Women Connect Across Conflicts: Building Accountability for Implementation of UN Security Council Resolutions 1325, 1820, 1888, 1889

Final Evaluation Report

Gabriela Byron
June 2013

Photo credits:

Front page: school girls, Vorukh
Page 24: school girl, Vorukh
Page 40: Community leader, School teacher, Vorukh

All photos by G. Byron

Women Connect Across Conflicts: Building Accountability for Implementation of UN Security
Council Resolutions 1325, 1820, 1888, and 1889

Final Evaluation

Table of contents:

List of Acronyms

CAR	Central Asia Region
CBO	Community Based Organization
CEDAW	Convention on the Elimination of all forms of Discrimination against Women
CS(O)	Civil Society (Organization)
DCAF	Geneva Centre for Democratic Control of Armed Forces
DV	Domestic Violence
EECA	Eastern Europe and Central Asia
EU	European Union
EUMM	European Union Monitoring Mission
FV	Fergana Valley
GDP	Gross Domestic Product
GE	Gender Equality
GEC	Gender Equality Council
HR	Human Rights
IAGE	Innovative Action for Gender Equality
IDP	Internally Displaced Person (s)
MOJ	Ministry of Justice
NAP	National Action Plan
NATO	North Atlantic Treaty Organization
NCG	National Coordination Group
NGO	Non-Governmental Organization
NRF	National Referral Mechanism
NRM	National Referral Mechanism
PMEF	Performance Monitoring and Evaluation Framework
SC	Southern Caucasus
SCR	Security Council Resolution
SGBV	Sexual and Gender Based Violence
SSR	Security Sector Reform
TOR	Terms of Reference
TOT	Training of Trainers
UN	United Nations
UNDAF	United Nations Development Assistance Framework
UNFPA	United Nations Population Fund
UNDP	United Nations Development Programme
UNHCR	United Nations High Commission for Refugees
UNJP	United Nations Joint Programme
UNRCCA	UN Regional Centre for Preventative Diplomacy for Central Asia
USD	United States Dollar
WCAC	Cross-regional project *Women Connect Across Conflict: Building Accountability for Implementation of UN Security Council Resolutions 1325, 1820, 1888, 1889*
WEPD	Women for Peace, Equality and Development
WPS	Women, Peace and Security

Executive Summary

The cross-regional project *Women Connect Across Conflict: Building Accountability for Implementation of UN Security Council Resolutions 1325, 1820, 1888, 1889* (WCAC) was developed to "enhancement of capacity of women's human rights activists and gender equality advocates and their networks to effectively and meaningfully engage, influence and mobilize for dialogues on security and peace issues at various levels nationally and regionally". Eight countries from Central Asia Tajikistan, Kyrgyzstan, and Uzbekistan), South Asia (Pakistan, Afghanistan) and the Southern Caucasus (Armenia, Azerbaijan, Georgia) were included. In enhancing capacity, the project worked with civil society, as well as with duty bearers (states, governments) to improve their capacity to meet their commitments. The cross regional activities were designed to enhance and complement interventions at the national level.

The two-year project, with a budget of 1,075,296 Euros funded primarily by the European Union, was implemented between October 2010 and May 2013, including a 6-month no-cost extension. It was managed by a three person team, led by an international Programme Manager and based in Tbilisi, Georgia

Project objectives were:
1. Facilitate work at national level on development of the **National Action Plan** (NAP) on UN SCR 1325, 1820, 1888 and 1889 in at least two countries (Georgia and Pakistan) for further replication in other target countries.
2. Strengthen **referral mechanism** to provide redress for sexual and other forms of violence against women in situations of conflict in at least one country (Georgia).
3. **incorporate gender equality** principles into security sector reform to promote zero tolerance to sexual violence as a weapon of war in at least one country (Georgia).
4. **Mobilize national partners at local level** to engage in evidence-based dialogues and advocacy for reconciliation, tolerance building and compliance with women's human rights obligations in Fergana Valley

Purpose and scope of the evaluation:

The **purpose** of the evaluation is to assess programmatic progress and challenges at the outcome level, as well as contribution of outputs to these overall achievements. The information generated will contribute to engaging policy makers and other stakeholders in evidence based dialogue and advocacy and provide support to strategic planning in the project regions and help to ensure project outputs are converted to sustainable outcomes. It covers the full 30 months of the project.

Evaluation of Methodology

The evaluation was carried out from March to May 2013 by a three-person team; an international evaluation specialist, and national evaluation assistants in Georgia and Tajikistan. Field work was carried out in Georgia and Tajikistan, and skype meetings were held with key informants in Pakistan. The team interviewed widely in and outside of the capitals, with participants at all levels in government and civil society, as well as beneficiaries (community members, internally displaced persons). Document review and interviews were the primary form of data gathering.

Key evaluation questions covered standard evaluation criteria of relevance, effectiveness, efficiency and sustainability.

Evaluation conclusions:

The project was highly **relevant** to both duty bearers and rights holders in promoting the implementation of UN SCR 1325. It provided the former (governments) with specific technical support, and the latter with improved capacity and opportunities for policy input and advocacy. In all countries various levels and intensity of past, current and potential conflict make the implementation of the UN SCR high priority for women, as the ultimate beneficiaries.

Results: the project made significant progress on all objectives, although few could be considered complete as they were envisioned over a five year period and few of the objectives have clear indicators that would signal the process has been complete.

In the first three objectives, WCAC's high quality, strategic and timely technical support to the government of Georgia helped to ensure the development of its UN SCR 1325 NAP and subsequent implementation plan, including the two particular areas of response to SGBV in conflict, and Security Sector Reform. Specific tools of particular use to government and civil society are the Baseline Studies that provided a good map in each country of the context, institutions, laws and practices relevant to the implementation of a NAP.

Important results were achieved in all four objectives in the strengthening of civil society through: institutionalizing government/CS consultation; providing training in UN SCR 1325, as well as specific topics such as responding to SGBV, mediation skills, human rights observation and documentation. Cross border and cross-regional training enriched learning, and set up the potential networks that will strengthen participants in each country. In a few cases, workshops and training tried to cater to too wide an audience, suggesting that future efforts be more closely targeted and sustained. Networks will need consolidation. Training in HR monitoring in the Fergana valley is another successful form of capacity building that also contributes evidence to advocacy strategies.

Noticeable results that did *not* happen include the NAP in Pakistan, following conclusions from the baseline study that conditions were not appropriate. While Uzbekistan participated in training, it did not participate in the HR Monitoring exercise. Finally, progress in Afghanistan was severely curtailed due to the security situation which included bombing of UN facilities. Most of the results observed were in Georgia which served as a pilot. Conditions there – including a marked orientation to the West – may not be as replicable in other countries, although the pilot *process* has provided lessons learned to a range of stakeholders.

Sustainability was enhanced by strategies that promoted capacity development and ownership by governments; modest and achievable results, and mechanisms for institutionalizing Civil Society participation and strengthening its capacity. In the cases where there is a plan for UN SCR 1325, Civil society also has a powerful tool for advocacy. In addition, the project was complementary - an added layer or dimension to other UN Women projects, most notably *Women for Equality, Peace and Development* in Georgia and *UN Joint Programme on Gender Equality* in Georgia which provided for continuity and for concrete actions at the local levels in conflict and SGBV contexts, in Georgia.

The main threats to sustainability are the lack of specific government budgets for implementing the NAP in Georgia (or in Tajikistan, the Action Plan of the National Strategy of the Empowerment of Women 2012-2015 of which UN SCR 1325 forms a chapter) and the delegation of responsibility to gender bodies (the Gender Equality Council in Georgia, the Committee on Women and Family Affairs in Tajikistan) which do not have the human or financial resources to carry it out. Kyrgyzstan – learning from the experience of Georgia – has made greater efforts to pinpoint responsibility and to ensure funding by incorporating the Ministry of finance into the planning process.

Effectiveness and efficiency. Its iterative and complementary nature allowed the project to follow flexible, strategic and timely interventions, at the cost, however, of weak indicators and monitoring of them. Where complementarity with other UN Women projects at the national level is strongest, the project was most effective. Resources were appropriate to the results achieved, but reflected the higher costs for international experts, and a high level management team that also provided important technical support. Much of the project spending was in the final year, as the reorganization of former UNIFEM into UN Women slowed down hiring and project implementation. Direct project management led to flexibility and efficiency in implementation, but resulted in excessive administration for the small UN Women management team.

Recommendations

General

Given the need to consolidate achievement made to date in strengthening both government capacity to develop and implement NAPs, and civil society's participation and advocacy, the project should be renewed for the second phase

The proposed model of an international manager (to ensure neutrality) in each of the Fergana Valley and Southern Caucasus sub-regions should be considered. To avoid splitting the project

into two, the managers should have complementary expertise and cover different *thematic* areas on a project wide basis. An alternative, splitting the project in two - one for CAR and one for SC would allow the project to address the specific context in each region, although specific mechanisms would have to be defined to promote valuable learning across the regions.

Based on learning in Phase 1, Phase 2 of the project should have a more rigorously defined results chain, with particular emphasis on both indicators and base line relevant to measuring project objective of enhancement of capacity.

WCAC should continue to promote, motivate, support and document the development of NAPs where there is an opportunity. Particular attention should be given to methodologies for gender audits and budgeting for NRM and SSR.

The WCAC should advance on its plan to develop a core of women peace mediators at the regional level through intense capacity building and networking AND advocate within the UN system and governments to use these resources persons. The women peace mediators should also train mediators at the national and local levels to bring a gender perspective to these efforts,

UN Women should support the development of specialists in key areas such as NRM and SSR by providing focused training within a framework that promotes an ongoing network among the nucleus of participants. The administration of the network[1] should be contracted to a lead NGO in one of the countries, while UN Women provides technical input. UN Women should consider the feasibility of a small grant programme available to participants and/or their organizations to study and document relevant issues or achievements in respective countries.

UN Women should expand the TOT programme to develop a critical mass in each country, create a framework to support the cascade training, and monitor the results to track both the reach and the possible evolution and impact.

UN Women should continue to support Human rights monitoring in the Fergana Valley, increasing the numbers trained to at least 6-8 per country. Following a shared analysis as part of the training, participants should select an issue that can be shared across borders, and possibly involve cross border aspects.

In cross regional trainings and meetings held outside of Georgia, UN Women should invite participants from peace organizations in Abkhazia and South Ossetia. Not only are they critical actors in peace building in Georgia, but they have limited access to training and resources.

UN Women should design an exit strategy for phase II on the assumption that WCAC will have made its contribution to advancing the implementation of national action plans and the capacity of women's rights activists, and that future achievements can be made through the national plans of UN Women. This would include improved indicators and expanded complementarity planning with country level programmes.

Georgia

UN Women should continue to provide technical support as needed to government working groups on NRM and UN SCR. This should include developing capacity to properly estimate budget costs for the implementation of the plan, and carrying out gender audits at a ministerial level to assist in planning.

In close collaboration with WEPD, the WCAC project should carry out a gender/NAP policy audit in selected municipalities to assess challenges and opportunities of implementation at the local level. WCAC should document and share lessons learned in this process with international networks.

WCAC should carry out a needs assessment of the NGO/women's organizations to determine the most appropriate training needed, and then define a capacity development framework to meet these needs. The framework should include a monitoring strategy incorporating the baseline data

---

[1] Administration could include: maintaining regular contact through e-mail and a web page or facebook page with appropriate links; taking care of logistics for meetings and training; ensuring evaluative and financial reporting on activities and achievements is maintained.

as well as effective indicators for measuring changes. A needs assessment methodology and framework could be made available to other country programmes.

UN Women should provide support and technical advice to the newly formed NGO coalition for advocacy formed as a result of the mediation training held in February 2013. Particular attention should be paid not just to advocacy capacity, but to the strategy/capacity to do it as a coalition.

Tajikistan

WCAC should continue to offer technical and ad hoc support to the Committee for Women and Family affairs including co-sponsoring consultations with Civil Society and other branches of government.

UN Women should explore following up its advocacy and policy work on early marriages with innovative approaches to empowering young women.

As they are facing the ongoing effects of conflict, UN Women should follow up, on initiatives to involve younger women, based on work with university students and the study on early marriage. This should include information/ awareness raising, debates/forums to explore and analyze issues, and opportunities to be included in civil society/ government consultations. Special efforts should be made to include rural young women and to partner with organizations already working with youth. Close monitoring could provide lessons learned on Youth & UN SCR 1325 in the sub-region.

Pakistan

WCAC should increase participation of NGO/Civil Society partners in cross regional TOT on CEDAW/UN SCR 1325 to provide civil society with greater capacity to defend their rights and advocate with their government. Where and if possible WCAC, in consultation with the UN Women office, should consider offering appropriately tailored training internally in Pakistan to further extend awareness.

Pakistan NGOs should be invited to the specialized training on NRM and SSR and to form part of the network. NRM is particularly important given the severity of the problem and the obstacles for Cooperation created by the government's denial of the problem. With improved information and skills regarding international standards and practices, both practice and advocacy will be more effective.

1.   Project description

1.1.   Project Description

The *Women Connect Across Conflict: Building Accountability for Implementation of UN Security Council Resolutions 1325, 1820, 1888, 1889* (WCAC) project is cross- regional in nature, encompassing countries of the Central Asian region (Fergana Valley - Kyrgyzstan, Tajikistan, Uzbekistan), Southern Caucasus region (Armenia, Azerbaijan, Georgia) and South Asia (Pakistan and Afghanistan).[2] It began in October 2010, and closed on March 31, 2013. The total budget for the programme, mostly funded by the European Union, was 1,075,269 Euros (1,358,006 USD, plus 7% for administration). The two-year project was envisioned as a first phase: a second phase for three years is still being developed. The project is directly managed by UN Women through the Sub Regional Office for Eastern Europe and Central Asia. Although not part of the sub-regional programme Afghanistan and Pakistan were included in a number of cross-national activities of the project.

The project responds to the global call for reporting and accountability on the implementation of UN SCR 1325, by UN SCR 1889 (2009). The terms of reference (TOR) note that in spite of increased awareness of the importance of UN SCR 1325, very little has changed in the past decade in terms of women's role in official peace talks; establishing accountability and protection from sexual violence, or engagement of women in post conflict recovery.

The project is designed to support national partners in the sub-regions to "work on localizing global indicators to local contexts and adopting national action plans to put implementation of the Security Council Resolutions to a stronger state commitment and obligation, as well as secured state funding."[3]

According to the programme proposal, the overall objective is the "enhancement of capacity of women's human rights activists and gender equality advocates and their networks to effectively and meaningfully engage, influence and mobilize for dialogues on security and peace issues at various levels nationally and regionally in a selected number of countries. "[4]

> **First specific objective** aims at facilitating work at national level on development of the **National Action Plan** (NAP) on 1325, 1820, 1888 and 1889 in at least two countries (Georgia and Pakistan) for further replication in other target countries.
>
> **Second specific objective** targets strengthening **referral mechanism** to provide redress for sexual and other forms of violence against women in situations of conflict in at least one country (Georgia).
>
> **Third specific objective** focuses on **incorporating gender equality** principles into the internal operations of the security sector to promote zero tolerance to using sexual violence as a weapon of war in at least one country (Georgia).
>
> **Fourth specific objective** of the intervention aims at **mobilizing national partners at local level** to engage in evidence-based dialogues and advocacy for reconciliation, tolerance building and compliance with women's human rights obligations in Fergana Valley (Kyrgyzstan, Uzbekistan, Tajikistan).
>
> Fifth objective: **Programme Management and Evaluation** International Programme Manager/Chief Technical Advisor (International Fixed Term P4 – full time for 2 years) **Local** Programme Assistant (full time for 2 years) and related travel, communication and office maintenance.

---

[2] Although the project is implemented through the Sub Regional Office of UN Women for Eastern Europe and Central Asia, the project encompasses countries in 3 regions: the Southern Caucasus, Central Asia and South Asia. Cross regional will refer to activities that include more than one of these regions; cross border will refer to activities that involve more than one country *within* the particular region.
[3] European Commission, *Women Connect Across Conflicts:, Building Accountability for Implementation of UN SCR 1325, 1820, 1888, 1889,* Proposal submitted to the EIDHR by UN Women (former UNIFEM),
[4] Ibid

Program Budget
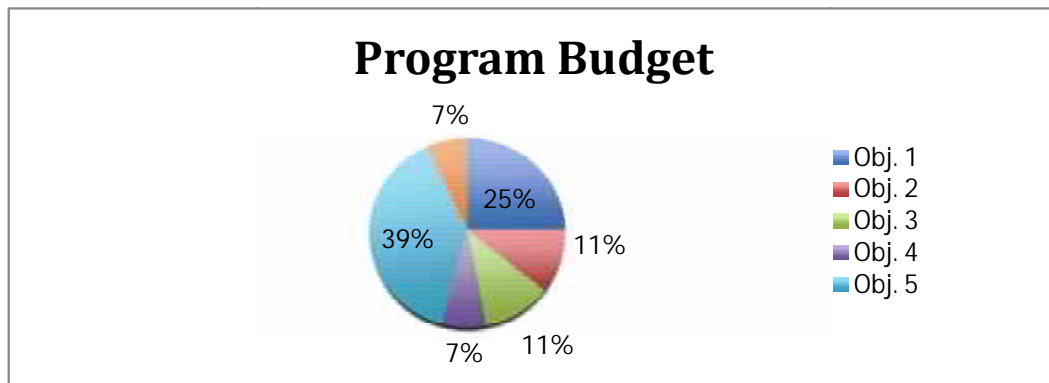
The project generally incorporated the following activities in all outcome areas:

- *Collection of data/evidence*, in the form of baseline studies for all countries/regions, mapping exercises and specific monitoring/data gathering activities; documenting good practices, successful pilot projects.
- *Communicating and promoting awareness;* in the form of working groups, public forums, policy development
- *Capacity development;* in the form of training, expert meetings, on specific topics, training of trainers, development of manuals for furthering and extending capacity development; Generating and maintaining cross-regional knowledge, tools and practices;
- *Advocacy;* in the form of support to policy makers and to CSOs in promoting action, implementation and monitoring of policy; linking policy to global indicator development process.
- *Cross border networking;* Building solidarity of HR and GE Advocates trough cross-regional common vision and consensus developed and exchange of experiences

The overall logic of the project was to pilot several activities in Georgia for learning lessons and extending/replicating in other countries in the sub-region through documentation and cross border exchanges. This approach pre-supposes a second phase to carry out the replication and an iterative approach to project planning: lessons learned along the way will influence how later stages of the project will be carried out.

Stakeholders:

The project's primary focuses were:
  i)   Government officials in positions relevant and responsible for developing and implementing policies relevant to Security Council Resolution 1325, including Ministries of Defence, Foreign Affairs and Interior, parliamentarians, national statistics offices, Ombudsman's offices, etc
  ii)   Women's organizations, human rights organizations, women's human rights advocates, including women in political positions and in women's parliamentary caucuses.

Although the former group needs more specific technical support and the latter needs more advocacy support, both groups are expected to benefit from working together – with civil society contributing a rich base of grass roots experience to policy development and a national network to cooperate in implementing it. The programme strategy is to design processes that would have the two sets of stakeholders work together, even where there has not been a national history of doing so.

1.2   Project Context

On a global level, it is acknowledged that in spite of greater awareness of the UN Security Council Resolutions, change was slow to occur. Research by UN Women (former UNIFEM) available at

the project planning stage,[5] indicated that women are still on the margins of formal peace processes. UN Women (former UNIFEM)'s analysis of 24 major peace negotiation processes since shows that only 2.1% of signatories of peace agreements were women, and there is no record of female peace mediators. Women's participation in negotiating delegations averaged 7.1% in 14 cases where such information was available[6]. In general, there is insufficient information on women's experience in conflict and peace processes. However, when women are excluded issues such as women's rights to land, the rights of women IDPs and refugees, and, the need for a judicial and security response to sexual violence during and after the conflict situation are not addressed.

The Southern Caucasus, the Fergana Valley, Afghanistan and Pakistan are subject to past, ongoing and potential conflicts that have had a major impact on women as victims of violence and displacement, and have presented major setbacks to the achievement of their rights. Women's involvement in peace-building and conflict prevention has often been important at the local level, but has generally been limited at the national negotiations, policy and planning levels. In general, gender was seen as a lesser priority, not as factor to improve peace-building and reconstruction efforts.

All countries involved in the project have signed and ratified CEDAW; most have ratified the additional protocol, and all have submitted at least one report. At the onset of the project, none of the participating countries had a national action plan on UN SCR 1325.

Information gathered by the project (e.g. baseline and mapping studies) generally point to number of issues specifically affecting women in conflict. For example, forced and early marriage of girls increased as a result of conflict, which reduces options and reverts to older cultural patterns of patriarchal protection in times of insecurity. Women are disproportionately found among refugees and internally displaced persons – the August 2008 military conflict between Georgia and Russia resulted in further increase of the number of Internally Displaced Persons that equal to around 260,000 both from the conflicts of the early 1990s and this recent conflict[7]

In December 2008, the EU committed to the Comprehensive approach on the Implementation of UN SCR 1325 and 1820 on Women, Peace and Security, including the development of progress indicators for the protection and empowerment of women in conflict and post conflict situations. EU commitment to this area is an important motivator to countries in the region, particularly Georgia which has a strong western orientation.

The project is part of the sub-regional strategic plan of UN Women's Eastern Europe and Central Asia Sub-region that encompasses 12 post soviet countries, 6 of which are included in the project.[8] Previous evaluations have highlighted three factors that can contribute to success in the promotion of gender equality: A holistic approach, engagement with government stakeholders, and capable domestic partners. Expanded partnerships at various levels, and collection of reliable data, strong evidence, monitoring and reporting practices, and the use of pre-and post capacity assessment tools were also recommended.[9] Another important role for UN Women is as knowledge broker, acting as a regional hub for the 12 countries, as well as supporting the development of regional expertise and knowledge networks.

Regional strategies reflected in the WCAC project plan include: sub-regional interventions such as cross-border and cross-sectoral exchanges and networking; enhanced partnerships based on strategic synergies; generation and effective management of documented best practices and

---

[5] A more recent study by UN women (2012) show little change: a sample of 31 major peace processes between 1992 and 2011 revealed that only 4 per cent of signatories, 2.4 per cent of chief mediators, 3.7 per cent of witnesses and 9 per cent of negotiators are women. Women's Participation in Peace Negotiations: Connections between Presence and Influence, Oct 2012, p. 2

[6] UN Women (former UNIFEM) 2008: 'Women's Participation in Peace Negotiations: Where are the Numbers?' mimeo, October, New York. Cited in Project proposal document

[7] Stigter, Elca, Building Accountability: Implementation of 1325, 1980. 1988,1989, Mapping Study: Georgia, Armenia, Azerbaijan, UN Women, WCAC, 2012 p.24

[8] The countries of the EECA sub regional office of UN Women (based in Almaty, Kazakhstan) included in the project are Georgia, Armenia, Azerbaijan, Kyrgyzstan, Tajikistan and Uzbekistan. The other countries covered by the EECA sub regional office are: Moldova, Ukraine, Turkmenistan, Kazakhstan, Belarus and Russia

[9] UN Women, *STRATEGIC NOTE 2012-2013 Eastern Europe and Central Asia Sub-region, p.* **4**

---

resource materials; evidence based advocacy, equipping gender advocates with strong arguments.[10]

Although regional in nature, the project focuses on piloting efforts in Georgia, to document lessons learned, and to replicate elsewhere. Georgia is particularly committed to a western orientation and aligning its policies with the EU and NATO, in part counter its open border conflict with Russia. Also, UN Women, through its previous 5 year UN Women (former UNIFEM) project on promotion of CEDAW and the UN SCR 1325, has laid a foundation for the work in the Southern Caucasus.

---

[10] *Ibid,* p. 5

2.   Purpose of the Evaluation

The project *Women Connect across Conflicts (WCAC)* was launched in 2010 with support of the EU to enhance the capacity of Women's human rights and gender equality advocates and their networks to successfully engage in dialogue on security and peace issues at various levels nationally and regionally.

The evaluation began shortly after the end of the project (March 31, 2013). At this point, no second phase of the project was underway, although consultations have been held, and a concept paper developed. This assessment will contribute to the development of follow up proposals.

The *purpose* of the evaluation is to assess programmatic progress and challenges at the outcome level, as well as contribution of outputs to these overall achievements. The information generated will:

> Contribute to engaging policy makers and other stakeholders in evidence based dialogue and advocacy

> Provide support to strategic planning in the project regions and help to ensure project outputs are converted to sustainable outcomes.

Key evaluation questions[11]

> **Relevance:**   Were the programmatic methodologies/strategies appropriate to address the identified needs of beneficiaries and stakeholders?

> **Effectiveness:** To what extent did the Project reach the planned results and how sustainable are results? What was not achieved in full and why?

> **Efficiency:**   Have resources (financial, human, technical support, etc.) been allocated strategically to achieve the project outcomes?

> **Sustainability:** Are national partners committed to the continuation of the project (or some its elements) after funding ends?

Specific evaluation objectives include:

a) Analyze the relevance of the programmatic strategy and approaches;

b) Validate project results in terms of achievements or weaknesses in terms of expected outcomes.

c) Assess the potential for sustainability of results through nationally led efforts;

d) Document lessons learned, best practices, weaknesses, success stories and challenges to inform future work of various stakeholders

e) Based on stakeholder feedback, make region specific recommendations for potential programmatic interventions by UN Women.

The intended audiences are: UN Women Staff, European Commission donor, project partners (women's groups, local and national women's councils, government partners).

---

[11] The evaluation Terms of Reference, including the key evaluation questions, can be found in Annex D

3.   Evaluation Methodology

3.1   Methodology

The evaluation took place between March and May of 2013, with field work in Georgia and Tajikistan from April 8-20 and additional Skype interviews held with staff and stakeholders in Pakistan and Kyrgyzstan. It was carried out by an international Consultant, with support from local evaluation assistants in Tbilisi, Georgia and Sughd Oblast, Tajikistan. [12]

The deliverables are:
  - i)   Inception report, with evaluation matrix[13]
  - ii)   Power Point presentation with initial observations and findings
  - iii) Draft report for comments
  - iv) Final report with executive summary, annexes

The data gathering process included three phases:
  1. Preliminary planning, desk review and preparation of inception report, work plan and evaluation matrix; Skype meetings with key programme staff in Almaty.
  2. Field data gathering; extensive interviews and site visits in two countries (Georgia and Tajikistan)
  3. Follow up document review[14], Skype interviews with informants in Pakistan and Kyrgyzstan data analysis. Preparing report.

Five days of field work in Georgia included:
  - Meetings with government officials and staff of ministries involved in security issues.
  - Meetings with government and Civil Society representatives of working groups, participants in expert meetings and training.
  - Trainers of trainers
  - Women's NGOs and grass roots organizations addressing IDPs, SGBV, and women's rights, both in Tbilisi and Gori.
  - Meetings with UN Women staff, other multilateral agencies, international NGOs

Four working days in Tajikistan included two days in Dushanbe, one in Khujand, and one in Vorukh Jamoat, District of Isfara. They included meetings with:
  - Government officials (Ombudsman's office, Ministry of Justice, Committee on Women and Family)
  - NGOs in Sughd Oblast
  - Community leaders, teachers and female students in Vorukh
  - Participants in WCAC training programmes and cross –border meetings.
  - UN Women staff, other multilateral organizations.

A complete list of persons interviewed face to face, in group interviews and by Skype and be found in Annex E.

Data Collection: Individual and group interviews, using a semi-structured interview protocol were the main tool for data gathering. Interview protocols were prepared various stakeholders but it was soon found that the variety of experiences with the programme defied a standard format. In most interviews one or two of the questions were by far the most important. Formats were semi-structured in order to allow for unexpected results, as well as to encourage informants to prioritize their responses.

The evaluation team also reviewed most project documentation including manuals and knowledge products, and other relevant UN Women, UN and other documents. A list of resources can be found in Annex B.

---

[12] See Annex A for evaluation team composition
[13] The evaluation approach is summarized in the attached Evaluation Matrix, Annex C
[14] Besides additional documentation becoming available during the course of the evaluation, there was also a short time frame between beginning the contract, and embarking on the field visits.

Data analysis: consisted primarily in triangulation of both qualitative and quantitative data. Indicators provided were mixed, and somewhat limited for analysis. Triangulation included a variety of types and sources of data: personal reflections of direct participants; assessment of number and type of UN Women interventions; reflection of UN Women standards and principles (quality) of the NAP, etc.   Statistical analysis was not seen as useful to this type of evaluation.

Sampling: One country from each of the sub-regions was selected by UN Women to focus the evaluation. Georgia was the obvious choice for the Southern Caucasus given the concentration of pilot activities and the location of the project management office. Tajikistan was selected for Central Asia and Pakistan for South Asia, although travel to the last of these was not included. Within each country, efforts were made to ensure representation of duty bearers (government officials, Ombudsperson's offices, Ministries of the Interior, Defence); and rights holders (women's organizations, people affected by violence). In the latter case, in both countries, this included directly affected populations – Internally Displaced Persons (IDP) and border communities affected by insecurity. In Pakistan, interviews were limited to staff and direct participants.

3.2   Limitations/ evaluation challenges

A few factors affected the overall evaluation:

The first challenge was just the nature of a complex, multi-country project whose implementation in each country/regional context was quite distinct. An additional challenge was that the proposed monitoring framework to be developed in conjunction with the EU was never completed, and no other monitoring framework was developed in its stead. Therefore, there were some gaps in the monitoring data. A framework would have related outputs to outcomes, and tested and/or updated relevant indicators. To some extent, this was done in narrative reports. However, it was still necessary to fill in the results chain from various activity reports and to make assumptions about appropriate indicators.

Originally, an evaluation team of 3 – a team leader and two Associate evaluators (Georgia and Tajikistan) - was planned. Due to the small pool of experienced evaluators, it was difficult to find national professionals with appropriate evaluation experience. Instead, Evaluation Assistants were hired and for a relatively limited number of days (level of effort). This reduced somewhat the scope and depth of evaluation possible at the national level.

Although Pakistan was one of the three countries included in the evaluation, no travel was planned.   Instead, a small number (3) interviews were programmed and carried out by skype/phone. This was less than ideal, and resulted in a significant reliance on UN Women documents.

A major flight delay (12 hours) and a day's illness reduced the time available for data gathering in Tajikistan. In the end, there were only three working days, partly made up for with the generosity of staff and one of the key informants to continue meetings on the weekend.

4.   Evaluation Findings (By Outcome)

Four outcomes are envisioned in the project. The principle focus of activities and human and financial resources is Outcome 1, which is intrinsically tied to Outcomes 2 & 3.   The latter are designed to advance the planning and implementation of specific aspects of the National Action Plan mainly in Georgia. Outcome 4 is specific to the Fergana valley.

This section will deal with the four outcomes individually.   However, as there is considerable overlap and synergy among elements, all activities promoting the NAPs in general will be addressed under Outcome 1.   Outcomes 2 & 3 will specifically address issues of national referral mechanism (NRF) on SGBV, and Security Sector Reform (SSR) respectively.   The final outcome will cover only activities specific to the Fergana valley.

Outcome 1: National plans of Action on UN SCR 1325, 1820, 1888, and 1889 adopted in Georgia and Pakistan

> **Output 1.1 National Action Plans on UN SCR 1325, 1820, 1888 and 1889 developed and submitted for review to relevant bodies in Georgia and Pakistan**
>
> **Output 1.2 The model of development and adoption of National Plans of Action on United Nations Security Council Resolutions 1325 in Georgia and Pakistan documented and disseminated for replication in other target countries.**

The simple measure of this Outcome is that Georgia has developed, adopted and documented a Nation Action Plan on the UN SCRs and Pakistan has not. However, the activities encompassed in this Outcome area are extensive with wide ranging impact on the achievement of other objectives.

The mains activities undertaken across the participating countries to achieve these outputs were:

i)   Baseline studies were carried out in each country and regionally (Fergana Valley, Southern Caucasus) to assess the institutions and policy frameworks for the implementation of UN SCR 1325; assess national referral mechanisms and related polices for SGBV, security sector reform potential, and map civil society capacity and engagement in the issues. These studies were published and formed the basis of consultations[15] on a national level with governments and civil society and also provide policy makers and planners with vital information for preparing NAPs.

ii)   Individually tailored ad hoc and technical support to the various government bodies responsible for drafting NAPs, including specialized training as necessary.

iii)   Promotion of civil society participation in the policy process with national governments and strengthening their capacity to provide input into the development and monitoring of the NAP,

iv)   Training and cross border sharing of good experiences and lessons learned through joint workshops and consultations, helping national policy makers and advocates to incorporate new perspectives and recognize common issues. For example, although a process for developing a national action plan was already underway in Kyrgyzstan, the Georgian experience was helpful; the study on early marriage in Tajikistan brought new perspectives on the issue to Georgian NGOs; in Pakistan, specific lessons learned in training and from the experience of others changed the way one partner organization responded to victims of SGBV.

---

[15] The Pakistan study has had limited circulation due to its political sensitivity.

Georgia:

The NAP was approved by the parliament of Georgia in December 2011, following 10 months of work by an Inter-Agency Working Group led by the Gender Equality Council (GEC) of parliament. Once the NAP was approved, a National Coordination Group (NCG) to facilitate the implementation of the NAP was established, it functions, inter alia; ensuring coordination and efficient cooperation among relevant government institutions, elaboration, monitoring and evaluation mechanism for its implementation and the establishment of thematic sub-groups on priority areas. After some interruption for the election, the work has continued with the full support of the new government.

The Development of a National Action Plan on Women, Peace and Security; the Experience of Georgia, was published in 2012 by UN Women to document and disseminate the lessons learnt with the process to interested stakeholders in other countries.

UN Women provided support in the following ways.

A baseline study was carried out that on the overall gaps and opportunities to advance the agenda of women, peace and participation that was presented shortly before the NAP was approved, and revised afterwards. Apart for specific analysis of the NRM and Security Sector Reform (Outputs #2 and #3) the baseline outlined a few strengths and weaknesses. A Law on Gender Equality passed in March 2010 had two results: sex disaggregation of national data, which facilitates better gender specific analysis, and the establishment of the Gender Equality Advisory Council (GEC) in parliament that became the central government organization for the development of the NAP. Among the challenges was the fairly closed and inaccessible policy making process that limits the opportunity for CSO to be heard.

Technical and ad hoc support was provided to the Inter-agency Working Group committee throughout the 10 month planning process, and then to the NCG, including technical expertise as requested and ad hoc support through small funds to facilitate meetings and workshops. UN Women also organized a two-day International Workshop on National Action Plan Indicators to develop indicators in line with UN and EU global indicators (July 2011), described by a key participant as one of the turning points in developing the plan. Additional more specialized training was provided for outcomes 2 & 3, related to National Referral Mechanisms and Security Sector Reform, both of which are integral to the NAP.

Once the NAP was approved, UN Women supported the GEC in the establishment of a Coordination Group to facilitate the implementation of the NAP. Its functions included, *inter alia,* ensuring coordination and efficient cooperation among relevant government institutions, elaborating monitoring and evaluation mechanism for its implementation, establishing thematic sub-groups on priority areas, objectives and activities of NAP, supporting GEC on annual report on the implementation process.[16]

Civil society participation was supported through the inclusion of NGO representation in the committee and working groups, and organizing consultations with policy makers. Included in this was the meeting organized between civil society (organizations of IDPs, women's groups and NGOs) with the negotiating team for the Geneva talks to put concrete local cross administrative zone lines. Although there was some criticism that UN Women could have been more inclusive and representative in its promotion of NGO participation, there is general agreement that what has been achieved is a major step forward.[17]

Training was not originally planned in this Outcome area, it was made possible because of savings made in the budget, and responded to the Baseline Study finding that outside of some small circles, UN SCR 1325 was not generally known. The purpose of the TOT was to "build the capacity and awareness of gender equality advocates on the core principles found in these documents; concepts and practical suggestions for advocates in government and civil society on

---

[16] Ibid. 10 of these monthly meetings were planned, held on schedule to the end of the reporting period.
[17] Through the Women's Information Centre, a long time partner of UN Women/ (former UNIFEM), a consultative group of about 25 NGOs was formed, and consultations were held involving 107 people in 10 meetings across the country. (WEPD *Third Progress Report to the Government of Norway, Nov 2011- Oct 2012, Annex C: Terms of Reference Of the Coordination Group on Implementation of 2012-2015 National Action Plan for implementation of the UN Security Council Resolutions 1325, 1820, 1888, 1889 and 1960 on "Women, Peace and Security"*

how to advocate for and support the effective implementation of CEDAW and UN SC Resolutions on Women, Peace and Security (UN SCR on WPS) at the national and local levels."[18]

Starting in late 2011 as part of TOT process, a team of 8 experienced trainers tested the material throughout the country as detailed in the table below:

Training workshops carried out in Georgia through TOT programme[19]

Location	Total	GOV/ social services	Youth/NGOs	Men	Women
Tbilisi	27	11	16	7	20
Gori	60	26	34	11	49
Zugdidi	38	12	26	13	25
Akhaltsikhe	38	15	23	10	28
Total	163	64	99	41	122

In September of 2012 experts from other countries[20] participated in a TOT programme in Tbilisi. Only a small number of cascade trainings have taken place since then, mainly because it is very recent, but also possibly because there is little programme framework to support it. The manual was substantially improved with the input of trainers.

In February 2013, training was held on Gender Aspects of Mediation and Conflict Resolution for NGO/CSOs with experts from Ireland. This training was novel in the Georgian context because it challenged national NGOs to be strategic and above all, coordinate advocacy efforts into a shared strategy. A letter to the EU presidency, and a formal Coalition for Advocacy arose from this exercise. Follow up to this fledgling initiative is planned with ongoing support from the WEPD project in Georgia.[21]

Pakistan:

The conditions were not appropriate to promote the development of a NAP, and the Baseline Survey recommended *not* to pursue it at this time. The government of Pakistan does not recognize a problem of conflict or displacement and therefore feels that UN SCR 1325 is not applicable.

The Baseline Survey was a challenge to carry out in Pakistan due to the security situation as well as a number of politically sensitive concerns regarding the language of the terms of reference and the of institutional links with public sector institutions.[22] However, elements of the resolution, especially those also included in CEDAW to which the government is signatory, are still relevant, and the baseline study provides useful information for internal planning by UN Women.

A longer, slower process of building appropriate relations first was recommended. While the abolition of the Ministry for Women was a setback, the devolution/ decentralization taking place may provide opportunities for partnerships on a smaller, pilot basis. In addition, the report notes that it is easier for NGOs to reach and involve women at the local level, which may be a key strategy for promoting women's protection and referral systems in emergency zones. New programme approaches for UN Women Peace-building in Pakistan are to start from the grass roots.

---

[18] UN Women Cross-regional Programme WCAC, Report on *Manual Update and Training on complementarities of CEDAW and UN Security Council Resolutions on Women, Peace and Security.* P 1
[19] UN Women Cross-regional Programme "WCAC: Building Accountability for Implementation of UN SCR 1325, 1820, 1888, 1889", Manual Update and Training on complementarities of CEDAW and UN Security Council Resolutions on Women, Peace and Security
[20] Armenia (1), Afghanistan (3), Azerbaijan (2),Georgia (2), Uzbekistan (2), Tajikistan (2), Pakistan (1), and from out of the region, Kazakhstan (2), Maldives (1)
[21] A Memo of Understanding was drafted on March 21, 2013, to be approved by all members participating in the process. Its purpose is provision of support to implementation of National Action Plan of Georgia on implementation of UN SCRs 1325, 1820, 1888, 1889 and 1960 (NAP) and consolidation of civil society resources around the issue.
[22] Rashid, Dr. Tahmina *Baseline Study For The Implementation Of Cross-Regional Programme In Pakistan,* p. 10

The study has *not* been widely circulated due to its sensitivity. The government of Pakistan does not recognize the applicability of UN SCR 1325 because it maintains there is no state of conflict in Pakistan.

As the NAP is not planned, activities such as providing technical and ad hoc support to policy makers and promoting civil society participation in the process are not relevant.

Training in CEDAW/UN SCR 1325 is important in order to provide civil society organizations with better tools to advocate with their government. One Pakistani participant was included in the TOT in September 2012, but has apparently not commenced replicating it because of the elections. This will be followed up by the UN Women office in Pakistan. Only one person, a representative of an NGO who participated in Human Rights monitoring training (see Outcome 2) participated in the project's final conference and presentation of results. The conference was useful in sharing experiences and providing contact with good resource people.

As mentioned above, output 2.1 was to document the experiences of Georgia and Pakistan for sharing and replication although the countries where this would take place were not specified. The analysis and documentation of the Georgian experience and efforts of the project contributed to advancing and/or improving the NAP process in two other countries, Kyrgyzstan and Tajikistan.

Kyrgyzstan:

In **Kyrgyzstan**, the National Action Plan for UN SCR 1325 was approved by the government in February 2013. Several funds available to UN Women[23] in Kyrgyzstan following the outbreak of violence in 2010, made it possible for the country office to make important advances in assisting the government with the NAP 1325.

This process was well underway with the input of local gender experts, when, through the WCAC project, the country office was offered a visit from Georgian officials to share lessons learned in their process. As a result, a delegation from the Government of Georgia, led by the chair of the GEC visited Bishkek in July 2012 to meet with participants in the Kyrgyzstan government's NAP committee. They learned from both positive and negative lessons: for example, noting that the Georgian plan had no budget attached, Kyrgyzstan incorporated representation from the Ministry of Finance to concurrently develop financing plans.

The Baseline study carried out for Kyrgyzstan noted the lack of specific infrastructure for promoting gender equality. The structure and responsibilities for addressing gender issues has undergone many changes, tending towards downgrading and moving further from Executive power to the point where there is no national level structure. On the other hand, gender is mainstreamed through quotas in political parties and state institutions; parliamentary bills are reviewed for gender, ministries have gender focal points and the Ombudsman's office deals with women's rights and domestic violence. The report notes that this works well at the national level, but less at the periphery, especially in the South.[24]

While civil society was not specifically consulted on the NAP, UN Women in partnership with the Office of the President convened a National consultation (February 2011) on the role of Women for Building Trust, Peace and Reconciliation, involving NGOs, CBOs, government institutions, UN agencies and others – in total 120 participants. A series of recommendations was presented, involving security, women's participation in socio-economic recovery, participation of women in conflict prevention, resolution and recovery, and strengthening capacity of government, NGO, and international organizations in the promotion of equal rights in recovery and reconciliation processes.[25]

---

[23] Immediate Response Facility of the UN Peace-building fund fund designed to respond quickly to jumpstart peacekeeping and recovery activities; These funds – phases 1 & 2 – lasted until mid 2012, but continuity has been maintained through "Building Back Better" a global initiative of UN. UN Women, *Sub-Regional Office for Eastern Europe and Central Asia, Thematic area – Women, Peace and Security Synergies between activities by UN Women in Eastern Europe and Central Asia. updated: 23 January 2013*
[24] Matveeva, Anna, Implementing the Security Council Resolutions on Women, Peace and Security in the Fergana Valley, UN Women, 2012. Pp.8-9 The Women, Family and Gender Unit migrated several times before ending up in the Ministry for Youth, Employment and Labour.
[25] UN Women, women Count for Peace, *Women Building Peace and Trust: Participation and Influence, Kyrgyzstan*, 2011.

Kyrgyzstan participated in the invitation for TOT in September 2012 by opening a competition for national NGOs to develop proposals on how they would use the training. Several replications have taken place within the circles of the local NGOs.

Tajikistan

Instead of a separate **National Action Plan** for UN SCR 1325, Tajikistan opted for adding a chapter on peace and security in its overall strategy for the empowerment of women[26]. The strategic goals of Chapter 9 are: 1) Raise awareness of population of the Republic of Tajikistan on UN Security Council Resolutions 1325, 1820, 1888, 1889; 2) Review the experience of women participation in peace resolution and peace process; 3) Exchange of experience in conflict resolution and peace initiatives with Central Asian countries, including Afghanistan.

The **Baseline Study** formed the basis of consultations at the national level (Dushanbe) and in Sughd Oblast in the Fergana Valley (Khujand). The study characterized Tajikistan as being "caught between good intentions and weak capacity".[27] State resources are limited across the board, but in addition, the state mechanism for gender has been downgraded to the Committee on Women and Family Affairs, in spite of vigorous lobbying by women activists for a Ministry of Women's Affairs. The *Action Plan of the National Strategy of the Empowerment of Women 2012-2015* is a product of the government Committee, but relies on international cooperation rather than government funds for implementation.

The position of ombudsman, which incorporates gender issues, was created in 2009. Domestic violence is considered to be widespread but generally under –reported due both to gaps in legislation, and strong cultural attitudes that domestic violence issues should be sorted out in the family. This is likely the case also with sexual violence that took place during the civil war.

Two persons from Tajikistan participated in the *TOT* programme in Tbilisi in 2012, and in turn replicated training in key organizations: The office of the Ombudsman, which has responsibility for gender and the Committee for Women and Family Affairs, of the government have received training. In addition, a lively debate style of training took place with university students in Dushanbe The manual was useful, especially on the resolutions, and adapted for the context/audience.

The **Women's Peace Corps** was established as an NGO in April 2012, made up of women who had been peace activists in the soviet era. It has made efforts to attract young women, among the 3000 or so that it has reached through talks. Youth also addressed in debate held at university, organized by one of the Trainers trained in Tbilisi. However, in spite of the critical issues facing youth such as those identified in the HR monitoring, youth remain marginal to the movement.

Outcome 2: Justice (referral systems) strengthened to provide redress for sexual and other forms of violence against women in situations of conflict in Georgia.

> **Output 2.1: The model of Georgian referral system to redress for sexual and other forms of violence against women in situation of conflict documented and disseminated for replication in other pilot countries.**
>
> **Output 2.2 Improved skills and abilities of women human rights defenders for documenting women human rights abuses, and for preserving perishable evidence (collecting testimony) in target countries.[28]**

This was the least developed outcome, with the lowest budget expenditure: in the financial report of May 2012, less than 1%. However, significant activity the last ten months brought spending up to approximately half of the 163,000 budget. One of the reasons given for this was as the baseline study revealed, Georgia does not have a system for addressing problems of SGBV in conflict and

---

[26] Ch. 9 "The Role of Women in Peace building processes and Conflict Prevention" was adopted as part of the Committee on Women and Family Affairs' *Action Plan of the National Strategy of the Empowerment of Women 2012-2015* in June 2012. (see also Outcome 4)
[27] Matveeva op cit, p. 9
[28] From Evaluation Terms of Reference; This output was not part of the original logframe

is not prepared to meet the needs of victims/survivors of sexual violence during conflict. In addition, sexual violence is a "deeply taboo" subject, reducing the likelihood of victims or their families speaking out, therefore, limiting the information available on the extent of the problem.[29]

The NAP calls for a "study of the mechanisms of prevention of gender based and sexual violence in armed conflicts…" and a "review existing legislation" on sexual violence in conflict and post conflict and develop legislative recommendations with a view to promoting zero tolerance. As the challenges are enormous, the slow progress to date is not surprising.

The GEC established an interagency working group with government and NGO representation and WCAC technical support. The Working Group met 4 times, during which it reviewed both national and a number of international mechanisms to identify the most appropriate form of NRM for Georgia. In October 2012, it proposed a set of recommendations, including assigning coordination and supervision for the NRM to the Interagency Commission on the Implementation of International Humanitarian Law, already existing at the Ministry of Justice (MOJ). This has since been adopted by the government which has also extended the mandate of the State Fund[30] to include victims of SGBV in peacetime.[31] Additional recommendations include both organizational and service provision measures.

There is overlap between this expected outcome and #3, given the role of the police and judiciary in the issue of SGBV. Among the advances are the reduction of physical requirements for women recruits and the mandatory inclusion of domestic violence and gender issues in police training curriculum.[32] In addition, a high level regional experts meeting that was held addressing the Security Sector (outcome 3) included a panel on the role of police and the judiciary in improving access to justice of SGBV victims.

Training: One of the recommendations of DCAF to UN Women following the July 2012 training for Security Sector Reform was that Civil Society organizations be strengthened in their capacity to question and advocate on government policies toward SGBV.[33] In line with Activity 2 in the logframe, cross region TOT for Human Rights Defenders was held in October 2012, and a training manual drafted. The training was to improve skills in monitoring and documenting violations of women's human rights through early warning, conflict and post conflict phases; to strengthen referral mechanisms through greater awareness; and forming a community of practice across the region.

The training made important contributions to civil society's capacity both to respond to the needs of victims of SGBV, and to advocate with the government for change, based on knowledge of standards, and evidence from their improved capacity to document the issues. This has been particularly dramatic in Pakistan, where there is no NRM, and no referral capacity for the most vulnerable in the camps. Progress has been limited by the government's denial of a state of conflict which would bring UN SCR 1325 into effect.[34] This has posed obstacles for all actors to advance and coordinate response to victims of SGBV. Participants from Pakistan have noted the lack of capacity to act in this context by UN Women and other agencies, leaving civil society to address the issues.

Given the enormous challenges, this training and continued links to international resources have been very valuable to the trainees. It has allowed improved service to victims of violence in the camps offered by civil society organizations, incorporation of international standards, arming women at the grass roots level with knowledge of their rights and of international standards, and advocating with and for them at various levels of authority. It was observed that technical support was an extremely valued resource: with it, local organizations could do much without a lot of money.

---

[29] WCAC, Baseline *Study: Women Connect Across Conflicts: Building Accountability For Implementation Of UNSCR 1325, 1820, 1888, 1889 In Georgia,* 27 November 2011, Revised 27 February 2012, Pp. 21-22
[30] State Fund for Protection and Assistance to Victims of Domestic Violence and Human Trafficking
[31] UN Women/WCAC, *Women and governments: Towards Greater Accountability in Fulfilling Women, Peace and Security Resolutions; a Review of Best Practices, Lessons Learned and Challenges,* 2013 p. 25
[32] Ibid, p. 24. It should be noted that on the job training for the Police is provided by a local NGO, while special syllabus on domestic violence has been incorporated in the curriculum of Police Academy with UN Women support
[33] *Report: Workshop on the Integration of Gender in the Security Sector,* July 2012
[34] UN Women/WCAC, *Women and governments… p 24*

Outcome 3: Strengthened integration of gender perspectives within the security sector at national level in Georgia.

> **Output 3.1: Tools and methodology for incorporating gender issues into security sector of Georgia developed and disseminated for further replications and piloting in other countries.**

> **Output 3.2 Strengthened capacities of security sector actors and women human rights advocates on Gender and SSR in Georgia[35]**

The project has advanced in the achievements of these outputs, particularly in the armed forces, and is well on the way to achieving the planned outcome. However, the indicator is "evidence of change in the capacity of the security sector to protect human rights" – "evidence" not being clearly defined. Changes at this point can only be described as initial.

One of the most effective inputs was the training and strategic linkage with the Geneva Centre for the Democratic Control of Armed Forces (DCAF). In April 2012 a three day consultation workshop with CS organizations and representatives of Ministries was held to determine the best way forward for collaboration and capacity building. As a result, DCAF developed the *Gender and Security Training Manual* for Georgia, co-produced with UN Women. A specialized two day training by DCAF was provided (July 2012); In September, together with NATO and GEC, a regional Experts meeting on Security Sector Reform was organized, Representatives from Estonia (military) and Albania (police) shared their experience in panels that formed the bases for working group discussions

Besides the recommendation on Civil Society mentioned under Outcome 2, DCAF recommended further gender training of policy makers in the government of Georgia, replicating the training provided in July, with the use of the manual[36] and a TOT approach. It identified a level of political understanding and commitment to NAP insufficient to be transformative, leading to the recommendation that UN Women and other international partners work with national authorities to ensure NAP evaluations include assessment of this sector.[37]

The *baseline study* provided a valuable snapshot of the state of gender in the Security Sector. In general, the level of participation of women is very low: for example, they form only 12% of the staff of the Ministry of Internal Affairs, including 15% and 4% of the two largest (operational) forces, accounting for 86% of the personnel.[38] However, "gender is incorporated throughout" the police training programme of the Ministry of Internal Affairs, special training is provided for the Domestic violence unit, and external specialized support is offered, inter alia, from the National Anti-Violence Network, with UN Women support. (pp. 32)

The Ministry of Internal Affairs has established a new unit, Reform and Monitoring Agency, which is responsible for increasing the recruitment of women. The person who is identified ad gender focal point of this unit received training through the WCAC programme and additional intensive training in Sweden, both of which helped him to incorporate gender aspects in the Strategy of the Ministry.

Less information is available about the armed forces. The baseline study noted that there is a rising interest – 15-20 % of new entrants for basic police training, and 10% of trainees for advancement are women. There is no gender unit, or specific gender training. However, there is significant interest in the issue given Georgia's role in Afghanistan and the promotion of gender equality by NATO.[39]

---

[35] From Terms of Reference; this output was not in the original log frame.
[36] Although ongoing use of the manual has not been tracked, there is anecdotal evidence: For example, appropriate for in-house gender training in the EUMM where many are from police/military background, and very good at addressing resistance. (from interview)
[37] *Ibid*
[38] UN Women, WCAC *Building Accountability for Implementation of UNSCRs 1325,1820, 1888, & 1889: Mapping Study, Georgia, Armenia and Azerbaijan*, p. 46
[39] *Ibid* p. 52

The activities in the NAP proposed to strengthen women's participation in the military and peace keeping forces have been achieved, at least by decree of the Minister of Defence in June 2012. These involve: training peacekeeping missions on the SC Resolutions; introducing gender equality principles and the SC Resolutions to the respective curricula in the National Defence Academy; revising physical standards to encourage women's participation; strengthening the involvement of civil society in Civil Defence measures, informing local women about the clearing of mines and other explosive wastes of war; and commiting to continued participation in the Representation Coordination Group of the GEC.[40] This represents a formal and very public commitment to reform, and provides a very useful tool for Civil Society to monitor and to hold the Ministry of Defence accountable.

The advances in Security Sector Reform may be replicable in other countries (perhaps Armenia) but should be approached with caution in other contexts.

In *Pakistan,* there is little potential for working on gender with the army. However, according to the baseline study, in recent years the military's role has changed dramatically. Through law and order issues and in their recent rehabilitation and reconstruction efforts the Military has had increased public interaction and therefore increased opportunity to work with grass roots organizations in Civil defence. There is an even greater need and opportunity for gender awareness. On the possibility of increasing women's participation in defence, it should be noted that there are very few women in management in *any* government Ministry, with the exception of Education and Health.[41]

In *Tajikistan,* there is a need for a major overhaul of the Security sector in general – one of the reasons for men marrying early is to have a child or two to avoid conscription, since the army is considered a brutal place to be. Encouraging women's participation at this point would not be useful. According to the Baseline study, the "task at hand is to make people who make up the security and justice agencies, most of whom are men, more gender sensitive."[42] In short, like Pakistan, the SSR process will need to start much further down the ladder.

Outcome 4: National partners at local level mobilized to engage in evidence-based dialogues and advocacy for reconciliation, tolerance-building and compliance with women's human rights obligations in Fergana Valley (Uzbekistan, Tajikistan, Kyrgyzstan).

> **Output 4.1: Mechanisms for sub-regional dialogues between women peace activists and human rights defenders and government representatives in Fergana Valley (Tajikistan, Uzbekistan, Kyrgyzstan) on voicing key gender and security priorities are in place.**

This outcome was addressed in the form of a number of cross boarder activities among the three countries involved, particularly Tajikistan and Kyrgyzstan which were most active. Among these were:

- A Baseline Study of the Fergana Valley carried out late in 2011,
- Monitoring training and a follow up exercise in human rights monitoring took place in Kyrgyzstan and Tajikistan[43] (November – December 2012)
- Cross border visionary meeting (April 2012) as well as participation in broader sub-regional events.

The baseline study provided insight and a starting point to addressing women, peace and security in the region. The study also formed the basis of a "Visionary meeting" of key national experts in the Fergana Valley to address both national and cross border approaches to peace-building and conflict prevention. The convoluted borders, mixed ethnicities, and competition for resources (especially water) inherited from Soviet times make this theme extremely relevant, as minor border issues can escalate, and Soviet borders left pockets of vulnerable ethnic minorities in all three countries.

---

[40] Order of Minister of Defence of Georgia on activities to be carried out in order to implement the action plan, 30 June 2012
[41] *Rashid, Op cit, p.41*
[42] Matveeva, Anna, WCAC, *Implementing the Security Council Resolutions on Women, Peace and Security in the Fergana Valley: baseline Survey*, 2012 p. 44
[43] Uzbekistan participated in the training but failed to carry out the monitoring

The purposes of baseline study wereas to define key social, economic and political factors undermining stability; assess potential to enforce UN SCRs through engendering national security sector policies; identify gaps and constraints to effective referral systems for SBCV, and; develop recommendations for a Women's Peace Corps to promote women's participation in conflict prevention and peace building. (p, 6) The baseline study revealed perhaps most importantly that the resolutions are barely known or understood even by those who should know them.

Tajikistan:

Although the project covers the three countries of the sub region that share the Fergana Valley, the evaluation team was only able to visit Tajikistan. Following is a more in-depth assessment of the Tajik experience.

The civil war (1992-96) resulting in more than 60,000 deaths, about a million IDPs or refugees, over 25,000 women widowed and 55,000 children orphaned[44], has left ongoing consequences. In addition, there is continued potential for conflict due mainly to water management and border issues. For example, Vorukh where part of the monitoring exercise took place, is entirely surrounded by territory of Kyrgyzstan and disputes involving borders occur.[45]

While the countries in the sub-region share certain similarities – particularly a Soviet structured past – there are also many differences. Tajikistan for example, is the only one based on Farsi language/culture rather than the predominant Turkish influence. It is also the poorest of the former Soviet Republics, and has an additional security threat due to its extensive border with Afghanistan and the extension of drug trafficking. Approximately half of its GDP comes from remittances (mainly from men, leaving women behind to do the agricultural work), and 70% of households relies on these.[46]

A secular/religious cleavage is developing with the growing presence of Islamic fundamentalists, bringing with it more patriarchal and confining social codes for women. At the same time, there has been a notable decrease in both educational standards and opportunities. Women who were experienced in peace-building are from the Soviet era – younger women are less involved, have fewer role models and tend to have fewer options. Earlier marriages tend to be the result of concerns about "honour" and fewer options for girls.[47] Meetings in the community also suggested that early marriages were almost a fashion, or a competition: once they start, then everyone wants to get a bid in for the most desirable marriages.

Domestic violence is considered to be widespread but generally under –reported due both to gaps in legislation, and strong cultural attitudes that domestic violence issues are shameful and/or should be sorted out in the family. Shame, as well as the feeling that it would not be addressed by law, are likely the reason for low reporting of sexual violence that took place during the civil war. In March 2013, a Domestic Violence Law was adopted, as a result of 10 years of advocacy by the women's movement in Tajikistan.

Strengthening Government and Civil society capacity in the Fergana Valley.

While Central Asia participated in a number of cross border trainings and meetings, one of the most significant activities was the shared training activity in human rights monitoring. In Tajikistan, the team of five women's rights observers used qualitative methods for data gathering: review of legal and informational materials, six focus-group discussions, and five in-depth individual interviews. The pilot monitoring was conducted in two oblasts in the Fergana valley Sugdh oblast, namely in Vorukh *jamoat* [local community council, or village government] of Isfara district and Gazantarak *jamoat* of Ghonchi district. [48]

---

[44] Alla Kuvatova. *Gender Issues in Tajikistan: Consequences And Impact Of The Civil War*, HOMMES ARMÉS, FEMMES AGUERRIES, Cited In WCAC, ***A Summary Of Monitoring Findings On The Situation Of Women's Human Rights In The Fergana Valley In Line With Un Security Council Resolutions On Women, Peace And Security*** P.15

[45] A recent conflict related by a member of the village mediation team involved a child who had accidently crossed the border pasturing his families animals. The problem was resolved by mediation teams from both sides

[46] WCAC, ***A Summary Of Monitoring Findings On The Situation Of Women's Human Rights In The Fergana Valley In Line With UN Security Council Resolutions On Women, Peace And Security*** p 16

[47] *Ibid*, p 18

[48] Women Connect Across Conflicts ; A Summary Of Monitoring Findings On The Situation Of Women's Human Rights In The Fergana Valley In Line With Un Security Council Resolutions On Women, Peace And Security, Jan 2013

Participants from the three Central Asian countries were trained in Bishkek in monitoring issues related to UN SCR 1325, and as part of this learning process, selected an important, representative issue to monitor. In the context of looming elections, Kyrgyzstan selected local elections as the key issue. Uzbekistan selected education for girls, but never actually undertook the monitoring.

In Tajikistan, early marriage was selected as a key theme incorporating a number of conflict related issues for women. The issue was already on the table: the marriage age had been lowered to 17 at one point, and last year was raised back up to 18, as was recommended by the CEDAW committee. Even with the law, the courts could grant an exception to marry at 17 under a list of "acceptable" reasons.[49]

The monitoring study had some alarming finds; many women were engaged as early as 12 or 13; a number of religious marriages of under-aged girls took place but were not registered, leaving wives even less protected; traditional religious practices and norms encourage early marriage, in part to ensure virginity at marriage and preservation of the family "honour"; boys can avoid conscription if they have children; girls have little say in who they marry, and often do not complete secondary school; poverty is a motivator for families to marry off their daughters.

Interviews in one of the communities confirmed most of these monitoring observations, especially the general sense of high school girls feeling trapped in this future. According to community leaders, several suicides of girls had taken place. Two girls from the community had passed the first round to qualify for a presidential grant (post secondary scholarship) but were not allowed by their parents to travel to Khujand for the second round. The community itself faced a number of problems, including a high level of male migration for work which did not seem to mitigate the impact of a highly patriarchal culture. A local mediation team exists to address border issues with Kyrgyzstan, but it includes only one woman out of six, and women did not participate in the critically important water management committee. The role model of leadership was overwhelmingly male.

It is important to note that the process is dynamic: participation in the study was changing attitudes and behaviour in the community. Expectations of young women were raised, although there had been no change in their options. Some of their suggested solutions included raising the level of compulsory education from grade 9 to grade 11 (or even 12 or 13), outlaw early engagements, organize additional vocational training through the school, and increase the number of Presidential grants (secondary scholarships) available to rural girls. This may be seen as a positive outcome, as long as there are resources and channels available for constructive follow up.

Although the issue was known, the study served four important purposes:

It provided documented *evidence* about the nature, scope and complexity of the problem in two jamoats of Sughd Oblast – Gazantarak in Gonchi District, and Vorukh, Isfara District.[50].

---

[49] It Was Noted That Underage Marriage Was Sometimes Approved In Soviet Times, But Only In Cases Of Pregnancy. The list currently is much broader and vaguer, including such things as illness of a close relative who would want to see the marriage before dying. According to statistical data from the chairwoman of Sughd Oblast's State Committee on Women and Family Affairs, 185 cases were registered in 9 months of 2012, 112 in 2011, and only 10 in 2010.
[50] UNFPA has also provided studies on early marriage in Kyrgyzstan, Tajikistan and Uzbekistan, although they do not appear to have a specific programme. UNICEF addresses life skill issues for students up to Grade 9

It shone a spotlight on the problem through a high level event reporting on the findings that brought together government officials and the CS sector. (Feb 2013)
It led directly to a letter sent from the Women's Committee to the Khujand City Courts emphasizing the extent of the problem, and requesting the scrutiny of each case of underage marriage requests.[51]
It raised awareness at community level: On March 8, for example, girls in the Vorukh school that was involved in monitoring wrote and performed a play about the problems of early marriage.[52]

The monitoring group also prepared two sets of lessons learned and recommendations:

For government, Civil Society and International Cooperation, on how to address the issues identified in the study around early marriage, for example, better enforcement of the law, improving awareness and changing attitudes on stereotypes; legal support and hotlines for women; increased educational opportunities for young women, and; continued support for research.

For improving the Human Rights Observers monitoring effectiveness including more in depth and/or follow up training; training more monitors, and; selecting and addressing the same issue across the three Central Asian countries.

---

[51] WCAC, *Monitoring on the Situation of Women's Human Rights in the Fergana Valley in Line with UN SRC on Women, Peace and Security: Monitoring Lessons Learned,* p6
[52] Change was only beginning. Even among women leaders concerned about the issues, one had a young daughter already engaged to be married – although with the proviso that she could finish her education. Apart from support from a UN agency, the local team of mediators had only one woman of the 6 members, and the counterpart team across the border in Kyrgyzstan had none.

5.   Overall conclusions

5.1   Relevance

The initiative supports one of UN Women's six global priorities promoting compliance with the UN SC Resolutions on Women, Peace and Security and with the implementation of CEDAW to which all countries in the programme are signatories. In all countries involved, there are past, current or potential conflicts, and an ongoing need for increased and improved gender equality awareness and action, conditions that make attention to UN SCR 1325, et al, both relevant and urgent. As one of UN Women's six thematic areas, most countries in the sub-region are addressing peace and security in some way in their own programmes. The WCAC potentially complements and strengthens these efforts. At the level of the UN Women Sub regional office for Eastern Europe and Central Asia, the strategic plan calls for increasing Women's leadership in Peace and Security, recognizing in particular the overall need to build on or foster women's coalitions for peace and to pay special attention to fostering local, regional and country level expertise on gender equality.[53]

The special niche of this project is to bring global learning and resources to support the process of peace-building, via UN SCR 1325 in each of the national environments. In most cases, this complements national programme efforts underway.

According to the project document, target groups are Human rights organizations including specifically women's organizations; women's human rights advocates, including women holding political positions; Women's national machineries, relevant line ministries (including the Ministry of Foreign Affairs, the Ministry of Defence and the Interior), National Statistics and parliamentarians (including women's Parliamentarians Caucuses), Ombudsperson's Offices. The project has been effective in reaching all of these through analysis and proposals in the Baseline studies carried out, and selectively through all of the project activities.

In the case of *governments and their ministries and institutions,* the strategy used was particularly relevant. Provision of high level technical and ad hoc support allowed the members of GEC and the working groups to develop their own expertise, and take ownership of the process. Events such as the Workshop on NAP 1325 indicators, the expert meetings, and ongoing linkage with DCAF were well targeted to needs of the 1325 plan in Georgia. This appears to be the strategy used in Kyrgyzstan and Tajikistan, although neither was the focus of resources in the way Georgia was.

The strategy for supporting *Civil Society* was also largely relevant in two ways: it provided general and specialized training to improve the capacity of their organizations, and it facilitated a greater role for civil society participation in policy dialogue with the government at least in the case of Georgia where this relationship was sometimes uneasy. As a UN agency, UN Women is in a strategic position to play this role. However, a number of sources have suggested that UN Women could promote broader and more representative participation from across the country. Although the Civil Society-Government dynamics vary from country to country, the strategic use of this role is relevant.

The experience of conflict in the region, the issue of human security, and specific, concrete approach of UN SCR 1325 make the programme attractive to other countries, but make it unacceptable to Pakistan, which denies that it is in a conflict state and therefore UN SCR 1325 does not apply to them. A more general CEDAW focus may have made the project more palatable to the government of Pakistan but would have reduced interest from other countries. The most effective approach in this case is through support to Civil Society, which to date has involved mainly training. New project approaches by the country office will focus on peace building from the grass roots up – supporting local efforts to build peace from civil society. Interventions of the WCAC are likely to concentrate on support to capacity building through cross border training and networking.

---

[53] UN Women, Office for Eastern Europe and Central Asia sub-region ,*STRATEGIC NOTE 2012-2013, Eastern Europe and Central Asia Sub-region. P* 5

A particular feature of this project was the facility to bring people together across borders to share experiences and training. In general, this has proved very useful and interesting to participants. However, it could be enhanced by a more structured approach that would include, *inter alia,* a certain amount of continuity. Even with one-time meetings there have been a number of ongoing connections/ communications among participants, but repeated and more in depth meetings could produce sustainable networks of experts on various specific subjects.

5.2   Effectiveness

Results: In general, the project has been effective in meeting its objectives, or at least progressing on them. It was repeatedly emphasized that the project was envisioned as five years long, in two phases, and that the outcomes in phase I would not be completely fulfilled in that time. Taking this into account, important progress has been made, with the exceptions of the NAP for Pakistan which for reasons already described, was not possible to implement.

Part of the success of the NAP SCR 1325 in Georgia to date is due to the close collaboration of two UN Women projects, the WCAC and the Women for Equality, Peace and Development project (WEPD- 2009-2012) that is now in a second phase. Both worked closely in to support an inter-ministerial task force. The collaboration allowed this work to start in March, before any staff had been hired by WCAC, and to continue after the end of the project (March 31, 2013). In addition, it implements complementary activities with civil society at the local level within Georgia.

Also, in Georgia, success was partly due to building on earlier UN Women (former UNIFEM) work on the UN SCR 1325 (since 2001), and a favourable political context. Georgia's aspirations to closer relations/membership with the EU and NATO provide incentives for meeting the higher gender standards expected by those organizations. In addition, the Chair of the GEC who was also deputy speaker of the Parliament was strongly committed and able to mobilize political resources. In this context, the technical and ad hoc support to the Inter-agency working group, including the judicious use of external experts was *strategic, timely and effective.*

Additional factors for effectiveness of WCAC's interventions include sourcing highly specialized technical and targeted support to meet the needs of the appropriate stakeholders, particularly in the "pilot" projects in Georgia. Although still very useful to participants, some of the cross border training attracted a wider scope of participants and did not meet expectations as thoroughly. This could be addressed by more careful selection processes, by ensuring a common basis of understanding on gender, and by building up a longer term community of interest in the particular area.

Although the Georgia NAP is not particularly ambitious in its objectives, one of its strengths is that it has a high degree of ownership by the government. Its main focus is on training, awareness raising, consultations and research/gathering evidence. Concrete changes expected beyond this are few and in many cases, fairly minor. However, the strong sense of ownership by the various government representatives who developed it, along with it modest objectives over 3 years, make it likely that it will be substantially implemented. Both within and outside of government there is an optimism that carrying out these steps will prepare the way for more comprehensive changes. Many see the Plan as first step that will build capacity and commitment to greater action. On the other hand, the baseline study revealed a certain amount of scepticism on the part of NGOs, based on previous experience of the willingness of the government to enact policy but not to implement it. The NAP provides, at least, a formal commitment by the government on which civil society can base its advocacy.

Among the weaknesses that threaten sustainability of the NAP in Georgia is that much of the responsibility for implementation falls on the GEC which has no budget and no staff. In addition, no budget resources have been allocated to the process. All activities list funding source as "State Budget" and "Donor Organizations"[54] which have been neither identified nor committed. UN Women hired a consultant to estimate the costs of implementation, but the plan includes indicators that made budget estimating almost impossible at this stage (e.g. # of training sessions held).

---

[54] Resolution of the Georgian Parliament on Approval of 2012-2015 NAP for the implementation of the UN SCRs 1325,1820, 1888, 1889, 1960 on Women, Peace and Security, found in *Development of a National Action Plan on Women, Peace and Security: the Experience of Georgia*, pp. 38-49

Ministries indicated they would implement the plan with current resources instead of hiring new staff, making staffing allocations a guessing game. These facts, among others, led the consultant to make a number of assumptions that may prove not to be valid. A commitment of resources is also a weakness of the gender strategy in Tajikistan, including the chapter on WPS.

When Kyrgyzstan was formulating its plan, it noted this weakness in the Georgian case, and addressed it by including representation from the Ministry of Finance to ensure that funding possibilities were developed concurrently.

It has also been noted that many of the decisions that affect women in conflict are taken at local/municipal levels where there are as yet no plans. In the case of Georgia, the WEPD has already worked on budget planning and early warning systems at the municipal level and has the potential to ensure that promotion of practical women, peace and security issues are included in participatory budgeting processes.

While training takes place in all of the outcome areas, the contribution of additional training in this objective is not easy to measure. Most of the emphasis was on training of trainers; much less on the replication of this training which appears to be minimal.[55] The indicator for the overall project goal was "evidence of change in the capacities of groups of women's human rights advocates in pilot countries …" there is no evidence that the baseline, interim and end of project capacity assessments called for in the logframe have taken place.

Training in mediation that took place in Georgia in February 2013 had a more immediate impact – like experiences in the other outcome areas, the use of very specific and qualified external resources to which UN Women has access provided new insights for the participants.

In the case of Tajikistan, the project activities have resulted in the mobilization of "national partners at the local level to engage in evidence-based dialogues and advocacy…" The Baseline study and the Monitoring reports are key elements of the evidence base, supplemented by participation in regional training and expert meetings.

As a learning exercise, an analysis of the monitoring process itself was part of the monitoring report. The Lessons Learned report from the exercise noted a number of weaknesses: lack of political will to challenge gender stereotypes, low priority given to women's rights, lack of government capacity to implement gender policies, lack of a clear framework or forum for comprehensive dialogue & partnership between government and civil society, and – more specifically to the pilot – not enough monitors to provide a broad and nuanced coverage of the issue.[56] The report recommended equipping observers with knowledge of available resources or protection services – this is very important given that the mission might be raising difficult issues and/or expectations that need to be followed up.

The project has supported the women's peace advocates informal network by facilitating links with the OCSE and its presentation to the Open Day Session organized by the UN Regional Centre for Preventative Diplomacy for Central Asia (UNRCCA[57]) and the government of Kazakhstan in July 2011.

There is clearly an important role for cross border training and consultations to: identifyi common issues amid cultural differences; learn from the experiences of others; access new resources and contacts; learn new skills, and; motivate.[58] The richness and diversity of experiences brought to the table by participants sometimes led to a watering down of the contents to meet the common denominator level.

---

[55] The evaluation team is aware of 4 sessions in Georgia *after* the TOT process and three in Tajikistan. In Pakistan, they have not yet taken place because of recent elections.
[56] Women Connect Across Conflicts, Monitoring On The Situation Of Women's Human Rights In The Fergana Valley In Line With Un Security Council Resolutions On Women, Peace And Security; Monitoring Lessons Learned, pp 5, 8
[57] UN women, 2011 *Open Day on Women, Peace, and Security: Identifying Women's Peace and Security Priorities Building Voice and Influence Central Asia/Fergana Valley*
The United Nations Regional Center for Preventive Diplomacy for Central Asia (UNRCCA) was established in 2007 to assist and support the governments of Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan and Uzbekistan in building their conflict prevention capacities through enhanced dialogue, confidence building measures and establishing genuine partnerships in order to respond to existing threats and emerging challenges in the Central Asian region.
[58] Responses from people involved in cross border activities.

Training and cross border consultations, as well as the FV monitoring process could all be used to develop sub-regional networks of specialists in various areas who could also be called on as resource persons. However, this needs more careful conceptualization and planning in phase 2.

Cross border training, when not held in Georgia, would be an excellent opportunity to bring representatives of women's peace organizations from breakaway territories of Abkhazia and South Ossetia. This was also recommended in the project's final conference. Although UN Women does not work there, UNDP, UNICEF and other agencies work in the Gali region of Abkhazia. Some non-governmental organizations have access to partners in Abkhazia and South Ossetia in Georgia and could provide links.

Synergies:

One of the factors contributing to the results of the project is synergy with other projects and /or aspects of UN Women work. In Georgia, UN Women has been implementing two large scale projects: Women for Equality, Peace and Development (WEPD) funded by the Royal Government of Norway and UN Joint Programme to Enhance Gender Equality in Georgia funded by SIDA. A new project, Innovative Action for Gender Equality (IAGE) has just begun, with objectives that will also be complementary to the WCAC project.[59] Synergy between WCAC and these projects is based on joint efforts in priority areas – NAP 1325 (with WEPD) and increasing police response to DV and SGBV (with UNJP); national level and international level focus vs. national and local level focus, specifically, the ability to demonstrate the relevance and impact of UN SCR 1325 in the daily lives of women; WCAC's specific capacity to source specialized worldwide resources and mobilize advocacy across borders.

Kyrgyzstan also demonstrated considerable complementarity between WCAC and two programmes, the Immediate Response Facility (following the conflicts of 2010) and the Building back better project, both of which involved women's contribution to peace building. These projects are mapped across the region and monitored for synergies, overlaps, opportunities etc.

The evaluation team is not aware of this level of complementarity in the other countries of the region, although it was noted that UNFPA has addressed the issue of early marriage in a limited way through a series of fact sheets on early marriages in various countries in CAR produced only in English.[60]

Although the regional strategy is to develop synergies with a wide range of partners, the most evident manifestations were with other UN Women projects, or other projects with a strong women focus such as UNFPA. This should particularly be explored in the processes of developing/reviewing the UNDAF in each country.

Risk assessment and adaptability:

The project is highly susceptible to the political context, as is to be expected with a policy and advocacy project and particularly with one targeting unstable and conflict prone regions. A favourable political context, including the commitment of key political actors, a strong national interest in closer relations with EU and NATO, along with previous capacity development and awareness rising by UN Women (former UNIFEM) contributed substantially to achievements in Georgia. Apart from a few months during the campaign, the work on the NAP took place almost without interruption through a change of government. The new government endorsed and maintained the committee, and its work. Participants were largely stable in spite of the changeover.

---

[59] – The project is based on the EU's *Instrument for Stability: Support to stabilisation and conflict-affected areas (Georgia)*: *objective 2:* "Strengthening and capacity building of civil society and promotion of people-to-people contacts. – From project proposal. The project will focus on developing advocacy capacity of gender equality and women's rights advocates, partnership between government and women's organizations, people-to-people diplomacy, and increased attention of government policy towards excluded groups of women and girls (minorities and IDPs in remote areas)
[60] The ET did not have the opportunity to see other projects in action in Tajikistan, and they seem to be in the area of migration, in economic empowerment (self-help groups) and One-Stop Shop Service delivery; and not at all connected to the issue of early marriage identified in the Human Rights monitoring exercise.

In Pakistan, the baseline study identified obstacles to the original plan, but was able to provide l information for project planning – to be used in the overall structure of UN Women's country programme as determined by the Country Office.

In Afghanistan the security situation, in particular the attack on the UNHCR office in Kabul, delayed the programme. Such situations are entirely predictable and unavoidable obstacles in programme planning. The Project Manager was optimistic that the context would soon be workable.

The project has demonstrated capacity to adapt and work at the level required given the context, especially important as the "context" was not fully defined until the baseline/mapping studies were undertaken. The approach, therefore, was highly iterative, developing in light of new learning, and opportunities presented. On the whole, this resulted in positive outcomes.

At the same time, the iterative nature and the generalness of the outcomes make it important to more clearly rationalize changes in the programme. Most notably, the TOT on CEDAW and the Resolutions, and the updating of the manual were not initially integrated into the logframe, and the outcomes and indicators also left unclear. It is therefore difficult to assess whether it has achieved its expected results.

Monitoring:

Following the above section, a highly iterative process demands a high level of monitoring to fully integrate changes into the results chain. As mentioned, this was needed to better integrate and monitor new training initiatives within the overall project goals.

The original project proposal included the development of a monitoring framework with the EU (Performance Monitoring and Evaluation Framework - PMEF). This apparently did not happen, perhaps due to frequent turnover of EU staff or delay in getting programme management in place. However no other monitoring framework was developed to replace it.

Two reports (September 2011, May 2012) have been prepared for the EU and the project reports to UN Women on a Global Development Results Framework. Activities were monitored and a fairly full set of reports kept on all of them. Activities and events included evaluations by their participants and usually recommendations.

However, these reports were largely activity related. In the absence of a monitoring framework, it was difficult to track monitoring of results. This was further complicated by UN Women's assumptions that the expected results would cover the second phase as well – a five year project time frame, not two.

The project logframe proposed to monitor "evidence of changes in the capacity" in Women's human rights groups, "based on the results of the baseline, interim and end of project capacity assessments." Apart from some general comments on NGO capacity in some of the Baseline Studies, the evaluation team found no evidence of capacity assessments at any point. These would be useful and should be incorporated into a second phase.

An explicit monitoring framework would address most of these shortcomings. Within this framework, activity reports could include a short table that would 1) relate the activity to the overall programme results chain 2) define specific desired output (i.e. document produced, skill or knowledge acquired, attitude changed, knowledge shared, etc.) and 3) how will you know that that has been achieved? (document; particular output such as a work plan, a set of proposals; pre-post activity survey; participant feedback, etc.)

Rights based Approach: The project included both duty bearers (governments) and rights holders (women affected by conflict, their CBO/NGOs) who would benefit from the reforms and also participate in holding duty bearers accountable. The rights based approach was the constant reference, both in training government about its responsibilities, and civil society about the rights it could claim.

Communication strategies were effective in that activities of the project were well known, at least among all stakeholders. Participants asked at random generally used and appreciated the web site. Training manuals were used by other stakeholders – for example, EUMM gender

representative uses *Gender and Security* with its staff, since it is ideally suited to people with police and military background. Both UN Women and European Union logos are on all publications, along with whatever other partner participated in the publication.

Instead of a portal on the UN Women website, the project created a more flexible, facebook page for posting notices, information, links and documents, and exchanging ideas.

## 5.3   Efficiency

Cost Effectiveness*:*

As of the end of May 2012 with ten months left in the project, only 41% of the budget had been spent. During the first year, there were no expenditures made at all for Outcomes 2, 3 and 4. Only Outcome 1 was near budget, at 81% of planned expenditure for the year (126,000 out of 154,500). The main reason for this under-spending was that no manager was in place from the start of the project in Oct 2010 to March 2011, and the international manager was not in place until October 2011. The delay was mainly caused by the 6 month freeze on hiring as UN Women (former UNIFEM) transitioned to UN women.

These delays telescoped some activities that should have taken place sequentially. In general, most were just postponed, and carried out in the last 18 months of the project which was made possible by a no-cost extension to the end of March 2013. Activities carried out in the last ten months of the programme have come very close to using the planned budget in overall terms, with variations in objectives 2 and 4 based on reasonable project evolution. (See chart below).

Generally, the main expenditures are for consultants, followed by contracted services/ conference facilities and travel, fully appropriate to a project of this nature. Areas where there is most under/over spending are in the use of local and international consultants, depending on what specific resources are needed and available. The biggest single cost is the International manager, a resource that is pivotal to carrying out the project.

Financial reporting is by outcome, outputs, and related activities, allowing for better monitoring of expenditures. However, changes in plan are not clearly reflected in the budget report – i.e.: the TOT and updating of the Manual on CEDAW and the UN SC Resolutions are not reflected in the budget, although presumably covered under 1.5, "Cross Regional meetings…" that registers significant overspending in "Contractual Services-Conference Facilities".

Actual to planned expenditure as of May 31, 2013,[61] by outcome.

---
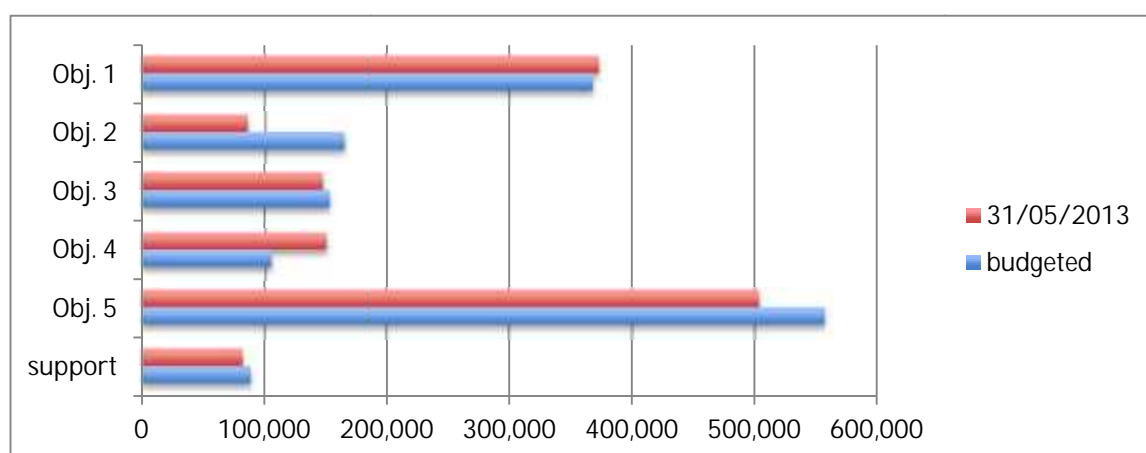
[61] WCAC, Uncertified Financial Records as of May 1, 2013.

Objective #	2010	2011	2012	2013 (as of 1 May 2013)	TOTAL	Originally budgeted
1		$166,924.50	$131,582.90	$74,402.05	$372,909.45	$367,750.00
2		$1,054.00	$65,715.65	$18,637.94	$85,407.59	$163,650.00
3		$14,813.75	$122,113.09	$10,592.05	$147,518.89	$153,210.00
4		$22,763.10	$88,164.87	$38,049.02	$148,976.99	$104,550.00
5		$168,589.79	$259,571.59	$75,453.49	$503,614.87	$556,985.04
Support	$42,906.80		$38,807.44		$81,714.24	$88,406.15
Total	$42,906.80	$374,145.14	$705,955.54	$217,134.55	$1,340,142.03	$1,434,551.19

UN Women Organizational Structures:

This project is structurally complex: It is a project of the sub-regional office for Eastern Europe and Central Asia, located in Kazakhstan where no project activities take place, and incorporating eight countries including two that are not part of the sub-regional structure (Afghanistan and Pakistan each have their own country offices). Logically, the Central Asian and Southern Caucasus elements fit into the overall regional strategic plan. The fit for Pakistan and Afghanistan is not as clear.

The complexity of the structure may come into play again as UN Women reorganizes, with Georgia, Kyrgyzstan and other countries having their own national offices and relating to the regional office in Istanbul, and Pakistan and Afghanistan country offices to the Asia/Pacific regional office in Bangkok. Some countries in the sub-region may continue report to Almaty, which will then be part of the regional office in Istanbul. The implications of the transition as well as the timetable for this may complicate the planning and implementation of Phase 2 of the project.

During the transition from UNIFEM to UN Women there was a 6 month freeze on recruitment, causing a onetime critical delay in project; this was somewhat rectified by no-cost extension of 6 months. Throughout the project, there was still a high level of administrative traffic from various points of the project, through the project manager in Tbilisi, to Almaty.

The project is directly implemented by UN Women, meaning there is an administrative load for the Manager/staff of the project. It was observed that this resulted in a great deal of paperwork. On the positive side the burden was *not* felt by partners. A suggestion was made that in phase II, the project could use an approach such as an implementing partner or dedicated assistant in each region.[62]

Although complex, the structures do not appear to have impeded the project, beyond the delay in starting and almost year-long delay in getting an International Manager in place.[63] The consequences might have been different without the 6-month project extension and the commitment and energy of the International Programme Manager and the project team (Programme Specialist and Assistant).

On the positive side, the structure of UN Women helped to resource technical expertise worldwide in a manner that might not be possible by national organizations, or by national UN Women offices alone. This was a key element of success in the case of the Georgian pilot projects. The UN Women HQ's Peace and Security Cluster in New York was also able to provide valuable technical advice as well as access to a web site and a wide range of resources.

Within the countries, UN Women is part of UN structure and an integral part of UNDAF. When the planning took place for many of the current UNDAFs, UNIFEM was still the partner listed. It remains to be seen if UN Women will have more of a role in the formulation of UNDAF, and the mainstreaming of key gender concerns in all areas of work – and in the case of WCAC issues such as governance (UNDP), IDPs, refugees and border concerns (UNHCR), among others.

---

[62] WCAC project, Second Progress Report to the EC Oct.2011-May 2012, p.27
[63] A national programme manager was hired to cover the gap, and advisory and technical support provided by the SRO

5.4   Sustainability

Project achievements have the potential to be sustainable, but to date the project timeline has been too short to guarantee this – more so for some elements than others.

However, there are factors promoting sustainability such as:

The general training and expert meetings approach of the project will leave a certain level of installed capacity and knowledge that will remain with the individuals and possibly beyond, depending on the individual's institutional framework.

In the case of Georgia, a NAP is now in place, whether the project continues or not. The GEC – an established and ongoing parliamentary institution is responsible for ensuring follow up and there are already ministerial levels of commitment to the implementation. Policy changes such as the modified physical requirements for female recruits, changes in training curriculum, etc are already implemented and unlikely to be affected by the project status.

There is also a NAP in Kyrgyzstan and a chapter on women, peace and security in the overall gender plan for Tajikistan that are now part of the governance process in these countries.

The strategies used in supporting governments with the process rather than assigning it to consultants have resulted in a high degree of involvement and ownership by the ministries and agencies involved.

Civil society has improved capacity and tools to monitor and advocate for implementation of plans, although these could use further consolidation. In addition, CSOs have been integrated into the established policy planning and monitoring processes

Links have been established among advocates within and among countries, and with specialized organizations such as DCAF that will likely continue without project interventions.

Complementary programmes of UN Women (such as WEPD, UNJP, IAGE) as well as its programme interventions in other countries and regional initiatives (Open Day for Peace annual consultations; support women-activists to contribute to development of a new CEDAW GRs on WPS; etc.) can contribute to concrete project achievements, and maintain the momentum. WEPD is sustaining ongoing activities in Georgia until a decision is made on a second phase.

There are also some factors working against sustainability:

Governments have been slow to commit resources; to date, there are no budgetary resources assigned to the NAP in Georgia, or the *Action Plan of the National Strategy of the Empowerment of Women 2012-2015* in Tajikistan. There is still significant reliance on international cooperation. To avoid this pitfall, the Kyrgyzstan planning process included a representative from the Ministry of Finance and is planning how to fund the process. WCAC started a budget costing effort in Georgia and should continue this in Phase 2.

As reported in the Baseline Study for Georgia, there is a perception among NGOs based on previous experience that the government is good at writing policies but not as reliable in implementing them. The public commitment of the government and the enhanced advocacy capacity of civil society should help to ensure implementation.

There are still many obstacles and resistance to gender equality due to deep-seated cultural values, as well as a general feeling that there are greater priorities. The sectors that need reform (police, judiciary, army) are often the most resistant and challenging. There is a danger that changes will be superficial. The NAP in Georgia incorporates massive training for government ministries which should contribute to changing attitudes.

External factors such as the potential for renewed conflict and the increase of Islamic fundamentalism is countries of the FV threaten advances made to date. Continued or increased economic insecurity is also a factor that reduces options for women.

6.   Lessons learnt

UN Women occupies a special niche as a respected UN agency dedicated to promoting women's equality. In this project, it has demonstrated the capacity to use its position to: engage governments; facilitate CS access to consultations with government; mobilize people and resources across borders, and; access critical expertise, human and financial resources globally.

The WCAC's strength is its capacity to mobilize at national and international level. To maintain a more holistic approach, it is important that this work also be strongly linked to local actions through synergistic relationships with project partners. These can be other UN Women projects, other international partners, or local organizations. In the case of Georgia, the most obvious synergy is with WEPD which actually shares some of the same project objectives, but also has extensive work with women's organizations at the national and local levels.

UN SCR 1325 has generally been a positive entry point for promoting the broader gender strategies of CEDAW in the selected, conflict-prone countries. The weight given to it by organizations like the European Commission and NATO has increased the opportunities to work on this area, especially in Georgia. The exception to this is Pakistan where the security and humanitarian context is very complex and politically sensitive, and where CEDAW would be a better entry point. However, in spite of the apparent effort to fit a round peg in a square hole, there are common interests at the practical level, such as ensuring women's security, developing referral mechanisms, and advocacy.

It is of critical importance that governments feel ownership of the NAPs. To this end, the strategy of UN Women to support governments in the process of planning, rather than hire consultants to write it, ensured that the policy was owned by the participating ministries and reflected what they were realistically able to do,

One size does not fit all. The flexible, iterative approach taken by the project was effective in allowing it to take advantage of opportunities arising, especially as the purpose was to provide successful pilots for replication.

The iterative approach requires that the ultimate objective be always in view, and preferably, tracked in an adequate monitoring framework. In this case, it is not always clear if the objective of implementation of NAPs, or strengthening of capacity of women's human rights activists to advocate for them.

Cross border training on an ad hoc basis can be very effective in developing skills and establishing contacts. However, a more sustained framework for training and consultation could build self-sustaining networks of specialists across the sub region. Besides improving their own practises, this model could establish a pool of experts who could train or mentor others, and possibly be a force for advocacy.

The project benefited from a dedicated, professional, full time manager who has the technical capacity to identify and respond to opportunities; and the diplomatic skills to advocate and to influence and mobilize people at all levels. The proposal in the concept paper to have two international managers (one in Central Asia, one in Southern Caucasus) will permit increased activities in both sub regions. Internationals in these positions have the advantage of being seen as neutral by all parties, especially important in contexts of border conflicts where a national of either side might be viewed with some suspicion. However, the dual system might also cause the project to spin off into two, losing the advantage of the sub regional approach. It is also probably not necessary that both managers be at the same level, or that the overall manager be in Georgia.

One of the project's main strengths was the generation of evidence – in the form of baseline studies and human rights monitoring reports. These research documents have been well directed at providing practical information for both decision makers and advocates. In addition, it has developed high quality training materials.

The project's access to high calibre international resources for capacity building was particularly effective. Resource people for training and for expert meetings, linking partners with specialized organizations such as DCAF, as well as access to successful experiences with NAPs or parts of it

such as Security Sector Reform was highly successful in both motivating and improving skills of partners.

To the above ends, UN Women women's coordination with other UN agencies has some strengths and some gaps. Since many of the issues in WCAC are governance issues and border issues, it there should be close coordination with UNDP and UNHCR. Peace negotiators and mediators for example, should include women.

While human rights monitoring training in Fergana valley provided useful training for national monitoring activities, it did little to foster a cross border approach to common issues related to UN SCR 1325. The issues decided on make it impossible to find useful common denominators for cross border analysis or action. The advantage of a cross-border programme was reduced, since the only part shared was the methodology.

7.   Recommendations

General

A second phase of the project should be implemented in order to consolidate achievements to date.

The proposed model of an international manager in each of the Fergana Valley and Southern Caucasus sub-regions should be considered to ensure close follow up of activities, and in recognition of specific dynamics of the two regions. To avoid splitting the project into two, the managers should have complementary expertise and cover different *thematic* areas on a project wide basis. The managers should not be from any of the participating countries in order to preserve the neutrality of the project. An alternative, splitting the project in two - one for CAR and one for SC would allow the project to more clearly address the specific context in each region, although specific mechanisms would have to be defined to promote valuable information sharing across the regions.

Based on learning in Phase 1, Phase 2 of the project should have a more rigorously defined results chain, with particular emphasis on both indicators and base line relevant to measuring project objective of enhancement of capacity.

WCAC should continue to promote, motivate and support the development of NAPs where there is an opportunity, and to document issues in the implementation process. Particular attention should be given to methodologies for gender audits and budgeting for NRM and SSR.

The WCAC should advance on its plan to develop a core of peace mediators at the regional level through intense capacity building and networking. It should advocate within the UN system and with participating governments that these resources persons be included in negotiations. These experts should be linked to efforts to train mediators at the national and local levels in order to bring a gender perspective into these efforts and to more effectively link gender issues at the local, national and cross border levels. This should be promoted at the UN level with sister agencies that train mediators, such as the UNDP and UNHCR, and with complementary projects that work with IDPs and /or border areas.

UN Women should build networks of specialists in key areas such as NRM and SSR by providing focused training within a framework that permits ongoing opportunities for networking among the same nucleus of participants. In order to reduce the administrative burden and improve sustainability, the administration of the network[64] should be contracted to a lead NGO in one of the countries, although UN Women should maintain a strong role in programming. As the generation of evidence and management of knowledge are central to the WCAC, UN Women should *consider* the feasibility of a small grant programme available to participants and/or their organizations to study and document relevant issues or achievements in respective countries.

UN Women should expand the TOT programme to develop a critical mass in each country, create a framework to support the cascade training, and monitor the results – both to 1) track the reach and possible impact of training and 2) keep track of useful modifications and lessons learned by the trainers. This training will be aimed at raising awareness, widespread knowledge and advocacy capacity among women's groups, victims of conflict, human rights organizations, local governments and others) and will be coordinated closely with programme needs in each country. Once the framework is developed and accepted, it should be administered by UN Women at the country level (or one of its partners) with or without financial assistance from the project, depending on available resources.

UN Women should continue to support Human rights monitoring in the Fergana Valley, increasing the numbers trained (at least 6 per country). As recommended, participants should agree on a single issue that can be shared across borders, and as much as possible, involve cross border

---

[64] Administration could include: maintaining regular contact through e-mail and a web page or facebook page with appropriate links; taking care of logistics for meetings and training; ensuring evaluative and financial reporting on activities and achievements is maintained.

aspects. The first step would be an analysis and training methodology that allows such an issue to be identified and defined.

In cross regional trainings and meetings held outside of Georgia, UN Women should consider inviting women from peace organizations in Abkhazia and South Ossetia to participate. Not only are they critical actors in peace-building in Georgia, but they have limited access to training and resources. While UN Women does not work there, it could have contact with these organizations through partners.

UN Women should design an exit strategy for phase II on the assumption that WCAC will have made its contribution to advancing the implementation of national action plans and the capacity of women's rights activists, and that future achievements can be made through the national plans of UN Women.

Georgia

UN Women should continue to provide technical support as needed to government working groups on NRM and UN SCR. This should include developing capacity to properly estimate budget costs for the implementation of the plan, and carrying out gender audits at a ministerial level to assist in planning.

In close collaboration with WEPD, the WCAC project should carry out a gender/NAP policy audit in selected municipalities to assess challenges and opportunities of implementation at the local level. WCAC should document and share lessons learned in this process with international networks.

WCAC should carry out a needs assessment of the NGO/women's organizations to determine the most appropriate training needed, and then define a capacity development framework to meet these needs. The framework should include a monitoring strategy incorporating the baseline data as well as effective indicators for measuring changes. A needs assessment methodology and framework could be made available to other country programmes.

UN Women should provide support and technical advice to the newly formed NGO coalition for advocacy formed as a result of the mediation training held in February 2013. Particular attention should be paid not just to advocacy capacity, but to the strategy/capacity to do it as a coalition.

Tajikistan

WCAC should continue to offer technical and ad hoc support to the Committee for Women and Family affairs including co-sponsoring consultations with Civil Society and other branches of government.

UN Women should extend its work on early marriage through the GTG and in partnership with other agencies and local NGO(s) to include empowering young women through peer support groups, leadership development or other activities as appropriate.

As they are facing the ongoing effects of conflict, UN Women should follow up, on initiatives to involve younger women, based on efforts in the first phase to involve university students in the issues; to involve younger women in the Women's Peace Corps, and the study on early marriage. This should include information/awareness raising, debates/forums to explore and analyze issues, and opportunities to be included in civil society/ government consultations. Special efforts should be made to include rural young women. This could be done through partnership with organizations already working with youth. Close monitoring could provide lessons learned on Youth & UN SCR 1325 in the sub-region.

Pakistan

WCAC should explore greater incorporation of NGO/Civil Society partners in cross border TOT on CEDAW/UN SCR 1325 to provide civil society with greater capacity to defend their rights and advocate with their government. Where and if possible WCAC, in consultation with the UN Women office, should consider offering appropriately tailored training internally in Pakistan to further extend awareness.

Pakistan NGOs should be invited to the specialized training on NRM and SSR and to form part of the network. NRM is particularly important given the severity of the problem and the obstacles for Cooperation created by the government's denial of the problem. With improved information and skills regarding international standards and practices, both practice and advocacy will be more effective.

8. Annexes

Annex A Evaluation Team
Annex B List of Resources used
Annex C Evaluation Matrix
Annex D Terms of Reference, including evaluation questions
Annex E Project Logframe
Annex F   List of people interviewed.

Annex A: Evaluation Team: Brief Profiles.

Gabriela Byron, Lead Evaluator

Gabriela Byron has 15 years experience as a consultant, with CIDA Standing Offers in both Evaluations and Gender Equality for 10 years. She has participated in approximately 20 major complex country programme wide (e.g. UNDP ADRs) or multi-country evaluations for multilateral (UNDP) or bilateral (CIDA, SIDA, Danida) or NGOs including 12 as team leader or sole evaluator. Major evaluations of gender projects/policies, include the SIDA evaluation in Georgia; Evaluation of the Implementation of SIDA's gender policy; Evaluation of CIDA's Gender Equality Funds in Kenya, Bolivia, Brazil, Peru, Paraguay, Colombia and Ecuador; a Scoping assessment of the incorporation of CIDA's gender policy in a sample of locally administered, responsive funds; and evaluation of university based project for prevention of violence against women in Costa Rica. Her experience and background in gender and peace and security and humanitarian response projects started in 1990-96 when she worked in Peru for Save the Children and Oxfam during years of conflict (from 1990-1996), addressing gender and security as a cross cutting in development and humanitarian work with civil society partners.

Dilorom Atabaeva, Evaluation Assistant Sugdh Oblast, Tajikistan

Dilorom Atabaeva leads NGO Consortium of Initiatives in Sogd region of Tajikistan, which she joined in. in 1997 as an Area Manager promoting implementation of the innovative programme "Civil Society Building in Tajikistan" to expand the range of CS activities and funding sources. Prior to this, she studied languages, teaching and law at the post secondary level. Recently, she has participated in the training of human rights monitors offered by WCAC for the Fergana valley.

Salome Minesashvili, Evaluation Assistant, Georgia.

Salome Minesashvili has an MSc from University of Edinburgh Sc in International Political Theory (2011-2012) and an MA from Ivane Javakhishvili Tbilisi State University in Transformation in the South Caucasus (2006-2010) She has been a Parliamentary Intern, and a Research Fellow a the Caucasus Research Resource Centre (Tbilisi) and is currently a Research Intern at the Center for Social Studies, Tbilisi

ANNEX B: LIST OF RESOURCES USED

UN WOMEN

WCAC project documents:

European Commission/ (former) UNIFEM, project contribution agreement *Women Connect Across Conflicts:, Building Accountability for Implementation of UN SCR 1325, 1820, 1888, 1889,* Proposal submitted to the EIDHR by UN Women (former UNIFEM)

WCAC, First Progress Report to the European CommissionOctober 2010 – September 2011

WCAC, Second Progress Report to the European Commission, October 2011 – May 2012

WCAC, Uncertified Financial Records as of May 1, 2013 (Preliminary financial report)

WCAC/DCAF *Report: Workshop on the Integration of Gender in the Security Sector,* July 2012

WCAC, National Consultant's report on costing the NAP, Georgia

WCAC/GEC/NATO Final Report of Expert Meeting on Mainstreaming Gender into Security Sector Reform, Tbilisi, Georgia, Sept 17-18

WCAC, Report from: Cross-regional Programme "WCAC: Building Accountability for Implementation of UN SCR 1325, 1820, 1888, 1889", Manual Update and Training on complementarities of CEDAW and UN Security Council Resolutions on Women, Peace and Security

WCAC/ Non-violent Peaceforce**,** *Final Report, Cross- regional Training of Trainers for human rights defenders with a focus on strengthening national referral mechanisms for victims of SGBV*, Tbilisi Oct 7-12 2012

Various workshop and working group meeting reports.

WCAC knowledge products/tools; mapping and baseline studies, HR monitoring reports, manuals*.*

WCAC, *Women Connect Across Conflicts: A summary of Monitoring Findings on the Situation of Women's Rights in the Ferghana Valley in Line with the UNSCR on Women, Peace and Security*, January 2013

WCAC, *Monitoring on the Situation of Women's Human Rights in the Fergana Valley in Line with UN SCRs on Women, Peace and Security: Monitoring Lessons Learned*

Matveeva, Anna, Implementing the Security Council Resolutions on Women, Peace and Security in the Fergana Valley, UN Women, 2012

Rashid, Dr. Tahmina *Baseline Study For The Implementation Of Cross-Regional Programme In Pakistan*

Stigter, Elca, Building Accountability: Implementation of 1325, 1980. 1988,1989, Mapping Study: Georgia, Armenia, Azerbaijan, UN Women, WCAC, 2012

WCAC, Mapping Afghanistan

WCAC, *Baseline Study: Women Connect Across Conflicts: Building Accountability For Implementation Of UNSCR 1325, 1820, 1888, 1889 In Georgia,* 27 November 2011, Revised 27 February 2012

WCAC *Building Accountability for Implementation of UNSCRs 1325,1820, 1888, & 1889: Mapping Study, Georgia, Armenia and Azerbaijan*

WCAC Using CEDAW and UN Security Council Resolutions on Women, Peace and Security for Advancing Gender Equality (Training Manual)

WCAC, Women and Governments: Towards Greater Accountability in Fulfilling Women, Peace and Security Resolutions A review of best practices, lessons learned and challenges, May 2013 (report from the final WCAC project conference, March 2013)

UN Women, Hough, Leslie, (WCAC) *Development of National Action Plan on Women, Peace and Security: The experience of Georgia,* 2012

UN Women (former UNIFEM) Women's Participation in Peace Negotiations: Where are the Numbers, Oct 2008

UN women Women's Participation in Peace Negotiations: Connections Between Presence and Influence, Oct 2012

UN Women, *STRATEGIC NOTE 2012-2013 Eastern Europe and Central Asia Sub-region*

WEPD *Third Progress Report to the Government of Norway, Nov 2011- Oct 2012, Annex C: Terms of Reference Of the Coordination Group on Implementation of 2012-2015 National Action Plan for implementation of the UN Security Council Resolutions 1325, 1820, 1888, 1889 and 1960 on "Women, Peace and Security"*

UN Women, Eastern Europe and Central Asia Sub-regional office; Development Results Framework, 2012-2013.

UN Women, women Count for Peace, *Women Building Peace and Trust: Participation and Influence, Kyrgyzstan*, 2011

UN Women/WEPD *Third Progress Report to the Government of Norway, Nov 2011- Oct 2012, Annex C: Terms of Reference Of the Coordination Group on Implementation of 2012-2015 National Action Plan for implementation of the UN Security Council Resolutions 1325, 1820, 1888, 1889 and 1960 on "Women, Peace and Security*

Other

Government of Tajikistan, Committee on Women and Family Affairs' *Action Plan of the National Strategy of the Empowerment of Women 2012-2015*

Government of Georgia, Order of Minister of Defence of Georgia on activities to be carried out in order to implement the action plan, 30 June 2012

Government of Georgia, Resolution of the Georgian Parliament on Approval of 2012-2015 NAP for the implementation of the UN SC Rs 1325,1820, 1888, 1889, 1960 on Women, Peace and Security, found in *Development of a National Action Plan on Women, Peace and Security: the Experience of Georgia*

NATO, *NATO Secretary General's Second Annual Public Report on Implementing United Nations Security, Council Resolution 1325 on Women Peace and Security, and Related Resolutions*, 2013

UNDAF Tajikistan 2010-2015

UNFPA Kyrgyz Republic: Child Marriages

UNFPA, Tajikistan: Child Marriages

ANNEX C
EVALUATION MATRIX
For final evaluation of:

WCAC: Building Accountability for Implementation
of UNSC Resolutions 1325, 1820, 188 & 1889

Relevant Evaluation Criteria	Key Questions	Sub questions	Data Sources	Data collection methods/tools	Indicators	Comments
Relevance	Were strategies/ programme objectives appropriate to address identified needs of beneficiaries to realize their rights?	How was the project designed, and on what previous lessons learned was strategy based? What internal and external analyses were used in the design? Who participated, and how effective were participation methods? How do project objectives align with national priorities & those expressed by women's orgs? How do processes promote inclusion & fairer power relations?	Project docs Gov't strategies, plans Project staff Gov't partners CS partners Key informants (to be identified, at national or community level as appropriate – i.e. objective 4	Doc. Review Semi-structured individual & group interviews. Site visits	Partner knowledge, satisfaction/ownership of process Strategy coherence with analysis Alignment with strategies of other key advocates	Need to clarify who are "beneficiaries" in each area – and who might be excluded.
	Did activities address problems identified?	How coherent was the logframe results chain? What risk assumptions/strategies were developed/utilized?	Log frame, UN Women project reports, staff	Document review Semi-structured interviews.		
Effective-ness:	To what extent has the programme achieved the expected output and outcome results?	To what extent are women's HR & GE advocates & networks enhanced to effectively engage, influence, mobilize at national level?	Baseline data Interim & end of project assessments. (proj. docs) Relevant gov't policies, records, debates, etc. Participants (CS, government) Key informants (women's groups..)	Doc. Review - project - gov't - partner Semi-structured individual and group interviews	Outcome: evidence of change in capacities of women's HR advocates. - self-assessment of change - improved networking (nationally, regionally) - changes implemented from training program - new initiatives (advocacy implementation..) - use of/learning from other documented cases - traffic on UN Women web corner - greater access of advocates to policy makers	Evaluation will include tracking and assessing the outputs and intervention logic ; and to see if these result in predicted outcomes. No details were provided in logframe as to what constitutes evidence. These are possible indicators

		To what extent is justice (referral systems) strengthened to provide redress for sexual and other violence against women? (G)			Number of cases documented, brought to the attention of and addressed by relevant decision makers through project activities.	
		To what extent has a gender perspective been integrated into the security sector at national level. (G)	Government docs, representatives of relevant ministries Project documents (reports, workshop reports) & staff Women's groups Working group members DCAF Key informants	Gender Analysis of gov't docs. procedures Semi-structured interviews	- coherent and specific gender content in policies - adoption by gov't of WG recommendations - extent of use of training manual	
		To what extent are national partners at local level mobilized to engage in dialogue & advocacy in compliance with HR obligations in Ferghana valley?			- number and level of local and cross-country dialogues involving decision makers, on particular gender issues -	
	Are effective monitoring processes in place?	Are results monitored, as well as activities? Are there useful indicators? Are they used? At what level?	Project documents (esp. log frame, project proposal, reports.) Project Staff partners	Document review, interviews	- reports contain information on indicators. - specific indicators of results, not activity at subproject level. Monitoring processes in place.	Overall programme logframe is fairly thin on indicators; assumption that there are more sub-project specific indicators.
	What internal & external factors influenced project effectiveness?	Has the project adapted successfully to changes? What strategies were most effective and why? (Training, ToT, working groups, baseline, advocacy strategies….) What has been the role of communications/ dissemination strategies? What have they contributed to project outcomes? Do these affect certain target groups more or less than others?	Project documents Project staff Partners Beneficiaries Web site Event feedback/ Evaluations.	Document review Semi-structured interviews Web analysis (if available) Ranking of activities by respondents; reasons for choice	-- examples of successful adaptation to unforeseen events. - risk assessment and review process - respondents cite information found through communications strategy - frequency of web site use - frequency of dialogue on web site.	Risk assessment and flexibility provide more overall resilience in shifting political contexts or conflict
Efficiency	Have resources been appropriately & strategically allocated to achieve results?	Are costs reasonable to achieved outcomes? Were different approaches assessed? Have synergies been developed, or is there duplication with the efforts of	Budget and financial reports Project staff Partners Other international actors	Document review Interviews	- evidence of consideration of/ pricing of alternatives (e.g cost considerations in regional activities). - partner contributions - # and follow up on replication	Regional training/ meetings are costly: important to assess secondary results such as how many other individuals/

		other projects/actors?			of training/activities - joint activities	Organizations each trainer has trained
		Has UN WOMEN organizational structure and management supported effective and timely prog. delivery? Have resources been allocated strategically to achieve proj outcomes? Is there transparent & accountable resource management?	Budget and financial reports Project management staff UN WOMENomen admin staff partners	Document review Interviews.	- quality of record keeping (resources and decision making) partners aware of prog. budget -	
Sustain-ability	How sustainable are the results likely to be?	What activities will likely continue without UN WOMEN resources? What factors promote sustainability? How did UN WOMEN take into account phasing out after either the first or the second phases?	Project documents Project staff partners	Document review, interviews	- additional activities that take place without UN WOMEN support - frequency of commun-ication, coordination, networking/ among partners - UN WOMEN exit strategy	Are national partners sustainable, and does the project assess organizational capacity?
	Are national partners committed to continue all or part of program, post funding?				- partner level of participation in proj planning, sense of ownership - partner organizational and resource mobilization capacity - partner resource contribution to proj. activities -replication of training	
Lessons learned, and Good practices.	What were most relevant issues addressed? Why? What were most effective strategies? What could be done better? What should be prioritized if/when there is a second phase?					

Terms of Reference

For the Final Evaluation of the UN Women Project
"Women Connect Across Conflicts: Building Accountability for Implementation of UN Security Council Resolutions 1325, 1820, 1888, 1889"
supported by the European Union represented by the Commission of the European Union
1 October 2010 – 31 March 2013

1.	Background, purpose and use of the evaluation

Violent conflict affects and engages men, women, girls and boys in different ways. Women often bear the brunt of many of the harmful consequences of armed violence and disaster. In addition to this, gender-based violence and inequalities are often exacerbated by violent conflict. However, post-conflict and transition can sometimes open up new opportunities for women's participation in the political and economic spheres.

UN Security Council resolution (UN SCR) 1325 recognized, as a matter of international peace and security, the urgent need to address women's participation in peace processes and peacebuilding as well as the need to protect women and girls from egregious violations of their rights during and after violent conflict. Subsequent UN SCRs, Presidential Statements of the Security Council as well as regional, sub-regional and national policy frameworks have underlined these imperatives.

In July 2010, the UN General Assembly created UN Women, the United Nations Entity for Gender Equality and the Empowerment of Women. It entrusts UN Women with a leading role in normative, operational and coordination work on gender equality, including peace, security and humanitarian response. UN Women prioritizes the area of increasing women's leadership in Peace and Security and Humanitarian Response in its Strategic Plan (2011-2013), with specific goals and outcomes to support the implementation of intergovernmental commitments on peace and security, including those from the Beijing Platform for Action, SCRs 1325, 1820, 1888, 1889 and 1960, and relevant regional commitments.

UN Women Sub-regional office for the Eastern Europe and Central Asia (EECA SRO), located in Kazakhstan, in accordance with UN Women's core priority to support women's leadership and participation and peace and security has been implementing the Cross-regional project **"Women Connect Across Conflicts: Building Accountability for Implementation of UN Security Council Resolutions 1325, 1820, 1888, 1889"**. The project was launched in autumn 2010 with the support of the European Union represented by the Commission of the European Union aiming to enhance the capacity of Women's human rights activists and gender equality advocates and their networks to effectively and meaningfully engage, influence, and mobilize for dialogues on security and peace issues at various levels nationally and regionally in the South Asia (Pakistan and Afghanistan), the Southern Caucasus (Georgia, Armenia, Azerbaijan) and the Central Asia / Fergana Valley (Tajikistan, Uzbekistan and Kyrgyzstan).

The overarching goal of this intervention was developed with the understanding that achieving the overall objective will be delivered in two phases and over a time period of 5 years. The current project covers the first phase of the proposed intervention. Phase II might be further developed towards the completion of year two under this project cycle.

	Project Specific Objectives

The **overall objective** of the intervention targets enhancement of capacity of women's human rights activists and gender equality advocates and their networks to effectively and meaningfully engage, influence and mobilize for dialogues on security and peace issues at various levels nationally and regionally in a selected number of countries.

> **First specific objective** aims at facilitating work at national level on development of the **National Action Plan** (NAP) on 1325, 1820, 1888 and 1889 in at least two countries (Georgia and Pakistan) for further replication on other target countries.

> **Second specific objective** targets strengthening **referral mechanism** to provide redress for sexual and other forms of violence against women in situations of conflict in at least one country (Georgia).

> **Third specific objective** focuses on **incorporating gender equality** principles into the internal operations of the security sector to promote zero tolerance to using sexual violence as a weapon of war in at least one country (Georgia).

Fourth specific objective of the intervention aims at **mobilizing national partners at local level** to engage in evidence-based dialogues and advocacy for reconciliation, tolerance building and compliance with women's human rights obligations in Ferghana Valley (Kyrgyzstan, Uzbekistan, Tajikistan).

The current project covering the first phase is expected to be completed by 31 March 2013.

Purpose and use of the final project evaluation

The final project evaluation will be conducted by an independent, external team and it represents a mandatory undertaking as agreed with the European Commission at the time the project proposal was submitted and awarded in 2010.

It will assess programmatic progress (and challenges) at the outcome level, with measurement of the output level achievements and gaps and how/to what extent these have affected outcome-level progress. It will consist of a desk review, country visit to two out of eight project countries (Georgia in Southern Caucasus, Tajikistan in Fergana Valley) and virtual online consultation with key partners, stakeholders and beneficiaries in Pakistan in South Asia, in-depth interviews with UN Women staff (at Sub-Regional and country levels), and in-depth interviews with key stakeholders and beneficiaries.

It will contribute to results-based management through a participatory approach that documents results achieved, challenges to progress, and contributions to the creation of a more conducive environment for enhancement of capacity of women's human rights activists and gender equality advocates and their networks to effectively and meaningfully engage, influence and mobilize for dialogues on security and peace issues at various levels nationally and regionally in a selected number of countries.

Evaluation Objectives

The specific evaluation objectives are to:

a) Analyze the relevance of the programmatic strategy and approaches;
b) Validate project results in terms of achievements and/or weaknesses toward the outcomes and outputs, with a critical examination of how/to what extent the project contributed to:
  - facilitating work at national level on development of the **National Action Plan** (NAP) on 1325, 1820, 1888 and 1889 in Georgia and Pakistan for further replication on other target countries;
  - strengthening **referral mechanism** to provide redress for sexual and other forms of violence against women in situations of conflict in Georgia
  - **incorporating gender equality** principles into the internal operations of the security sector to promote zero tolerance to using sexual violence as a weapon of war in Georgia;
  - **mobilizing national partners at local level** to engage in evidence-based dialogues and advocacy for reconciliation, tolerance building and compliance with women's human rights obligations in Ferghana Valley (Kyrgyzstan, Uzbekistan, Tajikistan).

c) Assess the potential for sustainability of the results and the feasibility of ongoing, nationally-led efforts in advancing women, peace and security agenda;

d) Document lessons, learned best practices and weaknesses, success stories and challenges to inform future work of various stakeholders in addressing gender equality within the context of the building accountability of implementation of UN SCRs; and

e) Based on feedback from the partners involved into the evaluation, make region-specific (Fergana Valley, Southern Caucasus, South Asia) recommendations for potential programmatic interventions by UN Women in the area of women, peace, and security.

The information generated by the evaluation will be used by UN Women, national and international partners at national and regional level to:

- Contribute to engage policy makers and other stakeholders at national and local level in evidence-based dialogues and advocacy for reconciliation, tolerance building and compliance with women's human rights obligations.

- Support to contribute to strategic planning in project regions (Fergana Valley, Southern Caucasus, South Asia) recommendations and each country to convert the project outputs into sustainable outcomes.

3. Project Description

Context of the project intervention

The United Nations Security Council Resolution (SCR) 1325 was adopted to address the impact of war on women, and increase women's participation in conflict resolution and building sustainable peace. Further, Security Council resolutions 1325 (2000), 1820 (2008), 1888 (2009), 1889 (2009) and 1960 (2010) call for an increase in the participation of women at decision-making levels in peace processes, reconstruction and rehabilitation phases. They also call for more accountability by the UN actors and conflicting parties to protect women from gender-based violence.

Since the adoption of UN SCR 1325 in 2000 awareness of stakeholders was raised and consensus reached on the importance of this resolution and efforts increased which lead to the adoption of five subsequent resolutions on women, peace and security with the aim to support and complement UN SCR 1325. Nevertheless, in the past decade very little has changed in terms of women's engagement in official peace talks; establishing real accountability and protection mechanisms from sexual violence during and after conflict, or engagement of women in comprehensive post-conflict recovery. Research by UN Women in 2008 indicated that women were still on the margins of formal peace processes. UN Women analysis of 24 major peace negotiation processes since 1990 showed that only 2.1% of signatories of peace agreements were women, and there was no record of female peace mediators. In addition, women's participation in negotiating delegations averaged 7.1% in 14 cases where such information was available[65]. Furthermore, the SG's report on Mediation notes that Security Council Resolution 1325 (2000) explicitly urged the Secretary-General to appoint more women as special representatives/envoys to pursue good offices on his behalf. Only eight women have ever been appointed to this role[66].

UN Women work in the regions over the years also showed an overwhelming lack of evidence and data related to women's experience in conflict and peace processes which make it very difficult for gender equality advocates to argue their case for women's involvement in peace and reconstruction processes or advocate for stronger action from national armies or UN peacekeeping missions to address issues of sexual and gender-based violence (SGBV). Countries are often reluctant to systematize data collection on this topic not least because of lack of knowledge and/or absence of rigorous indicators in this area, not saying about the lack of any formal mechanism to monitor progress in implementing SCRs.

Levels of financing for post-conflict recovery for women appear to be exceptionally low. In the few cases where women have had an impact on the conduct of peace talks or the content of agreements, they have been well organized and have worked to bridge the lines of social and political division that put them on opposing sides of conflict. Beyond peace processes, the consistent factor determining the impact that women have had on post-conflict peace building and recovery has been the level of capacity and coherence amongst women's organizations; the better organized they are, the better placed they are to engage in post-conflict peace building, planning, and making the case for adequate financial allocations to respond to women's recovery needs. Well organized women's groups promoting 1325 have also been well-placed to support justice and security sector reforms.

The tenth anniversary of the SCR 1325 in 2010 that was a watershed year for evaluating the process on enhancing security for women around the world, gave a strong impetus for the cross—regional project implementation. The project was an immediate follow-up to this global review, with direct activities aimed at piloting unique approaches, strengthening national capacity on implementing commitments on women and peace, improving networking collaboration and information sharing mechanisms across sub-regions, integrating gender as a cross-cutting and multi-sectoral issue, especially within the security sector, etc.

The European Union (EU) provided and continues to provide strong political **support to UNSCRs 1325 and 1820 implementation**. The EU also supported internal and external trainings on the issue, facilitation of exchange of information and knowledge, support to specific actions at regional and country level, integration of women's issues into security sector agenda, enhancing cooperation with UN and other international actors.

Description of the intervention

Project objectives

The **overall objective** of the intervention targets enhancement of capacity of women's human rights activists and gender equality advocates and their networks to effectively and meaningfully engage, influence and mobilize for dialogues on security and peace issues at various levels nationally and regionally in a selected number of countries.

Outcome 1 National plans of Action on 1325, 1820, 1888 and 1889 adopted in Georgia and Pakistan

> **Output 1.1** NAPs on 1325, 1820, 1888 and 1889 developed and submitted for review to relevant bodies in Georgia and Pakistan

---

65 UNIFEM 2008: 'Women's Participation in Peace Negotiations: Where are the Numbers?' mimeo, October, New York.

66 The eight women were/are: Margaret Anstee in Angola (1992-1994), Angela King in South Africa (1992-1994), Elizabeth Rehn in Bosnia-Herzegovina (1997-1999), Ann Hercus in Cyprus (1998-1999), Heidi Tagliavini in Georgia (2002-2006); Caroline McAskie in Burundi (2004-2006); Ellen Margretha Løj in Liberia (2007-present); and Karin Landgren in Nepal (2009-present). Currently, four DSRSGs in peacekeeping missions are women.

Output 1.2 The model[67] of development and adoption of National Plans of Action on SCR 1325, 1820, 1888 and 1889 in Georgia and Pakistan documented and disseminated for replication in other target countries;

Outcome 2 Justice (referral systems) strengthened to provide redress for sexual and other forms of violence against women in situations of conflict in Georgia

Output 2.1 The model of Georgian referral system to redress for sexual and other forms of violence against women in situation of conflict documented and disseminated for replication in other pilot countries

Output 2.2 Improved skills and abilities of women human rights defenders for documenting women human rights abuses, and for preserving perishable evidence (collecting testimony) in target countries

Outcome 3. Strengthened integration of gender perspectives within the security sector at national level in Georgia

Output 3.1 Tools and methodology for incorporating gender issues into security sector of Georgia developed and disseminated for further replications and piloting in other target countries

Output 3.2 Strengthened capacities of security sector actors and women human rights advocates on Gender and SSR in Georgia

Outcome 4. National partners engage in evidence-based dialogues and advocacy for reconciliation, tolerance building and compliance with women's human rights obligations in Fergana Valley (Uzbekistan, Tajikistan, Kyrgyzstan)

Output 4.1 Mechanisms for Sub-regional dialogues between women peace activists and human rights defenders and government representatives in Fergana Valley (Tajikistan, Uzbekistan, Kyrgyzstan) on voicing key gender and security priorities are in place

Rationale for selection of sub-regions and countries

Selection of the countries and cross-regional nature of the project was done based on a preliminary assessment of the situation in the countries, considering also former UNIFEM and other partners past and ongoing work on engaging women in peace building and negotiations, as well as existing and prospective partnerships. The proposed methodology of the project implementation envisaged piloting and testing some specific activities outlined in the Logframe. As a result of a preliminary situational assessment and current status of women's participation in peace negotiations, and consultations with partners (women's national machineries, several line ministries, especially ministry of defense, ministry of foreign affairs and ministry of interior, international organizations, e.g. International Crisis Group, ODIHR/OSCE, UN counterparts, as OHCHR, UNDP, women's networks, e.g. Southern Caucasus Women for Peace networks, etc.), three sub-regions were identified for project interventions, namely, South Asia with Pakistan and Afghanistan, Central Asia / Ferghana Valley with Tajikistan, Kyrgyzstan and Uzbekistan, and Southern Caucasus with Armenia, Azerbaijan and Georgia.

These three sub-regions were identified with full awareness of the differences not only between them but also within them. The cross regional approach allows to enhance communication, exchange and learning from different experiences of women peace activists and gender equality advocates from these diverse parts of the world. Such exchange of experiences and knowledge and cross-regional networking is a good opportunity for women peace activists and gender equality advocates strengthening and empowerment.

Work on the cross-regional level also allows for exploration of the possibilities of working towards establishment of a cross regional network of women peace activists and gender equality advocates from the participating countries with a common platform for action for the second phase of the project. In this regard, particular attention will be paid to sustaining of the capacities developed by the project's first phase, especially in terms of continuous and meaningful engagement of women peace activists and gender equality advocates from the participating countries in the peace processes.

Project strategies

Overall **project implementation methodologies (strategies)** envisaged the following:
- Documenting and modeling of piloted in one country experience/knowledge/tools on NAPs, engendering Security Sector, referral mechanism and conflict mitigation and rapid response system for further replication;
- Adapting those models to country situation and implementing it at national level by regionally trained members of network and partners;
- Generating and maintaining cross-regional knowledge, tools and practices;

---

[67] The word "models" throughout the project document are used with the meaning of documented best practices and approaches that can be of use for replication with respective context specific alterations, modifications in other countries, contexts.

- Building solidarity of HR and GE Advocates trough cross-regional common vision and consensus developed and exchange of experiences, approaches, strategies and knowledge.
- The training and the consultations on indicators of 1325 will be linked to a global process for developing results-based indicators on 1325 as mandated by SCR 1889, OP 17-18. UNIFEM in partnership with other UN agencies, and with the Office for the Special Advisor to the Secretary General on Gender issues, will engage in a global indicator-development process. The proposed regional work in this proposal will be closely linked to that global process.

Project Management

The project is being implemented by the United Nations Entity for Gender Equality and Empowering of Women (UN Women) in close collaboration with a range of national partners in each target country. The project is executed by the UN Women Project Team (PT) under overall strategic oversight and guidance of the UN Women Regional Programme Director for the EECA at the sub-regional level. The Programme Manager is responsible for day-to-day project management and guidance, provides technical advice and engages in dialogue with governments, civil society, UN colleagues in each country and EU partners and ensures that the project complements ongoing actions in target countries. The PM is responsible for all execution aspects of the project, including coordination and management of activities, the direct execution of all project components, and overall monitoring and reporting.

Project monitoring and evaluation

The project's total budget for two and a half years is **USD 1,388,889**. EU Result Oriented Monitoring (ROM) of the project was conducted in October/November 2011 in Kyrgyzstan and Georgia. Changes to the project were made in accordance with the recommendations of the ROM report and a revised project document submitted to the EU in January 2011 for approval.

According to the project document, a final evaluation is foreseen for which an independent consultant shall be hired. In addition, a detailed annual work plan with output targets and indicators in line with UN Women Strategic Plan was developed (project logical framework was prepared to include output specific targets, indicators and baselines) and shared with all countries, while all interventions funded by the project were closely monitored by the Programme Manager. The monitoring of achieving the project outputs against set targets was done regularly and shared with the donor and project stakeholders and partners in form of annual reports.

Programme Manager kept regular consultations with all relevant country focal points and ensured prompt support and advice at all steps of the project implementation. All activities and results were accurately documented via reports and photos. A mid-term project retreat with all focal points was organized to review progresses, discuss entry points, challenges and ways ahead in the project implementation.

Project beneficiaries and key stakeholders

The project *direct beneficiaries* are:
- Women in South Asia (Pakistan and Afghanistan), the Southern Caucasus (Georgia, Armenia, Azerbaijan) and the Central Asia / Ferghana Valley (Tajikistan, Uzbekistan and Kyrgyzstan), who are empowered to influence conflict resolution and peace building processes;
- Women human rights defenders in these countries;
- Technical staff of government departments engaged in the project who will learn indicator development and tracking skills.

Partners and other stakeholders
The project strongly builds on previous and ongoing UN Women work in the beneficiary countries and sub-regionally and on partnerships already forged and tested with many of the partners, including international organizations, national ministries and institutions (i.e. Women's national machineries, relevant line ministries (including the Ministry of Foreign Affairs, the Ministry of Defense and the Interior), National Statistics and parliamentarians, Ombud's Offices, international and national NGOs, especially human rights organizations including specifically women's organizations; women's human rights advocates, including women holding political positions;

4. Scope of the Evaluation

The final project evaluation will be conducted by the external evaluation team and managed by UN Women Eastern Europe and Central Asia SRO e with substantive support from UN Women HQ division for Europe and Central Asia. It is planned to be completed between the February and March 2013.

The evaluation will cover almost the 30-month project implementation period of October 2010 – March 2013.

The evaluation will be conducted in Georgia where the WCAC project team is based, with a travel to Tajikistan and online review for Pakistan to collect data as defined in the plan.

5. Evaluation questions

The evaluation will address the criteria of ***Project Relevance, Effectiveness, Efficiency, Inclusiveness, Sustainability.*** More specifically, the evaluation will address the following key issues:

Key evaluation questions (the detailed list of all evaluation questions is provided in Annex 1):

Relevance:	Were the programmatic methodologies/strategies appropriate to address the identified needs of beneficiaries and stakeholders?
Effectiveness:	To what extent did the Project reach the planned results and how sustainable are results? What was not achieved in full and why?
Efficiency:	Have resources (financial, human, technical support, etc.) been allocated strategically to achieve the project outcomes?
Sustainability:	Are national partners committed to the continuation of the project (or some its elements) after funding ends?

Please include a section that includes information on existing information sources

6.   Evaluation Approach, Process and Methodology

The evaluation will be a transparent and participatory process involving relevant UN Women stakeholders and partners at the sub-regional and country level. It will be carried out in accordance with UNEG Norms and Standards and Ethical Code of Conduct and UN Women Evaluation Policy and guidelines. Explicit emphasis will be placed on the integration of gender equality and human rights principles in the evaluation focus and process as established in the UNEG Handbook, *Integrating Human Rights and Gender Equality in Evaluation - Towards UNEG Guidance*.

The evaluation should adhere to UN Women Evaluation Report Quality Standards. In addition, note will be taken of the recent guidance piloted by OECD/DAC entitled 'Guidance on Evaluating Conflict Prevention and Peacebuilding Activities and the World Development Report 2011 "Conflict, Security, and Development" that examines the changing nature of violence in the 21st century, and underlines the negative impact of repeated cycles of violence on a country or region's development prospects.

The evaluation will be based on the methodology described below, which will be further discussed with the Project partners and validated by the UN Women SRO EECA in consultation with the UN Women Evaluation Unit. The proposed methodology employs results-oriented approach and integrates human rights and gender equality into the evaluation.

Integration of ***human rights and gender equality*** issues into the evaluation requires adherence to three main principles – inclusion, participation, and fair power relations. *Inclusion* refers to paying attention to which groups benefit and which groups contribute to the intervention under review. Groups need to be disaggregated by relevant criteria: disadvantaged and advantaged groups depending on their gender or status (women/men, class, ethnicity, religion, age, location, etc.), duty-bearers of various types, and rights-holders of various types in order to assess whether benefits and contributions were fairly distributed by the intervention being evaluated. Evaluating HR & GE must be *participatory*. Stakeholders of the intervention have a right to be consulted and participate in decisions about what will be evaluated and how the evaluation will be done. In addition, the evaluation will assess whether the stakeholders have been able to participate in the design, implementation and monitoring of the intervention. *Fair Power Relations* - When evaluators assess the degree to which power relations changed as a result of an intervention, they must have a full understanding of the context, and conduct the evaluation in a way that supports the empowerment of disadvantaged groups. In addition, evaluators should be aware of their own position of power, which can influence the responses to queries through their interactions with stakeholders. There is a need to be sensitive to these dynamics (see *UNEG Guidance Document. Integrating Human Rights and Gender Equality in Evaluation*[68]).

The evaluation will be ***results-oriented*** and provide evidence of achievement of expected outputs through the use of quantitative and qualitative methods.

The methodology for the final evaluation shall include the following:

a.   ***Preliminary desk reviews*** of all relevant documents on the project, the project document, LogFrame, implementation plan, monitoring reports, donor reports (inception report, progress reports), project publications, existing national and international reports on gender equality and women's rights situation, etc. This desk review will be done prior to any field visit, focus group discussion, or individual interviews. Preliminary discussions with the project staff from UN Women EECA SRO and WCAC project unit will also take place during this desk review/inception phase.

---

[68] http://unevaluation.org/papersandpubs/documentdetail.jsp?doc_id=980

b. ***Individual and group discussions, in-depth interviews*** with key partners: a series of semi-structured interviews and focus groups with the project management team, national partners, counterparts, beneficiaries are envisaged to be conducted under this stage. This can include survey with both quantitative and qualitative perspectives among participants of various capacity development trainings and events undertaken by the project since its start. It can include participants of major trainings organized by the project in the areas of gender, CEDAW and UN SCRs.

The consultative element of the evaluation is crucial for building up a consensus about the project's overall rationale and desired outcomes. Data from different research sources will be triangulated to increase its validity. Field visits will be organized to facilitate the process of evaluation.

The proposed approach and methodology has to be considered as flexible guidelines rather than final requirements; and the evaluators will have an opportunity to make their inputs and propose changes in the evaluation design. It is expected that the Evaluation Team will further refine the approach and methodology and submit their detailed description in the proposal and Inception Report.

Expected Results and Timeframe

As a logical result of the completion of the desk review it is expected that the Evaluation Team (comprised of international and national evaluators) will submit an **inception report**, which will contain evaluation objectives and scope, description of evaluation methodology/methodological approach, data collection tools, data analysis methods, key informants/agencies, evaluation questions, performance criteria, issues to be studied, work plan and reporting requirements.

As a result of the completion of the field visits and surveys and interviews with the partners, it is envisaged that several key products will be submitted, namely: **Progress Report** of the Field work to the UN Women Sub-Regional office and key internal and external stakeholders, **Power Point presentation and an outline** on preliminary findings, lessons learned, and recommendations, **Draft full report** highlighting key evaluation findings and conclusions, lessons learned and recommendations (shall be done in a specific format). The draft report will be discussed with the national partners to ensure participation and involvement of the national stakeholders.

Afterwards **a Final evaluation report** and five-page **executive summary** are expected to be submitted to the UN Women Sub-Regional office incorporating all comments and feedback collected from all partners involved.

"Quality Criteria for UN Women evaluation reports" should be followed[69]. These quality criteria are intended to serve as a guide for preparing meaningful, useful and credible evaluation reports. It does not prescribe a definite format that all evaluation reports should follow but rather indicates the contents that need to be included in quality reports.

Format of the final evaluation report shall include the following chapters:
- Executive Summary (maximum five pages),
- Project description,
- Evaluation purpose,
- Evaluation methodology,
- Findings per each Outcome
- Lessons learnt,
- Overall conclusions?
- Final region and country specific recommendations for UN Women potential programming in area of women, peace and security in project regions (Fergana Valley, Southern Caucasus, South Asia)
- Annexes (including interview list, data collection instruments, key documents consulted, Terms of Reference).

Translation/interpretation, secretarial assistance will be provided to the international evaluation consultant during his/her stay in Georgia and Tajikistan.

Language of all deliverables: English.

The timeframe allocated for the completion of the above indicated products: February-March 2013.

Product / Activity	Estimated number of working days
Stage 1 Key product – preliminary desk reviews, discussions with partners and inception report	
Desk review and Inception report of the evaluation team, which includes the evaluation methodology and the timing of activities and deliverables	6

---

[69] http://erc.undp.org/UN Womenomen/resources/guidance/Guidance%20Note%20-%20Quality%20Criteria%20for%20Evaluation%20Reports.pdf;jsessionid=29976B8B347BD52EB161D8E7CB7DFC94

Stage 2 Key Product – Evaluation Report	
Data collection (including field visit – Georgia 6 days, Tajikistan 7 days)	16
Progress Report of the Field work to UN Women EECA Sub-regional office and key internal and external stakeholders	6
Outline and a Power Point presentation on preliminary findings, lessons learned, and recommendations	
Draft full report highlighting key evaluation findings and conclusions, lessons and recommendations. Virtual consultations by the evaluator with the key project partners and stakeholders shall take place to validate the key findings of the report and collect feedback and recommendations to inform the final evaluation report.	12
Final evaluation report and five-page **executive summary**	5
TOTAL number of working days:	45

7. Composition, Skills and Experience of the Evaluation Team

A team of one external international evaluator and 2 national associate evaluators in Tajikistan (one) and in Georgia (one) will undertake the evaluation, having experience linked to evaluation, gender equality and peace and security policy with specific knowledge of gender equality, peace and security in conflict and post-conflict countries.

Required Skills and Experience of the International Evaluator:

- At least a master's degree in economics, sociology, international development, gender/women studies or related areas. A special training in Monitoring and Results Based Management is considered an asset.
- 10 years of working experience in evaluation, and at least 5 in evaluation of development and gender projects.
- A strong record in designing and leading gender-sensitive evaluations and experience in evaluation of programmes with budget over USD 1 million.
- 3 years of experience and background in gender and peace and security and humanitarian response projects.
- Ability to produce well written reports demonstrating analytical ability and communication skill. Proven ability to undertake self-directed research.
- Experience in participatory approach is a must as well as facilitation skills and ability to manage diversity of views in different cultural contexts.
- Demonstrates integrity by modeling the UN's values and ethical standards.
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability.
- Familiarity with the political, economic and social situation in the Southern Caucasus, Fergana Valley, South Asia.
- Fluent in English, knowledge of Russian would be an asset.

National Associate Evaluators will support overall work of the International Evaluator, and shall also possess an expertise in conducting gender-sensitive and rights-based evaluations so to be also able to contribute to the substance of the evaluation and not only be in supporting role.

Required Skills and Experience of the National Associate Evaluator:

- At least a master's degree in economics, sociology, international development, gender/women studies or related areas. A special training in Monitoring and Results Based Management is considered an asset.
- 3 years of working experience in evaluation, and at least 1 in evaluation of development and gender projects.
- A strong record in supporting designing and conducting gender-sensitive evaluations and experience in evaluation of programmes with budget over USD 1million.
- 1 year of experience and background in peace and security and humanitarian response projects.
- Ability to produce well written reports demonstrating analytical ability and communication skill. Proven ability to undertake self-directed research.
- Experience in participatory approach in evaluation and ability to manage diversity of views in different cultural contexts.
- Demonstrates integrity by modeling the UN's values and ethical standards.
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability.
- Familiarity with the political, economic, social and gender situation in their countries respectively.
- Fluent in English and local language.

8. Management of the evaluation

The UN Women EECA Sub-Regional Office will manage the final evaluation under overall supervision of the UN Women EECA Sub-Regional Programme Director and guidance from EECA Programme Monitoring and Evaluation Specialist. During the evaluation process, the SRO office will consult with UN Women Evaluation Office, as may be necessary. Coordination in the field including logistical support will be the responsibility of the WCAC Project Team.

The evaluation will be conducted in accordance with UN Women evaluation guidelines and UNEG norms and standards. Upon completion of the evaluation, UN Women has the responsibility to prepare a management response that addresses the findings and recommendations to ensure future learning and inform implementation of relevant projects.

The evaluation management structure will be comprised of the coordinating entity (Management Group) and the consultative body (Reference Group). The EECA Programme Monitoring and Evaluation Specialist (evaluation manager) will manage the day-to-day aspects of the evaluation.

This is a consultative/participatory final project evaluation with a strong learning component. The management of the evaluation will ensure that key stakeholders will be consulted.

After the completion of the final evaluation, a final stage of the process will take place, including the dissemination strategy for sharing the lessons learnt, and the management response of the final evaluation results. These activities will be managed by the UN Women EECA Sub-Regional Office.

The *Management Group* will be responsible for management of the evaluation. It will coordinate the selection and recruitment of the evaluation team, manage contractual agreements, budget and personnel involved in the evaluation, support the reference group, provide all necessary data to the evaluation team, facilitate communication between the evaluation team and the reference group, and review draft and final reports and collate feedback to share with the evaluation team. The Management Group will include UN Women staff: EECA Programme Specialist (Peace and Security), EECA Programme Monitoring and Evaluation Specialist; WCAC Programme Manager).

The *Reference Group* will provide direct oversight, safeguard independence, and give technical input over the course of the evaluation. It will provide guidance on evaluation team selection and key deliverables (Inception Report and Evaluation Report) submitted by the evaluation team. It will also support dissemination of the findings and recommendations. The Core Reference Group will include UN Women staff: EECA Regional Programme Director, EECA Programme Specialist (Peace and Security), Georgia-based Programme Specialist/Gender Advisor, HQ-based Evaluation Specialist, HQ-based Europe and Central Asia Division Programme Specialist and key project stake-holders.

9. Ethical code of conduct for the evaluation

The evaluation of the project is to be carried out according to ethical principles and standards established by the United Nations Evaluation Group (UNEG).

- Anonymity and confidentiality. The evaluation must respect the rights of individuals who provide information, ensuring their anonymity and confidentiality.
- Responsibility. The report must mention any dispute or difference of opinion that may have arisen among the consultants or between the consultant and the heads of the Project in connection with the findings and/or recommendations. The team must corroborate all assertions, or disagreement with them noted.
- Integrity. The evaluator will be responsible for highlighting issues not specifically mentioned in the TOR, if this is needed to obtain a more complete analysis of the intervention.
- Independence. The consultant should ensure his or her independence from the intervention under review, and he or she must not be associated with its management or any element thereof.
- Incidents. If problems arise during the fieldwork, or at any other stage of the evaluation, they must be reported immediately to the Secretariat of the MDGF. If this is not done, the existence of such problems may in no case be used to justify the failure to obtain the results stipulated by the Secretariat of the MDGF in these terms of reference.
- Validation of information. The consultant will be responsible for ensuring the accuracy of the information collected while preparing the reports and will be ultimately responsible for the information presented in the evaluation report.
- Intellectual property. In handling information sources, the consultant shall respect the intellectual property rights of the institutions and communities that are under review.
- Delivery of reports. If delivery of the reports is delayed, or in the event that the quality of the reports delivered is clearly lower than what was agreed, the penalties stipulated in these terms of reference will be applicable.

ANNEX 1: Detailed Evaluation Questions
ANNEX 2: UNEG Norms and Standards (please see hyperlink)
ANNEX 3: UN Women's Guide to GE / HR Responsive Evaluation (please see hyperlink)

ANNEX 1: Detailed Evaluation questions

Evaluation Criteria	Questions
Relevance	• Were the programmatic strategies appropriate to address the identified needs of beneficiaries? • Have the project objectives been addressing identified needs of the target groups in national and sub-regional contexts in order to realize their rights? • Did the activities address the problems identified?
Effectiveness	• To what extent did the Project reach the planned results at the outcome/output level? What was not achieved in full and why? • What influence have contextual factors (political, social, economic, and other) had on the effectiveness of the project? • To what extent have beneficiaries been satisfied with the results? • Does the project have effective monitoring mechanisms in place to measure progress towards results? • To what extent capacities of duty-bearers and rights-holders have been strengthened? To what extent capacities of gender equality advocates have been enhanced? • What were the key approaches and strategies the project used in achieving its outcomes? What worked and what did not and why? • How effective information sharing and dissemination activities were set up to increase the visibility of the project among stakeholders? • Are there any good practices and lessons learned that can be replicated or taken into consideration in future programming by UN Women in EECA region and project sub-regions? • Has the project adapted (when necessary) to changing external conditions to ensure benefits for target groups?
Efficiency	• Is the project cost-effective, i.e. could the outcomes and expected results have been achieved at lower cost through adopting a different approach and/or using alternative delivery mechanisms? • What measures have been taken during planning and implementation to ensure that resources are efficiently used? • Have the outputs been delivered in a timely manner? • Have UN Women's organizational structure, managerial support and coordination mechanisms effectively supported the delivery of the project? • Have resources (financial, human, technical support, etc.) been allocated strategically to achieve the project outcomes? • Are project resources managed in a transparent and accountable manner (at all levels) which promotes equitable and sustainable development? • To what extent has the project management structure facilitated (or hindered) good results and efficient delivery?
Sustainability	• What is the likelihood that the benefits from the project will be maintained for a reasonably period of time after the project is closed? • Are national partners committed to the continuation of the project (or some of its elements) after funding ends? • To what extent have relevant target beneficiaries actively involved in decision-making concerning project orientation and implementation?

ANNEX 7: Evaluation Matrix

Relevant evaluation criteria	Key Questions	Specific Sub-Questions	Data Sources	Data collection Methods / Tools	Indicators/ Success Standard	Methods for Data Analysis

ANNEX E: LOG FRAME, WCAC

	Intervention Logic	Objectively Verifiable Indicators of achievements	Sources and Means Of Verifications	Assumptions
Overall Objective 1	**Capacity of women's human rights activists and gender equality advocates and their networks enhanced to effectively engage, influence and mobilize for peace and security negotiations at national level**	-Evidence of changes in the capacities of groups of women's human rights advocates in pilot countries to advocate for their priorities to influence conflict prevention and resolution processes based on the results of the baseline, interim and end of project capacity assessments	Reviews of conflict Resolution and prevention processes to determine extent of influence of women's human rights	Women's human rights defenders are able to participate in the program's activities without further endangering themselves Political and socio-economic situation remains stable within the project implementation for sustainability of results
Specific objective 1	**National Action Plan on UN Security Council Resolutions 1325/1820/1888/1889 developed, discussed with partners and submitted for review to parliaments and relevant bodies in Georgia and Pakistan and draw lessons learnt for other target countries for replication**	-No. of dialogues in Georgia and Pakistan in which agreement is reached on indicators for monitoring 1325, 1820, 1888 and 1889 -Development and submission of NAPs for relevant bodies review in at least two countries (Georgia and Pakistan) -Documentation on work done in two pilot countries available	Minutes of the proceedings and outputs of convening	Provisions in SC resolution 1325, 1820, 1888 and 1889 are relevant to the major issues faced by women's human rights defenders in the selected countries and regions
Activities	1.1 Baseline studies in Georgia and Pakistan where the work will be piloted to identify key policy, legislative and institutional frameworks and partnerships to identify conducive environment and gaps for planned interventions 1.2 Support women's networks and advocates participation in 10th Anniversary of UNSCR 1325 for linking pilot countries with global and regional networks working on NAPs development and implementation 1.3 National dialogues and workshops on preparation of NAP on 1325, 1820, 1888, 1889 in Georgia, Pakistan 1.4 Documentation and modelling of methodology of NAP development and discussions for replication and piloting in other countries of Southern Caucasus (Azerbaijan, Armenia), South Asia (Afghanistan), Ferghana Valley (Tajikistan, Uzbekistan and Kyrgyzstan) 1.5 Cross-regional meeting of women's networks from target sub-regions to exchange lessons learnt on NAPs development and referral mechanism strengthening and further strategic planning of the next steps at national level 1.6 Facilitation of exchange of resources, experience and expertise with EU			

	countries on NAP development 1.7 Development and maintenance of specifically designed web-corner at UNIFEM web-portal on Women, Peace and Security WomenWarPeace.org 1.8 Mapping of existing national institutional, resources and human capacity, political entry points, peace networks and human rights activists for replicating incorporation of 1325, 1820, 1888, 1889 indicators into national policy frameworks in other countries of Southern Caucasus (Armenia, Azerbaijan), South Asia (Pakitan and Afghanistan), Ferghana Valley (Tajikistan, Uzbekistan and Kyrgyzstan)			
Specific objective 2	**Justice (referral systems) strengthened to provide redress for sexual and other forms of violence against women in situations of conflict in Georgia**	-Number of cases documented, brought to the attention of and addressed by relevant decision-makers through Project activities	Reviews of cases submitted and their outcomes, as well as proceedings	Special national institutional framework to address cases of violations of women's human rights exist and operational in the countries to provide adequate response
Activities	2.1 Baseline study of policy, legislative and institutional frameworks identifying key gaps in national justice system in Georgia 2.2 National workshop on discussing referral mechanism in Georgia with identification steps and responsible state actors for its development and implementation 2.3 National TOT for women human rights defenders (inducing journalists) in methods for documenting women's human rights abuses, and for preserving perishable evidence (collecting testimony) 2.4 Documenting tools (training manual) and methodology for strengthening referral mechanism in Georgia for replication and piloting in other countries depending on the findings of the mapping study 2.5 Mapping of existing resources, national policy, legislative and institutional frameworks, political situation and vulnerabilities for introducing/strengthening referral system in other countries of Southern Caucasus (Armenia, Azerbaijan), South Asia (Afghanistan, Pakistan), Ferghana Valley (Tajikistan, Uzbekistan and Kyrgyzstan)			
Specific objective 3	**Strengthened integration of gender perspectives within the security sector at national level in Georgia**	- Evidence of changes in capacity of security sector to protect women's human rights	Pre- and post-intervention capacity assessments after capacity building initiatives Formal agreements for security sector commitments to integration of gender perspective into their operations	Security sector decision-makers have expressed strong commitment to incorporating gender equality principles into their operations
Activities	3.1 Mapping of existing legislative and institutional entry points and partnerships to introduce gender-sensitive approach into SSR in Georgia			

		-Number of local and cross-country dialogues with involvement of decision-makers on voicing particular gender priorities	Changed/modified local level policies on addressing gender-specific issues and ensure more gender-sensitive response to prevent conflict situations	Political situation in countries of the region is receptive to policy dialogues and discussions around security and conflict mitigation issues
	3.2 National Consultations/TOT for women's human rights advocates on Gender and SSR in Georgia 3.3 Series of training activities for security sector actors at various levels in Georgia 3.4 Documenting tools (training manual) and methodology of incorporating gender equality issues into security sector in Georgia for replication and piloting in other countries based on the findings of the review and mapping exercise 3.5 Review of national security and defence sector policies and mapping of existing institutional and human capacities to introduce activities on engendering SSR in other countries of Southern Caucasus (Armenia, Azerbaijan), South Asia (Afghanistan, Pakistan), Ferghana Valley (Tajikistan, Uzbekistan and Kyrgyzstan)			
Specific objective 4	**National partners at local level mobilized to engage in evidence-based dialogues and advocacy for reconciliation, tolerance building and compliance with women's human rights obligations in Ferghana Valley (Uzbekistan, Tajikistan, Kyrgyzstan)**	-Number of local and cross-country dialogues with involvement of decision-makers on voicing particular gender priorities	Changed/modified local level policies on addressing gender-specific issues and ensure more gender-sensitive response to prevent conflict situations	Political situation in countries of the region is receptive to policy dialogues and discussions around security and conflict mitigation issues
Activities	4.1 Baseline study on existing policy, legislative and institutional frameworks, gaps and key social and economic factors undermining stability in the Ferghana Valley to facilitate dialogues between local level women's human rights advocates and key decision-makers in the sub-region 4.2 Facilitation of sub-regional dialogues at a local level between women peace activists and human rights defenders and government representatives in Ferghana Valley (Tajikistan, Uzbekistan, Kyrgyzstan) on voicing key gender priorities 4.3 Seminars/trainings for human rights observers and activists and key government actors to conduct situational monitoring of women's human rights status and technical assistance to bring emerging issues into relevant policy processes 4.4 Supporting sub-regional dialogues and advocacy initiatives of women's networks at local level for reconciliation and tolerance building 4.5 Documenting methodology and tools used to be further adapted and replicated by other countries in countries of South Asia and Southern Caucasus at a local level			

ANNEX D: List of people interviewed

GEORGIA

UN/ UN Women

Ms. Graziella Piga	WCAC Programme Manager, UN Women
Khatuna Kunchulia	WCAC Programme Officer, UN Women
Tamar Sabedashvili	Gender Adviser, UN Women
Tamar Tavartkiladze	WEPD project manager, UN Women
Lela Bakradze	National Programme Officer, UNFPA
Sopie Yucer,	Programme Manager, UNHCR

Government/State

Rusudan Kervalishvili	former Chair of Gender Equality Council, Head of NGO Gender Justice
George Amanatidze	Head of the International Law and procurement contracts expertise Division, MOD,
Ana Pashalishvili,	Chief Specialist, NSC
Maka Peradze	Head of Project Management Division, MIA –
Nana Tabagua	MIA
Ana Pashalishvili	NSC
Natia Lanchava	Ministry of IDPs
Ketevan Sarajishvili	Ministry of Justice
Nino Chavchavadze	Deputy Minister of IDPs from Occupied Territories, Refugees and Accommodation
Ketevan Tsikhelashvili	Deputy Minister of reintegration
Zurab Mchedlishvili	former coordinator of the GEC

Other multilateral/international actors

Ketevan Khutsishvili	Project Manager - Justice, Freedom & Security, EU Delegation in Georgia
Kristina Baleysyte	Deputy Head of NATO liaison Office in Georgia
Anne-Birgitte Hansen	EUMM
Anthony Foreman	CARE International

Civil Society:

Irina Zhvania	Trainee/participant in WCAC TOT
Kristina Kilanava	"
Guliko Bakauri	"
Nato Shavkaladze	Anti-Violence Network
Rusudan Pkhaladze	Sakhli

Participants of Workshop on Gender Aspects of Mediation & Women's Role in Conflict Resolution

Participants of training on CEDAW and 1325 conducted in Gori in 2011

TAJIKISTAN

UN/ UN Women

Viloyat Mirzoeva	Portfolio Manager, UN Women
Saiyora Saimurodova	Programme analyst, UN Women
Lailo Zamirova	Adm/Finance Assistant, UN Women
Lilia Zaharieva	Human Rights Advisor, UN OHCHR

Government

Markhabo Alimova	Deputy head, National Committee on Family and Women
Marifat Shokirova	Head of gender department, National Committee on Family and Women
Zarif Alizoda	Ombudsman
Suhaili Kodirov	Assistant to Ombudsman
Rano Bobojonova	Head of Sughd oblast Committee on Women and Family Affairs
Maqsud Shohnazarov	First Deputy Head of Sughd Oblast Court

Civil Society

Alla Kuvatova	Gender expert
Sanavbar Kosimova	Trainer
Dilbar Turakhanova	Expert WPS
Shujoat Hassanova	NGO "Khurshedi Zindagi", Chair of the NGO Consultative Council in Sogd
Muqaddam Hoshimova	Head of Sughd oblast Civic Registration Department
Orzu Ganieva	NGO "NASI"
Mahbuba Sultanova	"

Meeting with Schoolgirls Jamoat "Vorukh"

B. Akhmedov,	School teacher, Jamoat "Vorukh"
B. Usmonov,	"
N. Boboev,	"
M. Mirfaizoeva	Woman leader, Jamoat Vorukh
S. Boltaeva	"
B. Ochilova	"
S. Mirsaidova	"
A. Yahkyaev;	"
Adolat Rakjimova	Head of NGO "Women Resource Center"
Golib Urunov	Head of the Micro Loan Organization "Vorukh
Muyassara Bobokhonova	Head of NGO "Association of Woman and Society"

SKYPE INTERVIEWS

Sara Laginder	Kvinna till Kvina. *South Caucasus*
Fahmida Iqbal	Programme Officer, UN Women *Pakistan*
Fauzia Viqar	Director, Advocacy and Communications Shirkat Gah- Women's

	Resource Centre, *Pakistan*
Naseem Qamar	Member of Legal Aid & Human Rights Society Islamabad & Joint Action Committee JAC NWFP; Co-chair of End of Violence against Women/Girl KP/FATA Pakistan
Gerald M. Gunther	Programme Specialist, WPS UN Women Kyrgyz Republic
Damira Sartbaeva	Regional Programme Director, UN Women EECA SRO
Nargis Azizova	Programme Specialist, UN Women EECA SRO