

Final Evaluation of the Project
“Across Generation and Gender Borders - Communities
Combatting Gender-Based Violence in Kyrgyzstan”

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Final Report

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List of Acronyms

AA	Ayil Aymak (Rural Municipality)
AO	Ayil Okmotu (Rural Municipality Administration)
AoC	Agents of Change
CCA	Common Country Assessment
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CO	Country Office
CSOs	Community Service Organizations
ECA	Europe and Central Asia
EU	European Union
EIDHR	European Instrument for Democracy and Human Rights
EVAWG	Extreme Violence Against Women and Girls
GALS	Gender Action Learning System
GBV	Gender Based Violence
GEWE	Gender Equality and Women's Empowerment
GSPS	Gender in Society Perception Study
HAI	HelpAge International
ICT	Information and Communications Technology
IFAD	International Fund for Agricultural Development
IGG	Intergenerational Group
IOM	International Organization for Migration
JP RWEE	Joint Programme "Accelerating Progress Towards Economic Empowerment of Rural Women in Kyrgyzstan"
M&D	Mothers & Daughters
MTR	Mid-Term Review
MLSD	Ministry of Labor and Social Development
NGO	Non-Governmental Organization
OSCE	Organization for Security and Co-operation in Europe
SHG	Self-Help Group
SDGs	Sustainable Development Goals
SNBCC	Social Norms and Behavioral Change Communication
ToR	Terms of Reference
ToT	Training of Trainers
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
UNDP	United Nations Development Program
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNODC	United Nations Office on Drugs and Crime
USAID	United States Agency for International Development
VAWG	Violence Against Women and Girls
WFP	World Food Programme
WIG	Women Initiative Groups

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Executive Summary

This report presents the findings of the final evaluation of the project “*Across Generations and Gender Borders – Communities Combatting Gender-Based Violence in Kyrgyzstan*” commissioned by the UN Women Country Office in the Kyrgyz Republic following its Monitoring, Evaluation and Research Plan of the Strategic Note 2018-2022.

The project was implemented from January 2018 to September 2020 by the UN Women CO in the Kyrgyz Republic in partnership with NGOs “HelpAge International” and “Agents of Change” with financial support from the EU under the European Instrument for Democracy and Human Rights (EIDHR). The project aimed to reduce the gender-based violence in 16 target communities in Talas, Issyk-Kul, Osh and Batken provinces by bringing together community members to act against nonconsensual marriage practices and associated violence against women and girls of all ages.

Evaluation Purpose

The objectives of this evaluation were to:

1. Analyze the relevance of the project strategy and approach at local and national levels to EVAWG agenda, gender equality and women’s empowerment.
2. Assess the effectiveness and organizational efficiency in progressing towards the achievement of the project results, including the achievement of gender equality and women’s empowerment results as defined in the intervention.
3. Assess the sustainability of the results and the intervention in advancing gender equality through the target group.
4. Analyze how human rights based approach and gender equality principles are integrated in the project implementation.
5. Assess how the intervention and its results relate and contribute to the Sustainable Development Goals.
6. Identify and document lessons learned, good practices and innovations, success stories and challenges of the project, to inform future work of UN Women under the EVAWG agenda and beyond.
7. Identify strategies for replication and up-scaling of the project’s best practices.
8. Provide actionable recommendations with respect to UN Women’s work on EVAWG agenda and beyond.

The evaluation covered the entire duration of the project from January 1, 2018 to August 31, 2020, all project components and all areas where the project was implemented.

Evaluation Process and Methodology

The evaluation was conducted in July – October 2020 by a team of two evaluation consultants. All data collection was done remotely to minimize health risks resulting from the ongoing COVID-19 pandemic to all involved individuals.

The evaluation was guided by the Evaluation Policy of the United Nations Entity for Gender Equality and the Empowerment of Women (UNW/2012/8), UN Women Evaluation Handbook (2015), UNEG Ethical Guidelines and UNEG Code of Conduct for Evaluation in the UN.

The evaluation team used a mix of data collection methods selected to ensure collection of the comprehensive set of evidence necessary to answer evaluation questions including document review, interviews with the project team, community partners in select target communities, staff of UN agencies and national development. The evaluation team also invited selected community partners to develop change maps describing changes as a result of the project that they experienced on the personal, family and community level.

The main limitation of the evaluation design is that the evaluation team was not able to reach community members who were not involved in the project. Given that the project reached a limited number of people in the target communities, not having perspectives of people who were not directly involved in the project undermines the evaluation's ability to fairly assess the actual impact of the project on communities. The evaluation team tried to be explicit about this limitation in the discussion of the evaluation findings.

Main Findings

Relevance

The project was designed in response to EIDHR Priority 2: Contributing to diminish gender-based violence, including in particular domestic violence, sexual violence, forced marriages and bride kidnapping practice. The project is consistent with the vision of the National Strategy for Gender Equality as well as with the obligations of the Kyrgyz Republic under international agreements and conventions.

Coherence

The project design is based on a series of innovations co-created by the project partners both during the development of the project proposal to EIDHR and adaptation of the project to conditions of COVID-19 lockdown. The project is well aligned both with the UN Women Kyrgyzstan CO Strategic Note for 2018-2022 and the UN Women Strategic Plan for 2018-2021.

The project capitalized on the previous engagement of the target communities in other development projects, and created new local capacities, especially related to GALS application, that now support implementation of projects of other UNCT members and development partners.

The project strengthened the UN Women's comparative advantage in the area of gender based violence. The project reconfirmed the position of the Country Office as the knowledge broker bringing to the country internationally developed effective innovative approaches. The project also strengthened the UN Women's network of national gender experts by building capacity of local NGOs to apply GALS.

Effectiveness

The project was effective as it achieved most of its targets on output and outcome levels. The project team effectively addressed the challenges encountered in the course of the project implementation thanks to the use of co-creation approach involving all project partners.

Impact

The project made an important contribution towards its ultimate goal of reducing gender-based violence in target communities through increased awareness of community members about laws prohibiting bride abduction and early marriages, greater awareness of and greater acceptance of the concept of gender equality, changing the patriarchal norms and promoting economic empowerment.

The project contributed towards the greater level of awareness of duty-bearers (local authorities, police officers, social workers, teachers and medical personnel) on GBV and their commitment to work on GBV prevention and towards greater cooperation between local institutions.

Gender Equality and Human Rights

The project design fully integrated the gender equality and human rights based approach. The project effectively addressed the key root cause of gender-based violence in Kyrgyzstan – objectification of young women as well as other community members – by promoting the notion that every person has the right to have dreams and aspirations and providing safe spaces where people could reflect on and openly articulate their dreams, needs and priorities.

The project contributed towards achievement of SDG targets on elimination of child, early and forced marriages and all forms of violence against women and girls, recognition of the value and more equal sharing of unpaid care and domestic work, greater use of ICT to promote the empowerment of women, promoting cooperation between various stakeholder and ending poverty.

Efficiency

The project was highly efficient. The project human and financial resources were strategically invested in capacity building and supporting volunteer work of the community partners.

Project community partners contributed about 2.7 hours of volunteers work to the project implementation per every hour of the paid staff work. In the opinion of the evaluation team this demonstrates the value community partners associated with the project and indicates that the project was cost effective and provided significant value for money.

Sustainability

It is highly likely that the benefits from the project will be maintained for a reasonably long period of time after the project completion due to high commitment of local activists and local authorities to continue the work started within the project framework, availability of documented scripts for all outreach activities and manuals for all conducted trainings and presence of the stable core team made of older activists within the activists' networks established by the project.

Lessons Learned

1. Purposeful involvement of stakeholders in co-creation of the project design promotes innovations.
2. Intergenerational approach removes social barriers between young and older people as well as children and their parents thus facilitating transformation of patriarchal social norms.
3. Involving older people as activists potentially contributes to higher long-term sustainability of the project results.
4. Gender Action Learning System (GALS) is highly versatile and can be successfully adapted to various contexts.
- 5: Engaging men and boys into outreach activities against VAWG is instrumental for their learning and internalizing values of gender equality and developing personal commitment to never practice non-consensual marriage and violence against women.
6. Production of detailed scripts for all outreach activities and manuals for all conducted trainings.
7. Training of representative of local NGOs to serve as trainers for the project facilitates broad dissemination of the approaches introduced by the project.
8. Lack of attention to specific needs of vulnerable groups may have a negative effect on the project implementation.

Conclusions

1. While the project was developed in response to the EIDHR 2017 call for proposals, it was well aligned with the national development priorities in the area of gender equality, international agreements and conventions on gender equality and women's empowerment, as well as UN Women's Strategic Plan 2018-2021 and the UN Women Kyrgyzstan Country Office Strategic Note 2018-2022.
2. The theory of change underlying the project design proved to be fully viable and effective.
3. Adoption of the human rights-based approach to the project design and implementation was crucial for high effectiveness, efficiency, and relevance of the project as well as sustainability of its results.
4. Local authorities and civil servants, including social workers and teachers, find approaches and technologies introduced by the project highly relevant and useful and some of them have already integrated these technologies into their regular work. But so far uptake of these technologies by civil servants was mostly limited to the target communities.
5. Through the project the UN Women CO has further strengthened its position as the center for gender-related expertise and innovations in Kyrgyzstan.

Recommendations

Recommendations were informed by consultations with the UN Women CO. They are to be addressed by UN Women in partnership with relevant national stakeholders.

1. The CO should strengthen application of the human rights-based approach by explicitly integrating considerations of effects of various intersecting forms of discrimination (including on the basis of ethnicity and disability) on prevalence of the problems targeted by specific interventions within specific population groups into design and implementation phases.
2. In the future the CO should include plans and targets for nation-wide dissemination of the intervention experiences and approaches in the implementation plans for new interventions.
3. The CO should strategically use innovations developed within ongoing and past interventions to strengthen its comparative advantage as the knowledge center on gender equality and eradication of GBV.

1. Background, Context and Object of the Evaluation

This section describes the project “*Across Generations and Gender Borders – Communities Combatting Gender-Based Violence in Kyrgyzstan*” that was the object of this evaluation as well as its background and context.

1.1. Background

UN Women as the UN entity dedicated to gender equality and the empowerment of women and girls works globally to make the vision of the Sustainable Development Goals a reality for women and girls and stands behind women’s equal participation in all aspects of life, focusing on four strategic priorities:

- Women lead, participate and benefit equally from governance systems;
- Women have income security, decent work and economic autonomy;
- All women and girls live a life free from all forms of violence;
- Women and girls contribute to and have greater influence in building sustainable peace and resilience, and benefit equally from the prevention of natural disasters and conflicts and humanitarian action.

UN Women Strategic Plan 2018-2021 highlights that UN Women plays a central role in supporting Member States, upon their request, in coordinating the UN system and in mobilizing civil society, the private sector and other relevant stakeholders, at all levels, in support of the full, effective and accelerated implementation of the Beijing Declaration and Platform for Action and the gender-responsive implementation of the 2030 Agenda for Sustainable Development.

UN Women Strategic Plan 2018-2021 has established high quality of programmes through knowledge, innovation, results-based management and evaluation as one of the key organizational effectiveness and efficiency outputs. UN Women has committed to use evaluation findings to improve the quality of programmes, enhance accountability, inform decision-making and contribute to learning.

Operation of **UN Women Kyrgyzstan Country Office** is guided by the Strategic Note (SN) 2018-2022 that prioritizes two thematic areas of the UN Women Strategic Plan 2018-2021:

- All women and girls live a life free from all forms of violence, and
- Women lead, participate and benefit equally from governance systems in order to address the main root and underlying causes of gender discrimination.

The work within these thematic areas is expected to contribute primarily towards SDGs 5 and 16, especially to targets 5.1; 5.2; 5.3 and 5.C; and 16.7 and 16.A.¹

The SN 2018-2022 foresees that UN Women CO shall conduct interventions on two levels: grassroots and policy. At the grassroots level, the UN Women CO is focusing on vulnerable beneficiaries using the strategies that proved effective in the previous SN period. Interventions have to aim at building skillsets and empowering beneficiaries to overcome vulnerabilities and fully participate in all aspects of social and public life. This shall enable target groups to push back against discriminatory practices which limit their ability to exercise their rights and lead to positive practices based on gender equality and women’s empowerment. Discriminatory practices addressed by the UN Women CO interventions include early marriage, non-consensual marriage such as bride-kidnapping, domestic violence, and employment related discrimination, starting with women being prevented from completing education and progressing to support for career development and other employment, and tackling labor-related discrimination.

¹ UN WOMEN Kyrgyzstan Country Office Strategic Note 2018-2022

At the policy level the UN Women CO focuses on promoting inclusive decision-making at all levels, by helping the state integrate global normative standards into national planning processes through developing both the capacity and commitment of state officials.

The project **“Across Generations and Gender Borders – Communities Combatting Gender-Based Violence in Kyrgyzstan”** was implemented in 2018 – 2020 as part of UN Women County Office Programme Portfolio. The project aimed to reduce the prevalence of non-consensual and early marriages in 16 target communities by mobilizing local citizens to act against discriminatory practices and social norms.

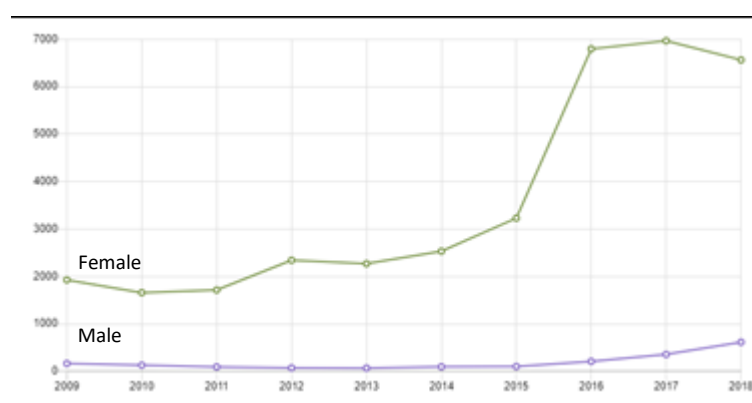
1.2. Project context

Women make 50.8% of the population of Kyrgyzstan². The country has adopted a number of policies that shall ensure gender equality, women’s empowerment and that women and girls live a life free from all forms of violence, including the Law on State Guarantees of Equal Rights and Opportunities for Men and Women (adopted in 2008), the National Strategy for Achievement of Gender Equality by 2020 (adopted in 2012), the Law on Protection against Domestic Violence (adopted in 2017)³.

Kyrgyzstan has achieved gender parity in education: 98.6 percent of adult women have reached at least a secondary level of education compared to 98.3 percent of their male counterparts⁴. But female participation in the labor market is only 48.0 percent compared to 75.8 for men⁵. Participation of women in governing bodies is also low: women hold 15.8% of seats in the national parliament, 21% in municipal councils and 10.1% in rural councils⁶.

National statistics indicate that women suffer from domestic violence more often than men (Fig. 1). And in most cases perpetrators of domestic violence are men: in 2018 in 83% of domestic violence court cases perpetrators were husbands, sons and fathers of female victims.⁷

Figure 1. Dynamics in the number of reported domestic violence cases (2000-2018).



Source: sustainabledevelopment-kyrgyzstan.github.io/5-2-1-1b/

² National Statistics Committee of the Kyrgyz Republic (2020). Women and Men of the Kyrgyz Republic.

³ Kyrgyzstan National Report to Human Rights Council Working Group on the Universal Periodic Review (2020)

⁴ UNDP (2019) Human Development Report 2019. Briefing note for countries on the 2019 Human Development Report. Kyrgyzstan.

⁵ Ibid

⁶ Kyrgyzstan National Report to Human Rights Council Working Group on the Universal Periodic Review (2020)

⁷ National Statistics Committee of the Kyrgyz Republic (2019). Women and Men of the Kyrgyz Republic.

Women also feel less safe in public spaces: according to 2018 data, only 44.7% of women feel safe walking alone in their area after dark compared to 67.4% for men.⁸

While child and forced marriages are illegal, these practices remain widespread. According to the 2016 study conducted by UNFPA and the National Statistics Committee, 60% of marriages in Talas province, 45% in Issyk-Kul province and 28% to 31% in Jalal-Abad and Naryn provinces were the result of bride kidnapping. Non-consensual bride kidnapping accounted for 20% of all marriages. Incidence of bride kidnapping in rural areas 1.7-1.8 times higher than in urban ones.⁹

According to the findings of the Gender in Society Perception Study (GSPS), bride kidnapping and child marriage are part of a gender order characterized by patriarchal power relations. Young women are objectified and seen not as individuals in their own right but as potential brides and a source of free labor. In the case of early marriages that are arranged by parents, both a groom and a bride are objectified and not asked for consent.

Other people who participate in bride kidnapping and child marriage are also objectified by the social and cultural system around them. “The actions of various participants in ala kachuu (bride kidnapping) are often almost mechanical (“everyone does it”) but not something that “just happens.” People who take part tend to think of themselves as “benevolent actors” who act on behalf of and for the good of the bride, or groom, or the family”.¹⁰

The GSPS has found that older women often play an important role in coercing a young woman who was kidnapped to accept the forced marriage while male members of the groom’s family, including the father, are usually hardly involved. The GSPS report notes that women gain a higher social status as they age, but this status is fragile and they have to reinforce it by continuously promoting traditional values and norms, including at the expense of young women.

Kyrgyzstan is strengthening the legal provisions against child and forced marriages. In November 2016, Kyrgyzstan amended its Family Code and Criminal Code to ban religious marriages of minors, allowing for the prosecution of violators with prison sentences. Amendments to the criminal legislation effective from January 2019 strengthened sanctions for forced marriage - bride kidnapping without the girl’s consent is punished by imprisonment for 10 years and a fine of US\$3,000.

National statistics indicate the growing awareness of and application of these legal provisions: while between 2015 and 2018 there were 165 criminal cases on abduction of women for marriage, just in the first half of 2019, 212 incidents of abduction of women for the purpose of marriage were officially registered by law enforcement authorities.¹¹ Still reportedly bride kidnapping remains a widespread problem, especially in rural areas, due to a lack of reporting to the police and social perceptions of this practice as a tradition.¹²

COVID-19 outbreak that started in Kyrgyzstan in March 2019 and the following lockdown had a serious negative impact on the prevalence of domestic violence. The Ministry of Labor and Social

⁸ <https://sustainabledevelopment-kyrgyzstan.github.io/16-1-4/>

⁹ UN Women (2018) Violence against Women and Girls. Research report.

¹⁰ UN Women (2018) Violence against Women and Girls. Research report. Page 20.

¹¹ Kyrgyzstan National Report to Human Rights Council Working Group on the Universal Periodic Review (2020)

¹² Human Rights Council Working Group on the Universal Periodic Review. Summary of Stakeholders’ submissions on Kyrgyzstan. Report of the Office of the United Nations High Commissioner for Human Rights. November 2019. A/HRC/WG.6/35/KGZ/3

Development reported a surge in domestic violence cases as people had been under a quarantine.¹³ The Association of Crisis Centers reported a high increase in calls received through helplines from women asking for psychological and humanitarian aid.¹⁴

1.3. Project Description

The project “*Across Generations and Gender Borders – Communities Combatting Gender-Based Violence in Kyrgyzstan*” had been implemented from January 2018 to September 2020 by the UN Women CO in Kyrgyzstan in partnership with NGOs HelpAge International and Agents of Change with financial support from the EU under the European Instrument for Democracy and Human Rights (EIDHR).

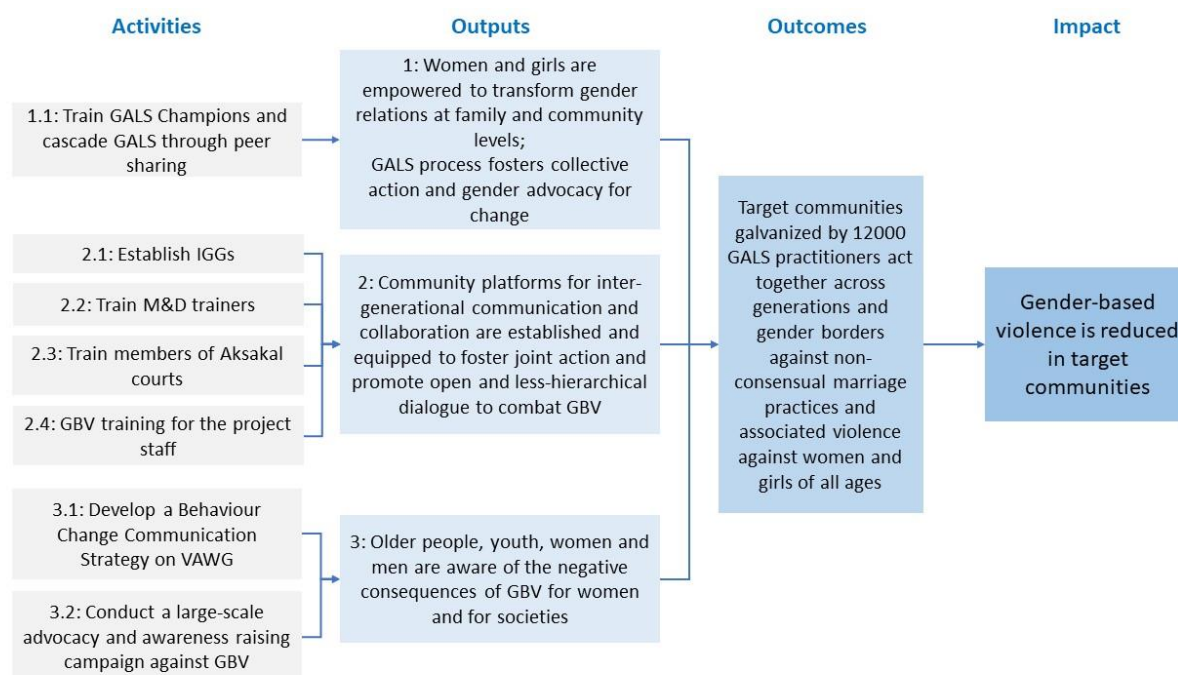
1.3.1. Project Theory of Change

The theory of change stipulated in the project proposal is as follows: “IF the patriarchal attitudes and behaviors are changing to support gender equality and resist violence against women and girls, THEN the gender-based violence is reduced in target communities, BECAUSE a community with zero tolerance of gender-based violence or discrimination will enable women and girls fully realize their potential in education, economic empowerment, and political participation”.¹⁵

The project aimed to bring communities members together to act against nonconsensual marriage practices and associated violence against women and girls of all ages, and its main goal was to reduce the gender-based violence in target communities.

The project worked towards three intended outputs aimed to mobilize target communities to jointly act against non-consensual marriage practices and associated gender-based violence leading to its reduction (Fig. 2).

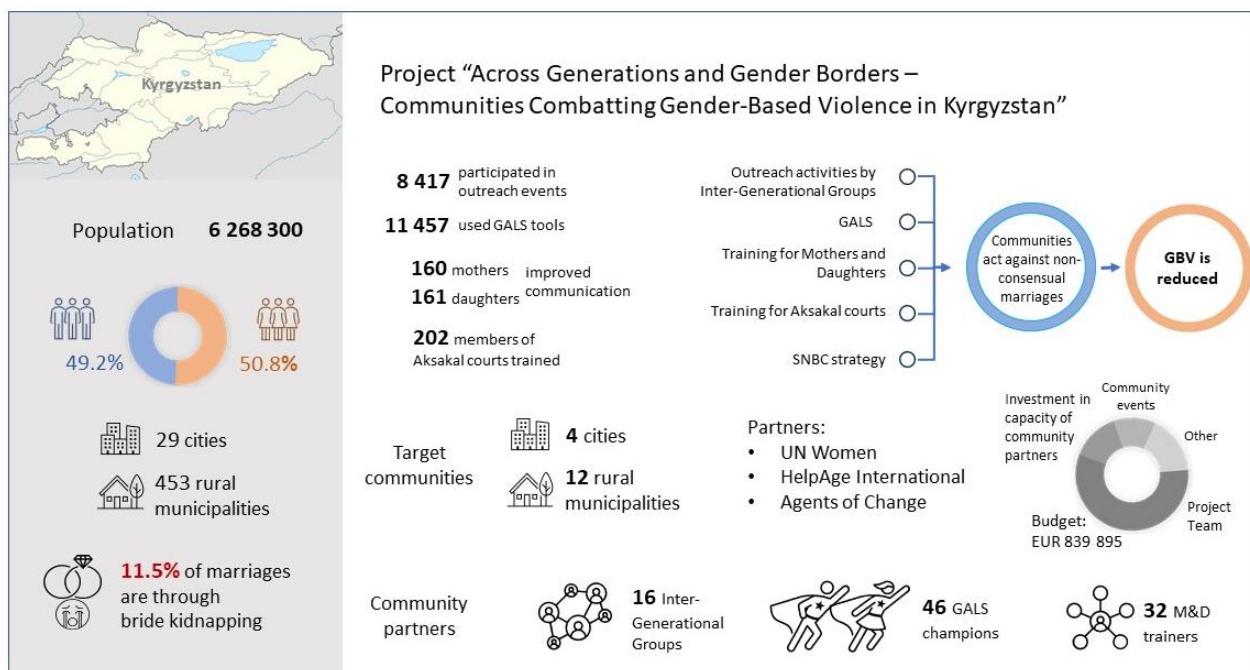
Figure 2. The project theory of change: from activities to impact



¹³ https://24.kg/obschestvo/148822_vsvyazi_skarantinom_uvelichilis_faktyi_semeynogo_nasiliya/

¹⁴ GBV sub-cluster meeting as of 14 April 2020.

¹⁵ Project description annexed to the EIDHR/2017/393-561 Grant Agreement.



Source: Prepared by the Evaluation Team based on the project Log Frame Matrix

Responsibility for implementation of the project was divided between UN Women and NGOs HelpAge International and Agents of Change. UN Women was in charge of the overall project management, led introduction of the Gender Action Learning System (GALS) (Activity 1.1) and development and implementation of the Social Norms and Behavioral Change Communication Strategy (Activities 3.1 and 3.2). HelpAge International led the establishment of Intergenerational Groups (IGGs) and supported them in implementing community outreach activities (Activity 2.1). It was also in charge of organizing a training on gender-based violence for the project staff (Activity 2.4). Agents of Change was in charge of the Mother and Daughter (M&D) training (Activity 2.2) and conducted legal awareness training sessions and consultations for members of Aksakal courts (Activity 2.3).

At the community level, the project was working through local activists (hereinafter “community partners”) who were trained by the project and then worked with people in their communities (Fig. 3 and Table 1). GALS champions were training other community members on the use of GALS. IGG members were implementing outreach and training activities in their communities. M&D trainers conducted training for mothers and their daughters to foster communication and trust between them. Members of Aksakal courts were trained to process gender-based violence cases applying current legislation. Local authorities were supporting project implementation in their communities for the benefit of local citizens. Community activists were also involved in organization of various outreach activities in their communities promoting just and equal gender relations.

Community partners were recruited from local active citizens, including municipal staff, teachers, retired people and school children. Analysis of the lists of community partners revealed that an active individual often wore several “hats” within the project. For example, 44 of 46 GALS champions were also members of IGGs, 7 of 32 M&D trainers were also members of IGG groups and 5 of them also were GALS champions. There were instances when one person was a GALS champion, a member of IGG, an M&D trainer and a member of the Aksakal court. In addition, the project reports indicate that selected GALS instruments were included in the training for IGG members, M&D trainers and members of Aksakal courts.

The project supported close cooperation between community partners within the community. For example, GALS champions, members of IGGs and M&D trainers jointly designed and implemented awareness raising initiatives in target municipalities.

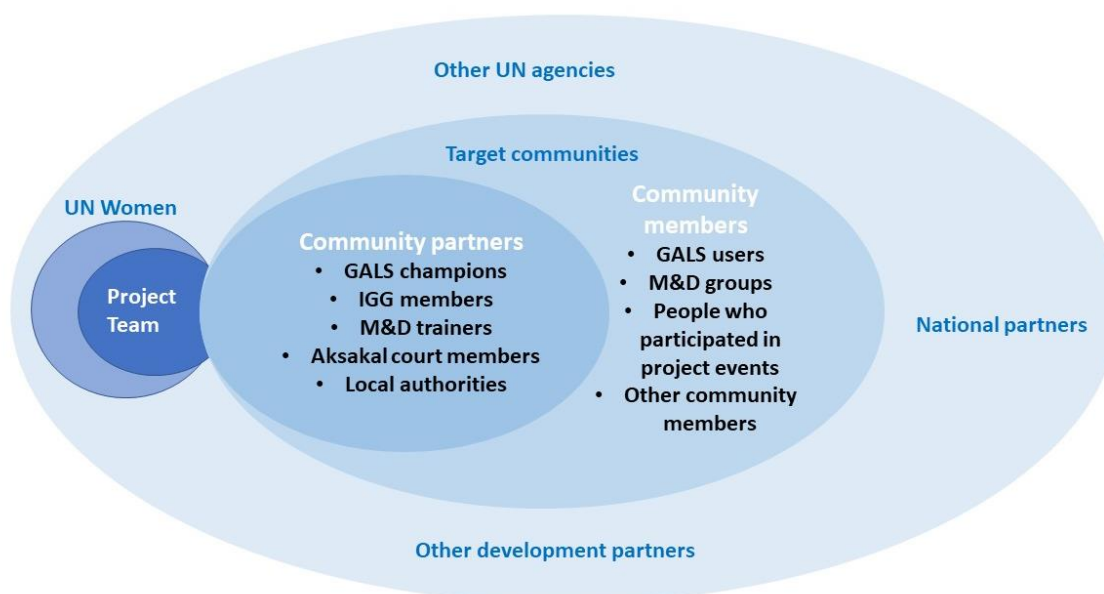
One of the aims of capacity building activities for community partners was to change their patriarchal attitudes and behaviors that are conducive to non-consensual marriage and GBV and turn them into champions of gender equality. At the same time these capacity building activities equipped community partners with tools and instruments to promote their new values and behaviors to other community members.

Table 1. Project stakeholders

Project team	Community partners	Community members	Other stakeholders
<ul style="list-style-type: none"> UN Women project team members Agents of Change project team members HAI project team members Field coordinators Hired trainers BCCS consultants 	<ul style="list-style-type: none"> GALS champions IGG members M&D trainers Aksakal court members Local authorities 	<ul style="list-style-type: none"> GALS users Mothers and daughters who participated in communication training People who participated in project events Other community members 	<ul style="list-style-type: none"> UN Women Other UN Agencies: UNDP, UNFPA, UNICEF, IOM, UNODC Development partners: EU commission, USAID, OSCE, Helvetas, Swiss Embassy, Mercy Corps National Partners: Ministry of Labor and Social Development Civil Society Organizations: Kyrgyz Space Programme (KSP)

Source: Prepared by the Evaluation Team.

Figure 3. The project system/ Stakeholder map

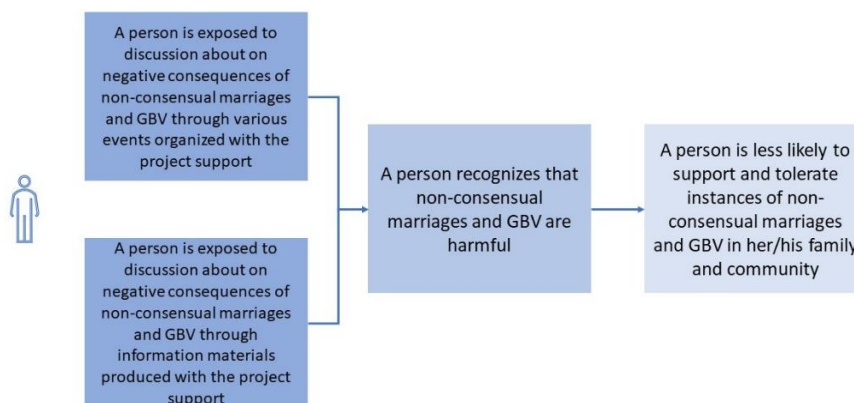


Source: Prepared by the Evaluation Team

A local citizen who did not join the project as a community partner had an option to participate in GALS training and benefit from learning and using GALS instruments (Visioning, Journey to the Vision, Happy Family Tree, Income Generation Tree and Gender Justice Diamond), attend various community outreach events organized by the community partners, including contests “The Best Farther-in-Law”, “Mothers-Daughters”, “Fathers and Sons”, master classes on various topics like cooking national dishes, gardening and ICT that were used to bring people together and try to involve them in the discussion on negative consequences of non-consensual marriage, lectures on the negative consequences of forced marriage at school, round tables, various flash mobs, football matches among girls, drawing contests, quizzes on the legislation related to forced and early marriage. In addition, a local citizen could be exposed to online and radio reports produced with the project support and read a comic book “Kalys” featuring real-life survival stories of three teenage girls subjected to forced marriage. In addition, a local citizen could use services of a more gender sensitive Aksakal court. And mothers and daughter could also participate in the M&D training.

Analysis of the patterns of local citizens’ engagement in the project reveals the following embedded model of change at the individual level (Fig. 4): the project was offering a variety of options to engage and be exposed to information about negative consequences of non-consensual marriage and GBV, recognize these consequences and become less tolerant to instances of non-consensual marriage and GBV in her/his family and community. This model definitely applies to an individual community member, and most likely it also applies to the community partners. Creating a critical mass of such individuals in a community shall lead to significant reduction in the prevalence of non-consensual marriage and GBV in this community.

Figure 4. A model of change – personal level



Source: Prepared by the Evaluation Team.

On a broader scale the project was embedded in the national development system of Kyrgyzstan, which includes UN agencies and other development partners as well as national institutions that have their own agendas and activities related to GBV.

1.3.2. Adaptation of the Project Design in Response to COVID-19 Crisis

The first cases of COVID-19 were detected in Kyrgyzstan on March 18, 2020. As part of its virus containment strategy, the Government introduced a state of emergency and stringent curfews in several locations. This made the continuation of the planned project activities unfeasible and led to adaption of the project design. In 2020, the project provided IT training to selected activists in the target communities to enable them to continue with organization of community outreach activities

using online platforms and useful features of popular social media networks. The project also provided them with necessary IT equipment and covered internet costs.

1.3.3. Geographic Scope

The project was implemented in 16 target municipalities of four provinces: Issyk-Kul, Talas, Batken and Osh (Fig. 5). According to the project document, these provinces were selected because they had high prevalence of non-consensual marriage practices.

Figure 5. Project target municipalities



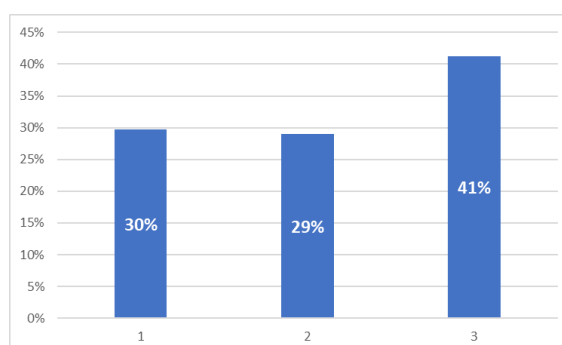
Source: Prepared by the Evaluation Team using Google MyMaps.

1.3.4. Financial Structure

The project budget was EUR 839,895.39. Most of this funding (up to EUR 797,396.68) was provided by the European Commission under the European Instrument for Democracy and Human Rights (EIDHR).

The larger share of the budget (41%) was allocated to achievement of Output 3. The remaining budget was split roughly evenly between the two other outputs (Fig. 6).

Figure 6. Planned division of the project budget between outputs

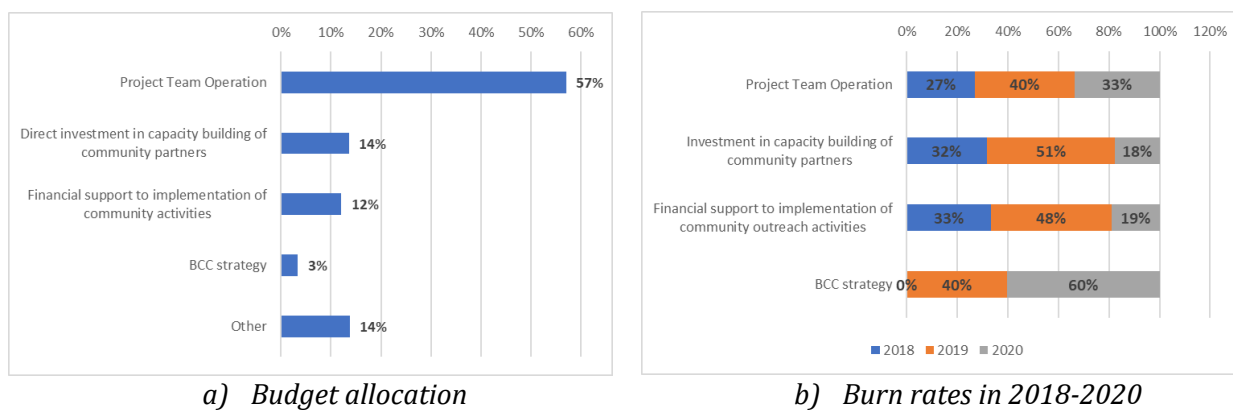


Source: Prepared by the Evaluation Team based on the data in the Updated Logframe Matrix, January 2020.

Significant share of the budget (57%) was allocated for operation of the project team, including salaries of all staff, staff travel expenses, office costs, equipment and consumables (Fig. 7a). Direct investment into building capacity of community partners in target communities (including production of training materials, fees of trainers and training events costs) accounted for about 14% of the project budget. Financial support of the community outreach activities by community partners (e.g. prizes for participants of competitions) made 12% of the budget.

It should be noted that allocation of the project funds does not fully reflect the actual level of effort invested in the project implementation. GALs training sessions in communities and community outreach activities were delivered by the project community partners who worked as volunteers.

Figure 7. Allocation and burn rates of the project budget for specific purposes



Source: Prepared by the Evaluation Team

Dynamics of the budget burn rates by year (Fig. 7b) indicate that a significant share of activities were implemented in 2019 where the burn rate in most categories is the highest.

2. Purpose, Objectives and Scope of this Evaluation

Final evaluation of the project “*Across Generations and Gender Borders – Communities Combatting Gender-Based Violence in Kyrgyzstan*” was commissioned by the UN Women Country Office in the Kyrgyz Republic following its Monitoring, Evaluation and Research Plan of the Strategic Note 2018-2022.

The objectives of this evaluation are to:

1. Analyze the relevance of the project strategy and approach at local and national levels to EVAWG agenda, gender equality and women empowerment.
2. Assess the effectiveness and organizational efficiency in progressing towards the achievement of the project results, including the achievement of gender equality and women empowerment results as defined in the intervention.
3. Assess the sustainability of the results and the intervention in advancing gender equality through the target group.
4. Analyze how human rights based approach and gender equality principles are integrated into the project implementation.
5. Assess how the intervention and its results relate and contribute to the Sustainable Development Goals.
6. Identify and document lessons learned, good practices and innovations, success stories and challenges of the project, to inform future work of UN Women under EVAWG agenda and beyond.
7. Identify strategies for replication and up-scaling of the project’s best practices.
8. Provide actionable recommendations with respect to UN Women’s work on EVAWG agenda and beyond.

The evaluation covered the entire duration of the project from January 1, 2018 to August 31, 2020, all project components and all 16 communities where the project was implemented.

The findings of the evaluation and lessons learned will contribute to effective programming, refining the UN Women CO approaches to EVAWG, organizational learning and accountability and should be also of use for the implementation of actions in similar interventions such as Spotlight Initiative. The information generated by the evaluation will be used to engage policy makers and other stakeholders at the local, national and regional levels in evidence-based dialogues and to advocate for gender-responsive strategies to peacebuilding and conflict-prevention with a particular focus on engaging adolescents in the dialogues on gender equality, human rights, and peace and security at local, national and regional levels. The EU Delegation may also consider making use of findings and lessons learned from this evaluation under future EIDHR calls.

Target users of this evaluation are staff of the UN Women CO in the Kyrgyz Republic, the responsible parties and the government counterparts at local and national levels, CSOs, and other UN agencies, donor community and development partners present in Kyrgyzstan and the ECA region and the project beneficiaries.

3. Evaluation Methodology and Limitations

This section presents overview of the evaluation process, evaluation criteria and questions, methodology used by the evaluation team to answer evaluation questions and its limitations as well as gender, human rights and ethical considerations embedded in the evaluation design and process.

3.1. Overview of the Evaluation Process

The evaluation was guided by the Evaluation Policy of the United Nations Entity for Gender Equality and the Empowerment of Women (UNW/2012/8), UN Women Evaluation Handbook (2015), UNEG Ethical Guidelines and UNEG Code of Conduct for Evaluation in the UN, UN SWAP Evaluation Performance Indicator Technical Note.

The evaluation started in July 2020 with the inception phase resulting in the development of the Inception Report that outlined the key aspects of the evaluation methodology and evaluation work plan. During the inception phase the evaluation team conducted evaluability assessment of the project, analysis of the project stakeholders and brief analysis of the key project documents. Results of these activities informed the development of the evaluation methodology that was completed in consultation with UN Women CO and Regional Evaluation Advisor.

The data collection phase of this evaluation took place over the period from August 25 to October 9, 2020. The first draft of the evaluation report developed by the evaluation team following analysis of the collected data was submitted to UN Women on October 27, 2020.

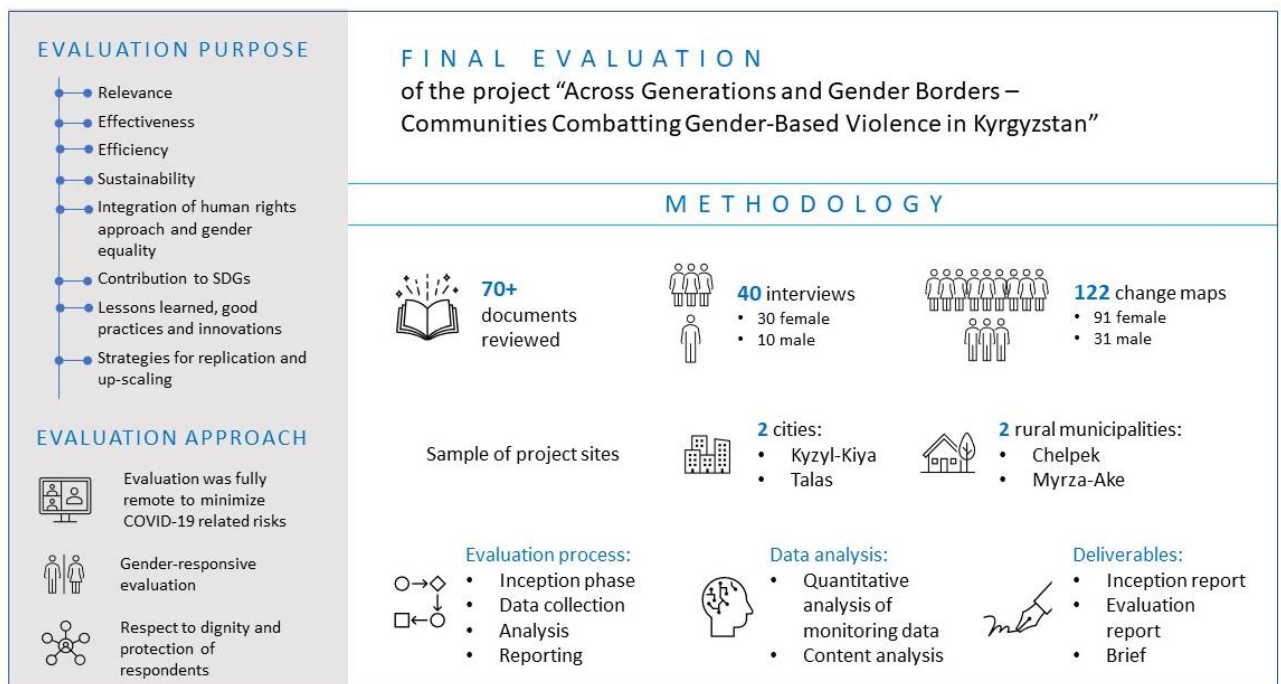
3.2. Evaluation Questions

Table 2 presents the list of evaluation questions that this evaluation was to answer.

Table 2. Evaluation criteria and questions

Criteria	Evaluation question
Effectiveness: Is the project achieving its objectives?	To what extent have the expected results of the project been achieved on impact, outcome and output levels?
	Have the outputs/planned deliverables been delivered in a timely manner?
	What are the reasons for the achievement or non-achievement of the project results? To what extent the capacity to achieve results has been facilitated/constrained by external factors? Has the project achieved any unforeseen results, either positive or negative? What are the good practices and the obstacles or shortcomings encountered? How were they overcome?
	How well did the project succeed in involving and building the capacities of rights-holders, duty-bearers as well as the project partners?
Impact: What difference does the project make?	How appropriate is the project strategy of empowering and engaging youth and local self-governments as advocates for gender equality, human rights and peace and security in making a contribution to peace and stability in the country?
	To what extent the project has produced any unintended or unexpected impacts, and if so how have these affected the overall impact?
Efficiency: How well are resources being used?	Have resources (financial, human, technical support, etc.) been allocated strategically to achieve the project outcomes?
	To what extent is the project implementation cost effective and providing value for money?
	To what extent does the management structure of the intervention

	support efficiency for project implementation and achievement of results?
	To what extent are the monitoring mechanisms in place effective in measuring and informing management of the project performance and progress towards the targets? To what extent was the monitoring data objectively used for management action and decision making?
Sustainability: Will the benefits last?	What is the likelihood that the benefits from the project will be maintained for a reasonably long period of time after the project phase out?
	How effectively has the project generated national ownership of the results achieved, the establishment of partnerships with relevant stakeholders and the development of national capacities to ensure sustainability of efforts and benefits?
	To what extent has the project been able to promote replication and/or up-scaling of successful practices?
	To what extent has the exit strategy been well planned and successfully implemented?
Gender Equality and Human Rights	To what extent has the project been catalytic in addressing some of the root causes of gender-based violence?
	To what extent did the project manage to reach those most vulnerable groups (minorities, people with disabilities etc.)?
	To what extent have gender and human rights considerations been integrated into the project design and implementation?
	How has attention to/integration of gender equality and human rights concerns advanced the area of work?
Relevance: Did the intervention do the right things?	To what extent was the design of the project and its results relevant to the needs and priorities of the beneficiaries?
	To what extent is the project consistent with the Government priorities and national development strategies?
	To what extent is the project aligned with international agreements and conventions on gender equality and women's empowerment?
	How does the project and its results relate and contribute to the Sustainable Development Goals?
Coherence: How well does the project fit with other UN Women interventions and other EVAWG interventions implemented in Kyrgyzstan?	To what extent does the project fit within UN Women's Strategic Plan and the UN Women Kyrgyzstan Country Office SN?
	To what extent the project is contributing to the implementation of the UN Women's interrelated threefold mandate?
	How innovative was the chosen design of the project with respect to other EVAWG projects?
	To what extent the implementation of project ensures synergies and coordination with Government's and key partners, including both national and international, in the field of eliminating violence against women and girls while avoiding duplications? To what extent are the interventions achieving synergies with the work of the UN Country Team?
	What is UN Women's current comparative advantage in this area of work compared with other UN entities and key partners in the Kyrgyz Republic?



3.3. Evaluation Approach

To minimize health risks resulting from ongoing COVID-19 pandemic, the evaluation was fully remote. All data collection and interaction with the Evaluation Management Group and Evaluation Reference Group was done remotely using video conferencing platforms, messengers, e-mail and phone communication.

3.4. Evaluation Sample and Data Collection Methods

The evaluation team used a mix of data collection methods selected to ensure collection of the comprehensive set of evidence necessary to answer evaluation questions. The detailed overview of the methodology is presented in the Evaluation Matrix in Annex 3.

The data collection process included desk review of the project documentation as well as relevant UN Women and national strategic documents as per the Evaluation Matrix. The evaluation team also conducted a brief review of the literature on GALS and SNBCC. Data collection also involved interviews with members of the project team, including a former staff member of UN Women who was involved in the project design (reaching 8 female and one male respondents).

The evaluation team used two approaches to collect data on the project experiences of members of the target communities. One involved remote interviews with a sample of community partners and local authorities in selected target communities. A sample of communities was selected using the maximum variation strategy to capture differences in the project context and levels of performance. The resulting sample included four communities from all four project provinces:

- The city of Talas, Talas province;
- Chelpek rural AO, Issyk-Kul province;
- The city of Kyzyl-Kiya, Batken province;
- Myrza-Ake village, Osh province.

The total number of people interviewed in these communities is 25, including 16 female and 9 male respondents.

The second approach involved reaching out to the community partners that were part of the IT training. A diverse group of 45 community partners (12 male and 33 female) from all four target provinces were asked to develop individual change maps describing changes due to the project that

they experienced at the personal, family and community level. The evaluation team also asked these individuals to recruit three additional members of the project communities to fill their change map. As a result of this process the evaluation team managed to collect 122 change maps (91 maps were filled by female respondents and 31 – by male respondents).

The evaluation team also conducted remote interviews with six representatives of UN agencies and development partners who agreed to contribute to this evaluation. The data collection process also included a focus group with UN Women staff.

The evaluation team managed to talk to all five national partners recommended by the UN Women CO, but four of them declined to be interviewed on various grounds, including being unfamiliar with the evaluated project.

3.5. Data Analysis and Synthesis

Majority of the information collected in the course of this evaluation is qualitative. The evaluation team conducted separate content analysis of the data collected from different types of sources and then triangulated emerging evidence to construct answers to evaluation questions. To the extent possible qualitative evidence was supplemented by the results of the available quantitative monitoring data collected by the project.

3.6. Integration of Gender and Human Rights Considerations in the Evaluation Design and Process

UN Women Evaluation Handbook highlights that “Gender-responsive evaluation has two essential elements: what the evaluation examines and how it is undertaken. It assesses the degree to which gender and power relationships—including structural and other causes that give rise to inequities, discrimination and unfair power relations, change as a result of an intervention using a process that is inclusive, participatory and respectful of all stakeholders (rights holders and duty bearers)”.

As the project planned to tackle the root causes of violence against women and girls, namely deep-rooted patriarchal attitudes, pervasive gender stereotypes and harmful social norms, in the course of data collection and analysis the evaluation team paid special attention to identifying signs of changes in the attitude and perception at the individual, family and community level stemming from people’s participation in the project. In addition, special attention was paid to possible differences in the change patterns associated with different age and gender groups.

The evaluation team also made every effort to make people’s participation in this evaluation meaningful and respectful of all stakeholders. The evaluation team informed participants about the purpose of the evaluation and how its results would be used. The evaluation team sought verbal informed consent before starting an interview. The team tried to make it clear to participants that they could withdraw their informed consent at any moment during the interview process.

The evaluation team made efforts to remain conscious about possible power differences between an evaluator leading an interview and a person who was being interviewed. As far as feasible the evaluation team tried to ensure the balance of power in the course of an interview, including by discussing the preferred communication channels and trying to be flexible about time when scheduling interviews, by offering respondents the choice of languages (Kyrgyz, Russian and - when appropriate – English), and by being conscious about the amount of time a person was ready and able to spend on an interview.

3.7. Ethical Considerations

The conduct of this evaluation was guided by UNEG Ethical Guidelines for Evaluation. The evaluation team made conscious effort to maintain impartiality throughout the evaluation process and root its analysis and conclusions in the collected data.

The evaluation team also strived to ensure confidentiality for people contributing to this evaluation. Use of quotes in the evaluation reports ensures that potentially sensitive information cannot be traced to its source.

The evaluation team also adhered to the Avoidance of Harm principle and sought to maximize the benefits and reduce any unnecessary harm that might occur from negative or critical evaluation findings, without compromising the integrity of the evaluation.

3.8. Evaluation Limitations

As all data collection was done remotely, the evaluation team was not able to reach community members who were not involved in the project. Given that the project reached a limited number of people in the target communities, not having perspectives of people who were not directly involved in the project undermines evaluation ability to fairly assess the actual impact of the project on communities. The evaluation team tried to be explicit about this limitation in the discussion of the evaluation findings.

Majority of national stakeholders recommended by UN Women CO declined to be interviewed – including on the grounds that they had no information about the project. The evaluation team hoped to mitigate this limitation by using comments of national partners that are part of the Evaluation Reference Group (ERG) to the draft evaluation report as the source of information on their views and perspectives on the project and integrate them in the findings presented in this report. But because of the changes in the government following the public protests after the October 2020 elections presenting the evaluation findings to the ERG became unfeasible.

4. Findings

This chapter presents evaluation findings in relation to the project relevance, coherence, effectiveness, impact, integration of gender and human rights considerations, efficiency and sustainability.

4.1. Relevance

This section discusses the project alignment with Government priorities and national development strategies, needs and priorities of the beneficiaries, international agreements and conventions on gender equality and women's empowerment.

Finding 1: The project is aligned with the EIDRH 2017 call for proposals Priority 2: Contributing to diminish gender-based violence, including in particular domestic violence, sexual violence, forced marriages and bride kidnapping practice.

The project was developed in response to the European Instrument for Democracy and Human Rights (EIDHR) Country Based Support Scheme for Kyrgyzstan call for proposals issued in 2017. The project was aligned with the Priority 2 of this call for proposals: Contributing to diminish gender-based violence, including in particular domestic violence, sexual violence, forced marriages and bride kidnapping practice.¹⁶

The description of the choice of this priority recognizes that Kyrgyzstan has adopted a number of laws against bride kidnapping, early marriages and domestic violence, but indicates that the situation remains problematic: according to Freedom House, in Kyrgyzstan, there are about 10,000 cases of bride-kidnapping annually. In 2012, 28% of women and girls aged 15-49, that have been married at least once, experienced domestic violence and 41% of them never reported to the police or sought legal remedy.

Finding 2: The project is consistent with the vision of the National Strategy for Gender Equality but used a broader range of operational modalities than foreseen in the National Gender Action Plan 2018-2020.

The project approach to changing patriarchal social norms to promote intolerance to non-consensual marriages is consistent with the vision articulated in the Kyrgyz Republic's National Strategy for Gender Equality till 2020 that foresees profound changes in the perception of gender issues by authorities and society at large: "Women's right to participate in decision-making will be recognized not only at the level of official institutions where is it supported by special measures but also in private life. First, women's right to control their lives so that they do not have to choose between family and career must be recognized. Another important right is freedom to choose a marriage partner, which means ability to marry and divorce at their free will and without any economic and moral restrictions. This new degree of freedom will increase women's access to politics and government at all levels and would make women's contribution to the national development more visible and tangible". The vision calls upon the Kyrgyz Government to promote the culture of gender equality and make intolerance against gender discrimination a social norm.

The National Gender Action Plan 2018-2020 provides for a set of activities that shall advance the culture of intolerance against gender discrimination and GBV, including:

- Information activities targeting various social, ethnic and religious groups,
- Integration of sessions that promote unacceptability of VAWG, including early marriages and bride kidnapping, into the programme of extracurricular activities in schools,

¹⁶ ???

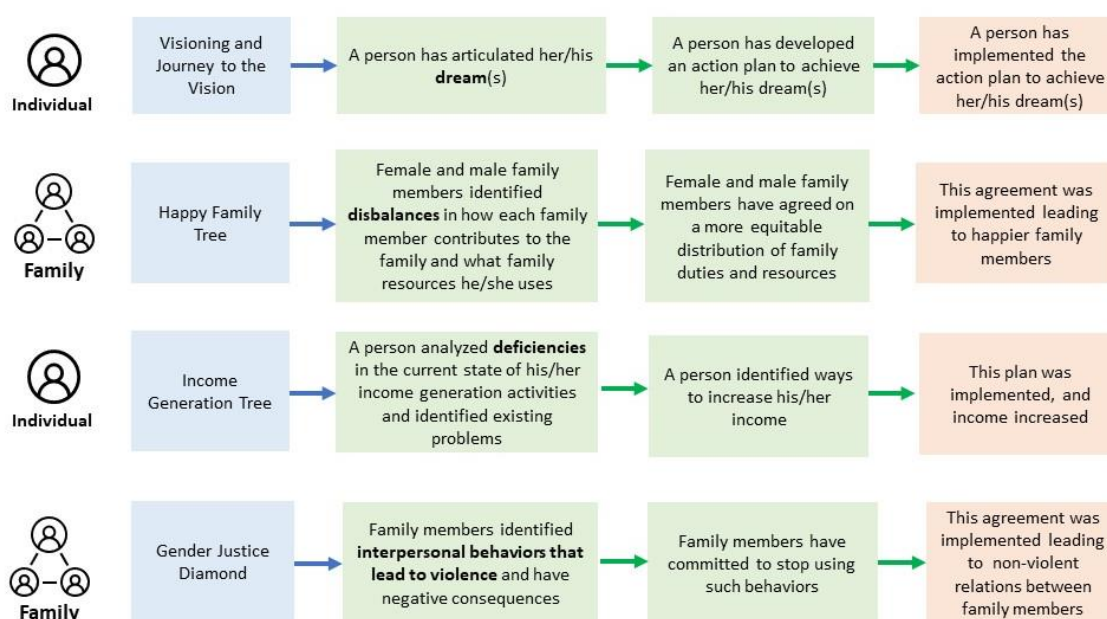
- Raising awareness of media, religious leaders and general public about negative consequences of early marriages.

While the project also conducted information activities that contributed towards building public awareness about negative consequences of early marriages, including lectures at schools, the range of operational modalities used by the project is broader than foreseen in the National Gender Action Plan 2018-2020 and complementary.

Finding 3: The project and its results are highly relevant to the needs and priorities of the beneficiaries.

The project approach was different from a traditional approach used by many development/technical assistance projects that offer a specific solution to the addressed problem. GALS tools that were integrated in all project components facilitated deliberative processes where individuals and families articulate their own needs and develop corresponding action plans. For example, during Visioning and Journey to the Vision sessions participants identify and prioritize their personal dreams and develop detailed time-bound action plans to achieve these dreams based on the analysis of existing opportunities and barriers (Fig. 9). The dreams articulated by GALS beneficiaries varied a lot and included, for example, becoming a pharmacist, buying a fridge, a house or a car, getting married, having a son or a daughter married, entering university, getting a job or starting a business.

Figure 8. Identification of personal and family needs in the course of GALS application.



During the GALS Happy Family Tree sessions participants analyze how female and male family members contribute to the family financially and in terms of doing non-paid care work and how they use family resources. Often this analysis reveals that women, who contribute a lot, especially provide most of the non-paid care work, are not getting a proportionate share of family resources. And family members then decide how they would remedy this imbalance.

During the GALS Income Generation Tree session participants analyze their current income generating activities, identify existing problems and deficiencies in these processes and develop individual action plans to increase their revenue.

GALS Gender Justice Diamond session facilitates analysis of the existing behavior patterns of all family members and identification of behaviors that lead to negative consequences. Once these behaviors are identified, family members discuss how to change them to address violence and inequality within their family.

Overall, application of the GALS tool has enabled the project beneficiaries to identify their own needs and priorities and develop individual action plans to realize those needs and priorities. Thanks to this approach community members found the project and the individual results that they achieved through implementation of their individual and family action plans, highly useful and relevant.

Finding 4: The project is aligned with key international normative instruments including the Beijing Declaration and Platform for Action and CEDAW.

The project is aligned with the call for action enshrined in the Beijing Declaration and Platform for Action under Strategic Objective D.1. “Take integrated measures to prevent and eliminate violence against women,” including development of programmes and procedures to educate and raise awareness of acts of violence against women that constitute a crime and a violation of the human rights of women.

By promoting awareness about legal provisions against non-consensual marriages, de-objectifying young women and promoting understanding of harmful consequences of violence against women and girls, the project contributed towards a more favorable environment for implementation of Article 16 of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) that obligates the state to take all appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations, including the same right to freely choose a spouse and to enter into marriage only with their free and full consent.

By supporting young women to openly articulate their education and career aspirations and get these aspirations recognized and respected by family and community members, the project contributed towards more conducive environment for realization of Article 11 of CEDAW that calls on the state to ensure that women have the right to free choice of profession and employment.

4.2. Coherence

This section presents evaluation findings related to the project alignment with the UN Women’s Strategic Plan and the UN Women Kyrgyzstan Country Office Strategic Note and its contribution towards strengthening the UN Women’s comparative advantage in the area of gender-based violence. It also discusses synergies and coordination with the Government and key partners in the course of the project implementation.

Finding 5: The project is well aligned both with the UN Women Kyrgyzstan CO Strategic Note for 2018-2022 and the UN Women Strategic Plan 2018-2021.

The project design phase coincided with the process of the development of the UN Women Kyrgyzstan CO Strategic Note for 2018-2022 and reportedly was informed by the same analysis, considerations and lessons learned. As a result, the project is well aligned with the Strategic Note 2018-2022.

The project theory of change is closely aligned with the theory of change for the UN Women Country Programme articulated in the Strategic Note 2018-2022 (Table 3).

Table 3. Comparison between Theories of change underlying the UN Women Country Programme established by SN 2018-2020 and the evaluated project.

Theory of change for the UN Women Country Programme	Project Theory of change
<p>IF social norms, attitudes and behaviors are increasingly changing to favor gender equality, women’s empowerment and social inclusion at community levels and if national institutions are in the process of applying national and international gender equality and women’s empowerment commitments in policy formulation, implementation and budgeting processes, and are accountable for results, THEN women and girls can realize their human rights in a society that values gender equality, women’s empowerment and social inclusion BECAUSE a society with zero tolerance to gender-based violence or discrimination will allow agency and empowerment which, coupled with availability of progressive gender-responsive policies and services, will enable women to better realize their rights and full potential in all spheres of life, including education, economic empowerment and political participation.</p>	<p>IF patriarchal attitudes and behaviors are changing to support gender equality and resist violence against women and girls, THEN gender-based violence is reduced in target communities, BECAUSE a community with zero tolerance to gender-based violence or discrimination will enable women and girls fully realize their potential in education, economic empowerment, and political participation.</p>

UN Women’s triple mandate includes normative support, UN system coordination and operational activities for results.¹⁷ The project represents an operational activity that has directly contributed towards *Strategic Note Outcome 1: Women and men, especially youth, value social norms supporting gender equality and women’s empowerment at individual and community levels under Impact 1 (UN Women Strategic Plan 2018-2021 Outcome 4): All women and girls live a life free from all forms of violence.*

Strategic Note 2018-2022 says that “in order to contribute to the above the CO will equip youth, women and men with skills and tools to transform gender relations within families and communities and to effectively promote gender equality and prepare social activists and opinion makers” which fully coincides with the approach taken by the evaluated project.

By actively generating and using innovative approaches the project also contributed towards Organizational effectiveness and efficiency Output 3 established by the UN Women Strategic Plan (SP) 2018-2021: *High quality of programmes through knowledge, innovation, results-based management and evaluation.* The SP articulates that “achieving gender equality and women’s empowerment demands transformative shifts and innovative solutions to removing structural barriers. Innovation and technology provide unprecedented opportunities in this regard, particularly for women and girls with disabilities, rural women, and other women experiencing marginalization”.¹⁸ This principle was fully integrated in the evaluated project.

Finding 7: Synergistic effects between the project and other UN agencies and development partners are twofold: the project capitalized on the previous engagement of the target communities in other development projects, and created new local capacities, especially

¹⁷ UN Women Strategic Plan 2018–2021.

¹⁸ UN Women Strategic Plan 2018-2021, page 23 (para 98).

related to GALS application, that now support implementation of projects of other UNCT members and development partners.

All project target communities had previous experience of participating in various development projects. In the opinion of the project staff the more a particular community was involved in the development projects in the past, the more receptive it was to this project. So, effective implementation of this project in target communities was due to the synergy with the previous projects. For example, the project built on the networks of local activists established by UN Women project “Making Every Woman and Girl Count”, and in Yrdyk AO - by EU-funded project “Strengthening Civil Society Participation in Public Councils in Kyrgyzstan” implemented by Gustav Stresemann Institut EV.

The project contributed to the nationwide information campaigns, including “16 days campaign against gender-based violence” by UN agencies and CSOs (in 2018 and 2019) and “100 days action against trafficking in persons” organized by UNODC, IOM, UNICEF, UN Women and CSOs (2018).

The project had synergistic effects with a number of projects implemented by UNCT members and development partner who are using GALS capacity of NGOs that were involved as trainers in this project and received the necessary GALS training. In 2018, the project involved representatives of several NGOs as trainers for community GALS champions and provided for them a six-day ToT on GALS. Several of these NGOs were interested to continue using GALS. The evaluation has found that some of these NGOs have already been involved in projects supported by other UN Agencies using GALS. For example, UNODC worked with the Center for Women’s Support and Association of Crisis Centers and IOM – with NGOs in Osh and Talas that were part of the GALS ToT and were engaged as GALS trainers in this project.

The project contributed towards the government vision and strategy of establishing the culture of gender equality and intolerance to gender discrimination and used a set of activities that were complementary to those in the National Gender Action Plan 2018-2020 (see Finding 1.2). The project regularly informed about its progress the Ministry of Labor and Social Development (MLSD) that operates as the country’s gender machinery. MLSD staff participated in the Mid-Project Review Meeting while the project staff attended key events organized by MLSD and participated in discussions of National Communication for Development Strategy to end child marriage in Kyrgyzstan.

Finding 8: The project has strengthened the UN Women’s comparative advantage in the area of gender-based violence by reconfirming its position of the knowledge broker bringing to the country internationally developed effective innovative approaches and strengthening its network of national gender experts by building capacity of local NGOs to apply GALS.

In the opinion of representatives of other UN entities and key partners, comparative advantage of UN Women in Kyrgyzstan comes from three interlinked aspects of its work. UN Women CO is recognized as an effective knowledge broker bringing to Kyrgyzstan innovative approaches developed elsewhere. Members of the UNCT and development partners were very appreciative of the UN Women CO efforts to disseminate these innovations on the platform of the Gender Thematic Group. UN Women CO is also recognized as the center for gender expertise with a pool of in-house and external gender experts. In addition, UN Women is seen as the only organization in Kyrgyzstan that has a comprehensive approach to gender and promotes it within the UN system.

As a result of this project UN Women CO in Kyrgyzstan has strengthened its position of the knowledge broker. Members of the UNCT and development partners highly appreciate the UN Women’s role in disseminating GALS and pioneering involvement of men and boys in promotion of gender equality and prevention of gender-based violence.

4.3. Involving national NGOs working on gender issues in the project and building their capacity as GALS trainers increased the pool of national GALS experts who are recognized as part of the UN Women’s network of national gender experts. Effectiveness

This section discusses evaluation findings related to the degree of achievement of the project results on the output and outcome level as well as factors and strategies that facilitated and hindered the project effectiveness.

Finding 9. The project is effective as it has mostly achieved its targets on output and outcome level.

Analysis of the project documentation indicates that the project has mostly achieved the intended results on the output and outcome level (Table 4). It is worth mentioning that there are some discrepancies between the description of the intended project results in the body of the text of the initial project proposal and in the initial Logical Framework. Specifically, the proposal text says that 190 members of IGGs shall be trained on methods for addressing VAWG at the community level as well as on legislation "On Protection from Domestic Violence" to prepare them for conducting behavior change outreach activities in their communities. It also says that the project will train 200 members of Aksakal courts. Whereas the Logical Framework includes targets for 400 training participants with increased knowledge on behavior change techniques and 400 training participants with increased legal knowledge. The targets set in the text of the project proposal have been met fully.

Table 4. Extent of achievement of the planned project results on the output and outcome level.

Results	Indicators and Targets	Actual attainment*
Outputs		
1: Women and girls are empowered to transform gender relations at family and community levels and GALS process supports and develops collective action and gender advocacy for change	1a: Number of community champions with increased understanding of unequal power relations and its correlation with the cycle of violence – 20 (established initially)/ 60 (established in 2018)	46
2: Platforms for inter-generational communication and collaboration are established and equipped with tools and knowledge to foster joint action and promote open and less hierarchical dialogue to combat violence against women and girls in their communities	2a: 16 inter-generational groups at community level actively working on preventing of and protection from violence against women and girls	16
	2b: 160 mother-daughter groups equipped with improved ability to communicate and agree on actions to eliminate non-consensual marriage practices	160 mothers & 161 daughters
	2c: 400 training participants with increased knowledge on behavior change techniques to more effectively communicate and persuade their families of forgoing harmful practices	204 members of IGGs & 82 gender equality advocates
	2d: 400 training participants with increased legal knowledge on how to protect their rights in case of	204 members of IGGs &

	violence against women or non-consensual marriages	202 members of Aksakal courts
Op 3: Older people, youth, women and men are informed and aware of negative consequences of gender-based violence for women and for societies	3a: 7,400 participants covered by outreach activities incorporating behavior change techniques with improved understanding of negative consequences of gender-based violence and course of actions in case of such violence occurs	8,417
	3b: 150 stories and communication products based on behavior change techniques successfully placed in mass and social media reaching at least 30,000 readers/users in target areas	69
Outcomes		
Outcome: Target communities galvanized by 12,000 GALS practitioners act together across generations and gender borders against non-consensual marriage practices and associated violence against women and girls of all ages	1a: 64 joint initiatives to prevent non-consensual marriages implemented by community activists and citizen advocacy groups and local authorities	145
	1b: 12,000 community members re-evaluate their attitudes visà-vis gender roles and transform harmful power relations using GALS tools	11,457

*By the end of 2019.

Source: Developed by the Evaluation Team based on the analysis of the project documentation.

It should also be mentioned that initially the project planned to recruit 20 GALS champions, but soon after the project start it was decided to increase a total number of GALS champions to 60 to ensure better quality cascading of GALS tools to 12,000 community members through a pyramid peer-sharing. The project actually recruited 60 activists in 16 target communities who expressed interest to become GALS champions. The first GALS training that introduced two GALS tools - Visioning and Journey to the Vision - was attended by 59 community activists. But over time some of the GALS champions dropped out from the project – reportedly some left the country as labor migrants and some could not continue because of health and other issues. The number of champions who completed the full course of GALS training and dissemination was 46.

Finding 10. The project team effectively overcame challenges encountered in the course of project implementation due to the use of co-creation approach involving all project partners.

The first major challenge encountered by the project was the scarce national capacity necessary for the development of the Social Norm and Behavior Change Communication (SNBCC) Strategy, including in the UN Women CO.

According to the initial work plan provided in the project proposal the SNBCC team should have been recruited within five months of the project launch, and the implementation of the advocacy campaign informed by the SNBCC Strategy should have started during the sixth month of the project implementation. In reality the ToR for the SNBCC team members was completed during the seventh month of the project implementation – two months behind the plan. This was the first experience of the UN Women CO with the development of the SNBCC strategy, and to ensure that the ToR had all necessary elements to facilitate the development of a high quality strategy the project team conducted a series of consultations with the CO staff and Communications and Advocacy Specialist from the UN Women Regional Office for Europe and Central Asia to identify the optimum modus operandi.

The first announcement of vacancies for members of the SNBCC team did not result in a sufficient number of applications and positions had to be re-advertised. As a result, the SNBCC team was recruited five months after the first consultancy announcement and the SNBCC trainings for community partners were conducted at the end of October 2019, that is, 20 months after the project launch.

In the original project design the SNBCC Strategy should have informed the outreach activities conducted by members of IGGs, the SNBCC team was supposed to provide training for community partners on how to do these activities. Potentially the delay in the development of the SNBCC Strategy could have led to the delay in the start of the community outreach activities by the IGGs. But it did not because the project team jointly developed a number of scenarios for community events, e.g. contests "The Best Farther-in-Law", "Mothers-Daughters". In addition, members of IGGs with support from the project team developed their own ideas for community outreach events including master classes and lectures at schools. Reportedly UN Women CO was highly instrumental in this process due to its gender expertise and creativity.

The same co-creation approach was used by the project when the COVID-19 lockdown made it unfeasible to continue the project as planned. The new set of project activities was developed through consultations within the project team and between the project team and community members. Due to this the project was able to continue operation by building IT capacities of community partners and moving its activities online – using zoom video conferences, social media and online data collection.

Finding 11: The project was highly innovative: its design was based on a series of innovations co-created by the project partners both during the development of the project proposal to EIDHR and during adaptation of the project to conditions of COVID-19 lockdown.

The project was jointly designed by UN Women CO in Kyrgyzstan and NGOs HelpAge International (HAI) and Agents of Change (AoC). For all project partners it was the first experience of working together. UN Women brought to the team profound gender expertise, understanding of the gender situation and challenges in Kyrgyzstan and experience with application of GALS. HelpAge International came with the experience of supporting elder people in Kyrgyzstan, including understanding of vulnerability of elder people, especially women, to family violence. Agents of Change, a national NGO started by young people, brought experience with building capacity of young people to promote positive social change.

Reportedly, the design process involved extensive conversations between partners leading to co-creation of the significant number of innovations. The design was informed by findings of the Gender in Society Perception Study (GSPS) that the act of bride abduction involved not only groom and his friends but all generations of groom and bride families backed by silent acceptance of local communities. The GSPS also found a lack of communication between parents and children, in general, and mothers and daughters on the issue of a possible contingency plan in case the girl is abducted for marriage.

To address these issues the project partners came up with the intergenerational approach. In the opinion of several development partners interviewed by the evaluation team, this was the first instance of application of the intergenerational approach, at least in the area of GBV prevention, in Kyrgyzstan. HAI integrated the intergenerational approach in the design of the IGGs that were the main vehicle for outreach activities in the communities. Intergenerational approach was also

embedded in the design of individual outreach activities, including contests “The Best Farther-in-Law”, “Mothers-Daughters”, “Fathers and Sons”.¹⁹

AoC used the intergenerational approach to design Mother-and-Daughter training. The training was also based on the concepts of non-violent communication, and this was the first time AoC adopted such approach.

UN Women CO had experience of successful GALS application for women’s economic empowerment, so the decision to use it in the context of prevention of gender-based violence and non-consensual marriage was already an innovation. In addition, HAI and AoC adapted selected GALS tools to integrate them into trainings for IGGs and Aksakal courts and M&D training. For example, for the purposes of training for members of Aksakal courts the Gender Justice Diamond tool originally developed to be applied in the family context was adapted to the community context.

COVID-19 lockdown imposed in March 2020 made implementation of the project plans for 2020 unfeasible and prompted another round of innovations which this time, in addition to the project partners, involved community partners. This led to several innovations, including development of a zoom-based course for families using a series of creative tasks to ease stress associated with lockdown and promote non-violent communication and cooperation between different generations of family members.

The project design is unique in the area of EAWG prevention in Kyrgyzstan. Majority of development partners interviewed by the evaluation team see the project as highly innovative.

Finding 12. The four-level GALS cascading model did not prove to be fully effective and was modified by champions who trained more people directly to meet the targets for the number of community members who learned and used GALS tools.

Introduction of GALS instruments involved a four-step cascading process. First, the selected GALS champions would receive a two-day training on the use of a specific GALS tool (except for Visioning and Journey to the Vision tools that were introduced to champions in the same two-day training). Each champion had to train another 10 people (called by the project the 1st level beneficiaries), each of these 10 people were expected to train another 5 people (the 2nd level beneficiaries), who in turn had to train another 3 people each (the 3rd level beneficiaries). This way the cascade of peer sharing initiated by one champion should have reached 210 people. Some champions committed to cascade GALS tools to 420 people. And while the champion was passing his/her trainer/facilitator “hat” to the 1st and 2nd level beneficiaries along the cascade, he/she retained the responsibility to monitor application of GALS tools by all participants of his/her cascade.

The evaluation has found that cascading model adopted by the project did not fully work as expected. Transfer of knowledge from champions to the 1st level beneficiaries went well. Problems emerged when 1st level beneficiaries had to transfer their knowledge to the 2nd level beneficiaries, and transfer of the tools from the 2nd level beneficiaries to the 3rd level beneficiaries was most

¹⁹ “The Best Farther-in-Law” contest is a community outreach event conducted in the format of a public contest between four 45+ year old men. Contestants have to respond to several imaginary life situations, e.g. one’s son telling parents that he intends to kidnap a bride or one’s daughter being kidnapped, demonstrate knowledge of national legislation as well as creativity and artistic skills. In contests “Mothers-Daughters” and “Fathers and Sons” contestants are pairs - mother-daughter or father-son respectively. The format is similar: competing pairs have to respond to imaginary life situations of bride kidnapping or early marriage, demonstrate knowledge of national legislation as well as the level of mutual understanding and artistic skills.

problematic. In addition, reportedly the quality of training declines with each next level of beneficiaries. To meet the targets for the number of people who learned GALS tools champions were conducting additional trainings themselves. In addition, monitoring all people along the cascade turned out to be challenging.

Some GALS champions believe that they should have been given the right to develop their own strategies to reach the target number of community members instead of following the prescribed cascading model.

The evaluation team did a small review of literature on GALS and its application available online as well as findings of the evaluation of the Joint Programme “Accelerating Progress Towards Economic Empowerment of Rural Women in Kyrgyzstan” (JP RWEE) where GALS was introduced in Kyrgyzstan for the first time.

Original GALS methodology foresaw transfer of GALS tools only from a champion to the 1st level beneficiaries with a champion making her/his own peer sharing plan. The average number of people trained by a champion in this case is 20.²⁰ The evaluation has also found the 2014 IFAD case study presenting experiences of GALS application in Ghana, Nigeria, Rwanda, Sierra Leone and Uganda in the context of programmes working on value chain development in rural areas. These programmes supported establishment of peer groups (producers’ organizations, local business associations, inland valley swamp associations and village-level savings and credit groups), and GALS champions were recruited among members of these groups. A trained champion first introduced GALS tools to members of her/his group (the 1st level beneficiaries), and they then would share tools with their family members and friends (the 2nd level beneficiaries).²¹ JP RWEE used a cascade with three levels of beneficiaries to disseminate GALS tools to members of women self-help groups (SHG) established and supported by the programme and their family members to reach all SHG members in pilot communities²².

Evaluation data suggests that when beneficiaries are not organized into tight groups (e.g. self-help groups) where people know each other well and meet on a regular basis, the following model for GALS dissemination would be most appropriate. A GALS champion shall train about 20 community members recruited among her/his community network, e.g. work colleagues, neighbors and friends (the 1st level beneficiaries). These people would, in turn, be encouraged to train their family members – with support of the champion as needed. This approach is compatible with the monitoring model embedded in GALS tools where the training session on each next tool should start with the review of the progress achieved since the previous session. If some training participants express interest to become champions themselves, the first champion could support them with starting their own cascades and recruiting the 1st level beneficiaries among people outside their families. GALS champions shall be allowed to develop their own dissemination plans to ensure strong ownership of the process.

²⁰ GALS Implementation. Catalyst Workshop: <https://gamechangenetwork.org/methodology/gals/#Catalyst-Workshop>

²¹ IFAD (2014). Case study. Gender Action Learning System in Ghana, Nigeria, Rwanda, Sierra Leone and Uganda: Gender, targeting and social inclusion. 12 p. Retrieved from: <https://www.ifad.org/documents/38714170/40205133/Gender+Action+Learning+System+%28GALS%29+in+Ghana%2C+Nigeria%2C+Rwanda%2C+Sierra+Leone+and+Uganda/31ebaea7-3fd4-4370-a031-bfdb20ebc9f6>

²² Mayoux, Linda (2017). Gender Action Learning for Sustainability at Scale. Pilot in Kyrgyzstan May – November 2016. Edited Report and Upscaling Plan. 58 pages. Retrieved from: https://gamechangenetwork.org/wp-content/uploads/2016/05/GALS-Process-for-RWEE-Naryn-Pilot_-ConsolidatedReport_Feb2017_ed.pdf

Finding 13. The project was more effective in terms of reaching out to community members than reported: actual volume of anti-GBV outreach activities conducted by community partners is higher than the reported one because many community partners regularly engaged in informal conversations about unacceptability of the GBV.

The project used the number of community events conducted by community partners to measure the volume of community action against GBV. The evaluation data indicate that in addition to organized outreach events community partners regularly engaged in informal conversations about unacceptability and harm of the GBV with their relatives and other community members. “I talk about this everywhere – at festivals, weddings, funerals, meetings with relatives and aksakals”, reported an elderly female IGG member. “I’ve got so much information, knowledge and skills from the project that now I operate as the information center on gender rights of women and children. I’ve got much more self-confidence, realized that my life continues. For example, on Saturdays I work at the Veteran’s Center and our Aksakal court where I actively work against family violence. And at all community events (festivals, weddings, funerals, meetings at the mayor’s office) I talk about the importance of fighting against family violence and of psychological and physical health of young women who can give birth to children with disabilities after suffering from husband’s violent attacks”, said an elderly female activist. “I’m absolutely against family violence. We often discuss consequences of such violence in our family. All my family members, relatives and neighbors are aware that violence is legally punishable”, reported an elderly male member of an Aksakal court.

Finding 14: The strategy of making project activities fun and easy for the participants proved to be effective for changing social norms and behavior.

One of the key principles of social marketing, that uses marketing theories and techniques to influence behavior in order to achieve social goals, is that “if you can find a way to make your new behavior fun, easy, and popular with your audience, you have a good chance of succeeding”.²³ A lot of activities of the evaluated project exposed participants to serious behavior change messages in a way that was interesting (fun) and easy for them. For example, participants of the contest “The Best Farther-in-Law” had to answer questions about the national legislation on VAWG as well as demonstrate their creative capacities in a talent show. Comments from community representatives who participated in this evaluation indicate that they enjoyed the contest. A person who organized “The Best Farther-in-Law” contest in one of the communities shared that she invited three members of the Aksakal court as contestants: “This was so much **fun** and enlightening that three other aksakals called me later and expressed interest in participating in the future”. “Creative approaches work better to convey information to people than austere legal language. For example, I participated in “The Best Farther-in-Law” contest. It was so interesting and understandable for people, that reading legal clauses was not necessary”, said a contest participant.

GALS tools that involve drawing of simple conceptual maps are meant to make the process of analysis of complex issues easy and fun and harness creativity of the participants. In addition to the original GALS package, the project integrated selected GALS tools into other trainings delivered in the target communities: GALS tools Visioning and Journey to the Vision were included in the M&D training, Gender Justice Diamond tool – in the training for members of Aksakal courts, Visioning

²³ Smith W.A., J. Strand (AED) (2008). Social Marketing Behavior. A Practical Resource for Social Change Professionals, p. 28. Retrieved from http://omec.es/Documentos/com_desenvolupament/0155.pdf

and Gender Justice Diamond tools - in the training for IGGs. “Interactive trainings provided by the project are much more fun than training delivered by state organizations that deliver dull lectures”, noted one of respondents.

Finding 15: The project contributed towards the greater level of awareness of duty-bearers (local authorities, police officers, social workers, teachers and medical personnel) on GBV and their commitment to work on GBV prevention and towards greater cooperation between local institutions.

The project plan foresaw training to local Aksakal courts that have the legal power to consider cases of family violence and cases of family disputes related to traditional marriage and family relations.²⁴ Members of Aksakal courts are elected from the pool of local residents who are at least 50 years old. Often these people are not familiar with national legislation on GBV, including bride kidnapping and early marriages. The project planned to fill this gap by providing training to members of Aksakal courts on provisions of the new laws on religious marriage with minors and on domestic violence.

During the project inception phase the project team identified that local self-governance employees and police officers who are the main duty-bearers in target communities as well as state school officials and medical personnel also lack legal awareness in the area of GBV. So they were also invited to the training for members of Aksakal courts.

The 2018 project report says: “Apparently, participants did not change their attitude towards gender-based violence as an outcome of the training, but undoubtedly there are some signs of attitude change in participants towards gender-based violence, thus raising awareness and provoking change in their minds”.²⁵ Evaluation data suggest Aksakal court members’ attitude to GBV changed profoundly as many of them were later involved in the community outreach activities and GALS training.

Members of Aksakal courts, local self-governance staff, teachers and medical personnel were also involved in the project as IGG members and GALS champions, participated in GALS training provided by champions and in the community outreach activities organized by IGGs.

The evaluation has found examples when local authorities and Aksakal courts became more active on GBV issues. People reported that:

- “The Aksakal court is now more active in disseminating information about family violence”.
- “The Aksakal court now pays more attention to the issue of family violence while previously they focused more on property disputes between neighbors. And as the head of the local government I started to work more on the issue of family violence by raising legal awareness of people and improving relations between husbands, wives and children”.

Teachers and social workers reported that the project impacted them not only as individuals but also had a positive effect on their professional practice. For example, a female social worker said: “I gained a lot of knowledge and information about gender equality, which is particularly important for me as a social worker at the self-governance office. I should know these things to improve

²⁴ Law of the Kyrgyz Republic No. 113 “On Aksakal Courts” (2013). Retrieved from: <http://cbd.minjust.gov.kg/>

²⁵ UN Women (2019) Across Generations and Gender Borders – Communities Combatting Gender-Based Violence in Kyrgyzstan. Interim Narrative Report to the European Union January – December 2018. Page ???

attitudes towards women and girls. I share this knowledge in my capacity of a social worker when I visit households and at community meeting. I'm telling people that gender equality is possible thanks to knowledge and confidence that this knowledge brings". Teachers reported that they share the knowledge about gender equality and GBV-related laws in class. Teachers also gained interactive training and IT skills and use them in their regular work.

There is also evidence that the project promoted stronger cooperation between various community institutions on GBV prevention:

- "The most important result is that the project taught schools and youth to work jointly with local government, local council, Women's council, Aksakal court and Youth council. Our forces were joined to pass the knowledge and information about gender equality and the need to eradicate violence against children, women and elders we gained through the project to the population".
- "I'm surprised and glad that now we all work together on these issues (non-consensual marriages). Due to the project the mayor's office, schools, NGOs and the Aksakal court joined forces".

Finding 16: The project made a significant contribution towards greater capacity of partner NGOs HelpAge International and Agents of Change.

Both project partners, NGOs HelpAge International (HAI) and Agents of Change (AoC), reported positive changes thanks to working with UN Women on the project implementation. During the project design phase both organizations developed new approaches that they had not use before: HAI developed the intergenerational approach and AoC adopted the nonviolent communication approach. Both organizations developed new training programmes incorporating GALs tools: HAI incorporated Visioning and Gender Justice Diamond tools into the training for IGGs, AoC integrated Visioning and Journey to the Vision tools in the Mother-and-Daughter (M&D) training and Gender Justice Diamond tool – in the training for members of Aksakal courts. Based on the experience with the M&D training AoC developed trainings for mothers and sons, fathers and sons and fathers and daughters. The training for fathers and sons was piloted in 2019 within a different project. AoC also plans to use the network of trainers created within this project in its future work.

The partners also reported building capacities in the area of financial reporting, use of social media and visualization for planning purposes.

Finding 17: The project made some contribution towards greater capacity of local institutions in target communities.

The evaluation data suggest that there are three paths for the transfer of the technologies used by the evaluated project, especially GALs. The first one – from UN Women to the project partner NGOs – was described above. The second one is the adoption of the project technologies by local institutions that learned about them because their staff members participated in the project. For example, reportedly schools in project communities in Issyk-Kul province have incorporated Visioning and Journey to the Vision tools into the professional orientation extracurricular programme for the 9th grade students. A private education center in Batken is planning to hire an M&D trainer and offer M&D training on a commercial basis. Schools plan to replicate the contests introduced by the project. There are also reports of local youth centers and NGOs adopting or planning to adopt various project technologies.

There is also information about the transfer of technologies to neighbour communities. For example, in 2019, Crisis Center “Maana”, the staff psychologist of which attended a ToT on GALS provided by this project, won a social contract for introducing GALS in 37 municipalities of Talas Province. One of the regional coordinators told the evaluation team that teachers from neighbour communities were taking scripts of community outreach events to replicate them.

4.4. Impact

This section discusses the project contribution to achievement of its ultimate goal of reducing gender-based violence in target communities as well as to peace and stability.

Finding 18: The project has made an important contribution towards its ultimate goal of reducing gender-based violence in target communities through increased awareness of community members about laws prohibiting bride abduction and early marriages, greater awareness of and greater acceptance of the concept of gender equality, changing the patriarchal norms and promoting economic empowerment.

Social Norm and Behavior Change Communication (SNBCC) is usually understood as a strategic use of communication to promote new behavior models leading to positive social results. SNBCC programs may include a wide range of interventions that fall into three broad categories: mass media, interpersonal communication, and community mobilization.²⁶ Based on this definition the entire project “*Across Generations and Gender Borders – Communities Combatting Gender-Based Violence in Kyrgyzstan*” can be seen as a SNBCC intervention that uses mostly community mobilization and interpersonal communication-based interventions. Table 5 presents the messages promoted by the project activities – identified based on the analysis of the project documentation.

Table 5. Behavior change messages promoted by the project.

Message	Activities promoting the message
Bride abduction and early marriages are illegal	IGG training, training for members of Aksakal courts, contests “The Best Farther-in-Law”, “Mothers-Daughters”, “Fathers and Sons”, lectures on the negative consequences of forced marriages at schools, round tables, flash mobs, football matches among girls, drawing contests, quizzes on the legislation related to forced and early marriages, “Kalys” comic book, radio programmes produced with the project support, GALS Gender Justice Diamond tool
Violence against women and girls is harmful and unacceptable	
Women and men have equal rights	
Every person has the right to have a dream and is capable of pursuing one’s dreams	GALS Visioning and Journey to the Vision tools, M&D training
All family members can share household duties, and this prevents family conflicts	GALS Happy Family Tree tool
Families are capable of increasing household income	GALS Income Generation Tree tool

Source: Developed by the Evaluation Team based on the analysis of the project documentation.

Analysis of the data from the change maps and interviews with selected community partners indicates that these messages reached people in the project target communities. Majority of female

²⁶ Measure Evaluation. Social and Behavior Change Communication: https://www.measureevaluation.org/prh/rh_indicators/service-delivery/sbcc

and male respondents reported that they learned about gender equality and negative consequences of gender-based violence. Young males directly link this new knowledge with rejecting bride abduction as a marriage option:

- “Before the project I did not know and never thought about gender inequality, family violence and its consequences. Now I know that I would never abduct a bride, and that if I get married both of us should have equal rights. She (my wife) won’t stay at home, we both will study and work. And we will share all household chores”.
- “I’ve got a lot of knowledge and information about gender equality, family violence and its consequences. Now I know that both women and men should have equal rights. And I’m sure that I won’t engage in violent behavior myself”.

There are also reports from older people that their sons will not choose a non-consensual marriage: “I have two adult sons who are ready to get married. I know that they won’t kidnap brides or marry underage girls. I talk a lot with them as well as sons of my relatives about importance of preventing family violence, promoting psychological and physical health of young women, about future generation of children who should be psychologically and physically healthy. I think that they (sons) are now aware of and think about consequences of violence and would never engage in violent behavior in the future”.

Talking about changes in their communities, people also reported that young men are now against early marriages, bride abduction and gender-based violence:

- “Boys are also aware of their rights and rights of the girls, they are against violence”.
- “Now young people are against early marriages and bride abduction. They have a better knowledge of laws and fear them”.
- “All young men know the law and fear (to violate them). They’ve understood that bride kidnapping is outdated. They all plan to study, get education and earn good money”.

People also reported about changes in the atmosphere in the communities from indifference to active non-acceptance of non-consensual marriages and family violence:

- “We know that we have changed their attitude towards violence. If it happens now, people talk about it and condemn. Now people would interfere and say that a family should not marry a daughter off too early or kidnap a bride”.
- “In the past people kept silent and never paid attention to family violence. Now people have developed intolerance to violence”.

Another common theme that emerged from the analysis of change maps is the greater mutual understanding between younger and older family members:

- “My relations with parents have changed. In the past I did not have close relation with my mother, but now we are friends. Parents understand me. I understand them and consider their opinion. We started to support and help each other”.
- “My relations with children have changed. I understand them, accept their opinions. We started to support and help each other. I realized that before I did not listen to them at all. Now I know that only equal relations and mutual support make the foundation of a happy family”.

There were also reports about male family members starting to share householder chores with female members, and some of respondent directly attributed this to GALS:

- “Husband started paying more attention to my problems and my work. He realized that we equally get tired at work and should help each other. We started spending more time with children to draw and learn together”.

- “After training and learning GALS tools you almost subconsciously start applying this knowledge. I’ve started to teach my parents and sisters that there are ways to redistribute household chores to reduce family conflicts. After this we actually started helping with the household chores, e.g. me and my brother do the laundry, help our mother wash up the dishes and sweep the yard”.

Several people started income generating activities, and most of them directly attributed this change to GALS training:

- “Following GALS, I developed a personal plan and started to sell seedlings and make money. And in winter I tutor students which also generates additional income”, reported an adult female.
- “I participated in the GALS training and used the Journey to the Vision tool to draw a plan to open my own beauty salon and give people joy and beauty. After school I attended the hairdresser’s training. And I have already opened my salon”, reported a young female.
- “Due to GALS I achieved three important goals. I got married, my dream came true, and I’m very proud of this. I opened my own business. In the past I worked as an apprentice. Now I bought necessary video and audio equipment, found premises, opened by own studio and started making money. I also became more confident and realized that everything is in my hands”, shared an adult male.

The theme of personal growth and increased self-confidence came up in both female and male change maps, but female respondents wrote about this somewhat more often. Reporting about changes in their communities some male and female respondents noted that girls became more active and confident and plan to pursue education and career to be independent from their husbands.

Some girls explicitly linked their participation in the project to rejection of previously held gender stereotypes. For example, a young female participant reported: “Participation in the project events - as a participant, an organizer and a viewer - gave me a precious and unforgettable experience. I improved my communication and leadership skills and gained new knowledge. I realized, for example, that there are no female and male professions. Many people were telling me that the profession of a software developer was only for boys. But participation in this project helped me realize that we can choose any occupation we like regardless of the gender. So after graduating from school I entered the Software Engineering Department of the Kyrgyz-Russian Slavic University”.

Another important theme that emerged from the interviews with community partners and change maps is increased visibility and status of young people in the communities as the project gave them opportunities to participate in public outreach activities:

- “School children became very active. They enjoyed participating in the project and became real leaders. Now parents and neighbors respect and listen to them”, reported one of the adult respondents.
- “We started to feel more important in the village because many people come to our concerts and events”, shared a young female.

It should be noted that the changes presented above were identified by people who were directly involved in the project, at least, as GALS beneficiaries. While the project met its’ planned targets for participation of community members, overall project reach in the target communities was limited. The evaluation team calculated the reach of GALS as a share of GALS beneficiaries in the total population of target communities (Table 6), and in most cases it did not exceed 10%.

Table 6. Reach of GALS in the sample of the project target communities

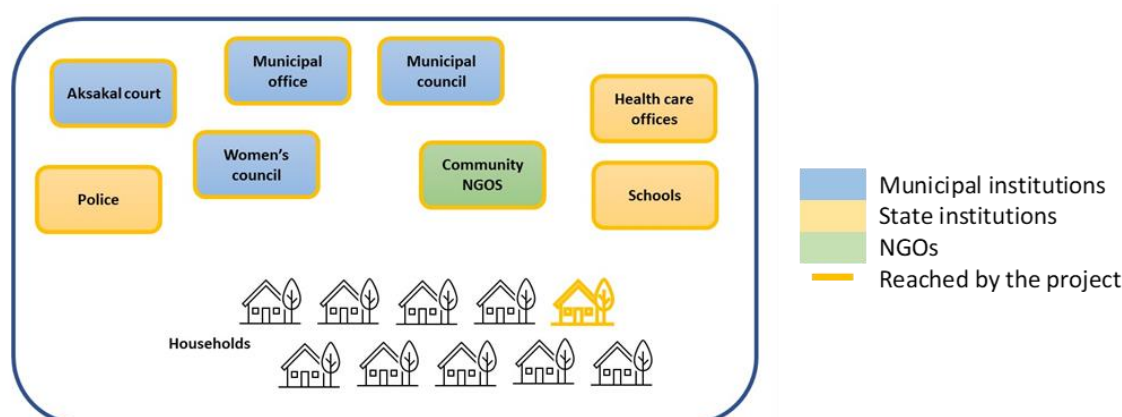
Community	Population	Number of GALS beneficiaries	GALS reach (% of population)
Kyzyl-Kiya	59,975	941	2%
Myrza-Ake	19,320	988	5%
Talas	32,886	1,861	6%
Chelpek	3,652	420	13%

Source: Calculated by the Evaluation Team based on the project data and national statistics.

The reach of individual outreach activities is even smaller. For example, on March 15-19, 2019, the IGGs together with local authorities organized 16 community contests “Mothers-Daughters”. The contests were attended by representatives of local administration, school staff, high school students, parents and other residents - 1,015 people in total²⁷. This means that in a single target community the contest brought together the average of 63-64 people. For Chelpek this would make 1.7% of the population, for Kyzyl-Kiya – 0.1%.

At the same time it should be noted that the project purposefully reached majority of formal institutions in the target communities (Fig. 10). Project participants included staff of municipal offices (including social workers) and councils, Aksakal courts, Women’s councils, police officers, teachers and health care workers, as well as local NGOs. Reportedly, when there were several schools in a community, the project conducted outreach events at all of them.

Figure 9. Analysis of the project reach to community structures.



Source: Developed by the Evaluation Team.

Overall, the evaluation data indicate that the project has made a contribution towards its ultimate goal of reducing gender-based violence in target communities through increased awareness of community members about laws against bride abduction and early marriages, greater awareness of and greater acceptance of the concept of gender equality and establishing young people as community leaders and thus, contributing towards changing the patriarchal norms that objectify young people, especially young women, ascribe to them subordinate roles and justify violence against them.

The project has also contributed towards personal and economic empowerment of residents in target communities and increased level of communication and mutual respect between family members. While improved communication was included in the project results framework,

²⁷ UN Women (2019). Across Generations and Gender Borders – Communities Combatting Gender-Based Violence in Kyrgyzstan. Interim Narrative Report to the European Union January – December 2019, page 20.

economic empowerment was not, but GALS includes the Income Generation Tree tool that facilitates economic empowerment, so this result was implicitly embedded in the project design.

Community surveys conducted by the project community partners in their communities found that lack of money is the main cause of family conflicts. For example, 68% of respondents in the city of Kyzyl-Kiya and 71% of respondents in the village of Myrza-Ake reported lack of money was causing conflicts in the families which they knew. So economic empowerment and increased family income may have a positive impact on the prevalence of conflict in families and eventually contribute towards less family violence.

Finding 19: The project made some contribution towards sustaining peace by supporting transformation of patriarchal norms and promoting nonviolent communication and cooperation between family members which shall lead to the reduction of gender-based violence.

According to the UN Women Kyrgyzstan Country Office Strategic Note 2018-2022, high prevalence of VAWG is one of the factors – along with mistrust between and within communities, discriminatory practices against women and minority groups, unemployment and poverty, poor management of water resources, weak governance and a culture of impunity – potentially undermining the efforts to sustain peace. In addition, the patriarchal gender roles that prevent participation and decision-making in private and public life, traditional and strongly networked family structures, and lack of knowledge, empowerment and agency seem to be making women especially vulnerable to radicalization leading to violent extremism.

By contributing towards transformation of patriarchal norms, use of nonviolent communication and cooperation between family members and reduction of gender-based violence the project has also contributed towards more sustainable peace and making members of target communities less vulnerable to radicalization leading to violent extremism.

4.5. Gender Equality and Human Rights

This section discusses the extent of integration of gender and human rights considerations' into the project design and implementation, extent of the project being catalytic in addressing some of the root causes of gender-based violence. It also presents findings related to the project reach to the most vulnerable groups (minorities, people with disabilities etc.).

Finding 20: The gender and human rights-based approaches were fully integrated in the project design.

Reportedly, the project design process took place when UN Women CO in Kyrgyzstan was working on its Strategic Note for 2018-2022, and the project design was largely informed by discussions related to the development of the Strategic Note and the results of the human rights and gender analysis undertaken by the UN Women CO in the process of development of the Strategic Note for 2018-2022 and recommendations and lessons learned that emerged from the Country Portfolio Evaluation.

Considerations that informed the project design included:

- Recognition that violence against women and girls (VAWG) in many different forms persists as a pervasive violation of human rights and a major impediment to achieving gender equality or any development goals in Kyrgyzstan.

- Understanding that harmful attitudes, social norms and practices continue to encourage VAWG, impunity, victim-blaming, and stigmatization of survivors.
- Realization that rural women and girls who often lack the necessary means to address poverty and discrimination, older women and women belonging to ethnic minorities face marginalization, multiple and intersecting forms of discrimination, and a high probability of violence and stigmatization.
- The decision that UN Women shall focus on some of these groups and address the root causes that underpin their vulnerability.
- The decision based on the results of the Country Portfolio Evaluation that entrenched gender stereotypes and practices that are the key root cause of lack of progress on GEWE should be addressed with behavior change interventions.

The project design was also informed by recommendations of the MTR and the Country Programme Evaluation conducted in 2017 that the UN Women CO should pay more attention to addressing the particular needs of specific excluded groups in its programme interventions, including by using GALS to transform power relations at family and community level.

Finding 21: The project has effectively addressed the key root cause of gender-based violence in Kyrgyzstan – objectifying young women as well as other community members – by promoting the notion that every person has the right to have dreams and providing safe spaces where people could reflect on and openly articulate their dreams, needs and priorities.

Findings of the Gender in Society Perception Study indicate that the root cause of bride kidnapping and early marriages is a gender order characterized by patriarchal power relations that objectifies young women who are seen not as individuals in their own right but as potential brides and a source of free labor. Other people who participate in bride kidnapping and early marriage practices are also objectified as they perform on the basis of the social and cultural system rather than own conscious decisions.

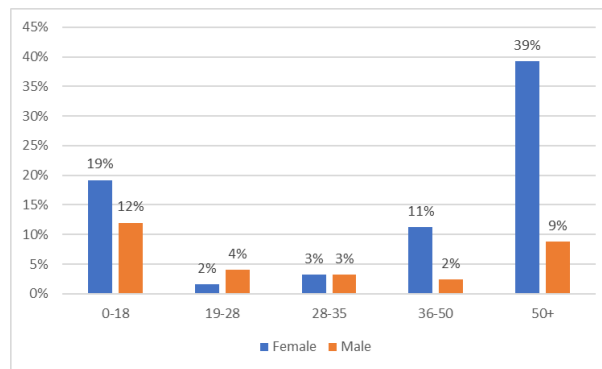
The project contributed towards de-objectifying young women and other family members by promoting the notion that every person had the right to have dreams, needs and priorities and providing safe spaces where people could reflect on and explicitly articulate their dreams during Visioning tool sessions embedded in GALS process and in the M&D training. Evaluation has found that thanks to the project parents started to talk more with their children and that amount of communication between all family members increased. This indicates that adults have recognized that every child - and actually every family member regardless of age – is a human being with unique needs and aspirations who should be cherished and respected by other family members.

Finding 22: The project focused on the interests of young women and girls whose rights are violated by early marriage and bride kidnapping. It did not intend to specifically reach minorities and people with disabilities. Still the most vulnerable groups, including young and elderly women, shall benefit most from the change of social norms and practices that encourage VAWG.

UN Women Strategic Note 2018-2022 explicitly recognizes rural women and girls and older women who were explicitly targeted by the project as some of the most vulnerable population groups in

Kyrgyzstan.²⁸ Analysis of the composition of the groups reached by the project indicates that the project did a good job in terms of involving young and elderly women in IGGs (Fig. 11). There is no detailed data on the age composition of people covered by the community outreach events, but the available data indicate that girls made the largest group – 44.7% of the total participants of these events. Other women made another 21.6% of event participants.

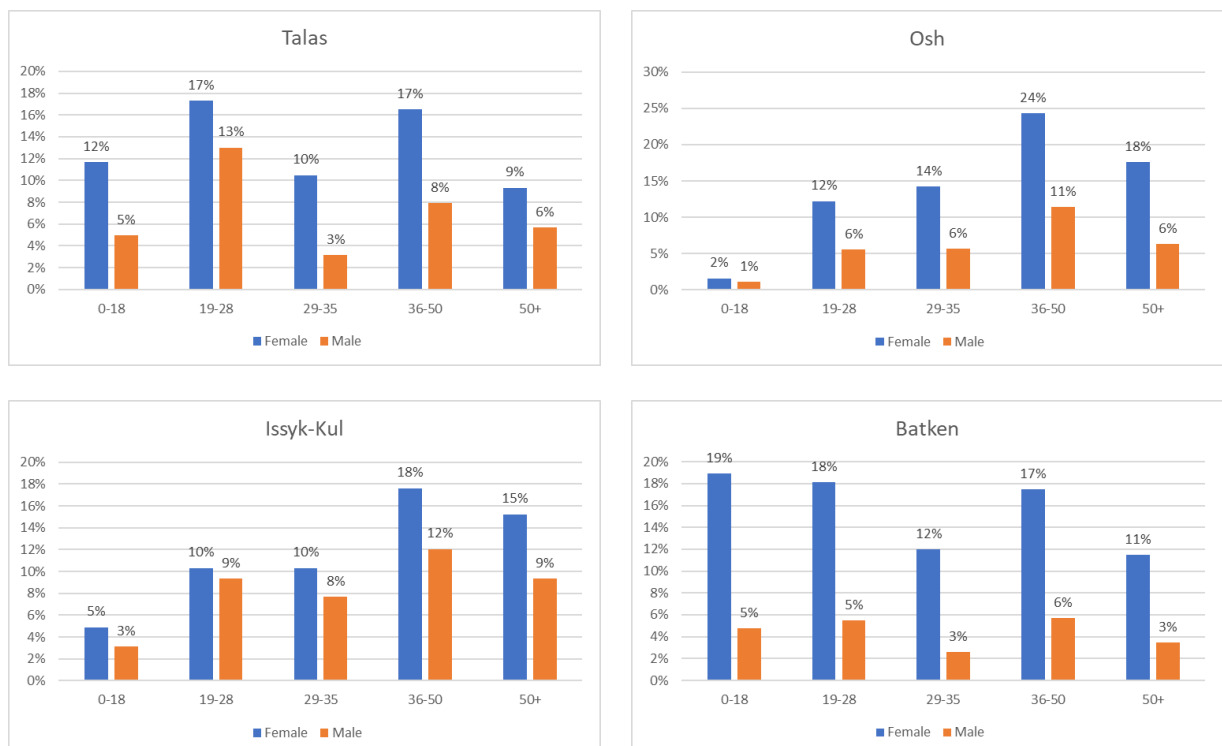
Figure 10. Distribution of IGG members by gender and age.



Source: Developed by the evaluation team.

There is considerable variation in terms of the reach of GALS cascading between provinces (Fig. 12). Young women (under 28 years) make a considerable share of GALS beneficiaries in Talas and Batken provinces. In Osh and Issyk-Kul provinces, the pool of GALS beneficiaries includes greater share of older (50+) women.

Figure 11. Distribution of GALS beneficiaries by gender and age in the target provinces.



Source: Developed by the evaluation team.

²⁸ UN WOMEN Kyrgyzstan Country Office Strategic Note 2018-2022, page 4.

The project team did not have a focus on reaching ethnic minorities. According to the project monitoring data, the GALS component of the project reached people that belong to 10 ethnic groups (Table 7). Majority of GALS beneficiaries belong to three ethnic groups – Kyrgyz, Uzbek and Tajik that are the largest ethnic groups in Kyrgyzstan.

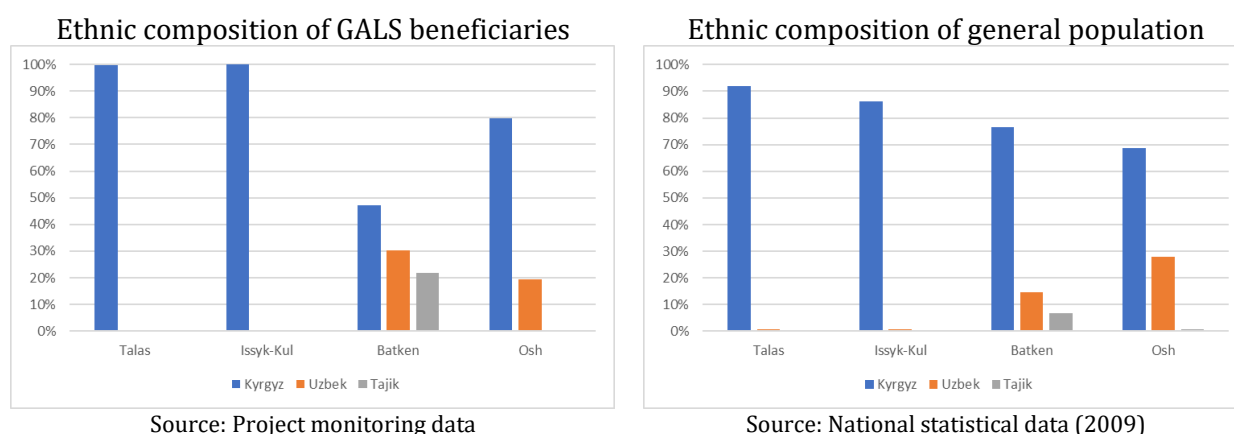
Table 7. Ethnic composition of the GALS beneficiaries.

Ethnicity	Talas	Issyk-Kul	Batken	Osh
Kyrgyz	99,7%	99,9%	47,2%	79,7%
Uzbek	0%	0%	30,3%	19,5%
Russian	0,2%	0%	0,1%	0,1%
Uigur	0%	0%	0%	0,1%
Kalmyk	0%	0,1%	0%	0%
Dungan	0%	0%	0%	0%
Tatar	0,1%	0%	0,2%	0%
Tajik	0%	0%	21,7%	0%
Turkish	0%	0%	0,2%	0,5%
Kazakh	0%	0,1%	0%	0%

Source: Developed by the Evaluation Team based on the project monitoring data.

Comparison between ethnic composition of the GALS champions in the targeted provinces and of the general population of these provinces reveals that in Batken province the project reach to Uzbek and Tajik populations is higher than their average share in the population (Fig. 13). This may have to do with the ethnic composition of the recruited GALS champions all of whom were Uzbek and Tajik speaking persons.

Figure 12. Ethnic composition: comparison between GALS beneficiaries and general population in target provinces.



It should be noted that the project team has intentionally recruited an Uzbek-speaking person for the GALS champions ToT in Batken and Osh provinces. This Uzbek-speaking trainer was involved in the delivery of all trainings in Batken province where majority of GALS champions spoke Uzbek and Tajik.

Because of the lack of attention to specific needs of various ethnic minorities the project initially overlooked that bride kidnapping practice is essentially limited to ethnic Kyrgyz (Table 8). During the implementation phase the project team found that the issue of bride kidnapping was not

relevant to Uzbek and Tajik communities and was able to adapt the content of the project activities accordingly by focusing on the issue of early marriages.

Table 8. Prevalence of marriage types in different ethnic groups in Kyrgyzstan.

Ethnic group	Love Marriage	Arranged Marriage	Marriage through bride kidnapping
Kyrgyz	60.2	23.5	16.3
Uzbek	33.3	65.1	1.6
Russian	96.0	4.0	0
Other ethnicity	54.7	42.2	3.1
Inter-ethnic	79.4	19.6	1.0
Total	58.2	30.3	11.5

Source: Susan Steiner, Charles M. Becker (2019) How marriages based on bride capture differ: Evidence from Kyrgyzstan. DEMOGRAPHIC RESEARCH VOLUME 41, ARTICLE 20, PAGES 579-592 PUBLISHED 22 AUGUST 2019
<https://www.demographic-research.org/Volumes/Vol41/20/>

The project team also did not have a focus on reaching to people with disabilities and did not collect any data on the disability status of the project participants. Literature research has found that 73.8% of women in Kyrgyzstan would not accept a woman with disability as a spouse for their male family member, and 75.4% of women would not accept a man with disability as a spouse for themselves or their female family member. Males were somewhat more tolerant: 70.1% would not accept a disabled woman as their own spouse or spouse of a male relative, and 72.7% would not accept a man with disability as a spouse for their female family member.²⁹ Kyrgyzstan MICS6 did not find any women who were married before 18 years old among women with functional difficulties in 20-24 year old age group – while among their peers without functional difficulties 12.7% were married before 18. There were also no married women with functional difficulties in 15-19 years old age group – while the prevalence of marriage among 15-19 years old women without functional difficulties was 27.7%.³⁰ This data suggest that the problem of social barriers preventing them from marriage may be more relevant for people with disabilities than the problem of early marriages and bride kidnapping.

Still the evaluation team found examples when people with disabilities were involved in the project. One of IGG members and GALS champions in Kyzyl-Kiya was a person with disability working at a local NGO supporting people with disability. This person reported that he was using GALS to work with people with disability. Notably, he believes he got married thanks to GALS - a major personal change due to the project.

Finding 23: The project has effectively engaged men and boys in all project activities in target communities which was instrumental for their learning and internalizing values of gender equality and developing personal commitment to never practice non-consensual marriage and violence against women.

UN Women Strategic Plan 2018-2021 identifies the following strategies for integrating the human rights-based approach into UN Women work: addressing inequalities and discrimination; meaningfully involving beneficiaries, including women’s organizations, and other agents of change,

²⁹ Report on negative stereotypes against women and men with disability and rural women. 2018.

³⁰ Kyrgyzstan MICS6 Report. https://mics-surveys-prod.s3.amazonaws.com/MICS6/Europe%20and%20Central%20Asia/Kyrgyzstan/2018/Survey%20findings/Kyrgyzstan%20MICS%202018_English.pdf

such as men and boys; and responding to the circumstances of the poorest and most excluded women, including youth and older persons.

The evaluation data indicate that involving men and boys in all project activities was instrumental for their learning about and internalizing values of gender equality and developing their commitment to never practice non-consensual marriage and treat women in their families as equals and with dignity. It should be noted that involving men in projects to promote gender equality and prevent GBV is seen by other UN agencies and development partners as a major innovation introduced by UN Women and so far UN Women remains the only agency in Kyrgyzstan that uses it.

Finding 24: The project has contributed towards achievement of SDGs targets on elimination of child, early and forced marriage and all forms of violence against women and girls, on recognition of the value and more equal sharing of unpaid care and domestic work, greater use of ICT to promote the empowerment of women, on promoting cooperation between various stakeholders and on ending poverty.

Analysis of the changes created by the project at individual, family and community level vis-à-vis SDGs and respective targets (Table 9) has revealed that the project contributed towards achievement of targets 5.2, 5.3, 5.4 and 5.b under Goal 5. Achieve gender equality and empower all women and girls. The project also contributed to enhanced use of ICT to promote the empowerment of women (target 17.17) and – potentially – to poverty reduction via economic empowerment of community members reached by GALS (target 1.2).

The project approach of turning community members into active champions of gender equality and elimination of GBV is coherent with vision of the Decade of Action to deliver the Global Goals that calls for people’s action (along with global and local action) to deliver SDGs by 2030.³¹

Table 9. Project contribution to relevant SDGs targets.

Relevant SDGs	Project contribution
Goal 5. Achieve gender equality and empower all women and girls	
5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation	The project raised awareness that bride abduction and non-consensual and early marriages were illegal and harmful for young women. The project promoted individual and community intolerance to non-consensual marriage.
5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation	
5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate	By supporting broad application of the GALS Happy Family Tree tool the project contributed towards recognition of the amount of the unpaid care and domestic work done by female family members leading to greater sharing of this work between all family members.
5.b Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women	The project trained community activist groups in the use of various ICT technologies (social networks, video conferencing, online training and facilitation) and how to use them to promote

³¹ Decade of Action website: <https://www.un.org/sustainabledevelopment/decade-of-action/>

	gender equality and prevent GBV.
Goal 17. Strengthen the means of implementation and revitalize the global partnership for sustainable development 17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships	The project has contributed towards greater cooperation of local institutions within target communities in the area of GBV prevention.
Goal 1. End poverty in all its forms everywhere 1.2 By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions	By supporting broad application of the GALS Income Generation Tree tool the project contributed towards economic empowerment of community members, including economic empowerment of women and girls and increased household income.

Source: Developed by the Evaluation Team.

4.6. Efficiency

This section presents evaluation findings related to the efficiency of the project management structure, management and monitoring mechanisms, use of human and financial resources and overall value for money.

Finding 25: The project management structure ensured high level of coordination and synergies between project components.

UN Women CO implemented the project in partnership with NGOs HelpAge International (HAI) and Agents of Change (AoC). The project implementation was led by a UN Women Project Manager who was also in charge of the implementation of the GALS component of the project. Each partner had a full-time coordinator managing its component of the project. In each of four provinces the project had a Field Officer who was coordinating operation of all project components in the target communities in the province.

Such a management structure matrix initially caused some problems as Field Officers hired by HelpAge International saw themselves in charge of only HAI component of the project, but this was quickly resolved. And having one officer managing all project components at a community level ensured high level of coordination and synergies between components. For example, some members of IGGs have also used opportunities offered by the project to become GALS champions and/or M&D trainers.

Finding 26: The project monitoring mechanisms combined collection of the quantitative data necessary to track progress on the targets for planned project results with ongoing reflection on emerging experiences, challenges and lessons learned which facilitated adaptation of the project work to local conditions and supported effective performance of the community partners.

The project used two modalities to collect monitoring data: monthly reports prepared by Field Officers and project partners and monitoring missions to target communities. Monthly reports included information on the number of conducted events and number of participants which facilitated tracking the progress on the expected project results. Reports also included narrative

components which promoted reflection on the project experience, identification of emerging challenges and extraction of lessons learned and immediately using this information to adapt the project activities accordingly. For example, thanks to this approach the project team was able to promptly identify that bride kidnapping that was the original project focus was not relevant for communities in the South and adapted project messages to address the issue of early marriages that were prominent there.

Monitoring missions were used to validate data from the monthly reports, support reflection on the gained experiences by community partners and hence ensure effective implementation of the project in the target communities. In 2019, the project team jointly with the GALS trainers conducted 10 monitoring missions to the target communities. During these missions GALS trainers held in-depth reflection sessions with local GALS champions as well as observed them training GALS beneficiaries and provided necessary coaching.

Finding 27: The project has created a significant value for money: project community partners contributed about 2.7 hours of volunteer work to the project implementation per every hour of work of the paid staff.

Majority of the work in the target communities was done by the project community partners on a volunteer basis. The evaluation team conducted a very rough analysis of how many hours of volunteer work had been generated per hour of paid work of the project team, including hired consultants.

Table 10 presents estimates of the amount of time invested by community partners. Based on the information on the length of GALS sessions provided in the GALS manual the evaluation team has estimated that the amount of time necessary to deliver the full set of five tools to one group of beneficiaries is about 23 hours. Clearly, a person delivering GALS sessions would need to spend more time to recruit participants, and GALS champions had to spend time on monitoring the progress of beneficiaries along the cascade, but the evaluation team did not have information to estimate this time. We also assumed that the cascading of GALS unfolded as planned, though we are aware that in many cases GALS champions had to train more people than initially planned. This would underestimate the amount of time put by GALS champions into dissemination of GALS, but because the project met and even exceeded the target of 210 beneficiaries per champion, our calculation should give a rough idea about the total amount of time invested in GALS dissemination.

The average time invested by an IGG member was estimated as 8 hours per week - based on the assessments provided to the evaluation team by the project Field Officers. IGGs worked roughly from September 2018 to September 2020, that is 2 years or 104 weeks.

M&D trainers delivered a two-day training, so their contribution to the project was estimated as 16 hours which actually underestimates the amount of time they had to invest to recruit participants.

Table 10. Estimated amount of the volunteer time invested by community partners.

Community partner contributing his/her time on a volunteer basis	Number of individuals	Number of contributed hours per individual	Total number of contributed hours
GALS champions	46	23	1,058
1st level GALS beneficiaries	460	23	10,580

2nd level GALs beneficiaries	2,300	23	52,900
IGG members	125	672	104,000
M&D trainers	32	16	512
TOTAL			169,050

Source: developed by the Evaluation Team.

The amount of hours contributed by the paid staff (including administrative and financial staff and drivers) to ensure implementation of the project was estimated based on the number of months included in the original project budget assuming 20 working days per month and 8 working hours per day. The total number of paid hours contributed by the project staff is about **66,400**.

This means that community partners contributed about **2.7** hours of volunteer work per every paid hour of the project staff. In the opinion of the evaluation team this demonstrates the value community partners associated with the project and indicates that the project was cost effective and provided significant value for money.

Finding 28: The project strategically used its human and financial resources to build capacity of and to support volunteer work of the community partners.

The project human and financial resources were strategically invested in building capacity of and supporting volunteer work of the community partners: developing training programmes and building capacity of trainers who would then train community partners, developing training manuals and scripts for the community outreach events, conducting training for community partners. SNBCC strategy was also supposed to inform community outreach activities. Field Officers in the project provinces supported the work of community partners in target communities. Monitoring missions to the target communities by the project management team were also used to support and coach community partners.

Still, given the small reach achieved by the project in target communities it might have been more strategic to work in a smaller number of communities but increase the project reach into a specific target community to ensure transformation of the whole community system.

4.7. Sustainability

This evaluation was conducted at the end of the project implementation. The evaluation team focused on identification of factors that may contribute to or undermine sustainability of project benefits to assess their likelihood.

Finding 29: It is highly likely that the benefits from the project will be maintained for a reasonably long period of time after the project completion. Factors that contribute to the sustainability of the project benefits include high commitment of local activists and local authorities to continue the work started within the project framework, availability of documented scripts for all outreach activities and manuals for all conducted trainings and presence of a stable core team made of older activists within the activists' networks established by the project which mitigates the outflow of young activists.

Community partners interviewed by the evaluation team are sure that the project benefits will be sustainable because:

- The project has established local groups of activists who are interested and committed to continue activities they started with the project support.

- Involvement of local authorities in the community outreach events secured their support to continue the activities. Local authorities are ready to provide necessary financial support as prevention of the GBV is part of their mandate.
- Some of the activities, e.g. community outreach events, have already been integrated in the work of local institutions, e.g. schools.

Here are several comments from the interviews:

- “We are ready to continue, we are already continuing. The Mayor’s office is allocating budget funding for the outreach against family violence. We are making plans to do more outreach with elders, school students, teachers and parents. So the project results are very sustainable. The knowledge and skills that we gained won’t disappear”.
- “Our school continues doing most of the outreach activities which shows that the project is sustainable. As a teacher, I also use GALS tools and conduct outreach activities with girls”.
- “Many (people and institutions) in our city, especially the Mayor’s office and the Aksakal court, as well as school teachers have adopted instruments introduced by the project: outreach activities and competitions aimed to prevent family violence, bride abduction and early marriages. Schools were cooperating with the project to implement these activities and they are ready to continue this work”.

At the same time because of the limited project reach people whose social norms were changed by the project remain the minority in their communities. Literature on majority and minority influence on social norms indicates that majority members who stick to traditional norms uphold them without questioning and adhere to them passively. (This is consistent with comments made by some of the evaluation respondents who said that in the past people in their communities were indifferent to cases of non-consensual marriages.) People who accept the new norms do so through a deliberative process and are more likely to own and defend them in the long term.³² Research also demonstrates that when a minority group of people who have adopted new social norms is tightly connected, this group can survive, recruit new converts in the near surround, and eventually establish new norms in a community as a whole.³³ So IGGs continuing as jamaats (community organizations) and the fact that GALS was disseminated through social networks of GALS champions shall support high level of cohesion between people who changed their social norms and thus contribute towards sustainability of the project results within the initial group reached by the project and towards further spread of these norms in the target communities.

The evaluation team has identified several other factors that shall contribute to the sustainability of the activities started by the project:

- The project has produced detailed scripts for all outreach activities and manuals for all conducted trainings that can be used for later replication of these events by community activists.
- Events can be easily repeated on a regular basis, because bringing in new participants makes each event unique and interesting to community members.
- Availability of scripts shall ensure long-term institutional memory within organizations using them, e.g. schools, because technology can be easily passed from one teacher to her/his colleagues without significant distortion.

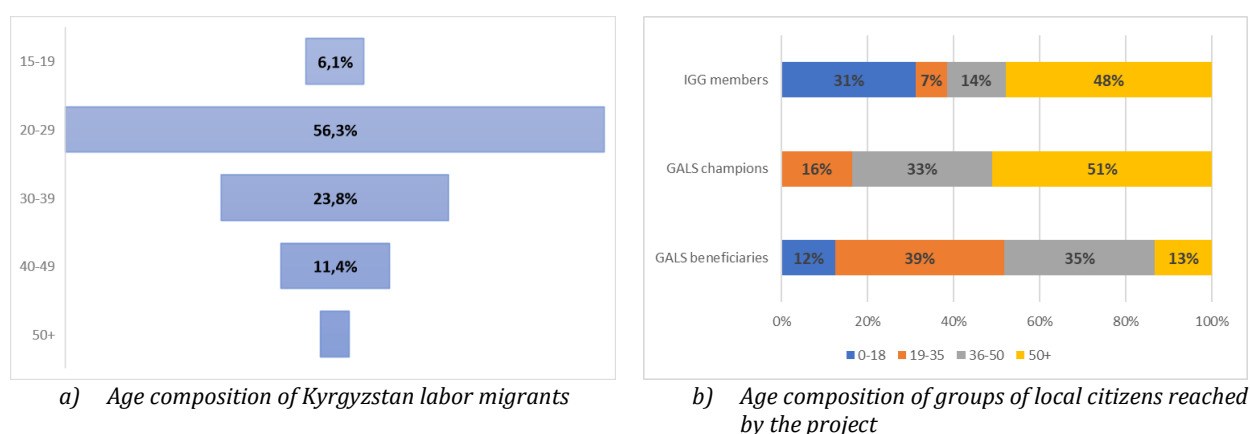
³² Minority Influence. Retrieved from: <https://www.psychologistworld.com/influence/minority-influence>

³³ D. Lawrence Kincaid (2004) From Innovation to Social Norm: Bounded Normative Influence, *Journal of Health Communication*, 9:sup1, 37-57, DOI: 10.1080/10810730490271511

The evaluation team has also found several factors that may have a negative effect on sustaining a group of people who have adopted new social norms within the target communities. Throughout the implementation process the project had already reportedly lost some of the human capital of community partners because of labor migration which in 2018 amounted to 11.1% of Kyrgyzstan’s working age population.³⁴ The evaluation data indicate that some young activists who were involved in the project have already left their communities to get higher education or plan to do so. While pursuing higher education by young rural women and men is undoubtedly a positive personal outcome and manifestation of changing traditional norms, the outflow of young activists depletes the human capital of local communities created due to the project.

According to the national statistics, people who are most likely to become labor migrants belong to 20-29 and 30-39 years old age groups (Fig. 14a).

Figure 13. Age composition: Kyrgyzstan labor migrants vs groups of local citizens reached by the project.



Source: Developed by the Evaluation Team based on the data of the 2018 study conducted by the National Statistics Committee of the Kyrgyz Republic³⁵ and the project monitoring data.

Due to the application of inter-generational approach about half of local activists involved in the project are in the 50+ age group, and there is a significant share of activists who belong to 36-50 years age group that is less affected by labor migration (Fig. 14b). Presence of a stable core team made of older activists shall ensure a longer sustainability of the human capital created by the project in local communities and shall contribute towards project benefits being maintained over a longer period of time. So the use of inter-generational approach and involving older people in the project has contributed towards the stability of the networks of community champions established by the project.

Overall, the evaluation data suggest the likelihood that the benefits from the project will be maintained for a reasonably long period of time after the project completion is high.

Finding 29: Institutionalization of IGGs in the form of community organizations (jamaats) supports sustainability of the project results and may facilitate the greater reach and impact of the project in the future.

³⁴ National Statistics Committee of the Kyrgyz Republic (2019). Presentation «Labor Migration Statistics of the Kyrgyz Republic », Retrieved from: statswiki.uncece.org

³⁵ National Statistics Committee of the Kyrgyz Republic (2019). Presentation «Labor Migration Statistics of the Kyrgyz Republic », Retrieved from: statswiki.uncece.org

By design the project focused on building groups of committed gender equality champions – members of IGGs and GALS champions – in the target communities. As a result of the project these people became visible and gained respect of the community members and recognition of local authorities as partners in the reduction of the prevalence of the gender based violence which is part of the local authorities' mandate.

The project exit strategy was to support IGGs to register as jamaats (community organizations) with local authorities. Jamaats were established in 14 of 16 target communities. (In the city of Talas and Jergetal AA in Talas district the work started by the project reportedly will be continued on the basis of local Youth Centers that cooperated with the project during its implementation.) The project provided jamaats with the basic office equipment, including notebooks and printers, which shall contribute towards their sustainable operation. Local authorities provided office premises to jamaats in community buildings.

Finding 30: The readiness of local authorities in the target communities to provide financial support to continue activities launched by the project shall also contribute to the greater reach and impact of the project in the future.

Registration of IGGs as community organizations enables them to seek financial support from local authorities to continue activities started within the project. In some communities such financial support has already been provided during the project implementation. For example, reportedly, in 2019, local authorities in Zheti-Oguz rural municipality provided 90 thousand soms in support of dissemination of GALS tools and implementation of community outreach activities. In 2020, the same Zheti-Oguz rural municipality again provided funding for these purposes in the amount of 100 thousand soms. In Yrdyk rural municipality activists submitted a project proposal to local authorities to introduce two GALS tools – Income Generation Tree and Happy Family Tree – in 25 poor families and then give them seeds of high quality garlic they can grow as a means for their economic empowerment.

Finding 31: Purposeful efforts of UN Women CO in Kyrgyzstan to promote GALS were instrumental for its uptake and replication by other UN agencies and development partners.

Gender Action Learning System (GALS) was first introduced in Kyrgyzstan by IFAD within the framework of the JP RWEE jointly implemented by UN Women, FAO, WFP and IFAD. This project represents the first experience of the UN Women CO in Kyrgyzstan with in-house integration of GALS in the project design.

GALS is different from more traditional approaches to development in that it shifts control over intervention results from the development agency to the end beneficiaries. For example, a facilitator cannot control what kind of dreams participants of the Visioning tool session will come up with or what conclusions participants make as the result of Gender Justice Diamond tool session. At the same time, this shift in control ensures high level ownership of the session results by their participants who are more likely to act on them leading to positive changes in their lives. Still this shift in control may be difficult to accept for the project team as it remains fully accountable for achievement of the planned results.

Evaluation data indicate that due to internal information sharing processes the experience of the evaluated project, including understanding of GALS as an effective instrument able to promote

rapid behavior change, was internalized not just by the project team members but by their colleagues in the UN Women CO as well. Due to this, GALS approach has already been integrated in the recent proposal for economic empowerment project developed by the UN Women CO.

UN Women CO has also been promoting GALS among UNCT members and development partners through the Gender Thematic Group. As a result, GALS has already been integrated in a number of interventions:

- GALS is part of the Spotlight Initiative in Kyrgyzstan, jointly implemented by UN Women, UNFPA, UNDP, UNICEF and UNODC under the overall leadership of the UN Resident Coordinator.
- UNICEF is integrating GALS in its professional orientation and STEM projects and plans to use it within the framework of the project aiming to increase gender sensitivity of school teachers.
- In 2018-2019, UNODC used two GALS tools - Journey to the Vision and Gender Justice Diamond – to sensitize law enforcement officers and local authorities within the framework of its peacebuilding project.
- OSCE has used GALS Manual developed by UN Women to train members of Women’s Initiative Groups (WIG) in Visioning, Journey to the Vision and Happy Family Tree tools in 2019 and 2020. OSCE used a two-step cascade: GALS training was attended by WIG leaders who then trained 5-6 WIG members each.
- GALS was integrated into a joint UN Women-OSCE project that delivered gender training to members of the Community Media Association.

Dissemination of information about GALS by UN Women CO within the development community also facilitates GALS use by national NGOs who learned about it through various channels, including this project where they were trained as trainers for GALS champions. For example, USAID and the Swiss Embassy reportedly supported several projects of NGOs that involved GALS application.

UN Women CO in Kyrgyzstan is starting to establish itself as the center of GALS expertise in Central Asia – GALS has been integrated in the Spotlight Initiative in Tajikistan where it will be implemented with support from the UN Women CO in Kyrgyzstan.

5. Lessons Learned, Good Practices and Innovations

This section presents lessons learned, good practices and innovations identified in the course of this evaluation.

Lesson 1. Purposeful involvement of stakeholders in co-creation of the project design promotes innovations.

Based on findings 10, 11.

Attention to meaningful engagement with partners, which is part of the human rights-based approach underlying the UN Women work, facilitated the use of co-creation to design the project when UN Women and partner NGOs were working on the EIDHR proposal and to re-design the project activities under conditions of COVID-19 lockdown.

Co-creation facilitated enabling environment for innovation. Innovative ideas and approaches jointly developed by the project partners during the design phase include intergenerational approach and integration of GALS tools into trainings for IGG members, members of Aksakal courts and mothers and daughters. Application of GALS in the context of prevention of non-consensual marriages was also an innovation as previously it was used in the context of economic empowerment interventions.

COVID-19 lockdown imposed in March 2020 made implementation of the project plans for 2020 unfeasible and prompted another round of innovations which this time in addition to the project partners involved community partners. This again led to several innovations, including development of a zoom-based course for families using a series of creative tasks to ease stress associated with lockdown and promote non-violent communication and cooperation between different generations of family members.

Lesson 2. Intergenerational approach removes social barriers between young and elder people as well as children and their parents, thus, facilitating transformation of patriarchal social norms

Based on findings 18, 21.

Traditionally there is little communication between representatives of different generations both within families and communities in Kyrgyzstan. The project created situations where young and elder people as well as children and parents could work together and discover each other as individuals with unique capacities, needs and priorities. For example, members of IGGs conducted a series of master classes where older women were teaching girls to cook national dishes and young girls were teaching older women to use smart phones. During “Mother and Daughter” and “Father and Son” contests parents and children had to carry out joint tasks and demonstrate personal talents. During M&D training mothers and their daughters were jointly doing creative tasks and sharing their dreams and inspirations.

Evaluation has found that this has led to increased status of young people in families and communities. Intergenerational approach is also instrumental for de-objectifying young people, especially girls, which is the key root cause of gender-based violence in Kyrgyzstan.

Lesson 3. Involving older people as activists potentially contributes to higher long-term sustainability of the project results.

Based on findings 18, 29.

The project invested in building capacity of young and older local activists who were the main implementers of the project activities at the community level. This evaluation has found that some of the younger people have already graduated from school and are now university students. These young people directly link their ability to pursue higher education with the empowerment due to the project. While this is definitely a positive outcome for a young person, young people leaving local communities in pursuit of higher education deplete the pool of activists and erode the pool of capacity created with the project support.

Older people are more likely to stay in the community. In addition, they are interested to continue activities that started with the support of this project. So they are likely to continue to use their capacity created with the project support for the benefit of their communities over a longer period of time.

Lesson 4. Gender Action Learning System (GALS) is highly versatile and can be successfully adapted to various contexts.

Based on findings 18, 16, 17.

This project is the first application of GALS in the context of prevention of non-consensual and early marriages, and it proved to be effective as its Visioning and Journey to the Vision tools enable young girls to reflect on and articulate their dreams, needs and aspirations and plan their implementation, thus, positioning them as individuals in their own right vis-à-vis their parents and other family and community members.

The project experience has also proved that separate GALS tools can be integrated into other interventions. Visioning and Journey to the Vision tools were integrated into the M&D training aimed to promote communication between mothers and teenage daughters developed by AoC within the context of this project. These two tools were also used by schools in some target communities as part of professional orientation activities for 9th graders.

The project experience also indicates that GALS tools can be modified and remain effective. For the purposes of the training for members of Aksakal courts the Gender Justice Diamond tool that was originally developed to be applied in family context was adapted to the community context.

Lesson 5: Engaging men and boys in outreach activities against VAWG is instrumental for their learning and internalizing values of gender equality and developing personal commitment to never practice non-consensual marriage and violence against women.

Based on findings 18, 23.

So far UN Women has been the only agency in Kyrgyzstan that was involving men in projects to promote gender equality and prevent GBV. Other UNCT members see this practice as a major innovation.

The evaluation data indicate that involving men and boys in all project activities was instrumental for their learning about and internalizing values of gender equality and developing their

commitment to never practice non-consensual marriage and treat women in their families as equals and with dignity. Involving men and boys in projects to promote gender equality and prevent GBV as a good practice that should be used more broadly.

Lesson 6. Production of detailed scripts for all outreach activities and manuals for all conducted trainings.

Based on findings 18, 29.

The project has produced detailed scripts for all outreach activities and manuals for all conducted trainings. These documents can be easily used for later replication of these events by community activists and contributes to greater sustainability of the community movement against non-consensual marriages that started in the target communities with the project support.

Availability of detailed scripts for outreach events also facilitates further dissemination of the project technologies as all outreach events can be replicated even by people who did not participate in the project events originally. Similarly, the GALS manual produced by the project is detailed enough so that a person with solid training and facilitation capacity should be able to replicate the GALS sessions.

Lesson 7. Training of representative of local NGOs to serve as trainers for the project facilitates broad dissemination of the approaches introduced by the project.

Based on finding 7.

The project trained and used representatives of eight national CSOs as trainers for GALS champions within the project framework. This evaluation has found that these NGOs also work with other UN agencies and development partners within the framework of their projects, and there are already examples when these NGOs use GALS in these projects.

Lesson 8. Lack of attention to specific needs of vulnerable groups may have a negative effect on the project implementation.

Based on finding 22.

The evaluation has found that because of the lack of attention to specific needs of various ethnic minorities at the design phase the project initially overlooked that bride kidnapping practice is essentially limited to ethnic Kyrgyz. Once the team realized during the implementation phase of the project that the issue of bride kidnapping was not relevant to Uzbek and Tajik communities it managed to adapt the content of the project activities in these communities accordingly by focusing on the issue of early marriages. But such rapid adaption might not be feasible in another context. In the opinion of the evaluation team the project designs would generally benefit from consideration of how the intersection of various social identities (gender, ethnicity, disability status, etc.) affects the relevance and prevalence of the targeted problem within different population subgroups.

6. Conclusions

Conclusion 1. While the project was developed in response to the EIDHR 2017 call for proposals, it was well aligned with the national development priorities in the area of gender equality, international agreements and conventions on gender equality and women's empowerment, as well as the UN Women's Strategic Plan 2018-2021 and the UN Women Kyrgyzstan Country Office Strategic Note 2018-2022.

Based on findings 1, 2, 4, 5.

The project was developed in response to the EIDHR 2017 call for project proposals contributing to diminish gender-based violence, including in particular domestic violence, sexual violence, forced marriages and bride kidnapping practice. The project design was informed by the same consideration that informed the UN Women Kyrgyzstan Country Office Strategic Note 2018-2022 which facilitated high degree of alignment between the project and the Strategic Note, including recognition of the importance of changing patriarchal social norms to prevent non-consensual marriages. This recognition is also shared by the Government of Kyrgyzstan: National Strategy for Gender Equality till 2020 calls for profound changes in the perception of gender issues by authorities and society at large.

The project is aligned with the call for action enshrined in the Beijing Declaration and Platform for Action under Strategic Objective D.1. "Take integrated measures to prevent and eliminate violence against women," including development of programmes and procedures to educate and raise awareness of acts of violence against women that constitute a crime and a violation of the human rights of women and contributes towards more conducive environment for realization of Article 11 of CEDAW that calls on the state to ensure that women have the right to free choice of profession and employment.

Conclusion 2. The theory of change underlying the project design proved to be fully viable and effective.

Based on findings 3, 9, 18, 21.

The theory of change underlying the project suggests that empowering community members, both male and female, combined with building their awareness about negative consequences of GBV and removing inter-generational barriers shall lead to changes in patriarchal attitudes and behaviors to support gender equality and resist violence against women and girls. The model of empowerment used by the project assumes that if a person is supported to articulate one's unique dreams, needs and priorities and to develop an effective action plan to pursue these dreams, this leads to her/his empowerment. And when this empowerment process is realized within a group setting, it also facilitates recognition of a person as a unique individual in her/his own right by other people and thus de-objectifies the person.

The evaluation findings indicate that this theory of change is fully viable and effective. Community members involved in the project were explicitly attributing developing personal intolerance to non-consensual marriages and shift from indifference to intolerance to non-consensual marriages and GBV within their communities to their personal empowerment, increased knowledge of negative consequences of GBV and experience of constructive and equal cooperation with people from different generations they gained thanks to the project.

Conclusion 3. Adoption of the human rights-based approach underlying the project design and implementation was crucial for high effectiveness, efficiency, and relevance of the project as well as sustainability of its results.

Based on findings 3, 18, 20, 21, 22, 27, 28, 29.

The UN Women Strategic Plan 2018-2021 articulates the following aspects of the human rights-based approach: addressing inequalities and discrimination; meaningfully involving beneficiaries, including women's organizations, and other agents of change, such as men and boys; and responding to the circumstances of the poorest and most excluded women, including those facing marginalization and multiple and intersecting forms of discrimination.

The evaluated project has fully integrated this approach. The project addressed the root cause of bride kidnapping and early marriages – objectifying the young women by patriarchal social norms – that deprives young women of their rights to freely choose a spouse and to enter into marriage only with their free and full consent and often of the right to free choice of profession and employment.

The project purposefully involved both young women and other community members, including boys and elder men and women, as project community partners. Boys as well as elder women and men play a key role in perpetuating social norms supporting non-consensual marriages and gender-based family violence. By building their awareness of negative consequences of non-consensual marriages and gender-based violence, understanding of bride kidnapping and early marriages as criminal activity rather than part of national tradition and promoting acceptance of the value of gender equality, the project has turned them into champions of women rights and elimination of violence against girls and women.

The project purposefully invested in the capacity of the community partners by providing them training, scripts for community outreach events, coaching and support. The project created opportunities for community members to realize that their individual dreams, needs and priorities are fully legitimate and that they are fully capable of pursuing them leading to de-objectifying of people and transformation of the patriarchal social norms. The project also gave community members opportunities to discuss and reflect on gender equality and importance of elimination of gender-based violence in a safe, fun and easy way at GALS session, master classes, contests and other outreach activities.

Focus on meaningful engagement of community partners who were the main implementers of all project activities at the community level facilitated high level of local ownership of these activities as well as technologies they were based on. This ownership translated into high project efficiency – community partners invested about 2.7 hours of volunteer work per every hour of paid work of the project staff. This also contributed towards high sustainability of the project as the community partners are committed to continue work initiated by the project.

Sustainable continuation of community outreach and GALS dissemination activities which in essence constitute the Social Norms Behavior Change Communication intervention shall increase the share of reached community members which was still low at the end of the project.

Conclusion 4. Local authorities and civil servants, including social workers and teachers, find approaches and technologies introduced by the project highly relevant and useful, and some of them have integrated these technologies into their regular work. But so far uptake of these technologies by civil servants was mostly limited to the target communities.

Based on findings 7, 15, 17.

The project regularly informed about its progress the Ministry of Labor and Social Development (MLSD) that operates as the country gender machinery. MLSD staff participated in the Mid-Project Review Meeting. However, this evaluation did not find any evidence that MLSD adopted any of the approaches and technologies introduced by the project.

The project had an impact on representatives of local authorities and civil servants (police officers, social workers, teachers and medical personnel) in target communities. There is evidence that local authorities are providing financial support to expansion of GALS and outreach activities based on the scripts developed by the project. Aksakal courts became more active in disseminating information about family violence. Teachers and social workers reported that they integrated some of the project approaches into their professional practice and find them highly relevant and helpful for their jobs. There is some evidence of teachers from neighboring communities adopting some of the technologies introduced by the project. The project also promoted stronger cooperation between various community institutions on the issue of GBV prevention. However, in the absence of strong leadership and support from the national government to nation-wide dissemination of approaches introduced by the project these positive changes are largely limited to the target communities.

Conclusion 5. Through this project the UN Women CO has further strengthened its position as the center for gender-related expertise and innovations in Kyrgyzstan.

Based on findings 8, 31.

UN Women's comparative advantage in Kyrgyzstan is based on its role of the knowledge broker bringing to the country internationally developed effective innovative approaches, its strong network of gender experts and a comprehensive approach to gender work.

Members of UNCT and development partners highly appreciate UN Women's active role in disseminating GALS and pioneering involvement of men and boys in promotion of gender equality and prevention of gender-based violence. In addition, members of UNCT and development partners are already using the capacity of NGOs to use GALS as well as GALS manuals developed by this project.

7. Recommendations

Preliminary evaluation findings, lessons and emerging recommendations were presented to the UN Women CO in October 2020. The discussion with the CO staff has informed the final recommendations presented below. The recommendations section also includes potential actions for consideration by the CO. The level of assessed impact, priority, difficulty and suggested timeframe for implementation are indicated below each specific recommendation.

The recommendations presented in this section should be addressed by UN Women in partnership with relevant national stakeholders.

Relevance/ Gender and Human Rights

Recommendation 1: The CO should strengthen application of the human rights-based approach by explicitly integrating considerations of effects of various intersecting forms of discrimination (including on the basis of ethnicity and disability) on prevalence of the problems targeted by specific interventions within specific population groups into design and implementation phases.

Priority: High	Timeframe: Medium term
Impact: High	Difficulty: Medium
<p>Actions for consideration:</p> <ul style="list-style-type: none"> ○ When designing new interventions in the future, the CO should conduct an analysis of the effects of intersection between various forms of discrimination – including related to gender, ethnicity, disability status, income level - on prevalence and manifestation of the targeted problem for specific population groups to ensure no one is left behind. ○ Design a monitoring system for future interventions to collect data to measure the project reach to most vulnerable groups, including data on disability status of participants and other relevant characteristics. ○ Design a monitoring system for future interventions to collect data to measure the project reach to households rather than only individuals. 	

Effectiveness/Impact

Recommendation 2: In the future, the CO should include plans and targets for nation-wide dissemination of the intervention experiences and approaches in the implementation plans for new interventions.

Priority: High	Timeframe: Medium term
Impact: High	Difficulty: Medium
<p>Actions for consideration:</p> <ul style="list-style-type: none"> ○ Include nation-wide dissemination events and related targets in the future project proposals to ensure that they remain on the agenda of the implementing team. ○ Involve relevant national partners in organization of such dissemination events to ensure full national coverage and attendance of relevant government officials across the country. ○ Involve project beneficiaries to present their experiences of using approaches and interventions introduced by the project to promote their broad uptake. 	

Coherence

Recommendation 3: The CO should strategically use innovations developed within ongoing and past interventions to strengthen its comparative advantage as the knowledge center on gender equality and eradication of GBV.

Priority: High	Timeframe: Immediate to Medium term
Impact: High	Difficulty: Medium
<p>Actions for consideration:</p> <ul style="list-style-type: none"> ○ Organize a national online event (series of events) to promote innovative approaches developed by the project and adopted by social workers and teachers in target communities to the staff of the Ministry of Labor and Social Development, Ministry of Education, State Agency for Local Self-Government and Inter-Ethnic Relations as well as social workers and teacher around the country. ○ Collect information about GALS adaptation by other institutions for further dissemination. ○ Conduct a follow-up study/evaluation of the project’s long-term sustainability and impact on target communities two years after the project completion. This study may be part of the future Country Portfolio Evaluation. 	

**Final evaluation of the project
“Across Generation and Gender Borders - Communities
Combatting Gender-Based Violence in Kyrgyzstan”**

Annexes to Final Evaluation Report

December 17, 2020

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Annex 1. Evaluation ToR

TERMS OF REFERENCE

Organization:	UN Women Country Office in Kyrgyzstan
Program:	“Across Generations and Gender Borders - Communities Combatting Gender-Based Violence in Kyrgyzstan” funded by European Instrument for Democracy and Human Rights (EIDHR)
Area of work	Ending Violence Against Women and Girls
Post Title:	International Consultant for final evaluation of the project “Across Generation and Gender Borders - Communities Combatting Gender-Based Violence in Kyrgyzstan”
Type of the contract:	Individual Consultant (SSA)
Duration of appointment:	30 working days between 29 June and 30 October 2020
Start date:	29 June 2020
Duty station:	Home-based
Target audience	Key ministries and committees, Local Self-Governance (LSGs), UN Agencies, European Union Delegation
Supervision:	EIDHR Project Specialist and National Programme Officer

I. Background and Context

UN Women was established by GA resolution 64/289 of 2 July 2010 on system-wide coherence, with a mandate *to assist Member States and the UN system to progress more effectively and efficiently towards the goal of achieving gender equality and the empowerment of women*. Since 2001, UN Women (previously as UNIFEM) in Kyrgyzstan has implemented catalytic initiatives on promoting women’s economic, political and social rights. In 2012, a full Country Office was established.

Violence against women and girls (VAWG) persists as a pervasive violation of human rights and a major impediment to achieving gender equality in Kyrgyzstan. The Concluding Observations (COBs) of the 2015 CEDAW Committee highlighted a number of serious shortcomings in the state’s performance in protecting the rights of and ending violence against women and girls. The COBs expressed a particular concern about the high prevalence and persistence of bride kidnapping and early marriage as practices deeply entrenched in society, despite the existence of comparatively progressive legislation.

Forced and early marriages are two widespread practices in the Kyrgyz Republic, with an estimated one in five women kidnapped for marriage in the country. The 2016 *Gender in Society Perception Study* (GSPS) conducted by UN Women, UNFPA and IOM, in partnership with the National Statistics Committee, found that equal number of respondents (about 20%) believe that the dynamics of violent and non-violent abductions of women for marriage remain unchanged. This was observed to a greater or lesser extent throughout the country. While the national data show that the proportion

of women married by age 18 is gradually decreasing after reaching its maximum at the turn of the century, the 2016 *Common Country Assessment (CCA)* suggests that early marriage is an on-going issue, although difficult to measure due to its hidden nature. In line with this argument, the CCA points out the steady increase in early motherhood over the last decade, with 7.4 children per 1,000 born to women in the 15-17-year-old age group in 2014, as against 4.4 in 2006.

The situation in Kyrgyzstan has rapidly developed since the first infection cases of COVID-19 have been detected in the country on 18 March 2020. As part of virus containment strategies the Government introduced a state of emergency and stringent curfews in several locations, including the cities of *Bishkek, Osh* and *Jalal-Abad, Nookat* and *Kara-Suu districts of Osh Province, Suzak District of Jalal-Abad Province*, locking them down and imposing a curfew from 8 pm to 7 am. The state of emergency will be effective until 15 April 2020.

COVID-19 is not just a health crisis, it is a humanitarian and development crisis with the worst impact expected in fragile contexts and conflict settings. Evidence shows that the impacts and implications of COVID-19 are different for women and men, and that they are exacerbating existing gender inequalities and posing an additional burden for women and girls. The situation around violence against women and girls (VAWG) is likely to worsen in the context of COVID-19, both globally and in the region. Emerging data shows that since the outbreak of COVID-19, reports of violence against women, and particularly domestic violence, have increased in several countries as security, health, and money worries create tensions and strains accentuated by the cramped and confined living conditions of lockdown.

In Kyrgyzstan, according to the official data provided by the Ministry of Interior the number of reported cases for the first quarter of 2020 has increased by 1.6 times compared to the same period of 2019, showing that the increase is clearly correlated with the current lockdown situation.¹ The Ministry of Labor and Social Development already reported a surge in domestic violence cases as people have been under quarantine.² At the same time, compelled isolation spurred mental health pressure, causing suicides among 7 teenagers³ for the month of March. The Ministry noted that the common causes of suicide are socio-psychological maladaptation, arising under the influence of acute psycho-traumatic situations brought about in light of COVID-19 crisis. The Association of Crisis Centers reported a high increase in calls received through helplines from women asking for psychological and humanitarian aid.⁴ The country also lacks endorsed algorithm/instruction for victims of violence to turn for help to police offices, crises and shelters under the quarantine conditions, which makes it impossible for them to escape in case of experiencing violence.

Description of the project *Across Generations and Gender Borders – Communities Combatting Gender-Based Violence in Kyrgyzstan*

Project strategy and expected results

In early 2018, the UN Women Country Office launched a project entitled “Across Generations and Gender Borders – Communities Combatting Gender-Based Violence in Kyrgyzstan” with the funding support from EU under European Instrument for Democracy and Human Rights (EIDHR). The project is aimed at reduction of gender-based violence through changing gender discriminatory social norms and attitudes in the targeted communities using customized approaches, such as community mobilisation, interpersonal communication, community empowerment, public relations, public policy and media advocacy, entertainment-education, and social marketing tools. The project is

¹ Center for Research of Democratic Processes, accessed on 14 April 2020.

² https://24.kg/obschestvo/148822_vsvyazi_skarantinom_uvelichilis_faktyi_semeynogo_nasiliya/

³ https://24.kg/proisshhestviya/149240_karantin_vshkolah_vkyrgyzstane_uchastilis_suitsidivyi_sredi_podrostkov/

⁴ GBV sub-cluster meeting as of 14 April 2020.

implemented by UN Women in partnership with NGOs HelpAge International and Agents of Change in 16 target municipalities of four provinces in Kyrgyzstan, namely Issyk-Kul, Talas, Batken and Osh. Considering the spike in domestic violence cases and suicides among teenagers as a result of COVID-19 outbreak, in March 2020 the project expanded its community outreach component decreasing tension in families as they remain in compelled isolation and offering them a range of awareness raising and edutainment opportunities during the quarantine.

The theory of change of the project is as follows: “IF the patriarchal attitudes & behaviors are changing to support gender equality and resist violence against women and girls, THEN the gender-based violence is reduced in target communities, BECAUSE a community with zero tolerance of gender-based violence or discrimination will enable women and girls fully realize their potential in education, economic empowerment, and political participation. The project is aimed to bring target communities together to act against nonconsensual marriage practices and associated violence against women and girls of all ages and its main goal is to reduce the gender-based violence in communities.

This goal is being achieved with the help of the following project results:

1. Women and girls are skilled and empowered to transform gender relations on individual, family and community levels.
2. Platforms for inter-generational communication and collaboration are established and communities are equipped with tools and legal knowledge to combat violence against women and girls.
3. Older people, youth, women and men are informed and aware about the negative consequences of gender based violence for women and for societies.

The beneficiaries will be able to transform gender relations at family level (output 1) through a community-led process which provides tools to address social norms and gender inequalities within families. Through this transformative process, the action will establish community-level ‘task forces’ for inter-generational communication and collaboration and equip them with knowledge and tools for joint action and open dialogue on non-consensual marriage practices in the target communities (output 2). The ‘task forces’ will lead a multifaceted awareness-raising and advocacy campaign against non-consensual marriage practices (output 3), which will be developed using insights from behavioral science to deliver tailor-made messages that motivate people to take action. Meanwhile, due to the action’s network-based approach, the examples of positive benefits of more equal power relations within families and the support generated for collective action and gender advocacy under output 1 will have the additional benefit of rendering the wider population in the target communities more receptive to the messages and information provided through various channels under output 3, further encouraging people to call into question their beliefs and behavior, and to take part in joint actions against early marriage and bride kidnapping and thus, contributing to the outcome and impact-level results as described above.

Project beneficiaries and stakeholders

- 20 'Community Champions' will have the ability to apply Gender Action Learning System (GALS) tools in their activities with 2,400 families, comprising approximately 12,000 family members, who will in turn use GALS methodology to transform gender relations at household and community levels;
- Members of 16 inter-generational groups (IGGs) - a total of 190 men and women from age groups 15-18 and 55+ (50% youth and 50% elderly considering gender balance), 16 representatives of youth organizations and 16 peer trainers have increased knowledge of the

law and behavior change techniques to combat VAWG, and the ability to implement outreach and training activities in their communities.

- 160 schoolgirls aged 13-14 and 160 of their mothers will have enhanced their ability for frank discussion of non-consensual marriage practices and increased their knowledge of how to combat them.
- Members of 10 Courts of Aksakals, a total of 200 people, will benefit from the provision of legal expertise and training, increasing their knowledge and improving their ability to process cases involving gender-based violence.
- Up to 5,000 members of the target communities (out of these at least 50% GALS beneficiaries), including local authorities and religious leaders, will directly benefit from community-based outreach activities such as the forum theatre and additional 2,400 will receive information materials utilising behaviour change communication techniques which will encourage them to re-evaluate their attitudes towards non-consensual marriage practices.
- Key stakeholders include the government counterparts Ministry of Labour and Social Development, especially the Gender Department and newly established Domestic Violence Unit under the Ministry, National Council on Gender Equality and Women's Affairs, Ministry of Culture, Information, and Tourism and Ministry of Justice, State Agency for Local Self-Government and Inter-Ethnic Relations and State Agency for Religious Affairs, representatives of Local Crisis Centres, women's rights and youth organizations, media and development partners.

Budget and geographical scope and timeframe

The project is implemented in 16 target municipalities of four provinces in Kyrgyzstan, namely Issyk-Kul, Talas, Batken and Osh. The timeframe is 32 months starting from 1 January 2018 till 31 August 2020.

Project management

The project is implemented by UN Women in partnership with NGOs *HelpAge International (HAI)* and *Agents of Change (AOC)*. Field presence is established through Field Officers in each of the four target communities to lead and oversee implementation of the activities, to support and coordinate the beneficiaries and the implementing partners, and to liaise with stakeholders at local level.

UN Women has a full-time Project Specialist to manage and oversee the project implementation, facilitate the work of the Coordination Committee, liaise with the donor, lead the joint monitoring activities and compile high quality donor reports based on the partners' inputs. The Project Specialist is supported operationally by a full-time Project Assistant and 2 part-time drivers in Bishkek and Osh.

Agents of Changes has a full-time Project Coordinator coordinate and supervise planning and delivery of project activities; ensure regular quality reporting to UN Women; conduct monitoring of project activities and recording of lessons learned and a part-time Financial Manager for operational support.

The existing HAI staff member serves as Project Coordinator to coordinate and supervise planning and delivery of project activities; ensure regular quality reporting to UN Women; conduct monitoring of project activities and recording of lessons learned. The Project Coordinator is supported operationally by the Country Director and Finance department who assist with finance reporting and audit, and contracting of Field Officers. HAI national Advocacy and Communications

Officer contributes to implementation of the communication activities outlined in the behaviour change communication campaign in close cooperation with the partner agencies responsible for the community-based outreach activities. Finally, Regional Head of Programmes and Regional Finance Manager from HAI Eurasia and Middle East office based in Jordan provide overall supervision and donor compliance.

II. Purpose (and use of the evaluation)

As indicated in Monitoring, Evaluation and Research Plan of the Strategic Note 2018-2022 of the UN Women Country Office in the Kyrgyz Republic, a final evaluation with a special focus on lessons learnt will be conducted towards the end of implementation period of the project *Across Generations and Gender Borders – Communities Combatting Gender-Based Violence in Kyrgyzstan*.

The findings of the evaluation and lessons learnt will contribute to effective programming, refining the CO approaches to EVAWG, organizational learning and accountability and should be also of use for the implementation of actions in similar fields like Spotlight Initiative. The information generated by the evaluation will moreover be used to engage policy makers and other stakeholders at local, national and regional levels in evidence-based dialogues and to advocate for gender-responsive strategies to peacebuilding and conflict-prevention with a particular focus on engaging adolescents in dialogues of gender equality, human rights, and peace and security at local, national and regional levels. The EU Delegation may also consider making use of findings and lessons learnt from this evaluation under future EIDHR calls.

Targeted users of the evaluation are UN Women staff at Kyrgyzstan Country Office, the responsible parties and the government counterparts at local and national levels, CSOs, and other UN agencies, donor community and development partners present in Kyrgyzstan and the ECA region and the project beneficiaries.

III. Objective

The objectives of this evaluation are to:

1. Analyze the relevance of the project strategy and approach at local and national levels on EVAWG agenda, gender equality and women's empowerment.
2. Assess effectiveness and organizational efficiency in progressing towards the achievement of the project results, including the achievement of gender equality and women's empowerment results as defined in the intervention.
3. Assess the sustainability of the results and the intervention in advancing gender equality through the target group.
4. Analyze how human rights based approach and gender equality principles are integrated in the project implementation.
5. Assess how the intervention and its results relate and contribute to the Sustainable Development Goals.
6. Identify and document lessons learned, good practices and innovations, success stories and challenges within the project, to inform future work of UN Women in the frameworks of EVAWG agenda and beyond.
7. Identify strategies for replication and up-scaling of the project's best practices.
8. Provide actionable recommendations with respect to UN Women's work on EVAWG agenda and beyond.

Key evaluation questions

Considering the mandates to incorporate human rights and gender equality in all UN work and the UN Women Evaluation Policy, which promotes the integration of women's rights and gender equality principles, these dimensions will have a special attention in this evaluation and will be considered under each evaluation criterion.

Relevance

- To what extent was the design of the intervention and its results relevant to the needs and priorities of the beneficiaries?
- To what extent has the project been catalytic in addressing some of the root causes of gender-based violence?
- How innovative was the chosen design of the intervention with respect to other EVAWG projects?
- To what extent is the intervention aligned with international agreements and conventions on gender equality and women's empowerment?

Impact

- To what extent adapting Gender Action Learning System (GALS) to local conditions has been successful, effective, has had an impact, it is sustainable and can be replicated.
- To what extent the objectives of the Action (the EIDHR project) has been achieved as intended, in particular the Actions' planned overall objectives?
- To what extent the capacity to achieve results has been facilitated/constrained by external factors?
- To what extent the Action has produced any unintended or unexpected impacts, and if so how have these affected the overall impact?

Coherence

- To what extent does the project fit within UN Women's Strategic Plan and interrelated threefold mandate?
- To what extent is the intervention consistent with the Government priorities and national development strategies?
- To what extent the implementation of project ensures synergies and coordination with Government's and key partners, including both national and international, in the field of eliminating violence against women and girls while avoiding duplications? To what extent are the interventions achieving synergies with the work of the UN Country Team?
- What is UN Women's current comparative advantage in this area of work compared with other UN entities and key partners in the Kyrgyz Republic?

Effectiveness

- To what extent have the expected results of the project been achieved on both outcome and output levels?
- What are the reasons for the achievement or non-achievement of the project results? Has the project achieved any unforeseen results, either positive or negative? What are the good practices and the obstacles or shortcomings encountered? How were they overcome?

- How appropriate is the project strategy of empowering and engaging youth and local self-governments as advocates for gender equality, human rights and peace and security in making a contribution to peace and stability in the country?
- How well did the intervention succeed in involving and building the capacities of rights-holders, duty-bearers as well as the project partners?
- To what extent are the monitoring mechanisms in place effective in measuring and informing management of the project performance and progress towards the targets? To what extent was the monitoring data objectively used for management action and decision making?

Efficiency

- Have resources (financial, human, technical support, etc.) been allocated strategically to achieve the project outcomes?
- To what extent does the management structure of the intervention support efficiency for project implementation and achievement of results?
- Have the outputs been delivered in a timely manner?

Sustainability

- What is the likelihood that the benefits from the project will be maintained for a reasonably long period of time after the project phase out?
- How effectively has the project generated national ownership of the results achieved, the establishment of partnerships with relevant stakeholders and the development of national capacities to ensure sustainability of efforts and benefits?
- To what extent has the project been able to promote replication and/or up-scaling of successful practices?
- To what extent has the exit strategy been well planned and successfully implemented?

Gender Equality and Human Rights

- To what extent has gender and human rights considerations been integrated into the project design and implementation?
- How has attention to/integration of gender equality and human rights concerns advanced the area of work?

It is expected that the evaluation team will develop an evaluation matrix, which will relate to the above questions (and refine them as needed), the areas they refer to, the criteria for evaluating them, the indicators and the means for verification as a tool for the evaluation. Final evaluation matrix will be approved in the evaluation inception report.

IV. Scope of Work and Responsibilities

a. Scope of Work

The final evaluation of the project *Across Generation and Gender Borders - Communities Combatting Gender-Based Violence in Kyrgyzstan* will be conducted in the end of the project implementation and funding period and will cover the entire duration of the project from 1 January 2018 to 31 August 2020. The evaluation is planned to be conducted between June and October 2020.

The geographical scope for this evaluation includes 16 municipalities in Batken, Issyk-Kul, Osh and Talas provinces of Kyrgyzstan, namely:

Province	Municipalities
Osh province	Uzgen city; Uzgen district, Zhylalda AO; Uzgen district, Myrzakinsky AO
Batken province	Kadamzhaysky district, Uch-Korgonsky AO; Kadamzhaysky district, Absamat-Masalievsky AO; Kyzyl-Kiya city
Talas province	Bakai-Ata district, Ozgorush AA; Bakai-Ata district, Ak-Dobo AA; Talas district, Jergetal AA; Talas city
Issuk-Kul province	Jeti-Oguz district, Yrdyk AA; Zheti-Oguz district, Zheti-Oguz AA; Ak-Suy district, October AA; Ak-Suy district, Chelpek AA

The evaluation might include a data collection mission to the four selected project sites in Kyrgyzstan which will be identified at the inception phase and included in the inception report. It is initially assessed that if possible and depending on movement restrictions the national consultant covers onsite data collection in the field with remote support of international team leader. However, considering the current movement limitations, this might need to be revised. This will be discussed and agreed during the inception phase and methodology will be revisited accordingly.

The evaluation shall cover all aspects of the project.

The evaluation will be a transparent and participatory process involving relevant UN Women stakeholders and partners in Kyrgyzstan. The evaluation will be based on gender and human rights principles and adhere to the UNEG Norms and Standards and Ethical Code of Conduct and UN Women Evaluation Policy and guidelines⁵.

The evaluation is a final project evaluation and a summative approach focusing on capturing the lessons learned during the implementation and assessing the achievement of the results at output and outcome levels will be employed. The evaluation methodology will furthermore follow a ToC approach and employ mixed methods including quantitative and qualitative data collection methods and analytical approaches to account for complexity of gender relations and to ensure participatory and inclusive processes that are culturally appropriate. Methods include but are not limited to:

- Desk review of relevant documents such as project and programme documents, progress reports, financial records, meeting minutes and monitoring reports, and secondary data or studies relating to the country context and situation
- Online consultations and discussions with UN Women senior management, programme and project management staff
- Semi-structured interviews, focus group discussions, surveys with direct and indirect beneficiaries, implementing partners, donor and other stakeholders
- Field visits to and observation at selected project sites (to be potentially revisited)

Data from different research sources will be triangulated to increase its validity. The proposed approach and methodology should be considered as flexible guidelines rather than final requirements, and the evaluators will have an opportunity to make their inputs and propose changes in the evaluation design. The methodology and approach must, however, incorporate human rights

⁵ Please see section IX. References below

and gender equality perspectives. It is expected that the Evaluation Team will further refine the approach and methodology and submit a detailed description in the inception report.

Comments provided by the evaluation reference and management groups are aimed at methodological rigor, factual errors, errors of interpretation, or omission of information and must be considered by the evaluators to ensure a high-quality product. The final evaluation report should reflect the evaluator's consideration of the comments and acknowledge any substantive disagreements.

b. Evaluation Process

The evaluation process has five phases:

1) Preparation: gathering and analyzing project data, conceptualizing the evaluation approach, internal consultations on the approach, preparing the TOR, establishment of the Evaluation Management Group (EMG) and the Evaluation Reference Group (ERG), stakeholders mapping and selection of evaluation team.

2) Inception: consultations between the evaluation team and the EMG, project portfolio review, finalization of stakeholder mapping, inception meetings with the ERG, review of the result logics, analysis of information relevant to the initiative, finalization of evaluation methodology and preparation and validation of inception report.

3) Data collection and analysis: in-depth desk research, in-depth review of EIDHR project documents and monitoring frameworks, in online interviews as necessary, staff and partner survey/s, and field visits.

4) Analysis and synthesis stage: analysis of data and interpretation of findings and drafting and validation of an evaluation report and other communication products.

5) Dissemination and follow-up: once the evaluation is completed UN Women is responsible for the development of a Management Response, publishing of the evaluation report, uploading the published report on the GATE website, and the dissemination of evaluation findings.

While the independent evaluation team will be responsible for phases 2, 3 and 4 above UN Women is responsible for phases 1 and 5.

c. Stakeholder participation and evaluation management

The UN Women Kyrgyzstan Monitoring, Reporting and Coordination Specialist will serve as the evaluation task manager responsible for the day-to-day management of the evaluation and ensures that the evaluation is conducted in accordance with the UN Women Evaluation Policy, United Nations Evaluation Group Ethical Guidelines and Code of Conduct for Evaluation in the United Nations system and other key guidance documents. Moreover, an evaluation management group comprising of UN Women Country Office senior management and key project staff will be established to oversee the evaluation process, make key decisions and quality assure the different deliverables. The evaluation process will be closely supported by the UN Women Regional Evaluation Specialist, who is a member of the UN Women Independence Service.

An evaluation Reference Group integrated by key stakeholders involved in the implementation of the project will be established. The establishment of an evaluation reference group facilitates participation of the key stakeholders representing government, partner and donor organizations, other UN agencies, CSOs and project beneficiaries in the evaluation process. It will help to ensure that

the evaluation approach is robust and relevant to staff and stakeholders and make certain that factual errors or errors of omission or interpretation are identified in evaluation products. The reference group will provide input and relevant information at key stages of the evaluation: terms of reference, inception report, draft and final reports and dissemination of the results.

d. Timeframe and expected outputs⁶

Task	Tentative Timeframe	Estimated # of Working Days
<i>Inception phase</i>	<i>June-July 2020</i>	5 days
Inception meetings	June 2020	1
Inception report (including two rounds of revision)	June-July2020	4
<i>Data collection phase</i>	<i>July-September 2020</i>	6 days
Desk review, online interviews etc.	July-September 2020	2
Remote data collection, online interviews, etc.	July-September 2020	4
<i>Analysis and reporting phase</i>	<i>September-October 2020</i>	19 days
Presentation of preliminary findings (including one round of revision)	September 2020	5
Draft report (including two rounds of revision)	September 2020	9
Final report Evaluation communication products	October 2020	5

e. Expected deliverables and payment procedures:

Deliverables	Payment instalment	Delivery dates
1. Inception report	20%	By 20 July 2020
2. Draft project evaluation report	60%	By 10 October 2020
3. Final project evaluation report	20%	By 30 October 2020

⁶ Since this evaluation will be conducted by an international and a national evaluator the distribution of the days amongst them are indicative and based on preliminar distributinon of responsibilities.

Payment will be issued in three instalments upon the satisfactory submission of the deliverables cleared by the evaluation task manager to certify that the services have been satisfactorily performed: 20% upon accepting inception report, 60% upon accepting the draft report and 20% upon accepting the final evaluation report and other evaluation knowledge products.

Translation/interpretation will be provided during online meetings and interviews.

V. Competencies and Qualifications

Core Values:

- Respect for Diversity
- Integrity
- Professionalism

Core Competencies:

- Awareness and Sensitivity Regarding Gender Issues
- Accountability
- Creative Problem Solving
- Effective Communication
- Inclusive Collaboration

Please visit this link for more information on UN Women's Core Values and Competencies:
<http://www.unwomen.org/-/media/headquarters/attachments/sections/about%20us/employment/un-women-employment-values-and-competencies-definitions-en.pdf>

Functional Competencies:

- Possesses the ability to work independently, under pressure and meet deadlines;
- Good knowledge of technical area;
- Good organizational skills and ability to pay close attention to detail;
- Experience in report writing.

Qualifications:

Education:

- At least a master's degree in gender issues, human rights, development studies or other related area

Working Experience:

- At least 7 years of relevant experience in the field of evaluation, including substantive involvement in at least ten evaluations of strategies, policies and/or development programmes.
- Extensive knowledge and experience of gender-responsive and human rights-based approaches to evaluation.
- Proven experience of designing and leading gender-responsive evaluations and/or applied research utilizing a wide range of approaches and methods.

- Proven knowledge and experience of working in areas of elimination of gender-based violence in Central Asia. Previous experience in particular in Central Asia and/or Kyrgyzstan will be considered a strong asset.
- Proven knowledge and experience in gender equality and women's empowerment, gender mainstreaming, gender analysis and the related mandates.
- Experience within the United Nations system will be considered an asset.
- Ability to produce well written reports demonstrating analytical ability and communication skills.
- Demonstrated facilitation and communications skills, experience in participatory approaches and methodology, and ability to negotiate amongst a wide range of stakeholders.

Knowledge of languages:

- Fluent in English, Russian and Kyrgyz.

VI. Application Process

The application should include:

- Offeror's letter to UN Women confirming interest and availability for the assignment, including financial proposal, indicating all costs relating to the delivery of outputs as per above description;
- Personal History Form (P-11 form) - including past experience in similar assignments; can be downloaded at <http://www.unwomen.org/about-us/employment> (a signed copy should be submitted);
- Copies of three recently completed evaluation reports submitted separately by email to hr.kyrgyzstan@unwomen.org
- Financial Proposal: Specify a total lump sum amount for the tasks specified in this Terms of Reference. UN Women is responsible for buying air tickets (economy class), DSA and booking the hotel and will be supporting the visa and travel arrangements.

Please upload the P11 form combined with other application documents, including the financial proposal and a possible CV, as one (1) single PDF document.

Candidate should have the ability to quickly produce degree certificates and medical certification (of good health) should they be short-listed in consideration of the consultancy post.

Please carefully respond to the requirements of the Terms of Reference in the P11 that you submit.

Please note that the financial proposal should indicate fee rate per working day. For any travel that may be undertaken as agreed with UN Women, UN Women will provide the UN DSA, relevant UN terminals, air-ticket if necessary, and provide a vehicle.

The financial proposal should be provided in USD; if the proposal is provided in any other currency it would be converted as per UN exchange rate on the date of post closure.

Only short-listed candidates will be contacted. Candidates can only be shortlisted if they profess to meet all the mandatory requirements in the Terms of Reference. Applications without the completed P11 form are incomplete and will NOT be considered for further assessment.

The Consultant shall promote a client-oriented approach consistent with UN Women rules and regulations and commits to high standards of quality, productivity and timeliness in the delivery of tasks. The Consultant will meet and apply the highest standards of integrity and impartiality.

The Consultant must be fully dedicated to the mandate and the values of UN Women, particularly to promoting Gender Equality as a strategy to reduce conflict, improve livelihoods and ensure fairness and justice; to Women Empowerment underpinning Gender Equality promotion efforts; to inter-ethnic tolerance and concord; and to respect for diversity.

VII. Payment Schedule

Payment for the services provided will be made in instalments upon achievement of expected results and submission of agreed package of documents and reports, approved by UN Women.

VIII. Evaluation process

Candidates will be evaluated using a cumulative analysis method taking into consideration the combination of the applicants' technical qualifications and experience, and financial proposal. The contract will be awarded to the individual consultant whose offer has been evaluated and determined as:

- Technically responsive/compliant/acceptable to the requirements of the ToR and
- Having received the highest cumulative (technical & financial) score out of below defined technical and financial criteria.

Only candidates obtaining a minimum of 70% (49 points) in the technical evaluation would be considered for financial evaluation.

IX. Technical Evaluation Criteria:

	Evaluation Criteria	Max points
TECHNICAL EVALUATION (70%)		
Language Requirements	English; Russian/Kyrgyz is an asset	REQUIRED
Education	Advanced degree in gender issues, human rights, development studies	15
Professional Experience	At least 7 years of relevant experience in the field of evaluation, including substantive involvement in at least 10 evaluations of strategies, policies and/or development programmes	15
	Extensive knowledge and experience of gender-responsive and human rights based approaches to evaluation	10
	Proven experience of designing and leading gender-responsive evaluations and/or applied research utilizing a wide range of approaches and methods	10

	Demonstrated facilitation and communications skills, experience in participatory approaches and methodology, and ability to negotiate amongst a wide range of stakeholders	10
	Previous experience in working in areas of elimination of gender-based violence in Central Asia	5
	Previous experience with UN or International agencies considered as asset	5
Total technical		70

The maximum number of points assigned to the financial proposal is allocated to the **lowest price** proposal. All other price proposals receive points in inverse proportion. A suggested formula is as follows:

$$p = 30 (\mu/z)$$

Using the following values:

p = points for the financial proposal being evaluated

μ = price of the lowest priced proposal

z = price of the proposal being evaluated

Annex 2. Evaluation matrix

Broader evaluation questions	Evaluation questions	Evidence	Data collection methods	Source of data	Assumptions
<p>Effectiveness: Is the project achieving its objectives?</p>	<p>To what extent have the expected results of the project been achieved on impact, outcome and output levels?</p>	<ul style="list-style-type: none"> • Evidence that women and girls are skilled and empowered to transform gender relations on individual, family and community levels • Evidence of inter-generational platforms equipped to combat VAWG • Evidence that community members are aware of VAWG negative consequences • Evidence that communities act together against GBV • Evidence of reduced GBV • Evidence of actual linkages between project activities and changes on output and outcome levels 	<ul style="list-style-type: none"> • Document review • Interviews • Change maps exercise 	<p>Project reports Project team Community partners Community members</p>	<p>All stakeholders are available for interviews</p>
	<p>What are the reasons for the achievement or non-achievement of the project results? To what extent the capacity to achieve results has been facilitated/constrained by external factors?</p>	<ul style="list-style-type: none"> • Evidence of unintended output and outcome-level results • Evidence of linkages (positive and negative) between unintended and intended output and outcome-level results 	<ul style="list-style-type: none"> • Document review • Interviews • Change maps exercise 	<p>Project reports Project team Community partners Community members</p>	<p>All stakeholders are available for interviews</p>

	Has the project achieved any unforeseen results, either positive or negative? What are the good practices and the obstacles or shortcomings encountered? How were they overcome?				
	How well did the project succeed in involving and building the capacities of rights-holders, duty-bearers as well as the project partners?	<ul style="list-style-type: none"> • Evidence of changes on the capacity of rights-holders • Evidence of changes on the capacity of duty bearers • Evidence of changes on the capacity of project partners 	<ul style="list-style-type: none"> • Document review • Interviews • Change maps exercise 	Project reports Project team Community partners Community members	All stakeholders are available for interviews
Impact: What difference does the project make?	How appropriate is the project strategy of empowering and engaging youth and local self-governments as advocates for gender equality, human rights and peace and security in making a contribution to peace and stability in the country?	<ul style="list-style-type: none"> • Evidence of positive contribution to peace and stability 	<ul style="list-style-type: none"> • Document review • Interviews • Change maps exercise 	Project reports Project team National partners Development partners Community partners Community members	All stakeholders are available for interviews
	To what extent the project has produced any unintended or unexpected impacts, and if so how have these affected the overall impact?	<ul style="list-style-type: none"> • Evidence of unintended impact-level results • Evidence of linkages (positive and negative) between unintended and intended impact-level results 	<ul style="list-style-type: none"> • Document review • Interviews • Change maps exercise 	Project reports Project team Community partners Community members	All stakeholders are available for interviews

<p>Efficiency: How well are resources being used?</p>	<p>Have resources (financial, human, technical support, etc.) been allocated strategically to achieve the project outcomes?</p>	<ul style="list-style-type: none"> • Evidence that planned resources were sufficient • Evidence of sufficient capacity of paid project personnel 	<ul style="list-style-type: none"> • Document review • Interviews 	<p>Project reports, narrative and financial Project team Community partners</p>	<p>All stakeholders are available for interviews</p>
	<p>To what extent is the project implementation cost effective and providing value for money?</p>	<ul style="list-style-type: none"> • Amount of volunteer activity catalyzed by the project • Perception of value for money by community partners 	<ul style="list-style-type: none"> • Document review • Interviews 	<p>Project reports, narrative and financial Project team Community partners</p>	<p>All stakeholders are available for interviews</p>
	<p>To what extent does the management structure of the intervention support efficiency for project implementation and achievement of results?</p>	<ul style="list-style-type: none"> • Assessment of the efficiency of the management structure by project stakeholders 	<ul style="list-style-type: none"> • Document review • Interviews 	<p>Project reports Project team Community partners</p>	<p>All stakeholders are available for interviews</p>
	<p>Have the outputs/planned deliverables been delivered in a timely manner?</p>	<ul style="list-style-type: none"> • Evidence that planned project activities were implemented as planned • Evidence that planned deliverable were delivered on time 	<ul style="list-style-type: none"> • Document review • Interviews 	<p>Project document Project reports Project team</p>	<p>All stakeholders are available for interviews</p>
	<p>To what extent are the monitoring mechanisms in place effective in measuring and informing management of the project performance and progress towards the targets? To what extent was the monitoring data objectively used for management action and decision making?</p>	<ul style="list-style-type: none"> • Evidence that monitoring data was used for project management • Evidence that data collected by monitoring mechanisms was sufficient for project management 	<ul style="list-style-type: none"> • Document review • Interviews 	<p>Project reports Project team</p>	<p>All stakeholders are available for interviews</p>

<p>Sustainability: Will the benefits last?</p>	<p>What is the likelihood that the benefits from the project will be maintained for a reasonably long period of time after the project phase out?</p>	<p>Opinion of community members on the likelihood of continuation of the benefits created by the project</p>	<ul style="list-style-type: none"> • Document review • Interviews 	<p>Project reports Project team Community partners</p>	<p>All stakeholders are available for interviews</p>
	<p>How effectively has the project generated national ownership of the results achieved, the establishment of partnerships with relevant stakeholders and the development of national capacities to ensure sustainability of efforts and benefits?</p>	<p>Evidence of strong ownership by new practices introduced by the project among community partners</p>	<ul style="list-style-type: none"> • Document review • Interviews 	<p>Project reports Project team Community partners</p>	<p>All stakeholders are available for interviews</p>
	<p>To what extent has the project been able to promote replication and/or up-scaling of successful practices?</p>	<p>Evidence of replication and/or up-scaling of practices introduced by the project</p>	<ul style="list-style-type: none"> • Document review • Interviews 	<p>Project reports Project team Community partners</p>	<p>All stakeholders are available for interviews</p>
	<p>To what extent has the exit strategy been well planned and successfully implemented?</p>	<ul style="list-style-type: none"> • Evidence of existence of explicit exit strategy • Evidence of exit strategy implementation 	<ul style="list-style-type: none"> • Document review • Interviews 	<p>Project reports Project team Community partners</p>	<p>All stakeholders are available for interviews</p>
<p>Gender Equality and Human Rights</p>	<p>To what extent did the project manage to reach those most vulnerable groups (minorities, people with disabilities etc.)?</p>	<ul style="list-style-type: none"> • Evidence that the project team paid conscious attention to inclusion of the most vulnerable groups • Evidence of inclusion of these groups 	<ul style="list-style-type: none"> • Document review • Interviews 	<p>Project reports Project team Community partners</p>	<p>All stakeholders are available for interviews</p>

	To what extent has gender and human rights considerations been integrated into the project design and implementation?	<ul style="list-style-type: none"> • Evidence of integration of gender and human rights considerations in the project design • Evidence of following gender and human rights considerations during the project implementation 	<ul style="list-style-type: none"> • Document review • Interviews 	Project reports Project team	All stakeholders are available for interviews
	How has attention to/integration of gender equality and human rights concerns advanced the area of work?	Evidence of linkages between gender and human rights considerations in project design and implementation and achieved results	<ul style="list-style-type: none"> • Document review • Interviews 	Project reports Project team	All stakeholders are available for interviews
Relevance: Did the intervention do the right things?	To what extent has the project been catalytic in addressing some of the root causes of gender-based violence?	Evidence of changes of social norms that promote GBV	<ul style="list-style-type: none"> • Document review • Interviews • Change maps exercise 	Project reports Project team Community partners Community members	All stakeholders are available for interviews
	To what extent was the design of the project and its results relevant to the needs and priorities of the beneficiaries?	<ul style="list-style-type: none"> • Evidence of project relevance to local authorities in target communities • Evidence of project relevance to other community partners • Evidence of project relevance to community members 	<ul style="list-style-type: none"> • Document review • Interviews • 	Project reports Project team Community partners Community members	All stakeholders are available for interviews
	To what extent is the project consistent with the Government priorities and national development strategies?	Evidence of project consistency with Government priorities and national development strategies related to GBV	Document review Interviews	Project document Project reports National documents: <ul style="list-style-type: none"> • Law #63 “On protection from family-based violence”, 2017 • National Gender Equality Strategy till 2020 	All stakeholders are available for interviews

				<ul style="list-style-type: none"> • National Gender Equality Action Plan 2018-2020 • Order #105 of the Ministry of Internal Affairs “On a guidebook for prevention of early marriages among underage people”, 2017 • Letter of the Ministry of Education and science № 03-6/6440 “On promoting the knowledge about the ban of performing religious marriage ceremony ‘nikhe’ for people younger than official marriage age”, 2017 	
				National partners	
	To what extent is the project aligned with international agreements and conventions on gender equality and women’s empowerment?	Evidence of project consistency with international agreements and conventions on gender equality and women’s empowerment	Document review	Project document Project reports	
	How does the project and its results relate and contribute to the	Evidence that identified project result contribute towards the SDGs	Review of analysis of intended and unintended results	Collected evaluation data Kyrgyzstan 2020 VNR	

	Sustainable Development Goals?				
Coherence: How well does the project fit with other UN Women interventions and other EVAWG interventions implemented in Kyrgyzstan?	To what extent does the project fit within UN Women's Strategic Plan and the UN Women Kyrgyzstan Country Office SN?	<ul style="list-style-type: none"> Evidence of project coherence with the UN Women's Strategic Plan Evidence of project coherence with the UN Women Kyrgyzstan Country Office SN 	Document review	Project document Project reports Current UN Women's Strategic Plan UN Women Kyrgyzstan Country Office SN Collected evaluation data	
	To what extent the project is contributing to the implementation of the UN Women's interrelated threefold mandate?	<ul style="list-style-type: none"> Evidence of project coherence with the UN Women's threefold mandate 	Document review	Project document Project reports Collected evaluation data UN Women strategic documents	
	How innovative was the chosen design of the project with respect to other EVAWG projects?	<ul style="list-style-type: none"> Evidence that other EVAWG projects that were designed before the evaluated project started don't include similar approaches 	Document review Interviews	Project document Project reports Project team National partners UN agencies Other development partners	All stakeholders are available for interviews
	To what extent the implementation of project ensures synergies and coordination with Government's and key partners, including both national and international, in the field	<ul style="list-style-type: none"> Evidence of coordination with national partners Evidence of coordination with international partners Evidence of synergies with national partners Evidence of synergies with the work of the UN Country Team 	Document review Interviews	Project document Project reports Project team National partners UN agencies Other development partners	All stakeholders are available for interviews

	of eliminating violence against women and girls while avoiding duplications? To what extent are the interventions achieving synergies with the work of the UN Country Team?	<ul style="list-style-type: none"> Evidence of synergies with the work of the international partners 			
	What is UN Women's current comparative advantage in this area of work compared with other UN entities and key partners in the Kyrgyz Republic?	Perception of UN Women's comparative advantage by national partners and other development partners	Interviews	Project team National partners UN agencies Other development partners	All stakeholders are available for interviews

Annex 3. List of people interviewed (by category)

Project team members

Project Manager, UN Women

Director, HelpAge International

Project Coordinator, HelpAge International

Project Coordinator, Agents of Change

Field Officers

Former UN Women staff member who was leading the process of the project design

Community partners

Chelpek, Yssyk-Kul province

IGG leader, GALS champion

IGG member, GALS champion, M&D trainer

Member of the Aksakal court

IGG member

IGG member, GALS champion

Head of rural municipality

Myrza-Ake, Osh province

IGG leader

Member of the Aksakal court

2 IGG members/ GALS champions

2 IGG members

Head of rural municipality

Kyzyl-Kya, Batken province

IGG leader, GALS champion

Member of the Aksakal court

IGG member, GALS champion

IGG member, M&D trainer

IGG member, GALS champion, M&D trainer

Representative of Mayor's office

Talas, Talas province

IGG leader, M&D trainers

IGG member, GALS champion

Head of the Aksakal court

GALS trainer

IGG member, GALS champion, M&D trainer

Vice-mayor of in charge of social work

UN Agencies

Gender Specialist, UNDP

Gender Officer, UNICEF

Senior Program Assistant, IOM

National Programme Manager, UNODC

Development partners

Project Specialist/ Gender Adviser, USAID

National Programme Officer on Human Rights, OSCE

Gender Officer, Swiss Embassy

State partners

Gender Specialist, National Council on Gender and Women's Affairs

Director of Mass Communications Department, Ministry of Culture, Information and Tourism

Head of Organizational, Methodological and Informational Support Department, State Agency for Local Self-Government and Inter-Ethnic Relations

Leading Specialist, State Agency for Religious Affairs

CSOs

Program Director, Kyrgyz Space Program

Annex 4. List of consulted documents (by category)

Project documents

UN Women. EIDHR Project Document: Across Generation and Gender Borders - Communities Combatting Gender-Based Violence in Kyrgyzstan No EIDHR/2017/393-561
UN Women. EIDHR Project Extension Document: Addendum 1, EIDHR/2017 /393-561

Project Implementation Reports

UN Women. EIDHR Summary Report and updated EIDHR Logframe matrix, 2020
UN Women. EIDHR Interim and Financial Report 2019
UN Women. EIDHR Interim and Financial Report 2018
UN Women. EIDHR Financial Report- Final forecast, January 2020
UN Women. EIDHR Project presentation (PPT)
UN Women. EIDHR Press releases for EU
UN Women. EIDHR Beneficiaries list
UN Women. Financial Report PID 108980, Dec 2019
UN Women. EIDHR Cost Estimates for Baseline and Endline Surveys
UN Women. EIDHR BDO Audit report and Management Letter, April 2019
UN Women. EIDHR Partners' Dialogue Summary Report
UN Women. EIDHR Financial Audit Report for HelpAge International
UN Women. EIDHR Project Press Releases (English, Russian and Kyrgyz)
UN Women. EIDHR Monitoring & Evaluation Recommendations
UN Women. EIDHR Project photos with captions

Project Key Outcome Documents:

Inception Workshop Report of the new EU funded UN Women project "Across Generations and Gender Borders – Communities Combatting Gender-Based Violence in Kyrgyzstan"
Mid-Project Review Meeting Outcome Document (English and Russian)
Coordination and Management Meeting dated December 4-5, 2018
GALS Final Conference Outcome Document (English and Russian)
Gender Action Learning System Outreach Analytics (English)
Intergenerational Groups' Exchange Visit Outcome Document (English and Russian)
Final Report on Legal Awareness Training Workshops for Duty Bearers (Russian)
Final Report on Mother-Daughter Communication Trainings (Russian)
Final Report on Implementation of Innovation Project (English)
Partners' dialogue: Annual reporting and planning
Monitoring & Evaluation Recommendations
Final Report, Innvation Project on Science, Technology, Engineering, and Mathematics (STEM)
Minutes of EIDHR meeting on selection of pilot municipalities
One page report on EIDHR meeting on selection of pilot municipalities
Report on Selection of of pilot municipalities (Excel)
Mapping of existing programs on EVAW
GALS Database (Excel\Access)
GVV survey findings presentations (Uch-Korgon, Kyzyl-Kia, A.Masaliev)
EIDR Documents for final events in Talas

Key Knowledge Products

Social Norm and Behaviour Change Communication Strategy (Russian)
"Kalys" Comic Book (Russian and English)
Scenarios for Key Community Outreach Activities (Russian and Kyrgyz)
Final conference on the implementation of GALS (Gender Action Learning System) methodology

Training Manual on conducting of 2 days of legal awareness training for Aksakal Court
Manual on improving communicative culture between mothers and daughters
Practical guide for transforming gender and unequal power relations in value chains, GALS
Super Kainata contest scenario (Russain and Kyrgyz)
Mothers and Daughters contest scenario (Russain and Kyrgyz)
Father and sons contest scenario (Russain and Kyrgyz)
Alley against violence event scenario (Rusian and Kyrgyz)
Activism against GBV scenario (Russain and Kyrgyz)
Action Day of girls scenarion (Russain and Kyrgyz)

Other documents

UN Women Strategic Note 2018-2022, UN WOMEN KYRGYZSTAN CO, REPORT 2020

European Commission (2017). European Instrument for Democracy and Human Rights (EIDHR) Country Based Support Scheme (CBSS) for Kyrgyzstan. Guidelines for grant applicants. Retrieved from: Retrieved from: <https://webgate.ec.europa.eu/europeaid/online-services/index.cfm>

Kyrgyzstan National Strategy for Gender Equality till 2020

Kyrgyzstan National Gender Action Plan 2018-2020

Susan Steiner, Charles M. Becker (2019) How marriages based on bride capture differ: Evidence from Kyrgyzstan. DEMOGRAPHIC RESEARCH VOLUME 41, ARTICLE 20, PAGES 579-592
PUBLISHED 22 AUGUST 2019 <https://www.demographic-research.org/Volumes/Vol41/20/>

Guiding documents

UN Women (2015). How to manage gender-responsive evaluation. Evaluation Handbook. 174 pp.
UNEG (2008). UNEG Ethical Guidelines for Evaluation. 14 pp.

Annex 5. Data collection tools

Interview guides

Semi-structured interview with members of the project team

Intro	<p>Check what language is preferable: English, Russian or Kyrgyz.</p> <p>Hallo! My name is ..., I'm a member of the team of consultant working on the final evaluation of the project "Across Generations and Gender Borders – Communities Combatting Gender-Based Violence in Kyrgyzstan". Thank you for agreeing to contribute to this evaluation.</p> <p>The purpose of this evaluation is to assess several aspects of the project performance, including effectiveness, efficiency, sustainability of results and relevance. The evaluation has also to identify lessons learned, good practices and innovations and make actionable recommendations with respect to UN Women's work on EVAWG agenda and beyond.</p> <p>I would like to ask you a number of questions. You can decline to answer any of them. You can also stop this interview at any moment. And if you have any questions, I would try to answer them to the best of my knowledge.</p> <p>With your permission I would make notes in the course of this interview. The notes will be used for further analysis to extract themes that are common for all data sources. If we use any quotes for your interview to illustrate emerging themes and issues, we would make sure that a quote could not be traced to you.</p> <p>If this is OK, I would go to the questions.</p>
Scoping	<ul style="list-style-type: none"> • What functions did you perform in the project? • Were you involved in the project implementation?
<p>GHR</p> <ul style="list-style-type: none"> • Evidence that the project team paid conscious attention to 	<p>If a person was involved in the design of the project:</p> <ul style="list-style-type: none"> • What process was used to design the project? What considerations informed the project design?

<p>inclusion of the most vulnerable groups</p> <ul style="list-style-type: none"> Evidence of integration of gender and human rights considerations in the project design 	
<p>Efficiency</p> <ul style="list-style-type: none"> Evidence that planned project activities were implemented as planned Evidence that planned deliverable were delivered on time 	<ul style="list-style-type: none"> To what extent the project implementation was consistent with the initial project plan? Did you complete all planned activities on time? Did you get all planned deliverables on time? Did you face any challenges in the course of the project implementation? If you did, did you manage to overcome them and how? What were the causes and reason for experienced challenges?
<p>Effectiveness</p> <p>Is the project achieving its objectives?</p> <p>Unexpected results</p> <p>Contribution to peace and stability</p>	<ul style="list-style-type: none"> Do you see any changes in attitudes and behaviors of the community members targeted by the project? Do you see any changes in target communities? Do you see any results that were not expected in the project design? What project results are most important in your opinion? What results you are most proud of? Why? Do you see any project contribution to peace and stability in the target communities? If you were launching a similar project, what would you have done differently?
<p>Relevance</p> <ul style="list-style-type: none"> Evidence of project relevance to local authorities in target communities, other community partners and community members 	<ul style="list-style-type: none"> How relevant was the project for target communities? What elements of the project proved most relevant to local citizens, activists and local authorities? Why? What elements were met with resistance? Why? If you were planning a similar project, what could be done to ensure maximum relevance of the project to a local community?
<p>Sustainability</p>	<ul style="list-style-type: none"> What is the likelihood that new attitudes and behaviors introduced with the project support would continue after the project ends? Why do you think so?

<ul style="list-style-type: none"> • Likelihood of continuation of the benefits created by the project • Evidence of strong ownership by new practices introduced by the project among community partners and implementing agencies • Evidence of replication and/or up-scaling of practices introduced by the project • Evidence of existence of explicit exit strategy • Evidence of exit strategy implementation 	<ul style="list-style-type: none"> • Are you taking any measures to ensure sustainability of the project results? • Are there any examples when project participants were promoting new attitudes and behaviors by themselves outside of the project framework? • Does the project have an articulated exit strategy? What are the elements of this strategy? What has already been done to implement this exit strategy? • If your organization planning to use some new practices and models that you learned or developed within the framework of this project? • Do you know any organization that was not involved in the project implementation that is interested to adopt or has already adopted some of the approaches and models developed within the framework of this project?
<p>Gender Equality and Human Rights</p> <ul style="list-style-type: none"> • Evidence that the project team paid conscious attention to inclusion of the most vulnerable groups • Evidence of inclusion of these groups 	<ul style="list-style-type: none"> • Did you pay attention to inclusion of the most vulnerable groups (minorities, people with disabilities) in the project activities? If you did, to what extent were they involved? If you did not – Do you have any information on extent of participation of representative of most vulnerable groups in the project activities in target communities? • Could you provide examples of how you and other members of the project team were integrating gender and human rights considerations in the project implementation? • Which of those approaches proved to be most effective in terms of facilitating achievement of the project results?

<ul style="list-style-type: none"> • Evidence of following gender and human rights considerations during the project implementation • Evidence of linkages between gender and human rights considerations in project design and implementation and achieved results 	
<p>Efficiency</p> <ul style="list-style-type: none"> • Evidence that planned resources were sufficient • Evidence of sufficient capacity of paid project personnel • Amount of volunteer activity catalyzed by the project • Assessment of the efficiency of the management structure • Evidence that monitoring data was used for project management 	<ul style="list-style-type: none"> • Based on your experience, were financial, human and technical resources that the project had at its disposal sufficient to implement it as planned and achieve intended results? Why? • Do you think that you and your colleagues had enough competences to perform your project duties effectively? • How much time and other resources did GALS champions, IGG members and M&D trainer invest in the project? What motivated them to do so? Do you think that they were selected strategically? Did the project provide them sufficient support to work in the community? • How do you assess efficiency of the project management structure? Why? • What was the design of the project monitoring system? How did you use monitoring data? Please provide specific examples. • Did you have enough monitoring data to perform your project functions effectively? • If you were planning a similar project, would you make any changes to the monitoring system? • Based on your experience with this project, what management approaches you would recommend to use in the future projects? What would you do differently in terms of management and use of resources? Why?

<ul style="list-style-type: none"> Evidence that data collected by monitoring mechanisms was sufficient for project management 	
Coherence Innovativeness Coordination with other organizations Synergies	<ul style="list-style-type: none"> Are you familiar with other project aiming to reduce prevalence of GBV implemented by your organization or other organizations? If yes, how different is this project from other projects that you know? Would you call this project innovative? Why? Did you coordinate implementation of this project with other UN agencies, development partners and other organizations that were not directly involved in the project implementation? How did this coordination work? Do you see any synergies created due to this cooperation?
Summary	<ul style="list-style-type: none"> What are the main lessons that you learned in the course of implementing this project? Are there some important aspects of your experience within the framework of this project that we did not discuss?
Closing	We have asked all the questions that we had. Do you have any questions to us?
	Thank you for your contribution. If you have any further questions or feel like sharing some other information, you can contact us via e-mail.

Semi-structured phone interview with community partners

Note: We will have a short checklist to record modes of a person's engagement with the project. To the extent possible we will fill this checklist prior to the interview.

You were:	Participated	Rates as most important
GALS champion		
Member of IGG		
M&D trainer		

Member of Aksakal courts		
Participated in GALS session as a participant (not champion)		
Organized/attended masterclasses		
Organized/was a contestant/ attended contests "The Best Farther-in-Law", "Mothers-Daughters", "Fathers and sons",		
Organized/attended lectures on the negative consequences of forced marriages at schools		
Organized/attended other events		

Intro	<p>Check what language is preferable: Kyrgyz or Russian.</p> <p>Hallo! My name is ..., I'm a member of the team of consultant working on the final evaluation of the project "Across Generations and Gender Borders – Communities Combatting Gender-Based Violence in Kyrgyzstan". Thank you for agreeing to contribute to this evaluation.</p> <p>The purpose of this evaluation is to assess several aspects of the project performance, including effectiveness, efficiency, sustainability of results and relevance. The evaluation has also to identify lessons learned, good practices and innovations and make actionable recommendations with respect to UN Women's work on EVAWG agenda and beyond.</p> <p>I would like to ask you a number of questions. You can decline to answer any of them. You can also stop this interview at any moment. And if you have any questions, I would try to answer them to the best of my knowledge.</p> <p>With your permission I would make notes in the course of this interview. The notes will be used for further analysis to extract themes that are common for all data sources. If we use any quotes for your interview to illustrate emerging themes and issues, we would make sure that a quote could not be traced to you.</p> <p>If this is OK, I would go to the questions.</p>
Scoping	<ul style="list-style-type: none"> • First, I would like to clarify your role in the local community? • How did you participate in the project? (Use checklist)
Recall	<ul style="list-style-type: none"> • Why did not join the project?

	<ul style="list-style-type: none"> • What project activities were most important for you?
Effectiveness	<ul style="list-style-type: none"> • What results did you personally get from the project? Are there any changes for you family? • Do you see any change in the local community? • Which of these changes are most valuable and important? Why? • If not mentioned before – Do you see any changes in how people think about bride kidnapping, early marriages and violence against girls and women? If yes, why the happened? If no, why they did not happen?
Sustainability	<ul style="list-style-type: none"> • Once the project ends, will the changes that you talked about continue? Why? • What is necessary to ensure that they continue?
Relevance/ Efficiency	<ul style="list-style-type: none"> • Imaging that you were planning a project to prevent bride kidnapping, early marriages and violence against girls and women in your community. What this project would look like?
Coherence	<ul style="list-style-type: none"> • Are you familiar with other projects that try to prevent bride kidnapping, early marriages and violence against girls and women? • If yes, how is this project different from other project that you know?
Summary	<ul style="list-style-type: none"> • Looking at the project results for your, your family and community, how would you assess the usefulness of this project on a scale from 0 to 10? Why? • How would you assess the work of the project team – again on the scale from 0 to 10? Why?
Closing	<ul style="list-style-type: none"> • Мы задали вам все вопросы, которые у нас были. Возможно у вас есть вопросы к нам? • We are done with our questions. Do you have any questions to us? • Thank you for your participation and have a great day.

Semi-structured interview with national partners

Organizations targeted for these interviews:

- Ministry of Labor and Social Development, National Council on Equality,
- Ministry of Culture, Information and Tourism,
- State Agency for Local Self-Government and Inter-Ethnic Relations,
- State Agency for Religious Affairs

Intro	Check what language is preferable: Kyrgyz or Russian.
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	<p>Hallo! My name is ..., I'm a member of the team of consultant working on the final evaluation of the project "Across Generations and Gender Borders – Communities Combatting Gender-Based Violence in Kyrgyzstan". Thank you for agreeing to contribute to this evaluation.</p> <p>The purpose of this evaluation is to assess several aspects of the project performance, including effectiveness, efficiency, sustainability of results and relevance. The evaluation has also to identify lessons learned, good practices and innovations and make actionable recommendations with respect to UN Women's work on EVAWG agenda and beyond.</p> <p>I would like to ask you a number of questions. You can decline to answer any of them. You can also stop this interview at any moment. And if you have any questions, I would try to answer them to the best of my knowledge.</p> <p>With your permission I would make notes in the course of this interview. The notes will be used for further analysis to extract themes that are common for all data sources. If we use any quotes for your interview to illustrate emerging themes and issues, we would make sure that a quote could not be traced to you.</p> <p>If this is OK, I would go to the questions.</p>
Relevance	<ul style="list-style-type: none"> • In your opinion, what are the main challenges faced by Kyrgyzstan in the area of prevention of gender based violence and what are the main priorities in this area? • What are the most effective mechanisms to achieve these priorities? Why?
Scoping	<ul style="list-style-type: none"> • Are you well familiar with the project "Across Generations and Gender Borders – Communities Combatting Gender-Based Violence in Kyrgyzstan"? <p><i>If necessary – remind about key elements of the project.</i></p> <ul style="list-style-type: none"> • How did your organization interact with the project team?
Relevance	<ul style="list-style-type: none"> • How relevant is this project? Is it addressing the challenges you mentioned above? Is it relevant to government priorities in the area of GBV?
Coherence	<ul style="list-style-type: none"> • Are you familiar with other projects that address the issue of violence against girls and women? If yes, how is this project different from them? How innovative is this project compared to other projects that you know? • Are you familiar with the work of UN Women in Kyrgyzstan as well as other organizations that work on prevention of violence against girls and women? If yes, what is UN Women comparative advantage?

Impact/ Sustainability	<ul style="list-style-type: none"> • The project has piloted and applied a number of relatively inexpensive practices: GALs, IGGs, training that strengthens communication between mother and daughters, training for members of Aksakal courts, various models of community events. Have any of these practices been already adopted by local and national authorities? • What is necessary to have local and national authorities adopt these practices?
Recommendations	<ul style="list-style-type: none"> • How UN Women could contribute to advancing national agenda in the area of prevention of violence against girls and women in the next few years given its comparative advantage?
Closing	<ul style="list-style-type: none"> • We are done with our questions. Do you have any questions to us? • Thank you for your participation and have a great day.

Semi-structured interview with development partners

Organizations targeted for these interviews:

- UNDP, UNFPA, UNICEF, IOM, UNODC
- Development partners:
EU commission, USAID, Max Plank Foundation, Danilo Dolci Creative Development Centre, OSCE, Helvetas, Swiss Embassy, Mercy Corps

Intro	<p>Check what language an interviewee would prefer – English or Russian.</p> <p>Hallo! My name is Natalia Kosheleva, I'm a member of the team of consultant working on the final evaluation of the project "Across Generations and Gender Borders – Communities Combatting Gender-Based Violence in Kyrgyzstan". Thank you for agreeing to contribute to this evaluation.</p> <p>The purpose of this evaluation is to assess several aspects of the project performance, including effectiveness, efficiency, sustainability of results and relevance. The evaluation has also to identify lessons learned, good practices and innovations and make actionable recommendations with respect to UN Women's work on EVAWG agenda and beyond.</p> <p>I would like to ask you a number of questions. You can decline to answer any of them. You can also stop this interview at any moment. And if you have any questions, I would try to answer them to the best of my knowledge.</p>
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	<p>With your permission I would make notes in the course of this interview. The notes will be used for further analysis to extract themes that are common for all data sources. If we use any quotes for your interview to illustrate emerging themes and issues, we would make sure that a quote could not be traced to you.</p> <p>If this is OK, I would go to the questions.</p>
Scoping	<ul style="list-style-type: none"> • Are you familiar with the project “Across Generations and Gender Borders – Communities Combatting Gender-Based Violence in Kyrgyzstan”?
Evidence that other EVAWG projects that were designed before the evaluated project started don’t include similar approaches (Coherence)	<ul style="list-style-type: none"> • How does it compare with the projects of your organization or other projects targeting GBV you are familiar with? • Would you call this project innovative? Why?
<ul style="list-style-type: none"> • Evidence of coordination with UN team/international partners • Evidence of synergies with the work of the UN Country Team • Evidence of synergies with the work of the international partners 	<ul style="list-style-type: none"> • Did your organization coordinate with the team implementing the project? In what ways? • Did you see any duplication of efforts between your organization and the project? • Do you see any synergies between your work and the project?
Relevance/ Effectiveness	<ul style="list-style-type: none"> • What is your opinion about relevance and effectiveness of the approaches used by the evaluated project in the context of Kyrgyzstan, e.g. GALS, IGG, promoting communication between mothers and daughters, training members of Aksakal courts, community outreach events, BCCS?
Impact/ Sustainability	<ul style="list-style-type: none"> • In your opinion, could mechanisms developed and tested by the project be of interest to other organizations, including your own one? (GALS, IGG, promoting communication between mothers and daughters, training members of Aksakal courts, specific community outreach events, BCCS) • If you already adopted some of the approaches piloted by the project, what is your experience with their application? Do you already see some results?

Coherence/ Perception of UN Women's comparative advantage by development partners	<ul style="list-style-type: none"> • In your opinion, what is UN Women's current comparative advantage in the area of work targeting GBV? • What specific areas and mechanisms would you recommend to UN Women to use in its future work?
Closing	<ul style="list-style-type: none"> • I have asked all may questions. Do you have any questions to the evaluation team? • Thanks a lot for your contribution.

Annex 6. Project Results Framework (Logframe Matrix)

Results chain		Indicators	Baseline	Current value	Targets (incl. reference year)			Sources and means of verification	Assumptions
			reference year	reference date	Y1	Y2	Y3		
Overall objective: Impact	Gender-based violence is reduced in target communities	1a: The average age at marriage Disaggregated by sex and territory	Batken Province: Women: 22.5 Men: 26.0 (2015)	Batken Province: Women: 22.5 Men: 26.2 (2017)	Increase of 0 years against a baseline	Increase of 0.25 years against a baseline	Increase of 0.5 years against a baseline	National Statistics Committee	Willingness to engage in joint activities and re-evaluate perceptions and attitudes on non-consensual marriage practices leads behaviour change and translates into reduction in gender-based violence in the target communities
			Issyk-Kul Province: Women: 24.4 Men: 27.8 (2015)	Issyk-Kul Province: Women: 24.6 Men: 28.2 (2017)					
			Osh Province: Women: 22.8 Men: 26.2 (2015)	Osh Province: Women: 22.7 Men: 26.2 (2017)					
			Talas Province: Women: 23.6 Men: 27.1 (2015)	Talas Province: Women: 23.6 Men: 27.4 (2017)					

	<p>1b: The average age of the mother at the birth of the first child</p> <p>Disaggregated by territory</p>	<p>Batken Province: 22.66 (2015)</p> <p>Issyk-Kul Province: 24.17 (2015)</p> <p>Osh Province: 22.34 (2015)</p> <p>Talas Province: 22.52 (2015)</p>	<p>Batken Province: 22.40 (2017)</p> <p>Issyk-Kul Province: 24.10 (2017)</p> <p>Osh Province: 22.54 (2017)</p> <p>Talas Province: 22.44 (2017)</p>	<p>Increase of 0 years against a baseline</p>	<p>Increase of 0.25 years against a baseline</p>	<p>Increase of 0.5 years against a baseline</p>	<p>National Statistics Committee</p>	
	<p>1c: 10% increase of registered marriages in the target communities</p>	<p>Batken Province: 4,408 (2016)</p> <p>Issyk-Kul Province: 3,730 (2016)</p> <p>Osh Province: 10,550 (2016)</p> <p>Talas Province: 1,960 (2016)</p>	<p>Batken Province: 3,834 (2017)</p> <p>Issyk-Kul Province: 3,352 (2017)</p> <p>Osh Province: 9,936 (2017)</p> <p>Talas Province: 1,750 (2016)</p>	<p>0% increase against a baseline</p>	<p>5% increase against a baseline</p>	<p>10% increase against a baseline</p>	<p>National Statistics Committee</p>	

<p>Specific objective(s):</p> <p>Outcome(s)</p>	<p>Outcome: Target communities galvanized by 12000 GALS practitioners act together across generations and gender borders against non-consensual marriage practices and associated violence against women and girls of all ages</p>	<p>Oc 1a: 64 joint initiatives to prevent non-consensual marriages implemented by community activist and citizen advocacy groups and local authorities</p>	<p>0 (2018)</p>	<p>68 (2018)</p>	<p>64 (2018)</p>	<p>120 (2019)</p>	<p>180 (2020)</p>	<p>Project monitoring reports</p>	<p>Community leaders and representatives of community-based organizations are willing to prevent and address cases of non-consensual marriages in their communities.</p> <p>The implementing partners and local CSOs are not hampered in their efforts to interact with the public.</p>
		<p>Oc 1b: 30% of community members reporting of practising trial behaviour change or sustained behavioural change with regard to non-consensual marriages</p>	<p>TBC by a baseline survey designed by a behaviour change expert (2018)</p>	<p>TBC by a baseline survey designed by a behaviour change expert (to be accomplished in 2019 based on data collected by</p>	<p>0% over baseline (2018)</p>	<p>15% over baseline (2019)</p>	<p>30% over baseline (2020)</p>	<p>Survey to provide base-and endlines</p> <p>GALS monitoring journals</p>	<p>Members of the target communities are willing to engage in open dialogue on violence against women and re-evaluate their attitudes and behaviour.</p>

		Disaggregated by sex and age		<i>GALS champions in 2018</i>					
Outputs	Op 1: Women and girls are empowered to transform gender relations at family and community levels and GALS process supports and develops collective action and gender advocacy for change	Op 1a: 20 community champions completing GALS training to transfer GALS tools to the target women and men for their use towards more harmonious and violence-free relationships in families and communities	0 (2018)	6 (2018)	6 (2018)	60 (2019)	60 (2020)	Training attendance sheets Project monitoring reports	Community champions remain committed to the process.
		Op 1b: 12,000 community members applying the GALS tools to re-negotiate power relations within families and improve	0 (2018)	0 (2018)	0 (2018)	6,000 (2019)	12,000 (2020)	Project monitoring reports	Community members take into practice the skills and knowledge they have gained.

		relationships to reduce gender-based violence Disaggregated by sex and age							
	Op 2: Platforms for inter-generational communication and collaboration are established and equipped with tools and knowledge to foster joint action and promote open and less-hierarchical dialogue to combat violence against women and girls in their communities	Op 2a: 16 inter-generational groups at community level actively working on preventing of and protection from violence against women and girls	0 (2018)	0 (2018)	16 (2018)	16 (2019)	16 (2020)	Project monitoring reports	Older people, youth, women and men are willing to participate in community-based initiatives and remain committed.
		Op 2b: 160 mother-daughter groups equipped with improved ability to communicate and agree on actions to eliminate of non-consensual marriage practices	0 (2018)	0 (2018)	0 (2018)	160 (2019)	160 (2020)	Project monitoring reports	
		Op 2c: 400 training participants with increased knowledge on behaviour change techniques to more effectively communicate and	0 (2018)	0 (2018)	0 (2018)	400 (2019)	400 (2020)	Training evaluation sheets	

		persuade their families of forgoing harmful practices							
		Disaggregated by sex and age							
		Op 2d: 400 training participants with increased legal knowledge on how to protect their rights in case of violence against women or non-consensual marriages	0 (2018)	0 (2018)	0 (2018)	400 (2019)	400 (2020)	Training evaluation sheets	
		Disaggregated by sex and age							
	Op 3: Older people, youth, women and men are informed and aware about the negative consequences of gender-based violence for women and for societies	Op 3a: 7,400 participants covered by outreach activities incorporating behaviour change techniques with improved understanding of negative	0 (2018)	2,434 (2018)	2,000 (2018)	5,000 (2019)	7,500 (2020)	Training attendance sheets Project monitoring reports	Pre-collected data is sufficient to provide insights on behaviour change methods.

		consequences of gender-based violence and course of actions in case of such violence occurs							Older people, youth, women and men are willing to participate in community-based initiatives.
		Disaggregated by sex and age							Many factors influence what does and does not get covered in the media.
		Op 3b: 150 stories and communication products based on behaviour change techniques successfully placed in mass and social media reaching at least 30,000 readers/users in target areas	0 (2018)	37 (2018)	30 (2018)	100 (2019)	150 (2020)		
Activities	<i>Activity 1.1: Implement a programme for empowerment of 16 'Community Champions' using Gender Action Learning System (GALS) methodology to strengthen their capacity, and cascade this to others</i>	<p>Means:</p> <p><i>Implementation of GALS (preparation, training, follow-up) will be subcontracted to trainers experienced with the methodology.</i></p> <p>Costs</p> <p><i>233016,49 euros</i></p>							

	<p><i>through pyramid peer sharing.</i></p> <p><i>(related to Op 1)</i></p>		
	<p><i>Activity 2.1 Establishment of Intergenerational Groups (IGGs) to serve as platforms of action.</i></p> <p><i>Activity 2.2: Train 16 youth organisations and 16 peer educators to work with schoolgirls and their mothers to improve the culture of mother-daughter communication with the aim of combating forced-marriage practices.</i></p> <p><i>Activity 2.3: Conduct 10 legal awareness training sessions and consultations on provisions of the new laws on religious marriage with minors and</i></p>	<p>Means:</p> <p><i>Coordination meetings, capacity building and joint monitoring by implementing agencies – staff time, travel and accommodation, equipment, venue and refreshments, printing and publishing; project team’s regular communication with mobilized groups – staff, equipment, communication, travel and accommodation; trainings by invited experts – national consultants, staff time, equipment, travel and accommodation, venue and refreshments; printing and publishing</i></p> <p>Costs</p> <p><i>228057,15 euros</i></p>	

	<p><i>on domestic violence, and on issues of gender-based violence across the life stages for key community members and courts of aksakal.</i></p> <p><i>Activity 2.4 A three-day Training of Trainers on gender based violence across the life stages for project staff.</i></p> <p><i>(related to Op 2)</i></p>		
	<p><i>Activity 3.1: Develop a Behaviour Change Communication Strategy on EVAWG.</i></p> <p><i>Activity 3.2: Conduct a large-scale advocacy and awareness raising campaign on violence against women and girls with a focus on prevention</i></p>	<p>Means:</p> <p><i>Development of Behaviour Change Communication Strategy – national consultants, staff time; Coordination meetings, capacity building and joint monitoring by implementing agencies – national consultants; staff time, travel and accommodation, equipment, venue and refreshments, printing and publishing; project team’s regular communication with mobilized groups – staff, communication, equipment, travel and accommodation, awareness raising and advocacy campaign – national consultants, staff time, equipment, travel and accommodation, venue and refreshments; printing and publishing; visibility activities</i></p> <p>Costs</p> <p><i>323972,149 euros</i></p>	

	<i>of non-consensual marriage practices. (related to Op 3)</i>		
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Annex 7. Bios of the Evaluation Team

International Consultant

Natalia Kosheleva has been working in the field of evaluation since 1996. Since 2011 she was actively involved in promoting gender-responsive, equity-focused and human rights- based evaluation in the CIS region and internationally. For example, she developed the first Russian-language online module on gender-responsive evaluation and delivered a number of seminars and presentations on this topic in Russia, Moldova and Kyrgyzstan. In 2017 she facilitated the development of Sri Lanka National Gender Responsive and Equity Focused Evaluation Guidelines. Natalia has conducted over 20 evaluations in Russia, CIS and Eastern Europe, both individually and as a member of evaluation teams. In 2016 - 2019 she was a Team Leader for three evaluation that had a specific gender and human rights focus and used participatory methodologies:

- Evaluation of the Young Women Development Groups Program (for Peacebuilding, UK, - Russia (Chechnya, Ingushetia and Dagestan), 2017);
- Final Evaluation of the Building Constituency for Piece Project (for UN Women – Kyrgyzstan, 2016);
- Final Evaluation of the Activity “Enhancing Women’s Human Rights in the North Caucasus region through Strengthened Civil Society Structures and Strategic Community-led Actions” (for International Rescue Committee, North Caucasus Office, Russia, 2016)
- Final evaluation of the Joint UN Women/ FAO/ IFAD/ WFP Programme on Accelerating Progress towards the Economic Empowerment of Rural Women (for UN Women – Kyrgyzstan, 2018)

She also has experience with evaluation of UN interventions, for example UNDP Regional Programme for Europe and the CIS (2009-2010) and UNDP Kosovo Country Programme (2010).

National Consultant

Elmira Brown (Kerimalieva) graduated from the Kyrgyz National University and received a diploma in economics in 2001. In 2011 She has a degree from the University of Missouri in St. Louis in Public policy. In addition to her academic background, she has more than 15 years of experience in public service as well as in management of multi component development projects. She has developed the number of strategic documents, analytical reports, and normative documents and managed the projects including ones focused on women and youth empowerment. She has directly participated as a National consultant in evaluation of the following UN Women projects:

- Economic Empowerment of Rural Women
- Building a Constituency for Peace
- Livelihoods through Participation and Equal Access to Water.

The above experience and other positions at UNDP and ARIS projects enriched her knowledge and skills on evaluation techniques and promoting a gender agenda.