non-partner sexual violence](#)

This was acknowledged at the 48th United Nations Commission on the Status of Women in March 2004, where all governments and stakeholders were encouraged to emphasize male engagement for gender equality, and the call for men engagement has continued (Joint General Recommendation/General comment No. 31 of the Committee on the Elimination of Discrimination against Women and No. 18 of the Committee on the Rights of the Child on harmful practices, 2014; Men Engage Call to Action, 2014)³.

Zambia has demonstrated commitment and political will to deal with gender based violence at various levels. At the international level, Zambia has signed and ratified all the major international instruments and is a signatory to the African Charter on Human and People's Rights (ACHPR)⁴. At national level, the condemning of various acts which cause physical, sexual or psychological harm or suffering to women and children is enshrined in the Republican Constitution CAP 1 Article 23. Zambia has also established various institutions which include, Gender in Development Division (GIDD) which was transformed into Gender and Child Development Division (GCDD). Despite this efforts there research indicate that Zambia has the highest cases of gender based violence (GBV) in southern Africa. Violence against women and girls is high in Zambia. Although there has been a slight decrease in the number of women reporting physical violence from 47% in 2007 to 43% in 2014, SGBV is still significantly high. In 2014, 43% of women aged 15–49 had experienced physical violence since age 15, and 17% of women had ever experienced sexual violence, of which 10% experienced it in the past 12 months (2013-14 Zambia Demographic and Health Survey). Domestic violence is high. Women who have ever married experience intimate partner violence more than those who have never been married, with violence largely attributed to husbands or partners. More than half (57%) of women who are divorced, separated, or widowed, and 48% of currently married women have experienced physical violence, as compared with 27% of never married women (2013-14 ZDHS).

In Kenya, it is estimated that almost half (45 percent) of women aged 15-49 have experienced either physical or sexual violence. The National Crime Research Centre data on GBV provides a grim image of instances of GBV. It is indicated in their report that the Centre has so far supported over 21,341 survivors of GBV, of whom 56% were women, 36% girls, 3% men and 5% boys. Kenya has been at the fore front in efforts to eliminate all forms of violence against women especially since the promulgation of the Constitution 2010. By dint of a Constitutional provision, all international and regional legislative and policy frameworks adopted and ratified by Kenya have become part of the domesticated laws to fight GBV. Within this context, Kenya has taken steps in ratifying international treaties and regional conventions on elimination of SGBV and gender equality. Kenya has also put in place a national policy and legislative framework that supports the campaign against all forms of GBV in practice⁵.

VAW is recognized as a great problem by the Kenyan and the Zambian governments. In Kenya, the constitution protects individuals against discrimination, the Children's Act ensuring protection of children, the FGM Act and the Sexual Offences Act, criminalizing all sexual offences. In Zambia, the gender-based Violence Act was passed in 2011 and is supported by the National Action Plan against gender based violence (2008). However, statics show that legislation is not sufficient to stop VAW. Despite the legal frameworks prohibiting gender based violence (GBV), the social acceptance of violence against women (VAW) is alarmingly high.

³ ARMI Project Proposal 2015

⁴ ArealManIs project proposal 2015

⁵ County Government Policy on Sexual and Gender Based Violence - 2017

1.3. Description of the project

ARealManIs Programme (ARMI) was initiated in 2016 as a 3 years project under AAYMCA's Transformative Masculinity thematic area in both Zambia and Kenya. The project was funded by United Nations Trust Fund to End Violence against Women. The Empowering Young Men to End Violence against Women aimed to decrease violence against women through building transformative participation on of young men in the civic sphere. By the end of the project period, at least 2,500 women in the project areas, Kilifi and Mombasa (Coast Province) in Kenya and Lusaka (Central Province) and Kitwe (Copper belt Province) in Zambia, will benefit directly from the project. In Zambia, the project was implemented in Lusaka (Central Province) and Kitwe (Copper belt Province), where YMCA has local branches, while in Kenya, the project was implemented in the Coastal region Kilifi and Mombasa where the YMCA also has local branches. The project target beneficiaries were 2,500 Women/girls survivors of violence (625 women in each site) between 15-30 years old as primary beneficiaries in the project areas of, Kilifi and Mombasa (Coast Province) in Kenya and Lusaka (Central Province) and Kitwe (Copper belt Province) in Zambia, while 3500 men and boys (875 men in each site) were to be reached as the secondary beneficiaries. In particular, young men and boys from low-income backgrounds were targeted and mobilized through schools, religious institutions and YMCA branches. Also, targeted were 10 relevant government units, to be involved through the project's stake holder meetings. The project cost was USD 527,330 with USD 499,930 directly provide by the donor (UNTF) and USD 27,400 contribution of the grantee (AAYMCA). The actual expenditures as at the time of project evaluation was USD 370, 822.86. The overall goal of ARMI is that women and girls are safe and better protected from sexual and Physical Violence in the project areas of Kenya and Zambia. The project outcomes were 1. Social norms adjusted to have men and boys as active participants in the fight against VAW 2. New media and ICT integrated in campaigns policy, practice and laws stop VAW 3. Networks private sector companies, and organizations engaging men and boys are strengthened as a platform for ending VAW. The key outputs

- Men and boys have knowledge on masculinity that supports protection of women from violence
- Men and boys have skills to be role models shaping initiatives on VAW in project areas
- Young men and boys influence traditional leader's religious leaders and duty bearers to implement laws and policies related to VAW
- Young people and state actors have increased knowledge on ICTs impact on propagating VAW
- Networks of CSOs, religious organizations and private companies participate in and support the #ARealManIs Campaign
- Private sector companies adapt/develop anti-sexual harassment policies in their work place

The approaches of the Programme embraced positive role modeling and leadership development of men and boys to be able to address the societal root causes of VAW, which are also influenced by hegemonic masculinity. ARMI aimed to change beliefs, values and behavior which contribute to the high prevalence rates of VAW, and positively transform them towards advocating for gender rights of girls and women in the communities. Specifically, the project intervention approaches comprised of; **(1)** masculinity workshops and mentorship, **(2)** community and workplace engagement, **(3)** intergenerational and gender dialogues, **(4)** edutainment as well as **(5)** strengthening of institutional responses on arising VAW cases. The forms of VAW to be addressed in this project included; **(1)** domestic violence, **(2)** cyber-violence, **(3)** harmful community practices and **(4)** physical violence. In addition this project aimed to study Information Communications and Technology as a contributor to cyber violence and the extent to which it feeds into the physical environment as influencer of VAW, and thus address development of the regulations and policies, thereof to protect woman and girls within the social media and wider online virtual world, in the project regions.

1.4. The Project Rationale

In Zambia, the project was implemented in Lusaka (Central Province) and Kitwe (Copper belt Province), where YMCA has local branches. Lusaka and Kitwe are areas with a high level of VAW and where organizations already working to stop GBV in Zambia identify a gap. The UN Habitat Kitwe Urban Profile Report (2009) identified the need for interventions in the Kitwe and states that the attitudes and gender stereotypes that prevail in Kitwe thwarts existing efforts to stop GBV and the spread of HIV/Aids in the region. The YWCA shelter for GBV victims in Lusaka receives more than 1000 victims of GBV every year. The level of violence in the city has increased with high poverty levels and economic dependency on men (2007). In Kenya, the project was implemented in the Coast Province where the YMCA has two (Kilifi and Mombasa) branches with in total 15 staff. The coast region is an area with high insecurity, high levels of VAW, including the practice of FGM. The region has a high level of internal trafficking of women and children and it was one of the areas that saw a rapid increase of GBV during the post-election violence in 2007-2008 (Violence against Women and Children in Kenya, OMCT). Kilifi is one of the areas with particularly high gender inequality in Kenya. Female adult literacy is 38% compared to 67% for men.

1.5. Evaluation purpose

The purpose of the evaluation was to assess the overall implementation of the ARMI project, over the last three-year period and determine how the interventions and approaches contributed to the attainment of project goals and objectives. The evaluation was commissioned to provide the AAYMCA with an objective, non-biased and independent assessment of the project outcomes, achievement and contribution to developmental scope. The Evaluation was also part of mandatory close-out requirements of the funded project by the UN Trust Fund to End Violence against Women. The findings of the evaluation will, thus, be used in three contrasting ways as follows:

- I. Used to account for results and impacts of ARMI to the project donor and partners. In this respect, a major issue is to present an overall judgment of the extent to which AAYMCA effectively implemented project interventions to ensure women and girls are safe and better protected against sexual and physical violence in the project areas in Kenya and Zambia.
- II. Used to provide Feedback into the decision-making processes at the level of AAYMCA and UN TRUST FUND. In this respect, a major issue is to provide the two organizations with evidence based evaluative information which they do not already know explicitly, and with operational recommendations on the implementation of Programme objectives and progresses on the result areas. The evaluation information will be a valuable aid for providing a measure on the progress on the baseline indicators and performance targets as set on the original design of the Programme.
- III. Learning transferable lessons and promising practices that might be used by AAYMCA and UN TRUST FUND in its co-operation with stakeholders and partners. In this respect, a major issue is to validate innovative good practices and provide detailed comments on specific strategies which contributed to project success and identify factors which could restrict project sustainability and scalability.

1.6. Evaluation objectives and scope

The objective of this evaluation was to assess the ARMI project's overall implementation over the three-year period to be able to determine its efficiency, relevancy, impact, effectiveness and sustainability. This evaluation provides AAYMCA with an objective non-biased account of project achievements. The results and recommendations of this evaluation will be used as a knowledge-based best practice guide to inform Violence Against Women (VAW) projects from project design and practical intervention approaches to results chains; and to further give practical recommendations into follow-ups of actions for developmental processes in terms of project ownership, partnership, VAW and gender status and interventions as well improvements and strengthening. This evaluation also assessed cross-cutting issues and consider the extent to which human rights based and gender responsive approaches have been incorporated throughout the project and to what extent. The evaluation findings highlight the outcomes and impacts of the ARMI project. Specifically, the study reports on both qualitative and quantitative project outcomes, in comparison to the baseline findings as per the log-frame adopted for this project. The consultants have generated final evaluation report compiling the outcome findings, implementation challenges, good practices, lessons and future recommendations on the project. The end term evaluation was conducted for a duration 45 days. The evaluation timeframe covered the project duration (January 2016 to December 2018) within the project sites of Kenya YMCA and Zambia YMCA and inclusive of collaborating partner activities PAWA254 and major implementing partner AAYMCA. The project evaluation targeted the project primary and secondary beneficiaries as well as broader stakeholders including community leaders, network partners established and public officials

1.7. Evaluation team

The evaluation team comprised of two independent consultants, the lead consultant was an expert in monitoring and evaluation with technical background in human rights based approach to programming, gender responsive evaluation, Social Sciences, and programme design. The second consultant was an associate consultants with vast experience in data analysis and management. The data analysts had over 16 years of experience in data management and was a competent statistician with desirable data manipulative skills. Other evaluation team members included 20 data enumerators who were recruited in each of the project sites to support the consultants with data collection. The evaluation team was also supported by a focal point staff identified as the evaluation managers to help with respondent mobilization and identification of key stakeholders who participated in the project evaluation. The table below provides a matrix on the roles and responsibility of the evaluation team.

Table 1: Evaluation team

Core team	Role	Competency
Edwine Ochieng Lead Consultant	<ul style="list-style-type: none">• Develop inception report• Design data collection tools• Develop draft and final evaluation report• Presentation of evaluation findings• Team leader for the evaluation study	<ul style="list-style-type: none">• Monitoring and evaluation specialist• Project management and project cycle approach specialist• Clear understanding gender responsive evaluation• Experience in participatory methodologies, qualitative and

		quantitative data collection techniques
Hilary Onyango Associate consultant	<ul style="list-style-type: none"> • Data synthesis • Data management • Data analysis and development of data analysis report 	<ul style="list-style-type: none"> • Experience in participatory methodologies like Participatory rural appraisal, participatory learning Action • Data analysis
20 Enumerators	<ul style="list-style-type: none"> • Data Collection 	<ul style="list-style-type: none"> • Recruited by AAYMCA Community members of the respective project sites trained on data collection for perception survey
8 FGD facilitators	<ul style="list-style-type: none"> • Conduct FGDs in the selected project sites 	<ul style="list-style-type: none"> • Recruited by AAYMCA to support the consultant in data collection for FGDs
AAYMCA Programme staffs	<ul style="list-style-type: none"> • Mobilise study respondents • Review of draft reports and approval of final evaluation report 	<ul style="list-style-type: none"> • Programme implementing staff in Kenya and Zambia

1.8. Evaluation questions

The evaluation was conducted in line with the OECD evaluation criteria whereby the evaluation questions sought to assess the relevance, efficiency, effectiveness, impact and sustainability as well as the challenges and lessons from the implementation of the project. The evaluation criteria relied on the following questions as follows;

Table 2 Evaluation Matrix

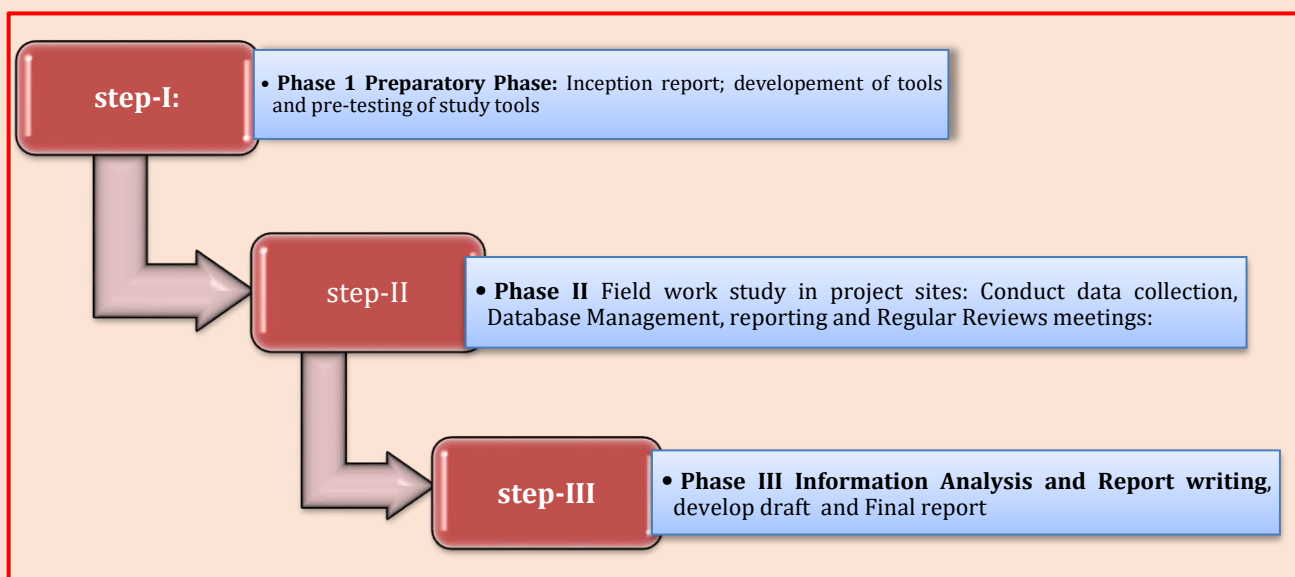
Evaluation Criteria	Mandatory Evaluation Question
Effectiveness: A measure of the extent to which a project attains its objectives / results (as set out in the project document and results framework) in accordance with the theory of change	<p>a) To what extent were the intended project goal, outcomes and outputs (project results) achieved and how?</p> <p>b) Did the project have the right mix of activities to address the various project scope areas and community dynamics?</p> <p>In addressing this question we aim to assess the extent to which the project directly benefited the targeted beneficiaries. We also aim to assess the extent to which the project was successful in advocating for that change and whether it positively benefitted women and girls. We will also assess if the project achieved results in accordance with the expected theory of change or not.</p>
Relevance: The extent to which the project is suited to the priorities and policies of the target group and the context.	<p>a) To what extent do the achieved results (project goal, outcomes and outputs) continue to be relevant to the needs of women and girls?</p> <p>b) To what extent has the project identified the extent to which VAWG is perpetuated in the project areas and thereby adopted the relevant approaches?</p> <p>c) Did the project identify a needs-specific intervention in addressing violence against women within a localized context?</p>

	We aim to assess the extent to which the project strategies and activities were relevant and appropriate to the needs of women and girls and whether the project was able to adjust to any changes in the context and needs of the primary beneficiaries during the project.
Efficiency: Measures the outputs – qualitative and quantitative – in relation to the inputs. It is an economic term which refers to whether the project was delivered cost effectively.	<p>a) To what extent was the project efficiently and cost-effectively implemented?</p> <p>b) To what extent did the project work plans details the activity budget allocations and review with substantive basis for cost-effectiveness?</p> <p>We will consider whether the activities were delivered on time and to budget and whether activities were designed to make best use of resources and we will also consider whether the project was managed well the resources that were allocated.</p>
Sustainability: is concerned with measuring whether the benefits of a project are likely to continue after the project/funding ends.	<p>a) To what extent will the achieved results, especially any positive changes in the lives of women and girls (project goal level), be sustained after this project ends?</p> <p>b) To what extent does the project promote the continued involvement and inclusiveness of male participation?</p> <p>We aim to assess the likelihood for sustainability</p>
Impact: Assesses the changes that can be attributed to a particular project relating specifically to higher-level impact (both intended and unintended).	<p>a) To what extent has the project contributed to ending violence against women, gender equality and/or women's empowerment (both intended and unintended impact)?</p> <p>We aim to identify any changes in the situation for women and girls in relation to specific forms of violence and look at both intended and unintended change for both women and girls targeted by the project and those not.</p>
Knowledge generation: Assesses whether there are any promising practices that can be shared with other practitioners.	<p>a) To what extent has the project generated knowledge, promising or emerging practices in the field of EVAW/G that should be documented and shared with other practitioners?</p> <p>b) How are practical are the products in term so relevancy</p>
Gender Equality and Human Rights	Cross-cutting criteria: the evaluation will consider the extent to which human rights based and gender responsive approaches have been incorporated through-out the project and to what extent.

CHAPTER TWO: EVALUATION METHODOLOGY

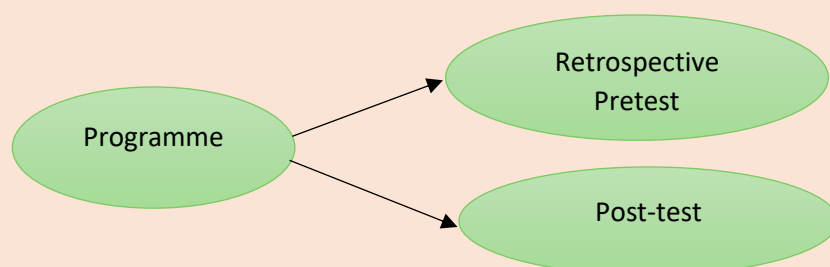
2.1. Evaluation approach

The evaluation exercise focused on project sites (locations) of Kilifi and Mombasa in Kenya and, Kitwe and Lusaka in Zambia where primary data was collected from the community target groups partners, policy makers, relevant private sector, donor, relevant state and non-state stakeholders/agencies and Project staff. The evaluators engaged a gender-responsive approach towards the design of the end term evaluation, in correspondence with the study purpose and objectives as well as the project goals. The overall evaluation approach embraced a participatory and mixed methodology, where both qualitative and quantitative data collection methods were used in gathering the data. Throughout this evaluation phases the evaluators observed human rights and gender-responsive approaches as a critical component of ethical standards and the study quality.



2.2. Description of overall Evaluation Design

The evaluation used a retrospective and posttest (single-group design to compare project baseline and end line findings. Data was collected at the end of the program. Participants were asked to assess their current level of knowledge/attitudes/skills/intentions AFTER experiencing the program and to reflect on their previous level of knowledge/attitudes/skills/intentions BEFORE experiencing the program. Retrospective and post-tests is a highly important design that enables the assessment and establishment of the beneficiaries' knowledge before and after project interventions. The evaluation design assessed changes in the beneficiaries' skills, attitudes or behaviors. The posttests was used to establish the level of change among the beneficiaries.



2.3. Data sources

In this study the evaluators sought information from diverse sources to enable assessment of the project's contribution towards the desired goals and objectives. These included projects reports and other secondary information sources which include reports on socio-economic and administrative statistics on the states fulfilment of their human rights addressing violence against women in respective countries, the human rights frameworks for UN Women, CEDAW protocols(international bill of women's rights) and the Beijing Platform for Action, which sets forth governments' commitments to enhance women's rights and, Data based on expert judgments, which are, data generated through combined assessments of the situation of violence against women by individuals and respected agencies and organizations. Primary data was collected using KIIs with stakeholders and project staff, FGDs with project beneficiaries groups and Perception Survey Questionnaires with girls aged between 15-30 years.

2.4. Description of data collection methods and analysis

2.4.1. Inception phase

Desk research was the first step in the processes of conducting the end term evaluation and which led to the development of the inception report. This helped facilitate understanding of the project and its design/strategies. The sources literature for the desk research included: - project proposals, baseline survey reports, project status study reports, case studies, impact stories, project results framework, Gender based Violence survey (How ICT is used to violate women in Kenya and Zambia) and State progress reports on the Beijing Platform for Action. Information obtained from this exercise was harmonized with information obtained from inception meeting with the project team to prepare the inception report including the data collection tools.

2.4.2. Data collection Phase

Data collection involved use of appropriate qualitative and quantitative data collection techniques using community household perception questionnaires, focus group discussions (FGD) and key informant interviews (KII) with the project beneficiaries located in Kenya's Kilifi & Mombasa project sites and Zambia's Kitwe and Lusaka project sites, partners, policy makers, relevant private sector, donor, relevant state and non-state stakeholders/agencies and Project staff. The following steps was used to guide the data collection processes.

I. Training of data enumerators and pre-test of data collection tools

The first process in the data collection processes entailed conducting a two day's training of 10 research assistant in each Country. In each country the training targeted (Male 5 and female 5). The gender composition was equal because the research assistants were directly mobilized by AAYMCA based on the advice of the consultants. The training focused on the study background and purpose, sampling procedures, gender responsive evaluation approach, safety and ethical consideration, interviewing techniques and familiarization with the data collection tools. In the second day after half day training, the afternoon session was used to pre-test the data collection tools and as well as making correction and review of pre-tested data collection tools. After the pretest of data collection tools where changes were made to the tools this was reviewed by AAYMCA evaluation task manager and approved before data collection process begun. Data collection was carried out in a period of 3 days and the total field work was five days in each country including training of the data enumerators.

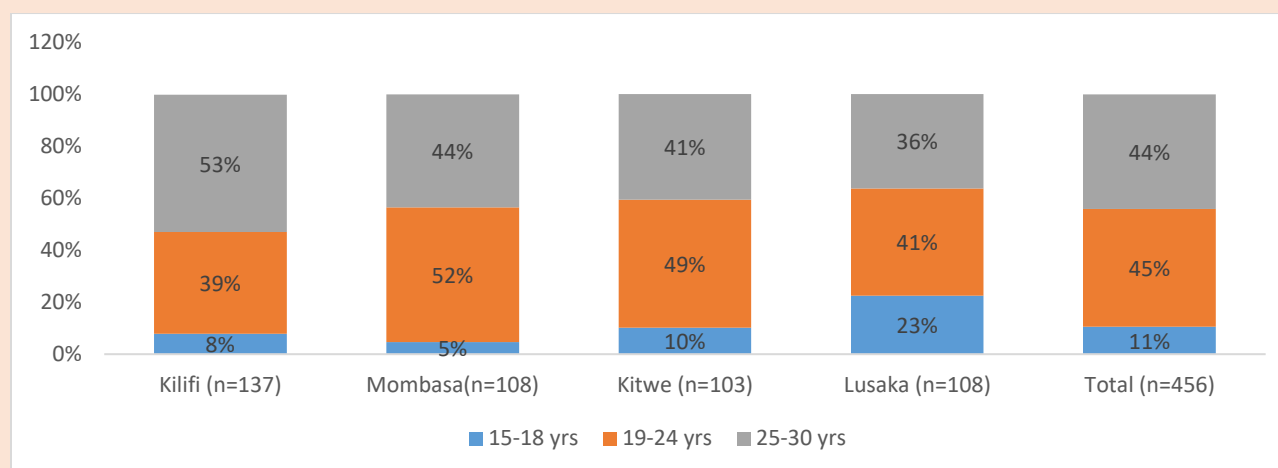
II. Data collection techniques

The following participatory methods was used to collect data for the evaluation.

a) Community Household Perception Survey

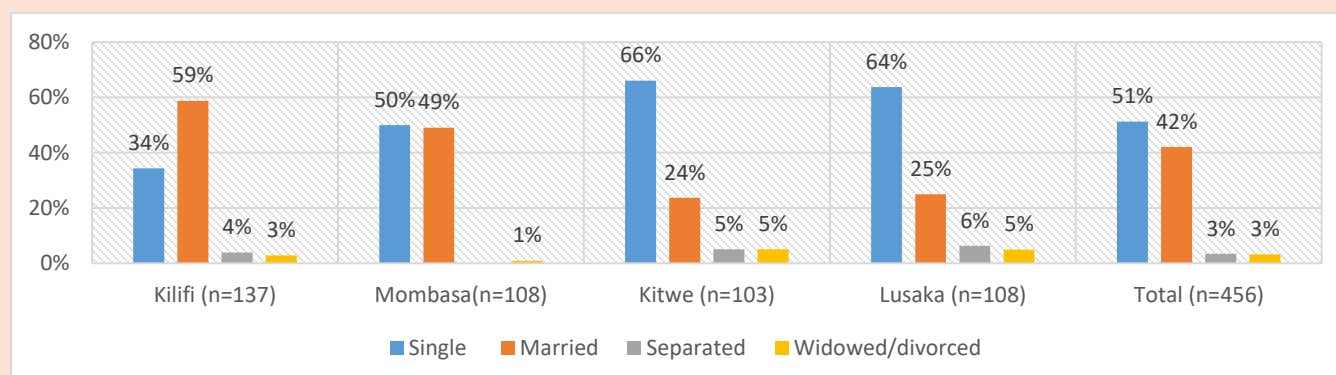
Following the selection of study respondents using the quantitative sample formulae, the community household survey was conducted using a simple random survey among women and girls aged 15-30 years in the respective countries. To collect data on their perspective about whether women and girls enjoy freedom from violence and harassment. The household survey also assessed the percentage of women and girls reporting feeling safe in the project area. Data collected was disaggregate by age a mong the different age groups of women. The community household perception survey targeted 400 as per the targeted sample, however a total of 456 respondents were reached as highlighted below. The study reached 245 girls and women in Kenya and 211 girls in Zambia of age ranges 15-30 years.

Figure 1 Ages of Household survey respondents



For each study location, the data for the girls and women was disaggregated in three age groups. On aggregate, the girls and women aged 19-24 years and 25-30 years represented 45% and 44% respectively followed by 11% for girls and women aged 15-18 years. This could be attributed to the fact that at the time of the study majority of the girls within this age bracket were in schools and tertiary institutions.

Figure 2 Marital Status of household perception respondents



The study findings show that the girls and women in marriage were 42% of the total study respondents. There were geographical disparity with 59% of girls and women in marriage coming from Kilifi, followed by Mombasa at 49%, Lusaka 25% and Kitwe 24%. Kilifi and Mombasa presented higher rates of married girls who participated in the study.

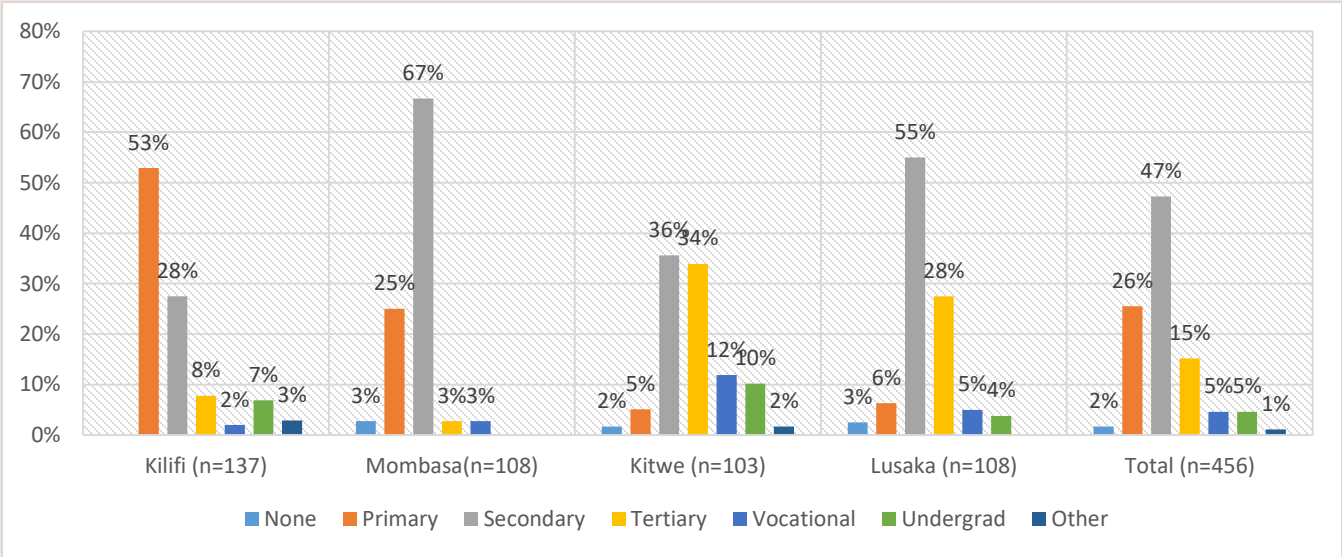


Figure 3 Level of education of household survey respondents

The findings also show that 47% of the girls and women interviewed in all the four project sites attained secondary school education. Those who were in primary or with primary school qualification were 26%. The girls with tertiary education were represented by 15%. Majority of the girls and women from Kilifi 53% had primary level education compared to Mombasa 25%, Lusaka 6% and Kitwe 5%. From the study finding it was also established that majority 67% and 55% of girls and women were in secondary schools in Mombasa and Lusaka respectively, followed closely by Kitwe at 36% and Kilifi 28%.

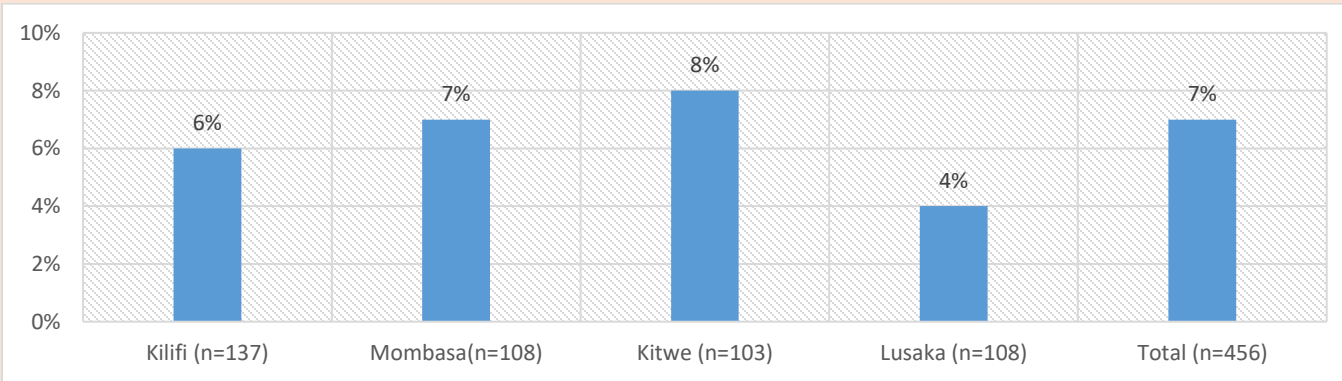


Figure 4 Household Survey respondents with disability

Proportionally, the study had 7% of the respondents being girls and women with physical disability. It was established that from the randomly sampled community household survey 7% of respondents were persons with disability. This provided an important opportunity to include girls with disability in the end term evaluation.

b) Key Informant Interview

Based on the review of the project proposal and project result framework and discussion with the project team, the consultants identified 30 key informant 18 from Kenya and 12 from Zambia. However the team was able to reach 40 (male 26 and 14 female) Key informant interviews. The evaluation team assessed the knowledge of respondents on the project interventions and relevance of the project to the needs of the beneficiaries. The respondents also shared key project lessons learnt and challenges and recommendations to improve future programmes. Information obtained from KIIs was key in validating some findings from the household questionnaires. The selection of respondents was informed by their involvement in the project as secondary beneficiaries or stakeholders who worked closely with the project teams. Due to their involvement in the project their opinion on whether the project made contribution to addressing violence against women in the respective countries was considered useful as key informants.

Category	Stakeholder group	Number of interviews			
Institutions		Kenya		Zambia	
		Male	Female	Male	Female
	Teacher primary school	1	1	1	1
	Teacher Secondary schools	1	-	1	1
	Teachers Tertiary schools	1	-	1	-
	Director of youth and Gender	1	-	1	-
	Drug enforcement commissioner				1
Civil Society Organizations and Other Partners	PAWA 254	-		-	-
	Coexist Kenya	-	-	-	-
	YWCA		1	1	1
	Coalition on Violence Against Women		1		
	Men Engage Network	-	-	-	-
	Journalists/Bloggers	2	-	3	1
	Religious Leaders	1		2	
	Youth leaders	1	1	1	1
	Africa Unite	1		1	
	CEO for ONUG (One Nation Under God)	1	-	-	
	Oasis	1	-	-	-
Private sector					
	Human Resource PR actioners	1		1	
Project Staff	Project Manager Africa Alliance of YMCAs	-	1	-	-
	Project Manager - YMCA Kenya	-	1	-	-
	Project Manager - YMCA Zambia			1	
	Finance Manager- YMCA Lusaka				1
	NOFRED Hotel manager				1
TOTAL		12	6	14	8
TOTAL		40			

Figure 5 List of Key Informant Respondents

c) Focus Group Discussion

Focused groups discussions was held with groups of men: women, girls and youth targeted by the project, Community and religious leaders. Based on review of project documents and discussion with the project team, the respondents were selected due to their involvement in the project as direct beneficiaries of

project interventions. The evaluation sought to assess if they had gained skills and experience to address gender related violence in their communities and assess their perception on whether the project addressed the needs of targeted beneficiaries. The evaluation also established whether men and boys had gained skills to be role models in shaping initiatives on gender youth and VAW in the project area. Young men and boys have the ability to influence traditional leader's religious leaders and duty bearers to implement laws and policies related to end VAW. Also assessed was whether young people and state actors have increased knowledge on ICT impact on propagating VAW. The respondents were reached as shown in the table below

Table 3 List of Focus Group Discussion respondents

Stakeholder group	Number of FGDs		Number of FGDs		Total Participants
	Kilifi	Mombasa	Kitwe	Lusaka	
Mixed youth groups (Age 15 to 30 yrs.) (4 Male 4 female)	1 (8 pax)	1 (8 pax)	1 (8 pax)	1 (8 pax)	32
Mixed community and religious leaders	1 (8 pax)	1 (8 pax)	1 (8 pax)	1 (8 pax)	32
Pupils in primary Schools (Ages 10 and above) (one group for girls and one group for boys)	2 (16 pax)	2 (16 pax)	2 (16 pax)	2 (16 pax)	64
Pupils in Secondary Schools (Ages 15 and above) (one group for girls and one group for boys)	2 (8 pax)	2 (8 pax)	2 (8 pax)	2 (8 pax)	64
Mixed group of students in tertiary (Ages 18 and above) (4 male 4 female)	1 (8 pax)	1 (8 pax)	1 (8 pax)	1 (8 pax)	32
Young men in work place aged 18 yrs. And a above	1 (8 pax)	1 (8 pax)	1 (8 pax)	1 (8 pax)	32
Group of women and girls aged 15-30 yrs.	1 (8 pax)	1 (8 pax)	1 (8 pax)	1 (8 pax)	32
NO OF FGDs	9	9	9	9	288

2.5. Description of sampling

The evaluation will employed both probability and purposive sampling techniques to select project beneficiaries for the end term evaluation study.

a) Quantitative sampling technique:

In the selection of the target for household perception survey, the sample size was drawn from 2,500 women and girls aged 15-30 draw from the target beneficiary population of community in Kilifi, Mombasa, Kitwe and Lusaka. The purpose of the quantitative sampling technique was to identify respondents for the community household perception survey. The community household perception survey was used to assess and report on the percentage of women and girls who report that they are safe and better protected against sexual and physical violence in the project area. The sampling technique was done in three stage: firstly, in each country the focus was in areas where the project interventions were implemented. In each of the project sites the community survey was conducted using simple random sampling of respondents who were women or girls aged 15-30 years. The households were targeted in clustered villages or along the main road depending on settlement patterns. This was to allow for skip function and also allow for representativeness of study respondents. Households was used as the study unit.

The third sampling approach targeted girl respondents at household level. The research assistants interviewed women or girl aged 15-30 years found in the household. Where there was no respondent within this characteristics, the research assistants moved to the next nearest household.

Sample size Calculation

The Fisher's formula was used to draw a representative sample at 95% Confidence Interval.

$$n = \frac{m}{1 + \frac{m-1}{N}}$$

Where:

n= Target Sample Size

m= Allowable margin of error

N= Population of Interest (large population >10000) for population correctional factor.

For this study, m was computed as:

$$m = \frac{z_{\alpha/2}^2 \hat{p}(1 - \hat{p})}{\epsilon^2}$$

The value of m=385, N=10000 (direct beneficiaries of the project). The sample proportion p was 0.50, while maximum error term at 0.04. Using the formula stated above, the estimated sample calculated was 385. An adjustment of 10% was done to the sample adjusting the sample size to 400.

a) Qualitative sample technique

The qualitative aspect of the study used purposive sampling technique. The purposive sampling techniques was used in selecting targeted individuals for focus groups discussion using community forum and key informants interviews with partners and stakeholders. The use of key informant interviews and focus group discussion was used to understand the social norms adjusted to have men and boys as active participants in the fight against violence against women, voluntary actions taken by boys and men to stop violence. Understand how faith based organizations have increased their competence on how to stop VAW and provide an environment where women experience increased respect and protection against violence.

2.6. Data management, analysis and processing

Move on Afrika as an institution has a robust data management strategy that ensures effective and efficient field data collection, processing, storage and retrieval of information. The evaluation team used a combination of data analysis methods (descriptive analysis, content analysis, quantitative/statistical analysis and comparative analysis). This mixed methods approach allowed for triangulation and ensured that findings were supported by a range of sources and types of data (subjective, objective, and quantitative)

a) Quantitative Analysis

The completed questionnaires were checked and cleared through field quality control procedures by the data manager. The questionnaires were then forwarded to the central data entry office, where two office editors reviewed every questionnaire. The data set was then downloaded to SPSS for data analysis. The Data analyst coded the findings that was used to generate the quantitative aspects of the research. This was then summarized in tabulation and charts in order to generate descriptive statistics based on the project indicators. The descriptive statistics are presented in the finding section as percentages and frequency tables to report on the findings from the household perception survey.

b) Qualitative Analysis

The evaluation team transcribed all the data from KIIs and FGDs and established protocols for coding each transcript to topically categorize and organize the content along the study objectives and key evaluation questions. This was the first step in identifying themes. Codebook development followed through an iterative process informed by the evaluation purpose, interview guide content and preliminary findings based on quantitative aspect of the study. After coding was complete, the evaluators run queries on the coded data to analyze the content and themes that emerged from the qualitative study.

c) Data Quality Assurance

The pretest was a complete dry run of the full survey implementation for the data management process. Based on pretest experience and recommendations, data transfer and management process was finalized for full survey implementation. Each stage of the data management process was conducted as per the data management plan. **MOVE ON AFRIKA** takes seriously the need to protect information and data on behalf of our clients and the communities we work with. Data protection measures are typically stipulated by an in-house Standard Operating Procedure (SOP) emphasizing the client's confidentiality measures and locational and time verification of data through collection of GPS coordinates and timestamps for all data entries. The organization implemented all measures concerning sensitive information, including SOPs regarding multiple-step rights access verification, password protection, and data encryption during transmission, archiving, storage, and retrieval. This was to ensure that data from the field was well protected.

d) Report development

We shall use the quantitative information generated from the analysis to develop the findings report. We shall also do a Desk Review of Related project Reports to develop the local and global context of best VAW projects that lead to enhancement in the social and economic status of individual who are targeted by the projects. This shall enable validation of report findings and also inform on whether the intervention is contributing new learnings.

2.7. Description of ethical considerations in the evaluation

The evaluation was conducted in accordance with the UN Women Evaluation Policy and UNEG Ethical Guidelines and Code of Conduct for Evaluation in the UN System. All members of the team signed and submitted an Evaluation Consultants Agreement Form indicating their individual commitment to these standards. The evaluation was also based on gender equality and human rights principles, as defined in the UN Women Evaluation Policy and adhered to the UNEG Norms and Standards for Evaluation in the UN System⁶. The evaluation team observed the following safety and ethical consideration to protect the safety (both physical and psychological) of respondents and those collecting the data as well as to prevent harm. The evaluation did not establish any ethical considerations that required referral.

- a) **Informed Consent:** The following measures were taken to secure informed consent and assent of the respondents: explaining the objective of the survey, the kind of information required and the intended use, and above all, providing reasons for choosing study participants as respondents. The team also relied on the structure of AAYMCA to negotiate access in these two countries while access to young people was negotiated with teachers, parents and/or families or

⁶ UNEG, 'UNEG ethical guidelines', accessible at: http://www.uneval.org/papersandpubs/documentdetail.jsp?doc_id=102 and 'UNEG code of conduct for evaluation in the UN system', accessible at: http://www.uneval.org/papersandpubs/documentdetail.jsp?doc_id=100.

guardians. Even when parents and teacher gave their approval for the study to be carried out with their children, the team ascertained whether the children themselves had been consulted about their involvement. This is because it is of primary importance that, where possible, children themselves have the right to decide about their participation in the survey. The children gave assent during all stages of the survey through a written consent where applicable. Since anonymity and confidentiality need to be guaranteed when working with young people, the researchers ensured that the protocol was followed in case there was need to identify an individual participant should a child protection issue be disclosed and contacted AAYMCA before embarking on data collection of sensitive issues. Overall, the team also guarded the information considered sensitive; in particular all filled questionnaire were coded and stored safely with limited access.

- b) **Child protection:** The consultant is conversant with the provisions on Child Protection and the appropriate and relevant legal provisions. The Laws of the Republic of Kenya and Zambia were deemed appropriate in case any of the measures mentioned above were inadequate or were inconsistent with the Law in protecting the children during the study. The team ensured that all team members including enumerators and supervisors were trained and conversant with all the requirements for a study whereby children are the main target population and all members committed to strictly adhering to AAYMCA Child Protection Policy and Code of Conduct. Assent was an on-going process and renegotiated verbally at each stage of the evaluation. This enabled participants to withdraw from the evaluation at any time should they wish to do so. However there was no reported case of study respondent withdrawal.
- c) **Privacy and safety:** To ensure privacy and safety, research participants were given fair, clear, honest explanations of what would be done with information that had been gathered about them and the extent to which confidentiality of records would be maintained. The research team ensured informed consent, maintained confidentiality of data and used coded information by replacing identifying information of the individual with a number, letter, symbol, or some combination. For respect of privacy at household level. The data was collected within the house where the respondents lived, as for children targeted in schools the data was collected at a secluded place in one of the class rooms or offices that was not under use. Study respondents targeted within the community for FGDs were interviewed at venues identified by YMCA and which were conducive for evaluations. While for the selected stakeholders the interviews were conducted within their office premises in the absence of other colleagues or staffs.
- d) **Psychosocial Risks:** Potential psychosocial risks of participating in the study included some invasion of privacy resulting in embarrassment of the study participants. Information about an individual's behaviours or discrimination in the face of perpetrators of violence would particularly be sensitive and breach of confidentiality leading to stigmatization and cause psychological trauma. To prevent this risk, the evaluators ensured adequate confidentiality safeguards including appropriate data safety monitoring plan and procedures to protect the confidentiality of the data such as use of codes and passwords. Only authorized research team members accessed the study raw data.
- e) **Responsibility for study participants:** To protect participants from psychosocial harm, the evaluation team ensured that participants were adequately aware of the study purpose and objectives. Participants were made aware of how to contact the evaluators within a reasonable time period and procedure to follow should stress, potential harm, or related questions of concern arise. The evaluation team took all necessary steps to ensure that nothing happened to introduce or reinforce any form of social prejudice. The team was mindful of cultural, religious, linguistic, gender, and other differences within participants in the reporting of the evaluation process. The

evaluation team were aware that collecting personal, or psychological information can sometimes be painful to participants and that the evaluation questions may evoke painful memories and that participants may become distressed. Every effort was made to ensure that there was someone at hand to talk to such participants and deal with their distress. The evaluation team constantly checked whether participants who become distressed during an interview wished to postpone the interview or withdraw from the study. If in the course of a procedure a participant was uneasy about undertaking the interview, (s) he was reassured, and if (s) he felt uneasy or upset the procedure would be stopped. Debriefing occurred immediately after participation.

2.8. Limitations of the evaluation

The following are the study limitations.

1. The AAYMCA programme staff and the consultant identified all the stakeholders and key respondents who were to be interviewed during the evaluation. However mobilization of some study respondents was not achieved due to their unavailability. AAYMCA relied on her partners that is YMCA Kenya and YMCA Zambia for mobilization and coordination of evaluation in the two countries. This required close corporation so that there was no loss of time in the mobilization of study respondent. The team reached majority of the respondents that had been identified and where a respondents was not available they were quickly replaced by representatives who had a similar role in the project.
2. Review of the baseline report indicates that the study was not responding directly to project indicator matrix as per the logical framework. This limited comparative analysis of baseline data and End line information. Despite this limitation the consultants has provided evaluation end line values and made comparison to available baseline data or target set out in the project design. Comparison was also made with other available statistics from available reports documenting how violence against women has been addressed in the respective countries.
3. There are indicator values that required continuous and routine collection of data to measure the progress. Where this routine data was not collected and documented in project activity report, this presented a limitation on how progress on such indicators was reported upon. This was resolved through relying on information provided during interviews by the project staff responsible for coordinating the project.
4. Due to language barrier especially in rural communities the evaluation team used research assistant who understand local dialects to carry out the interviews. This required the evaluation team to spend more time explaining the evaluation questions and making translations and interpretation of questions based on the local dialect to enhance respondents understanding, before respondents could comprehend and provide their answers. This extended the interview time especially for focus group discussions.
5. Gender equality standards. The evaluation was designed to ensure that the evaluation was gender responsive and achieved gender equality standards. However faced limitations due to the project design and real world constraints. For example limited disaggregated data was available especially from secondary data analysis of reports and project activity reports. The evaluation respondents especially for key informant interviews was not gender representative since respondents were invited based on their representation in the organization. The evaluation team mitigated these limitations by including sex-disaggregated data on all evaluation participants, including sex-disaggregated data analysis and wherever possible voices of male and female are reflected in the report to ensure the report is gender sensitive.

CHAPTER THREE: EVALUATION FINDINGS

3.1. Introduction

This chapter describes in wholesome the evaluation findings of the ‘ARealManIs’ project. Quantitative and qualitative data have been compiled together to draw out the findings and determine the projects outcomes, success and limitation in attaining its implementation objectives and the resultant goal of addressing the communal hegemonic conditions and technological influence that cause Violence Against Women (VAW) in the four project locations, Mombasa and Kilifi in Kenya, Lusaka and Kitwe in Zambia. The quantitative data from the perception surveys has been used to demonstrate attainment of the performance indicators in comparison to the baseline condition indicators, while qualitative data has been used to provide evidence of the relevance, efficiency, effectiveness, impact and sustainability of the project towards an improved action by men as champions of the real change in addressing VAW

3.2. Project Relevance

This sub-section answers to the key evaluation question on the extent to which the achieved results (project goal, outcomes and outputs) continued to be relevant to the needs of women and girls in the project areas.

3.2.1. Relevance of the Project Design towards addressing violence against women.

ARealManIs was designed as a project that aimed to engage men and boys in discussions about masculinity, and by that change attitudes that promote and justify violence against women. The intention was to engage young men in the community to embrace masculinity and increase safety and protection of women and girls against all forms of violence that women face in their respective communities. According various respondents interviewed, the project was relevant and appropriate as it was addressing some of the gaps that cause VAW in the respective communities. During the project baseline survey it was reported, that 48% of Kenyans and 40% of Zambians felt that women below 18 years were subject to physical violence while, 46% Kenyans and 58% Zambians acknowledged that women above 18 years were frequent subjects to insults and threats (ARMI Baseline Report, 2016). In both Zambia and Kenya, the end term evaluation established that 73% (100), 70% (75), 55% (56) and 64% (69) of study respondents from Kilifi, Mombasa, Kitwe and Lusaka respectively reported that adolescent girls between the ages 15-18 were the most unsafe in their communities. This is a clear indication that the project target of respond to VAW in the society was relevant in targeting young girls and women aged 15-30 years as they were most likely to be victims of violence in their respective communities.

“Girls in the Lower grades (mostly 15 years and below) are high targets for perpetrators because they lack knowledge and do not know what to do. They are enticed or threatened because they are defenseless against their perpetrators” – Male respondent FGD 2, Kitwe

During a focused group discussion with Secondary school girls in Lusaka, they suggested that, Men should be more involved in addressing VAW because they are the main perpetrators of violence against women and girls.

“Traditional women believe that it is okay for a man to beat a woman because it is a sign that he loves you. According to them, physical fights and quarrels in an intimate relationship is a sure sign that a man loves” “Some men think that they can treat their wives in any way because they paid dowry and so they own their wives and can treat them in whichever way they like” – FGD with Secondary school girls, Lusaka

Percentage of respondents who report that girls are most likely to be unsafe in their community

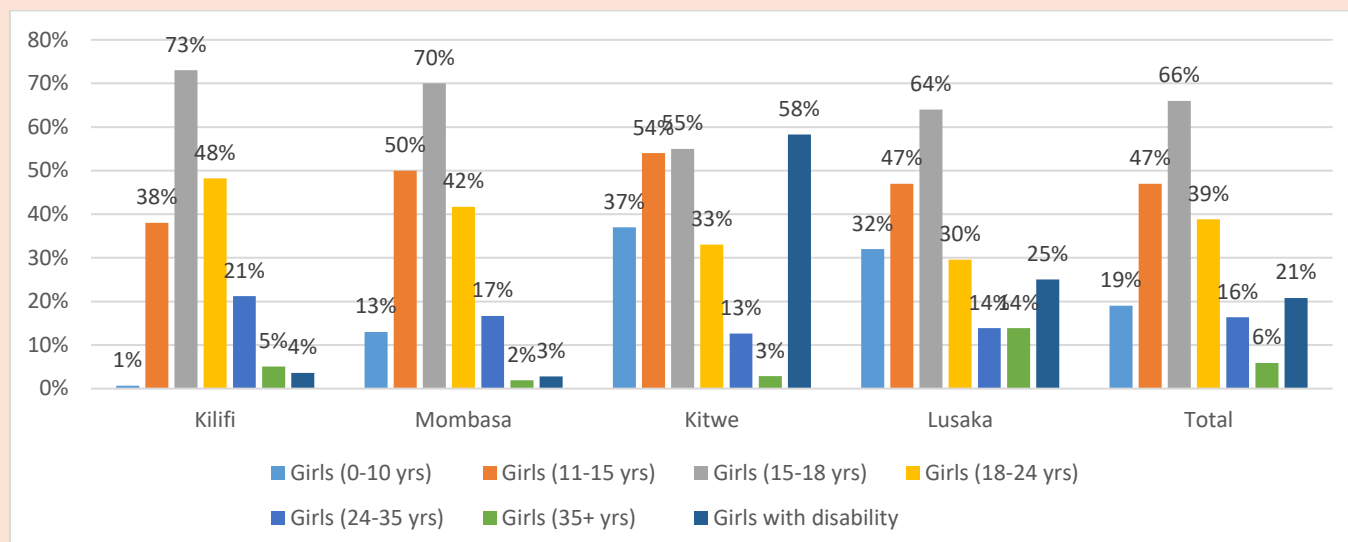


Figure 6: percentage of respondents reporting girls are unsafe in their community

According to the study 47% (209) of respondent interviewed reported that girls between 11 and 15 years are likely to be unsafe. It was also reported by 21% (95) of respondents that young women with disability are also most likely to be unsafe. Majority of the respondents 66% (300) indicated that it is the girls aged 15 to 18 years who are most at risk of experiencing violence. Discussion with various respondents both from the household perception survey, to focus group discussion with communities and KII interviews with stakeholders revealed that there are various forms of VAW experienced by girls and women in the communities where the project was implemented. This include; Sexual harassment, Female Genital Mutilation (FGM), Child Marriage, Child Labour, Rape, discrimination in access to education, physical violence, emotion violence, sexual violence, disrespect, denial of financial support, verbal abuse, prolonged access to justice redress processes for victims of violence. Reason mentioned as to why girls and young women are not safe in their respective communities include; Being orphans, disability, having low self-esteem, single parenthood, divorced, illiteracy and poor education, being housewives and dependent on men, poor parenting, traditions and culture, poor backgrounds and poverty, indecency and moral degradation promoted by technology, children being sent to the market places, attaching low values to women/ girls, orientation to the Swahili culture⁷ and peer pressure among others. The study also established from the responses of the various respondents that violence is mainly perpetrated in most cases by close relatives and friends who are known to the victims.

In Kenya, 59% of the girls and women interviewed reported having witnessed violence against women in the past one week, while **in Zambia** 43% of the study population acknowledged having witnessed violence against women in the past one week prior to the survey. This data, when further disaggregated indicates that Kilifi had the highest number of girls who had witnessed VAW at 64%, followed by Mombasa at 55%, Kitwe at 50% and Lusaka at 36%. According to the study 75% of respondents from Kilifi reported that girls and women aged 15-18 years' experience more violence similar to Mombasa at 60%. In Kitwe and Lusaka it was reported that it is the girls aged 25-30 years who experience more violence as reported by 54% and 46% of the study respondents as indicate in the figure below.

⁷ This is specific to Mombasa and Kilifi study population, Kenya

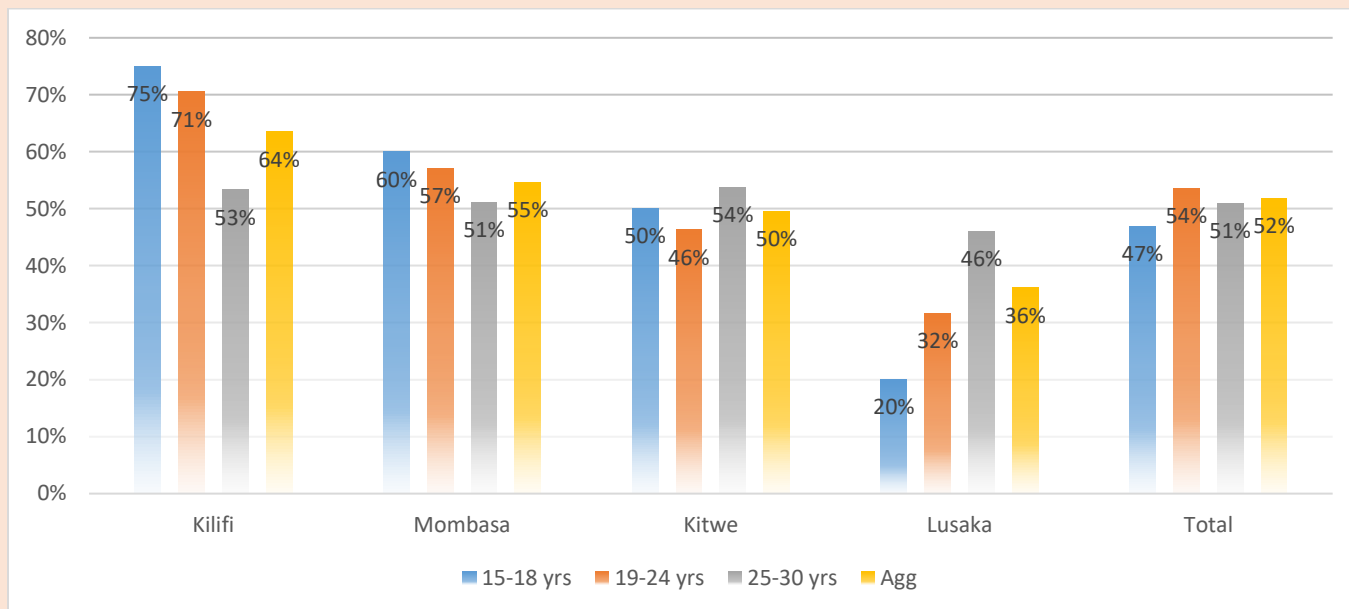


Figure 7 Percentage of respondents who report witnessing violence in the last one week

The various forms of violence against women which survey respondents identified to occur in their community were:- Physical violence at 41% and which was the highest form of VAW, followed by emotional torture at 28%, sexual assault and rape at 19% and intimidation at 12%. In Kenya the survey respondents identified the violence as follows, Physical violence at 40%, emotional torture at 31%, sexual assault and rape at 16% and intimidation at 8%, While in Zambia, Physical violence at 37%, emotional torture at 23%, sexual assault and rape at 22%, and intimidation at 16%. It is evident from the responses from the study respondents that there is violence against women in the targeted communities and that the perception that prevalence of violence against women of age 15-30 years is still very high.

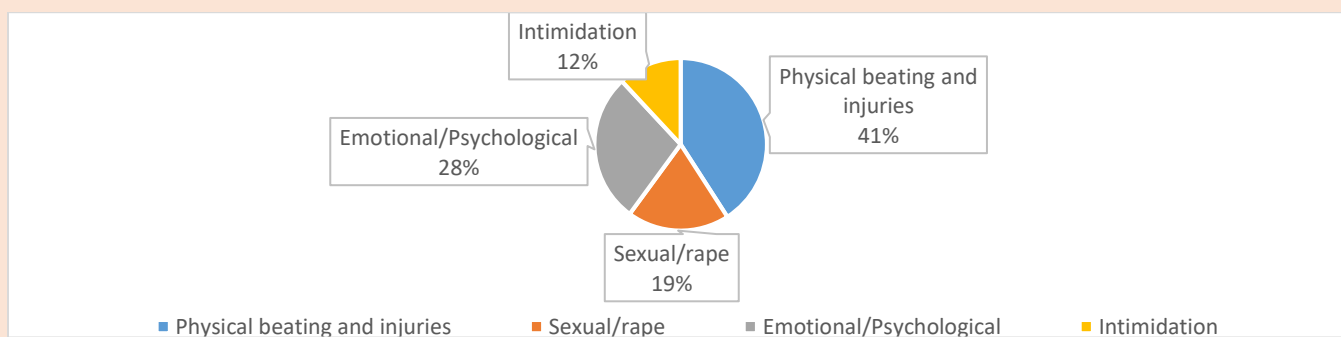


Figure 8: Percentage of survey respondents who report on forms of violence

In addition to the violence against women identified by the study respondents, the baseline information also established that, there were common incidences of online bullying and harassment where 48% of the younger population, 15-18 years and those below felt that harassment online occurred all the time. The baseline information, specific to Zambia indicates that incidences of online bullying and harassment were common among the communities, as reported by 40% of the study population. Therefore the projects focus on working with young men to address violence against girls and women especially for those aged 15-30 years was deemed relevant and highly appropriate based on the responses from the study participants.

3.2.2. Relevance of the Project Strategies to the Overall Goal

The relevance of the project strategies is premised on the approach used to create an enabling and safer spaces for girls and women to feel protected from all the form of VAW. The project embraced transformative masculinity approach that sought to empower young men to change their behaviour, because, if men are not empowered with information then the conflict that result into VAW would continue in every space. From the responses by the study respondents, the end line survey established that men are the main perpetrators of violence against women. The project deployed various strategies guided by the expected outcomes and especially, which targeted men and boys to equip them with knowledge on transformative masculinity that addressed VAW, and modeling them as champions of change (role models) in raising their voice against VAW, at the community level, schools and work places. The strategy of using transformative masculinity approach was considered relevant and contributed immensely toward the achievement of project goal.

“This project by AAYMCA worked well, it is unique since it targeted men unlike others that do not involve men. In our community we have since seen a big change on the attitude of men towards our girls and women. The young men are becoming more protective of their sisters and the girls in the community. Men particularly those who attended training on transformative masculinity and are more aware of their actions and sensitize their friends to be nice to their women and spouses”. - KII community faith based leader in Kitwe

According to respondents interviewed the strategy of using transformative masculinity delinks the youths from the cultural and social teachings and traditions that thrived on subduing women to violence. The study assessment on men’s role in anti- VAW action, in both Kenya and Zambia revealed that, 51% of the study population believed that Men and boys are now more aware of their masculinity roles and are increasingly supportive of actions that address violence against women, compared to the baseline indicators which stated that 60% of men did not intervene or take action to address VAW (ARMI Baseline Report, 2016). The strategy of using transformative masculinity approach was relevant and contributed towards addressing factors such as intimate partner violence and lack of safe spaces among others, which cause of violence against women. The use of strategic partnership with other civil society groups, private companies and religious institutions also played a critical role to enable the program reach different beneficiaries, such as girls in primary, secondary and tertiary educational institutions, youth in and out of school, and women at workplaces. This intensified the support for the protection of women from sexual and physical abuse in the respective project locations. However it was noted that the lack of clear partnership engagement strategy in effect made the partnership approach to contribute little to the project goals and interventions. Discussion with the project team indicate that one core partners (Co-exists) had to be dropped and their activities implemented by AAYMCA due to non-delivery and non-compliance to project management requirements. Despite this the partnership approach helped the AAYMCA to implement the project in a wider geographical scope and targeting different beneficiaries with project interventions. This enable the organization to work with school, colleges, private sector, religious leaders, and youth group. The strategy of Social media based advocacy campaigns on preventing VAW and enhancing women and girl’s protection utilized a perceived opportunity of the penetration of smart phones and technology in the project locations. This was appropriate considering that these are the same platforms and spaces where women are likely to face gross violence of their rights, according to the 2018 GBV study by AAYMCA.

3.2.3. Project design and scope

The evaluation team established that the project design and scope had a wide geographical coverage of working in four project sites that have different demographics and manifestation of violence against women. This required that similar activities be done in all the four project sites which may have not allowed for depth and breadth of activities in one location. A review of the implementation of project activities from activity reports and discussion with Programme staff also indicate that there are instances when activities were either delayed or not continuously done. Due to the wide geographical scope, AAYMCA relied on affiliate country YMCAs and volunteers to coordinate and monitor project implementation. However, the affiliate YMCAs were not adequately resources to continuously make follow up with project beneficiaries on how the interventions had changed their lives. This may have limited the impact of the project interventions on the lives of target beneficiaries.

The project target beneficiaries were 2,500 Women/girls survivors of violence (625 women in each site) between 15-30 years old as primary beneficiaries in the project areas of, Kilifi and Mombasa (Coast Province) in Kenya and Lusaka (Central Province) and Kitwe (Copper belt Province) in Zambia, while 3500 men and boys (875 men in each site) were to be reached as the secondary beneficiaries. It was not easy to establish how the target beneficiaries were reached and how this was continuously monitored. The targets, thus only remain hypothetical figures with no evidence. The study however established that the organization carried out activities such as use of film, sports and trainings and community outreach meetings which can be assumed reached many people, but in the absences for documented evidence, it is not possible to ascertain the exact target beneficiaries reached by project interventions desegregated by age, gender and location. This is useful as women and girls experience violence differently depending on their age, unique characteristics and geographical locations.

3.3. Project Effectiveness

The finding on this subsection answers to the question of to what extent were the intended project goal, outcomes and outputs achieved and how they were achieved.

3.3.1. Achievement of project goals, outcomes and outputs

The discussion below presents findings of the performance of the project in relation to the project goals, outcome and objectives.

GOAL: Women and girls are safe and better protected against sexual and physical violence in project areas in Kenya and Zambia

The project goals was to ensure women and girls feel safe and protected within the project area of Kilifi and Mombasa in Kenya and Kitwe and Lusaka in Zambia. The evaluation found out that, on aggregate (combining both Kenya and Zambia), 65% (296) of survey respondents from the community perception household survey felt that women and girls in their community were safer and protected in their respective communities. When this was compared to the baseline findings at the inception of the project only 32% of the study respondent at that time felt that women were safer in their communities. During discussion with respondents in FGDs and KIs various respondents indicated that over the years more women and girls are increasingly feeling safe and protected and that men who are the main perpetrators are getting more deterred as a result of laws and policies and campaigns and awareness by organizations promoting women rights including AAYMCA.

Girls now feel more safe and protected. There is a lot of awareness and the government is also very firm. If you are found to violent the right of women here in Kilifi, the chief and the civil society organizations such as AAYMCA, World Vision, Plan international and FIDA will take action against you. Also the young men are becoming more aware and the young generations are more informed on women and children rights-Youth leader Kilifi County

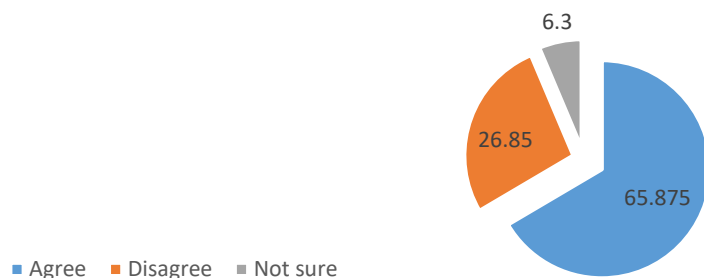
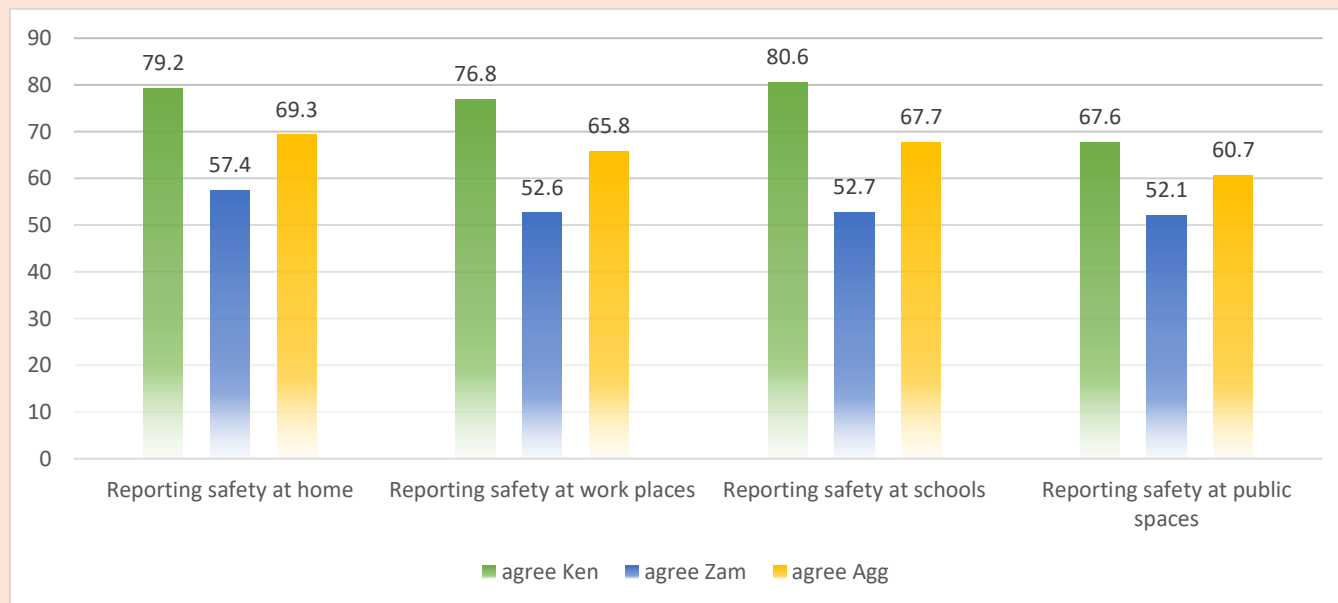


Figure 9: Percentage of survey respondents who reported girls were better protected and safe in their community

The figure below further indicates that majority of the survey respondents from Kenya reported that girls and women felt more safe and protected in school, followed by homes, work place and the least public spaces. In Zambia the survey respondents reported that girls and women felt safer at home, followed by school, work place and least in public spaces. On aggregate the survey respondents reported that girls were safer at home, followed by schools, work place and the least at public spaces. It is significant to note that in comparison to the baseline more survey respondent in Kenya (79.2%) felt girls and women were safer at home as compared to the baseline when only 62% of the survey respondents felt women were safer at home. As for Zambia 57.4% of the study respondents reported that girls and women are safer and protected at home as compared to the baseline where only 55% of the survey respondents felt women were safer and protected at home. There is a significant indication that the safety environment for girls and women has improved at home, workplaces, school and public spaces. Even though the baseline did not provide statistics for safety in work place, school and public spaces in a manner to make comparison, discussion with respondents during FGDs and KIIs established that there are reduced incidence of violence against women in this spaces as compared to three years before the project begun.

Figure 10: Reporting Safety in community Spaces



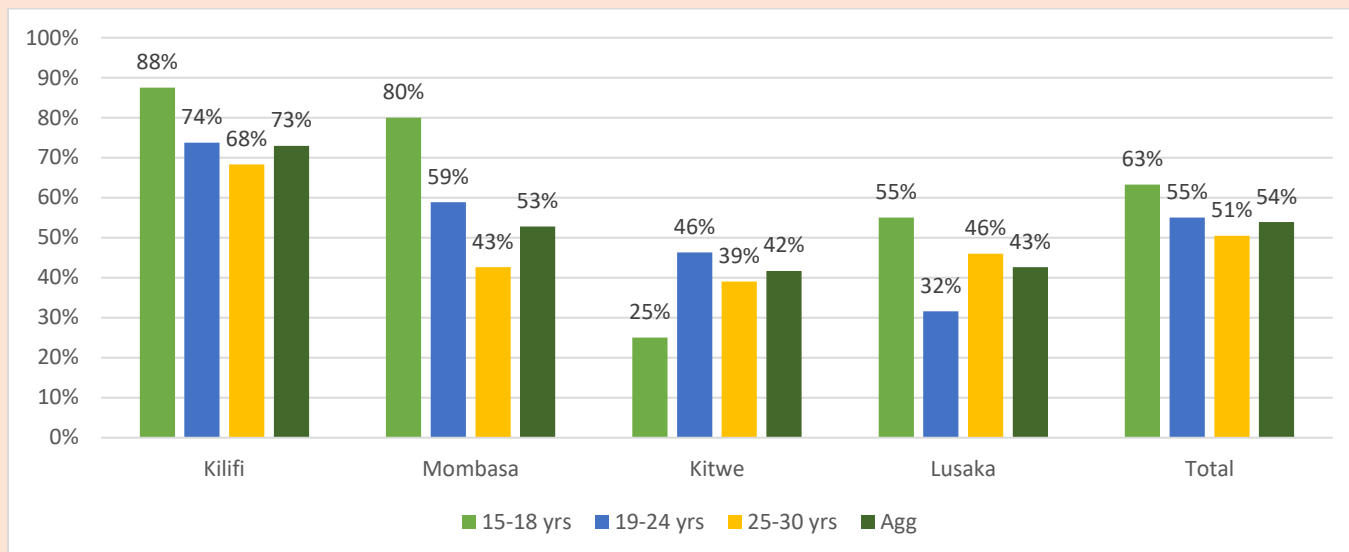


Figure 11: Percentage of survey respondents who report girls and women are free from violence

On the perspectives of women and girls about freedom from violence and harassment, it is worth noting from the figure above that majority of survey respondents 63% perceived women and girls to be more free from violence and harassment as compared to baseline where only 60% perceived women and girls to be more free from violence and harassment. The survey further established that 88% of survey respondents from Kilifi, 80% from Mombasa, 55% from Lusaka believe that women and girls aged 15-18 years are free from violence and harassment. It is only in Kitwe that 25% of the survey respondent had a low perception about women and girls aged 15-18 years being more free from violence and harassment. Discussion with respondents during FGD and KII established that this is likely the case because at this age majority of girls are in school and colleges and that those that experience high forms of violence are those out of school and those who are married. It was not easy to establish the number of new reported incidents of violence against women as there was no available secondary data accessible to the consultant, of reported incidents of violence against women specific to the four project sites to draw this conclusion. The project reports do not indicate numbers reported during the project period and the project proposal did not outline how data on this indicator would be collected. However the text box below further highlights the feeling on the achievement of this project goal by the study respondents

“The community is now different, previously we would receive a myriad of reports on GBV, and currently the reports have reduced. People are also familiar with the information on violence against women and when they see it happen they report it, while victims are taken for medication” “These Violation issues have gone down and men who had the habit of mistreating their wives have stopped and it is now a long gone habit”. - **Community opinion leader (traditional leaders) in Lusaka**

The evaluation finding established that overall majority of respondents agreed that the project has contributed towards ending violence against women, gender equality and/or women's empowerment. There is improved feeling of safety and protection against physical and sexual violence by the study respondents both from household perception survey, FGDs and KIIs. The numerous laws by government and campaign initiatives by CSOs including AAYMCA has created more awareness on ending VAW and empowered women to stand up for their rights. Despite this effort the respondents also observed that there are still exists challenges specific to communities and region.

OUTCOME 1: Social Norms adjusted to have Men as active participants in the fight against VAW

Under this outcome the key indicators to measure change and achievement of project outcomes were;- Voluntary action taken by boys and men to stop violence and testimonies of changed perceptions on hegemonic masculinity. The outputs were to ensure that men and boys have knowledge on masculinity that supports protection of women and physical and sexual violence; Men and boys have skills to be role models shaping initiatives on gender youth and VAW in project areas; Young men and boys influence traditional leaders religious leaders and duty bearers to implement laws and policies related to VAW. The findings below demonstrate the extent to which the outcome was achieved along the output areas.

Men and boys have knowledge on masculinity that supports protection of women and physical and sexual violence

This output targeted to change the attitudes of boys and men towards VAW. The strategies employed included training and awareness sessions with young men to equip and empower them with knowledge on positive masculinity to enable them speak out and influence other community group on VAW and explaining the importance of taking action while in the presence of young women. The project trained young men as ToTs and deployed them in schools to start and facilitate peer groups on VAW awareness. Desk review of the project reports indicate that over the three years a total of 1,387 men and boys, against the target of 1800, had received training on masculinities as at year 3 quarter 4. However, registration of mentees and creation of mentorship relationships was not effected close to target as the program only managed to register 111 mentees out of the targeted 800, while it established 31 mentorship relationship out of the targeted 450. This study did not establish the optimal utilization of the mentees and mentorship relationship through. Other activities explored were; edutainment and sports outreaches, training boot camps and Workplace sessions with staff to increase awareness on violence against women. The end term evaluation also established that 555 men and boys participated in the project activities and events against a target of 1,200. Discussion with the project team indicate that due to high staff turnover of partners organizations, some activities were not adequately implemented on time. Leading to delays and also inadequate mobilization of project target beneficiaries. During focus group discussion with young people it was reported that men and boys have acquired knowledge on masculinity and are taking action voluntary action to stop VAW.

"It is evident that boys and men have become protector of their women and are willing to support them to grow in life. Though there are instances where men still show aggression, overall the men are less involved in directing violence towards women. This can partly be attributed to the awareness that has been created and also stringent government laws in our country" – Religious leaders- Lusaka

As young people we have been trained, we have gained skills on transformative masculinity and we are ready to protect our women. Before AYMCA trainings, we treated our women here in Kilifi with a lot of disrespect. Girls are forced into child marriage and once they agree to be married men physically abuse them. That has stopped and our men are more aware. The government has also stepped up campaigns on protecting the right of women and girls. We also warn our fellow men to stop actions that will violate the rights of women. In Kilifi we have done campaign drives and sensitized our communities. This has helped reduce violent actions against our women and girls –Male participant during FGDs with youth from tertiary institutions in Kilifi County

“Most of the times when a mixed group of boys and girls are put together, and a male suggestively expresses hegemonic masculinity behaviour, his peers would always correct him and always remind them that the girls are our women” – Female participants during FGD discussion with youth from tertiary college in Kitwe

During the household perception survey, 51% of the survey respondents reported that boys and men understood their responsibilities and are more involved in taking action to address VAW. The evaluation established that 58%, 44%, 55% and 45% of survey Kilifi, Mombasa, Kitwe and Lusaka respectively believed that men and boys are increasing supportive of actions to stop violence against women.

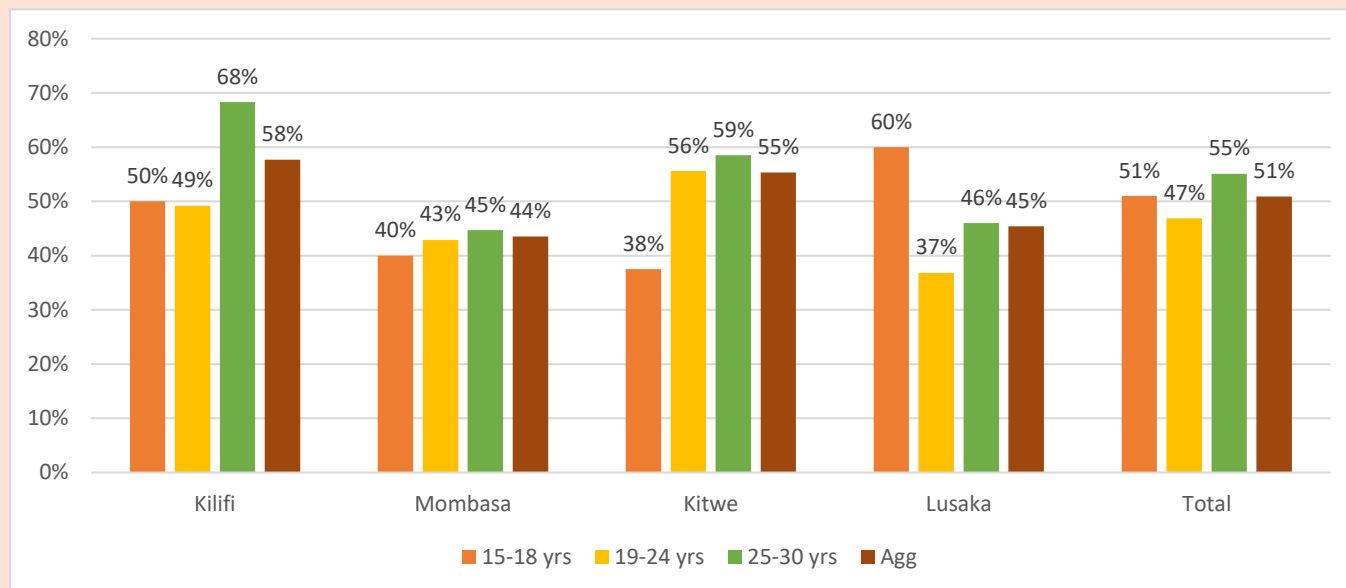


Figure 12: Survey respondents who reported that men and boys are more involved in addressing violence against women

Men and boys have skills to be role models shaping initiatives on gender youth and VAW in project areas;

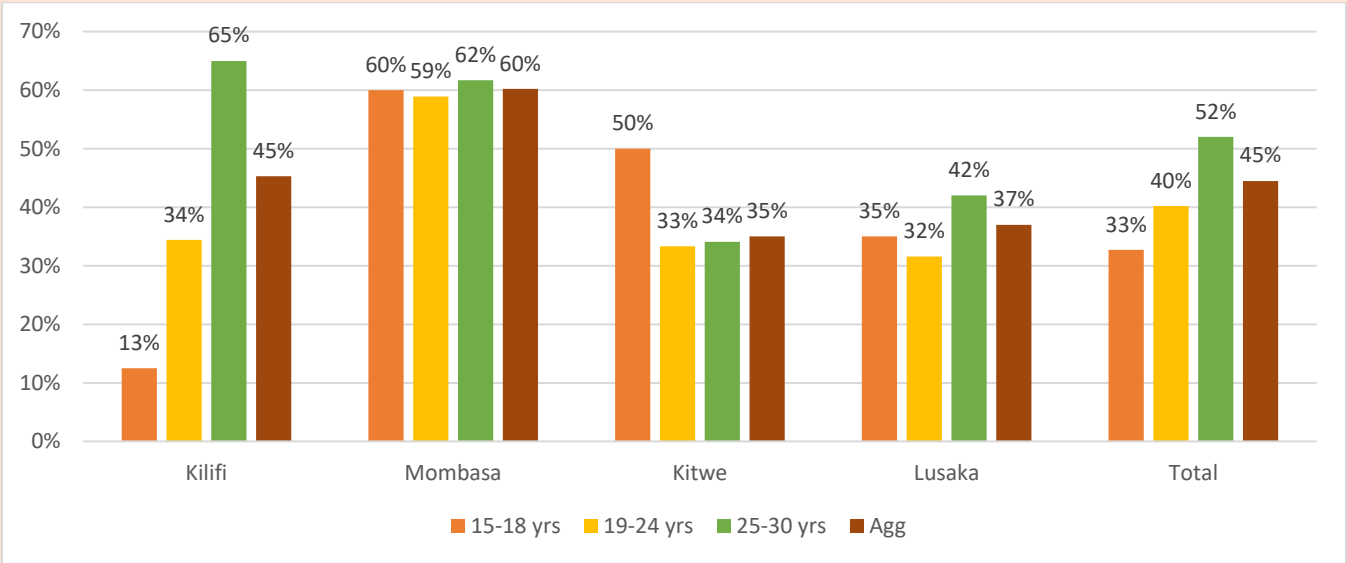
This output was achieved through training of facilitators to conduct the community masculinity sessions and to serve as role models especially in the masculinity workshops in the secondary schools where the role modeling was needed most. The project had targeted that 800 men and boys would receive training on masculinity, but according to the annual report for 2016, 2017 and 2018 the project reached 845 men and boys on aggregate. Number of mentors and mentees registered over the three years was 106 against a target of 300 and number of mentorship relationship established was 28 against a target of 150. A review of the project reports also indicate that there were testimonies of changed perceptions to address social norms and have men as role models in shaping initiatives that address gender and VAW. According to the 2016 annual report, *“In Lusaka, the YMCA worked with Misisi Football Academy and among the feedback received was that the boys were more respectful to the girls and protected them from physical and sexual violence.* During the end term evaluation it was established from various respondents interviewed through KIs and FGDs that some of the methods the young men use as role models in addressing issues on violence against women include:- Creating awareness by creating open forums for discussion (Bunge la Jamii⁸), mediating conflicts in homes and in the community, engaging the community leaders on controversial and gender conflicting issues, being providers of food, shelter, clothing and education, reporting criminal and harmful tendencies to the police, vigilante groups patrol

⁸ A slang for community participation method in Kilifi

within communities, assisting the police safeguard the community, accepting their responsibilities, admitting their wrongs, supporting initiatives that lead to the formation of women association group that empower women and girls on how to live, Love, care and beware of tactics used by abusers and perpetrators.

They young people also observe gender equality and support women in their academic study. Excommunication of sexual violence perpetrators is also used as a way of punishing sexual violence perpetrators. Creation of awareness through in-schools sessions where the school children are able to learn and gain knowledge that they share with their peers on how to confront gender based violence. A head teacher in one of the schools in Zambia also reaffirmed that *“Pupils feel empowered and when they find themselves in violent situation they know how to report.”* During household perception survey, 45% of survey respondents reported that they believe that men participate in community outreach initiatives and they have become role models in shaping initiatives that address violence against women.

Figure 13: Women who believe that men participate in community outreach initiatives.



According to the household perception survey findings in annex I, the evaluation established that on aggregate 61 % of survey respondents believe that men are progressively changing on their knowledge, attitudes, practices and behaviour on hegemonic masculinity in their community. Discussion with study respondents during KIIs and FGDs further revealed that men would intervene on gender based violence and take action by rescuing any female that was threatened with violence, The respondent also observed that some men and boys have taken steps to talk to persons that are in the habit of perpetuating violence against women with the aim of encouraging them to stop. The evaluation findings established that in Lusaka the boys encouraged girls to join soccer academy to avoid being idle.

Testimony by a Changed Man

#Before ARealManIs project, I used to beat up my fiancée. Until I went to the YMCA #ARealManIs training in Mombasa, in October 2017. This training affected me. Immediately after the training, my attitude and my behaviour changed. I went home and shared with my fiancée what I had learned. My life has changed. My relationship with my fiancée has changed. I treat her better. Our relationship has strengthened because I appreciate her more. I even wash her clothes. Something I have never done before because it was not a thought and it simply was not a “manly” thing to do. The other day, we cooked chapatti and beans together and ate it with my mother who was visiting and you know what...it tasted so good. My mother said nothing. She

was probably shocked. However, to my surprise, the next day, she sent me to the shop. You may ask what the importance of that is. Well you see, in my culture, the younger siblings and most often, the girl in the family has to do these errands. Not the son and especially, not the eldest son. Yet, because my mother has seen change within me, she was comfortable enough to send me to the shop. It felt good. I have felt a release as a man and am open even to other work that only women are expected to do. I now know that it is wrong to beat up women and for us to take out our frustrations on them. We are supposed to work together. I want to help other men realize this too. I see a difference in myself, in my family and now, even in my community as I share my change of thinking and actions. My change has impacted even my cousin who used to beat up his wife as well. Other people are already seeing the difference. People are noticing this and asking what is going on. I want to continue sharing what I am learning. Already, together with other trained facilitators, we are spreading the message of #ARealManIs. It is important. We are real men and if people can see the change in me, then it is good. Thank you YMCA.

Kilifi YMCA volunteer and facilitator for #ARealManIs Masculinity Programme- Source project progress report 2017

Young men and boys influence traditional leaders' religious leaders and duty bearers to implement laws and policies related to VAW

The focus of this output was to ensure that young people engage with traditional leaders and opinion leaders to support actions that address VAW. The focus of the output was to ensure that there is increased number of community meetings between youth and religious leaders, traditional leaders and duty bearers. Also the output sought to increase the number of religious leaders and duty bearers who support project campaign and works. A review of the annual reports indicate that on aggregate for the three years, there were 12 community meetings against a target of 14 and 60 religious leaders are reported to have publicly supported the project campaigns and work against a target of 50 as per the project design proposal. During the end term evaluation it was established that through the forums young men were able to involve religious leaders to champion for actions that addressed violence against women. In Kenya respondents interviewed reported that through the Nyumba Kumi⁹ initiatives and the Chiefs Barraza, traditional leaders have advocated for ending child marriage, physical and sexual violence, child labour and domestic violence. During chiefs Barraza's¹⁰, elders and youths who attend such meeting sensitize communities on existing laws and policies such as the Marriage ACT 2016, Anti FGM ACT and Children ACT 2001. In Zambia discussion with the administrative officer in charge of Kitwe district confirmed that, the government has supported action requiring government officials to sensitize communities on Anti-Gender-Based-Violence Act (Anti-GBV act) which seeks to ensure that men and women are protected against gender based violence. During discussion with various respondent through FGDs and KILs it was established that this has led to cases of VAW being reported to the police and the government officials for redress. However key challenges noted are that in some communities due to the high costs associated with judicial processes, many families who are poor prefer not to pursue justice for victims of physical and sexual violence for fear of retaliation.

In our community the work of religious leaders, government officials and village elders cannot be underestimated. In many traditional communities people listen more to government officers especially on the implementation of government policies. It is through the efforts of our local leaders that communities have learnt to change their practices from retrogressive cultures to progressive cultures. Where the court processes and expensive for the poor it is the government officer and the pastors and village elders who arbitrate on matters of justice. The only hindrance is that sometimes they may lack the required skills or become biased- Youth leader during KIL in Lusaka

⁹ Village committees

¹⁰ Meeting organized by the chief at locational level.

The evaluation findings established that men and boys within the project site had sessions with the religious leaders and made effort influence the traditional leaders who are considered key in addressing socio-cultural issues that contribute to violence against women.

OUTCOME 2: New media and ICT integrated in campaigns, policy, practice and laws to stop VAW

Under this outcome the key indicators to measure change and achievement of project outcomes were;- Number of gender policies and laws integrating ICT developed and implemented and Number of people reached through new media and social media campaigns implemented by the project partners. The outputs were to ensure that young people and state actors have increased knowledge on ICTs impact on propagating VAW. Increased participation of media practitioners and bloggers in the effort to stop VAW. The finding below demonstrate the extent to which the outcome was achieved along the indicators output areas.

Young people and state actors have increased knowledge on ICTs impact on propagating VAW

This output was to be achieved through the conduct and publication of study on how ICT promotes VAW; launch of social media based advocacy campaigns based on the research; stakeholders meetings to sensitize stakeholders on how ICT promotes VAW; competition to develop mobile based game or app to educate on VAW. On the outcome indicators, it is established from the review of the annual report that 10 Policy documents were reviewed for the purposes of enriching the ICT-VAW Study. These include: Kenya Sexual Offences Act 2006, Zambia Anti- Gender Based Violence Act 2011, The Zambia National Gender Policy 2014, Kenya Information and Communication Act 2013, Kenya Computer Misuse and Cyber Crimes Act 2018. Other documents reviewed included; Institutional policies and those of mobile service providers to see how they safeguarded safety of girls and women in online spaces. The study also found out that AAYMCA and Kenya YMCA spotted an opportunity to make a contribution to the Computer and Cyber Crimes Bill 2017, which was on the third reading by the time of project implementation. However, there are no reports with regard to the progress, except for the discussions that were held based on suspended clauses that the project reporting indicates would render the bill 'valueless'. The end term evaluation survey also established that based on media tracking of views, shares, downloads of content shared through new media and social media campaign reached 1,254, 412 people through new media and social media campaigns implemented by the project and its partners. Some of the impressions created using the social media Facebook platform are also summarized in below screenshot.

Stacey Home									
Ineights	Publishing Tools	Promotions	Settings				Help		
8:00 pm	MCA's live video.				365	14			Boost Post
11/09/2017 10:57 am	Each year in November, YMCAs worldwide dedicate a speci				619	24 26			Boost Post
11/08/2017 2:08 pm	#ARealManIs... Trained facilitators in planning and feedback				537	2 18			Boost Post
11/07/2017 9:28 pm	#ARealManIs Selfies in the sun waiting to hit the road to our				348	11 14			Boost Post
11/07/2017 9:17 pm	Even the tuk tuk in Kilifi knew a Real Man and the two Real				361	5 13			Boost Post
11/07/2017 9:01 pm	#ARealManIs From Kilifi to Mk wajuni... masculinity sessions				379	9 14			Boost Post
11/07/2017 9:49 pm	#ARealManIs The launch of masculinity sessions was off to				347	14 12			Boost Post
11/07/2017 10:11 am	#ARealManIs Kilifi Saidia College: Transformative masculini				375	22 16			Boost Post
11/06/2017 12:07 pm	Impressive Africa Youth Day by Zimbabwe YMCA! #InvestIn				331	2 14			Boost Post
11/05/2017 10:48 am	Wow, Innovation from youth of Madagascar YMCA				405	19 20			Boost Post
11/04/2017 4:54 pm	#InvestInYouthNow YMCA NI GEF African Youth Day Celebr				500	12 15			Boost Post

During the project implementation the ICT-VAW study that was conducted revealed that 47% of respondents in the project locations claimed that online tools presented unsafe environments for women and girls. The end term evaluation on the other hand discovered that, In Kenya an average of 49% of study respondent reported that girls and women feel safe when using online platforms and indication that 51% reported that girls and women did not feel safe. In Zambia the end term evaluation established that an average of 22% of the survey respondents reported that girls and women feel safe when using the online platforms. A further indication that 78% of the survey respondents felt that girls and women did not feel safe. During focus group discussion and key informant interview, it was established that there have not been interventions by governments and civil society actors to address online violence against women. There is a lot of online violence which is perpetuated by ignorant users of online platforms such as Facebook, Instagram, videos and websites.

*In my view what ARealManIs project has done is to create awareness on the dangers posed by online platforms in perpetuating gender based violence. Before the project, we were less concerned about whether women rights are violated through the internet. Yes, we knew that nude photos of women are posted through WhatsApp groups and this poses a lot of stigma to women. We still have a bigger problem and there is need for massive campaign that brings on board government, ICT companies and civil society organizations like Zambia YMCA to tackle the problem – **Journalist and blogger from Lusaka.***

Increased participation of media practitioners and bloggers in the effort to stop VAW

This output was to be achieved through conducting events workshop on ICT and VAW for media practitioner and bloggers; facilitate the appearances of VAW campaigners on vernacular and community radio and implement new media and social media based campaign on VAW. From the review of the annual report it was established that Number of media practitioners and bloggers promoting the #ARealManIsCampaign over the three years was 51 against a target of 100. The number of media practitioners trained on ICT and VAW was 106 against a target of 80. At least 30 local media practitioners (bloggers, radio, TV and newspaper) participated and published stories through their respective media

houses on the project and specifically the ICTVAW Study. The end term evaluation established that, based on the integrated ICT and gender policy activities in the four project locations, perception that there has been increased media participation campaign to end VAW was as reported by 54%, 66%, 46% and 49% survey respondents for Kilifi, Mombasa, Kitwe and Lusaka respectively. On aggregate 54% of the survey respondent reported that there was increased media participation to end violence. The end term evaluation established that the media was actively engaged and news stories on ending violence against women was covered in various media channels such as Zambia Broadcasting Network news report on the Channel Two news; local TV and Radios stations such as Joy FM, CBC TV and Home FM; Baraka FM, Radio Salaam, Radio Kaya and Voice of America.

*As the media team we have worked closely with the project on ARealManIs, we have been invited to forums where we have received training on how to report and highlight issues on gender based violence. We have also ensured that programmes that educate communities to avoid violence against women are given priority despite the completion of new sources. This has increased awareness on GBV issues and during our programmes we discuss policy issues and also inform the public to be more proactive in stopping violence against women- **Journalist and media practitioner Kitwe district***

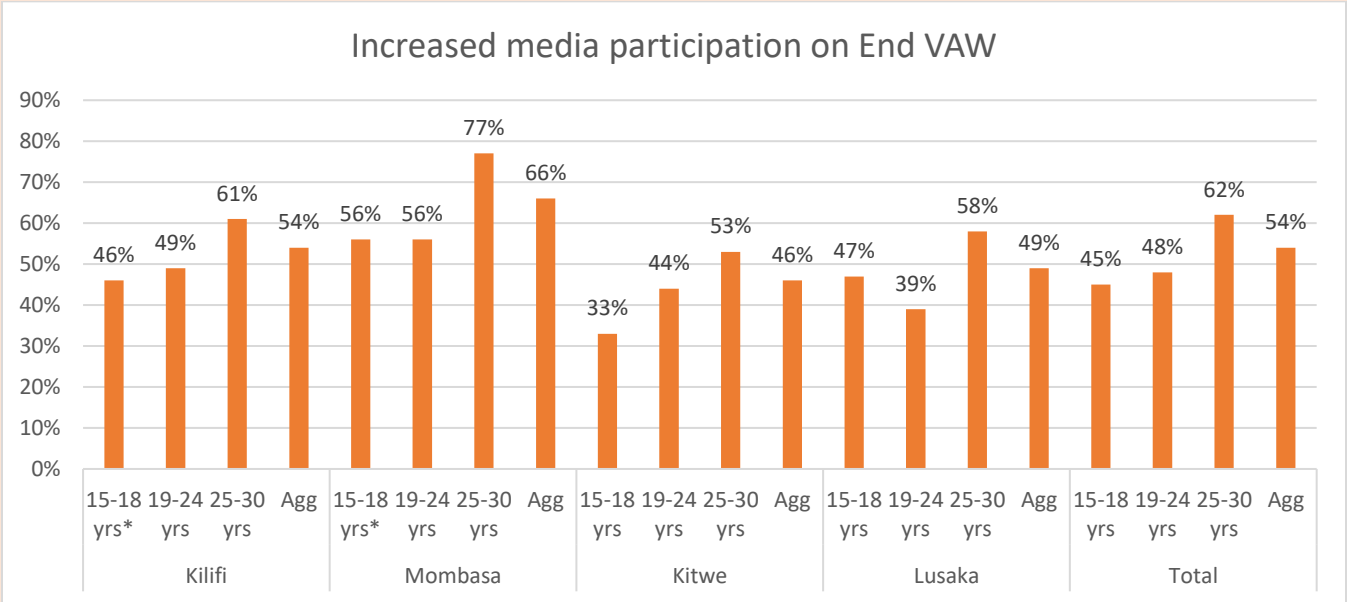


Figure 14: Percentage of survey respondents who report increased media participation in addressing VAW

Discussion with respondents during the evaluation established that there is awareness through local FM and TV stations, though not very frequent. An indication that there need to be continuous efforts to engage the media since they reach a wider audience. According to the 2016 annual report Zambia was able to have two articles published on the project on the Newsletter of the Council of Churches (CCZ), and the Daily Mail. 2 Stories have also been covered by Pan African Radio. Kenya YMCA and AAYMCA staff also participated on a radio show on Sheki FM in Mombasa.

OUTCOME3: Networks, Private Sector Companies, and Organizations engaging men and boys are strengthened as a platforms for ending VAW

Under this outcome the key indicators to measure change and achievement of project outcomes were;- Number of joint campaigns engaging men and boys to stop VAW and number of partnerships established in and supporting the #ARealManIs campaign. The outputs were to ensure that Networks of CSOs, religious organisations and private companies participate in and support the #ARealManIs Campaign; Private sector companies adapt/develop anti-sexual harassment policies in their work places. The finding below demonstrate the extent to which the outcome was achieved along the indicators output areas.

Networks of CSOs, religious organisations and private companies participate in and support the #ARealManIs Campaign

To achieve this output the following activities were implemented by joining national and continental networks engaging boys and men to stop VAW and Share best practices with other NGOs working to end VAW. A review of the annual reports indicate that there were a number of partnership created to support ARealManIs campaign. The annual reports indicate that over 60 organization joined in the campaign in both Kenya and Zambia and some of the agencies that joined the campaign include FAWE CRS, Pwani University, National Gender Equality Commission, Men Engage, Media Focus on Africa, Kenya YWCA, Child Line Kenya, Red Cross, PAWA 254, FHOK and CSOs, Moving the Goal Posts in Kilifi, Population Council, Africa Unite and other FBOs, CSOs, Private Sector and Government agencies working in areas of Gender Equality and Gender Based Violence. PAWA 254 managed the social media activities collecting the pictures and videos of young people sharing their views on who a real man is which were mostly shared on Twitter; PAWA254 also promoted men to use their power to fight key issues which undermines or disempowers dignity and honor of women, girl and boy-child; SHOFCO played an active role in reporting rising cases of GBV in their project location including sexual violation of children to the police and government authorities. While majority of the organizations joined ARealManIs campaign during community outreach sessions on masculinity and joint forums on awareness on VAW.

In Zambia the YMCA was part of the campaigns hosted by the Ministry of Gender on the 16 Days of Activism where 20 young people participated in the launch event of the campaign. Kenya YMCA received support from the County of Mombasa and Maendeleo ya akina Wanawake with who they hosted various community outreach events. One Memorandum was signed with Swahili Pot Hub for the Hackathon sporting activities to promote campaign on stopping violence against women. In addition to the joint campaigns AAYMCA continued to participate in the Men Engage Africa Activities. One of the activities that AAYMCA participated in was a forum on the gag-rule and its impact on Sexual and Reproductive Health Rights work and especially targeting sexual minorities. Zambia YMCA was co-opted into a steering committee hosted by the Ministry of Gender in Lusaka. In addition to this Kilifi YMCA was also invited to join a local stakeholder's forum in the county. During the evaluation it was established from discussion with government representatives that through this forums there is increased coordination and synergy in addressing VAW and that partner organizations working on GBV share their reports and use the report to sensitize the community on GBV issues. According to respondents interviewed in the survey it was established that through partnership there was joint strategy to ensure that communities are sensitized and that governments are engaged to ensure that policies on GBV and VAW are implemented and perpetrators of violence against women are punished by law. Zambia Victims support unit supported victims to access justices, psychosocial services and counselling services through referral mechanism. Though not part of the project design and scope, this increased momentum to address VAW as other partners got more engaged and worked more closely with AYMCA to end violence against women.

Private sector companies adapt/develop anti-sexual harassment policies in their work places

To achieve this output the following activities were to be implemented;- Workplace sessions on masculinity and anti-sexual harassment practice (Women friendly work place); Arranged HR practitioner workshops on anti-sexual harassment policies and work practices; Publication of report on sexual harassment of women in work places and Drafting of anti-sexual harassment policies. The evaluation has established from the review of annual reports and discussion with the project team that there were 13 private companies who developed interest to develop and implementing anti-sexual harassment policies at their workplace. Over 75 HR staff from different companies that were trained and sensitized on masculinity and VAW. According to the annual reports there was 40% increase in positive attitudes as recorded on the GEM Scale among male staff in companies involved in the project in year 2017; 60% increase in positive attitudes as recorded on the GEM Scale among male staff in companies involved in the project in the year 2018 and 20% increase in positive attitudes as recorded on the GEM Scale among male staff in companies involved in the project in the year 2016.



Training of human resource practioners

During the evaluation survey discussion with respondents from private companies established that work places were increasingly becoming women friendly and that private sector companies were progressively adapting and developing anti-sexual harassment policies, HIV polices, gender policies to address VAW at work places. Prior to engagement with private companies, the project progress report indicated that many junior staff were not aware of the existence of sexual harassment policy and were not aware of the legal impact of engaging in sexual harassment¹¹. Women were more afraid to report any form of sexual harassment due to fear of losing their jobs and that men were afraid to discuss issues that contribute to gender based violence in their families. Despite the positive indication of progress on private companies willing to develop anti-sexual policies, from the survey it was not ascertained how many companies had developed and implemented the anti-sexual harassment policies as at the time of the end term evaluation. However discussion with HR practitioner's show that they are willing to implement policies that would address physical and sexual violence and that their employee code of conducts has recognized the need for employees to be protected from a buse. The HR practitioners further indicated that Men in work places are increasing becoming responsible and do not harass women sexually. Many work places now have HR practitioners with ability and knowledge to handle cases of sexual harassment as result of the trainings and sensitization meeting organized by the ARealManIs Project. Despite the

¹¹ Data from Shreeji Chemicals – Mombasa based company

progress the respondents reported that there are still challenges related to company bureaucracy that slow the processes of policy formulation and approval by the boards. An observation that requires future projects to also sensitize boards of management who initiate and approve Company policies. Employees would also require continuous sensitization due to employee turnover. Development of manuals and handbooks on how to address GBV for employees was suggested as sustainable in entrenching the culture of fighting GBV at workplace. The evaluation findings show that there is momentum and good will from companies to be involved in addressing VAW at work place.

3.3.1. Challenges that may have limited project effectiveness

Key issues raised during discussions with various respondents include;

- The strategy of youth facilitators conducting outreach events in school faced challenges when the ministry of education in Kenya released a directory that NGOs supporting/ or implementing projects in schools needed approval letters from the ministry before conducting activities in school. Due to the bureaucracy in making government decisions, there are instances when school based activities were delayed as a result of delays in getting approval letters to conduct the activities.
- There was also delay in activity implementation due to extraneous factors such as political risks and sudden cholera outbreak in Zambia. The two events significantly impacted on the delivery of activities and outputs.
- The strategy of targeting private company to develop policies to address gender based violence was delayed due to internal governance and procedure for initiating and development of policies. According to the respondents, there is need to also create awareness among board members who are the custodian of policy processes within companies and private sector organizations.
- Partnership with some organizations proved difficult and they had to be dropped and their activities directly implemented by AAYMCA through the two lead partners that is Kenya and Zambia AYMCA. This led to delays in implementation of some activities that were supposedly to be implemented.
- Project reporting; Review of project reports and discussion with the project team also established that there were delays in submission of project activity and financial reports due to internal communication, organizational bureaucracy at the level of AAYMCA and the two key partners AYMCA Zambia and Kenya. This led to delays in disbursement of funds from the donor (UNTF) and which contributed to some interventions not being implemented on time to deliver on the desirable results.

3.3.2. Lessons learnt and Best practices

- **Involvement of young men in addressing VAW:** Working with Young people to address violence against women was considered a long-term strategy by the communities and who acknowledged that it lays foundation in addressing hegemonic masculinity through an intergenerational processes.
- **Private sector engagement.** Engaging the private companies to establish policies to address gender based violence did not provide immediate results on the policy front, but allowed robust conversation to take place at work places on how to address violence against women. This created momentum and opportunity to engage better with private companies who traditionally have been viewed as less receptive to Programme that focus on fundamental human rights issues.
- **Social media campaigns:** Many young spend most of their time using online platforms and the need for protection of online users is useful. Communities are rapidly changing and violence against women is not only perpetuated at family and community level. The area of online platform needs more concerted efforts both through laws and wider stakeholder engagement.

- **Partnership:** Some partnership may not work well even if organizations are focusing on the same developmental agenda. Difference in internal policies, governance structure and organizational values can be an impediment towards collective actions in address issues of common interest. This was evident when the project had to drop some partners who had a role in the implementation of project interventions due to non- compliance with project delivery. This is a clear indication that there is need to do due diligence for partners before they are engaged in project activities.
- **Project coordination:** Project implemented in wider geographical scopes require close coordination and presence of fulltime staff at the field level to ensure that activities are well coordinated and delays are not occasioned by staff turnover of partners organization because their level of effort is not fully committed to the project.

3.4. Project Efficiency

The sub-section looks at the extent to which the project was efficiently and cost-effectively implemented and how the budgeted finances and other resources were optimally used to implement project activities towards achieving the project goal and outcome. This assessment entails the assessment of the project expenditure and budget nexus, utilization of project resource to achieve value for money through timely implementation of project activities.

3.4.1. Resources and Utilization

The project was implemented for 3 years (2016-2018) with a budget of USD 527,330. Review of the annual progress reports and financial expenditure analysis reveals that the project financial resource were to an extent optimally used. The overall expenditure on the donor money was USD 370,822.86 which was 74% of the total amount of USD 499,930 donor contribution to the total project cost.

A review of expenditure across the activities indicate that there was huge variation with expenditure in some activities such as activity 2.2.2 as low as 0.00% throughout the three years. An indication that some activities were not totally implemented as had been envisaged. Some activities had higher expenditure as high as 100.12%, 95.15% such as activity 1.3.1 and 2.2.1. It is also noticeable that some activities had higher expenditure throughout the three years such as 1.2.1 which had 67.73% in year one, 112% in year two and 99.54% in year three.

A similar trend was equally evident on the outputs with expenditure on some outputs as high as 112.04% and as low as 00.00%. On the outcomes, spending in year one was at 63.76%, 32.43%, 21.07% for outcome 1, 2 and 3 respectively. The aggregate spending on Programme activities was 41.72% which was below average. Spending on cross cutting issues such as M&E, personnel, audit and indirect cost was 86.92%. On aggregate the overall spending on the project in 2016 was 61.74% slightly above average. Review of the financial report and discussion with project team established that the under expenditure was as a result of organizational challenges especially where there was delaying in providing staffing for the project by some partners such as PAWA 254 as well as Zambia YMCA. Also noted was that activities were delayed due to late implementation of the baseline study. AAYMCA also recognizes that required training on grant reporting and financial management.

In year two the spending on activities improved with the overall expenditure in the year 2017 reported at 64.24%. On the outcomes, there were increased spending at 78.80%, 81.21%, 11.29 % for outcome 1, 2 and 3 respectively. The aggregate spending on Programme activities was 57.1% which increased compared to year one and which was slightly above average. Spending on cross cutting issues such as M&E, personnel, audit and indirect cost was 85.66%. On aggregate the overall spending on the project in 2017 compared to year 2016 increased by 2.5%. Review of the financial reports and discussion with

project team established that the lack of significant improvement in spending despite the project being in year 2 was occasioned by the prevailing political climate in Kenya. This resulted in the delay of implementation of activities due to political unrest due to the 2017 presidential elections. Other contributing factors was based on the school calendar programmes and the commencement of exams that required activities to be delayed and shifted due to government regulations in Kenya that there should be little activities in schools. In Zambia Health risk due to cholera outbreak made mobilization of the community for activities difficult. Government also restricted movement to areas that were hit hard by the cholera outbreak and many of the places affected were in the project site.

In year three the spending on activities improved with the overall expenditure in the year 2018 as per the financial report for year three the indicated as 99.25%. On the outcomes, there was increased spending at 96.37%, 121.28%, 96.31 % for outcome 1, 2 and 3 respectively. The aggregate spending on Programme activities was 104.65 % which was almost double the expenditure for year one and two. An indication that more money was spent in year three since it was the closeout year.

Spending on cross cutting issues such as M&E, personnel, audit and indirect cost was 84%. On aggregate the overall spending on the project in 2018 compared to the two years 2016 and 2018 spontaneously increased by 35.01%. On aggregate the overall project spending according to the last project narrative and financial report for period 01/01/2016-30/12/2018 was 56% for project activities 56 % which was slightly above average. Overall spending on M&E, personnel audit and indirect coat was 93% and overall project expenditure was 74%. It was established that the project largely under spent project activity costs due to the delays experienced in submission and verification of the 2017 annual report, external factors such as political risks, staff turnover at partner level and natural calamities such as diseases outbreak. In conclusion project resource on activities were not optimally utilized to implement the project activities over the duration of the project due to the challenges cited. The conclusion by the evaluation team based on this analysis is that financial oversight especially a round activity implementations needs to be strengthened.

3.4.2. Project management, Coordination and Monitoring

The project had Programmes Manager at the AAYMCA level to provide project management and coordination. The manager worked closely with staffs drawn from partner organizations mainly Kenya AYMCA and Zambia AYMCA. However the end term evaluation established that the staff at the level of AYMCA were not fully remunerated through the project and were paid due to level of effort and other especially community mobilizer worked as volunteers. The project relied on the governance and financial systems of the partner organization to support the delivery of project activities. Discussion with the project team established that there are instances when project activities were delayed due to delayed approvals and late disbursement of funds to the project team. However this was not reported as having significant impact on the timely implementation of activities. There was a project orientation workshop with all key partners at the beginning of the implementation period to discuss the project goals, and reporting. There was periodic reporting on the progress of ARMI project both at half year and end of the year. A review of the project reports indicate that there were elaborate project reporting templates from the donor and which comprehensively provide adequate criteria for reporting on financial expenditure, activities implemented, outputs reached, strategies used to reach beneficiaries. The reporting template adequately captured the necessary information and which helped in providing information on the progress of the project. The evaluation team however noticed that the baseline survey was not responsive to the indicators and only provided in-depth statistics on the prevalence of VAW the two countries. This provided little room for comparison of the indicator values at baseline and at end line. The evaluation team had to rely more on retrospective and posttest study design to report on the level of achievement on the project

outcomes, indicators and output. Discussion with the project staff indicates that project coordination at the field level was a challenge as the project was implemented in wider geographical and adequate resource was not made available for field work, especially on logistical coordination around use of transport and other related field cost logistics.

A review of the financial report shows that staff travel to meetings was not adequately resource and in many instances it is the travel cost for consultants that was always factored. Working through volunteers was a grate strategy to increase manpower for the project.

However it was established that there remuneration was not costed in the budget. However they were enumerated based on their engagement in activities through facilitation fees, and which some felt was always inadequate compared to the time they spent in the project support project activities at the community level.

3.5. Project Sustainability

The sub-section looks at to what extent the achieved results, and any positive changes in the lives of women and girls, will be sustained after the project ends. The section also reports on the extent to which the project will continue to promote the continued involvement and inclusiveness of male participation.

Women and girls continue to feel safe and better protected

The evaluation findings established that women and girls in their community felt safer and protected in their respective communities. During FGD and KII discussion, respondents indicated that this is likely to get better because of the awareness level on VAW which has improved as a result of the project activities and interventions by other stakeholders and the enforcement of laws by the government. However the study respondents also acknowledge that there are still challenges especially related to culture and slow access to justice for the victims, but it was acknowledged that there is significant progress in the protection of girls and women from physical and sexual violence. The participation of different stakeholders in joint initiatives through technical working groups, networks and coalition will further ensure that the momentum to protect women and girls is continued. Men who are the main perpetrators of violence against women are slowing changing their attitude and becoming the champions and key advocates in the protection of women from gender based violence. Discussion with government representatives from both countries also established that the government has also stepped up enforcement of polices that address GBV and enhance the protection of girls and women. The respondents also observed that it is also worth recognizing that due to entrenched patriarchy the protection of women and girls must be an agenda due to the barriers which contribute gender based violence such as poverty, male hegemony, and poor access to the justices systems and legal redress.

Continued involvement and male participation in protection of women from physical and sexual violence

The end term evaluation established that there are a number of intervention implemented that contributed toward addressing VAW. Evidence from the study findings indicate that there is increased participation of young men in promoting activities and interventions that address VAW. During focus group discussion with youths it was established that they are involved in creating awareness VAW through use of open forums for discussion (Bunge la Jamii¹²), sporting activities through football clubs, mediating conflicts in homes and in the community, engaging the community leaders to address controversial gender

¹² A slang for community participation method in Kilifi

conflicting issues, reporting criminal and harmful tendencies to the police, through vigilante groups making patrol within communities to assist the police safeguard the community. The youths indicated that this are activities they do without support from AYMCA and other stakeholders as they do not require intensive financial resources. This are activities they do due the knowledge gained during transformative masculinity workshops and mentorship programmes. The youths also indicated that they have initiated schools clubs and local community youth groups which provide them with the opportunity to continuously engage and sensitize communities to safeguard and protect girls and women.

3.6. Project Impact:

The sub-section looks at to what extent the project contributed to ending violence against women, gender equality. Discussion with various respondent indicate that the project has had impact towards ending violence against women and promoting gender equality within the project locations. The decision to engage young men as change agents was considered best practice and long-lasting in the sense that men who are the key perpetrators are changing their perception on how they treat women. The decision to target young men and women aged 15-30 years was also considered by the respondents as game changer. There is increased male participation in protection of women from physical and sexual violence through their own initiatives and this is seen as positive change. Young volunteers and youths are more active in spreading positive messages through social media platforms and ensuring that girls and women are protected at the community level and also in online platforms. The evaluation findings established that from the project goal, on aggregate (combining both Kenya and Zambia), 65% (296) of survey respondents from the community perception household survey felt that women and girls in their community were safer and protected in their respective communities. Communities have embraced the ARealManIs campaign and are involved in promoting actions that address themselves to ending violence against women. Such action include reporting perpetrators of violence to the authorities and demanding action be taken against the perpetrators. Carrying out community outreach Campaigns on ending child marriage. It can therefore be concluded that despite the project challenges, the strategies used in the implementation of the project have had significant contribution towards ending violence against women in Kenya and Zambia, particularly in the communities where the project was implemented.

3.7. Knowledge Generation

The sections sought to address to what extent the project generated knowledge, promising or emerging practices in the field of EVAW/G that should be documented and shared with other practitioners and how practical are the products in term so relevancy. ARealManIs project was consider a model by many of the respondents interviewed. The focus on empowering young men to end violence against women has generated a lot of knowledge and information around working with young people to participate in addressing societal issues in the community. According various respondents, the use of transformative masculinity approach to address gender based violence provide new insights different from the traditional approaches that have heavily relied on only empowering women to protect themselves. According to the respondents this provides a lot of learning and areas that can generate new knowledge and practices of ending violence against women. The project also conducted gender based violence survey on how ICT to violate women rights in Kenya and Zambia. The report provides useful knowledge and information on how cyber space contribute to violence against women. The research provides evidence that can be used for policy advocacy by practitioners to hold social media platforms accountable for contents that promotes online violence against women. Other areas of knowledge that should be documented include how to effectively use online bloggers and journalist to EVAW/G. the attempt by the project to use engage

media was considered also considered appropriate. Respondents noted that intensive media campaigns create awareness and help reach marginalized communities through local TV and FM stations and can be more effective in EVAW/G. Private sector engagement through training of human resource practitioners was also considered relevant and an area that is emerging practices on EVAW/G and which provides opportunity and insight on how to engage the private sector towards addressing gender based violence at work place.

3.8. Gender Equality and Human Rights

The evaluation established that human rights based and gender responsive approaches had been incorporated through-out the project from the design, implementation and monitoring of project activities. The project goal is to ensure that women and girls feel safe and better protected, which by design is a human rights issues and gender equality concern. The project design and implementation was aligned to relevant global, regional and national laws that promote gender equality and rights of women. The implementation approach focused on engaging young men to protect the rights of women and the establishment of policies that address sexual and gender based violence at work place which is a human right issue. Some of instruments to which the project was aligned to are: Universal Declaration of Human Rights (UDHR), 1948; Convention on Elimination of Discrimination against Women (CEDAW), 1979; United Nations Convention of the Rights of the Child (UNCRC), 1989; United Nations Declaration of Elimination of Violence against Women (DEVAW), 1993 and the Beijing Platform for Action (BPFA), 1995. Regionally, some of the key instruments protecting women against violence include: The African Charter on Human and Peoples' Rights (1981); The African Charter on the Rights and Welfare of the Child (ACRWC), 1990; the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (Maputo Protocol, 2003); The solemn Declaration on Gender Equality in Africa (2004); the Inter-Government Authority on Development (IGAD on Gender Equality in Africa (2004); the Protocol on the Prevention and Suppression of Sexual Violence Against Women and Children; International Conference on the Great Lakes Region (2006); The African Union Gender Policy (2009) and the Declaration of the Heads of States and Governments of the Member States of the International Conference on the Great Lakes on the Sexual and Gender-Based Violence (2011). SDG 5 on gender equality. In conclusion the project by seeking to end violence against women sought to ensure women are protected from discrimination and violation of their human rights

CHAPTER FOUR: CONCLUSION AND RECOMMENDATION

4.1. Conclusions

Evaluation Criteria	Conclusions
Overall	<p>Despite the inherent project challenges and limitation it is concluded that overall, the project was successful towards achieving the project expected outcomes, which in turn positively contributed towards the overall project goal. It is evident that the project empowered young men to undertake activities that sought to end violence against women. The evaluation established that according to testimonies from majority of respondent's women and girls are increasingly feeling safe and better protected against sexual and physical violence in areas where the project was implemented in Kenya and Zambia.</p>
Effectiveness	<p>Achievement of project goals and outcomes was varied due to project related implementation challenges, some beyond the scope of the project team and the implementing organization and partners; It is the conclusion of the end term that the project contributed to women and girls being safe and better protected against sexual and physical violence in project areas in Kenya and Zambia. This is evidence by the finding that on aggregate (combining both Kenya and Zambia), 65% (296) of survey respondents from the community perception household survey felt that women and girls in their community were safer and protected in their respective communities. During discussion with respondents in FGDs and KIs various respondents indicated that over the years more women and girls are increasingly feeling safe and protected and that men who are the main perpetrators are getting more deterred as a result of laws and policies and campaigns and awareness by organizations promoting women rights including AAYMCA.</p> <p>Men are increasingly engaged in creating awareness by creating open forums for discussion (Bunge la Jamii¹³), mediating conflicts in homes and in the community, engaging the community leaders on controversial and gender conflicting issues, which indicates that they are more empowered to support actions that address gender based violence.</p> <p>It is however concluded that the police aspect of the project was not adequately achieved and that only as there are no reports of companies initiating the process to formulate their policies. The social media campaign reached 1,254, 412 people and thus was effective in creating awareness on addressing online gender based violence. .</p> <p>Over 60 organization joined in the campaign to end violence against women in both Kenya and Zambia. This is a clear indication that the project worked in collaboration to address VAW and this approach increased many voices addressing violence against women.</p>
Relevance	<p>It is the concluded that the project was highly relevant to the needs of project beneficiaries, According various respondents interviewed, the project was relevant and appropriate as it was addressing some of the gaps that cause VAW in the respective communities.</p>

¹³ A slang for community participation method in Kilifi

Efficiency	It is conclude that the project was less efficient since the evaluation findings established that on aggregate the overall spending on the project was 40.20% which is below average. Attempt to build the capacity of the partners implementing the project on financial management but this did not lead to improved efficiency and cost effectiveness on the implementation of the project activities
Sustainability	The evaluation concludes that the project impact and outcome are likely to be continued and women and girls will continue to feel safe and better protected During FGD and KII discussion, respondents indicated that this is likely to get better because of the awareness level on VAW which has improved as a result of the project activities and interventions by other stakeholders and the enforcement of laws by the government. However the study respondents also acknowledge that there are still challenges especially related to culture and slow access to justice for the victims, but it was acknowledged that there is significant progress in the protection of girls and women from physical and sexual violence. Evidence from the study findings also indicate that there is increased participation of young men in promoting activities and interventions that address VAW.
Impact	It is concluded that to a limited extent the project impacted on the lives of targeted beneficiaries. The decision to target young men and women aged 15-30 years was also considered by the respondents as game changer. There is increased male participation in protection of women from physical and sexual violence through their own initiatives and this is seen as positive change.
Knowledge Generation	There is knowledge generated from the implementation of project activities The project generated knowledge, and emerging practices in the field of EVAW/G in the area of young people to participate in addressing societal issues in the community use of social media to protect women the aspect of private sector engagement towards addressing gender based violence at work place.
Gender Equality and Human Rights	It is conclude that the project observed gender equality and human rights principle as it was aligned to relevant global, regional and national laws that promote gender equality and rights of women. In conclusion the project by seeking to end violence against women sough to ensure women are protected from discrimination and violation of their human rights
Others (if any)	

4.2. Recommendation

Evaluation Criteria	Recommendations	Relevant Stakeholders (Recommendation made to whom)	Suggested timeline (if relevant)
Overall	Improve project coordination and management at partner level by ensuring staff on project at field level are 100% compensated on the project	AAYMCA	Next phase of the project
Effectiveness	Increase activities on policy actions with the private sector companies to ensure policy actions initiated by the companies are closely monitored that if possible MOUs are developed to ensure commitment by the companies to implement establishment of policies that address VAW	AAYMCA	Next phase of the project
	Targeting of young men to engage in ending violence against women is considered a best practice and should be scaled up with more focus on organized groups in the community to ensure continued sustainability of interventions	AAYMCA	Next phase of the project
	The focus on online violence should also be scaled up since majority of young people use mobile phones and the use of online platforms. It provides a new frontier for addressing violence against women as an emerging area of concern	AAYMCA	Next phase of the project
	Governments should be lobbied to enforce laws on online cyber bullying and support actions by CSOs to engaging ICTS companies to be more involved in addressing VAW	AAYMCA and partners and other CSOs	Should be ongoing action
Relevance	The project had a wide target of women and girls within the age bracket of 15-30 years indifferent spaces, at school, community, workplace, primary, secondary and tertiary institutions. At all this levels the needs of the girls and women are different and no single intervention or activity can address their challenges in conclusively? It is recommended it is recommended that feature interventions should focus on small category of target beneficiaries with adequate similarities	AAYMCA	New Project
Efficiency	Improved financial management. Feature projects should consider assigning dedicated personnel such as grant accountant to support project teams of full time.	AAYMCA	New Project

	Develop risk matrix to map out anticipated risks that may impact on project activities and lower capacity to implement activities	AAYMCA	New Project
Sustainability	Volunteers should be involved more in project implementation and adequately remunerated to ensure that they are more engaged in the project activities even after project closes	AAYMCA	New Project
Impact	The focus on working with young men should be scaled up and strengthened through continuous training and awareness creation on VAW	AAYMCA	New Project
Knowledge Generation	Scale up studies in the area of private sector engagement in addressing VAW	AAYMCA	New Project

I. Final Version of Terms of Reference (TOR) of the evaluation

Terms of Reference: Final Evaluation

Name of Project being evaluated: **A Real Man Is**

a) INTRODUCTION:

The Africa Alliance of YMCAs is the umbrella body for Young Men's Christian Association (YMCA) National Movements in Africa. We have in our network YMCA National Movements in 24 countries. Our vision is to Empower Young People for the African Renaissance. From Subject to Citizen (S2C) is our youth empowerment model that seeks to give youth a voice, space and ability to influence change in their community. We do this by providing Power Spaces where young people experience self-discovery, unlock their potential and connect with opportunities. S2C and Power Spaces are further implemented in 4 key thematic areas: Transformative Masculinity, Economic Renaissance, Youth Justice and Civic Action. We work closely with our member movements and provide them with Technical Support for Youth Programming and organizational sustainability.

b) PROGRAMME BACKGROUND

The ARealManIs Programme (ARMI) was initiated in 2016 as a project under our Transformative Masculinity thematic area. In both Zambia and Kenya, masculinity is commonly associated with, and proved through, dominance and control of women. A transformed masculinity aims at enabling men to better handle the social and economic challenges they face, so as to influence them as partners, friends and community members, who take responsibility to stop violence against women.

The #ARMI project therefore aims at empowering young men to end Violence against Women through building transformative participation of young men in the civic sphere. The approaches of the Programme engenders positive role modeling and leadership of men and boys to address the societal root causes of VAW which influence hegemonic masculinity so as to change beliefs, values and behavior which contribute to the high prevalence rates of VAW. The approaches adopted are multifaceted including masculinity workshops, community and workplace engagement, intergenerational and gender dialogues as well as edutainment. The project further seeks to prevent domestic violence, cyber-violence, violence in the community and any other harmful practices with the focus to strengthen institutional responses. The project further pursues how Information Communications and Technology contributes to cyber violence and the extent which it feeds into the physical environment as influencer and address the regulation of policy and development thereof to protect woman and girls within the social media and wider online virtual world.

c) PROJECT STRATEGY:

The overall goal of ARMI is that women and girls are safe and better protected from physical and sexual violence by engaging men and boys in the campaign to end Violence against Women

Outcomes	Key Activities	Outputs
<p>1. Social norms adjusted to have men and boys as active participants in the fight against VAW</p> <p>2. New media and ICT integrated in campaigns policy, practice and laws stop VAW</p> <p>3. Networks private sector companies, and organisations engaging men and boys are strengthened as a platform for ending VAW</p>	<ul style="list-style-type: none"> • Training and capacity-building through Masculinity Sessions in schools and communities. • Community Outreach meetings and dialogues for the promotion of Gender and Intergenerational discussions to facilitate awareness and to promote social responses by duty bearers of public officers • Workplace capacity-building sessions with HR Practitioners for the purposes of alignment and policy development on Anti-Sexual Harassment in the Workplace • Workplace sessions for awareness and address of Sexual Harassment in the Workplace with employees • Conduct Research studies on ICT and Sexual Harassment in the Workplace Implement new media and social media based campaign on VAW and ICT • Media training on reporting of VAW Facilitate Radio interviews and discussion to promote the #ARMI project 	<ul style="list-style-type: none"> • Men and boys have knowledge on masculinity that supports protection of women and physical and sexual violence • Men and boys have skills to be role models shaping initiatives on gender youth and VAW in project areas • Young men and boys influence traditional leaders religious leaders and duty bearers to implement laws and policies related to VAW • Young people and state actors have increased knowledge on ICTs impact on propagating VAW • Networks of CSOs, religious organizations and private companies participate in and support the #ARMI Campaign • Private sector companies adapt/develop anti-sexual harassment policies in their work place

3.1 ARMI Project Scope:

The project was implemented in January 2016 and ends in December 2018. The project is active in the final year of the Programme.

3.2 Primary Beneficiaries:

The project aims to reach 2500 Women and Girls as primary beneficiaries inclusive of:

- Female scholars
- Female employees
- Female community members
- Female political activists/human rights defenders
- Lesbian, bisexual, transgender women and girls in general
- Women/girls with disabilities □ Women/girls living with HIV and AIDS □ Secondary Beneficiaries:

The project aims as reaching 3500 Men and boys inclusive of:

- Civil society organizations (including NGOs)
- Community-based groups/members
- Educational professionals (i.e. teachers, educators)
- Scholars
- Faith-based organizations
- General public/community at large
- Government officials (i.e. decision makers, policy implementers)
- Health professionals Journalists/Media Legal Officers

The project is implemented in Kenya (Kilifi and Mombasa – Coast Province) and Zambia (Lusaka -Central Province and Kitwe -Copperbelt Province) in partnership with Kenya YMCA, Zambia YMCA and PAWA254 and AAYMCA is the lead partner.

The ARMI Project total funding received is \$395,250 which has been funded by the UN Trust Fund to End Violence Against Women.

d) PURPOSE OF THE EVALUATION

The purpose of the evaluation is to assess the A Real Man Is project overall implementation over the three-year period to determine the efficiency, relevancy, impact, effectiveness and sustainability. It will further purpose to provide the AAYMCA with an objective, unbiased qualified, independent assessment of the project goal achievement and developmental scope of the ARMI project. The project evaluation is also part of the mandatory close-out requirements of the funded project by the UN Trust Fund to End Violence Against Women.

4.1 Evaluation objectives and scope

The results and recommendation of this evaluation will be used as a knowledge-based best practice guide to inform VAW projects from project design and practical intervention approaches to results chains; and to further give practical recommendations into follow-ups of actions for developmental processes in terms of project ownership, partnership, VAW and gender status and interventions as well improvements and strengthening. The scope of engagement will include implementing partners

4.1.1 Scope of Evaluation:

The evaluation timeframe will cover the entire project duration (January 2016 to December 2018) within the project sites of Kenya YMCA and Zambia YMCA and inclusive of collaborating partner activities viz PAWA254 and implementing partner AAYMCA.

The project evaluation will target the project primary and secondary beneficiaries as well as broader stakeholders including community leaders, network partners established and public officials.

4.2 Evaluation Learnings

Key learnings from the evaluation will be applied to inform future Programme development but also to serve as a tool for key stakeholder collaboration, engagement and for cross-section programmes in the assessment of multi-level approaches in the field of ending VAW, for learning purposes

4.3 Evaluation Questions and Criteria

The evaluation questions will serve to determine the effectiveness, relevance, efficiency, impact and sustainability of the ARMI project in structured approach as outlined in the table below:

Evaluation Criteria	Mandatory Evaluation Question
<p>Effectiveness A measure of the extent to which a project attains its objectives / results (as set out in the project document and results framework) in accordance with the theory of change</p>	<p>a) To what extent were the intended project goal, outcomes and results) achieved and how? 1.1</p> <p>b) Did the project have the right mix of activities to address the various areas and community dynamics?</p> <p>In addressing this question please assess the extent to which the project benefited the targeted beneficiaries. At project goal level this refers to beneficiaries (women and girls) and at outcome level, secondary beneficiaries (as men and boys).</p> <p>Please include a table on the number of beneficiaries reached as an output. If the project was focused on policy or legislation change, please assess the extent to which the project was successful in advocating for that change and whether it is likely to positively benefit women and girls. In all cases please address whether the project achieved results in accordance with the expected theory of change.</p>
<p>Relevance The extent to which the project is suited to the priorities and policies of</p>	<p>a) To what extent do the achieved results (project goal, outcome and results) continue to be relevant to the needs of women and girls?</p> <p>b) To what extent has the project identified the extent to which VAWG exists in the project areas and thereby adopted the relevant approaches</p>
<p>the target group and the context.</p>	<p>c) Did the project identify a needs-specific intervention in addressing violence against women within a localized context?</p> <p>In addressing this question please assess the extent to which the project strategies and activities were relevant and appropriate to the needs of women and girls and whether the project was able to adjust to any changes in the context and needs of the primary beneficiaries during the project.</p>
<p>Efficiency Measures the outputs – qualitative and quantitative – in relation to the inputs. It is an economic term which refers to whether the project was delivered cost effectively.</p>	<p>a) To what extent was the project efficiently and cost-effectively implemented? 3.1</p> <p>b) To what extent did the project work plans details the activity budget allocations and review with substantive basis for cost-effectiveness?</p> <p>In addressing this question, you may wish to consider whether the activities were delivered on time and to budget and whether activities were designed to make best use of resources (e.g. were cost comparisons made between different intervention/activity types before decisions taken?). Also consider whether the project has been managed well to make best use of human and financial resources.</p>

Sustainability is concerned with measuring whether the benefits of a project are likely to continue after the project/funding ends.	<p>a) To what extent will the achieved results, especially any positive changes in the lives of women and girls (project goal level), be sustained after this project ends? 4.1</p> <p>b) To what extent does the project promote the continued involvement and inclusiveness of male participation?</p> <p>In addressing this question, you may need to assess the likelihood for sustainability (given that the evaluation is conducted at the end of the project when longer-term sustainability cannot yet be assessed). For example, what steps have been taken to institutionalize the project, build capacity of stakeholders or secure benefits for rights holders through accountability and oversight systems?</p>
Impact Assesses the changes that can be attributed to a particular project relating specifically to higher-level impact (both intended and unintended).	<p>a) To what extent has the project contributed to ending violence against women, gender equality and/or women's empowerment (both intended and unintended impact)?</p> <p>In addressing this question, you may have to repeat some evidence and analysis from question one on effectiveness, however this question should specifically identify any changes in the situation for women and girls in relation to specific forms of violence and look at both intended and unintended change for both women and girls targeted by the project and those not (if feasible).</p>
Knowledge generation Assesses whether there are any promising practices that can be shared with other practitioners.	<p>a) To what extent has the project generated knowledge, promising or emerging practices in the field of EVAW/G that should be documented and shared with other practitioners?</p> <p>b) How are practical are the products in term so relevancy</p> <p>In addressing this question, it must be clear that the knowledge generated is new, innovative, builds on evidence from other projects or has potential for replication or scale up in other projects or contexts. It should not include generic lessons or knowledge that has already been frequently documented in this context.</p>
Gender Equality and Human Rights	<p>Cross-cutting criteria: the evaluation should consider the extent to which human rights based and gender responsive approaches have been incorporated through-out the project and to what extent. Practically this could mean: incorporating an assessment of human rights and gender responsiveness throughout the evaluation questions above – if not obvious; ensuring the evaluation approach and methods of data collection are gender responsive (e.g. women and girls must feel safe to share information); specify that the evaluation data must be disaggregated by sex and other social criteria of importance to the project's subject.</p>

4.4 Evaluation Design and Methodology

Proposed evaluation design

The evaluation will use a retrospective and intermediate posttest (single-group design to compare project baseline and ending findings. Findings will include both quantitative and qualitative data assessment

Data sources

An end line assessment will be conducted with the trained facilitators, youth, community members, partners and other key stakeholders and feed into the project final evaluation. The AAYMCA will lead the process of Evaluation planning with respective project site coordinators and further arrange with the project coordinators to:

- Organize meetings, interviews, visits, workshops as requested by the consultant.
- Provide transport and logistical practicality for the visits.
- Provide a translator for English/local language requirements when necessary.

Additional sources of data for the evaluation will include:

- Partner project reports and pre/post questionnaires from training sessions
- Project reports
- Stakeholder interviews including project and partner staff, county government officials, UN Women and identified key individuals

PROPOSED DATA COLLECTION METHODS AND ANALYSIS

The Consultant will visit project sites and conduct interviews with key informants as part of the facilitation of the end line assessment. The AAYMCA and partners will provide documentation and monitoring/report data. Secondary data records and sources will also be used. Baseline surveys will also be used in support of the end line assessment and final evaluation.

PROPOSED SAMPLING METHODS

Project sites for random sampling will include 1 community forum, 2 schools and 2 workplace stakeholders in each of the 4 project sites of Kenya and Zambia project. The AAYMCA who leads the process will select the key informants which will be discussed with the Consultant.

FIELD VISITS

The Consultant, after prior arrangement with each stakeholder and informant, will be based in Kenya, Kilifi for 2 days and Mombasa for 2 days.

In Zambia, the Consultant will be based in Kitwe for 3 days and in Lusaka for 3 days. During the field visits, the Consultant will meet with project staff, facilitators, teachers, students and scholars, community members, religious leaders, company HR representatives and local government.

EVALUATION ETHICS

The evaluator/s must put in place specific safeguards and protocols to protect the safety (both physical and psychological) of respondents and those collecting the data as well as to prevent harm. This must ensure the rights of the individual are protected and participation in the evaluation does not result in further violation of their rights. The evaluator/s must have a plan in place to:

- Protect the rights of respondents, including privacy and confidentiality;

- Elaborate on how informed consent will be obtained and to ensure that the names of individuals consulted during data collection will not be made public;
- If the project involves children (under 18 years old*) the evaluator/s must consider additional risks and need for parental consent;
- The evaluator/s must be trained in collecting sensitive information and specifically data relating to violence against women and select any members of the evaluation team on these issues.
- Data collection tools must be designed in a way that is culturally appropriate and does not create distress for respondents;
- Data collection visits should be organized at the appropriate time and place to minimize risk to respondents;
- The interviewer or data collector must be able to provide information on how individuals in situations of risk can seek support (referrals to organizations that can provide counseling support, for example)

The Consultant will further be responsible for:

- Review of relevant documents at project and Programme level
- Development of evaluation questions based on the above review and a strategy for the analysis and proposes a work plan for the evaluation.
- Work closely with AAYMCA, Kenya YMCA M Zambia YMCA and
- Conducting a debriefing with the AAYMCA Coordinator and the key project coordinators from the partners.
- Key deliverables of the Consultant and timeframe

The Consultant will be required to adhere to framework of key deliverables with specific actions and timelines that is agreed upon between the Consultant and the AAYMCA. The following table will indicate the key deliverables:

No.	Deliverable	Deadlines of Submission to UN Trust Fund M&E Team	Deadline
1	Evaluation Inception Report	This report should be submitted by the evaluator within 2-4 weeks of starting the assessment. The inception report needs to meet the minimum requirements and structure specified in this guideline for UN Trust Fund's review and approval.	By 7 December 2018
2	Draft Evaluation Report	In accordance with the timeline agreed with the evaluator hired by the grantee, however it is recommended that the report is submitted between 1 month and 2 weeks before the final evaluation is due. The Draft Report needs to meet the minimum requirements and structure specified in this guideline for UN Trust Fund's review and approval.	By 15 January 2018

3	Final Evaluation Report	No later than 2 months after the project end date. The Final Report needs to meet the minimum requirements and structure specified in this guideline for UN Trust Fund's review and approval.	By 15 February 2019
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Management arrangements of the evaluation

The Consultant will work on an evaluation work plan with timeframes as indicated in the table below:

Activity	Number of Days	Dates
Review of documentation (proposal reports, baseline study)	3 days	Immediate after signing of the contract (30 November 2018)
Development of the evaluation methodology and planning (meetings, group discussions, survey questionnaires)	2 days	05 December 2018
Field visits (meetings and group sessions)	10 days (5 days in each project country)	10 December 2018
AAYMCA and PAWA254 meetings	1 day (based in Nairobi in the same building)	12 December 2018
Debrief development with meeting	1 day	13 December 2018
Draft report and review	3 days	15 January 2018
Final report	3 days	15 February 2018

Consultant Final Evaluation Report criteria:

The AAYMCA will require the Consultant to adopt the following quality standards for the final evaluation report:

- English is the preferred language for the report and it has to be written in professional, transparent and without ambiguity
- The Executive Summary should be a concise chapter (not exceeding two pages), highlighting the evaluation mandate, approach, key findings, conclusions and recommendations
- The presentation of information should be well-structured, clearly documented with evidence – based findings and recommendations.
- The information in the report has to address priority or strategic information needs
- The report must contain gender equality and human rights perspectives

Consultant Qualifications and Experience Required

- Master degree in Development Studies, Social Studies and/or other related fields, with five years hands-on experience of social research

- At least three years' experience in the international development sector in Africa with a working knowledge and experience of gender, human rights and masculinity
- Demonstrable experience of conducting research using qualitative and quantitative tools (Questionnaires, interviews, focus groups, case studies, etc.)
- Excellent analysis and report writing skills
- Strong communication and interpersonal skills especially with vulnerable groups
- Experience of engaging with a range of external actors, including interacting with senior government officials and NGOs
- Excellent written and spoken English
- Experience of working on youth-focused or health projects

Application Procedure:

Qualified candidates should submit the following information:

- a) A Cover letter
- b) A Technical proposal which shall include the following:
 - Brief explanation about the lead and associate consultants with particular emphasis on previous experience in this kind of work
 - Understanding of TOR and the task to be accomplished
 - Proposed methodology
 - Draft work/implementation plan
 - Budget as per scope of work to be undertaken □ Copies of reports of previous work conducted.
 - A personal capacity statement
- c) Applications are to be submitted for attention Stacey Hoys at stacey@africaymca.org
- d) Deadline for applications: 30 November 2018.

II. Evaluation Matrix.

Evaluation Criteria	Evaluation Questions	Indicators	Data Source and Data Collection Methods
Effectiveness	To what extent were the intended project goal, outcomes and outputs (project results) achieved and how?	<ul style="list-style-type: none"> ✓ Percentage of women girls reporting feeling safe in project areas ✓ Perspective of women and girls about freedom from violence 	<ul style="list-style-type: none"> ✓ Community household perception survey ✓ Focus Group discussion ✓ Key informant interviews ✓ Project activity report
Relevance	To what extent do the achieved results (project goal, outcomes and outputs) continue to be relevant to the needs of women and girls?	<ul style="list-style-type: none"> ✓ The number of new reported incidents of violence against women 	<ul style="list-style-type: none"> ✓ Project activity reports ✓ Administrative data from government agencies such as center for crime reporting in Kenya
Efficiency	To what extent was the project efficiently and cost-effectively implemented?	<ul style="list-style-type: none"> ✓ Number of people reached through new media and social media campaigns implemented by the project and its partners 	<ul style="list-style-type: none"> ✓ Project activity report ✓ Key informant interview with project staff

Sustainability	To what extent will the achieved results, especially any positive changes in the lives of women and girls (project goal level), be sustained after this project ends?	<ul style="list-style-type: none"> ✓ Voluntary actions taken by boys and men to stop VAW ✓ Testimony of changed perceptions on hegemonic masculinity ✓ Number of partnerships established in and supporting the #ARealManIs campaign 	<ul style="list-style-type: none"> ✓ Focus Group discussion ✓ Key informant interviews ✓ Project activity report
Impact	To what extent has the project contributed to ending violence against women, gender equality and/or women's empowerment (both intended and unintended impact)?	<ul style="list-style-type: none"> ✓ Percentage of women girls reporting feeling safe in project areas ✓ Perspective of women and girls about freedom from violence 	<ul style="list-style-type: none"> ✓ Community household perception survey ✓ Focus Group discussion ✓ Key informant interviews ✓ Project activity report
Knowledge generation	To what extent has the project generated knowledge, promising or emerging practices in the field of EVAW/G that should be documented and shared with other practitioners?	<ul style="list-style-type: none"> ✓ Number of media Practitioners and bloggers promoting the #ARealManIs campaign ✓ Number of conferences/seminars where ICT study is presented 	<ul style="list-style-type: none"> ✓ Project activity report ✓ Key informant interview with project staff
Gender Equality and Human Rights	Cross-cutting criteria: the evaluation should consider the extent to which human rights based and gender responsive approaches have been incorporated throughout the project and to what extent.	<ul style="list-style-type: none"> ✓ Number of gender policies and laws integrating ICT developed or implemented ✓ Number of campaigns engaging men and boys to stop VAW 	<ul style="list-style-type: none"> ✓ Project activity report ✓ Key informant interview with project staff

III. Beneficiary Data Sheet.

Type of Primary Beneficiary	Target Number	Actual number
Women and girls in general	2500	878
Female employees		38
TOTAL PRIMARY BENEFICIARIES REACHED	-	916
Type of Secondary Beneficiary	Number	
Members of Civil Society Organizations	10 CSOs	9
Members of Faith Based Organizations	10 FBOs	2
Government Officials (i.e. decision makers, policy implementers)	10 officials	
Journalists / Media / bloggers		106
Men and/ or boys	3500	1454
Male employees		37
Private sector employers	10	13
TOTAL SECONDARY BENEFICIARIES		
Online beneficiaries		1254412

IV. Lists of persons and institutions interviewed

Category	Stakeholder group	Number of interviews			
Institutions		Kenya		Zambia	
		Male	Female	Male	Female
	Teacher primary school	1	1	1	1
	Teacher Secondary schools	1	-	1	1
	Teachers Tertiary schools	1	-	1	-
	Director of youth and Gender	1	-	1	-
	Drug enforcement commissioner				1
Civil Society Organizations and Other Partners	PAWA 254	-		-	-
	Coexist Kenya	-	-	-	-
	YWCA		1	1	1
	Coalition on Violence Against Women		1		
	Men Engage Network	-	-	-	-
	Journalists/Bloggers	2	-	3	1
	Religious Leaders	1		2	
	Youth leaders	1	1	1	1
	Africa Unite	1		1	
	CEO for ONUG (One Nation Under God)	1	-	-	
	Oasis	1	-	-	-
Private sector					
	Human Resource PR actioners	1		1	
Project Staff	Project Manager Africa Alliance of YMCAs	-	1	-	-
	Project Manager - YMCA Kenya	-	1	-	-
	Project Manager - YMCA Zambia			1	
	Finance Manager- YMCA Lusaka				1
	NOFRED Hotel manager				1
TOTAL		12	6	14	8
TOTAL		40			

V. List of supporting documents reviewed

Project Related Documents

- #AResMenIs; Engaging Men and Boys To End Violence Against Women - Baseline Study Report (2016)
- ARMI Annual Reports 2016, 2017 and 2018
- ARMI Project proposal
- YMCA_ Midyear Progress Report for 2017 and 2018
- ICT-VAW Study report 2016
- Preventing violence against women: A framework for action
- The Beijing declaration
- AAYMCA Strategic Plan 2015-2019
- Universal Declaration of Human Rights (UDHR), 1948;
- Convention on Elimination of Discrimination against Women (CEDAW), 1979;
- United Nations Convention of the Rights of the Child (UNCRC), 1989;
- United Nations Declaration of Elimination of Violence against Women (DEVAW), 1993
- Beijing Platform for Action (BPFA), 1995.
- The African Charter on Human and Peoples' Rights (1981);
- The African Charter on the Rights and Welfare of the Child (ACRWC), 1990;
- the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (Maputo Protocol, 2003);
- The solemn Declaration on Gender Equality in Africa (2004);
- The Inter-Government Authority on Development (IGAD on Gender Equality in Africa (2004);
- Protocol on the Prevention and Suppression of Sexual Violence Against Women and Children; International Conference on the Great Lakes Region (2006);
- The African Union Gender Policy (2009)
- Gender Based Violence Survey on How ICT is used to violate women in Kenya and Zambia

VI. List of Data Collection Tools

I. Focus Group Discussion guide (Youth groups, women groups, opinion leaders)

Name of interviewee	Date	Institution
Designation		

Hello, my name is _____. I am working with Move On Afrika. We are conducting an end-term evaluation for a project implemented by Africa Alliance of YMCAs. The project called #ARealManIs# is aimed at empowering young men to end violence against women. The information we collect will enable the organization and their donors to know what were the impact, achievement, lessons learned and challenges of the project interventions. You have been chosen to participate in this evaluation and I would like to ask you some questions for the purposes of the evaluation. The interview will take about 45 minutes to complete. Whatever information you provide will be kept confidential and will not be discussed with anyone. Participation in this survey is voluntary, and if we should come to any question you don't want to answer, just let me know and I will go to the next question; or you can stop the interview at any time. However, we hope you will participate in this evaluation since your views are important. Are you willing to participate in the interview?

No..... thank respondent, and stop the interview

Yes..... Thank respondent and proceed with the questions below

QUESTIONS

1. Are you aware of some of the forms of violence that women experience? YES/NO
2. What are some of the factors that make women and girls in your community experience violence against women?
3. What are some of the forms of violence against women that women and girls in your community face that make them feel unsafe (List the forms of violence)
4. Are you aware of some of the forms of violence that women experience?
5. Which category of women and girls are most likely to encounter violence in your community and why?
6. What are some of the reasons that make this category of women and girls to most likely encounter violence in your community and why?
7. Which are some of the organizations or individuals working towards addressing violence against women in your community? What are some of the efforts and activities carried by the organization to address violence?
8. How do men and boys contribute to addressing violence against women in your community?

9. Are you aware of any initiatives in your community to support men and boys on how to avoid, recognize and report instances of exploitation, violence and abuse against women? If yes what are the initiatives?
10. Would you say that this has helped reduce the fear of violence among women? If so what has changed? AND if Not what has not changed?
11. Which specific actions by men and boys contributed to addressing violence against women in your community?
12. Which are some of the actions by men and boys that still contribute to the fear of violence among women and girls in your community
13. Which are some of the public spaces where women now feel safer in your community? If YES which are this spaces?
14. Are there public spaces where women would still feel unsafe in your community? If so mention those public spaces?
15. What do you think should be done differently to address violence against women your community?
16. Who should be more involved in addressing violence against women and what should they do to make your community safe for women and girls?

Focus Group Discussion Question Guide for Children

In Primary and Secondary Schools

Hello, my name is _____. I am working with Move on Afrika. We are conducting an end-term evaluation for a project implemented by Africa Alliance of YMCAs. The project called #ARealManIs# is aimed at empowering young men to end violence against women. The information we collect will enable the organization and their donors to know what were the impact, achievement, lessons learned and challenges of the project interventions. You have been chosen to participate in this evaluation and I would like to ask you some questions for the purposes of the evaluation. The interview will take about 45 minutes to complete. Whatever information you provide will be kept confidential and will not be discussed with anyone. Participation in this survey is voluntary, and if we should come to any question you don't want to answer, just let me know and I will go to the next question; or you can stop the interview at any time. However, we hope you will participate in this evaluation since your views are important. Are you willing to participate in the interview?

No..... thank respondent, and stop the interview

Yes..... Thank respondent and proceed with the questions below

Certificate of consent

All information you provide will be treated confidentially, that is, your name or other identification will not be reported along with your answers to the questions. Before we start, do you have any questions about the exercise? Do you consent to participating in the study?

☐ No..... thank respondent, and stop the interview

☐ **YES** Signature of Interviewer: _____ (Certifying that informed consent has been given by respondent)

Disclaimer

This questionnaire should only be administered by a child protection/child participation specialist who is familiar with child protection protocols

Ask for permission to take notes

Name of Group	Date	Number of participants

Ice Breaker

- Invite each young person to pair off with someone they know and introduce their friend.
- They introduce each other. Or carry out an activity that will help make them feel at ease.
- Ensure the children understand the questions. Encourage each child to comment on each question and encourage them to speak with one another and discuss their views.
- Today we will listen to you talk about factors that contribute to violence against girls and women in your community

1. What are some of the bad things that girls or women still face in your community? (*Group the children into small groups of equal numbers. Get the group to think and talk about some of the problems and difficult experiences with others (adults, or with other children) that make them feel women and girls are unsafe in their community. Encourage them to talk about these issues in a general way rather than in a personal way. Explain to children that they are representing all the children in the community. Children write or draw these on a flip chart. Use more flipcharts as necessary.*)
2. Are there any harmful social cultural traditional practices that children still face in your community? (*Ask the children to rank the most harmful practices in their community from the most harmful to the least harmful*)
3. What do you understand by violence against women?
4. Mention some of the forms of violence against women that girls and women in your community face?
5. Are certain types of girls and women in your community who are more likely to be abused, neglected or exploited and their rights violated? If so who are they?
6. What do you see as the reason why women and girls face violence in your community?
7. Who are the perpetrators of this forms of violence against women in your community?
8. Who works to address some of the forms of violence that women and girls face in your community (it can be individuals, groups, organizations or government bodies)? What kind of problems do they usually respond to?
9. Are you aware of any initiatives in your community to support men and boys on how to avoid, recognize and report instances of exploitation, violence and abuse against women? If yes what are the initiatives?
10. Would you say that this has helped reduce the fear of violence among women? If so what has changed? AND if Not what has not changed?
11. What do you see as the positive steps that has been taken in your community ((it can be by individuals, groups, organizations or government bodies) to reduce violence against women?
12. Which are some of the public spaces where women and girls now feel safer in your community? If YES which are this spaces?
13. Are there public spaces where women and girls would still feel unsafe in your community? If so mention those public spaces?
14. What do you think should be done differently to address violence against women your community?
15. Who should be more involved in addressing violence against women and what should they do to make your community safe for women and girls?

II. Key Informant Interview guide for stakeholders (partners and government officials)

Name of interviewee	Date	Institution
Designation		

Hello, my name is _____. I am working with Move On Afrika. We are conducting an end-term evaluation for a project implemented by Africa Alliance of YMCAs. The project called #ARealManIs# is aimed at empowering young men to end violence against women. The information we collect will enable the organization and their donors to know what were the impact, achievement, lessons learned and challenges of the project interventions. You have been chosen to participate in this evaluation and I would like to ask you some questions for the purposes of the evaluation. The interview will take about 45 minutes to complete. Whatever information you provide will be kept confidential and will not be discussed with anyone. Participation in this survey is voluntary, and if we should come to any question you don't want to answer, just let me know and I will go to the next question; or you can stop the interview at any time. However, we hope you will participate in this evaluation since your views are important. Are you willing to participate in the interview?

No..... thank respondent, and stop the interview

Yes..... Thank respondent and proceed with the questions below

QUESTIONS

1. What are some of the factors that make women and girls in your community experience violence against women?
2. What are some of the forms of violence against women that women and girls in your community face that make them feel unsafe (List the forms of violence)
3. Who are the perpetrators of this forms of violence against women in your community?
4. Which category of women and girls are most likely to encounter violence in your community and why?
5. What are some of the reasons that make this category of women and girls to most likely encounter violence in your community and why?
6. Which are some of the organizations or individuals working towards addressing violence against women in your community? What are some of the efforts and activities carried by the organization to address violence against women?
7. How do men and boys contribute to addressing violence against women in your community?
8. Are you aware of any initiatives in your community to support men and boys on how to avoid, recognize and report instances of exploitation, violence and abuse against women? If yes what are the initiatives?

9. Would you say that this has helped reduce the fear of violence among women? If so what has changed? AND if Not what has not changed?
10. Which specific actions by men and boys contributed to addressing violence against women in your community?
11. Which are some of the actions by men and boys that still contribute to the fear of violence among women and girls in your community
12. Would you say that your role and that of your organization contributed to some of the benefits that have been realized in addressing violence against women? If yes kindly explain.
13. Which are some of the public spaces where women now feel safer in your community? If YES which are this spaces?
14. Are there public spaces where women would still feel unsafe in your community? If so mention those public spaces?
15. What do you think should be done differently to address violence against women in your community?
16. Who should be more involved in addressing violence against women and what should they do to make your community safe for women and girls?

III. Key Informant Interview guide for project staff (AAYMCA, YMCA Kenya, YMCA Zambia)

Name of interviewee	Date	Institution
Designation		

Hello, my name is _____. I am working with Move On Afrika. We are conducting an end-term evaluation for a project implemented by Africa Alliance of YMCAs. The project called #ARealManIs# is aimed at empowering young men to end violence against women. The information we collect will enable the organization and their donors to know what were the impact, achievement, lessons learned and challenges of the project interventions. You have been chosen to participate in this evaluation and I would like to ask you some questions for the purposes of the evaluation. The interview will take about 45 minutes to complete. Whatever information you provide will be kept confidential and will not be discussed with anyone. Participation in this survey is voluntary, and if we should come to any question you don't want to answer, just let me know and I will go to the next question; or you can stop the interview at any time. However, we hope you will participate in this evaluation since your views are important. Are you willing to participate in the interview?

No..... thank respondent, and stop the interview

Yes..... Thank respondent and proceed with the questions below

QUESTIONS

1. What are some of the issues that make women and girls experience violence which the project sought to address?
2. What are some of the forms of violence against women that the project sought to address (List the forms of violence)
3. What strategies and interventions were used to address reduction of violence against women by the project?
4. What would you consider as the success stories that can be attributed to project interventions in addressing reduction of violence against women in community where the project was implemented?
5. What are some of the challenges experienced in addressing reduction of violence against women by the project?
6. Are there lessons learnt as a result of the success attributed to the project or challenges experienced during project implementation?
7. From the lessons learnt which specific actions should be considered in future towards addressing violence against women in the community where you worked?
8. What other actions were not considered in the initial project design which would have been useful in helping reduce violence against women in the communities where you worked?

9. Are there any financial resource challenges that were experienced during project implementation and if so how did this impact on the project activities?
10. How were these challenges addressed to mitigate impact on project interventions?
11. What other constraints were experienced that may have limited the attainment of project goals and objectives and which were not anticipated?
12. Is there likelihood that the benefits of the project will endure over time after the completion of the project? YES/NO
13. If yes, what aspects of the project are likely to be continued after the Programme ends?
14. If No, what aspects of the project are not likely to be continued or may not be replicated in the future after the Programme ends?
15. What would you recommend in the design of future projects based on the learning and knowledge gained from the implementation of the ARealManIs project?

Community Household Perception Questionnaire

Hello, my name is _____. I am working with Move On Afrika. We are conducting an end-term evaluation for a project implemented by Africa Alliance of YMCAs. The project called #ARealManIs# is aimed at empowering young men to end violence against women. The information we collect will enable the organization and their donors to know what were the impact, achievement, lessons learned and challenges of the project interventions. You have been chosen to participate in this evaluation and I would like to ask you some questions for the purposes of the evaluation. The interview will take about 45 minutes to complete. Whatever information you provide will be kept confidential and will not be discussed with anyone. Participation in this survey is voluntary, and if we should come to any question you don't want to answer, just let me know and I will go to the next question; or you can stop the interview at any time. However, we hope you will participate in this evaluation since your views are important. Are you willing to participate in the interview?

No..... thank respondent, and stop the interview

Yes..... Thank respondent and proceed with the questions below

SECTION I: DEMOGRAPHICS

	Description	Response
1.1	Country	1.Kenya 2.Zambia
1.2	Areas of Implementation (Provinces/Counties)	1.Kilifi 2.Mombasa 3.Kitwe (Copper Belt Province) 4.Lusaka (Central Province)
1.3	Gender/Sex	1.Male 2.Female 3.Other
1.4	Age	1.18-24 years 2. 25-30 years 3. 31-35 years 4. 36-54 years 5. 55-64 years 6. 64+ years
1.5	Marital Status	1.Single 2. Married 3. Separated/Divorced 4. Widowed
1.6	Education Level	1.None 2.Primary 3.Secondary 4. Tertiary Colleges 5. Technical & Vocational Training Colleges 6. Undergraduate University 7. Post-Graduate University 8.Others specify: _____
1.7	Are you still continuing with your schooling?	1.Yes 2.No

1.8	Residency	1.Urban 2.Peri-Urban 3.Rural
1.9	Do you have any form of impairment or disability?	1.Yes 2.No 3.Do wish to answer

SECTION II: WOMEN AND GIRLS ARE SAFER AND BETTER PROTECTED AGAINST VIOLENCE

Q	Description	Responses
2.1	Have you with witnessed violence against women and girls (VAM) in your area of residency in last one week?	1.Yes 2. No 3.Do not know
2.2	How frequent are cases of violence against women and girls in your area of residency?	1.Daily occurrence 2. On a weekly basis I must spot a case 3. Happens often though not predicable 4. Rarely happens, just isolated cases. 5. Used to happen but in the near past not witnessed any 99. Do not know
2.3	How does Violence against Women manifest in your area?	1.Physical beating and injuries 2.Sexual/rape 3. Emotional/Psychological 4. Intimidation 5. Other
2.4	Do women and girls feel protected and safe in your community?	1.Yes 2.No 99.Do not know
2.5	If yes (2.4), Which are some of the areas where women and girls feel safe and protected	1.Public toilets 2. taxi ranks 3. Parks 2. Pubs 3. Restaurants, 4. Dancing clubs 5. Schools 6. Churches 7. Work Places 8. Family home 9. Social Media 99. Do not Know
2.6	If NO (2.4), Which are the areas in your community where women don't feel safe and protected	1.Public toilets 2. taxi ranks 3. Parks 2. Pubs 3. Restaurants, 4. Dancing clubs 5. Schools 6. Churches 7. Work Places 8. social media

		9. Family home 99. Do not Know
2.6	Which category of women and girls are not safe in this public spaces	1. Girls aged 0-10 yrs. 2. Girls aged 11-15 yrs. 3. Girls aged 15-18 yrs. 4. Girls aged 18-24 yrs. 5. Girls aged 24-35 yrs. 6. Girls aged 35 and above 7. Girls with disability 99. Others.....
2.7	Do men and boys understand their role in the society?	1.Yes 2.No 99.Do not know
2.8	Do you believe that Men and boys are increasingly supportive of actions to addressing violence against women?	1.Yes 2.No 99.Do not know
2.9	If YES? What are some of the things men and boys do to protect women in your area of residency against violence?	1..... 2..... 3..... 4..... 5.....
2.10	If NO? What are some of the things men and boys do to that contribute to violence against women in your community?	1..... 2..... 3..... 4..... 5.....
2.11	Have you participated in community outreach or community conversation activities in your area?	1.Yes 2.No 99.Do not know
2.12	If Yes what was the community outreach initiative all about?	1..... 2..... 3..... 4..... 5.....
2.13	To what extent do you agree with the following statements	
A	Men are progressively changing on their knowledge, attitudes, practices and behaviour on hegemonic masculinity in our community	5.Strongly Agree 4.Agree 3.Moderately Agree 2.Disagree 1.Strongly Disagree 0. Neither agree nor disagree 99.Do not know
B	Men and boys have skills to be role models shaping initiatives on gender youth and VAW in our areas	5.Strongly Agree 4.Agree 3.Moderately Agree 2.Disagree 1.Strongly Disagree

		0. Neither agree nor disagree 99.Do not know
C	Young men and boys influence traditional leaders religious leaders and duty bearers to implement laws and policies related to VAW	5.Strongly Agree 4.Agree 3.Moderately Agree 2.Disagree 1.Strongly Disagree 0. Neither agree nor disagree 99.Do not know
D	Our area has witnessed increased mentorship Transformative Masculinity	5.Strongly Agree 4.Agree 3.Moderately Agree 2.Disagree 1.Strongly Disagree 0. Neither agree nor disagree 99.Do not know
E	There are arranged community meetings between youth and traditional leaders	5.Strongly Agree 4.Agree 3.Moderately Agree 2.Disagree 1.Strongly Disagree 0. Neither agree nor disagree 99.Do not know
F	There is increased awareness and adaptation of anti-sexual harassment policies in private sector companies to end VAW in the work place	5.Strongly Agree 4.Agree 3.Moderately Agree 2.Disagree 1.Strongly Disagree 0. Neither agree nor disagree 99.Do not know
G	Open spaces in the community are free of VAM and women feel safe	5.Strongly Agree 4.Agree 3.Moderately Agree 2.Disagree 1.Strongly Disagree 0. Neither agree nor disagree 99.Do not know
H	Men in work places are increasing becoming responsible and do not harass women sexually	5.Strongly Agree 4.Agree 3.Moderately Agree 2.Disagree 1.Strongly Disagree 0. Neither agree nor disagree 99.Do not know
I	Many work places now have HR practitioners with ability and knowledge to handle cases of sexual harassment	5.Strongly Agree 4.Agree 3.Moderately Agree 2.Disagree 1.Strongly Disagree 0. Neither agree nor disagree 99.Do not know
J	Men and Boys are active participants in the fight against VAW	5.Strongly Agree 4.Agree 3.Moderately Agree

		2.Disagree 1.Strongly Disagree 0. Neither agree nor disagree 99.Do not know
2.18	We do not receive reports of women being harassed in workplaces frequently (Probe again)	1.Yes 2. No 3. Never heard of a report 99.Do not know

SECTION III: USE OF NEW MEDIA INTEGRATED IN CAMPAIGNS, POLICY, PRACTICE AND LAWS TO STOP VIOLENCE AGAINST WOMEN (VAM)

#	Description	Response
3.1	How do you access the social media?	1.Smart phone (Andriod/I-Phone 2. Tablet/lpad 3.Personal Computer 4.From a cyber café near me 5.Youth centre managed and controlled by AAYMCA/partner 6.Other 1:_____
3.2	Young people have increased knowledge on ICTs impact on propagating VAW	5.Strongly Agree 4.Agree 3.Moderately Agree 2.Disagree 1.Strongly Disagree 0. Neither agree nor disagree 99.Do not know
3.3	Young women and girls feel safe and protected when they use social media?	5.Strongly Agree 4.Agree 3.Moderately Agree 2.Disagree 1.Strongly Disagree 0. Neither agree nor disagree 99.Do not know
3.4	In the last one year, there has been increase in participation of media people and bloggers in the effort to stop VAM	5.Strongly Agree 4.Agree 3.Moderately Agree 2.Disagree 1.Strongly Disagree 0. Neither agree nor disagree 99.Do not know
3.5	I have been involved in research or perception survey that links ICT use, VAM and Youth (skip to 3.7 if not yes)	1.Yes 2.No 99.Do not remember/Know
3.6	If yes, when was the study conducted?	1.2016 2.2017 3.2018 99. Cannot state precise date
3.7	Did you participate in the launch of AAYMCA and/or partner social media based advocacy campaign?	1.Yes 2.No 99. Do not remember/know

3.8	As a stakeholder, were you involved in stakeholder meetings on how ICT affects VAM? (Skip 3.10 if not yes)	1.Yes 2.No 99. Do not remember/know
3.10	Are you aware of a produced edutainment material (such as an app) on how to prevent VAM to happen through ICT?	1.Yes 2.No 99.Do not know
3.11	If yes, has it contributed to addressing violence against women in your community?	1.Yes 2.No 99.Do not know
3.12	If No, what are the reasons why it has not contributed to addressing violence against women in your community?	
3.11	Media persons and bloggers are now more knowledgeable and adequately responsive to VAM and negative effects of ICT on VAM	5.Strongly Agree 4.Agree 3.Moderately Agree 2.Disagree 1.Strongly Disagree 0. Neither agree nor disagree 99.Do not know
3.12	There are more bloggers and journalists increasing trained and articulating issues of VAM in their blogs sphere and media spaces	5.Strongly Agree 4.Agree 3.Moderately Agree 2.Disagree 1.Strongly Disagree 0. Neither agree nor disagree 99.Do not know
3.14	In the last one year, I have increasing heard more Violence Against Women Campaigners and Rights Activists being engaged or addressing community on vernacular and community radio	5.Strongly Agree 4.Agree 3.Moderately Agree 2.Disagree 1.Strongly Disagree 0. Neither agree nor disagree 99.Do not know
3.15	There are increased number of new reported cases of violence against women	5.Strongly Agree 4.Agree 3.Moderately Agree 2.Disagree 1.Strongly Disagree 0. Neither agree nor disagree 99.Do not know
3.16	Women experience more respect and less violence in the workplace and in the community	5.Strongly Agree 4.Agree 3.Moderately Agree 2.Disagree 1.Strongly Disagree 0. Neither agree nor disagree 99.Do not know

SECTION FOUR: NETWORKING AND PARTNERSHIP FOR ENDING VAM

#	Description	Response
4.1	Are organization or companies you are aware of in your country that are engaging men and boys to jointly advocate for ending VAM?	1.Yes 2.No 3.Do not know
4.2	If yes kindly mention and describe what they do?	1..... 2..... 3..... 4..... 5.....
4.3	Rate the level of influence of young men on traditional leaders, religious leaders and duty bearers to implement laws and policies related to VAW	5.Highly Influential 4.Moderately Influential 3. Just Influential 2. Less influential 1. Not influential 0. Do not know
4.4	Private companies and religious leaders are more engaged and responsive to campaigns to end VAW	5.Strongly Agree 4.Agree 3.Moderately Agree 2.Disagree 1.Strongly Disagree 0. Neither agree nor disagree 99.Do not know
4.7	What are some of the best practices you can say have been implemented by NGOs to end VAM in your area? (Mentions of up to 3 fine)	1..... 2..... 3..... 4..... 5.....
4.8	Do community groups hold meetings between youth and traditional leaders/religious leaders'/duty bearers?	1.Yes 2.No 3. Do not know
4.9	Workplaces are increasing becoming women friendly	5.Strongly Agree 4.Agree 3.Moderately Agree 2.Disagree 1.Strongly Disagree 0. Neither agree nor disagree 99.Do not know
4.11	Most of Private sector companies have adapt/developed anti-sexual harassment policies in their work places	5.Strongly Agree 4.Agree 3.Moderately Agree 2.Disagree 1.Strongly Disagree 0. Neither agree nor disagree 99.Do not know
4.15.	The private sector has taken up the project and entrenched policies that address VAW at workplace	5.Strongly Agree 4.Agree 3.Moderately Agree 2.Disagree 1.Strongly Disagree 0. Neither agree nor disagree 99.Do not know

SECTION FIVE: PERSPECTIVE OF WOMEN AND GIRLS ABOUT FREEDOM FROM VIOLENCE AND HARRASSMENT

#	Response	Response
5.1	Women and girls are free of violence an harassment at home	5.Strongly Agree 4.Agree 3.Moderately Agree 2.Disagree 1.Strongly Disagree 0. Neither agree nor disagree 99.Do not know
5.2	Women and girls are free of violence and harassment at work places?	5.Strongly Agree 4.Agree 3.Moderately Agree 2.Disagree 1.Strongly Disagree 0. Neither agree nor disagree 99.Do not know
5.3	Women and girls are free of violence and harassment at Schools	5.Strongly Agree 4.Agree 3.Moderately Agree 2.Disagree 1.Strongly Disagree 0. Neither agree nor disagree 99.Do not know
5.4	Women and girls are free of violence and harassment at public spaces?	5.Strongly Agree 4.Agree 3.Moderately Agree 2.Disagree 1.Strongly Disagree 0. Neither agree nor disagree 99.Do not know

SECTION VI:

6.1. In your view, how best can men be involved to support campaign against the violence against women and girls?

6.2. Your recommendations on how to implement projects targeting to engage young men to address violence against women?

END

VII. Participant information and consent form

ADULT CONSENT

FOR ENROLLMENT IN THE STUDY

Title of Study: End term evaluation of ARealManIs

Principal Investigator \ and institutional affiliation: Edwine Ochieng- Move on Afrika

Co-Investigators and institutional affiliation: Hilary Onyango

Introduction:

I would like to tell you about a study being conducted by the above listed researcher team members. The purpose of this consent form is to give you the information you will need to help you decide whether or not to be a participant in the study. Feel free to ask any questions about the purpose of the evaluation, what happens if you participate in the study, the possible risks and benefits, your rights as a volunteer, and anything else about the research or this form that is not clear. After we have answered all your questions satisfactorily, you may decide to be in the study or not. This process is called 'Informed consent'. Once you understand and agree to be in the study, I will request you to sign your name on this form. You should understand the general principles which apply to all participants in research: i) Your decision to participate is entirely voluntary ii) You may withdraw from the study at any time without necessarily giving a reason for your withdrawal iii) Refusal to participate in the research will not affect the services you are entitled during the implementation of programmes related to this evaluation. We will give you a copy of this form for your records.

May I continue? YES / NO

This study has approval by AAYMCA and UN TRUST FUND. _____

WHAT IS THIS STUDY ABOUT?

The researcher team members listed previously are interviewing individuals who participated in the project on empowering young men to end violence against women. The purpose of the interview is to find out what worked and what did not work in addressing violence against women in your community. Participants in this research study will be asked questions about how the project contributed to addressing violence against women and girls in your community. We are asking for your consent to consider participating in this study.

WHAT WILL HAPPEN IF YOU DECIDE TO BE IN THIS RESEARCH STUDY?

If you agree to participate in this study:

You will be interviewed by a trained interviewer in a private area where you feel comfortable answering questions. The interview will last approximately 45 minutes.

Potential psychosocial risks of participating in this study may include some invasion of privacy resulting in embarrassment of the study participants. Information about an individual's experience of violence may be particularly sensitive and breach of confidentiality and could lead to stigmatization and cause psychological trauma.

We will ask for a telephone number where we can contact you if necessary. If you agree to provide your contact information, it will be used only by people working for this study and will never be shared with others. The reasons why we may need to contact you include: if we may need to further clarify any information with you or find out if there are any psychosocial risks that you may have suffered as a result of participating in the study.

ARE THERE ANY RISKS, HARMS DISCOMFORTS ASSOCIATED WITH THIS STUDY?

Research has the potential to introduce psychological, social, emotional and physical risks. Effort should always be put in place to minimize the risks. One potential risk of being in the study is loss of privacy. We will keep everything you tell us as confidential as possible. We will use a code number to identify you in a password-protected computer database and will keep all of our paper records in a locked file cabinet. However, no system of protecting your confidentiality can be absolutely secure, so it is still possible that someone could find out you were in this study and could find out information about you.

Also, answering questions in the interview may be uncomfortable for you. If there are any questions you do not want to answer, you can skip them. You have the right to refuse the interview or any questions asked during the interview.

It may be embarrassing for you to be asked questions you may not be comfortable answering. We will do everything we can to ensure that this is done in private. Furthermore, all study staff and interviewers are professionals with special training in these examinations/interviews.

ARE THERE ANY BENEFITS BEING IN THIS STUDY?

There are no direct benefit for participating in the study. But your organization could work closely with the organization implementing the Programme to address some the issues affecting women in your community.

WILL BEING IN THIS STUDY COST YOU ANYTHING?

Being in this study will require your time and will be conducted at your office/household and will require you dedicate time. However there is no monetary cost that will be incurred by you as a result of participating in the study.

WILL YOU GET REFUND FOR ANY MONEY SPENT AS PART OF THIS STUDY?

In case you incur any expenses on transport and lunch as stipends for participating in the study based on our request to do so to aid the convenience of you participation in the study, this will be refunded **as** may be applicable.

WHAT IF YOU HAVE QUESTIONS IN FUTURE?

If you have further questions or concerns about participating in this study, please call or send a text message to the study staff at the number provided at the bottom of this page.

For more information about your rights as a research participant you may contact us on +254 720 455 120 or AAYMCA.

The study staff will pay you back for your charges to these numbers if the call is for study-related communication.

WHAT ARE YOUR OTHER CHOICES?

Your decision to participate in research is voluntary. You are free to decline participation in the study and you can withdraw from the study at any time without injustice or loss of any benefits.

CONSENT FORM (STATEMENT OF CONSENT)

Participant's statement

I have read this consent form or had the information read to me. I have had the chance to discuss this research study with a study counselor. I have had my questions answered in a language that I understand. The risks and benefits have been explained to me. I understand that my participation in this study is voluntary and that I may choose to withdraw any time. I freely agree to participate in this research study.

I understand that all efforts will be made to keep information regarding my personal identity confidential.

By signing this consent form, I have not given up any of the legal rights that I have as a participant in a research study.

I agree to participate in this research study:	Yes	No
I agree to have (define specimen) preserved for later study:	Yes	No
I agree to provide contact information for follow-up:	Yes	No

Participant printed name: _____

Participant signature / Thumb stamp _____ Date _____

Researcher's statement

I, the undersigned, have fully explained the relevant details of this research study to the participant named above and believe that the participant has understood and has willingly and freely given his/her consent.

Researcher's Name: _____ Date: _____

Signature _____

Role in the study: _____ *[i.e. study staff who explained informed consent form.]*

For more information contact Edwine Ochieng at 0720 455 120 from 8.00am to 6.00pm

Witness Printed Name (*If witness is necessary, A witness is a person mutually acceptable to both the researcher and participant*)

Name _____ Contact information _____

Signature /Thumb stamp: _____ Date: _____

PARTICIPANT INFORMATION AND CONSENT FORM

PARENTAL CONSENT

Title of Study: End term evaluation of ARealManIs

Principal Investigator \ and institutional affiliation: Edwine Ochieng- Move on Afrika

Co-Investigators and institutional affiliation: Hilary Onyango

Introduction:

I would like to tell you about a study being conducted by the above listed research team members. The purpose of this consent form is to give you the information you will need to help you decide whether or not your child should participate in the study. Feel free to ask any questions about the purpose of the research, what happens if your child participates in the study, the possible risks and benefits, the rights of your child as a volunteer, any other useful information about the research and provide any necessary clarifications on anything that might not be clear to you on this form. After addressing all your questions satisfactorily, you may decide if you want your child to be in the study or not. This process is called 'Informed consent'. Once you understand and agree for your child to be in the study, I will request you to sign your name on this form. You should understand the general principles which apply to all participants in a medical research: i) Your child decision to participate is entirely voluntary ii) You child may withdraw from the study at any time without necessarily giving a reason for his/her withdrawal iii) Refusal to participate in the research will not affect any support your child may be entitled to during the implementation of this Programme.

May I continue? YES / NO

For children below 18 years of age we give information about the study to parents or guardians. We will go over this information with you on your permission in order for your child to participate in this study. We will give you a copy of this form for your records.

If the child is at an age that he/she can appreciate what is being done the he/she will also be required to agree to participate in the study after being fully informed).

WHAT IS THE PURPOSE OF THE STUDY?

The researcher team members listed previously are interviewing individuals who participated in the project on empowering young men to end violence against women. The purpose of the interview is to find out what worked and what did not work in addressing violence against women in your community. Participants in this research study will be asked questions about how the project contributed to addressing violence against women and girls in your community. We are asking for your consent to consider participating in this study.

WHAT WILL HAPPEN IF YOU DECIDE YOU WANT YOUR CHILD TO BE IN THIS RESEARCH STUDY?

If you agree for your child to participate in this study, the following things will be expected of you: They will be interviewed by a trained interviewer in a private area where they feel comfortable answering questions. The interview will last approximately 45 minutes. The interview will cover topics to how the project addresses violence against women and girls in your community. After the interview has finished, we will ask for a telephone number where we can contact you if necessary. If you agree to provide your contact information, it will be used only by people working for this study and will never be shared with others.

The reasons why we may need to contact you include: if there are any psychosocial risks that your child may have suffered as a result of the study. We will offer to make appropriate referral for psychosocial support for your child.

ARE THERE ANY RISKS, HARMS, DISCOMFORTS ASSOCIATED WITH THIS STUDY

Research has the potential to introduce psychological, social, emotional and physical risks. Effort should always be put in place to minimize the risks. One potential risk of being in the study is loss of privacy. We will keep everything your child tell us as confidential as possible. We will use a code number to identify your child in a password-protected computer database and will keep all of our paper records in a locked file cabinet. However, no system of protecting confidentiality can be absolutely secure so it is still possible that someone could find out your child was in this study and could find out information about your child. Also, answering questions in the interview may be uncomfortable for your child. If there are any questions she or he does not want to answer, we will skip them. Your Child has the right to refuse the interview or any questions asked during the interview. It may be embarrassing for your child to have an interview in an open place. We will do everything we can to ensure that this is done in private. Furthermore, all study staff and interviewers are professionals with special training in these examinations/interviews. Also the interview may be stressful. In case of an injury, illness or complications related to this study, contact the study staff right away at the number provided at the end of this document. The study staff will refer the child for treatment for conditions that require more extensive care.

ARE THERE ANY BENEFITS BEING IN THIS STUDY?

Your child may benefit by receiving free referral, you may be counseled on the risks that predispose girls and women to violence. We will refer your child to a hospital for care and support if necessary. Also the information your child provides will help us better understand how the project contributed to making women and girls safe and better protected against sexual and physical violence in your community. This information is a major contribution to science and the fight against violence against women in your country.

WILL BEING IN THIS STUDY COST YOU ANYTHING?

Being in this study will require your time and will be conducted at your household and so will require your time. However there is no monetary cost that will be incurred by you as a result of participating in the study.

IS THERE REIMBURSEMENT FOR PARTICIPATING IN THIS STUDY?

Participation in the study is voluntary and there is no monetary reimbursement or compensation for your time. However children who are involved in the study may be enrolled as project beneficiaries during similar programmes in future.

WHAT IF YOU HAVE QUESTIONS IN FUTURE?

If you have further questions or concerns about participating in this study, please call or send a text message to the study staff at the number provided at the bottom of this page.

For more information about your rights as a research participant you may contact us on +254 720 455 120 or AAYMCA. The study staff will pay you back for your charges to these numbers if the call is for study-related communication.

WHAT ARE YOUR OTHER CHOICES?

Your decision to have your child participate in this research is voluntary. You are free to decline or withdraw participation of your child in the study at any time without injustice or loss of benefits. Just inform the study staff and the participation of your child in the study will be stopped. You do not have to give reasons for withdrawing your child if you do not wish to do so. Withdrawal of your child from the study will not affect the services your child is otherwise entitled to during implementation of similar programmes in future.

For more information contact Edwine Ochieng at 0720 455120 from 8.00 am to 6.00 pm

CONSENT FORM (STATEMENT OF CONSENT)

The person being considered for this study is unable to consent for him/herself because he or she is a minor (a person less than 18 years of age). You are being asked to give your permission to include your child in this study.

Parent/guardian statement

I have read this consent form or had the information read to me. I have had the chance to discuss this research study with a study counselor. I have had my questions answered by him or her in a language that I understand. The risks and benefits have been explained to me. I understand that I will be given a copy of this consent form after signing it. I understand that my participation and that of my child in this study is voluntary and that I may choose to withdraw it any time.

I understand that all efforts will be made to keep information regarding me and my child's personal identity confidential.

By signing this consent form, I have not given up my child's legal rights as a participant in this research study.

I voluntarily agree to my child's participation in this research study:

Yes

No

I agree to have my child undergo _____ testing:

Yes

No

I agree to have (**define specimen**) preserved for later study:

Yes

No

I agree to provide contact information for follow-up:

Yes

No

Parent/Guardian signature /Thumb stamp: _____ Date _____

Parent/Guardian printed name: _____

Researcher's statement

I, the undersigned, have fully explained the relevant details of this research study to the participant named above and believe that the participant has understood and has knowingly given his/her consent.

Printed Name: _____ Date: _____

Signature: _____

Role in the study: _____ [i.e. study staff who explained informed consent form.]

Witness Printed Name (If witness is necessary) _____

Signature: _____

Child Assent Form.

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May I continue? YES / NO

There are some things about this study you should know. Potential psychosocial risks of participating in this study may include some invasion of privacy resulting in embarrassment of the study participants. Information about an individual's risk to violence may be particularly sensitive and breach of confidentiality could lead to stigmatization and cause psychological trauma. To prevent this risk, the researchers will ensure adequate confidentiality safeguards including appropriate data safety monitoring plan and procedures to protect the confidentiality of the data such as use of codes and passwords. Only the authorized research team members will have access to the study raw data. In addition, the team will take steps to protect their privacy by not disclosing to third parties the name of our institution or the reason for contacting you. Not everyone who takes part in this study will benefit. Participation in the study is voluntary and there is no monetary reimbursement or compensation for your time. However children who are involved in the study may be enrolled as project beneficiaries during implementation of future programmes.

When we are finished with this study we will write a report about what was learned. This report will not include your name or that you were in the study.

You do not have to be in this study if you do not want to be. If you decide to stop after we begin, that's okay too. Your parents know about the study too.

If you decide you want to be in this study, please sign your name.

I, _____, want to be in this research study.

(Signature/Thumb stamp)

(Date)