Empower Women – Benefit for All (EWA) programme

Mid-term EvaluationFinal report





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Content

Abbreviatio	1S	3
Executive su	ımmary	4
1. Introdu	ıction	6
2. The EV	/A programme – a description with evaluator's comments	9
2.1 The E	WA programme proposal – overall goal and outcomes	9
2.2 The E	WA programme's activities	11
2.3 The E	WA programme at country level	12
3. Finding	s – to what extent is the EWA programme on track	15
3.1 To wh	at extent is the programme on track?	15
3.2 To wh	at extent are the programme components on track?	16
4. Finding	s – to what extent shows the monitoring system gaps	23
4.1 Partio	cipatory monitoring	23
4.2 Meas	uring effects and planned specified outcomes	24
4.3 A gen	der perspective in monitoring	26
5. Overal	conclusions and recommendations for the remaining programme period	28

Annexes

Annex 1 – Terms of Reference Mid-term Evaluation EWA

Annex 2 - Documents reviewed

Annex 3 – Interviewees

Annex 4 – MTE reports of Afghanistan, South Africa (Soil for Life), Uganda, Tajikistan

EWA project in Afghanistan

EWA project in South Africa –Soil for Life with Urban Harvest, Field visit report MTE

EWA project in Uganda

Tajikistan – a short description of the present status of the project

Annex 5 – MTE report: workshop report Georgia

Annex 6 – MTE report: workshop report Kyrgyzstan

Abbreviations

CDWUU Associations of Water Users (Kyrgyzstan)

CBO Community-Based Organization

CSO Civil Society Organization

CSW Commission on the Status of Women
DES Decentralised Environmental Solutions

EWA Empower Women – Benefit for All programme

FHH Female Headed Households
IFI International Finance Institutions

MHH Male Headed Households
M&E Monitoring & Evaluation
MTE Mid-Term Evaluation

SDG Sustainable Development Goals

SFL Soil for Life

ToT Training of Trainers

UNFCC United Nations Framework Convention on Climate Change

WECF Women in Europe for a Common Future

WEDO Women's Environment and Development Organization

Executive summary

Women in Europe for a Common Future (WECF) developed together with (17) local partners in six countries (Afghanistan, Georgia, Kyrgyzstan, Tajikistan, South Africa, and Uganda) the Empower Women – Benefit for All programme (EWA) which is funded through FLOW. The overall objectives of the programme are increased economic self-reliance and women's political participation of women in low-income rural and peri-urban regions. Local capacity building goes together with political advocacy for enabling policy measures at local, national and international level. The programme has set five outcomes which can be seen as five programme components, each with activities, targeted outputs and specific outcomes.

By mid 2014 the time was due for a Mid-Term Evaluation (MTE) of the programme (started in June 2012 and ending December 2015). The MTE had a double purpose: 1) To identify the extent to which the programme is on track at each of the 6 countries involved in the programme and, based on that, to make recommendations to keep or to get the country projects on track and/ or to follow alternative lines in order to contribute to the programme (country) objectives; and 2) To identify possible gaps in the monitoring system necessary to evaluate the programme at the end of the funding period and to suggest improvement of the system where needed.

The MTE evaluation took stock of the activities undertaken and their outputs against their targets. It focused on what happens at the programme and country level; it did not include an assessment of the different partners and their individual projects. The MTE had foremost a learning character for all those concerned with programme implementation, i.e. the partners and WECF coordinators, aiming to ensure the attainment of the objectives during the remaining programme duration. Data were collected through document review and Skype interviews with project managers (Afghanistan, Uganda) and WECF officers. Additionally, in Georgie and Kyrgyzstan workshops were held and a field visit was paid to one partner in South Africa. These made it possible to hear views and ideas of partners, some project participants (women, men) and a few stakeholders. This approach, however, could not do full justice to the range of activities and efforts of the different partners in the six countries located in two continents, and the effects thereof. Moreover, it could not give a comprehensive picture of what is happening on the ground and in the minds and hearts of project participants and stakeholders.

The MTE report starts with a description of the EWA programme and the projects in the six countries based on the programme proposal, progress reports and, important for a proper understanding of these documents, inputs from WECF staff (chapter 2). It was found that in the EWA programme proposal, key gender concepts were not defined and operationalised in such a way that they could give sufficient guidance to those involved in the programme implementation (partners, WECF coordinators). This finding combined with the finding that a number of partners appeared to pay insufficient attention to gender differences in project implementation, resulted in the recommendation that WECF coordinators, advised by the WECF gender and rights specialist, with the partners should thoroughly discuss how attention to gender issues in project activities under the livelihood, economic and political empowerment components of the programme could be improved.

Chapter 2 further includes the evaluator's reflection on the programme, for example, on the logical relation between activities, outputs and outcomes, and indicators. Overall, the activities under

outcome 5 (the lobby and awareness raising component), which focus on legislation, policies and programmes at the national and international level, are logically related to activities under other outcomes that concern women's economic and political empowerment, since they are meant to creating an enabling environment to support lasting improvement in terms of such empowerment.

Continuing on this component, it was found that the relation between the local, national and international levels was not altogether clear to all partners and could be strengthened. Lobby activities under the EWA programme take mostly place at the international level, at times using inputs from skilled women of specific countries who are trained to speak in public and to approach high level policy makers. In half of the EWA countries specialized partners lobby at national level. One of the MTE's suggestions is to reinforce international lobby activities through building stronger linkages with programme activities that take place at the local level, such as the production of case studies or leadership training.

Looking at the overall EWA programme, the consolidated annual report 2013 clearly shows that its activities are well on track for all of its components, except for a few activities under the economic component (see below). Also, in terms of targeted outputs the programme is well under way and most targets are likely to be reached by the end of 2015. There are differences between countries in reaching the targets, some of which are described in chapter 3 of the report. This chapter as well as chapter 4, which focuses on the monitoring as used by partners, includes results of a more qualitative nature taken from other sources than WECF's annual reports. These results are not automatically captured in the quantitative reports which WECF has to submit following FLOW requirements.

Although overall the economic component is on track, it showed a high variety among countries (and even partners) in realising planned activities and targets. This appeared due to contextual factors and the nature of activities undertaken by women and men project participants. Another important factor is the partners' capacities to understand the various aspects of business development and how to support women and men in developing their (very) small-scale income generation into a business based on a profit orientation. This lead to the recommendation that WECF coordinators supported by the WECF business advisor jointly with the partners should reflect on the country project's economic component taking the various factors mentioned into account.

Evidenced by the findings about possible gaps in monitoring, it was concluded that there is room for improving (participatory) monitoring at both the output and outcome levels, and, more in particular, for strengthening the gender perspective in such monitoring. Therefore, it was suggested that WECF coordinators with the partners review the existing monitoring system and, based on that review, look for simple ways to improve the monitoring of the projects. This is not only important to know what is going on but also to enhance the learning capacity of the partner. A first suggested step is to consistently and systematically differentiate data according to sex. A second one is to start with data collection on effects of the activities to eventually evaluate the projects/ programme. The MTE report (including annexed reports of specific countries) contains several suggestion on how to improve the monitoring.

1. Introduction

Women in Europe for a Common Future (WECF) developed together with (17) local partners the Empower Women – Benefit for All programme (EWA) to fight poverty and gender-based inequality of women in Afghanistan, Georgia, Kyrgyzstan, Tajikistan, South Africa, and Uganda. The EWA programme has a budget of €1.916.031, of which €1,866,882 is funded through FLOW, a funding facility set up by the Dutch Ministry of Foreign Affairs.¹ The overall objectives of the programme are increased economic self-reliance and women's political participation of women in low-income rural and peri-urban regions. Local capacity building goes together with political advocacy for enabling policy measures at local, national and international level. The programme is geared to the following five outcomes:

- Outcome1 : Improved and affordable access to livelihood resources and increased understanding of partners and target group in rural and peri-urban communities on gender differences and its impact on their livelihood situation
- Outcome 2: Increased economic independence and access to finance for women
- Outcome 3: Strengthened institutional skills of partner organizations as well as improved capacity on women leadership and gender mainstreaming tools
- Outcome 4: Improved women participation in local decision making structures (in 4 countries)
- Outcome 5: Improved gender equality in legislation, policies and programmes at national level.

The Mid-Term Evaluation - purpose

The programme started mid 2012 and will come to an end in December 2015. By mid 2014 the time was due for a Mid-Term Evaluation (MTE). The MTE has a double purpose:

- I. To identify the extent to which the programme is on track at each of the 6 countries involved in the programme and, based on that, to make recommendations to keep or to get the country projects on track and/ or to follow alternative lines in order to contribute to the programme (country) objectives.
- II. To identify possible gaps in the monitoring system necessary to evaluate the programme at the end of the funding period and to suggest improvement of the system where needed. The MTE also requires attention to relevance, effectiveness, efficiency, impact and sustainability to properly feed the end evaluation.

The MTE has foremost a learning character for all those concerned with programme implementation, i.e. the partners and WECF coordinators, aiming to ensure the attainment of the objectives during the remaining programme duration. It covers the activities carried out in the 6 countries by and for 17 partners since the beginning of the programme (June 2012). Starting points are the overall

¹ Funding Leadership and Opportunities for Women (FLOW) is a fund that has been set up by the Ministry of Foreign Affairs of the Netherlands to improve the position of women and girls in developing countries. Its website states that 'Despite global agreements on the rights, opportunities and safety of women and girls, limited progress has been made in this area and gender inequality is still widespread. This is undesirable, both from a humanitarian point of view and from the point of view of stability and economic health. Demand for funding continues to exist. A new boost was needed to take forward efforts to combat the inequality faced by women and girls. It has therefore been a logical step to build on existing policies by creating FLOW, with a budget of € 80.5 million for the period between 2012 and 2015.' FLOW finances 34 projects focusing on security, economic self-reliance and political participation in more than 100 countries.

logframe (version 18-02-2014) and the specific logframes developed for each country. The MTE evaluation takes stock of the activities undertaken and their outputs and, provided sufficient data are available, the five outcomes which the EWA programme wishes to achieve.

In line with the outcomes of the programme, the MTE looks at three levels addressed by the programme: community level (target group - women, men - in rural and peri-urban communities; local organizations and authorities); national level (targeted to policy makers; wider public); and partner level. Furthermore, 'light' attention is paid to the international level (targeted to policy makers, wider public). This all, to get an overall picture of the EWA programme to date and draw relevant recommendations. It should be emphasized that the MTE focuses on what happens at the programme and country level; it does not include an assessment of the different partners and their individual projects. The full Terms of Reference can be found in Annex 1.

The Mid-Term Evaluation – methods for data collection

Data for the MTE were collected through document review (see Annex 2) and Skype interviews with project managers (Afghanistan, Uganda) and WECF officers (see Annex 3). Additionally, in two countries, Georgie and Kyrgyzstan workshops were held with partners, project participants (women, men) and stakeholders. The planned workshop in Tajikistan had to be cancelled due to the Ramadan. A field visit was paid to one partner in South Africa which included observation of activities, and interviews with project participants (women, men) and implementers. The other partner in this country rather suddenly closed down the project due to the departure of the director by August 2014. Therefore, a final evaluation of this project was carried out at the beginning of July about which a separate report has been produced. Where applicable the findings of this evaluation are used in this MTE report.

For Afghanistan, Uganda, one partner in South Africa and Tajikistan a short report has been produced with the project's state of affairs by mid 2014, evaluative comments and a few suggestions for the remaining project period (see Annex 4). The reports of the workshops in Georgia, and Kyrgyzstan, can be found in Annex 5. In order to ensure the proposed learning, the draft version of this main report has been shared with the WECF coordination while the draft versions of the country reports were sent for feedback to the partners and WECF coordinators concerned. The main report builds on these reports and, additionally, includes the international level on which WECF operates.

Verona Groverman, independent consultant, designed the evaluations in joint cooperation with Maureen Brouwer (Operational director of the WECF – NL), carried out most activities of the MTE in the period April – July 2014, wrote the various country reports and the final report. The national evaluators, Nia Goguadze (Georgia) and Gulzat Temirova (Kyrgyzstan), conducted the workshops in Georgia (June 2014) and Kyrgyzstan (July 2014) and produced the reports. Verona Groverman and WECF's coordinator for South Africa, Annemarie Mohr, jointly did the MTE and final evaluation in South Africa.

Comments on the MTE and its process of the MTE

To finalise this chapter, the evaluator adds a few remarks on the MTE and how the evaluation process evolved. Evaluating a large programme implemented by different partners in six countries located in two continents is a challenging effort. At its planning stage, the MTE did not foresee in

field visits and was largely to depend on document review. To adequately triangulate that information, methods were proposed to collect the views and ideas of the variety of women and men who are in one way or another involved in the programme, namely, interviews, workshops, feedback on draft report versions. Fortunately, field observations in one country could be included which provided a better understanding of the implementation process and its effects. *Still, it should be emphasized that this approach cannot do full justice to the range of activities and efforts of all involved and their effects, and, moreover, cannot give a comprehensive picture of what is happening on the ground and in the minds and hearts of project participants and stakeholders*. Perceptions of the latter two groups were heard to a very limited extent.

At the start of the MTE it was not easy to grasp the programme and its progress, which was mainly due to the poor readability of the annual reports that WECF has to produce for FLOW, namely according to the logframe format. The interviews on the other hand went very well and can be characterised by two words: interviewees' willingness (to answer questions) and openness (to share positive and negative experiences). This did not only apply to the Skype interviews with WECF staff and project managers but also to the field visits paid to South Africa. In the data collection, all the WECF coordinators/ staff (9F) involved in the EWA programme were included, while an additional 12 women and 2 men staff of partners provided their views during interviews and workshops. In the field visit to South Africa (Cape Town) participated another 10 women and 3 men staff and project participants.² A good number of Georgian and Kyrgyz partners participated in the workshops in Georgia and Kyrgyzstan (4F, 2M of 5 partners in Georgia and 9F, 2M of 5 partners in Kyrgyzstan. The attendance of the stakeholders and project participants was rather disappointing, the more because the workshop in the latter had been preceded by a big conference organized by WECF. Four (4F) project participants and four (4F) stakeholders took part in this MTE workshop in Kyrgyzstan, while in Georgia only project participants contributed to the workshop sessions (11 people, no sexdifferentiation available). The discussions in the workshops were reported to be lively but the international evaluator had hoped for some more depth.

The evaluator expresses her great appreciation to all those involved in the data collection and reflection. She especially thanks Maureen Brouwer for the good and open cooperation, and Annemarie Mohr for the fruitful teamwork and pleasant company during the visit to South Africa. Last but not least, Nia Goguadze and Gulzat Temirova, thanks very much for your facilitation and reporting on the MTE workshops, through which much more information and views could be gathered.

Content of the MTE report

This main report of the Mid-Term Evaluation starts with a description of the EWA programme with some reflections of the evaluator. In chapter 3 and 4 the findings of the MTE are presented followed by conclusions and recommendations in chapter 5. The annexes which include the items and reports mentioned above are combined into a separate report.

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² In this number the people involved in the final evaluation of DES (Decentralised Environmental Solutions) are not included.

2. The EWA programme - a description with evaluator's comments

A programme proposal with its logframe is the usual starting point of an evaluation. Progress reports further help to understand how a programme developed and to what extent progress is a made. In this chapter the evaluator makes an attempt to describe the programme based on the information collected. The field visit to South Africa has been very helpful to see how the programme was understood and what is happening on the ground. Here and there, evaluator's comments are added *in italics*.

2.1 The EWA programme proposal - overall goal and outcomes

In 2011 WECF applied to the call for proposals of the FLOW fund set up by the Ministry of Foreign Affairs of the Netherlands. Due to budget considerations, a revised proposal and budget (March 2012) was made and, eventually, approved in 2012. Thereafter, with a delay of half a year, the activities made a start in the various countries. In 2013, WECF re-worked the long logframe into a shorter, more comprehensible version, which the Ministry approved (called logframe version 18-02-2014). To the evaluator, what were called overall and specific objectives and outcomes and the way they were formulated in the proposal and the different versions of the logframe was rather confusing. Moreover, key concepts such as women's livelihood, women's participation, women's empowerment, and gender equality were not clearly defined or operationalised into clear indicators.

The EWA programme aims at 'increased economic self-reliance and political participation of 25,000 men and women (70%) in low-income rural and peri-urban regions' (overall goal). Provided the 70% women target is made, partners have the liberty to choose, based upon the local situation, between working with 'women only' or mixed groups.³ The overall goal is specified into the five outcomes given in chapter 1.

Each outcome has a number of objectively verifiable indicators, which include targets and could be read as specific objectives. *Not all of the indicators of the logframe are sex-segregated where one would expect such differentiation.* The partners implement outcome 1, 2, 4 and, partly, 5, while WECF supports the partners in building their capacities (outcome 3) and engages in actions at the international level with some of its partners (outcome 5).

Although women's empowerment is the key of the EWA programme, the proposal does not include a clear cut definition. Looking at the logframe, the programme focuses on four areas of women's empowerment namely, livelihood improvement, economic empowerment, leadership building and participation of women in decision making processes, and the creation of an enabling political environment. Women's economic empowerment appears to refer to aspects of women's access to resources such as knowledge and skills, information, means, services, finance and income opportunities, with the following indicators,

- 6900 women have access to information and/or means to improve their food security and nutrition situation; At least 580 people are trained through replication
- 6000 people (>70% women) have additional knowledge and skills to participate in economic activities

³ The one exception on this rule are the leadership trainings for which a distinction is made between workshops including both men and women where the importance of female participation in community decision making processes is discussed and the actual leadership trainings which are only attended by women.

- 50 savings and loan groups are set up including 500 women participants, and 300 of these women are linked to formal financial institutions and/ or have access to formal credit (output indicators)
- at least 200 of the trained participants invested in a business opportunity after they attended one of the trainings
- 2300 women farmers make informed decisions on where to sell at what price
- 1300 people (>60% women) have increased their income with at least 30%.

The programme further addresses aspects of control, i.e. decision making positions in local level bodies. Indicators for such women's political empowerment are,

- 25% increase of women in decision making positions in targeted CDWUUs (water associations)
- 15% increase of women in decision making positions in targeted Civil Society and Community-Based Organisations.

Furthermore, under outcome 5, indicators are elaborated that concern the creation of an enabling environment to empower women at local level,

- In 4 countries, at least 1 policy has been adopted which includes recommendations from EWA programme for increased women participation in decision making structure
- Increased involvement and influence of strengthened CBOs in gender responsive agricultural policy development by at least 20%
- In at least two countries, local/ national authorities are taking measures to strengthen women participation and gender equality
- The international policy framework and at least 2 national legislative and policy decisions include binding measures on gender equality
- At least 1000 policy makers, of those actively targeted by the EWA programme, are positive and supportive of needed policy changes.

The logframe gives a list of activities with their outputs. In most cases there is a logical relation between activities and outputs. Concerning the logic between outputs and objectively verifiable indicators of each of the five outcomes it is not always clear which outputs are supposed to contribute to certain indicators.⁴ To understand the evaluator's point let's look at outcome 1 – on women's livelihoods (logframe version February 2014). Outputs are: assessment reports; training materials; (TOT) training conducted to women, subsistence farmers, facilitators/trainers; information provided to individuals.

- Some outputs and outcomes concern almost the same aspect but put into other words, for example: outcome indicator: '6900 women have access to information and/or means to improve their food security and nutrition situation'. This access to information seems evident because the material is made available, amongst others in training. The outcome should concern on step further: the extent to which have the women and others made use of the information and to what changes the access has contributed.
- Sometimes, the relation between outputs and outcomes remains unclear, for instance, outcome indicator: '5000 women and men have reduced costs for food, water, health or energy by at least 20%'. One can imagine a logical chain between training on gender and food security, WASH topics and household energy, and reduced costs but there are several steps in between that are not specified. To give some examples: attitude and behaviour change due to training, decision making related to expenditure, acceptance of women's voice in decision making, all of which is not clear how (and if) the programme has addressed them.

⁴ According to the WECF coordination, one of the reasons behind this 'gap in logic' was that the original programme budget had to be brought back to 1/3 of its original size. Therefore, a number of activities and outputs were taken out while the outcomes were mainly reduced in quantity and not in description.

• Sometimes, the outcome level does not indicate the change that the activity is supposed to set into motion, for instance: 'At least 6 NGOs/ CBOs or governmental programmes use one or more of the training modules developed'.

The evaluator feels that the observed inconsistency of the logframe can have had an impact on the implementation of the programme because it does not always give adequate direction to partners and WECF coordinators.⁵

A last comment on the logframe, namely, the monitoring or assessment of outcomes. Some outcomes are very difficult to measure, for example, under outcome 1: 'X women and men have reduced costs for food, water, health or energy by at least 20%.', 'At least X people are trained through replication', Or, under outcome 4: 'Increased involvement and influence of strengthened CBOs in gender responsive agricultural policy development by at least 20%', or the outcome indicators mentioned under outcome 5, more in particular, '10 million people have increased awareness about benefit gender equality, and 30,000 people show active engagement'. The proposal does not elaborate on how to monitor information to eventually assess such outcomes or how, generally, to measure them. WECF is well-aware of these challenges. They purposely set the second aim of the MTE with its focus on monitoring.

2.2 The EWA programme's activities

The activities of the EWA programme show a logical sequence, starting with preparatory activities which get a follow-up in the actual implementation. We present them for each outcome.

<u>Outcome 1</u>, <u>the livelihood component</u>, includes a number of preparatory <u>activities</u> to properly implement key activities, which mainly are training. The first preparatory activity is the conduct of a gender livelihood analysis. Another is the development of a gender sensitive monitoring system including indicators. Others concern manuals and training/education materials development all to be used in training of the facilitators/ staff involved in the implementation and/or the targeted women and men. Examples are a manual on gender, participatory processes and planning (ToT) and modules on food security, energy, and water and sanitation safety. The partners should set up a data base system for the training materials and, also, document experiences (case studies on best and negative practices). The trainings on food security go together with setting up trial plots and/or food gardens, while the trainings on water safety are to be combined with the testing of water.

Activities under outcome 2, the economic component, also include preparatory actions such as the conduct of market studies, at local and regional level, and testing of income generating activities; developing business plans; selection of areas for fairs; selecting potential business to bring in additional markets/ income opportunities; and, the development of manuals on business development, general ones and those focusing on sustainable energy, sanitation and waste management. They are meant for ToT – participants and the targeted women and men. These actions have a follow-up in the setting up of agreements for collective marketing or contract farming agreements, business training, workshops on specific market opportunities, and signing of MoU with businesses which are supposed to bring additional markets/ opportunities for the targeted women and men. It is interesting that in the logframe no clear targets are set for the number of business to be established by women and men which should be a logical follow up of the capacity building. A set of activities concerns resource centres: a general needs assessment and training of their staff, the

⁵ This point was made by a number of interviewees.

development of demonstrations/ workshops and setting up a system for information provision for targeted women and men. Savings promotion is another set of activities: establishing contacts with savings groups/ setting up such groups, and linking these groups to financial institutions in the area. A separate activity is a joint skill sharing programme with an Indian partner with a follow up trajectory. The last activity is about identifying award opportunities from UNEP and other institutions for best projects/ initiatives.

<u>Outcome 3 activities – the 'partners' capacity building component'</u>, include country level capacity building workshops and seminars for partners; a start-up meeting (in three countries), mid-term meetings in 5 countries and regular skype calls of the coordinators with their partners.

To achieve <u>outcome 4</u>, <u>'the political empowerment component'</u>, again, consists of preparatory activities: developing training materials for workshops, round table discussions and women leadership training. They are followed by the organization of these trainings and events. This time, the target groups are local governmental service providers, authorities at local and district level, CBOs/CSOs, communities and the generally targeted women.

Activities under outcome 5 are taking place at country, regional and international level. To influence policy makers, they comprise of assessing a relevant national policy or law on gender sensitiveness; organizing high level policy meetings on women and food security, energy and/or water; and, inviting policy makers and journalists to visit projects that show women's economic empowerment. In order to increase public's awareness activities cover organizing awareness raising days on gender, policy development and sustainable practices at local level with press attendance; broadcasting radio programmes on gender, women leadership and sustainable practices; maintaining websites and keeping regular contact with the media through press releases and articles. At regional level, a meeting in Central Asia is to be conducted in 2014 to eventually produce a paper with recommendations on gender equality and to establish an interregional platform for skill sharing. At international level the activities focus on lobbying at Rio+20 and UNFCC (2012), CSW 57 (2013) and CSW 58 (2014): it concerns setting objectives and organise events and contact for these events. Lastly, they involve Skype interactions with international coalition partners on gender equity and contributions to multi-stakeholder processes of International Finance Institutions and UN and other policy processes. The activities under outcome 5, through their emphasis on legislation, policies and programmes at the national and international level are logically related to activities under outcome 1, 2 and 4, since they are meant to creating an enabling environment to support lasting improvement in terms of women's economic and political empowerment, which are the focuses of these outcomes.

2.3 The EWA programme at country level

Based on the overall logframe, specific logframes have been developed for each country. In four countries (Kyrgyzstan with Tajikistan, Georgia and Uganda), the partners and WECF coordinators had a face to face meeting in 2012 to contextualise the logframe. The same was done with one of the South African partners (DES) who had a full day meeting with two WECF members in Hamburg, the second South African partner was met in spring 2013. In the same period a face to face meeting of two WECF members with the partner for Afghanistan took place in Wolfsburg. Interviews revealed that this contextualisation was very important to help define feasible activities and outputs and realistic targets. Based on interviews, the evaluator has the impression that partners and, also, WECF

staff interpret some of the same terms in different ways, for example, what a market study or capacity building on business development implies/ should imply. This may not be a problem at the spot/ partner but, from a programme perspective, more consistency would benefit support and enhance mutual learning. The contextualisation was also said to increase the understanding of the logframe because it is this format that partners (and coordinators) have to use for reporting according to FLOW rules. All interviewees complaint how this table format complicated the reporting. Information about activities and outputs may not be that difficult to fill out, but the outcomes gave more problems.

Having given an overview of the programme's activities, we now move to the country level, where we speak of EWA projects. We give a short description of each of the country projects.

• **Georgia:** activities focus on outcomes 1, 2, 4, 5.

The project focuses on livelihood improvement in order to empower women economically and, next, politically. Five partners, each implementing its own activities, contribute to these outcomes: SDCA, RCDA, SEMA, PAROS and GREENS Movement. The first four are implementing NGOs (energy, agriculture), skilled in community mobilisation and small in size (from 3 to 10 staff). Their main stakeholders are CBOs and village authorities. RCDA runs two well-operating resource centres. GREENS Movement (focus on energy, WATSAN, waste and environment in general) is a larger, well-structured NGO with a broad network with diverse stakeholders. The partners pay attention to women's involvement. In most cases, men participate in the training provided to the community.

• **Kyrgyzstan:** activities focus on outcomes 1, 2, 4, 5.

The Kyrgyzstan project focuses on both women's economic and political empowerment. It includes activities in the area of sustainable agriculture (including nutrition security), WATSAN and, to a limited extent, energy, and further sale for the market (linked to credit), building women's leadership skills and awareness, and training of local and national authorities to increase women's role in decision making. Five partners, each implementing its own activities, contribute to these outcomes. Three of them operate in the North of the country - ALGA, MehrShavka, CAAW - and two in the South - KAWS, STA. A few partners work in a structured way with other stakeholders, such as STA at the policy level and the WATSAN-focused partners with schools in water and safety planning and CDWUU.

• Tajikistan: activities focus on outcomes 1, 2, 4, 5

The EWA project in Tajikistan combines sustainable agriculture, sale for the market (linked to credit through saving groups), and awareness raising among local authorities and training to increase women's role in decision making (women's leadership). The project further targets policy makers and the wider public to enhance their engagement. Two partners implement the project (ASDP NAU, YEC). Both have broad experience in working with women and women's groups. Under the project, they provide training on food security and sustainable agriculture to women and men farmers as well as on business development. The project, also, strengthens resource centres to increase farmers' access to information.

• **Uganda:** activities focus on outcomes 1, 2, 4 (leadership), 5 (awareness raising authorities)
The project in Uganda is implemented by one partner (AT Uganda). It provides training on conservation agriculture to men and women small-scale farmers in rural areas using a highly participatory approach. Women and men farmers are hosting demonstration plots where project staff train farmers followed-up by the staff in close cooperation with trained community-based facilitators (volunteers). The project also trains women and men farmers on business skills to market

their farm produce and on leadership skills with a special focus on women's leadership. The participants are mostly those farmers that are member of Village Savings and Loan Associations established by the project. The project regularly interacts about project affairs and progress with local level authorities.

• South Africa: activities focus on outcomes 1, 2, 5 (awareness raising authorities/ public)

The EWA project in South Africa is implemented by two partners. The one partner that is included in the MTE works in the townships (Cape Town) where it supports mostly women to set up home gardens based on organic farming principles. The gardens are made around their homes using the little space they have, or on a bit larger piece of land close to the township. Also, a school garden has been set up providing fresh ingredients for school lunches. The gardeners use the vegetables for their own consumption and sometimes of neighbours. They also sell produce to community members in case there is surplus or when cash is needed. The other partner (Durban) is also involved in promoting gardens through training on organic farming and supporting income generation.

• **Afghanistan:** activities focus on the outcomes 1, 2, 5 (awareness raising in Germany for fund raising)

The EWA project in Afghanistan is implemented by one partner (Katachel). It is a small-scale project in Kunduz town providing skill training (sewing) and basic equipment to married women, widows and young unmarried women to start income generation at home. The graduates generate small income through sewing dresses and other clothes together with a few female relatives.

3. Findings - to what extent is the EWA programme on track

In this chapter we address the first purpose of the MTE: to what extent is the EWA programme on track and is likely to attain its five outcomes by the end of 2015. We will differentiate between EWA programme, i.e. when we talk about the <u>programme</u> as a whole, and EWA <u>projects</u> when we refer to what is planned or done at country level. As mentioned, the MTE does not assess the partners and their individual projects. The annual reports are the main documents that exist about the programme and projects and therefore, were an important source. The interviews, workshops (Georgia, Kyrgyzstan) and field visit (South Africa) and the feedback provided by WECF on the draft version of this report helped to get a better understanding of what was really happening in the projects.

The first section answers the question to what extent the EWA programme is on track in terms of activities and targeted outputs. In the following sections attention is paid to each of the five programme components using additional evidence from the other information sources. In line with the learning purpose of the MTE the evaluator has added some comments for reflection by WECF.

3.1 To what extent is the programme on track?

Looking at the overall EWA programme, the consolidated annual report 2013 clearly shows that its activities are well on track for all of its components, except for a few activities under the economic component (see below). Also, in terms of targeted outputs the programme is well under way and most targets are likely to be reached by the end of 2015. There are differences between countries in reaching the targets, some of which are described below.

In order to understand the context in which the projects are run in the different countries we first give a short insight in the factors that have positively or negatively influenced the process of implementation - according to participants of the MTE workshops in Georgia (indicated below by 'G') and Kyrgyzstan (indicated below by 'K') and interviewees. Some factors are specific to a certain country, in other cases there is overlap.

Certain contextual factors helped the project to make progress, such as use of modern technologies and methodologies (G); improved roads making it easier to access markets and decrease transportation costs (K); the recognition of the EWA partners' work among local and national authorities and their good reputation (G, K); availability of financial opportunities for women's business (G, K); agriculture being Georgian government's priority; the existing legal framework on gender equality (K); and the acknowledgement at different levels of the importance of access to water and sanitation, involvement of women, and economic empowerment (G, K). A number of contextual factors hampered the projects in realising their targets, such as the increasingly insecure situation and socio-cultural limitations for women in Afghanistan, drought/ heavy rains in Uganda, South Africa and Central Asia. Workshop participants in both Georgia and Kyrgyzstan spoke of the frequent turn-over of local officials which jeopardized already made agreements. Partners in Kyrgyzstan were complaining that the support from the local authorities is still mostly orally.

Besides these contextual factors, some factors related to the programme's planning were mentioned as influencing project progress. Especially in projects where activities depend on the agricultural season the implementation of activities was negatively affected due to the late funding approval and, thus, delayed start of the programme (Uganda ⁶). Several partners felt that the projects have set too

Final report Mid-term Evaluation EWA programme

15

⁶ See MTE report Uganda, p.2 in annex 4: 'Due to the late approval of the EWA programme the project missed the planned preparatory phase of six months which was meant to ensure that all capacity building activities for CBFs & CBMs

ambitious targets without fully considering their feasibility at community level. For instance, both in Uganda and Georgia activities were reported to be delayed due to the overloaded schedule of community members and project staff/ volunteers. In some projects the recruitment of community-based staff appeared an asset to project implementation (Cape Town), while in other projects their low level of education constraint project implementation in spite of the intensive training efforts (Uganda).

3.2 To what extent are the programme components on track?

Outcome 1, 'the livelihood component'

Under this component, especially the three Central Asian countries appear to contribute to the programme targets. The consolidated annual report 2013 clearly indicates why partners changed certain activities, for example, concerning the type of education materials and the establishment of demo plots, in the course of the project. To better understand what is happening on the ground, two examples are added about the training activities and the demonstration pilots, Such examples cannot be captured in the FLOW progress reports, which are by default quantitative in nature. Lastly, the evaluator has added a comment on the gender livelihood analysis.

The field visits to two South African partners showed how well the <u>training</u> on organic home gardening were set up and implemented. One aspect though received little attention – the continuous attendance of the trainees in the different training sessions and in the mentoring stage. Project staff could not tell the exact number of women and men trained, the number of drop outs and their reasons. One of the training organizations did not pay attention to the extent to which problems within groups are at play. It appeared that only about 1/3 of the trainees went through the full training cycle, which could be considered a waste of energy, time and funds. Evidently, there are challenges in record keeping. Below, an example from the Uganda partner that well looks into the problems of attendance and is searching ways how to improve the record keeping.

'The annual report 2013 states that 'overall 1041 farmers attended (only 44.9% of the targeted farmers) comprising of 741 (71.2%) women and 300 (28.8%) men.' The training overviews show that (much) less people than planned took part in the trainings. The annual report 2013 explains that many farmers expected the project to provide enough seed and fertilizer to all members in the groups, instead of the host farmers only (for free). The April 2014 report adds a problem about determining the number of trainees: 'as several training sessions are organised at the same time and it is difficult to track which farmers attend which training sessions.' Moreover, usually each training topic has several sub-topics so several training sessions are organised before it is completed.'

(community-based facilitators and monitors), surveys and identification of participating groups and CBOs were done before the planting season started. As a result the preparatory phase had to be combined with planned planting activities.

⁷ Another example concerns an activity that WECF proposes to drop. The logframe reads under delays outcome 1: 'Activity 1.5.2./ output 1.5.b. Only Georgia has done some testing (182 times) combined with the WATSAN trainings. It has been discovered that the proposed nitrate tests are very limited and not considered useful by partners and target group. In many areas the nitrate content is relatively stable making it unnecessary to test frequently. Instead of testing only nitrate more comprehensive testing is needed. We therefore would like to drop this output. As an alternative we like to have a small mobile lab for Georgia which makes it possible to test for different types of pollutions and diseases. The proposed change will not affect the number the overall outcomes.'

⁸ Draft evaluation report DES, July 2014

⁹ MTE Report Uganda, see annex 2

¹⁰ Project registration sheet of 2013 and first quarter 2014

The following example is about <u>demonstration plots</u> taken from the Uganda project – the problems that can be encountered and how the partner dealt with it. Such information which cannot be captured in quantitative reports is interesting for learning purposes of partners in a programme.

In year one, 100 host farmers (42 women and 57 men) were selected to host the demonstration plots on Conservation Agriculture, and received a training on demonstration management. The project encountered various problems at the demo plots: 'Some farmers later became reluctant to offer their land for demonstrations, (...) and hence new sites and host farmers had to be identified. This delayed preparations for the planting of demonstrations. Some demonstrations were neglected by farmers.' The April 2014 report tells more about the progress on the (maize) demo plots: 'only 60 were harvested and [the harvest] weighed, 9 were harvested fresh and sold green, while 11 groups failed due to prolonged drought. The rest were harvested but they just counted the cobs and ate the harvest before it was weighed hence the yield results were not determined. Generally the conservation agriculture plots performed better [than the conventional plots]. In cases where the yield for CA was lower compared to the conventional it was due to low plant population resulting from gaps due to rats eating up germinating seeds.'¹¹

As part of the original programme proposal gender livelihood analyses were planned at country level. Upon approval of the programme, WECF was requested to also include a baseline study. To avoid double work WECF decided to combine the two studies into one overall study, with the following objectives 1) To establish the baseline situation for the result areas of the project; 2) To verify the intervention strategies of said project for the target communities; 3) To raise awareness among the beneficiaries about their livelihood and gender situation, and about their needs and the role of the project to meet said needs. A fixed research set up was used in the different countries which included data collection through questionnaires and focus group discussions with women (sometimes including men). Most studies started in 2012; data collection was finalized early 2013. To date, four (draft) reports are available. WECF explained that the reports present a summary whereby only a selection of the data gathered is analysed. The detailed quantitative results per community are still available in a statistical programme. By the time of data collection, the communities had been selected but in most cases specific group members were not yet identified. The evaluator noticed that the number of women and men involved in each study is small and the question can be posed to what extent the studies are based on a representative sample.

A quick scan showed that all of the four reports do not consistently differentiate the information according to gender. The 'gender analysis' as described in the reports is not systematically looking into activities of women and men, their differentiated access to and control over all relevant resources including decision making processes, their constraints and opportunities. The evaluator wants to emphasize that such information is very critical in a women's empowerment programme. If project staff is not aware of opportunities and constraints of women relative to men they cannot develop strategies to ensure that both women and men benefit or to mitigate set-backs.

Lastly, it is not clear how each study has been or will be used. In one project it was said that it helped the staff to better understand the communities. It seems that in the focus groups gender differences have been discussed but the project reports do not speak about follow-up discussion. Furthermore, the reports could be used for monitoring purposes, provided that data are available, for example to

¹¹ MTE Report Uganda, see annex 2

¹² Georgia, Kyrgyzstan, Tajikistan, South Africa (DES); Uganda is finalizing the draft. In Afghanistan and South Africa (SFL) no studies were done.

measure 'increase in women in decision making bodies', but the evaluator did not find such information in country progress reports.

Outcome 2, 'the economic component'

Concerning the 'economic component', there is high variation between the different countries in terms of output targets reached. What follows are some examples to show the programme's progress and some additional comments of the evaluator for reflection purposes.

In Georgia, Kyrgyzstan, Uganda and South Africa a business manual has been developed. The target number of women and men to be trained in business skills is almost reached although figures per country vary; the reports do not elaborate on the skills the trainees have mastered. On resource centres, Georgia and South Africa are well on track: resource centres are well-established and play a role in information provision of women and men, among which information on prices, while inputs are more easily available to them. In South Africa, women and men gardeners supported by one of the partners can sell surplus through Agri-hubs as intermediate market-service providers (resource centres). Lastly, the target set on forming savings groups is already reached, due to the Central Asian countries and, also, to Uganda. About half of the women targeted, which is half the overall target, are linked to financial credit institutions in Kyrgyzstan and Georgia; the reports do not provide more details.

Activities related to thorough market studies, collective marketing, market access, and so on, need a <u>business approach</u>, that for most of the partners is new. WECF has recognized that partners have difficulties making the jump from the production side to the market side and therefore decided to employ a business advisor for the remaining of the programme.¹³ The evaluator observed that what comes out of the workshops and field visits, is that many project participants focus on income generation, selling surplus whenever they feel to and lack an entrepreneurial attitude.¹⁴ The challenge is to reach those women and men who have entrepreneurial skills to building their capacities and increasing their opportunities to access the market. Interesting cases were brought forward by the four women participating in the MTE workshop in Kyrgyzstan and participants of the MTE workshop in Georgia,¹⁵

Women in the Kyrgyzstan project are now more and more involved into business development and try to know more of how the market functions. One mentioned that they need to work also with supermarkets in order to monitor how their products are stored and sold (to maintain the quality). For example, it was mentioned that the supermarkets do not put eggs (from women) into the fridges while they can be spoiled and, finally, not sold. Women talked about the need for branding and making their products visible: not only to sell their products through neighbours and relatives but to start selling in a more professional way.

In Georgia, women marketing groups were established; the main goal of the groups is to conduct regular market analyses and deliver the results/information received to the resource centre. This centre started to

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¹³ The business advisor joint the team of Jan Wolthers with Anna Samwel to assess agribusiness opportunities in Georgia (*Jan Wolthers. June 2014. Assessment agribusiness opportunities within the EWA project in Georgia*). Based on her contacts with partners in different countries she observed that partners may have different understanding of what certain activities entail, such as a market study – see also section 2.3.

¹⁴ The assessment done in Georgia (Wolthers, see previous footnote) underlines this observation. The report gives a good picture of the situation in Georgia and the (many) steps that are needed to turn a sustainable livelihood program into an agribusiness programme.

 $^{^{15}}$ See the MTE (workshop) reports in annex 5 and 6

provide advice and information on different aspects of gender related issues – water, sanitation, use of natural recourses and business opportunities.

The right approach to skills building is needed fitting the local context - Afghanistan is a good example of the limited opportunities. Other good examples can be found in Uganda and Georgia.

The partner in Uganda applies a careful and step-by-step approach including a gender perspective to create opportunities for women: 'In 2013, the project selected enterprises with good demand and from June 2014 onwards local market studies for four enterprises are planned. Starting points are the food crops (vegetables, banana) that women cultivate, have control over the income earned and have a market. Since women hardly own assets their savings could become part of a collateral to access MFIs. Because collective marketing appeared to pose problems due to lack of trustful relations between farmers, the project works through the Village Savings and Loan Associations which are more cohesive.' 16 It is indeed very opportune to consider the different constraints of women relative to men.

A partner in Georgia (SDCA) held meetings to identify basic needs of the project participants, based on which training topics were selected. During the various trainings active and interested potential group members were identified and three focus groups formed (90% women), two of them focusing on business issues. The partner provided a number of trainings through which the members became self-confident, gained knowledge and skills in developing business plans and on how to raise funds.¹⁷

Concerning savings group, the fact that they are formed is a good start but the amount the members save matters much, if linked to income generation or business development or, to make a step ahead, to link with credit institutions. Two examples of outputs are added below (the period concerned was not indicated).

In Tajikistan 2 saving groups with 13 and 15 women members were set-up. According to the registration sheet on savings one group carrying out small business saved €160 (70% of the women paid monthly as agreed). The other group, an agricultural cooperative, saved €570 (100% of the women paid monthly as agreed). ¹⁸ In the first case the amount saved was about €12 per member, in the second group €38 per member (calculation by evaluator).

In Uganda, 33 groups initiated savings (533 farmers - 79 men and 454 women). A total of \$4,492 was saved, with \$ 3,974 and \$ 518 by women and men respectively, which means that on average a man saves \$6,55 and a woman \$8,75 (calculation by evaluator). 19

Outcome 3, 'Partner capacity building component'

The activities in which partners of five countries (except for Afghanistan) were involved under this component mainly concerned gender training. According to their profiles (see chapter 2) a number of partners in Central Asia have good gender expertise. In 2014, a local gender advisor has been hired in Georgia who has been added to the EWA team.

Concerning gender capacity, the evaluator likes like to point to the following. Gender knowledge and skills may be built but the reports do not reveal to what extent the partners apply them other than the reported 'Contacts with partners clearly show that their awareness on gender issues has raised and that all of them recognize the need to work on gender and women empowerment. Several partners have told us that they make frequent use of the materials they received during the gender

¹⁷ MTE (workshop) report Georgia, p.8, see annex 5

¹⁸ Short report Tajikistan, see annex 4

¹⁹ MTE Report Uganda, see annex 4

workshops. ²⁰ The field visits to South Africa, the MTE workshops, interviews and the inconsistently gender-differentiated annual reports produced by partners, however, show that partners still struggle in using a gender lens during project implementation.

Partner capacities were also built on female leadership (Georgia and Tajikistan) and on organic farming (South Africa with participation of Uganda).

According to participants of the MTE workshops in Georgia (indicated below by 'G') and Kyrgyzstan (indicated below by 'K'), a number of capacities of the partners positively affected the project implementation: expertise on specific themes; experiences in coalitions (G); flexibility in project operation (K) and good team work. Partners in Georgia added their strong networking as a positive factor to project implementation, and as negative factors their limited gender expertise and the lack of women's role in their organizations. Partners in Kyrgyzstan perceived the exchange of experiences within the project and the communication and information exchange between partners as too limited, although the cooperation between the partners was seen as a strength. WECF attaches much importance to partner cooperation and exchange in this region, the more because cooperation between NGOs in Central Asia is not as common as it is in other countries.²¹ To stimulate more exchange WECF organised a number of activities in 2013 and 2014.²² WECF feels that despite all those efforts, partners still consider contact and exchange between them as something that needs to be initiated from the outside while WECF likes to promote a more pro-active approach from the partners themselves.

Outcome 4, 'the political empowerment component'

The activities under this component are implemented in four countries, the three Central Asian and Uganda, with differences between the countries in terms of intensity and focus. For all activities, Kyrgyzstan appears to be better on track than Georgia and Tajikistan. Most participants of leadership training were counted in Kyrgyzstan, much less in Georgia and Tajikistan. Most of the women participating in the leadership trainings are also involved in some of the activities under the components outcome 1 and 2. In Kyrgyzstan, where the partners are larger and run several programmes simultaneously, there are also trainings organized for selected women who show high potential to become leaders. In addition, ToTs on leadership have been organized in Georgia (late 2013) and in Tajikistan (early 2014). The second one was a so-called peer to peer training whereby an experienced trainer from one of the partners in Kyrgyzstan came to Tajikistan to train the partners. Uganda uses another approach: training farmers and savings groups in group leadership including group dynamics with a special focus on women's leadership to build women's confidence and to create space for women; men are purposely included in the discussions.

²¹ In Kyrgyzstan, for example, three of the partners have their main offices in Bishkek while the other two are only 40 km apart in the Osh. At some point during the programme two of the partners even had offices in the same apartment building but never really visited each other's offices. (source: feedback from WECF)

²⁰ Consolidated annual report 2013, outcome 3

²² WECF organised two exchange workshops in Kyrgyzstan in 2013. In July, all partners were invited to Issyk Kul where they participated in the presentation of the results of the Home Comfort project and visited several project sides. In November, a four-day exchange visit was held in Osh in the South of the country including two days of project visits and a workshop sharing experiences. It has been agreed with the national partner STA that partners working at local level are invited at relevant policy events and that they will participate in the regional conference of 2014.

Interesting examples showing how women build leadership skills through the established resource centres and take up positions in Kyrgyzstan are the following.

In the village Chyrak Jeti-Oguz, one of the partners opened a Resource Centre within the EWA project, where women work and attract other women to come to the centre for training and information. About 30 women go there daily and gain a variety of knowledge and skills in different areas: business development, gender, women's leadership. As a result, at least 10 women have become leaders and actively raise issues that concern them.

In another village called "International", within the EWA project a Resource Centre for Women has been opened, where women can pass and attend regular training on women's leadership and gender. The centre operates with own resources and works closely with women in the village and from the nearby villages, mobilizing and motivating them to be more active and be nominated at the elections and participate in the local decision-making, and to promote gender issues. One of the issues that women are now lobbying on is that of access to land plots to women as well as to men equally. In addition, women are actively involved in the meetings of local councils and actively cooperate with the authorities. The EWA partner and rural women took the initiative to announce October 15 as Rural Women Day. They had a meeting with the former Prime Minister, who promised to take this idea forward.

The component also includes training/ workshops targeted to local government bodies, CBOs, and communities, on women's role in decision making and integrating gender concerns in agricultural policies. Although the evaluator does not know much about the content and intensity of the training (how many days, follow-up), she wishes to make two comments. First, generally it takes time and persistent efforts to change the minds and behaviour within governmental authorities/services providers/ CBOs to include women in decision making positions, even if women are ready to take positions and, next, for the leaders/staff to seriously take women's views into account. Indeed, as the consolidated report states, the reported number of women is encouraging but: it is very small. Second, it is assumed that such training will lead to 'increased involvement and influence of strengthened CBOs in gender responsive agricultural policy development by at least 20%' (outcome 4d). In this respect, the remark in the consolidated report 2013 about the possible reason behind the delays in the trainings of CBOs and NGOs, 'the partners are not used to train this target group', should be a serious concern to the programme.

Outcome 5 - 'the lobby and awareness raising component' 23

In Afghanistan, Uganda and South Africa this component mostly concerns awareness raising among the public. In the other countries also lobbying takes place. Most activities are more of less on track, with Kyrgyzstan showing most outputs. Partners with lobby expertise play a key role in national processes, sometimes jointly with others EWA partners or NGOs. Such joint CSO work, including EWA partners, counts even more for WECF's efforts at the international level. Some activities have been finalised, such as the preparations of white papers on gender sensitive legislation (Georgia on energy and water & sanitation, Tajikistan on agriculture, and Kyrgyzstan on water and sanitation) and the international actions around Rio+20, UNFCC, CSW 57. In the latter, women members of the WECF from the national and international level jointly participated in advocacy and negotiations. Other activities such as approaching policy makers (including the international level, post 2015/SDGs) and awareness raising of policy makers, journalists and the wider public are ongoing, and some are in the

Final report Mid-term Evaluation EWA programme

²³ Summarising the activities mentioned in chapter 2, they concern lobbying to address gender equality in selected policies, laws or programmes and awareness raising of the wider public. They take place both the national and the international level while for the Central Asian partners joint action at regional level is foreseen.

planning for the remaining project period. As for the – delayed - IFI policy influencing, WECF and the international partner (WEDO) are looking for the right opportunities to bring in gender equality issues. Below follows an example of the involvement at international level of Georgian partners.

Women leaders of Georgia were part of the EWA team to lobby at the follow-up of UNFCCC in COP 18 and 19. During COP19, WEDO/WECF facilitated a team of women's rights and environment activists, among which the EWA supported participant Ketevan Kiria, Friends of the Earth (Georgia), in advocating for gender-responsive climate policies and programming. On Tuesday, November 12th, bringing COP 19 Gender Day to a close, the Women's Environment and Development Organization (WEDO), WECF and the Global Gender and Climate Alliance (GGCA) hosted a Fireside Chat, officially titled 'Climate Finance and Gender Equality: Lessons for Sustainable Development'. The event provided first-hand experience from women leaders using gender mainstreaming and gender sensitive programming to address environment and energy issues in their countries. EWA participant Keti Kiria presented her experience in Georgia on gender-sensitive training programs for solar collectors – a micro-scale CDM Gold Standard Project that they are working to develop as a nationally appropriate mitigation action (NAMA). (source: FLOW annual report 2013 International)

The evaluator wants to add two comments. First, various interviewees dealing with local level projects expressed their concern about the - in their view - limited relationship between the local, the national and, even more, the international level lobby and advocacy activities. WECF can clarify the rationale for the EWA programme activities at different levels but for those partners which are active at local level the higher levels are far beyond their reach, capacity and, sometimes, interest. The clarification of WECF, interviewees working at the international level, runs as follows. Women's economic empowerment cannot be realised without paying attention to resources such as water, land and energy and to the related issue of climate change. Therefore, such issues need to be addressed through policy making at local, national and international level. WECF provides a structure through which local women representatives and/or partners can bring in local experiences and ideas at higher levels through their physical presence. This goes together with capacity building in practical skills of lobby and advocacy, for example, through mentoring. Examples were given of a partner explaining what happened at community level during a side event of an international conference and local women who discussed with delegates of their own government during UN events. Such 'case studies' are very important to increase government's understanding what gender sensitiveness or gender equality concretely is about. Moreover, WECF supports local partners in strengthening their lobby through linking local/national issues to international policy discussions (MDG, SDG). Georgia and Kyrgyzstan have made steps ahead in this respect, but WECF likes to see more cooperation in Central Asia.

Second, based on project reports and interviews, the evaluator gets the impression that the awareness raising activities, more especially through the various media, are seen by a number of partners as 'compulsory' and not well-related to other activities. Although the inclusion of such activities is certainly to justify, the question can be posed how the added value can be explained better.

With these findings about the targeted outputs, the first purpose of the Mid-Term Evaluation has been addressed, showing that, overall, the programme is well on track and likely to reach most of its targeted outputs. We now move to the second purpose of the MTE.

4. Findings - to what extent shows the monitoring system gaps

In this chapter the second purpose of the MTE is addressed: to identify possible gaps in the monitoring system necessary to evaluate the programme at the end of the funding period. It, first, looks at the monitoring system in general, next, to the measurement of outcomes and, lastly, to the gender perspective in the monitoring. As explained earlier, the MTE did not look at the way partners run their individual projects. The evaluator asked specific questions during interviews and field visits about the partner's monitoring of the EWA project. Moreover, in the workshops in Georgia and Kyrgyzstan attention was paid to assessing changes brought about by the projects.

4.1 Participatory monitoring

To start with the first overall observation, it appeared difficult to find out to what extent partners have a well-functioning monitoring system in place through which they <u>systematically</u> keep records and <u>review</u> the results to ensure that the project keeps on track or to find alternatives to reach the project objectives. The field visit to South Africa, for example, revealed that many data are collected but that these are not systematically and regularly analysed. The partners expected to get a better overview and insight through an App that each had recently developed (independently from each other).²⁴ According to the annual country report 2013, Georgia has developed and implemented a participatory monitoring system which needs further fine-tuning. In Kyrgyzstan, one of the partners developed recommendations and shared them with all partners but it does not seem to have resulted yet in a well-functioning system used by all partners.

The partner in Uganda provides an interesting example about its efforts to develop a participatory monitoring system and its challenges.

The Ugandan partner recruited and trained volunteer community-based monitors (CBM), each to monitor the activities of 5 groups of the total 100 farmer groups. In each of the 100 groups FGDs were held to create awareness on the existing gender-based constraints in the households and to involve members in the monitoring of activities among others by identifying gender-sensitive indicators. The Community Based Monitoring system includes quarterly review cum planning meetings with representatives of all the groups at sub-county level. At the end of 2013, reviewing and planning meetings were conducted at sub-county level in which 323 farmers (184F, 139M) participated. The project's report of April 2014 includes the list of main lessons learned which have a mostly technical focus and do not refer to project 'indicators'. In section 3.1 of this main MTE report the challenges with the recording of training participants have been mentioned; the low capacity level of the CBMs and their high workload affecting the quality of the record keeping.²⁵

Regarding the participatory nature of the monitoring system, the programme proposal is not clear on what is meant by "participatory', nor do progress reports explain how the term is used. The term 'participatory' can refer to the involvement of project staff and/or project participants and/or

²⁴ See report SFL, footnote 5, in annex 4: 'The App is an electronic version of the data that SFL already collects on a regular basis, but now by mobile phone. The idea behind the app is to remove the need for doing work twice i.e. gathering information on paper and then entering it on the computer, which is the current system. The new app will allow the trainers and assistant trainers to record all the data SFL collects. The app links to a database where that information is stored. From that database SFL will be able to run queries and do analysis of the data to inform our practice.' And in the final evaluation of DES: 'Newlands Mashu (a sub contracted partner) has recently finalised an App to register the training, the trainees and the progress per trained gardener linked to each Agri hub. This information will also help to improve the marketing aspect.'

²⁵ See annex 4 – MTE report Uganda.

stakeholders. The example of Uganda above shows that all of these categories have been involved. Some interviewees felt that it is too complicated to involve low educated project participants in monitoring. Documents showed that during the baseline research in Georgia progress indicators on livelihood and energy were developed together with the women and men involved in the exercise, which are of a very general nature. The annual report 2013 on Tajikistan states that '3 focus group discussions on participatory monitoring were held with 40 participants (36 female, 6 male) which will continue in 2014'. It will be interesting to see how this small number will eventually result in a participatory M&E system.

4.2 Measuring effects and planned specified outcomes

The second overall observation is that the partners insufficiently developed methods to collect and, eventually, measure the stated outcome indicators, or, more in general, effects of activities.²⁷ As discussed in chapter 2, a number of the outcome indicators are difficult to measure and may need proxy indicators. One would expect though that partners during project implementation collect some basic data to eventually assess the extent to which the project is on track towards its specified outcomes. Take, for example, the specified outcomes (component 1) 'At least 580 people are trained through replication.' The consolidated report 2013 provides figures (323 people – no sex differentiation provided) but the report nor the country reports indicate how the partners measured it. The following is an example on how we try to assess the specified outcome '250 women and men have reduced costs for food, water, and health by at least 20%' (component 1), during the final evaluation of the project implemented by DES, South Africa.²⁸

Since the project did not have data about household expenses on food, water and health items the evaluation team used proxy indicators to identify possible reduction in $costs^{29}$. All interviewees had told that they do not buy vegetables anymore but pick them from their garden and thus save money, but how much? A focus group discussion with 6 women who had a garden for many years revealed the following: they cultivate a variety of 4- 10 vegetables; between 10 - 100% of the produce they consume themselves, depending on the size of the household, the poverty level, and the harvest, the remaining sold at the gate; some gave vegetables to neighbours and relatives for free; a few vegetables were cultivated that they never bought before at the (super)market because of the high price. The women estimated that they cut their food expenditure with 50 - 100 Rand a week which they knew because they could pay children's school fees, household necessities, and in one case save money at the bank. It could however been that this amount included the money from the sale. Women know about profit but they do not calculate it. From the calculations we made on the spot (expenses on seedlings, compost) the

²⁶ On improved energy use pattern at household and community level: Decreased expenses to cover energy needs; Every family have installed solar water collector; The houses are isolated; Households consume less fire-wood; Fuel efficient stoves are installed. On improved livelihood: Increased incomes; Marketing outlets for locally produced crops; Community value chain unit/enterprises is operative; Increased level of employment of women, girls and youth; Lower migration of men and youth to urban areas to find odd jobs; Women and men take decisions together; More knowledge; More information regarding the market; Improved nourishment. *Source: Yuliya Fruman. Undated. Gender livelihood and socio economic Study Georgia*

According to a partner in Kyrgyzstan (Mehr-Shavkat) they use a kind of economic analysis and a very simple calculation to measure reduced costs of food, energy, etc. which are the results of project activities.

²⁸ During the MTE workshop one of the Kyrgyz partners (Mehr-Shavkat) said that they had developed a methodology on how to measure the reduction of family costs and income increase which they will share with other partners. (see MTE report Kyrgyzstan, annex 6)

²⁹ Questions were asked about the number of vegetables harvested last season, their price at the supermarket, how much they ate and sold, what type of vegetables they used to eat and what not, reduced food expenses due to the own production and sale, their customers, price setting, expenses made, profit. We did not include health expenditure in the discussion.

women do make profit. Water is free of charge till they exceed a certain quantity. The water is not enough to grow what they would like to.

Generally, the partners do not <u>systematically</u> collect and document information that helps them to well understand what is happening. For example, about what knowledge and skills women and men apply after a training and what they not apply; what women and men do with the information they collect at a resource centre; how active women take part in discussions after they have become member of local decision making bodies; what government officers or policy makers do with the information provided by the partners; what participants of awareness raising events do with the information received; and so on. In this respect, the observation of the national consultant during the session of formulating and listing changes in the MTE workshop in Kyrgyzstan is interesting: 'It seemed quite challenging [for the partners and project participants] to think in terms of results/ changes rather than the activities that the project initiated. Most people preferred to present activities', and 'It was more difficult to find challenging/negative changes, as it is everywhere that people prefer to talk about positive achievements.'³⁰

Partners can produce anecdotal stories about success stories such as reported in annual reports, case stories, ³¹ or in the MTE workshops in Georgia and Kyrgyzstan. ³²

The field visit to one of the partners in South Africa showed the effects of the training activities on organic farming, which the partner does not systematically monitor as yet (it has recently developed an App – see above). The evaluation team found that 'the knowledge and skills gained are applied in the gardens providing healthy ingredients to the daily diet of adults and children (although some do more quality gardening than others); for those who sell, the garden gives little income; and, the school food garden provides employment for one woman and thus a regular income (paid by the municipality).'³³

In Kyrgyzstan, due to joint efforts of EWA partners and other NGOs water and sanitation issues are included as a separate section in the National Strategy on Sustainable Development 2013-2017 (before these issues were scattered in different thematic sections). This strategy is the main national document for Kyrgyzstan development for 2013-2017.

In Georgia, women involved in saving groups started to produce cheese jointly, which 1) saves money and the workload can be divided; 2) favours a better quality product (earlier, while producing cheese separately, women had to collect milk during a few days in order to get sufficient quantity, now they can collect milk and produce cheese on a daily basis); 3) provides better opportunities for sale – the great amount of cheese is sold to the restaurants, shops, to individuals for weddings and/or other events; 4) and finally, increases women's income, which allows group members to expand the production through buying/obtaining modern technologies. In another case, 4-5 women obtained a fruit dryer, which will enable them to pack and sell the products to various markets during the autumn and winter period.

Two points are interesting in the last example because they illustrate the importance of good monitoring to know what is going on and, where needed, to take corrective action: first, the men

 $^{^{30}}$ MTE (workshop) report Kyrgyzstan. p.3. see annex 6

³¹ Case studies collected by the project in Kyrgyzstan: WECF and KAWS (Kyrgyz Alliance for Water and Sanitation) on the Community let drinking water users union (CDWUU) in Konurolon village; WECF and CAAW (Central Asian Alliance for Water and Sanitation) on "Rural Women in Naiman village are actively engaged in creation of CDWUU and within management structures including CDWUU General Assembly

³² See the reports in annex 5. It is interesting to read what partners call success stories: some are indeed covering the effects of project activities, others are just descriptions of activities or even planned actions.

³³ see field visit report SFL - Annex 4.

savings group members are not mentioned (perhaps they did not follow the training?) and, second, the report did not provide details about how profitability of the activities is monitored.³⁴

Based on the changes resulting from project activities that were brought forward in the Kyrgyzstan workshop with 4 women project participants and partners (9F, 2M) the following story was made. The participants did not quantify the changes, therefore, the scale of change cannot be indicated.

Due to the Kyrgyz partners' training on gender and women leadership, women formed women groups. Women started to believe in their own potential and opportunities. Their self-confidence gradually increased. According to the women this happened among others due to the income generated through self-organized small-scale business. They produce raspberry jam and juices, engage in poultry production and now can sell at the local market. The agriculture and business training provided by the partners was instrumental in this. Also, more men engage in small business. On the negative side, there are women who take a loan but cannot repay it. Women now try to participate in the community level processes because they feel that change is possible. For example, women bring their issues of concern forward during sessions of local councils about local development. Some women are interested to stand for elections for the local council. Other women became involved in CDWUUs, i.e. Associations of Water Users. They give, for instance, information on water and sanitation to villagers.

Another story about change was about so called 'analytical' recommendations developed by one of the Kyrgyz partners (ACT) which were presented during an International Conference in Bishkek. Based on these recommendations, gender experts actively participated in promoting a separate section on access to water and sanitation into the National Strategy on Sustainable Development. Seven MPs are now partnering with the EWA project in promoting the recommendations on water and sanitation further into national legislation after an information session organized by ACT in the parliament.

Similar stories were told in Georgia, about the interest of women to become group members and attend training, and the knowledge and skills they gained. It was added that for some women this is a new development because not all of them were allowed to follow training (the workshop report does not mention who prevented them). With their newly acquired knowledge women started micro businesses and joint production, which helped them to generate some income (see also the example above). Members of the Focus and Saving groups started to participate in various awareness raising campaigns and community meetings. They are not yet member of the local decision making bodies.

4.3 A gender perspective in monitoring

A third overall observation is that partners inconsistently differentiate their data according to gender and the same applies for effect measurement. Of special concern is the measurement of outcome indicators that relate to <u>women's empowerment</u>, given in chapter 2. All these indicators refer to more or less tangible outcomes: 'access to'. The discussions about women's empowerment in the MTE workshops in Kyrgyzstan and Georgie produced the same type of indicators.³⁵ Interviews with staff of partners revealed that they do not pay much attention to specific constraints of women relative to men to ensure that both women and men benefit and/or that possible negative effects are mitigated. Examples of such gender constraints mentioned by (field) staff in South Africa were the time availability of women for training, and the very heavy 'men' type of spades handed out.

 35 MTE (workshop) report Georgia. p.17; MTE (workshop) report Kyrgyzstan. p.6 – see Annex 5 and 6

³⁴ The WECF business advisor commented that she observed a case during the assessment visit where women were making a loss without noticing it because they did not have an insight in budgeting and profit making.

Moreover, the logframe does not include *process indicators* such as individual development (self-esteem, confidence, perceived ability to make change), status at household and community level, networks/ networking, change in attitude and behaviour of men towards women's roles. These are not only of critical importance to eventually empower women, but also important for the partners to assess the effects of their activities. The partners interviewed did not pay <u>consciously</u> attention to such gender indicators nor did they look at differentiated effects for social categories of women, such as women heading a household, married women of a MHH, and young unmarried women.

In a discussion with staff of a South African partner with over 10 years working experience in the communities, for example, a number of gender-related effects were mentioned all about the way women were valued and appreciated differently. The staff could not tell to what extent the status of women in the community has increased and/ or if women voice out their concerns (more) loudly. The evaluation team's interviews and visits to the gardens confirmed the pride that women take into their work and products and the appreciation by their family members and the community.

During the MTE workshop in Kyrgyzstan the participants expressed their appreciation of the project participants attending because of the economic initiatives they had started, their great interest in developing them further, and their increased access to and integration into market's dynamics and relationships.³⁶

This chapter and the previous chapter included the findings related to the two purposes of the MTE. They will be the basis for the conclusions and recommendations which are the focus of the next chapter.

³⁶ MTE (workshop) report Kyrgyzstan. p.6. See annex 6

5. Overall conclusions and recommendations for the remaining programme period

The MTE's first objective was to identify to what extent the EWA programme is on track, paying attention to the different countries involved, and is likely to attain the five programme outcomes by the end of 2015. The second objective was to identify possible gaps in the monitoring system. Such a system ideally should be the basis for assessing the relevance, effectiveness, efficiency, impact and sustainability of the programme's final evaluation planned towards the end of 2015. In this final chapter, conclusions are drawn and some recommendations given on the progress of the programme and the monitoring system. The recommendations are also meant to contribute to the sustainability of the programme/ projects results. The recommendations contain some suggestions made by the participants of the MTE workshops in Georgia and Kyrgyzstan as well as interviewees. Conclusions also include attention to the programme's relevance and effectiveness. Being half way the programme, it is not possible to already make statements about impact. Due to the fact that partners have not been visited (except for two partners in South Africa), and the MTE did not include an assessment of the programme's outputs in relation to the inputs, efficiency issues are not addressed.

Conclusion 1. Overall, it can be concluded that the EWA programme is on track in terms of targeted activities and outputs, as evidenced by the findings presented in chapter 3. However, two points of caution need to be made. First, the information collected showed the high variety among countries (and even partners) in realising project targets. Such variation is not surprising in view of the different contextual constraints and opportunities, of which a few of them were given in section 3.1. This variety could even exist between partners which have not been the focus of investigation of the MTE. Partners each implement their own activities and the level of cooperation between them is reported to vary. Second, quantitative data about targets, which WECF has to report according to FLOW requirements, do not tell much about qualitative aspects of the achievements. Those aspects often give a more nuanced picture which is needed to find the right approach to make progress. Chapter 3 and 4 both contain various examples of more qualitative nature, taken from the MTE workshops in Georgia and Kyrgyzstan, the field visits and some project documents.

In view of this variety, <u>it is suggested</u> that WECF coordinators with their partners continue to keep track of the activities and well-consider the contextual opportunities and constraints that may affect the progress of the country projects. Also, it should be considered if (more) cooperation with other agencies and NGOs would be instrumental to achieve project aims. It is further suggested to explore where partners can reinforce each other more and to look for ways to promote more exchange and learning between partners and, perhaps, between the women and men supported by the different partners.

Conclusion 2. Although overall the economic component is on track, it showed a high variety among countries (and even partners) in realising planned activities and targeted outputs due to various factors. Evidently, the different contextual opportunities and constraints in the various countries are at play. Also, the activities in which women and men engage are different in nature: in some countries it concerns activities, through which women and men gain some, often irregular income through the sale of surplus, when available or in case 'a bill' needs to be paid. In the Central Asia, there are women and men who use a more business approach and who express interest in

expanding their market and producing higher quality products. Another factor that is found to affect the achievements is the capacity level of the partners in understanding the various aspects of business development and in supporting women and men to develop their income generation into a business based on a profit orientation.

In view of the variety of achievements under the economic component, it is recommended that WECF coordinators supported by the WECF business advisor jointly with the partners reflect on the country project's economic component. To start with, what are the women and men project participants' aspirations in generating income, taking into account that those of women may differ of those of men. Based on that, what should be the partner's focus and strategy in supporting the women and the men – basic income generation to support household and other expenses, enterprise development for all project participants or only those who show an entrepreneurial orientation. Additionally, the feasibility of such focus and strategy should be considered in terms of partner's capacity and the prevailing context. Lastly, it is suggested to explore how the linkage between saving (groups) and promoting income generation/ business opportunities could be strengthened. The study undertaken in Georgia in the spring of 2014 is an example of such an exploration.³⁷

Conclusion 3. Overall, in spite of the fact that the EWA programme ultimately is geared at increased women's economic and political empowerment, conscious and systematic attention to gender differences in the project implementation is limited. In the EWA programme proposal, key gender concepts are not defined and operationalised in such a way that they give sufficient guidance to those involved in the programme implementation (partners, WECF coordinators). Perhaps this limited attention to gender differences is not so much about partners' and WECF coordinators' understanding what gender is about, but more about how to deal with gender issues in the practical project operation. It could be stated that they do not look at project activities through a gender lens, except of course for the partners and WECF staff that explicitly deal with promoting gender equality (outcome 5 activities). The mostly one-time gender training provided to the partners has not adequately helped them in this respect.

A separate but connected issue concerns the activities under outcome 4 that aim at changing the mind-set and behaviour of officers in governmental, service-providing organizations, NGOs and CBOs towards women's inclusion in decision making positions, and strengthening CBOs to promote gender responsive agricultural policy development. These are likely too complex issues to address during the project period which, moreover, needs specific expertise. Some of the results reported for Kyrgyzstan are based on longer term, consistent efforts of a few partners. It is suggested that WECF considers to what extent the set of activities concerned should be revised to achieve more feasible results.

In view of these limited gender capacities, it is recommended that WECF coordinators, advised by the WECF gender and rights specialist, with the partners thoroughly discuss how attention to gender issues in project activities under outcome 1, 2 and 4 can be increased. For each and every activity the most basic questions are 'what are the existing opportunities and constraints for

³⁷In Georgia, two local business development organisations (one specifically focusing on women) have been selected to coach and assist the partners during the remaining of the programme. Similar studies will be done in other countries. (Source: feedback WECF)

women relative to men' and, 'based on those factors, how are we going to ensure that women can participate and get access to resources and, more in particular, to decision making processes at household, group or community level'. Next, it may also be relevant to discuss what the role of men is in a project that focuses on women's empowerment, how it can be ensured that men give space to women's voice and actions, and how men can see the benefit of such empowerment for their own development.

Conclusion 4. In line with the comments made by various interviewees and workshop participants the evaluator concludes that the relation between the local, national and international levels is not altogether clear and could be strengthened. One gets the impression that within the programme two 'languages of gender equality' are spoken, one at the international level, which is understood by WECF, its partner and collaborating partners at that level and by some people (women) at the national level, and another language at the group and community level. It also seems that where relations between the levels exist, the experiences at local level are more used bottom-up than experiences at higher levels are communicated downwards. Additionally, the awareness raising activities under the same outcome 5 'theoretically' logically relate to policy influencing activities. In practice, a number of partners appear to approach them as stand-alone activities which implementation often goes beyond their capacities.

In view of the conclusions drawn on activities related to outcome 5, <u>WECF is suggested</u> to consider the feasibility of awareness raising activities in each country project. Perhaps focused attention to one or two activities could be feasible and used to reinforce lobby activities (such as producing articles or case studies to support a national or international lobby activity). Additionally, WECF is suggested to consider how women's leadership building activities under outcome 4 could be more/better linked to lobby activities at national and perhaps international level under outcome 5. Some good experiences in lobbying seem to exist in Kyrgyzstan and Georgia, which could be built on.

Conclusion 5. Evidenced by the findings described in the previous chapters, it can be concluded that there is room for improving (participatory) monitoring at the output and outcome levels, and, more in particular, for strengthening the gender perspective in such monitoring. As shown In chapter 2 and 4, the programme has set difficult to measure outcomes, which WECF is well-aware off and plans to address in the remaining programme period.³⁸ Such monitoring is key to measuring the effectiveness of the programme and the country projects. As discussed in section 4.2, consistent, systematic and sex-segregated data are often lacking and therefore, to date, it is difficult to assess the effectiveness of the programme and projects.

It is suggested that WECF coordinators with the partners review the existing monitoring system and, based on that review, look for simple ways to improve the monitoring of the projects, not only to know what is going on but also to enhance the learning capacity of the partner. A first step is to consistently and systematically differentiate data according to sex. Such information forms the basis for reviewing to what extent project efforts have been successful for women and men and whether or not approaches need to be revised. Secondly, partners need to start with data collection on effects of their activities to eventually evaluate the projects/ programme: what changes happen

³⁸ For example, in the consolidated annual report 2013 WECF states that it plans to discuss with the partners to what extent do 'all those articles, TV and radio programs indeed address the issue of gender equality' and take out non relevant publications/ programmes (outcome 5). WECF is consulting an expert on measuring lobby and advocacy efforts (outcome 5)

in the lives of women and men at household and community level, or in programme terminology, the personal, economic and political empowerment of women relative to men. This could be done by interviewing at a regular intervals the same small but representative sample of women and men using a simple questionnaire of, let's say, about 10 key questions relevant to project activities. Importantly, in this sample different categories of women (and men) should be included, such as FHH, young unmarried women, married women, and so on. A few examples are added below. The evaluator has included specific suggestions for the partners in three countries – see annex 4.

Possible questions for livelihood activities: what women and men do with the produce, how many relatives they feed, if they cook differently than before, if their family eat other items than they did before, if they use less medicines/ visit doctors, what they do with the income in case of sale, if they do other activities in the community than they did before, to what extent they build relations with other women and men than they did before, if their aspirations have changed, and importantly, why they do things the way they do.

Possible questions on economic activities: what skills did women and men master; how have the roles of women and men in the household changed (for example, in terms of workload, opportunities for education, health care); how have the personal aspirations women and men changed; whether women and men want to re-investment in the activity and how; what women and men dare to do (level of confidence, self-image); what new relations women and men have built (e.g. group members, customers, perhaps credit organizations); how their male and female family members see her/ approach her (status) – for a woman and formulated oppositely for the me; how has women's and men's involvement in household/ family decision making changed.

Conclusion 6. The EWA programme is <u>relevant</u> for the women and men participating in project activities under outcome 1, 2 and 4. This is evidenced by the baseline study of Georgia, Kyrgyzstan, Tajikistan, and South Africa (DES), and the training needs assessment and ToT done in Uganda, ³⁹ and, the field visits to activities of the partner in Cape Town.

 $^{^{39}}$ Jane Nalunga. February 2013. Training Needs Assessment Report For AT UGANDA Limited; JANE NALUNGA. REPORT ON TRAINING WECF PROJECT TRAINERS IN KAPCHORWA AND KWEEN DISTRICTS ON ORGANIC SOLUTIONS AND GENDER MAINSTREAMING. 26^{TH} FEBRUARY TO 1^{ST} MARCH 2013.