



Mid-Term Review of the UN Women's Project Women for Equality, Peace and Development (WEPD) II

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This report presents the views of the Reviewer and does not necessarily represent the views of UN Women staff or other organizations referred to in this report.

ACRONYMS

ABL	Administrative Boundary Line
CBO	Community Based Organization
CEDAW	Convention on Elimination of All Forms of Discrimination against Women
CSO	Civil Society Organization
CW	Community Worker
ECA	Europe and Central Asia
EU	European Union
EUMM	European Union Monitoring Mission
FG	Focus Group
GEC	Gender Equality Council
GPB	Georgia's Public Broadcaster
GRB	Gender-responsive budgeting
HQ	Head Quarters
HRO	Human Rights Observer
IDP	Internally Displaced Person
ILO	International Labour Organization
IMS	International Military Staff at NATO
IRPM	Incident Prevention and Response Mechanism
ISSA	Institute for Social Studies and Analysis
IWPR	Institute for War and Peace Reporting
JNA	Joint Needs Assessment
LC	Legal Clinic
MFI	Micro-Finance Institutions
MIA	Ministry of Internal Affairs
MIDPOTAR	Ministry of Internally Displaced Persons from Occupied Territories, Accommodation and Refugees of Georgia
MOD	Ministry of Defence
MOJ	Ministry of Justice
MOLHSA	Ministry of Labour Health and Social Affairs of Georgia
MoU	Memorandum of Understanding
MTR	Mid-Term Review
NAP	National Action Plan
NCG	National Coordination Group
NCCGP	NATO Committee on Gender Perspectives
NGO	Non-Governmental Organization
P2P	People-to-People
PDO	Public Defender's Office
RP	Responsible Parties
SC	Steering Committee
SSA	Social Service Agency
SHG	Self-Help Group
SMR	State Minister for Reconciliation and Civic Equality
TF	Taso Foundation
TOR	Terms of Reference
TSA	Targeted Social Assistance
UNW	UN Women
UNHCR	Office of United Nations High Commissioner for Refugees
UNDP	United Nations Development Programme
UNSCR	United Nations Security Council Resolution
WEEP	Women's Economic Empowerment Principles
WEPD	Women for Equality, Peace and Development
WPS	Women, Peace and Security
WIC	Women's Information Centre

EXECUTIVE SUMMARY

This report presents the findings, conclusions and recommendations of the Mid-Term Review (MTR) of the UN Women's Project "Women for Equality, Peace and Development" (WEPD) January 2013-December 2015. The project is implemented in close partnership with Ministry of Internally Displaced Persons from Occupied Territories, Accommodation and Refugees of Georgia (MIDPOTAR) and Ministry of Labour Health and Social Affairs of Georgia (MoLHSA) as the State partners, and Women's Information Centre (WIC) and Taso Foundation (TF) as Responsible Partners. This 3-year project budget funded by Norwegian Government is \$2 546 751.41. The Mid Term Review (MTR) was undertaken during the period of September-October 2014.

The objectives of the MTR were to:

- Analyze relevance of the WEPD implementation strategy;
- Review the logical framework and respective Monitoring and Review Plan;
- Validate project results in terms of progress toward the achievement of outcomes and outputs;
- Assess potential for sustainability of the results and feasibility of ongoing, nationally-led efforts in advancing rights of IDP, conflict affected and ethnic minority women's groups;
- Document lessons learned.

The MTR findings will highly contribute to the final external evaluation of the WEPD project to be conducted by the December 2015. The review will also provide a valuable source for project redesign, if applicable, as well as will serve as a resource for future programming. The Reviewer used participatory, utilization-focused, gender and human rights-based approaches in its activity which included a review of all project documentation, interviews and focus groups with different stakeholders to collect firsthand data and information through interviews and observations. Altogether, the Reviewer held about 15 meetings and five focus groups with up to 60 people. Key findings and recommendations from the field work were presented to UN Women on 21 October 2014.

The goal of the WEPD project is the realization of gender equality and reduction of feminized poverty by addressing women's social, economic, and political needs. IDPs, conflict-affected and national minority women's groups are the key beneficiaries of the project.

There is one project outcome: *to have adequate access for the target groups to justice, social and economic services, and increased opportunities for participation in confidence-building in Georgia.*

The project sets forth five outputs, of which three are main changes to attain:

Output 1: *Civil servants and service providers have increased capacity to provide adequate legal, social, and economic services to excluded groups of internally displaced, conflict-affected, and ethnic minority women.*

Output 2: *Excluded groups of internally displaced, conflict-affected, and ethnic minority women have increased capacity to demand and benefit from legal, social, and economic services.*

Output 3: *Increased role of women in confidence building and conflict prevention processes as foreseen by the UN SCR 1325 NAP of Georgia.*

Other two outputs - Output 4. Effective financial and administrative support to project management system in place and Output 5. External Evaluation conducted - are purely administration and operations related and are considered in Efficiency Component of the report.

The main conclusion of the MTR is that the project is making a tangible progress in overall, greatly building on the initial first phase of the WEPD project (2010-2012), its final evaluation and expertise of its partners.

Major successes of the project so far are well functioning Legal Clinics for IDPs (LCs), regular “one-stop shop” principle meetings, work of human rights observers (HROs) in conflict affected villages, successful partnership with the Ministry of Defence (MoD) and its gender focal points, establishment of successful community based organizations (CBOs), successful social mobilisation work in selected communities. Major predicament of the project so far is hardships faced in the process of social mobilization of Azerbaijani ethnic minority women.

Apart from dealing with the above said major predicament by proposing an immediate practical HR action, the main recommendations of MTR (listed at the end of this page) advise UN Women to

- (a) seize on a significant new opportunity for the WEPD II - creation of the advisory structure on human rights at the Prime-Minister’s Office in 2014 - to enhance high level coordination of NAP 1325 implementation;
- (b) adjust the work on gender mainstreaming by tweaking the relevant logframe indicator and embarking on targeted advocacy efforts; and
- (c) step up focused work on internalization of Legal Clinics by MIDPOTAR.

In a summary, MTR seeks to enhance flexibility and responsiveness of the project planning and response. Thus, there is a work ahead to be undertaken by both UN Women and Responsible Partners of the project equally at all the three levels as elucidated from the following the main recommendations:

- **National Policy Level (OUTPUT 3):**
 - o UN Women has to further support inter-sectorial coordination of the implementation of NAP 1325 to be let by the executive branch of the government most likely by the newly established Office of the Human Rights under the Prime-Minister’s office rather than the Parliamentary Council for Gender Equality that is now the case.
- **Institutions Level (OUTPUT 1):**
 - o UNW should enforce utilization of the findings and results of Participatory Gender Audits (PGAs) and other studies by the government (e.g. National Coordination Group for the NAP 1325 implementation (NCG), forums and other high level meetings;
 - o UNW should advocate for a stronger gender element (including a paragraph on NAP 1325) in the forthcoming MIDPOTAR Action Plan for the Implementation of IDP Strategy (2015+);
 - o UNW should reduce the WEPD log-frame gender mainstreaming indicator 1.1 target considerably;
 - o UNW should focus on working on transition of LCs to MIDPOTAR (excluding Marneuli LC).
- **Grassroots Level (OUTPUT 2):**
 - o TF should seek hiring a CW who will be knowledgeable of Georgian, Azerbaijani and ideally also Armenian languages, with excellent networking capabilities, gender sensitivity, cultural sensitivity, and with strong coordination and mobilization skills. Certainly such human resources are rare (for one thing, TF is still striving as of now to sort this issue out) but they are available.

The list of all the recommendations, including the main ones given above, can be found on pp 41-42.

1. INTRODUCTION

A. Purpose and Objectives of MTR

The purpose of the UN Women's Project "Women for Equality, Peace and Development" Phase II review is to assess programmatic progress (and challenges), capturing output level achievements and gaps and ascertaining as to how/to what extent these have affected outcome-level progress during the first half of the Phase II – from January 2013 till July 2014, i.e. 18 months.

Specific objectives of the mid-term review are:

- Analyze the relevance of the WEPD implementation strategy and approaches to the project's results chain;
- Review the logical framework and respective Monitoring and Review Plan of the project and make recommendations for their further improvement;
- Validate project results in terms of progress toward the achievement of outcomes and outputs, with a critical examination of how/to what extent the project supported efforts and strengthened the capacities of IDP, conflict-affected and national minority women's groups, as well as other national partners from government and civil society to advance gender equality and women's human rights in Georgia;
- Assess the potential for sustainability of the results and the feasibility of ongoing, nationally-led efforts in advancing rights of IDP, conflict affected and ethnic minority women's groups in Georgia;
- Document lessons learned, best practices, success stories and challenges to inform future work of UN Women in the frameworks of WEPD project as well as beyond.

Review Management

The UN Women National Programme Officer in Georgia as a responsible for evaluation in the country office served as the evaluation task manager. The evaluation task manager was responsible for day-to-day management of the review. It was the main decision-maker for the review. Coordination in the field including logistical support was the responsibility of the WEPD Project Team.

The review was conducted in accordance with UN Women evaluation guidelines and UNEG Norms and Standards for evaluation and the UNEG Code of Conduct for reviews in the System.

The review was a consultative/participatory exercise with a strong learning component, involving interviews with key stakeholders.

After the completion of the review, a final stage of the process has to follow - dissemination strategy for sharing the lessons learnt, and management response to midterm results. These activities will be managed by the UNW Georgia country office.

The review abides by the UNEG norms and standards and UN Women evaluation guidelines.

B. WEPD II Project

Project Description

The goal of the two-phase UN Women's project "Women for Equality, Peace and Development in Georgia" (WEPD) (2010-2015) is the realization of gender equality and reduction of feminized poverty by addressing women's social, economic, and political needs. IDPs, conflict-affected and national minority women's groups are the key project target groups.

The phase I (2010-2012) laid groundwork for community mobilization, legal consultations, monitoring and advocacy for the adoption of relevant national legislation in response to the UN Security Council Resolutions on "Women, Peace and Security" (#1325 et al.). In the current 3-year phase II (2013-2015), UNW additionally supports national coordination of the implementation of UNSCR1325 NAP in Georgia, studies of gender equality aspects of social and healthcare policies and programs, enhanced women's engagement in peace-building processes via expanded geographic coverage of its operations to include a large minority populated area.

The project operates in five regions of Georgia - Shida Kartli, Kvemo Kartli, Samegrelo, Imereti and the capital Tbilisi – and produces 3 major outputs: 1. Increased capacity of civil servants and service providers in provision of adequate legal, social and economic services to the target groups; 2. Increased capacity of the target groups to demand and benefit from the above said services; 3. Increased role of women in confidence building and conflict prevention processes. Other two outputs (Output 4 and Output 5) are administration and operations related and belong to Efficiency Component of the report. To this end, the project works at three inter-linked levels: *Policy, National Institutions, and Grassroots levels.*

Project Implementation

UN Women supports the government in the implementation of existing international commitments to advance gender equality by focusing on the following thematic areas: Women, Peace and Security, Elimination of Violence against Women, Social and Economic Empowerment of Women, Mainstreaming gender into national planning and budgeting processes. UNW engages governments, civil society, UN system and multilateral and bilateral donors in a dialogue and ensures that the project is integrated within the larger UN Women work in the country in a coherent way. UNW implements several projects in Georgia, one of which is the second phase of the WEPD project.

TASO FOUNDATION (TF) started off in 2007 as a spinoff NGO of the Open Society Georgia Foundation's Women's Program (1998-2006). It works on women's human rights (especially domestic violence) and their socio-economic empowerment (with particular focus on IDP, conflict affected, ethnic minority and rural women), as well as supporting development of gender studies, social mobilization of women for their social and political empowerment, etc. TF is Tbilisi-based but runs a network of beneficiary women throughout the country, a number of women's resource community centers in Shida Kartli, Kakheti, Kvemo Kartli and Samegrelo regions. TF has successful track record of partnership with different international organizations and has received funding from NRC, Eurasia Partnership Foundation, EU, Global Fund for Women, Swiss Development Cooperation, as well as private entity the Bank of Georgia and TBC Bank. The NGO staff consists of 7 full-time and 5 part-time members plus 2 volunteers. Within the UN Women's WEPD project phase II, TF is a responsible party and applies the context specific social mobilization methodology to work with rural women in the project target regions to enhance their confidence, proactiveness and social work competence. TF operates at a grassroots level mainly but also at institutions level.

WOMEN'S INFORMATION CENTER (WIC) works on women's empowerment and gender equality issues since 2000. The main directions of its work are empowerment of different groups of women by enhancing their access to information, support to increased participation of women into decision-making processes including confidence building and conflict resolution processes, prevention and combating of violence against women, support to mainstreaming gender into security sector. WIC is Tbilisi-based but has a network of partners/supporters in almost all regions of Georgia. It administers the gender web-portal in South Caucasus (www.ginsc.net) in English, Russian and Georgian languages. The NGO is one of the recipients of the UN ERAW Trust Fund grant for project "Inter-sectoral and community-based measures for the elimination of domestic violence in Georgia: joint efforts for the implementation of anti-violence legislation". WIC received several grants from UN Women and UNFPA. The NGO staff consists of 7 full-time staff and a number of international and national volunteers at any given time. Within the UN Women's WEPD project phase II, WIC is a responsible party and advocates for the women participation in peace building processes and gender mainstreaming by bringing national legislation and policies in line with CEDAW and UN SC Resolutions 1325, building capacities of civil servants and ensuring a dialogue of duty

bearers and rights holders using “One Window Shop Principle” meetings methodology. WIC operates at institutions and policy levels.

GENDER EQUALITY COUNCIL OF THE PARLIAMENT OF GEORGIA (GEC) is a Parliamentary structure entitled to design policies and legislation in the field of gender equality and women’s rights and to oversee successful implementation of these policies (including NAP 1325). All of its members – 12 people - are MPs. The GEC is a UNW partner since WEPD I and continues to be so in WEPD II. GEC convenes National Coordination Group (NCG) that gathers both State and non-State and international actors and coordinates UNSCR 1325 NAP implementation. By the way, GEC took an active coordinating part in the adoption of the NAP. This council is currently chaired by Deputy Parliamentary Speaker.

By original design, the project targets two ministries specifically: Ministry of Internally Displaced Persons from the Occupied Territories, Accommodation and Refugees of Georgia (MIDPOTAR) and Ministry of Labour, Health and Social Affairs (MoLHSA). MoLHSA’s importance stems from the fact that two out of most acute needs faced by internally displaced and conflict-affected women are (1) *Limited access to nearby health care and social services such as kindergartens, medical centers and/or outpatient clinics*, and (2) *Lack of information on existing social services and protection mechanisms, such as existing state-funded health care and social programmes, and shelters for the victims of domestic violence*.

Finally, for people to people diplomacy, since WEPD Project Phase I, UNW keeps cooperating with Institute for War and Peace Reporting (IWPR) in the direction of trainings for media and project target groups on various topics such as the role of women in peace and security and so on.

Other State Stakeholders

Other stakeholders include ministries such as Ministry of Defense (MoD), Social Service Agency (to increase sensitivity of the Agency’s programs to different needs of women and men with special focus on IDP, conflict-affected and national minority persons), other State Agencies such as Public Defender’s Office, and non-governmental organizations such as IDPWA Consent etc.

Finally, Local Authorities in target municipalities also represent as a considerable part of the project. The Project works with them on gender mainstreaming in local level budgeting process and their respective capacity development.

Correlation of the outputs with the levels of operations, parties, partners and also the stakeholders are outlined below:

Outputs	Levels	Parties	Partners	Other
1: Civil servants and service providers have increased capacity to provide adequate legal, social, and economic services to excluded groups	Institutional level	UNW, WIC mainly	MIDPOTAR, MoLHSA, MOD, PDO	
2: Excluded groups have increased capacity to demand and benefit from legal, social, and economic services	Grassroots level	TF, mainly	MIDPOTAR, MoLHSA	
3: Increased role of women in confidence building and conflict prevention processes as foreseen by UNSCR 1325 NAP of Georgia	Policy level	UNW, WIC mainly	MIDPOTAR, MoLHSA, IWPR	NGOs

The project employs a number of approaches in line with UN standards and international best practice: results-based management, gender- and human-rights based approaches. As with WEPD I, in the current WEPD II UN Women continues to apply the integrated approach in order to have adequate access for the target groups to justice, social and economic services, and increased opportunities for participation in confidence-building in Georgia. This major result is the single outcome of WEPD II.

2. REVIEW METHODOLOGY

The Mid-Term Review was carried out from 01 September 2014 till 26 October 2014, while the field work took place in the period of 10 September - 04 October 2014. The review covered all the five regions of the project operation: Tbilisi, Imereti, Samegrelo, Shida Kartli and Qvemo Kartli.

Main methods of data collection were: desktop review of available project-related documentation, individual interview, group interview, key informant interview, focus group discussion, direct observation of a project event.

All the methods, except the desktop review stage, represented the field work stage. The main aim of the field work was to obtain primary information, observe at first hand field level operations, validate the information provided in the documents through a participatory process of engaging diverse stakeholders and programme beneficiaries.

The field work counted 23 meetings, of which 5 were FG discussions, and 52 respondents (see Annex 5).

The evaluation work was guided by the *Ethical Code of Conduct* established in the ToR and which was explained to participants prior to conducting the interviews, such as their voluntary participation, maintaining confidentiality, and independence of the evaluation.

Full methodology description is given in Annex 3.

3. FINDINGS

The findings are structured by the review components of **Relevance, Effectiveness, Efficiency** and **Sustainability**, and respective questions.

A. Relevance

The relevance of the programme was analyzed in the context of the programme design, the approach and strategy, logic of intervention, and the objectives and activities set out to address the problems and the needs of the target groups; (rights holders and duty bearers), and programme relevance to national policies, laws and international commitments.

Q1A: How the project design match the complexity of national structures, systems and decision-making processes?

Relevance of strategy to national structures, systems, processes

Given that the project undertook to facilitate solution of the gender equality problem in the country in a profound way and for a long term perspective, it has to operate at every level of the society, i.e. assume a holistic approach which implies three main levels: policy, institutional and community/grassroots levels. This is the project's main implementation strategy. The project proposal (so called Prodoc document) states that "the project works at the three interdependent and mutually reinforcing levels," which are as follows:

- **National policy level** – where UNW seeks to ensure that strategies, policies, plans and budgets are in line with CEDAW and UN SC Resolutions on Women, Peace and Security (1325 and so on);
- **National institutions level** – where UNW strives towards strengthening capacities to deliver better information and services for IDPs, conflict-affected and national minority women; and
- **Grassroots level** – where UNW supports IDPs, conflict affected and national minority women's groups and communities to organize and participate actively and effectively in influencing policies and decisions that affect their lives.

These three levels are supposed to be inter-linked and mutually supportive, forming a results chain pyramid (a matter of the next discussion within the present *Relevance* component. The same strategy was in place in WEPD I implemented from December 2009 till December 2012. The only difference regarding the levels is the inclusion of minority women in the definitions of institutional and grassroots levels.

Both WEPD I and WEPD II conceived to help realize gender equality and reduce feminized poverty among specific but large vulnerable groups of populations (several hundreds of thousands of them and rising – due to a new target group of ethnic minority women). This, as said above, required work at different levels: advocacy for the adoption and implementation of the respective legislation and strategy and action plans based on the voices of the civil society, grassroots and communities and practical support to the continuous improvement of institutional capacity of relevant State and non-State actors to enact the new policies for the above stated purpose. On the immediate plain, this purpose translates into attending women's social, economic, and political needs at all the levels, i.e. at Policy, Institutional and Grassroots/Community levels.

The following activities (OUTPUT 3) work at the National policy level on following:

Activities 3.1, 3.4, 3.5: Support advocacy work, consultations and dialogues of rights holders with duty bearers (a) on implementation of UNSCR 1325 NAP in Georgia, (b) to address documented human rights concerns, (c) and to make voices of women heard in the formal peace processes ([linkup to the grassroots level](#)) (Main target structure, system, process: **GEC, NCG**);

Activities 3.2: Capacity building of key policy and service-delivery institutions together with the target groups to strengthen their support and commitment to UNSCR 1325 NAP ([linkup to the Institutions level](#)) (Main target structure, system, process: **MIDPOTAR, MoLHSA**);

Activity 3.3: Support women's groups initiatives to monitor and document human rights concerns ([linkup to the grassroots level](#)) (Main target structure, system or process: **NAP Implementation**);
Activity 3.6: Support to grassroots people-to-people diplomacy and confidence building initiatives around women's rights across ceasefire lines ([linkup to the grassroots level](#)) (Main target structure, system or process: **NAP Implementation**).

The National policy level of the project focuses on integration of CEDAW and UNSCRs on Women, Peace and Security into various State policies, plans and budgets. The main focus here is on National Action Plan (NAP) for the implementation of the requirements of the above said international agreements, which spells out targets to be enacted by the Government of Georgia.

Implementation of the above-mentioned NAP belongs to Activity 3.1. In the beginning this direction was overseen by Gender Equality Council (GEC), which coordinated the NAP preparation and adoption, a major achievement of UNW's advocacy within WEPD I.

Given that the implementation of the NAP rests with the executive power, for smooth coordination and communication, as well as for the participation of gender-focused civil society and UN Women, with UNW support in March 2012 GEC created the National Coordination Group (NCG) with an expanded membership from both State and non-State actors. Specifically, NCG oversees the implementation of the NAP. It consists of 27 members from all governmental agencies responsible for NAP implementation, as well as two permanent representatives from civil society organizations (CSOs) - WIC and Internally Displaced Women's Association Consent, One NGO representative from regions located close to the Administrative Boundary Lines across the breakaway territories (this one - on rotational basis). Members are meeting periodically (for instance, it convened three times in 2013) updating and sharing information about NAP implementation progress by relevant governmental agencies, as well as challenges and lessons learned. NCG is chaired by GEC Chair / Deputy Speaker of the Parliament.

In WEPD II, UNW is assisting GEC with developing effective monitoring and reporting tools to ensure successful implementation of the NAP. In mid-2014, GEC and UNW conducted mid-term review of the State of NAP implementation (for possible revision and rework of the NAP indicators for the second phase after 2015), which turned out to be quite eye-opening. Out of some 44 indicators, only 7 were found to be fully met, while 19 indicators were stated as partially met, with another 18 indicator reported to still pending to be met. Surely, the Reviewer did observe high gender-awareness and commitment among a number of involved State structures (such as especially MoD, Ministry of Infrastructure) during the interviews and document review but there still seems to be insufficient gender prioritizing including budget allocation in many Governmental structures even when some of them created a position of Gender Advisers. In other instances, there are just gender focal points for WEPD (e.g. in MIDPOTAR).

The Institutions level (OUTPUT 1) includes the following activities and target State structures, systems and/or processes:

Activities 1.1, 1.2, 1.3, 1.4: Carry out analytical, mapping, needs and baseline studies to ensure relevance of next steps in the project to the needs and problems of the target groups, including national minority women of Qvemo Qartli region ([linkup to the National and grassroots levels](#)) (Main target structure, system or process: **SSA/TSA programme, MIDPOTAR**);

Activities 1.5, 1.6, 1.7, 1.11: Support advocacy work by women's organizations and capacity building (including communication and outreach) of civil servants and service providers to integrate gender sensitive principles and approaches into institutional policies and programs ([linkup to the grassroots level](#)) (Main target structure, system or process: **MIDPOTAR, MoLHSA**);

Activities 1.8, 1.9: Support two instruments for a State-community dialogue: 1-WSP meetings and GRB round-tables to solve community needs in a participatory self-organized way (SHGs, gender committees made of SHG representatives) and advocate for the integration of UNSCR 1325 NAP-compliant gender responsive local-level planning and budgeting ([linkup to the higher National Policy level](#)) (Main target structure, system or process: **Local Authorities in target municipalities, NAP Implementation**);

Activity 1.10: Continue support to Legal Clinics to ensure women's unobstructed access to justice and capacity building of regional MIDPOTAR branches (Main target structure, system or process: **MIDPOTAR, MoLHSA**).

Apart from GEC/NCG, MIDPOTAR and MOLHSA are other two State project partners. Women and all the other IDPs are a direct responsibility of MIDPOTAR, while MoLHSA – as its mandate has it - takes care of socially and economically vulnerable population groups, among which IDPs and conflict-affected people are surely prominent.

In 2012, MIDPOTAR adopted National implementation Plan of the 2012-2014 State Strategy, where UNSCR 1325 is explicitly mentioned to be followed and gender-sensitivity is vouched during the assistance to IDPs with housing, employment and alike.

Launch of cooperation with MoLHSA was recommended by the final evaluation of WEPD I and included in WEPD II. This is first of all due to a huge number of health related issues registered at 1-WSP meetings but also due to special health needs of women.

The major linkup of the grassroots level to higher levels is through the TF-enabled support to joint actions (Activity 2.5) by both local and central authorities and community groups towards the solution of particular problems faced by respective communities, especially women. This activity grows in importance since the mobilized groups have been growing in skills and experience thanks to capacity building efforts of the project.

It is clear from the activity listings for every output that interventions at each level are closely interlinked and aimed at mutually reinforcing one another for greater synergy and impact.

Relevance of design to international and national legislation

WEPD II appears to be well aligned with national laws and International commitments of Georgia. Namely, it seeks to assist the country with fulfilling commitments under UN SCR 1325 and other gender-related resolutions, CEDAW, MDG.

Furthermore, Georgia adopted its Human Rights Strategy and Action Plan for the years 2014-2015, back in 2010 Georgia adopted the Law on Gender Equality, which stipulated to making GEC a standing structure in the Parliament, further in 2014-2016 the country adopted NAP on Gender Equality (in compliance with Council of Europe Gender Equality Strategy 2014-2017), in December 2011 the UNSCR 1325 NAP for the years 2012-2015, and last but not least the non-discrimination law in 2013.

On 27 June 2014, Georgia signed an Association Agreement with the European Union, which draws attention to anti-discrimination and gender equality. Georgia is expected to fulfil obligations endorsed by the UN Security Council Resolution 1325 on Women, Peace and Security for increasing women's role in peace-building and conflict transformation and the Millennium Development Goal #3 (MDG) on Promoting Equality and Empowering Women by 2015.

Moreover, Georgia aspires to become a full-fledged member of the North Atlantic Alliance, and actively advances in this direction, with its rigorous efforts to meet every commitment that it made in this path. The 2012 NATO Chicago Summit Declaration states among others: *“We remain committed to the full implementation of United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security and related Resolutions which are aimed at protecting and promoting women's rights, role, and participation in preventing and ending conflict. In line with the NATO/Euro-Atlantic Partnership Council (EAPC) Policy, the Alliance, together with its partners, has made significant progress in implementing the goals articulated in these Resolutions. In this regard, we have today endorsed a Strategic Progress Report on mainstreaming UNSCR 1325 and related Resolutions into NATO-led Operations and Missions.”*¹ NATO itself has a separate Committee on Gender Perspectives (NCGP), which advises NATO leadership and Member States on gender issues, and International Military Staff (IMS) Office of the Gender Advisor, which serves as the secretariat for NCGP.

¹ Chicago Summit Declaration Issued by the Heads of State and Government participating in the meeting of the North Atlantic Council in Chicago on 20 May 2012 (http://www.nato.int/cps/en/natohq/official_texts_87593.htm).

The challenge here is to ensure realization of a gender perspective and actual implementation of the laws and the policies.

All the above listed laws and plans are in direct bearing with WEPD II strategy, rational and purpose. The project is well aligned with national policies, laws and international commitments, and seems to be relevant to the needs of the diverse stakeholders with equal focus on duty bearers and rights holders.

Relevance of design to rights and needs of target groups

Programme objectives are mainly addressing the identified needs and rights of the target groups. As per MTR findings from focus group discussions, no beneficiary in any of five locations had named access to finances as one of the problems faced by their respective community or women or themselves. Likewise, most of the focus group participants did not mention a problem of realizing their gender-related rights, except in case of Marneuli Focus Group which consisted of ethnic minority women, mainly from Azeri community. On the other hand, they emphasized that UNW/WEPD/TF was very much useful and often the only entity to enter their settlements. Some of them compared UNW to wings with which they became able of flying. So, by all accounts, the first thing that UNW imparts on holders is empowerment, independence, pro-activeness. This is where the list of needs starts. Indeed, while UNW WEPD does not prioritize livelihoods and especially employment generation in target communities, Livelihood is one of the priorities of the small scale projects such as sewing workshops, cattle breeding etc. Not surprisingly, all the respondents of Focus Groups put forth this problem as the number one or two. This is done via Output 2. Interestingly, by entering any particular target area, UNW raises probability that the local authorities or other humanitarian organizations may also enter the place. This phenomenon is not unique though. The Reviewer had a chance to experience it in other programmes related to development interventions in the countryside. Sensitization of duty bearers and enabling them to effectively deliver, monitor and ensure gender equality in employment and social protection areas should thus be a strategic objective.

Among target groups and stakeholders involved in the project there are relevant state agencies, both local and national. It was recognized in the NAP (e.g. Activity 1.1. of Objective 2 stipulates trainings for public servants in strategizing participation of women in conflict prevention and early response system) and other State policy papers that State structures and agencies face challenges of insufficient knowledge, organizational skills, gender awareness and professional competencies and are in urgent need (given the timing – deadline of 2015 is approaching) of capacity building. These needs are duly captured and attended in WEPD II - in the context of Output 1. The fact that this is the first output out of three implies the exceptional weight (and priority) being placed on the State capacity building compared to other two project outputs. Capacity building initiatives of the WEPD II project enable these State actors grow institutionally as well as in terms of knowledge, capacity and skills in planning, managing, implementing, coordinating and monitoring. This in turn contributes to realization of the above reviewed national policies and priorities for gender equality, women's economic empowerment and social protection.

As per the project proposal, WEPD addresses the following problems faced by the target groups:

- *Lack of awareness and knowledge among the target groups about their rights.*
- *Feminized poverty;*
- *National minority young girls experience difficulties in receiving basic education, literacy;*
- *Gender discrimination, violence and abuse of women from national minority communities;*
- *Mental and health problems as a result of the conflict;*
- *Limited access to health care and social services;*
- *Lack of information on existing social services and protection mechanisms;*

In general, all the activities under each of the three outputs do address the problems identified. There is only one remark at the end of these paragraphs for the project management to consider.

Out of 11 activities of Output 1 (Institutions level), first four (1.1-1.4) are rightly dedicated to preliminary analytical, mapping, needs and baseline studies, results of which are fed into detailed, pre-informed planning

of next activities. These studies, including the one about existing social protection policies and programmes implemented by MoLHSA, ensure relevance of next steps in the project to the needs and problems of the target groups, including national minority women of Qvemo Qartli region. Another problem is to have recommendations contained in the studies sized up, adopted and put in action by relevant State actors through advocacy and tailor-made capacity building programs (1.5-1.7, and 1.11). Capacity building also involved establishment and operation of free legal consultation centers – called Legal Clinics (1.10) – in every target region to deal with legal needs and problems of the rights holders, and their ultimate integration into the State system. In order to ensure coverage of social and economic needs and problems too (for full exercising of women’s rights and enabling them into more active political life), project also runs two participatory mechanisms for local problem solution (1.8-1.9): 1. Periodic 1-WSP meetings with pinpointed local and central authority representatives in a given municipality to solve a pre-defined list of the problems; 2. Periodic Gender-Responsive Budgeting meetings and round-tables with local authorities of a given municipality to ensure inclusion of gender principles, approaches and activities in the next year budget in line with UNSCR 1325 NAP. This last one is one of the inter-output links. In this case, it supports the Implementation pillar of the National Policy Level.

Out of 6 activities of Output 2 (Grassroots level), five activities directly deal with strengthening organized formal (CFs) and informal (SHGs) community groups towards advocacy for women’s rights among others to participate in the peace building and security processes, to be active in social and economic life of the community, and towards financial and organizational viability. These activities deal with the chronic low confidence and self-empowerment problems (acuteness of these problems were re-confirmed in all the FGs conducted by the Reviewer). The sixth activity (2.5) goes further and through small scale direct grants to SHGs seeks to devise model joint local-government - community initiatives reflecting strategic needs of IDP, conflict-affected and national minority women for their economic and social empowerment. At the Grassroots level, the emphasis is on legal, economic and social empowerment and fight against feminized poverty because peace building and confidence building processes are a prerogative of National Policy level efforts as in Output 3.

So, out of six activities under Output 3 (National Policy level), two activities focus on dealing with human rights violations against women or their threats (3.3-3.4), another two (3.1-3.2) concentrates on getting rights holders and duty bearers prepared for the effective implementation of the participation pillar of the UN SCR 1325 NAP of Georgia, and the last two (3.5-3.6) facilitate the implementation itself at national level and through people-to-people diplomacy efforts.

Judging by the interviews and focus groups, the Reviewer saw a need in psychological rehabilitation trainings for representatives of the target groups, specifically, CWs.

Q1B: Is the project design based on quality analysis, including gender and human rights based analysis, risk assessments, socio-cultural and political analysis and conflict assessments?

Relevance of project research basis

The project proposal outlines a solid research basis for its intervention logic and overall project design. It states that for the problem analysis UNW

- Undertook 15 discussions with IDPs in collective Centres of Tbilisi, Kutaisi and Gori, and 30 in-depth interviews with the representatives of international organizations, government and local NGOs,
- Commissioned Rapid Needs Assessment of Internally Displaced Women as a Result of August 2008 Events in Georgia,
- Reviewed UN/World Bank publications such as Georgian Joint Needs Assessment (2008) and Georgia Poverty Assessment (2009) reports,

- Analyzed official data beneficiaries of Social Service Agency, especially regarding national minorities.

There was no foundation study on minority women for the WEPD II project proposal to rely on in its analysis of the context and design of the strategy. So, WEPD II itself undertook it later during the implementation phase. The project produced three commendable studies on minorities entirely or partially: “Access to Justice for Internally Displaced and National Minority Women,” “Accessibility of Microfinance Institution Services for Women: Existing Barriers and Opportunities,” “Minority Needs Assessment Study.”

B. Effectiveness

Below the Reviewer reflects on project performance at an output level by delving into particular activities as they appear in the logical framework and annual work plans. Reviewer does not mention every activity under every output. Instead, he gives a review of most of activities, especially if there are challenges, gaps or rooms of opportunity. Conclusions elucidated from the review are fed into capturing the larger picture of an overall progress towards the outcome.

Q2: To what extent did the Project reach the indicators and targets for the mid-term implementation of the project? What was not achieved in full and why?

OUTCOME: Excluded groups of internally displaced, conflict-affected, and national minority women have adequate access to justice, social and economic services, and increased opportunities for participation in confidence-building in Georgia

The project is expected to duly arrive at the single project outcome. Major successes of the project so far are LCs, 1-WSP meetings, HROs, MoD, gender focal points, CFs, Perevi and Tirdznisi CWs, Ossetian School Bus for Georgian children. Major predicament of the project so far is the problem of mobilizing Azeri ethnic minority women.

In addition to WEPD project activities, UNW and RPs get involved in different events where they try to enhance WEPD effectiveness via information sharing, networking and other actions.

OUTPUT 1. Civil servants and service providers have increased capacity to provide adequate legal, social, and economic services to excluded groups of internally displaced, conflict-affected, and national minority women

This output is on track to be reached, but there is a concern over timeliness of gender mainstreaming in national policymaking and about 1-WSP institutionalization. Both require adequate responses as follows below. There are 4 indicators for this output. They correspond to 11 activities:

Indicator 1.1. Share of gender sensitive recommendations integrated in national policies and programmes to enhance women's sustainable livelihoods

This indicator has an ambitious target: *By 2015 60% of gender recommendations integrated into the national programmes and policies.* The Reviewer found that the two national elections in 2012 (Parliamentary) and 2014 (Local) respectively acted as unavoidable externalities that did have a certain influence over the timing of the certain project activities, particularly those that directly lead to Indicator

1.1. One has also to allow for the high probability of project-related short-coming in WIC-led advocacy work having its share in this delay. In light of this, the Reviewer does not think that the target is realistic anymore and looks a way too ambitious.

Activity 1.1: Undertake gender analysis of existing social protection policies, develop recommendations to address specific needs of women IDPs and conflict affected women and lobby for its integration into the Targeted Social Assistance Programme and relevant policies

Responsibility for the implementation of this **ongoing** activity rested with UNW and MoLHSA. By original plan, UN Women was going to hire a consultant or research company in February 2013 and commission it to conduct an analysis of existing social protection policies and programmes mainly implemented by Ministry of Labour, Health, and Social Affairs (MoLHSA). Namely, the study should have examined Targeted Social Assistance (TSA) program launched in 2006 and administered by Social Service Agency (SSA) of MoLHSA from a gender-sensitivity perspective. The resulting paper would have tabled recommendations to MoLHSA, WEPD State partner, on how to address the identified gaps, in order to effectively mainstream gender in policy planning and delivery of services. However, this activity has been purposefully delayed as it was revealed that UNICEF was assisting Government of Georgia to reform the social assistance policy. A working group in MoLHSA supported by UNICEF consultants works on revision of the methodology for establishing poverty level (score) for the beneficiaries and applicants to the Targeted Social Assistance Programme. Accordingly, UN Women revised the original schedule by moving the activity forward by one year (from 2013 to 2014) and commissioning the ISSA to undertake the study in April-September 2014².

Activity 1.2: Carry out the mapping on existing gaps, barriers and opportunities for accessibility to Micro Finance and vocational education institutions for excluded groups of internally displaced, conflict-affected and national minority women and elaborate respective recommendations

Responsibility for the implementation of this **successfully completed** activity rested with UNW. This activity represented an expanded version of the previously held (2012) UNW-commissioned study on access to MFIs for IDP and conflict affected women. The scope of the expanded version covered (a) access to MFIs for national minority women and (b) access to vocational education institutions for IDP, conflict affected and national minority women.

The revised study started on time (April 2013) and was completed early (June 2013). The study was implemented by UN Women in partnership with Association of Development and Support of Microfinance Organizations. The final Georgian-language document (<http://www.microfinance.ge/presentation-of-the-study-of-existing-barriers-and-opportunities-for-accessibility-to-microfinance-institutions-for-excluded-groups-of-internally-displaced-idp-and-conflict-affected-women>) - “*Accessibility of Microfinance Institution Services for Women: Existing Barriers and Opportunities*” – was a compilation of the previous and current studies and was included as an annex to the WEPD’s first annual report.

UNW pursued two objectives with the study:

1. To demonstrate challenges and opportunities that ethnic minority women face in accessing and benefiting from services of microfinance institutions (MFIs);
2. To examine work and priorities of development-oriented MFIs vis-à-vis the seven key Women’s Empowerment Principles (WEPs) with a view to strengthening the gender-sensitivity of their work.

The informative study’s findings revealed that MFIs have a limited number of clients from ethnic minorities, especially women. Overall women's loans as a percentage of the total number of MFIs’ problematic loans are very small in number. UNW shared the study results, recommendations and guidelines with major MFIs to promote WEPs and increase accessibility of their services to ethnic minority women.

Activity 1.3: Carry out a study on the needs and priorities of national minority women in Qvemo Qartli and elaborate policy recommendations aimed at improvement of their legal, social and economic protection

² The study is completed and in the process of finalization for presentation to the Ministry and publication.

Responsibility for the implementation of this **successfully completed** activity rested with UNW. This activity originally implied conducting in 2013 a joint needs assessment in collaboration with ISSA in seven municipalities of Qvemo Qartli region: Bolnisi, Dmanisi, Gardabani, Marneuli, Rustavi, Tetrtskaro and Tsalka. Then, for the year of 2014, publishing and presentation activities were added as the budget allowed so.

The assessment (<http://www.issa-georgia.com/en/projects/2014>) revealed that the language barrier was one of the significant challenges faced by women from ethnic minorities living in Qvemo Qartli. The study includes policy recommendations on how to improve ethnic minority women's legal, social and economic protection. The study's results were presented to wider public on 25 October 2013, including representatives of ethnic minority communities, government, international organizations, UN agencies and local NGOs. The event received broad media coverage and different online resources like "Liberali" reported the findings (Georgian version: <http://www.liberali.ge/ge/liberali/news/116715/>).

In 2014, the study was published in Georgian (500 copies) and English (100 copies) versions and has been disseminated among interested stakeholders and beneficiaries. On 13 May 2014 the study findings were presented to Office of State Minister for Reconciliation and Civic Equality, members of State Interagency Commission created for implementation of the National Concept and Action Plan for Tolerance and Civic Integration to inform them and provide with the policy recommendations. It was agreed to partner with the State Ministry in the process of elaboration of new Concept and Action plan on Tolerance and Civic Integration to mainstream gender and organize a consultation meeting around the draft with women's NGOs.

Activity 1.4: Conduct baseline and final study on the access to justice for IDP and national minority women in target regions of the project

Responsibility for the implementation of this **successfully functioning** activity rests with UNW. It stipulates two studies: baseline (2013) and final ones (2015). The final study will then be compared to the baseline findings to measure progress of the project's legal component. The baseline document entitled - Access to Justice for Internally Displaced and National Minority Women – was conducted by ISSA in October-November (i.e. before December 2013 deadline). The findings were shared with other Responsible partners and highlighted on GINSC.NET as is the case with other WEPD milestones.

Activity 1.5: Support advocacy work by the GE advocates and women's organizations for the adoption of elaborated recommendations as a result of the above studies by relevant civil servants and service providers

Responsibility for the implementation of this **ongoing** activity rests with WIC. It has different milestones in 2013 and 2014 respectively:

Among 2013 activities, as they appear in the WIC reports, the Review could not find anything done under milestone 1.5.1. as WIC is waiting for the final publication by ISSA this activities are pending at this moment.

Regarding milestone 1.5.2, WIC arranged for 5 TV and 4 Radio shows recorded and aired in regional TV and Radio stations respectively in 2013 and 6 TV shows and 24 radio shows are in the process of launching in 2014. All of them took place in October-December 2013. The Reviewer has to make two remarks in this regard:

- In 2013, WEPD II aired a total of 15 TV shows in Shida Qartli and Imereti regions. TV shows and regions were divided among WIC and UNW (the latter was doing the same in Samegrelo and Qvemo Qartli regions). Judging by the WIC reports, Georgian Public Broadcaster did not show interest because of going stalemate in the formation of GPB's Governing Board;
- The Advocacy campaign in 2013, which consisted of only TV and Radio shows, could not advocate for the adoption of recommendations of certain project studies because at the time of TV shows (October-

November), there was still no *TSA analysis*, and partially *baseline* results and *access to justice*. Still, the campaign had MFI study ready, and by November – baseline and access to justice also. It could have been better indeed, if the campaign start shifted by a month to November and ended in December, when it could have full results and recommendations of the three studies at hand. In the preceding months WIC could have arranged for the planned roundtables in the regions.

In 2014, under different milestone 1.5.1, WIC so far held one workshop (on 4 April 2014) with legal Clinic lawyers. The meeting devised draft recommendations for improving housing solutions for IDPs, which later were discussed with representatives of the legal departments of MIDPOTAR. Based on MIDPOTAR comments, WIC is reportedly finalizing recommendations (by end of the review period, i.e. June 2014) and would return them to MIDPOTAR for implementation, while WIC would monitor the implementation (monitoring belongs to milestone 1.5.3 of 2014). It should be noted here that the Reviewer found MIDPOTAR extremely busy with providing social and other assistance to IDPs and the issue of gender mainstreaming no and then is understandably taking up a slightly lower place in the MIDPOTAR daily priority list, even if MIDPOTAR is always trying its best. Also, one should note that WEPD relates to several MIDPOTAR departments such as legal department, international department, IDP department, which are not equally involved with WEPD at any given moment, and may need harmonization or strategizing of WEPD's relation with the ministry.

Under milestone 1.5.2 of 2014, WIC and UNW together presented the access to justice study recommendations on the joint workshop between the legal clinics and MIDPOTAR to the representatives of the MIDPOTAR on 4 April. Recommendations were taken into consideration by the relevant representatives in their policy level work.

Under milestone 1.5.4, Advocacy working meeting together with MOD, MIA and MIDPOTAR on the cases of IDP soldiers who served in international missions but still are without housing due to their high salaries in Army. After the workshop with legal clinics and MIDPOTAR, the set of recommendations were drafted and presented to the MIDPOTAR deputy minister and are thus in the process of piloting and review by the Ministry. Working meeting with Mod and MIA has been cancelled as the workshop with MIDPOTAR and legal clinics clarified and addressed all the details about housing issues of IDP soldiers.

Under milestone 1.5.5, WIC met with GPB again but because of the Board formation protraction, the project management and WIC decided to fully opt for the regional TVs and radios. WIC had one show recorded and aired by Gori TV (first TV show in Qvemo Qartli within the project). The next site is Sachkhere.

Indicator 1.2. Evidence of increased capacities of civil servants in providing legal and social services to IDP and national minority women

The target for the indicator is to have around 50 civil servants undergone relevant training and demonstrate skills and knowledge to apply gender sensitive principles and provide better services to IDP and national minority women by 2015. So far, the project did start series of trainings for much over 50 civil servants from Tbilisi administration and two target ministries (MoLHSA, MIDPOTAR, MoD). So, the process is on track, duly progressing.

Activity 1.6: Technically assist relevant civil servants and service providers to integrate gender sensitive principles and approaches into their policies and programs (which is a subject of prior consultations with them based on the demand and plans of the newly appointed government)

Responsibility for the implementation of this **ongoing** activity rests with UN Women. It started in 2013 and continues in 2014.

In June-August 2013, UNW held round-table meetings (*High Level Advocacy Meetings Conducted between National Minority and IDP Women's Groups and Local and Central Governmental Representatives*) in every target municipality on local women's needs and on gender responsive principles in the work of the local authorities. These meetings were also attended by relevant local NGOs, CBOs and community

representatives. But the national expert was not hired for the facilitation. Instead, UNW organized and facilitated.

In October 2013, UNW approached with official letters to local authorities in target municipalities suggesting creation of gender budgeting commissions under the Gamgeobas as per Georgia's international commitments. Results of these letters and advocacy started to materialize mainly in 2014 right before and after the local elections.

Also in October 2013, to further strengthen technical support in gender mainstreaming at all levels and in order to meet Georgia's international and national commitments to gender equality and women's empowerment, the project conducted Participatory Gender Audits (PGAs) at MIDPOTAR and Parliament of Georgia. One should note that the two State structures expressed their eagerness to have these studies on their desks. The PGAs were intended to identify whether internal practices, procedures and related support systems for gender mainstreaming were in place; to monitor and assess the relative progress made in gender mainstreaming in the organizations; and to identify the critical gaps and challenges impeding effective gender-responsive services and recommend ways to address them. The Reviewer found the documents indeed very useful, detailed, practical and to the point. Only issue here is for the MIDPOTAR and Parliament to effectively utilize the recommendations in line with NAP implementation timing, which is quite a task, given the approaching deadline - the end of 2015.

UNW hired a team of two national facilitators led by an international facilitator who followed the International Labour Organization (ILO) PGA methodology, carried out the PGAs. It must be noted that UNW partnered with ILO to use the latter's PGA methodology. Also, notably, UNW and ILO co-funded the action. Follow-up debriefing PGA workshops were conducted in both institutions to present and discuss the preliminary findings (overall the UNW co-fie requirement for WEPD is 70K. In this GPA co-funding UNW received about 6-7K co-funding). The first PGA workshop was MIDPOTAR – it was held on 27 November 2013 for 10 staff members of the ministry. The second workshop was for the Parliament of Georgia – it was held on 28 November and was attended by three MPs, including the Vice-Speaker and the GEC Chairperson and eight staff members. There were immediate results observed:

- GEC Chairperson proposed that the relevant recommendations be included in the Gender Equality Action Plan for 2014-2016 (under development then; adopted later. Posted here: matsne.gov.ge/index.php?option=com_ldmssearch&view=docView&id=2235622&lang=ge);
- Head of the finance office committed to building the capacities of all ten staff members in GRB as a tool to apply when reviewing state budget projects before approval;
- Head of the research department said he would appoint a gender focal point in the department, and prepare gender-related policy briefs after internal capacity-building training for the local staff.

After comparing the PGA for the Parliament with The Gender Equality Plan 2014-2016, the Reviewer found confirmation of the PGA effects (recommendations related indicators, trainings etc.).

PGA reports were finalized in early 2014. The reports are submitted to both state structures for uploading on the web-site. Though, MIDPOTAR did not upload it. GEC agreed to do it but the Reviewer could not find it on the Parliament's websites for the public use.

Regarding the 2014 activities, UNW was in the preparation to hire the international GRB expert by the end of the Review period (June 2014) and then to hold the trainings in autumn 2014 (UNW and WIC held a Skype call in June with the selected trainer).

Activity 1.7: Technically assist relevant civil servants and service providers to integrate gender sensitive principles and approaches into their policies and programs (which is a subject of prior consultations with them based on the demand and plans of the newly appointed government)

Responsibility for the implementation of this **ongoing** activity rests with WIC. This activity started in 2013 and continues in 2014.

The Project contributed significantly to the capacity development of civil servants and service providers in gender-sensitive planning/policymaking and service provision. Two key partner Ministries of WEPD II received training on Gender Mainstreaming and Women's Rights (1.7.2, 2013): MoLHSA (September 2013) and MIDPOTAR (October 2013). MoLHSA had 19 of its staff members trained, MIDPOTAR - 23. The MoLHSA training was the first training for the Ministry's staff in gender-sensitive policy-making. The participants were mid-level managers, senior specialists from several agencies, officials from Ministerial departments and regional representatives responsible for the Public Healthcare Services Programme from Gori, Imereti, Marneuli, Tetrtskaro and Zugdidi. During his observation of the GRB training for MoLHSA and local authorities and community leaders held in October 2014 in Lopota, the Reviewer found that trainings are mainly attended by several representatives of the municipalities. Judging by interviews with the municipalities, the Reviewer noticed that it is better for every municipality to have two of its representatives attending the WEPD trainings so that they cover each other and municipalities have always someone available on GRB topics when another one is busy. The above trainings were preceded by several preparatory meetings of WIC with the ministries (1.7.1, 2013). The trainings were also attended by PDO Qvemo Qartli office representative, LC lawyers. Although the main training topic was GRB, the post-training evaluation demonstrated that participants gained an understanding of key gender-related concepts, including, but not limited to, gender mainstreaming, gender discrimination, the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Women's Empowerment Principles; they became acquainted with Georgia's international commitments under CEDAW and the UN Human Rights Council Universal Periodic Review (UPR). Participants gained knowledge on UN SCR 1325 and its sister resolutions, as well as Georgia's UN SCR 1325 NAP. The diversity of the training beneficiaries greatly contributed to its success. The Reviewer noticed this diversity approach during the Lopota GRB training mentioned above and sees it very positively (good for participants to see things and experiences from different perspectives; also good for exercises).

Even more successful was the training on *Integrating a Gender Perspective and Women, Peace and Security Agenda into the Security Sector* for 20 mid-ranked civilian and military personnel of Ministry of Defense (MoD) held in May 2014 organized by UNW, WIC, National Defence Academy and NATO Liaison Office in Georgia. The training (1.7.2, 2014) held at the National Defence Academy in Gori is a pilot initiative supporting the MoD with the objective of gradually integrating the training into the national curricula of the Defence Academy. As a result, it was agreed with MoD to hold the follow-up workshop by October 2014, where the newly appointed and trained gender advisors of the Ministry will share their field experiences, reflect on results achieved and lessons learned and discuss any challenges occurred during the execution of this function. The workshop will provide technical guidance and assistance to the gender advisors in implementing their new functions in the future. During the interview with the MoD Deputy Minister, the Reviewer was impressed by the progress in gender mainstreaming being accrued by the ministry (gender mainstreaming plan being put in place etc.). Clearly, MoD appears to be a star in terms of fast-tracking mainstreaming among Georgia's ministries so far. The Reviewer registered the Ministry's wish for having further support from WEPD for further strengthening of gender focal points above all. The Reviewer also expects that gender mainstreaming topic will appear in the Ministry's Annual Report publication for 2014 (which will come out around the end of 2014). Attribution of the progress with MoD to UNW/WEPD is difficult. Rather, it's a combination of factors such as NATO-related commitments on gender, Georgia's overall commitments to UN and EU, experienced and pro-active minister and women deputy minister.

The trainings here too were preceded with preparatory meetings (1.7.1 and 1.7.2, 2014).

There are preparations for GRB trainings for MoLHSA and local authorities to be held in autumn. The Reviewer should note that representatives of the local authorities, who worked in the structures before the local elections and keep working there, and had received gender mainstreaming related trainings previously, are more advanced on the topic and could be active participants in further GRB trainings for local authorities, helping the new ones with experience sharing just like members of "old" and "new" SHG.

The Reviewer noticed that Activities 1.6 and 1.7 overall in GRB training as the first is led by UNW and the other – by WIC. This can be a mutually strengthening factor in material and organizational terms.

Indicator 1.3. Share of gender related priorities included in local budgets and programmes

The target for this indicator is to have at least 2 local-level budgets reflect specific needs of excluded groups by 2015. There were certain delays mainly due to elections but the project is on track, duly progressing. This indicator has one activity – 1.9 (activity 1.8 follows later in Indicator 1.4) which is however very intensive with various actions.

Activity 1.9: Support implementation of UN SCR 1325 NAP by encouraging dialogue between local government and mobilized groups of internally displaced, conflict affected and national minority women towards gender responsive local-level planning and budgeting (through trainings, roundtables, conferences and forums)

Responsibility for the implementation of this **ongoing** activity rests with Taso Foundation (TF). It started in 2013 and continues in 2014.

In July 2013, TF hired the international GRB expert (Swapna Bist Joshi) and national expert as planned under 1.9.1 (2013) who held gender-responsive budgeting trainings and strategic planning workshop for local authorities (attended by 25) and Tbilisi City Hall (attended by 20 people) with UNW and WIC participation. In addition to the theoretical segment and group exercises provided by the international expert throughout the training, the local consultant viewed gender budgeting in the Georgian context. The training groups delivered presentations containing results of needs analyses in the community. The international trainer provided UN Women with a set of recommendations for strategic interventions towards the sustainable introduction of GRB. These recommendations were later shared with participants and implemented at local levels while creating the GRB working groups.

Under 1.9.2 (2013), In January 2013, TF conducted a reflective workshop with GRB committees and CBOs formed in WEPD I and continuing participation in WEPDI II. The participants reflected over changes in self-governments due to political changes and discussed continuation and strengthening of GRB work direction in frames of WEPD II.

In June, TF hired a National Expert (Ch. Jashi) who held 2-day trainings for 14 community workers and members of Local GRB committees on Gender Monitoring of the Budget (June 2013). Among them were three persons from the Azeri national minority of Georgia. The training topics were: Social-economic problems at municipality level; essence of gender budgeting; municipal budget; gender analyses of the budget; gender monitoring and evaluation of implementation of the municipal budget.

In September 2013, TF organized a series of training seminars about national legislation on self-government and local budgeting for new SHGs established in 2013 in Samegrelo and Samtredia (28 persons in total). It should be noted that other target regions were not covered, while they had to.

In May, during the local elections related lull in the local GRB activities, TF trained new self-help groups in Ganmukhuri (Zugdidi mun.) and Perevi villages (Sachkhere mun.) on current and new self-government laws and mechanisms of civic engagement in self-government and local budgeting.

Under 1.9.3 (2013), community workers and leaders of community funds prepared and presented needs of the target communities at the meetings with Minister of Regional development and Infrastructure organized by WEPD II (milestone 1.6.2, 2013) in Gori (July 2013) and Zugdidi (August 2013). Representatives of local communities and local self-government were also participating in the meetings. In this way, space for a direct dialogue of local communities with decision making officials was created and representatives of SHGs could speak out on behalf of their respective communities. The Reviewer finds this pre-planned synergy between the two activities of WEPD II commending.

Under 1.9.4 (2013), in May-June formed new or updated existing GRB committees in village Tsintskaro (Tetritskaro municipality), village Koki (Zugdidi mun.), village Tergvisi (Gori mun.), village Agmamedlo (Marneuli mun.). Formation of a new Samtredia GRB committee however continued into 2014. The committees held internal work meetings on further steps and organization of activities. After these internal planning meetings, the Zugdidi and Tsintskaro committees started to meet local authorities on local issues and GRB.

Under 1.9.5 (2013), TF started holding GRB round-tables with target municipalities. After the Parliamentary elections, local authorities were noted for increased cooperation spirit and energy. Participation of local self-government officials in the international workshop on GRB and activism of local GRB committees of SHGs' representatives created the base for extension of GRB work direction towards more active involvement of local officials in mainstreaming practical gender needs in local planning and budgeting. From the interviews, the Reviewer found full confirmation of the effectiveness of the workshop. In September 2013, TF held preliminary Informative meetings on creation of GRB work groups at three target municipalities (Zugdidi, Samtredia and Tetrtskaro). As a result, an agreement was reached to establish GRB work groups incorporating representatives of self-governing bodies who will work on particular issues related to integration of gender principles in the process of local budgeting. Though, these did not represent formal GRB commissions so far. During these meetings participants identified primary needs (qualitative data). Then TF held questionnaire surveys in the five target municipalities to get quantitative data on community needs as the material for future work with GRB work groups. There was no work group formed in Sachkhere and Marneuli.

In 2014 (by July), although under 1.9.1 there was no training so far for GRB work groups in Zugdidi, Tetrtskaro and Samtredia by an international trainer, UNW has hired an international consultant and the training organization is in its final phase.

Under milestone 1.9.2 (2014), in January 2014, TF launched a series of working meetings concerning the updating of GRB work groups status as a GRB commissions in the above said three municipalities and eventually succeeded in its advocacy efforts (in Samtredia, there was actually a technical mistake in the decree- it re-established Gender Work Group instead of creating GRB Commission) by the end of the current review period (June 2014). Good job indeed. The technical assistance to them consisted in helping with elaboration of statutes and future action plans. Meetings in this activity helped also specify most needed future training topics (International successful practice of Gender Budgeting, etc.).

Under 1.9.3 (2014), a number of periodic working meetings with community GRB committees were held in Gori, Zugdidi, Samtredia, Tetrtskaro in 2014 to develop actions plans for 2014. Since February 2014, these community GRB committees actively monitored process of conducting meetings with community representatives held by local self-government regarding identification of the community needs and requirements in frames of the state Village Development Support Program as confirmed by interviews with local authorities. The committees were actively meeting and communicating with their respective municipalities on the identified primary needs.

Under 1.9.4 (2014), due to the local elections, there was no way to start in May - or entire summer of 2014 for that matter - the practical work for next year budgeting at local municipalities.

Under 1.9.5 (2014), due to the local elections and due to creation of self-governing towns with respective splits in budgets of respective municipalities, monitoring of 2014 local budgets against the issues discussed, presented and committed to was not fully possible. Though, community GRB committees started attending such meetings in early 2014. In May, during the local elections related lull in the local GRB activities, TF trained new self-help groups in Ganmukhuri (Zugdidi mun.) and Perevi villages (Sachkhere mun.) on current and new self-government laws and simultaneously facilitated creation of the Sachkhere community GRB committee.

It must be noted that the project management in 2014 decided to add a new target municipality to the project: Sachkhere (the town itself and a village on ABL - Perevi). This move was not in the original plan but the settlement is urban type and IDPs do not have access to land and other resources. There were predicaments in forming active groups in Samtredia as noted in the protocol of the WEPD Responsible Parties Monthly Coordination Meeting for 27 January 2014 and above made decision followed the recommendation from the Chair of the GEC Manana Kobakhidze, made during the meeting of the NCG on implementation of UN SCR 1325.

Indicator 1.4. Number of IDP and national minority women that have access to legal aid, justice and social services with the support of legal clinics and One Window Shop principle meetings

The target for this indicator is to have the number of women IDPs who have legal and social protection and access to justice increased by 70% compared to the end of WEPD I via LCs and 1-WSP meetings by 2015. While the target seems reachable, there is a growing risk to the sustainability due to delays in institutionalizing process of the 1-WSP Meetings. This indicator has three activities with a large number of milestones – 1.8, 1.10 and 1.11.

Activity 1.8: Continue organization of 'One Window Shop' principle meetings with participation of central and local governments and other service providers to improve internally displaced, conflict affected, and national minority women's access to social and economic services

Responsibility for the implementation of this **ongoing** activity rests with WIC and Local Authorities of target municipalities. The activity started in 2013 and continues in 2014.

The main milestones in this activity for the year of 2013 are arguably 1.8.5 – 1.8.7, as the success of these three represents a factor of success for the preceding milestones too. So, below the Reviewer will cover the said three key milestones for 2013 and all the milestones for 2014. This said, the Reviewer has indeed reviewed all the milestones and points out every major achievement and shortcoming observed.

In 2013, under 1.8.5 – 1.8.7, WIC organized a total of 5 one-stop shop meetings between gender equality advocates, internally displaced and conflict-affected women, and local governments in order to solve immediate social and legal protection issues faced by internally displaced individuals, families and communities. In 2013, a total of over 52 cases (9 cases per meeting) were presented at 6 One Window meetings in five locations (Gori, Zugdidi, Samtredia, Marneuli and Tbilisi), out of which 16 (about 1/3) were solved positively and 20 are still under discussion. 6 cases could not be solved and in case of 9 cases, beneficiaries refused to accept the support offered. In WEPD II, cases for One Window meetings come from LCs, human rights observers, community workers, SHGs, during visits to sites. Main needs of the beneficiaries in all regions are: accommodation, then healthcare and use of communal subsidies, legal issues and documentation, obtaining the IDP status, access to higher education, unemployment, economic problems etc. Most of IDP communities face problems with infrastructure at their living spaces and settlements.

In 2014, under 1.8.1 (2014) WIC did not do any advocacy for the introduction of 1-WSP meeting methodology in the work of the local authorities due to the ongoing local elections period and associate summer holiday season in 2014. However, the local consultant/expert in regional development and local elections was hired in August, and has elaborated and submitted to UNW and WIC the draft concept note on 11 October on One Stop Shop meeting methodology, how it can be implemented in target municipalities. The concept note is in the finalization process and will be presented to the joint workshop to the representatives from target municipalities in December.

Under 1.8.5 (2014), WIC has been undertaking monitoring of cases in 2014. So far, out of 43 cases presented to the one-window shop meeting in 2014 18 per cent were solved.

The milestone 1.8.6 (2014) is beyond the current review period (end of 2014).

Finally, it should be noted that 1-WSP meetings and GRB round-tables seem to complement and enhance effectiveness of each other as far as budgeting of next year's activities are concerned.

Activity 1.10: Continue support to the functioning of existing four Legal Clinics for internally displaced citizens, with the particular focus on women, established at the Ministry of Internally Displaced Persons from the Occupied Territories, Accommodation and Refugees and establish new Legal Clinic for national minority women in Qvemo Qartli region

Responsibility for the implementation of this **ongoing** activity rests with UNW and MIDPOTAR. The activity started in 2013 and continues in 2014:

Under 1.10.1, 1.10.3, 1.10.5 and 1.10.6 for 2013, 4 LCs in Zugdidi, Kutaisi, Rustavi and Gori received 3938 beneficiaries (women – 64.7% and men – 35.3%). LCs forwarded 236 cases (cases of women – 69.1%, men – 30.9%) to courts. LCs undertook 151 visits to IDP compact settlements and consulted another 6012 beneficiaries. 7.5% of cases were basically related to information accessibility and/or referral needs. Thus, LC-served beneficiaries represented a predominant part of the project beneficiaries. The main subject of the LC consultation is related to housing (52.5%). Another important issue was receiving the IDP status (30%), which in Zugdidi and Gori was actually number one. The third issue was related to social sphere or referrals. Some of the cases were referred to MIDPOTAR during coordination meetings in the form of 8 recommendations. Most of them were solved or are pending. LC monthly reports and interview with a MIDPOTAR representative indicate at the strong effect of LCs on streamlined work of regional MIDPOTAR branches and importance for their ongoing capacity building.

Under 1.10.2 (2013), UNW opened fifth LC in Marneuli – in the office of Qvemo Qartli PDO. The Reviewer found that the work of LC and PDO in one room enables covering each other in case of heavy workload spells. To strengthen the LC work with the population of strong traditional views, the project rightly decided to hire a support staff for the LC lawyer from a local community. The Reviewer finds this move very useful, especially when it was not planned originally.

Under 1.10.1 for the first six months of 2014, five LCs served about 1962 beneficiaries (one should note low number for Gori – 333 beneficiaries, just ahead of Marneuli LC figure). The Reviewer finds it surprising that the LC beneficiary database template lacks a gender column. This is very much needed for calculations, even if in Georgia the gender is always known by name.

Under 1.10.4 for 2014, UNW was planning to hold training for LCs in July 2014 on Gender Aspects of the Conventions of the children's rights, rights of persons with disabilities and rights of ethnic minorities and its application.

Under 1.10.5 for 2014, WIC meets LC lawyers every time there is one-stop shop meeting ahead. The lawyers are assisting WIC to track the progress per case, including ethnic minority cases.

Under 1.10.11 for 2014, the coordination meetings are happening on a regular basis, every month meetings are held in UNW Tbilisi office and led by the project analyst.

Activity 1.11: Strengthen civil servants' and other service providers communication and outreach capacity to improve internally displaced, conflict-affected, and national-minority women's access to information on available legal, social, and economic services

Responsibility for the implementation of this **ongoing** activity rests with UNW, WIC, TF. This activity started in 2013 and continues in 2014.

In 2013, WEPD II had regional and central media outlets produce and air a total of 50 TV announcements and reports highlighting WEPD II's activities in all of the target regions. Fifteen TV and eight radio talk shows dedicated to the most important advocacy topics were aired on five local TV and radio stations featuring forty guest speakers (TV Odishi in Samegrelo, TV company Zari in Imereti, TV company Trialeti in Shida Qartli, TV companies Qvemo Qartli TV Company and Marneuli TV in Qvemo Qartli, Public Broadcaster's Radio channel 102.4). The average coverage of these radio talk shows involved 32,000 people in the country, out of whom 10,000 people were in Tbilisi, in addition to 590 social media/Facebook users of radio stations' websites. The TV and radio talk shows covered important advocacy issues related to IDPs, ethnic minority and rural women's rights, and relevant policy initiatives. This information is present in 2013 Project Annual Report by UNW.

In 2014 (January-June), UNW ensured that WEPD II activities and achievements were highlighted in over a dozen of press and TV news broadcasts, ten Radio programmes, up to 50 articles on GINSC.NET. In

cooperation with Heinrich Boll Foundation, UN Women held an event for the women activist, remembering those, who had strength and courage to fight for women's rights, in 19th and 20th centuries in Georgia and presenting those women who are agents of changes in their communities.

OUTPUT 2. Excluded groups of internally displaced, conflict-affected, and national minority women have increased capacity to demand and benefit from legal, social, and economic services

This output is on track to be reached, except the urgent need in re-formulating intervention in a Qvemo Qartli area populated by national minorities. There are 2 indicators for this output. They correspond to 6 activities:

Indicator 2.1. Organize a stock-taking experience sharing meeting of partners from Eastern Europe and Central Asia outcomes and prospects of social mobilization of the vulnerable groups to improve access to services (South-South Partnership)

This indicator seeks to have *at least 50 new SHGs established*. The Reviewer found that the target is certainly realistic and reachable but a clear predicament persists in mobilization of Azeri women community groups, which asks for immediate attention.

2.1. Organize a stock-taking experience sharing meeting of partners from Eastern Europe and Central Asia outcomes and prospects of social mobilization of the vulnerable groups to improve access to services (South-South Partnership)

Responsibility for the implementation of this **ongoing** activity rests with UNW, TF, WIC. This activity started in 2013 and continues in 2014.

Under 2.1.1 and 2.1.2 for 2013, UNW prepared and organized a stock-taking sub-regional workshop on social mobilization in Tbilisi, Georgia on 2-4 July 2013. The workshop participants had an opportunity to share social mobilization experience from countries, which are a part of the UN Women Multi-country Office (MCO) for Eastern Europe and Central Asia (EECA) and plan future work on social mobilization to further assist target communities. Forty-one representatives from the UN Women Country and Project Offices and their local partner organizations from Georgia, Kyrgyzstan, Moldova, Tajikistan and Uzbekistan attended the workshop. The participants developed country specific Action Plans for advancing social mobilization practices.

Under 2.1.1 for 2014, on 29-31 May UN Women held a training in Lopota (Kakheti region) for project-created CBOs on Project Management and Resource Mobilization for Women's Community Based Organizations, attended by 20 CBO representatives.

2.2. Support functioning of existing 45 and establish new Self-Help Groups of internally displaced, conflict affected, and national minority women using applied social mobilization approach - to mobilize women and local communities to voice the needs, demand for better services, and undertake self-help initiatives

Responsibility for the implementation of this **ongoing** activity rests with TF. This activity started in 2013 and continues in 2014.

This activity is one the most important defining factors for the grassroots level effectiveness. It deals with mobilization of new self-help groups with new community workers, including especially the national minority area. The Reviewer will hence cover milestone 2.2.1 (2014), which is the actual SHG formation and CW hiring stage.

While WEPD I formed a total of 44 SHGs, WEPD II aims at creating some 50 new SHGs. In 2013, WEPD II established 30 new SHGs out of 181 beneficiaries (women – 87%). In total, the Project reached out to some 724 new community members from 19 different villages/communities to address issues of access to livelihoods, healthcare and social services. WEPD II expanded social mobilization methodology to new target groups of women from ethnic minorities in villages of Marneuli municipality (specifically in two large villages, Agmamedlo and Sadakhlo). TF hired eight community workers (2 in Sh. Qartli, 2 in Qv. Qartli, 1 in Imereti, 2 in Samegrelo and 1 in Gali – on the other side of ABL) who conducted regular community mappings to identify the needs of the most vulnerable groups within IDPs, conflict-affected persons and minority communities and directly work with mobilized women's groups. In 2014, TF set up another 10 SHGs. Out of this total 40 SHGs, 6 failed, while 34 SHGs proved to be more resilient. In every target site, there is one community fund (7 in total, i.e. except Marneuli). The hardest part of this process is in Azeri-populated villages of Qvemo Qartli region.

The main, intractable problem for SHG formation and generally social mobilization in the Azeri-populated areas of Qvemo Qartli is traditional extreme male dominance in the community, social ignorance, inertness and language barrier. These are confirmed by the interviews and a focus group the Reviewer held in the target area. Even Azeri people in formal authority recognize that they would readily follow traditional patterns of behaviour as it comes to relations with women and allowed space of freedom for women. UNW was surely well aware of the State of the Art there in the project design phase and did all the preparatory planning for this challenging stage. Social mobilization methodology was adjusted by TF to the local situation. Plus, a stock-taking workshop held in Tbilisi in 2013 tried to build on the similar experience from Central Asian colleagues (sadly, the Reviewer does not have the country specific Action Plan that each country devised at the event).

The problem leads to not only predominant non-involvement of local women but also unexpected family-forced termination of such involvements which understandably plays havoc to the mobilization efforts. This was the case in Dashtapa village. Besides, threat or risk of such unpleasant developments or simply gossiping serve as a strong deterring factor for making choices about their engagements in public life for many women and girls there.

For an entry, TF sought good terms with local elders who enjoy strong informal authority traditionally, meeting population representatives in local schools, via self-government. But the result so far (by June 2014) is two more or less functional SHGs and no social worker for ethnic minorities. Lately, TF launched mobilization efforts in Marneuli villages populated by other national minority of Georgia - Armenians. The process is as difficult or smooth as with target regions of Georgia. Judging from the focus group discussion and the interview with TF, WEPD will be successful in mobilization efforts in Armenian-populated settlements.

There were efforts to get in touch with Azeri students. TF held a meeting with them but they were boys basically, not girls.

During the focus group discussion an Azeri young woman confirmed that they are actually eager for community activities but they prefer activities such as a girls club and alike. By the way, the Reviewer much appreciated the help with interpretation and communication with Azeri community representatives during this FG discussion that he received from the young Azeri assistant lawyer of the Marneuli LC.

Finally, the Reviewer should note that entry into Samtredia municipality was also not quite inspiring as the mobilization methodology turned out to be transposed on to the urban environment which did not quite work as hoped.

2.2. Number of joint local government – community initiatives resulting in economic and social empowerment of IDP, conflict-affected and national minority women

This indicator seeks to have *10 local governments – community initiatives undertaken resulting in economic and social empowerment of IDP, conflict-affected and national minority women*. The Reviewer found that the target is realistic and reachable.

2.3. Carry out regular assessment of information-educational needs of targeted internally displaced, conflict-affected, and national minority women in order design relevant capacity development interventions

Responsibility for the implementation of this **ongoing** activity rests with TF. This activity started in 2013 and continues in 2014.

Under 2.3.1 and 2.3.2 (2013), TF met with CWs on adjusting and effectively using a special questionnaire – a community profiling instrument. In parallel, TF ensured at meetings with leading authorities of self-government at a municipal level that there will be an open access to official data for members of SHGs and other grassroots participants of WEPD project. TF also developed a special monitoring tool and monitored some 2 SHGs in August-December 2013. After the monitoring, TF organized a 2-day coordination-consulting meeting with community workers, where a special session was dedicated to strengthening capacities of SHGs. Again, a problem with mobilizing and functioning of Azeri-formed SHGs was noted that.

Milestone 2.3.1 for 2014 envisages conducting and analysing SHG training needs assessment in order to plan tailor-made capacity building initiatives further on. There were preparatory meetings of UNW and TF with CWs and SHGs/interviewees. The assessment field work is likely to take place after June 2014 (after the local elections frenzy will have subsided).

2.4. Strengthen capacity of self-help groups in issues of their interest and benefit as identified by the assessments (could be but not limited to gender equality and women's rights, agriculture and bio-farming, local level planning and budgeting, utilization of alternative energy resources, etc.)

Responsibility for the implementation of this **ongoing** activity rests with TF. This activity started in 2013 and continues in 2014.

Milestone 2.4.1 for 2013 was duly reached at the 3.5-day training (26 February – 1 March 2013) on Result based management (RBM) for TF, project implementation team and representatives of the three community funds. The training included group works for practicing development of WEPD II phase project log frame, log frame analyses for potential raising, table of the chain “from outputs to impact” and monitoring planning. The training was conducted by the international trainer Sagipa Jusaeva.

Based on preceding meetings with SHGs and getting a picture about their needs, TF organized 7 training seminars (2.4.3, 2013) on Women's Human Rights and Practical and Strategic Gender Needs in Western and Eastern Georgia in the period of August-September 2013 for 107 members of newly formed SHGs (including the groups based in the villages of Gali district). The training was conducted by national experts in women human rights.

Furthermore, in October 2013, TF organized 2-day consultations for new SHGs (16 of them) on grant preparation and application procedures, as well as grant implementation. New SHG went over a grant contract signing process. All along, TF tried its best to coach and encourage Azeri SHGs by visiting them as frequently as possible. The last cycle of the above noted training seminars was held in village Agmamedlo (where one Azeri SHG operates) with an agenda “Childhood is for learning, not for marriage.”

However, TF was realizing that these trainings were not enough to meet educational needs of SHGs. Educational and skills development needs of SHGs, CFs and CWs was one of the main topics of a TF's coordination/consultation meeting with CWs in December 2013. TF devised (2.4.1, 2014) a manual on communication coordination for CWs and CFs. In March 2014, TF developed the detailed manual for grant-making for CFs. There were more trainings in 2014 on domestic violence, how to develop CVs/Bios for Organization/group, project cycle management, Identification of community needs and methodology of community development planning etc. (2.4.2, 2014). The Reviewer looked at these materials at <http://taso.org.ge/cgi-bin/index.pl?l=2&i=989> and found them practical and useful. WEPD SHGs, CFs and CWs received also information on agricultural cooperatives from Mercy Corps experts visiting their villages in April-May 2014. In addition, in May 2014, UN Women held the training on *Project Management and*

Resource Mobilization for Women's Community Based Organizations for 20 representatives of SHGs and CFs formed under the Project on project proposal development and fundraising.

Also, the Focus Groups indicated the need in more experience sharing meetings of “new” SHGs, CFs and CWs with their “older” counterparts, who are knowledgeable of practical details of daily activities. And it is likely that not all new SHG and CF members went through all the trainings. Plus there could be certain minor changes in memberships.

Finally, the Reviewer should note an interesting practice of youth voluntary groups. Because of their age, school children cannot create SHGs. So, not to discourage their enthusiasm, SHGs in Shida Qartli and Samegrelo regions helped young people to create youth voluntary groups in each of the regions. In Samegrelo, the practice was already used in WEPD I. These youth groups act on sheer enthusiasm and voluntarism and are eager to take part in community actions such as environmental days and so on, organized by CFs, SHGs and alike. The Reviewer sees certain potential in such groups to buttress up particular activities of a SHG. One should keep in mind that Youth is the future of a community and hence working with them means working with the future.

2.5. Support exemplary joint local-government - community initiatives reflecting strategic needs of IDP, conflict-affected and national minority women for their economic and social empowerment

Responsibility for the implementation of this **ongoing** activity rests with mainly TF. This activity started in 2013 and continues in 2014.

The Reviewer can generally confirm proper implementation of small scale grants that TF has been awarding SHGs and CFs in every target region, and that such grant-making is fundamental for their empowerment. The grant-making started in 2013. The Reviewer found that in principle only “new” SHGs are entitled to grants, while members of “old” SHGs (i.e. those SHGs that were created in WEPD I) were still able to get grants not as SHGs but as CBOs, which member of these “old” SHGs formed. TF defined two types of grants: “socially important” and “livelihoods” grants. Any SHG could apply for both but can receive only one grant per year. Regarding the income generation grants, they were present in WEPD I. There is a widespread necessity for grassroots level actors (especially women) to get economically empowered and involved for making a meaningful contribution and increasing ownership.

The first competition took off in September 2013, right after the workshop for CWs in how to consult SHGs for successful participation in the competition.

SHGs of selected grant proposals received further consultations procedures and trainings on business management etc. (in case of livelihoods grants). Thus, 26 grants for the total sum of 55,408 USD were made by WEPD II in 2013 (socially important grants were computer centers in many cases).

In March-April 2014, TF sought co-funding from the budgets of target municipalities but the time was not ripe due to the local elections.

In 2014 also, TF started giving grants money to Community funds in Gori and Tsintskaro (by June 2014). By allowing CF issue grants to SHGs, TF pursues a long-range objective of self-empowering community based organizations, by allowing them choose what to fund and what not, educating them in prioritizing in practice. This enhances not only the effectiveness and efficiency of grants money but also a sustainability of such groups (as duly note in Sustainability Component of this report).

It should be noted that TF undertakes continuous monitoring of the grant implementation processes. Judging by the TF monitoring documents that the Reviewer consulted, every monitoring round takes place once in two months and uses a respective monitoring form. It should be noted that the TF Web-Site has the grant listings for 2010-11. But there is no list of grants issues in WEPD II.

If UNW/WEPD decides to capture impacts of the grants on livelihoods and social activism in the community, this will require a fact finding relevant by an independent expert.

Finally, the Reviewer found that Community committees made of SHG representatives are the most effective solution for daily dealings with the local authorities.

2.6. Documenting the cases of social mobilization and good practice experience using the Participatory Video techniques, multimedia methodology etc.

Responsibility for the implementation of this **ongoing** activity rests with TF. This activity started in 2013 and continues in 2014.

Apart from video-recording of a considerable number of project events and processes (2.6.1, 2013-2014), TF also maintains an active presence in social media, regularly updating its Facebook Page at <https://www.facebook.com/TasoFoundation>, which the Reviewer find attractive and interesting. Also, all the video and audio data is uploaded on GINSC.NET and TASO.ORG.GE. At the same time, the Reviewer was not able to easily search through and find interesting particular videos. If there is a photo gallery on TF's Web-Site, there could be a logic behind having a video gallery (actual depository of large video could be YouTube or alike). On GINSC.NET videos are posted in an easily found sub-menu. Talking of online presence, there is no identification of WEPD project and UNW on GINSC.NET, which is mainly supported by UNW/WEPD today.

OUTPUT 3. Increased role of women in confidence building and conflict prevention processes as foreseen by the UN SCR 1325 NAP of Georgia

This output is on track to be reached, except the forthcoming need in adjusting NAP Implementation indicators. There are 2 indicators for this output. They correspond to 6 activities:

Indicator 3.1. Evidence that coordination mechanism between IDP and conflict affected women and representatives of the official peace and conflict prevention processes is established and functioning

This indicator seeks to have a coordination mechanism established by 2015. The Reviewer found that the target is realistic and reachable with a reservation regarding NCG effectiveness to enforce timely NAP implementation. In the opinion of the Reviewer, the NAP Implementation process is not adequately reflected in this Indicator 3.1 and requires a separate Indicator and Target.

3.1. Support the advocacy work, thematic meetings and dialogues of the women's organizations with the government for implementation of the participation pillar of the UN SCR 1325 NAP of Georgia

Responsibility for the implementation of this **ongoing** activity rests with UNW and GEC. This activity started in 2013 and continues in 2014.

From interviews, the Reviewer confirms a critical role of UNW/WEPD in coordination of UNSCR 1325 NAP Implementation (milestone 3.1.1 for 2013-2014). Significant progress was made towards NAP objective 5 (*Coordination, Monitoring and Reporting (accountability) of National Action Plan implementation*) via National Coordination Group meetings led by Chair of Gender Equality Council. NCG is a result of WEPD I efforts. This coordination mechanism consists of 35 members from all government agencies responsible for the NAP's implementation, PDO, MPs, women CSOs. In 2014, WEPD launched mid-term evaluation of the NAP implementation, which found that progress to a number of indicators was slow. The report was presented to GEC/NCG. Further reasoning and accompanying recommendations on this subject is given in Relevance and Sustainability Components of the Report. There are quarterly coordination meetings taking place on implementation of UN SCR 1325 NAP between GEC and NCG with the support of WEPD II. In 2013 three meetings were conducted and in 2014 two meetings were conducted.

Other milestones of this activity fall beyond the Review time scope.

3.2. Conduct trainings of the representatives of key policy and service-delivery institutions together with targeted internally displaced, conflict affected, and national minority women to strengthen their support and commitment to UN SCR 1325 NAP with particular focus on the participation pillar

Responsibility for the implementation of this **ongoing** activity rests with WIC. This activity started in 2013 and continues in 2014.

Judging by the WIC reports for 2013, in this year WIC trained local self-government and community representatives on UNSCR 1325 and its NAP in three municipalities – Gori, Marneuli and Tetritskaro (3.2.3, 2013).

WIC did not organize the Forum on 1325 NAP implementation in 2013 (milestone 3.2.4, 2013) because there was a high level meeting on gender equality on December 6, 2013 where the UN SCR 1325 NAP implementation was also discussed and presented by the chair of GEC.

After the February 2014 NCG meeting, in March WIC organized a discussion together with NGOs about the NCG meeting and progress in implementation of UNSCR 1325 NAP. Such meetings are also used to identify participants of in the next meeting of the coordination group.

While WIC reportedly prepared a draft paper in order to include conflict-affected women as one of the target groups of the State Strategy on Human Rights, the task (the draft paper) is not materialized yet before review period (3.2.4, 2014).

In June 2014, WIC held a crucial training on Gender stereotypes, gender equality and convention on elimination of all forms of discrimination against women for Azeri ethnic minority representatives of Agmamedlo and Dashtapa.

Actions under 3.2.1 and 3.2.3 are pending.

3.3. Support women's groups' initiatives to continuously monitor and document human rights concerns of displaced and conflict affected women

Responsibility for the implementation of this **ongoing** activity rests with UNW. This activity started in 2013 and continues in 2014.

The project operates two human rights observers (HRO) in Samegrelo and Shida Kartli regions. This direction is tied to villages adjacent to the conflict zones. So, there is no HRO for Qvemo Kartli region. From 2014, HRO in Shida Kartli Ms. Buchukuri is simultaneously head of CBO and CW. The Reviewer himself was fully convinced in the competence, shrewdness and resourcefulness, humanitarian fervour and strong leadership ability of Ms. Buchukuri – exceptional women leader of a national scale from a region. Surely, the Reviewer saw that she can handle all these tasks. Yet, the Reviewer believes that relying too much on one person and overstraining her abilities, energy and time may be a bit too much. Besides, HRO would be better off to be distant from community related work, i.e. stay unbiased, to perform his or her task in different communities with equal devotion. It is to the credit of UNW that it finds such personalities and puts them to work for the community and women needs.

The Reviewer concludes that cases collected from HROs continue to be important for the refilling of case pools for 1-WSP meetings and LCs and to be used for advocacy meetings with the respective governments.

The Reviewer sees it strategic if Sh. Kartli HRO slightly expands its coverage to include Perevi from Imereti region, which is perhaps 1-2 hours away, and is the new important WEPD site.

HROs operate on a monthly basis in villages adjacent to ABLs. In Shida Kartli, in 2013 HRO visited Zardiaankari, Flavi, Qere, Adzvi, Kveshi and Qvemo Sobisi villages and interviewed 428 respondents. In Samegrelo, in 2013 HRO visited Ganmukhuri, Rikhe, Tkhaia, Lia, Chale and Etserferdi villages and

interviewed 118 respondents. Similarly, more cases were registered in 2014. Apart from the use of these data for 1-WSP meetings and LCs, the findings of the monitoring will be compiled in an outcome document, including an overview of the situation and recommendations and presented (by plan – later in 2014; see the milestone 3.4.1 for 2013-2014) at high-level advocacy meetings dedicated to the improving the situation of women in the villages close to the ABL. The meetings were organized together with GEC in 2013 in Gori and in May 2014 with the State Minister's Office for Reconciliation and Civic Equality in Tbilisi. Given that 1-WSP cases undergo follow up monitoring, most of serious cases registered by HROs too automatically go into this category of monitored cases, which the Reviewer finds very satisfying.

Under 3.3.3, UNW, together with Ministry of Infrastructure, organized information-sharing meetings in Gori in July 2013 and in Zugdidi in August 2013 on the needs of conflict-affected and displaced women residing in villages of Shida Kartli and Samegrelo regions adjacent to ABLs. The agenda of these meetings also focused on findings of HROs. Over 100 IDPs and conflict-affected women participated in the meetings, which were attended by David Narmania, Minister of the MRDI. Conflict-affected and displaced women presented their gender-specific concerns to the Minister. These included issues as land rights' registration, problems with gas supply provision in villages, the need for rehabilitating roads and settlements for IDPs, the lack of kindergartens, renovated school premises, potable and irrigation water and security, especially for women due to the ongoing installation of border fences by the Russian military along the ABL, and limited access to healthcare facilities and houses destroyed during the August 2008 War. After an information-sharing meeting, the Minister appointed a gender advisor to the Ministry in July. The Ministry of Infrastructure was the first among the ministries to establish such a function and thus support the institutionalization of gender equality issues in the executive government. Additionally, the MRDI has asked local municipalities to nominate gender focal points who will be tasked with identifying the specific needs of women, men, boys and girls in these municipalities (resulting in over 35 nominations). These diverse advocacy initiatives have allowed WEPD II to indirectly contribute to a significant increase in allocations by MRDI in the central budget to infrastructure projects. Specifically, the annual budget increased from 64 million Georgian Lari (GEL) allocated in 2013 to 230 million GEL allocated for 2014. The increased allocations to infrastructure projects, such as the restoration of roads and installation of drinking and irrigation water, will significantly improve the living conditions of women and help them access water resources as well as healthcare facilities. The Reviewer witnessed a deep satisfaction of the target groups from the meetings.

WEPD II placed special emphasis on supporting effective information-sharing on existing healthcare and social policies between the government and ethnic minority women. The information-sharing meeting was conducted in October 2013 between representatives of MOLHSA, local government, CSOs and women from ethnic minorities residing in Marneuli municipality. 60 people took part in the meeting. This was the first time the MOLHSA representatives listened to the problems raised by the women, answered their inquiries and presented the new Universal Health Programme (UHP) policy and its rules in this region. The major problems raised by ethnic minority women's groups from Algeti, Aghmamedlo, Sadakhlo and Tezakend villages were as follows: the lack of hospitals or ambulances in all villages, the lack of information among the population on government healthcare programmes, absence of pharmacies in the villages, low-quality healthcare services and the lack of qualified doctors in the villages (please refer Annex D for the report). Ministry representatives said they had taken note of the main problems and of information on the regions, and would have an internal discussion for possible follow-up. Additionally, the Project helped the Ministry print 500 bilingual posters in the Georgian and Azerbaijani languages on the UHP, explaining the basic rules and eligibility criteria. The posters were widely distributed among the populations in the target villages.

3.4. Support creation of an effective mechanism for dialogue between women and relevant decision-makers to address documented human rights concerns of IDP and conflict-affected women

Responsibility for the implementation of this **ongoing** activity rests with UNW. This activity started in 2013 and continues in 2014.

To start from the last in the list, the Reviewer feels compelled to point out excellent work of the UNSCR 1325 NAP implementation mid-term review (3.4.3, 2014), conducted in mid-2014. The findings were

presented to GEC/NCG and other stakeholders. The study found a systemic issue with the timing of the NAP implementation (current NAP covers the period till the end of 2015) and pointed to the possibility of adjusting targets for NAP indicators in the NAP for the next period (2015+).

Regarding the high level dialogue on human rights violations, legal and social protection concerns of the target groups (3.4.1, 2013), three high level meetings were held in 2013 with GEC in Gori, with Ministry of Infrastructure in Gori and Zugdidi. At this open day on Women, Peace and Security HROs presented their monitoring results.

3.5. Facilitate consultations and dialogues between women's groups and respective governmental structures participating in official peace talks to make voices of women heard in the formal peace processes

Responsibility for the implementation of this **ongoing** activity rests with UNW and GEC. This activity started in 2013 and continues in 2014.

The UNSCR 1325 NAP foresees increased participation of women in formal and informal peace processes. In January 2013 (milestone 3.5.1), UNW's EU-funded Cross-regional Programme - *Women Connect across Conflicts: Building Accountability for the Implementation of UN SC Resolutions 1325, 1820, 1888, 1889* - and EUMM, in cooperation with EU Special Representative, OSCE and UN Representative to the Geneva International Discussions, organized an information-sharing meeting on the Geneva International Discussions (GID) and an Incident Prevention and Response Mechanism (IPRM) for about 40 participants from civil society. The purpose of the meeting was to inform women's organizations of the formats of the peace processes and to increase their knowledge and capacity to advocate for inclusion of conflict-related gender-specific concerns in the right fora. In March 2013, WEPD II provided substantial input into organizing an information session on the gender aspects of mediation, conducted prior to the twenty-third round of the GID, for its participants. The session was conducted by UN Women, the Department of Political Affairs, and the Office of the UNRGID, along with the EU and OSCE. During the information session participants increased their knowledge of the legal framework of the UN SCRs on WPS and a presentation was made providing country-by-country examples of women's participation in peacebuilding.

In April 2014 (milestone 3.5.1), UNW organized an information sharing meeting on Incident Prevention and Response Mechanism (IPRM) together with Office of the State Minister for Reconciliation and Civic Equality (SMR), Ministry of Internal Affairs of Georgia (MIA), the Public Defender's Office (PDO) and representatives of 25 NGOs as well as residents of villages adjacent to the Administrative Boundary Line (ABL) in Sh. Qartli. The aim of the meeting was to exchange information on the format as well as the issues discussed during the IPRM meetings. Women's groups made certain gender-specific suggestions provisions to IPRM participants for inclusion into this mechanism.

The Reviewer sees the IPRM format as a promising instrument for women groups' sustainable involvement in high level, formal peace processes. Suggestions made by women groups in the above mentioned IPRM meeting are interesting and practical (e.g. need in bunkers, evacuation plans). But the main thing about practicality of the IPRM format is the unique opportunity for women's NGO's to get information about IPRM directly from IPRM participants.

Indicator 3.2. Number of confidence building and people-to-people diplomacy initiatives implemented with participation of IDP, national minority and conflict-affected women

This indicator seeks to have at least 5 confidence building and people-to-people diplomacy initiatives implemented with participation of IDP, national minority and conflict-affected women The Reviewer found that the target is realistic and reachable.

3.2. Number of confidence building and people-to-people diplomacy initiatives implemented with participation of IDP, national minority and conflict-affected women

Responsibility for the implementation of this ongoing activity rests with UNW. This activity started in 2013 and continues in 2014.

WEPD II, in cooperation with Institute for War and Peace Reporting held a training Gender Aspects of Mediation and the Role of Women in Conflict-Resolution Processes in November 2013 in Yerevan, Armenia, facilitated by an international trainer (milestone 3.6.1 for 2013). In August 2013, a call for participation in the training workshop was announced in Georgia proper and in the breakaway territories of Abkhazia and South Ossetia using social media and local newspapers. The project selected 16 Georgian, Abkhaz and Ossetian participants (1 man and 15 women). As a result of the three-day training, the participants created and extended their networks with female counterparts in the two conflict zones, gained knowledge on women's engagement in peace processes, discussed the best practices available in other countries and also learned about the GID format. Participants drafted a statement on *Women's perspective and priorities for the attention of participants to the Geneva International Discussions* that was shared informally in January 2014 with the co-chairs of GID. The Reviewer acknowledges this result as one of the significant outcomes of the workshop. Though, the joint statement was signed by a part of participants (10 persons).

The experience of women in p2p diplomacy and the impact of conflict on their lives are regularly communicated through a specially-established Russian language information channel - "Women Connecting for Peace" (www.women-peace.net) developed by IWPR in WEPD I. The website contributes to strengthening p2p diplomacy and confidence-building efforts between the conflict-affected and divided communities by creating a joint platform for women peace activists and journalists to share their experiences and familiarise themselves with each other's work. IWPR continues to upload articles and videos to share information, knowledge and experiences and provide opportunities for networking on WPS. Over 10 information-sharing events, 9 articles, 15 blogs and 10 videos on women's rights violations, post-conflict needs and women's local activism were uploaded on the website by now. According to Google Analytics, total page views were 5,369 as of November 2013.

Under 3.6.1 and 3.6.2 (2014), UNW organized training on Gender Aspects of Mediation for increasing women's role in peacebuilding for civil society actors was conducted in April 2014 in Istanbul, Turkey. The goal of the training was to build the capacities of Georgian, Abkhaz and Ossetian women so that they could have a more influential voice in the various peace building efforts and processes. A total of 15 women participated in the event which was also supported by the Women, Peace and Security section of UN Women at headquarters. The training was conducted together with IWPR.

Milestones 3.6.3 and 3.6.5 for 2014 fall beyond the review period.

The Reviewer registered another P2P diplomacy achievement of WEPD II in 2014: Perevi CW managed to organize daily 2-way transportation of Georgian children to a School from the Ossetian side on to the Georgian side and even lobbied for the fast-track issuance of a Georgian drivers' license to a driver of a bus because the bus is provided by the Ossetian-Russian side and accordingly the driver is Ossetian and has had no driver's license recognized as legitimate by the Georgian authorities.

C. Efficiency

3rd Question: Have resources (financial, human, technical support, etc.) been allocated strategically to achieve the project outcomes?

Efficiency component of the project relates to *Output 4. Effective financial and administrative support to project management system in place* and *Output 5. External Evaluation conducted* of the work plan.

Efficient use of finances

The Reviewer approaches cost effectiveness by focusing on overall programme costs.

The Government of Norway is the single donor of the project. The size of its grant to 3-year WEPD II is 2.471 million USD II. In the project budget, proportion between programme costs and operations (output 4 in the budget table) plus evaluation (output 5 in the budget table) is 75% to 25%. In the opinion of the Reviewer, it is a fair distribution meaning that a much greater part of the budget is dedicated to project outputs and outcome.

Judging by the first year (2013) annual budget, there is some at 85 thousand USD (25%) underspending of the planned 276,344 USD annual sum, the reason being savings on salaries and office rent and equipment. The saved amount was directed to fund various analyses or studies, international training, exchange of visits and so on throughout 2014. Every such addition is duly classified into respective budget lines and work plan activities. Effectiveness of these unplanned additions is remarked on in the Effectiveness component above. It is understood by the Reviewer that they were agreed with SC, UNW HQ and the Donor.

Project procurement and financial transactions are carried out by UNW in accordance to UN procedures and regulations. An open bidding system is used for every subcontracted activities and contracts between UN women and selected organizations and are duly signed and executed.

Cost effectiveness is confirmed by, among others, the fact that LCs are set up in the premises of MIDPOTAR regional branches (in case Marneuli LC – it is POD regional office instead). UNW is contributing with USD 25,000 per year from its core fund totally 75K USD to three years UNW also co-financed the PGAs for MIDPOTAR and Parliament from its core funds.

Regarding Responsible Parties (RPs), the Reviewer will note only a minor issue of overspending on items such as equipment in 2013 by WIC (entire overspending vs. the year 2013 budget represented 9%), which however did not affect financial planning. Extra sums were integrated into the next year.

Efficient use of resources and timeliness

Almost all the project outputs so far have been timely (several exceptions apply as noted elsewhere in the report), while unplanned savings from few delays were efficiently used to produce particular targeted actions (gender analysis, South to South Partnership exchange visits and alike) to the practical benefit of the project at both output and outcome levels. This fact speaks about a high efficiency in using project resources, considering a relatively small size of the project team for such a complex work with numerous local and national stakeholders.

The Reviewer found WEPD II Community Workers (CW) a great asset for UNW/WEPD/TF, leaders and doers of exceptional stamina, vision and capabilities. In another remarkable HR development, UNW decided (was not in the project plan) to hire a local Lawyer's Assistant from the minority for Marneuli LC given the complexity of the area, to help the LC lawyer in dealing with community dealings. The interviews showed that this human resource was also a great find - Just like the Lawyer herself (who is Georgian but hails from the Azerbaijan territory and thus speaks Azeri and is aware of Azeri community traditions). There is indeed a predicament also – again due to the complexity of gender issue in the target community: TF cannot so far find a CW who could deal with Azeri, Armenian and IDP communities simultaneously in Qvemo Qartli region.

It is maybe worthwhile noting that RPs seem to be at pain in dealing with tense transportation schedule in terms of availability of own transportation means. Each RP requires two vehicles on average – capable of regular movement on rugged roads. Strategy-wise, Each RP resorts to sharing such transportation resources between own projects (e.g. WIC may acquire a car from a project funded by USAID and try to use it for WEPD purposes also) because WEPD does not support purchasing vehicles (only fuel and maintenance). Some of these vehicles from the internal park of RPs are old, in need of frequent repair and digesting plenty of fuel.

Efficiency of technical support

MANAGEMENT SUPPORT BY UN WOMEN WEPD PROJECT TEAM

Management support by the UNW WEPD II project team (Programme Manager, project analyst, fin/admin assistant, part-time communications specialist, driver, LC lawyers, lawyer's assistant) is efficient in the implementation of the WEPD project as indicated by almost every respondent. It demonstrates strong skills in building partnerships.

The project team extends management support to the project Steering Committee (SC) established in WEPD I and consisting of representatives of Government, national partners, civil society representatives and UN Women. SC supports effectiveness of the project as an instrument of policy and institutional change and meets once per year to review the project achievements, progress and develop recommendations for further implementation. In addition, the project team presents results of monitoring activities to it and agrees management moves that do not fit into the original plan (e.g. introduction of a lawyer's assistant position at Marneuli LC). At a meeting conducted on 1 April 2014, members of the SC expressed their satisfaction with the Project's overall implementation, achieved results and future plans.

The Reviewer noted that the composition and size of the project team is adequate for implementing complexity of WEPD activities (often together with *Responsible Parties*), where necessary - via subcontracting specific work to consultants and specialists. One interesting observation is an originally-unplanned addition of lawyer's assistant in Marneuli to the team using the financial resources saved on the salaries pool of the budget in the year one. By introducing this new position, UNW showed strength of the managerial decision-making faculty, and the fact that a strategic approach is always in place at UNW.

Each team member operates on clearly defined job descriptions and personal work plans as per Annual Work Plan.

Finally, the Review noticed in a relevant UNW report and the budget for 2013 that there were delays in recruiting certain team members such as project analyst and a lawyer at Marneuli LC. Yet, the delay did not tangibly affect progress towards set project indicator targets and was duly managed by the team.

MANAGEMENT AND COORDINATION WITH DONOR AND PARTNERS

UN Women clears the WEPD project report first in country office and then sends to HQ by the end of each year (month of December) for clearance. Then the reporting to the Donor happens in the next month (January) of each year. In addition to annual reports, UNW submits shorter status reports too by June each year.

The project plan foresees both mid-term review and final evaluation. The mid-term review covers the period from 1 January till 31 July 2014 (18 months).

The mid-term review is supposed to collect feedback from stakeholders – partners and beneficiaries - analyze achievements and challenges, adjust implementation modalities and incorporate changes across the project components.

The Reviewer noticed that in 2013, RPs had to refine certain hiring (e.g. terms and conditions for a hired journalist) and administrative procedures and practices. In response, UNW held a strategic workshop for 2014 planning and among other things helped RPs to fully adjust to the UN guidelines, in addition to joint identification of internal performance indicators for RPs. It was however not clear why such technicalities would arise at all as this is already a second phase. Come to it, the above said Strategic Workshop re-confirmed UNW's participatory approach as in RBM and developed project internal policies, procurement policies, financial manuals and grants manuals.

Regarding State partners, GEC & NCG Chair / Deputy Parliamentary Chair expressed her heartfelt gratitude to and content about UN Women, its team and WEPD project for their competence, effectiveness and

support (including financial one), noting critical need in retaining this UN Women's support to GEC & NCG in the future.

By the same token, interviewed MIDPOTAR and MoD representatives stressed high importance of UN Women's role in strengthening their capacities. Before the replacement of the Deputy Minister of IDPs (MIDPOTAR) who was an active, strong focal point, UN Women used to hold regular coordination meetings attended by all the relevant Ministry departments (IDP dep., International Affairs Dep., etc.). After the replacement that took place just recently in 2014, UN Women has re-established cooperation tie with the new Deputy Minister and will re-launch coordination meetings. Given the interviews with the Ministry representatives, the Reviewer concludes that such meetings are necessary for, among others, inter-departmental communication.

Bearing with the good practice, UN women's relation with its State partners is organized via MoUs, which have been or will be concluded with all the relevant state organizations (MIDPOTAR was signed, PDO was signed, Ministry of Internal Affairs was signed, and so on).

UN Women has been in negotiations with MoLHSA on launching gender trainings for its staff in autumn. Further to UNW engagement efforts, MoLHSA also met with target groups on their problems under output 3. Coordination of cooperation activities with MoLHSA does not require regular meetings so far. But overall project coordination meetings involving GEC, MIDPOTAR and MoLHSA may be useful as activities with MoLHSA intensify but then again 2-3 meetings of NCG (attended by all these ministries, plus NGOs, UN Women, etc.) per year chaired by GEC is already serving this task so far.

Lastly, cooperation with International Labour Organization (ILO) on PGAs held for MIDPOTAR and Parliament speaks in favour of the respect towards and openness for cooperation with UNW among at least certain development partners operating Georgia.

Quality of Monitoring and Reporting

WEPD II project follows UN Women standards for monitoring procedures. Namely, the project has in place the plans for monitoring of progress in activities, quality periodical reports and a performance monitoring framework. Monitoring by the project team consists in regular monthly visits to target sites for checking the progress and identification and resolving possible implementation issues, but tasks simultaneously included advocacy, engagement and etc. Regarding Responsible Parties, TF conducts bi-monthly monitoring of grants that it gives to SHGs and CFs. All the monitoring missions are then registered on to relevant monitoring forms (which were refined in 2014). The WIC's monitoring mechanism however has not been clear to the Reviewer. While its periodic reports state that feedbacks from beneficiaries contribute to monitoring of the implementation of case resolutions, monitoring or at least follow-up activities themselves are not mentioned there. Results of monitoring activities are relayed to the project Steering Committee.

The Reviewer should note highest effectiveness of UNW's utilization of WEPD I final evaluation recommendations (<http://bit.ly/1un2ZV8>), which is another confirmation of strong M&E culture.

D. Sustainability

4th Question: Is the programme aligned with government priorities and integrated into national plans and budgets?

The above ToR question is further explained by one of the specific review objectives which precede review questions in ToR – *“Assess the potential for sustainability of the results and the feasibility of ongoing, nationally-led efforts in advancing rights of IDP, conflict affected and ethnic minority women's groups in*

Georgia.” In other words, it is rightly implied that we can judge about sustainability only in terms of its potential as there is still a half way to go for the project.

First of all, the programme is well anchored within relevant national legislation, policies, plans and this fact already ensures a level of sustainability at the policy level.

Regarding Governmental policies to be aligned to NAP, there is still a workload of commitments that have to be honored by the relevant State actors by integrating them into particular plans. The June 2014 Mid-Term Review of UNSCRs 1325 NAP implementation leaves no question that the alignment is advancing but slowly and that a number of targets may not be met in full by the end of 2015. It does not mean that all the relevant Governmental structures are lagging behind. In fact, there are considerable advances at Ministry of Defense (MoD) for instance. Gender advisors and/or focal points are (being) appointed or trained (WEPD II) at MoD, Ministry of Infrastructure, under Prime-Minister etc. Yet, all the State structures considered, the overall picture does not add up to that of effective progress. The Review has to note huge efforts of UNW/WEPD in this direction. It is owing to UNW/WEPD that GEC set up National Coordination Group to boost NAP implementation via involving all the related State and Non-State actors in it, enhancing the State accountability factor with the presence of leading Women NGOs. It should be noted that the NCG is surely effective in coordination but cannot replace Prime-Minister for the Ministries and other relevant State structures. All in all, at the National Policy Level (OUTPUT 3), the Sustainability potential is being accrued but not as fast as it is supposed to (one should have expected it to be fast enough, given the overall State commitment and enthusiasm of the Parliament and certain major State actors such as MIDPOTAR, MoD, and now MoLHSA).

In another interesting development related to NAP implementation, in April 2014 WEPD II launched pilot dialogue between women NGOs and high level state actors in the Incident Prevention and Response Mechanism (IPRM) format. Although, the format - as such - is a promising new channel for confidence building with participation of IDP and conflict-affected women directly responding to the NAP (increasing women's role in peacebuilding), one cannot so far judge about a potential of sustainability with one meeting.

Talking about the peace building, one should not forget about its twin-concept of *people to people diplomacy* (also, the National Policy Level). In this regards, the Reviewer found that due to exactly this P2P diplomacy efforts in village Perevi (at ABL with the Tskhinvali Region), Georgian children from the other side of ABL are now able to go to a school located on the Georgian side by a school bus provided by the Ossetian/Russian side (i.e. cross ABL). This is a regular process and can be seen as an effective outcome of the P2P diplomacy but again the Reviewer cannot judge about the potential for sustainability because this is so far remarkable but one example of clear success that just occurred. Indeed, this achievement is very much gender-focused as women are likely to realize their economic rights more with their children attending school and undergoing primary education. Given the current intransigent political climate across ABLs, and considering the UNW/WEPD efforts, the Reviewer feels compelled to hail such advances. The Reviewer cannot find enough evidence to attribute this achievement to various IWPR trainings on P2P topics for media, local communities and NGOs.

Indeed, sustainability potential does not stop at the National Policy Level. One needs to point out that WEPD II (like WEPD I) has a strategic approach to sustainability as it utilizes a number of instruments that are specifically designed to ensure fruitfulness of the project and sustainability of its results at the Institutions level. The project proposal points out that sustainability is “the key priority and will be strongly emphasized over the entire duration of the implementation.” All of these instruments are operated at the Institutions level (OUTPUT 1): *Five Legal Clinics (LCs)* and *One Window Stop Shop Principle (1-WSP) meeting methodology*. And one can rightly add to the list the Gender-Responsive Budgeting (GRB) methodology.

In line with the sustainability strategy, these three instruments are supposed to be institutionalized (or let us say - mainstreamed, aligned with local governmental policies) by the end of the project: LCs - into the regional branches of MIDPOTAR; 1-WSP meeting and GRB methodologies – into the regular routine procedures of the five target municipalities.

LCs represent a long-standing WEPD instrument (being operated for over 4 years by now) which serves the largest number of beneficiaries in the project – thousands of them. Nearly all of them are IDPs. They have a dual function: ensure access to justice for IDPs and capacitate MIDPOTAR in both short (ongoing admin support) - and long-term (coach MIDPOTAR relevant staff and ultimately merge into the relevant MIDPOTAR branches where they physically operate except Marneuli LC) perspectives. Integration of Tbilisi LC into the central MIDPOTAR Office during WEPD I and its further successful operation as a part of MIDPOTAR team of legal specialists who continue helping IDPs and coordinating their work with four LCs, is a clear proof of viability and relevance of the LC institutionalization policy of the project. Relying on the past and current positive attitudes and intensive daily work relations of MIDPOTAR with the Project and LCs, and interviews, the Reviewer believes that MIDPOTAR – as a duty bearer - is willing to boost its HR in regions (Imereti, Samegrelo, Shida Kartli, Qvemo Kartli) of highest IDP presence after Tbilisi by incorporating LCs, and thus enhance coverage and quality of its free legal consultations service to its share of rights holders, especially women and girls. The only major issue for MIDPOTAR here will be to find permanent extra financial resources for the maintenance of the qualified new staff. Massive assistance work for IDPs, lies heavy on the ministry budget. Fortunately, MIDPOTAR benefits from a number of international financial arrangements and projects, especially from the EU, which is likely to be ready to consider supporting the LC incorporation for a while.

Regarding LC in Marneuli, it operates in the PDO office in the cooperation spirit with PDO as with MIDPOTAR branches but the question is open as to whether the PDO Office in Marneuli can consider merging with LC in Marneuli (the PDO should have such resource need, first of all) and that the resulting expanded PDO office will make difference in the local ethnic environment. If something, here too a merger scenario would necessitate financial assistance from donors for a certain period. In other two scenarios, LC can be integrated into any other branch of MIDPOTAR with any tangible IDP presence (e.g. the same Tbilisi central office or Kakheti branch) or may be transferred to other municipality of WEPD II or WEPD III coverage (the Lawyer of the LC in Marneuli is likely to take up the same assignment at an adequate salary in any place of Eastern Georgia). Thus, the potential for LC sustainability is high but needs to be attended already now.

As for 1-WSP meeting methodology (this line of activities is led by WIC), its institutionalization policy of the project implies development of the relevant concept for the pre-informed integration of the methodology in the regular work of the local authorities, advocacy for the integration with the target local authorities and extending follow up assistance for the smooth and effective uptake of the methodology. The 2014 work plan stipulated that the concept of the methodology should have been ready before May 2014 so that it could have been shared with the target three municipalities of Zugdidi, Tetritskaro and Samtredia before June 2014 for further discussion and – in the end – adoption. Also, the development of the concept required certain preliminary meetings with the authorities. Due to the local elections though, the meetings could not be done. So, in consultation with UNW, WIC put off the deadlines for the concept elaboration and concept introduction meetings with the local authorities respectively to mid-August and September. The Reviewer could reflect more on the delay but he cannot go beyond 18 months, i.e. beyond July 2014. But what has been reviewed is already making it clear that with such a 3.5-month delay the holding of 5 1-WSP meetings jointly with the local authorities in September-November 2014 will require an intensive work, or otherwise quality will suffer. In this circumstance, the potential of sustainability is there due to eagerness and enthusiasm of newly elected authorities towards cooperation but runs a risk of falling flat for the better part of the project duration.

Regarding the GRB methodology (this line of activities is led by TF), which brings in a much brighter story of tangible advancement, both previous and current local authorities are found to be willing to get trained (the previous authority was – while the newly elected authority will have trained in the second half of 2014, i.e. effectively from September onwards) and get the methodology into their procedures. Besides, as the permanent operation of such methodology requires a permanent structure, local authorities were found to be in the process of establishing Gender-Budgeting Commissions tasked to enacting the methodology for respective Gangeoba and Sakrebulo (such commissions will include representatives from both local state structures). By all signs, institutionalization of GRB methodology and hence incorporation of gender aspects in the budgets of at least two target municipalities are very likely to get materialized. But to make it happen for sure, intensive advocacy efforts from August-September will be a must.

Apart from the two levels already examined, the third one – that of grassroots level – should also be considered in this review even though the ToR question focuses on government priorities, national plans and budgets. For one thing, in our case, relevant national laws, strategies, plans are fully or partially a result of grassroots work facilitated by UNW/WEPD. So, sustainability of results at grassroots level oils up the sustainability of results at upper levels. In addition, in practical terms, grassroots are those which are in the forefront of advocating for the community and women's needs at 1-WSP meetings and, to an extent, GRB round tables, i.e. at Institutions level.

At the grassroots (OUTPUT 2) level there are two major types of project instruments (and simultaneously assets) – Self-Help Groups (SHGs) and Community Funds (CFs). There are some 40 of new SHGs currently operating within WEPD II. The old SHG are not however left on the sidelines. In WEPD II they have united into community funds and started to receive funding from both TF and UNW mainly for sub-granting new SHGs. Judging by the secondary data from the project-related documents, as well as interviews and focus groups with SHGs, while SHGs have no significant sustainability potential apart from joining other SHGs to for the creation of the Community Funds, the latter have a strong sustainability potential. Most of the SHGs from WEPD I are now represented by CFs. Likewise, new SHGs are likely to follow the same path. Notably, some of these CFs, especially from those of Samegrelo and somewhat Shida Qartli, are now receiving funds from not just WEPD or UNW but also from other grant-makers. The trend started already in WEPD I (in case of Anaklia-based CF). It should be noted that CFs are basically non-commercial entities of law, i.e. NGOs formally, while SHGs are not. So, by the name of it, SHGs represent a temporary stage, that pursues a specific aim, towards a final stage. This final stage in terms of sustainability seems to be CFs. One can dare to say that it's a purposeful approach by UNW. Some SHGs will disappear but most of them have a high chance of surviving and doing good for their respective communities for a rather long time, fulfilling their destination in terms of WEPD II objectives.

The Reviewer cannot specifically reflect in terms of sustainability on SHGs on Marneuli, which are still to be fully formed and become functional and empowered in good numbers, for few exceptions (i.e. except Armenian SHG). Absence of CF is also symptomatic for lack of potential for sustainability.

The Reviewer also witnessed a dependence of all these entities on leaders, exceptional personalities, capable of solid representation, fundraising and strategic guidance. Sustainability too depends on them. But this challenge is well managed because CFs, which are the final stage in terms of sustainability, have several leaders each (for instance, earlier one of the leaders of Nefa CF left and was smoothly replaced by another member of the CF with equal leadership capacity).

The Reviewer also learnt that at project events (e.g. the training for SHGs in Anaklia), where new SHGs and CFs have a chance to meet and have an exchange with old SHG and CFs, new ones benefit greatly as far as self-confidence, insightfulness, leadership and vision are concerned. This so called new generation is just thirsty for further coaching and experience sharing. Such events, where exchanges are possible, seem to be bolstering new SHGs and CFs in areas such as advocacy with local authorities, 1-WSP meetings. So, this approach helps sustainability tangibly on the competence and visionary sides, these - on top of frequent trainings held by WEPD II for its brainchildren (on topics such as project management and so on). Attendance of such trainings by duty bearers the laws boosts their gender sensitization, which did not exist previously, and thus deepens potential for impact and sustainability.

4. RECOMMENDATIONS

The recommendations presented below reflect the logic of the project and are presented for being addressed at all the three levels of the WEPD project's work in Georgia (i.e. the levels of a) policies and legislation; b) institutions and c) grassroots). The recommendations address UN Women as well as its Responsible Parties in the frameworks of this project, with the understanding that UN Women cannot commit for making sure that the Responsible Parties will fully address the recommendations and that UN Women's Management Response to this mid-term review will be developed only in relation to those recommendations that concern UN Women directly.

- **National Policy Level (OUTPUT 3):**

- UN Women should continue the technical assistant for the implementation of UN SCR 1325 on national level by engaging with different state actors such as GEC and newly appointed assistant to the Prime-Minister in Human Rights and Gender Equality UNW should devise a separate indicator and target for UNSCR 1325 NAP Implementation process (Activities 3.1 and 3.2);
- UNW should seek establishment of a NCG like entity for only the Governmental structures under PM for the enforcement of the Governmental commitment; UNW should try to ensure that NCG and GEC have to retain their respective functions: broader coordination (NCG), GEC (oversight);
- UNW should advocate for the harmonization of Governmental participation in NCG: it is better to have there, as possible, people of similar level in hierarchy, similar position, function and similar authority; UNW should advocate for a stronger gender element (including a paragraph on NAP) in the IDP Law, i.e. via legislative amendment.

- **Institutions Level (OUTPUT 1):**

- UNW could seek formal strengthening (or establishment - whatever applies) of Gender Adviser positions at all the State structures such as: the direct subordination and weekly or monthly communication of Gender Advisers with their respective ministers on NAP implementation;
- UNW should advocate for a stronger gender element (including a paragraph on NAP) of forthcoming MIDPOTAR Action Plan for the Implementation of IDP Strategy (2015+); in addition UNW has to re-introduce a coordination meeting format with MIDPOTAR as soon as possible.
- UNW could enforce utilization of results of PGAs and other studies via NCG, forums and other high level instruments;
- UNW should reduce gender mainstreaming indicator 1.1 target considerably. The exact figure should be defined after careful discussions with stakeholders to ensure a participatory approach and proper RBM practice;
- While LC weekly excel forms disaggregate the data by gender, the LC beneficiary database template managed by UNW should have a gender column;
- For UNW/WIC, after the local elections and replacements, repeated trainings on gender-responsive budgeting are a must for the relevant departments of the target authorities; UNW should finalize inclusion of GRB methodology in procedures of local authorities in September-November so that their budgets are gender sensitive in 2015. As this activity line led by TF is at an advance stage, unlike the 1-WSP methodology incorporation action, consider reasonability of the advocacy for both of them at the same time (TF with WIC);
- UNW should finish the 1-WSP concept as soon as possible before October so that the project has enough time for joint WEPD-local authorities 1-WSP meetings and incorporation of the methodology for 2015 or hold these joint meetings anyway in parallel to the development and advocacy for the concept incorporation;
- UNW should enhance visual identification of UNW and WEPD on GINCS.NET.

- **Grassroots Level (OUTPUT 2):**

- TF could reduce efforts to set up SHGs with Azeri participation in agricultural areas and concentrate on creating SHG in Marneuli city. This is in dissonance with the key principle of TF social mobilization methodology which works best in agricultural areas. The main thing is to

form a relatively stable group of local Azeri activists. So, the Reviewer believes that this option should also be tried, irrespective of the countryside-focused tactic;

- TF should seek hiring a CW who will be knowledgeable in at least three languages (Georgian, Azeri, Armenian), with excellent networking capabilities, gender sensitivity, cultural sensitivity, and with strong coordination and mobilization skills. Certainly such human resources are rare (for one thing, TF is still striving as of now to sort this issue out) but they are available. It could be good if UNW/WEPD/TF makes an open, competitive job announcement nationally and in regions including municipalities and even regions that are not the project target but still be relevant (e.g. Azerbaijanis live in Kakheti region and there can be someone from a Georgian community; There are Greeks still living in Qvemo Kartli despite massive emigration who could also be interested). At least the project should have a try – and do so as soon as possible. Surely, hiring purely Armenian or Azeri national ethnic minority representative can be excluded at this stage due to extreme political sensitivity of these two minorities towards each other currently;
- UNW/TF could try to ensure more meetings of “old” and “new” SHGs, CWs and CFs for experience sharing via whatever instrument is in the activity plan;
- UNW/TF should seek funding for 2015 from target municipality budgets during round-table meetings for CFs (consider development of social project proposals; including social enterprises).

- **Other recommendations:**

- WIC should not state in reports about its plans all the time. Instead, the report should normally consist of review of implemented activities. To avoid risks associated with frequent postponement of actions, WIC has to improve its management and planning facility and to use the monitoring forms at all times. WIC could hire a local management consultant for that matter;
- RPs (especially TF) have to strategically plan to purchase from an exclusive brand dealer a new cheap crossover vehicle (costs around \$20,000) with a mechanical gear that will save fuel and maintenance costs (in a three year time such savings may well amount to \$5,000-\$10,000) and will be served by the dealer as per car purchase contract. This can be an especially worthwhile move in light of forthcoming governmental regulations on necessary annual car checks for their suitability to basic standards. Indeed, there is no budget line for such a purchase. But this can be done in any other grant that TF may receive. The same can be the case if WEPD III materializes (and if UNW accepts such a cost). The third – most feasible option – can be to have UNW purchase such a vehicle from its possible savings (WEPD and/or beyond) and share it with its RPs (WEPD and/or beyond) on times of highest need;
- It could be good if RPs or UNW hires a financial and general management consultant to streamline all the practices employed by RP in financial and general management as well as logistics, transportation (whatever configuration will suit the case) and make them fully fitting to every best practice whatever applies and UNW/WEPD requirements.

5. LESSONS LEARNED AND BEST PRACTICES

A. Lessons Learned

1. The holistic, multi stakeholder approach is the best way to deal with a complex set of social, economic, legal and political issues for the empowerment of women into peace and development processes. Next step to the current interventions could be more involvement of women rights holders in project design, implementation and in decision making processes, which would further strengthen ownership and cultivate sustainability.

2. At the same time, the current phase of WEPD deals with three types of locations /areas:

- Areas adjacent to ABLs (Samegrelo, Shida Qartli, and Imereti partially);
- Areas not adjacent to any ABL but hosting IDPs (Qvemo Qartli and Imereti partially);
- Area not adjacent to any ABL, not hosting IDPs but having major pockets of ethnic minorities as predominant population (Qvemo Qartli partially).

The third area was added in WEPD II. It was a major decision. Judging by tenacious perseverance of traditional male-dominance paradigms among the Azeri ethnic minority, it is now clear that it is better to design standalone pilot interventions for such cases to palpate best instruments, a package of methods and allow time for the intervention effects to mature gradually and get engrained in individual and community identities. In summary, to be most effective in tight-knit closed communities with non-aligned collective identity, UNW can devise a separate pilot project, a social lab with a horizontal gender dimension – within or in parallel to WEPD II or WEPD III. To this end, the ongoing WEPD II experience in this area is most precious acquisition of the project that will be a primer for the above said future efforts.

3. The project employs a participatory, consultative approach in the project implementation by involving various stakeholders mainly at a national level as seen from NCG work. The same, although modestly, is evident at a local level especially with participatory assessments and other studies. This approach fosters greater ownership among the project stakeholders and transforms the project into a demand-based undertaking.

B. Best Practices

1. WEPD (UN Women, TF) have shown as to how effective agents of change could be, especially at the local level. First, by giving a vision and leverage to strong individuals in the community and then delegating social funding decision-making to the community groups themselves led by these individuals, the transformation has been turning long-range and more sustainable. But there is more to it. UNW is likely to be energizing others – be they local authorities or other like-minded organizations – into following the UNW footsteps and bringing their own assistance packages into play, albeit separately. The Reviewer has repeatedly observed such phenomenon in this and some other projects he has been dealing with at various times in the past. Finally, while UNW enters only particular communities, i.e. several pre-selected villages of a given region, the reverberations of such interventions go much beyond as many citizens from non-involved villages around the target areas are perhaps bursting with willingness to do the same, including on the empowerment side, if only they had resources.

2. Employing a strategy of replicating major project instruments such as LCs, 1-WSP meeting methodology, GRB principles, makes for a decent good practice. This is not only about sustainability. It also serves as a reference point for multiplier effects of a successful cycle-wise intervention, when a viable mechanism - tested, tailored and developed - is then logically proceeded towards the next stage, that is, internalization into a regular process of a relevant State structure using the expertise developed within the structure.

3. The project demonstrates a good practice in adopting a peer-to-peer sharing of good practices and mutual support in fast self-empowerment among “new” and “old” SHGs/CFs.

ANNEX 1. TERMS OF REFERENCE

UN Woman is seeking to recruit a National Consultant to conduct a mid-term review of the 18-month period of implementation of the UN Women CO Georgia program "women for equality, peace and development in Georgia" (WEPD II).

Location: Tbilisi

Type of contract: Individual Contract

Post level: National Consultant

Languages Required: English

Starting date: (date when the selected candidate is expected to start): 20 August 2014

Duration of initial contract: 30 working days

Expected duration of assignment: 30 working days in the period of 20 August-20 October, 2014

Background:

UN Women has been implementing a project "Women for Equality, Peace and Development in Georgia" (WEPD) since 2010 with support of the Government of Norway. The aim of the project is to support the efforts and strengthen the capacities of Internally Displaced Persons (IDPs), conflict-affected and national minority women's groups, other partners from civil society, and government to advance gender equality and women's human rights in Georgia. The overarching goal of the project is to support the realization of gender equality and the reduction of feminized poverty through addressing women's social, economic, and political needs, with particular focus on IDPs, and conflict-affected and national minority women's groups. Towards this end, the project works at the three interdependent and mutually reinforcing levels:

** at national policy level, to ensure that strategies, policies, plans and budgets are in line with CEDAW and UN SC Resolutions on Women, Peace and Security (1325, et. al);

** at the level of national institutions, towards strengthening capacities to deliver better information and services for IDPs, conflict-affected and national minority women; and

** at the grassroots level, by supporting IDPs, conflict affected and national minority women's groups and communities to organize and participate actively and effectively in influencing policies and decisions that affect their lives.

One of the intended outputs of the WEPD is to increase capacity of excluded groups of internally displaced, conflict-affected, and national minority women to demand and benefit from legal, social, and economic services. In the framework of the Project, in five administrative centres of Georgia: Rustavi, Gori, Kutaisi, Marneuli and Zugdidi in close collaboration with the Ministry of Internally Displaced Persons from the Occupied Territories, Accommodation and Refugees of Georgia (MIDPOTAR), and the Office of the Public Defender of Georgia (PDO), Legal Clinics have been established since April 2010 to provide IDP, conflict-affected and ethnic minority women and their family members, with free of charge legal aid, and follow up legal actions (including court representation when necessary). UN Women closely cooperates with the MIDPOTAR and PDO.

Moreover, the project pays special attention to community mobilization. In the first phase of the WEPD project (implemented in 2010-2012) there has been effectively applied the social mobilization strategy resulting in the establishment of about 45 Self-Help Groups (SHG) of internally displaced and conflict affected persons. The groups involved 255 individuals (89% woman and 11% man) thus, reaching out to their families and more than 3 000 community members from 18 different villages in Georgia, including the Gali region of breakaway territory of Abkhazia, Georgia. Within the Project I phase under social mobilization strategy in total 52 small-scale projects, proposed by these SHGs, were funded in 2010-2012.

WEPD II continues to effectively apply the social mobilization methodology initiated under WEPD I by supporting the establishment of 30 new SHGs in 2013, as a result of which a further 181 individuals (87 per cent women) benefited. In total, the Project reached out to some 724 new community members from 19 different villages/communities to address issues of access to livelihoods, healthcare and social services. WEPD II has expanded the social mobilization methodology to new target groups of women from ethnic minorities in the Marneuli municipality of the Qvemo Qartli region. WEPD partner NGO Taso Foundation hired eight community workers who conduct regular community mappings to identify the needs of the most vulnerable groups within IDPs, conflict-affected persons and minority communities and directly work with mobilized women's groups.

In its ongoing activities at the policy level, the project pays special attention to the implementation of the National Action Plan adopted for the implementation of UN Security Council Resolution #1325 on "Women,

Peace and Security". WEPD II has been significantly supporting national partners, especially the Gender Equality Council of the Parliament of Georgia in its coordinating role in the implementation of NAP 1325 in Georgia. Georgian NAP made significant achievement for the fulfillment of objective 5.5. - Coordination, monitoring and reporting (accountability) of National Action Plan implementation. For this purpose a National Coordinating Group (NCG) on the implementation of the NAP on UN SCR 1325, created in March 2012, continued to hold meetings with the chairing of the Deputy Speaker of Parliament and Chairperson of the GEC.

The Within the framework of the WEPD project study of social and healthcare policies and programs from the perspective of gender equality principles is being conducted. The project also supports women's engagement in peace-building processes through promotion of people-to-people diplomacy initiatives.

As the II Phase of the Project has been ongoing during last 18 months, a mid-term review of the Programme has to be undertaken as agreed with the project donor the Government of Norway. The mid-term review will be conducted by an independent, external local consultant. The review 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, visits in the regions, in-depth interviews with UN Women staff (at country level), 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 addressing needs of internally displaced, conflict affected and ethnic minority women in Georgia.

Mid-term Review Objectives:

The specific review objectives are to:

- ** Analyze the relevance of the WEPD implementation strategy and approaches to the project's results chain;
- ** Review the logical framework and respective Monitoring and Review Plan of the project and make recommendations for their further improvement;
- ** Validate project results in terms of progress toward the achievement of outcomes and outputs, with a critical examination of how/to what extent the project supported efforts and strengthened the capacities of IDP, conflict-affected and national minority women's groups, as well as other national partners from government and civil society to advance gender equality and women's human rights in Georgia;
- ** Assess the potential for sustainability of the results and the feasibility of ongoing, nationally-led efforts in advancing rights of IDP, conflict affected and ethnic minority women's groups in Georgia;
- ** Document lessons learned, best practices, success stories and challenges to inform future work of UN Women in the frameworks of WEPD project as well as beyond.

The information generated by the review will be used by different stakeholders to contribute to building of the evidence base on effective strategies for addressing the needs of women IDPs, conflict affected and ethnic minority women and to facilitate UN Women's strategic reflection and learning for programming on addressing the needs of IDP, conflict affected and ethnic minority women.

Scope of the review:

The mid-term review of the project is to be conducted externally by an independent (The evaluator should not have been involved in the design, implementation or the monitoring of the WEPD project; he/she should not have benefited from the WEPD programme) hired national consultant with substantive support from UN Women CO Georgia. It is planned to be completed by October 2014. The review will cover almost the 18-month project implementation period of January 2013- July 2014. The review will be conducted in Georgia, where the project has been implemented, in the capital Tbilisi with a travel to Qvemo Qartli, Shida Qartli, Imereti and Samegrelo regions (the Project target regions) to collect data as defined by plan.

This mid-term review will highly contribute to the final review of the WEPD project to be conducted by the December 2015. The review will also provide a valuable source for project redesign, if applicable, as well as will serve as a resource for future programming. The review will examine all the relevant documents of WEPD project, including logical framework of the project, its Monitoring and Review Plan, annual work plan, mission reports, monitoring reports, annual and shorter-term status reports to donor, knowledge products produced in the frameworks of the project, etc. The review will interview all the key stakeholders involved in the WEPD project, including but not limited to UN Women staff, WEPD project team, WEPD project implementing partners (Women's Information Centre, Taso Foundation), beneficiaries, government partners, etc.

The review will address the criteria of Project Relevance, Effectiveness, Efficiency, Sustainability and Impact. More specifically, the review will address the key review questions:

- ** Relevance: A) How the programme design match the complexity of national structures, systems and decision-making processes? B) Is the programme design based on quality analysis, including gender and human rights based analysis, risk assessments, socio-cultural and political analysis and conflict assessments?
- ** Effectiveness: To what extent did the Project reach the indicators and targets for the mid-term implementation of the project? 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: Is the programme aligned with government priorities and integrated into national plans and budgets?

To what extent were the capacities of government and participating national partners considered in the design of the programme and what steps are being taken to develop and/or reinforce the operating capacities of national partners during implementation? How was any resistance addressed?

What role has civil society - in particular women's organizations - played in the planning, design, implementation and monitoring of the programme?

Duties and responsibilities:

In further details the duties and responsibilities of the national consultant will be as follows:

- ** Elaborate and submit the detailed work plan including the key activities, and timeframe of the assignment in close cooperation with the UN Women;
- ** Develop and submit the methodology including the desk research, analytical work, data collection mechanisms;
- ** Elaborate and finalize the data collection methodology such as guides, questioners/tools to be used with the key informants/interviewees;
- ** Conduct individual interviews and focus groups discussions if necessary with the relevant stakeholders;
- ** Prepare a PowerPoint Presentation and an outline on preliminary findings and present to the project team. The comments made should be incorporated in the final report;
- ** Produce and submit the final review report in English. Format of the final review report shall include the following chapters: Executive Summary (maximum five pages), Programme description, Review purpose, Review methodology, Findings, Lessons learnt, Recommendations and Annexes (including interview list-without identifying names for confidentiality/ anonymity, data collection instruments, key documents consulted, Terms of Reference).

Deliverables:

- ** Submitted the detailed work plan including the key activities, and timeframe of the assignment and methodology including the desk research, analytical work, data collection mechanisms - by 1 September 2014 (5 working days);
- ** Conducted 5 field visits and key informant interview and focus group discussions, observations to collect the data and analyzed data - by 30 September, 2014 (20 working days);
- ** Conducted PowerPoint presentation on preliminary findings highlighting key review findings and conclusions, lessons learned and recommendations - by 10 October, 2014 (1 working day);
- ** Submitted final review English report incorporating all comments and feedback collected and describing Programme description, Review purpose, Review methodology, Findings, Lessons learnt, Recommendations - by 20 October, 2014 (5 working days)

Competencies:

Functional competencies:

- ** Excellent writing, presentation/public speaking skills;
- ** IT literacy.

Core competencies:

- ** Familiarity with UN and UN Women system;
- ** Sound understanding of cooperating with different government, civil society and other external agencies for supporting RBM application on country or regional levels;
- ** Demonstrated strong oral and written communications skills;
- ** Displaying cultural, gender, religion, race, nationality and age sensitivity and adaptability.

Required skills and experience:

Education: University degree (Masters) in economics, sociology, international development, gender/women studies or related areas.

Experience:

** At least 5 years of advance evaluation expertise and experience in a wide range of review approaches including utilization-focused, gender and human rights responsive and mixed methods;

** Past experience of work in an international environment.

Language: Fluency in Georgian and good knowledge of English.

Evaluation procedure:

The candidates will be evaluated against the following technical and financial criteria:

** At least a master's degree in economics, sociology, international development, gender/women studies or related areas (max 30 points);

** At least 5-7 years of advance evaluation expertise and experience in a wide range of review approaches including utilization-focused, gender and human rights responsive and mixed methods (max 70 points);

** Expertise in gender equality and women's empowerment, gender mainstreaming, gender analysis and the related mandates within the UN system; experience/knowledge of women peace and security; (max 70 points);

** Familiarity with the political, economic, social and gender situation in Georgia (max 70 points);

** Ability to produce well written reports demonstrating analytical ability and communication skill. Proven ability to undertake self-directed research (through submitted sample report/project document) (max 70 points);

** Fluency in Georgian and good knowledge of English (max 40 points)

Maximum total technical score amounts to 350 points. Only candidates who have passed over the mandatory criteria and have accumulated at least 245 points under the technical evaluation will qualify to the next round of the financial evaluation.

Evaluation of submitted financial offers will be done based on the following formula: $S = F_{min} / F \cdot 150$.

S - score received on financial evaluation;

F_{min} - the lowest financial offer out of all the submitted offers qualified over the technical evaluation round;

F - financial offer under the consideration.

Management arrangement:

The UN Women National Programme Office as a responsible for evaluation in the country office will serve as the evaluation task manager. The evaluation task manager will be responsible for day-to-day management of the review. Evaluation task manager will be the main decision-making body for the review. Coordination in the field including logistical support will be the responsibility of the Georgia WEPD Project Team.

The review will be conducted in accordance with UN Women evaluation guidelines and UNEG Norms and Standards for evaluation and the UNEG Code of Conduct for reviews in the System (UNEG Ethical Guidelines: http://uneval.org/papersandpubs/documentdetail.jsp?doc_id=102; The UNEG Code of Conduct for Evaluation: http://uneval.org/papersandpubs/documentdetail.jsp?doc_id=100).

Financial arrangements:

Payment will be disbursed in 2 installments upon the satisfactory submission of the deliverables cleared by UN Women WEPD Programme Manager to certify that the services have been satisfactory performed.

Application procedure:

** CV and dully filled P11 form that can be downloaded from: <http://www.unwomen.org/en/about-us/employment/>

** Samples of recent review reports for the position of National Consultant must be in English;

** Financial proposal - lump sum budget in Georgian Lari (including breakdown of this lump sum amount indicating all related costs to complete the mission: total remuneration, travel expenses (per diems, tickets, lodging and terminal expenses, if applicable).

Only short listed candidates will be contacted. Applications submission deadline: 7 August 2014.

UNDP is committed to achieving workforce diversity in terms of gender, nationality and culture. Individuals from minority groups, indigenous groups and persons with disabilities are equally encouraged to apply. All applications will be treated with the strictest confidence.

ANNEX 2. REVIEW PLAN

Purpose of the Project

The goal of the two-phase UN Women's project "Women for Equality, Peace and Development in Georgia" (WEPD) (2010-2015), being implemented in close cooperation with the MIDPOTAR and PDO, is to support - at mutually reinforcing policymaking, institutional and grassroots levels - the realization of gender equality and reduction of feminized poverty by addressing women's social, economic, and political needs. IDPs, conflict-affected and national minority women's groups are the key beneficiaries of the project.

The phase I (2010-2012) laid an institutional and functional groundwork for community mobilization, legal consultations, monitoring and advocacy for the adoption of relevant national legislation in response to the UN Security Council Resolution #1325 on "Women, Peace and Security." In the ongoing phase II activities (2013-2015), in addition to the above said modalities, UNW stepped up vigorous efforts to support national coordination of the implementation of UNSCR1325 NAP in Georgia (in the form of high profile National Coordination Group), to study gender equality aspects of social and healthcare policies and programs, enhanced women's engagement in peace-building processes and expanded a geographic coverage of its operations to include a large minority populated area.

Scope and Purpose of the Mid-Term Review

The Mid-Term Review (henceforth referred to as MTR) is to assess programmatic progress of the WEPD Project phase II covering the period of January 2013 - July 2014.

The information and knowledge gleaned from the review will be fed into the result-based management operations of different stakeholders, facilitate UNW's strategic reflection and learning, and contribute to the final review of the WEPD project to be conducted another 18 months later, i.e. at the end of 2015.

Accordingly and more specifically, the MTR is to

1. Analyze relevance of the WEPD implementation strategy and approaches to the project's results chain;
2. Review the logical framework and respective Monitoring and Review Plan of the project and make recommendations for their further improvement;
3. Validate project results in terms of progress toward the achievement of outcomes and outputs, with a critical examination of how/to what extent the project supported efforts and strengthened the capacities of IDP, conflict-affected and national minority women's groups, as well as other national partners from government and civil society to advance gender equality and women's human rights in Georgia;
4. Assess the potential for sustainability of the results and the feasibility of ongoing, nationally-led efforts in advancing rights of IDP, conflict affected and ethnic minority women's groups in Georgia;
5. Document lessons learned, best practices, success stories and challenges to inform future work of UN Women in the frameworks of WEPD project as well as beyond.

The review will look into project relevance, effectiveness, efficiency, and sustainability, with a certain forward reflection over impact formation process.

Reviewer

Gocha Sirbiladze, PhD will design and implement MTR based on the ToR. He comes with considerable international development expertise. He has provided evaluation, consulting, management and training services to a number of major donors and humanitarian organizations both inside and outside Georgia. He currently works at Mercy Corps as Senior Programme / Monitoring Officer. Previously, he worked as Project Director of EU-funded 0.5 million Euro project. He is also a freelance monitoring and evaluation

consultant and trainer in Georgia. Gocha brings an in depth understanding of M&E and Project Management in USAID, European Commission and UN projects. The Sirbiladze's current assignment builds on his work on the final evaluation of WEPD I as a local evaluation consultant.

Methodology and Data Collection Plan

The present planning document sets out a framework for the forthcoming study mission, a mid-term review of the 3-year UNW WEPD II project progress. Accordingly, the focus will be on reflecting over the work done through reviewing secondary quantitative data and views and opinions from right-holders and duty-bearers. The information and knowledge garnered from the mission will translate into particular recommendations and advices for primary intended users, including the project management and partners, for the next half of the project. The study design will incorporate gender and human rights responsive and mixed methods, as well as a utilization-focused approach. The study field work will consist of Tbilisi and five regional visits and will be closely coordinated with the UNW WEPD Mid-Term Review Coordinator.

The project review has the following characteristics:

1. It is anticipated that the exercise will have a qualitative nature mainly (primary qualitative data from various sources coupled with secondary quantitative data from the reports and other project publications);
2. The Reviewer will discuss the preliminary findings with UNW project team, the results of which shall inform the further process of report writing;
3. The review findings and recommendations will be used by UNW and its partners to reflect on the implemented work and most importantly help in designing the next half of the project.
4. The review will not focus on other UNW projects.

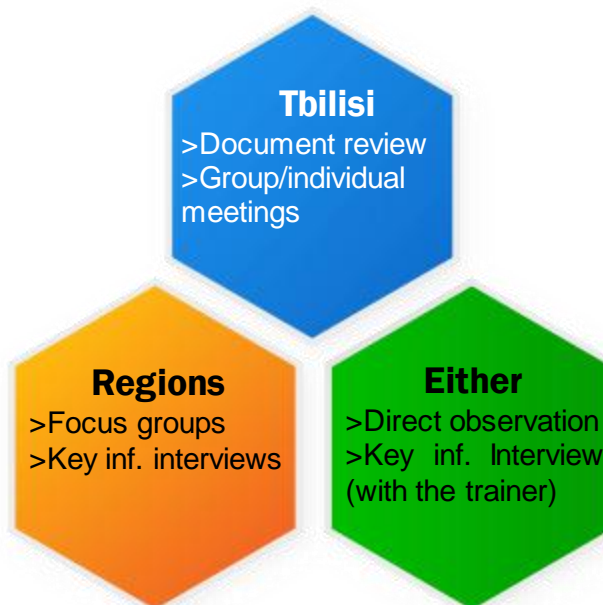
Data Collection methods

While the evaluator is expected to fine-tune the methodological approach in the initial phase of the work, main methods of data collection would include:

- Review of available project documentation including any secondary quantitative data (project documents, reports, minutes);
- Key informant interviews;
- Focus group discussions;
- Direct observation of a key project process or event.

In total, the Reviewer will meet/interview (meetings, interviews, focus groups) about 40-45 persons – 30-35 in regions, the rest basically in Tbilisi (plus one – the trainer - in Lopota).

As WEPD Project is generally coordinated from Tbilisi, while a significant part of its operations takes place in four regions, the following is the geographic function of the methodology diagrammatically:



Document Review:

Before all, the Reviewer will receive and review various types of documents from UNW and such as various reports including training evaluation reports, survey tables, audio-visual material and alike.

Interviews

The Reviewer will use mainly key informant interviews and group/individual meetings. Yet, few group or individual interviews are not excluded. The Reviewer will interview/meet people mainly from the following entities:

- UN Women (UNW) (Group meeting in Tbilisi)
- Taso Foundation (TF) (group meeting in Tbilisi)
- Women's Information Center (WIC) (group meeting in Tbilisi)
- Gender Equality Council (GEC) (individual meeting in Tbilisi)
- Nation Coordination Group of Women and Security UNSCRs NAP implementation (NCG) (individual meeting in Tbilisi)
- Local communities (key informant interviews in regions)
- Expert community (key informant interviews in Tbilisi/regions)
- Ministry of Refugees (MIDPOTAR), Ministry of Defense (MoD) (individual meetings in Tbilisi)

Key informant interviews are seen as qualitative data validators together with a focus group technique.

Thus, mainly the following types of respondents would be likely to involved:

1. Implementation leaders (such as UNW WEPD project management, TF, WIC)
2. Subject matter specialists (trainers, legal and gender experts)
3. Community leaders (SHGs, CBOs)
4. Regulators, policymakers (GEC, local authorities, MIDPOTAR, MoD)

Group/Individual Meetings

The reviewer will hold meetings with project management, implementation partners, State partners (GEC, NCG, MIDPOTAR, MoD). Unlike interviews, the meetings will be less structured (few planned questions, plus few ad hoc questions) allowing free and easy flow of ideas, opinions, involving a discussion element.

Direct Observation

As the project is in the midst of its operation, the Reviewer will seek to attend and observe (with zero interference and visual identification) a significant project event (indicatively, the training for public servants in Lopota, East Georgia) relating to any core project direction, whatever happens to take place in the field work period. The Review may decide to hold a key informant interview with the event leader (such as the trainer).

Focus Group Discussions

Focus group discussions will be held in each region of the project operation, i.e. four in total. Focus group participants will be community leaders, experts, and/or specialist local authority representatives. Each group will consist of 5-7 participants. The Reviewer may decide to audio record the process. Together with key informant interviews, focus groups are seen as in-depth qualitative information validators.

REVIEW MATRIX

Research Question	Indicators	Data Source	Methodology
RELEVANCE			
1. How the programme design match the complexity of national structures,	<ul style="list-style-type: none">• Evidence of satisfaction among project managers and regulators in the effectiveness and adequacy	<ul style="list-style-type: none">• Project managers• Project partners• Regulators, policymakers	<ul style="list-style-type: none">• Group meetings• Document review

<p>systems and decision-making processes?</p> <p>2. Is the programme design based on quality analysis, including gender and human rights based analysis, risk assessments, socio-cultural and political analysis and conflict assessments?</p>	<p>of the design.</p> <ul style="list-style-type: none"> Evidence of logical correlation of the design function with the decision-making processes. The extent to which national and local stakeholders are involved in different aspects of the intervention design and implementation. Evidence of vigorous, adequate analysis in place. Evidence of analysis being fed into the RBM cycle. Perceptions of partners and beneficiaries about the conceptual basis of the program design. 	<p>(GEC, NCG, MIDPOTAR)</p> <ul style="list-style-type: none"> Project managers Project partners Experts, trainers Communities SHGs, CBOs Analytical service providers 	<ul style="list-style-type: none"> Document review Groups meetings Key informant interviews Focus groups
<p>EFFECTIVENESS</p> <p>3. To what extent did the Project reach the indicators and targets for the mid-term implementation of the project?</p> <p>4. What was not achieved in full and why?</p>	<ul style="list-style-type: none"> Satisfaction reports and feedbacks from end users and other stakeholders. Quantitative evidence of achievements or shortcomings as per project indicators, outputs and expected results. Evidence of effects from such achievements at all the three levels. Existence of rooms for indicator adjustments. Changes in right-holder's ability to claim rights. Changes in responsiveness to gender-based human rights violations claims. Availability of legal services and justice to women. Perceptions of beneficiaries, communities 	<ul style="list-style-type: none"> Project managers Project partners SHGs, CBOs Religious leaders Legal clinics Regulators, policymakers (MIDPOTAR, MoD, GEC, NCG) Training providers Analytical service providers 	<ul style="list-style-type: none"> Group meetings Document review Key informant interviews Focus groups Direct observation

	<p>and religious leaders in minority areas of a level and quality of such achievements.</p> <ul style="list-style-type: none"> • Self-assessment of target groups and (final) beneficiaries. • Evidence of causal relationship between the observed changes and project activities, and its extent. 		
<p>EFFICIENCY</p> <p>5. Have resources (financial, human, technical support, etc.) been allocated strategically to achieve the project outcomes?</p>	<ul style="list-style-type: none"> • Actual compared to planned expenditure. • Extent to which the allocation of resources to beneficiaries considered the most marginalized of them. 	<ul style="list-style-type: none"> • Project managers • Project partners • SHGs, CBOs 	<ul style="list-style-type: none"> • Group meetings • Document review
<p>SUSTAINABILITY</p> <p>6. Is the programme aligned with government priorities and integrated into national plans and budgets?</p>	<ul style="list-style-type: none"> • Evidence of capacity development of targeted rights holders and duty bearers rights. • Documentary evidence of willingness and capacity of relevant governmental agencies to integrate project interventions/services into their own programs. • Evidence of program products or efforts including those related to gender-based human rights protection mechanisms considered or implemented via the national plans and/or budgets. • Evidence of institutionalized gender-based changes in the State activities (good 	<ul style="list-style-type: none"> • Project managers • Project partners • Regulators, policymakers (MIDPOTAR, MoD, GEC, NCG) • Analytical service providers 	<ul style="list-style-type: none"> • Group meetings • Document review • Key informant interviews • Focus groups • Direct observation

	<p>governance) and their causal relationship with the program.</p> <ul style="list-style-type: none"> • Perception of such activities at all the three levels. 		
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Information on project inputs and outputs will be obtained from written reports and data summaries. An Interview Guide design will be used to elicit perceptions and perspectives of partners and stakeholders regarding their experiences with the project, and their opinions about project performance, benefits and outcomes (mixed method). These data and interviews will be used to triangulate the impressions and observations of the Evaluator.

A combination of general background and specificity to project will be derived from the following types of interview points:

1. Process questions about what activities the respondent participated in, when and for how long he/she has been involved with the project, what kinds of people and partners were involved, and what services were provided.
2. Results questions about benefits the respondent received, including skills, knowledge, motivation, opportunities, services.
3. Evaluative questions about the respondent's views on how well-suited were the WEPD II project's services to the respondent's needs and interests, whether the respondent enjoyed his/her experience with the project; whether the respondents have had their the needs adequately met or the project implementing partner for that matter; and so forth etc.
4. Outputs questions about whether the delivery of, for instance, legal and capacity building services changed (or did not affect) the status, perceptions and understanding of the respondents as well as helped target organizations learn lessons and self-improve skills; etc.
5. Recommendation questions about the respondent's opinion as to how well tuned-up are project approaches, principles, strategies, products and services and what could be improved, what additional future services may be needed.

Analysis

The analysis of received information, data and perceptions of the project will be an ongoing activity of the Reviewer. He will review and compare notes at regular intervals during due diligence (document review, [key informant] interviews, focus groups). The review questions will provide for a fixed reference and guide for thematic content analysis, conclusions and recommendations. The findings will be noted and as analysis progresses, these notes will be used to triangulate evidence for conclusions with any secondary or primary data or observation outcome, with a due use of gender-based, human rights and utilization based approaches.

Formulation of conclusions and recommendations will be based on collected documentation and its review; responses to the focus groups, discussions and interviews with a group of key stakeholders.

Schedule

The Evaluation starts on 1 September, 2014 and ends on 26 October, 2014. The work consists of 30 work days and the following periods as per respective activities:

- *In-briefing*: 1 September, 2014
- *Document review*: 2 – 6 September, 2014
- *Drafting and submitting the draft review plan, inclusion of UNW comments, finalized review plan*: 7 September - 10 September, 2014

- *Field visits for data collection:* 15-18 September (Tbilisi), 21-28 September (training in Lopota; 4 regions of project operation), 2014
- *Compilation, analysis of findings:* 28 September - 07 October, 2014
- *Presentation of findings to UNW, de-briefing:* - 08 October, 2014
- *Development and submission of the draft review report:* 09 - 22 October, 2014
- *Consideration of UNW&partners comments, submission of finalized review report:* 23 - 26 October, 2014

Reporting requirements and deliverables will be provided approximately as follows:

- 01 Septem., 2014: Start of evaluation period;
- 10 Septem., 2014: Finalized evaluation plan;
- 08 October, 2014: Presentation of key findings;
- 22 October, 2014: Draft review report;
- 26 October, 2014: Final review report.

Review Report Structure

- Title Page;
- Acronyms;
- Executive Summary (including summary conclusions, summary recommendations);
- Summary evaluation report (programme description, review purpose, methodology, findings, lessons learnt, recommendations);
- Annexes (TOR, review matrix, list of documents reviewed, list of respondents interviewed, Interview Guide, etc.).

ANNEX 3. REVIEW METHODOLOGY

Overall design

As per Terms of Reference (ToR), that stipulated a single consultant MTR hinged on the collection of qualitative information from a relatively small number of on-the-site meetings in the five target regions. This however was enriched with in-depth data from focus group discussions, desktop review of a large number of project related documents and a key informant interview with an international gender-responsive budgeting trainer. Further last-touch methodological fine-tuning took place already during the field work phase (inclusion of group interviews with community leaders).

The Mid-Term Review was carried out from 01 September till 26 October 2014, while the field work took place in the period of 10 September - 04 October 2014. The review covered all the five regions of the project operation: Tbilisi, Imereti, Samegrelo, Shida Qartli and Qvemo Qartli.

The evaluation work was guided by the *Ethical Code of Conduct* established in the ToR and which was explained to participants prior to conducting the interviews, such as their voluntary participation, maintaining confidentiality, and independence of the evaluation.

Review approaches

The Mid-Term Review adopted a strong participatory approach involving the project managers, responsible parties and target groups, thus, facilitating accountability, boosting ownership. For instance, the Reviewer included direct observation site visit and group interviews with the community leaders in response to the participatory wishes of the project management and the target group representatives respectively.

MTR used a utilization-focused approach identifying end users (UNW, RPs, SHGs, CFs, NCG, GEC, MIDPOTAR, MoLHSA, IWPR) and trying to capture end uses of the present review exercise. Namely, it is expected that the results of the review will be critical for:

- Critical for strategic planning and management for the next half of the project;
- Highly contribute to the final review of the WEPD project to be conducted by the December 2015;
- Provide a valuable source for the possible project redesign, if applicable;
- Serve as a resource for future programming.

Furthermore, the review resorts to gender- and human rights-based approaches in order to follow the project intervention logic and to ascertain if benefits and contributions were fairly distributed by the interventions among project-identified rights holders and duty bearers.

Finally, the review strives to be results oriented to provide evidence of both quantitative and qualitative achievements and outputs obtained by the project as set out in the project Logical Framework.

Methodology

In line with ToR, the review pivoted on the following components and questions:

RELEVANCE	<ol style="list-style-type: none">1. How the programme design match the complexity of national structures, systems and decision-making processes?2. Is the programme design based on quality analysis, including gender and
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	human rights based analysis, risk assessments, socio-cultural and political analysis and conflict assessments?
EFFECTIVENESS	3. To what extent did the Project reach the indicators and targets for the mid-term implementation of the project? 4. What was not achieved in full and why?
EFFICIENCY	5. Have resources (financial, human, technical support, etc.) been allocated strategically to achieve the project outcomes?
SUSTAINABILITY	6. Is the programme aligned with government priorities and integrated into national plans and budgets?

The components and questions were used by the reviewer to put forward approaches, methods of data collection, indicators and instruments for interviews with stakeholders (see the Review Plan in Annex 2), as well as Question Guides for different types of Stakeholders (see Annex 6).

Main methods of data collection were:

- Desktop review of available project-related documentation (containing among others secondary quantitative data);
- Individual interview;
- Group interview;
- Key informant interview;
- Focus group discussion;
- Direct observation of a project event.

All the methods, except the desktop review stage, represented the field work stage. The main aim of the field work was to obtain primary information, observe at first hand field level operations, validate the information provided in the documents through a participatory process of engaging diverse stakeholders and programme beneficiaries. The site visits were particularly useful to ascertain the translation of programme activities to the field situation and the benefits that have accrued to the target group of beneficiaries.

The Reviewer met people mainly from the following entities:

- UN Women (UNW) (Individual/group interview in Tbilisi);
- Taso Foundation (TF) (group interview in Tbilisi);
- Women's Information Center (WIC) (group interview in Tbilisi);
- Gender Equality Council (GEC) / National Coordination Group for UNSCR 1325 NAP implementation (individual interview in Tbilisi);
- Selected ministries (MIDPOTAR, Ministry of Defense MoD) (individual interviews in Tbilisi);
- Local communities (group interviews and focus groups in regions);
- Local authorities (individual interview in regions);
- International trainer (key informant interview in Kakheti region).

They can be grouped into the following types of respondents:

1. Implementation leaders (such as UNW WEPD project management, TF, WIC);
2. Subject matter specialists (trainers, legal and gender experts);
3. Community leaders or representatives of target groups (SHGs, CBOs);
4. Regulators, policymakers (GEC, MIDPOTAR, MoLHSA, MoD);
5. Self-government.

Interviews with UN Women, the Responsible Parties and the ministries were nominally structured (few planned questions with follow-ups) allowing free and easy flow of ideas, opinions, involving a discussion element to retrieve the key views and information. In contrast, the individual interview with a high profile political figure - GEC/ NCG Chair (Deputy Speaker of the Parliament) – was fully structured ensuring least ambiguity and concentration on political statements. Group interviews with the community leaders were semi-structured with an element of a dialogue for the friendly and trustworthy way of capturing views, facts and trends. Finally, interviews with local authorities were semi-structured to make for the in-depth data collection.

Together with the key informant interview, focus groups are seen as in-depth qualitative information validators. Focus group discussions were held in each region of the project operation, except Tbilisi, i.e. four in total. Focus group participants were community leaders, mainly, SHG/CBO/CF members. Each group consisted of 5-12 participants. The Reviewer audio recorded the process.

Thus, the reviewer used both primary and secondary data. Secondary information was collected from documents provided to the evaluation team by UN Women (this said, several documents came from MoD and the Reviewer also looked into a number of laws and documents), including project proposal, budget, work plan, log frame, reports, minutes, studies, brochures, WEPD I final evaluation report and other relevant files (see the list of consulted documents in Annex 3). Primary information was collected from stakeholders (as indicated in the sampling framework on the next page) through on site interviews (mainly semi structured) and focus group discussions.

The regions covered in the field work included Tbilisi (location of project management, responsible, parties and target State structures), Qvemo Qartli, Shida Qartli, Samegrelo and Imereti (location of target communities, SHGs/CBOs, legal clinics, HRO). The Reviewer undertook seven separate trips to visit the following settlements and following target groups:

Trip #	Region	Settlements	Purpose of trip	Type of Respondent	Target Group Category
1	Tbilisi	• Tbilisi	• Interviews	• Implementation leaders • Regulators, policymakers	• N/A • N/A
2	Imereti region	• Sachkhere town and Perevi village	• Interviews and Focus Group	• Representatives of Target Groups • Self-government	• Conflict affected women • N/A
3	Samegrelo region	• Zugdidi town and Anaklia village	• Interviews and Focus Group	• Representatives of Target Groups • Self-government	•
4	Shida Qartli region	• Gori town and Tirdznisi village	• Interviews and Focus Group	• Representatives of Target Groups • Self-government	• Conflict affected women • N/A
5	Qvemo Qartli	• Tetrtskaro town and Tsintskaro village	• Interviews and Focus Group	• Representatives of Target Groups • Self-government	• IDPs • N/A
6	Qvemo Qartli	• Marneuli town	• Interviews and Focus Group	• Representatives of Target Groups • Self-government • PDO	• Minority women • N/A • N/A
7	Kakheti	• Lopota	• Direct Obser. and Interview	• Subject matter specialist	• N/A

The Reviewer ensured representation of every type of stakeholder in the process as seen from a Sampling Framework below. The field work counted 23 meetings, of which 5 were FG discussions, and 52 respondents (see Annex 4). The sample size of the stakeholders (except community representatives) tends to be small due to the type of the current exercise (the review as opposed to the evaluation).

Stakeholders	# of Meetings	# of Interviews	
		<i>Tbilisi</i>	<i>4 regions</i>
Country gender advisor, project management team	2	3	0
Responsible parties	2	4	0
Deputy Chair of the Parliament / Chair of GEC and GNC	1	1	0
Focal Point and Head of Legal Dep. at MIDPOTAR	2	2	0
Deputy Minister of MoD	1	1	0
Heads of financial and social security deps at Gamgeobas	4	0	5
Legal Clinic Lawyer	1	0	1
SHGs/CBO/CF members	9	0	45
International GRB Trainer	1	0	1*
TOTAL	23	11	52

* Interviewed elsewhere (GRB training in Lopota, Kakheti region)

During MTR, the Reviewer analyzed his notes and ensured that questions and answers were triangulated with stakeholders. Based on the field work, a debrief was held with the project management on 21 October, 2014, where the Reviewer produced key findings via a power point presentation.

Limitations

There were limitations in obtaining objective and accurate primary data from FG discussions and semi structured interviews because responses were sometimes subjective and limited. There is no primary quantitative data to enforce validity of secondary quantitative and primary qualitative data. Qualitative data such as perceptions were subject to different types of interpretation. The Reviewer attempted to mitigate the limitation issues by triangulating information from various stakeholders including the UNW country team and corroborating the information obtained from all perspectives. Finally, certain facts or events cannot be easily attributed to the project. This reservation is valid mainly at a Policy level, e.g. in the WEPD II period, MoD proved to be most active ministry in efforts to uphold gender mainstreaming but this circumstance cannot be entirely credited to any particular subject or project.

ANNEX 4. DOCUMENTS CONSULTED (UP TO 300)

- ✓ WEPD II project proposal (8 files)
- ✓ First WEPD II annual report (10 files)
- ✓ WEPD II status reports to HQ and Donor (15 files)
- ✓ Quarterly reports of responsible parties (127 files)
- ✓ Strategic planning workshop report (1 file)
- ✓ SHG small scale grants description 2014 (1 file)
- ✓ SHGs 2014 (1 file)
- ✓ SHG assessment (1 file)
- ✓ Brochures, leaflets, posters (6 files)
- ✓ Bi-lingual UNSCR 1325 NAP (1 file)
- ✓ UNSCR 1325 NAP meeting reports (17 files)
- ✓ CEDAW in Georgian languages (1 file)
- ✓ CEDAW optional protocol (1 file)
- ✓ Report on SHG/CBO training in Project Management (1 file)
- ✓ PGA reports (1 file)
- ✓ MoD training report (1 file)
- ✓ MoD annual report “White Book” (1 file)
- ✓ MoD gender related documents (3 files)
- ✓ Bi-lingual MFI study reports and their short versions (4 files)
- ✓ IWPR quarterly reports (7 files)
- ✓ Tri-lingual ISSA RNA (2 files)
- ✓ HRO reports for Shida Qartli and Samegrelo (14 files)
- ✓ Legal clinics Reports and databases (50 files)
- ✓ UNW Protocol on entry to Sachkhere-Perevi (1 file)
- ✓ TF grant monitoring documents (3 files)
- ✓ Performance Monitoring Framework (2 files)
- ✓ Gori cases of 1-WSP meetings (1 file)
- ✓ Mission reports (9 files)
- ✓ Mediation Training in Istanbul (1 file)
- ✓ IPRM Meeting memo (1 file)
- ✓ GRB Commission Letters (10 files)
- ✓ Ethnic Minority Women Training (1 file)
- ✓ Bi-lingual Access to Justice for IDPs and National Minority Women (2 files)
- ✓ 1325 NGO forum minutes (1 file)
- ✓ Law of Georgian on IDPs
- ✓ Action Plan for Implementation of State IDP Strategy (1 file)
- ✓ Rapid Needs Assessment of ID Women as a Result of August 2008 Events in Georgia (1 file)
- ✓ Georgia Joint Needs Assessments 2008 and 2010 (2 files)
- ✓ Media clippings (1 file)
- ✓ *The consultant also utilized a few articles from GINSC.NET.*

ANNEX 5. FIELD WORK ITINERARY WITH A LIST OF STAKEHOLDERS CONSULTED

02 September

12.00 – 12.30: Individual meeting with **Tamar Sabedashvili**, UN Women Gender Adviser (UNW OFFICE, TBILISI)

12 September

10.00 – 12.00: Group interview with **Tamar Tavartkiladze**, WEPD II Project Manager; **Ana Pashalashvili**, WEPD II Project Analyst (UNW OFFICE, TBILISI)

14.00 – 15.30: Group interview with **Maya Rusetski**, WIC Coordinator; **Mariam Robitashvili**, WIC PR Manager (WIC OFFICE, TBILISI)

16.00 – 16.30: Group interview with **Medea Gugeshashvili**, Deputy Head of International Relations Department; **Natia Lanchava**, Gender Focal Point, MIDPOTAR International Relations Department (MIDPOTAR CENTRAL OFFICE, TBIISI)

15 September

12.00 – 13.30: Group interview with **Marina Tabukashvili**, TF General Director; **Keti Zhordania**, TF Grants Administrator – Monitor (TF OFFICE, TBILISI)

16 September

13.30 – 14.10: Individual interview with **Manana Kobakhidze**, GEC / NCG Chair (DEPUTY SPEAKER'S OFFICE, PARLIAMENT OF GEORGIA, TBILISI)

19 September

10.00 – 11.00: Individual interview with **Tamar Karosanidze**, Deputy Minister of Defense (MINISTRY OF DEFENSE OFFICE, TBILISI)

17.00 – 17.40: Individual interview with **Kakha Petriashvili**, Head of MIDPOTAR Legal Department (MIDPOTAR CENTRAL OFFICE, TBIISI)

23 September

10.30 – 13.00: Direct observation of the GRB training by the International Expert for representatives of target Local Authorities and Communities (LOPOTA LAKE COMPLEX, KAKHETI REGION)

13.00 – 13.40: Key informant interview with **Eliabeth Klatzer**, the International GRB Expert (LOPOTA LAKE COMPLEX, KAKHETI REGION)

27 September

11.00 – 11.30: Group interview with Perevi CW **Amiran Shukakidze** and a small group of Perevi community leaders (COMMUNITY CENTER, VILLAGE PEREVI, SACHKHERE MUNICIPALITY)

11.30 – 13.30: Focus group discussion with 10 community leaders (COMMUNITY CENTER, VILLAGE PEREVI, SACHKHERE MUNICIPALITY)

14.00 – 14.30: Group interview with **Levan Chkhaidze**, Head of Culture, Sports and Monuments Protection Service of Sachkhere Municipality Gamgeoba; **Inga Shukakidze**, Head of Finance Sector of Sachkhere Municipality Gamgeoba Finance Service (SACHKHERE TOWN)

28 September

10.30 – 11.00: Group interview with Anaklia CW **Irakli Khubua** and a small group of Anaklia and other community leaders (COMPUTER CENTER, VILLAGE ANAKLIA, ZUGDIDI MUNICIPALITY)

11.00 – 12.30: Focus group discussion with 6 community leaders (COMPUTER CENTER, VILLAGE ANAKLIA, ZUGDIDI MUNICIPALITY)

12.30 – 13.00: Elguja Esartia, Representative of Anaklia village in Zugdidi Sakrebulo (COMPUTER CENTER, VILLAGE ANAKLIA, ZUGDIDI MUNICIPALITY)

13.30 – 14.00: Individual interview with **Maia Ghurtskaia**, Head of Public Relations Service of Zugdidi Municipality Gamgeoba (GURTSKAIA'S OFFICE AT ZUGDIDI MUNICIPALITY GAMGEOBA, ZUGDIDI TOWN)

1 October

10.30 – 11.15: Group interview with Tsinstkaro CW **Nora Gurchiani** and a small group of community leaders (COMPUTER CENTER, VILLAGE TSINSTKARO, TETRITSKARO MUNICIPALITY)

11.15 – 12.35: Focus group discussion with 7 community leaders (COMPUTER CENTER, VILLAGE TSINSTKARO, TETRITSKARO MUNICIPALITY)

12.50 – 13.20: Individual interview with **Tsira Buchukuri**, Chief Specialist of Financial-budgeting and Accounting Service of Tetrtskaro Municipality Gamgeoba (Service Office, TETRITSKARO GAMGEOBA MUNICIPALITY)

3 October

11.00 – 13.00: Focus group discussion with 12 community leaders (COMPUTER CENTER, VILLAGE TIRDZNISI, GORI MUNICIPALITY)

13.00 – 13.30: Individual interview with **Oliko Simonishvili**, Director of Tirdznisi Kindergarten (COMPUTER CENTER, VILLAGE TIRDZNISI, GORI MUNICIPALITY)

13.30 – 14.10: Group interview with Tirdznisi CW **Mariam Buchukuri** and a small group of community leaders (COMPUTER CENTER, VILLAGE TIRDZNISI, GORI MUNICIPALITY)

15.30 – 16.00: Individual interview with David Chikhradze, Head of Social Services of Gori Municipality Gamgeoba (CHIKHRADZE'S OFFICE AT GORI MUNICIPALITY GAMGEOBA)

4 October

11.00 – 12.45: Focus group discussion with 5 community leaders (CIVIC ENGAGEMENT CENTER, MARNEULI TOWN)

12.45 – 13.15: Individual interview with Vugar Mamedov, Head of Financial-Budgeting Service of Marneuli Municipality Gamgeoba (CIVIC ENGAGEMENT CENTER, MARNEULI TOWN)

13.30 – 14.30: Individual interview with **Tsismari Andriashvili**, Marneuli LC Lawyer (MARNEULI TOWN)

ANNEX 6. QUESTION GUIDE

1. Implementation Leaders

A. Project management

1. Please review project aims, objectives, main components, expected results; Compare them with WEDP I.
2. What are current achievements and challenges of the project?
3. Is the project advancing to all targets according to the work plan? Please specify divergence(s).
4. Please describe progress to institutionalization of main project instruments such as LCs, GRB principles, 1-WSP meeting methodology?
5. Do project management and financial procedures, rules and forms ensure smooth and easy running of project activities by every project partner?

B. Responsible Parties –implementers

1. Please review your role in the project and implemented activities
2. What are major achievements and challenges?
3. What is the progress in the institutionalization of 1-WSP meeting methodology/GRB principle?
4. Are there any concern or risk related to transportation, procedures, availability of funds per particular cost?
5. What are your expectations and wishes, recommendations for WEPD II?

C. Responsible Parties –SHGs/CFs

1. Please review your role in the project and implemented activities
2. What particular problems has WEPD/UNW/TF has solved in your communities?
3. Are there any concern or risk related to transportation, procedures, availability of funds per particular cost?
4. Is there any intervention of other organizations in the community in the last two years? If yes please describe.
5. What are your expectations and wishes, recommendations for WEPD II?

D. Responsible Parties –central state structures

1. Please review activities of your State structure (via a gender lens / WEPD) and around NAP Implementation
2. Please assess overall progress in the implementation of UNSCR 1325 NAP
3. Your opinions and recommendations regarding WEPD II
4. Your opinion regarding gender equality, peace and development in the country and the role of UN Women in it

E. Responsible Parties –local state structures

1. Please review involvement of your municipality or service with WEPD (including 1-WSP meeting)
2. Are the WEPD enabled trainings enough, adequate, clear? Do you think you may need more of it?
3. What are your (municipality's/service's) plans regarding gender mainstreaming (GRB principle)?
4. What are your expectations and wishes, recommendations for WEPD II?

2. Subject Matter Specialist

A. GRB specialist

1. Please assess level of motivation of the trainees at the beginning. Ministry? Local authorities? SHGs?
2. Did you observe tangible change in level of knowledge, level of motivation, level of self-empowerment among the trainees? Men? Women?
3. Level of retention? Can you identify stars?

4. Is more training needed?
5. What possible challenges the trainees will face considering your experience with the trainees?
6. What sort of format and environment is adequate/optimal for the training?
7. Was there enough time allowed given the translation need?

B. Law specialist

1. Please review your activities in WEDP II. What sort of cases are most common? How many women, men?
2. What are major achievements and challenges that Marneuli LC faces?
3. How do beneficiaries view Marneuli LC? Are they satisfied in your view? Is the communication with them going on fine? If not, please describe.
4. What would you say if you are offered a work in a different LC of WEPD or in (regional) MIDPOTAR in the future?
5. Please describe your daily work in the same room with the regional PDO officer? Is the C/WEPD/UNW identification easy to spot? Can beneficiaries easily tell the difference from PDO or a governmental structure?

3. Focus Group Discussions with Community Leaders

- 1a. What are the main problems faced by your community(/ies) in security, economic and social spheres
- 1b. What is the role of women in the solution of these problems?
- 2a. Please name two-three most serious problems being experienced by women in your community(ies) regarding their rights?
- 2b. What has changed in this regard in the last 1-2 years?
3. In your opinion, what is gender equality?
4. What do you think is the function of a community leader?
5. What has the creation of SHGs changed in the community? Or what is being changed?
6. What does UN Women, Taso Foundation, Women's Information Center mean to you?
7. What are your expectations from UN Women's project "Women for Equality, Peace and Development"?
8. What is a place of the local authorities in strengthening of women's participation (including political participation) in the life of your community(/ies)?

4. Group Interviews with Community Leaders

1. Please review your involvement with WEPD II project
2. Describe benefits of WEPD II for you and your community
3. What problems did WEPD solve for your community
4. How active are the women in exercising their rights with the local and central authorities
5. What are the needs (including – training needs) of the women in the community
6. What are your wishes and expectations regarding WEDP/UNW/TF/WIC.

ANNEX 7: SELECTED FOCUS GROUP QUOTES

- I thought gender was just about relations between woman and man. It turned out however that it was more than that
- They made us (SHGs/CFs – g.s.) so needed that the community cannot live without us now
- When men have to deal with complexities at some point they get bored
- Wives who suffer physical abuse at the hands of their husbands do not admit it
- I want to know where do my rights start and where do they end
- Humans who are involved in this fund (CF – g.s.) are very humane
- If a woman decides to take up a position in the government, who will stop here?
- Women in our village have no problems (comment of an Azeri male – g.s.).
- Main problem Azeri girls experience is to get education. This is where they are being obstructed.