

**Final Evaluation of the UN Women Eastern Europe & Central Asia Sub-Regional Office/ Swedish International Development Agency (Sida)
Project :**

***Enhancing Prevention and Response to Domestic Violence in
Georgia – SHiEld***



FINAL EVALUATION REPORT

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Field work undertaken in Georgia (Tbilisi, Gori) from May 7 to 14, 2011

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Disclaimer : the views of this report only reflect the authors' views and not necessarily those of the commissioning agency

Acronyms and abbreviations

IAC	: Interagency Council on Measures to Eliminate DV
DRF	: Development Results Framework
DV	: Domestic Violence
EECA	: Eastern Europe and Central Asia
GE	: Gender Equality
JP	: Joint Programme
MIA	: Ministry of Internal Affairs
MOJ	: Ministry of Justice
MOLHSA	: Ministry of Labour, Health and Social Affairs
MP	: Members of Parliament
NAP	: National Action Plan
NRM	: National Referral Mechanism
RF	: Results Framework
SIDA	: Swedish International Development Cooperation Agency
SRO	: Sub-Regional Office
State Fund	: State Fund for the Protection and Assistance of (Statutory) Victims of Human Trafficking (and DV)
UNCT	: United Nations Country Team
UN Women	: United Nations Entity for Gender Equality and the Empowerment of Women
VAW	: Violence Against Women

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I. EXECUTIVE SUMMARY

This report covers the evaluation of the SHiEld project : Enhancing prevention and response to Domestic Violence in Georgia. It is funded by the Swedish International Development Cooperation Agency for US\$ 703,148.05. It started in January 2010 and is ending in June 2011 after an 18 months time-frame.

The project seeks to achieve two outcomes : 1) *The National Action Plan to Implement Measures for the Elimination of Domestic Violence and Protection of Victims of DV for 2011-2012* (DV NAP 2011-2012) elaborated on the base of participatory review and analysis of achievements and lessons learnt from the implementation of DV NAP 2009-2010 and submitted for approval by the Government of Georgia, and 2) Support an enabling institutional environment for key policy, service delivery and media institutions through partnerships with GE organizations to promote and protect women's human rights for life free of violence including for improved implementation of *the Law of Georgia on the Elimination of DV, Protection of Victims of DV and their Assistance*.

The Project is implemented by United Nations Entity for Gender Equality and the Empowerment of Women – UN Women through the SHiEld project team in Georgia and through a network of partners from both state and non-government organisations, with as primary partners: The State Fund (in charge of the two DV shelters in Gori and Tbilisi), Sakhli (NGO with psychological and legal counselling experience for DV victims), AVNG (NGO with six years of experience and specific experience in capacity development and training with the police), Amagdari (NGO specialized in re-training and job placement for IDP and DV victims).

This evaluation was commissioned as a formative and participatory final evaluation and undertaken by a team of two external consultants (one international team leader, one national evaluation expert) assisted by an interpreter. The evaluation is expected to bring an answer to the five specific evaluation objectives mentioned under point 2. and to provide some targeted recommendations from the findings and analysis that may be applicable to the project in the event of a second phase funding as well as identifying lessons that may be generally applicable and replicated by the UN WOMEN programmes in the region.

The primary users will be the Shield Project Management Team as well as government and civil society partners in Georgia, SIDA as well as other interested donors, and UN Women.

The formative evaluation was conducted using a participatory approach and a multi-methods system comprising : a) documentary review and analysis, b) key informant semi-structured interviews with 34 persons, c) focus groups (4) with DV victims in shelters (2 State Fund shelters, one NGO shelter, plus one group of beneficiaries for training and job placement), and on-site observation. The evaluation obtained some quantitative data as regards to the activities, but the

primary source of data was qualitative interview techniques using an interview guide.

Key Findings

As regards to the project logical framework and in terms of **the overall appraisal** of the activities and outputs, the project has reached 90% of its targets, with delay in certain elements due to external factors (such as changing offices for Geostat delaying publication, delay in legal clinics providing aid to DV victims from TSU, etc.). The project is thus largely on track with its work plan.

At the results level, and as regards to the specific evaluation objectives, the project has clearly contributed to incorporating women's empowerment and human rights into governance and national strategies through a number of outputs but primarily as shown by the President's signature on 27th April 2011 of the DV NAP 2011-2012. It is also important to mention that for the first time in gender equality, a national action plan has been established **with a costing exercise** in order to allow government to adequately budget for the resources that will be needed for the implementation of the plan.

The evaluation team visited **State Fund (SF) shelters** and was able to witness how both shelters have been entirely refurbished in order to provide the adequate living conditions to its guests. As mentioned in the SHiEld annual progress report the State Fund has very efficiently negotiated with the construction companies since a much larger rehabilitation than that initially foreseen was possible. There are currently 26 people in the SF shelters in Gori and Tbilisi, 7 women and 19 children. In qualitative terms, focus group interviews in the shelters have shown the excellent level of commitment and dedication by the shelter staff (in both SF shelters and NGO shelter) to DV victims. Often their support, empathy and care go beyond the call of duty and staff go out of their way to assist the shelter victims in any way they can. Various examples were provided. The shelters are efficiently and effectively managed and there were no complaints nor any gaps identified by the evaluation team in terms of the services and assistance being provided in the shelters.

As regards to the nation-wide **hotline 309 903**, there were 612 calls since its launch on October 20, 2010 until May 1st, 2011. The average time was reported to be between 20 to 30 minutes for each call. In total therefore the hotline has provided some 15,300 minutes of phone consultation since its beginning, or 255 hours. The hotline is therefore operational and providing needed legal services as is its purpose. However the hotline efficiency could probably be improved through a series of measures which are presented in the recommendations section of this report both in terms of service delivery and in terms of reporting on the consultations.

In terms of supporting an enabling institutional environment for key policy, service delivery and media institutions through partnerships with GE organizations to promote and protect women's human rights, the project was also able to achieve this outcome. The success of the consultation process and the dynamics have been shown by how much has moved forward in terms of commitment from the government to the DV NAP and already working on improvements to the current NAP 2011-2012. Various pieces of legislations and regulations have been and are in the process of being drafted, in direct relation to specific aspects of the DV which contribute to a more comprehensive process of victim protection and assistance. There is a strong undertaking from the government with the President's signature of the DV NAP 2011-2012 on 27th April 2011, which was put together after a long process of consultations with all stakeholders and several workshops to ensure the best possible product was prepared: The evaluation team also participated as observers in a workshop with DV partners on the NAP 2011-2012 held on 10th May 2011 in Tbilisi.

Key informants were very positive about the **awareness raising campaign**. Beyond the number of messages, articles, TV shows and activities and promotional material and Public Service Announcements, the campaign seems to be making progress in changing people's perception, at least in Tbilisi. Several key informants also indicated that the government was being more receptive and committed to the issue of DV than in the past, although efforts should certainly be continued as there remains a need to consolidate this initial change of perception and extend it to the regions of Georgia.

In terms of **efficiency**, the project has used well its limited budget with a wide range of activities and outputs across the range of services and assistance for DV victims. The budgetary allocation by component and by partner, as well as the UN WOMEN project staff structure, appear to be adequate and reasonable and in line with the management structure required for this type of projects.

The project was also largely **effective** in reaching its stated outputs and activities. As mentioned some of the delays are not due to project management but by external factors (such as moving offices, changes in the implementation plan for some partners, etc.). Practically all outputs were achieved to the satisfaction of the primary stakeholders and beneficiaries. Both government and non-government partners during the interviews (7 respondents) gave a high **4,57 average rating** (from 1 minimum to 5 maximum) regarding project effectiveness. Considering the limited time-frame and resources available, the project has been quite effective despite the numerous challenges and constraints it faced during implementation.

The SHiEld project is also entirely relevant and responsive to donor priorities and government priorities. In addition the UN Resident Coordinator has shown a strong support to gender equality initiatives and in particular with the current Joint Programme which is under negotiation and brings UNDP, UNFPA and UN WOMEN into a common programmatic framework over a three year time-frame.

Conclusions

Based on the different findings and their analysis, the multi-method approach which included documentary review and analysis, key informant interviews, group and focus group interviews with partners and DV victims, and considering the time-frame and the resources allocated to the project, the evaluation concludes that the project implementation is a clear success.

The project has completed virtually all its outputs and the stated outcomes, but more importantly, there is a general sense that the issue of DV is gradually becoming a serious matter to which government has to give greater attention and commitment. A first important step has been taken with the inauguration of the two State Fund Shelters and the government funding these shelters. The project is therefore on the right track and has been able to achieve much in a short time-frame of 18 months and with a limited budget.

But the elimination of DV requires a sustained effort beyond the scope of the SHiEld project. Therefore a programmatic continuation to succeed the SHiEld is needed to bolster progress made and also indicate the donor's and the UNCT's commitment to the elimination of DV in Georgia.

Recommendations

Only the general recommendations are included in this executive summary. Specific and targeted recommendations are detailed in the Recommendations section VI. of this report.

Despite a successful project, the concerted efforts to eliminate DV in Georgia are still at an incipient level. There are clear signs that indicate progress has been made on many fronts, but the road remains quite long and the efforts need to be sustained. At present, the elimination of DV in Georgia could be visualized as an baby taking its first steps: it is learning how to walk, but still needs some guidance and support to avoid falling or going astray. Similarly and despite a number of positive accomplishments detailed in the findings section, there remains room for improvement on many aspects. Hereunder the evaluation is giving some targeted recommendations with a view to improving the performance in DV elimination efforts into another phase of a project.

At the general level, it is recommended that over the longer-term specific methodologies be applied to have more reliable data on the size of the problem. Given the high costs of surveys, it could be useful to envisage incorporating a series of questions on DV in the next national census – but for this it would require both government support and a properly defined and tested methodology. For this and given the complexity of identifying potential DV situations some methodological samples could be used from the Geneva Group, or WHO disability approach, or the UNESCAP Biwako Millenium Framework

project since it incorporated disability statistics methodologies into the national census.

As regards to the strategic positioning of the project, now that victim support and assistance is being provided, it is necessary to review whether the primary entry point for the project will remain the legal assistance and counselling, or whether there should not be a more integrated approach to victim assistance which includes socio-economic reintegration. The latter is a much more ambitious and complex endeavour, but at the same time since victim assistance is being provided, the project needs to have a comprehensive understanding of the DV victims needs and develop the linkages with the actors who may be able to cover their needs, specifically in income creation and facilitating accommodation after their temporary stay in the shelters. Of course this requires support from the highest levels of government and an integrated response to DV across the range of sectors involved.

A continuation of the efforts to eliminate DV would require incorporating the following characteristics into future planning:

1. A comprehensive NRM review that includes the integrated response for DV victims looking at the entire range of needs for socio-economic reintegration – including crisis centres status, relations between employment agencies and training NGOs and agencies, housing opportunities, and including adequate data and case management information;
2. Training for improved reporting and M&E practices for project staff and all partners and include the design of pre and post capacity assessment tools in order to judge about the type and level of capacity development the project is expecting to contribute to;
3. Widen and expand partnerships in the legal sector to provide targeted training to the judges and prosecutors in the judiciary on DV and provide further support to the PDO for monitoring enforcement of Restrictive and Protective orders;
4. Monitor and prepare a report on the implementation of the NAP 2011-2012 as a stock taking exercise;
5. The SHiEld project has initiated a nation-wide awareness campaign using different modes of communications and various medias and institutions for disseminating its messages. There is evidence of an initial success in Tbilisi but less evidence of change in the regions, which only account for 12% of all hotline calls. The following recommendations should be considered into a continuation of this project:
 - Identify a **clear partnership strategy with community leaders** (in particular faith based organisations and ethnic councils) to ensure that traditional leaders are providing the necessary support and entry point into the communities;
 - **Continue the awareness raising campaign and consider identifying target specific messages and PSAs for a) boys and men, b) potential DV victims.** There is an ongoing debate about the need to work directly with the perpetrators of DV. While in the long term

it is absolutely crucial to include this component, it is questionable whether now is the time to start specific work with the perpetrators. Considering the incipient system of victim protection and assistance, the evaluation recommends to place the focus on an integrated victim protection and assistance strategy and possibly work directly with perpetrators in a (potential) third phase of the project.

II. INTRODUCTION

1. Background to the evaluation

UN Women is a new entity created by decision of the UN General Assembly in 2010 as part of the UN reform agenda which encompasses and merges the work of four different parts of the UN system, including UNIFEM. Aiming for eliminating the gender inequality as the main root, the UN Women initiatives range from assistance in establishing legal frameworks and specific national actions, to supporting prevention of domestic violence at the grassroots level, including in conflict and post-conflict situations¹. UN Women plays an active role in supporting the UN Secretary-General's multi-year [*UNiTE to End Violence against Women*](#) campaign, launched in 2008.

UN WOMEN Sub-regional office for the Eastern Europe and Central Asia (EECA SRO), located in Kazakhstan, in accordance with UN Women's core priority to end violence against women (VAW), has been implementing the Project *SHiEld - Enhancing Prevention and Response to Domestic Violence in Georgia*. The project was launched at the beginning of 2010 with the support of the Swedish International Development Cooperation Agency (SIDA) for a period of 18 months.

In compliance with the Project document, UN Women EECA SRO is commissioning a final evaluation of the project. The final evaluation is both a strong requirement by the donor and a part of the Management for Results Framework (MRF) of the UN Women EECA Sub-Regional Strategy. The evaluation is thought to be a powerful tool to prove the correlation between the aid effectiveness and gender responsiveness at large, in line with the Sida and UN Women commitment to the ideas of Paris Declaration (2005), CEDAW, and Beijing Platform for Action. It seeks to be a forward looking and learning exercise, rather than a pure assessment of UN Women SHiEld project in Georgia.

The project is expected to be completed by June of 2011. The project budget has been calculated for 14 months, but taking into considerations time needed for the recruitment of project staff as well as final evaluation of the project, 18 months were agreed with SIDA as the activity period of the project.

With particular focus on Internally Displaced and conflict affected women, the project addresses the lack of existence of respective services for victims/survivors of domestic violence (DV) and sexual violence during conflict, such as shelters, hotline, legal aid as well as capacity development of professionals involved in the domestic violence referral mechanism. The project works in the above-mentioned areas by providing technical and financial

¹ For details kindly refer to the web-site <http://www.UN Women.org/about-us/about-un-women/> under focus areas

assistance to relevant partners in the government and civil society. The **UN Women holistic approach** was used to address these issues working at three inter-related levels: 1) work on the level of policy and decision-making with purpose of reviewing DV related policies; 2) work at institutions level (service providers) to enhance the capacity of government to strengthen the DV law and policies implementation; 3) work on the grassroots level to build awareness and capacities on the issue of domestic violence and other forms of VAW.

2. Purpose, scope, use and objectives of the evaluation

This evaluation has been commissioned as a consultative and participatory final formative evaluation with a strong learning component.

The geographic area of the evaluation activity has been the city of Tbilisi, Georgia, with travel to Gori, Shida Kartli Region.

The specific objectives of the evaluation were to:

1. Assess the **extent of progress** towards ensuring that commitments to women's empowerment and human rights are incorporated into governance and national strategies from the results of the project.
2. Assess **how effectively the hotline and the shelters** established by the project for the victims/survivors of domestic violence in partnership with government **have functioned** as service providers?
3. Assess the **effectiveness of the dialogue** between the government actors and gender equality (GE) advocates **to jointly elaborate policy and regulatory documents** in the area of combating DV as foreseen by *the Law on the Elimination of DV, Protection of Victims of DV and their Assistance* and project document;
4. Provide information on the **efficiency of the awareness raising activities** encompassed by the project – in terms of their intensity, coverage and reach out;
5. Provide information on **changes made by the project intervention on grassroots level** to women's initiative groups' and activists' capacities and skills to advocate for WHR, especially related to protection from and prevention of the DV.

Evaluation users

Based on the specific evaluation objectives, the primary users of the evaluation will be :

- a) Government and civil society partners in Georgia and in the region;
- b) SIDA and other interested donors,
- c) UN Women;
- d) SHiEld project management.

The evaluation had different purposes. Results will be used as significant inputs for the following:

- Further mapping of the UN Women assistance towards establishment of shelters and development of standards of operations of the shelters worldwide;
- Further replication of expertise and knowledge generated by UN Women in the EECA region in the field of combating domestic violence.
- Sharing of lessons learnt and recommendations to Georgia State Fund, and other partners in the government and civil society for sustaining strong coordination and partnerships in the area of combating domestic violence in Georgia;
- Drawing out the lessons learnt, to sustain capacity and skills of the UN Women partner organizations: Anti-Violence Network of Georgia, Women's Advice Center "Sakhli", NGO "Amagdari".
- Strengthening of the sense of ownership over the project results among the beneficiaries and the stakeholders through engaging the stakeholders in the evaluation process.

3. Project background and evaluability analysis

The aim of the project is to **enhance the capacity of the Government of Georgia, particularly of its institutional mechanisms working on combating DV: the Interagency Council on Eliminating DV and the State Fund for Protection of and Assistance to the Victims of DV, to deliver on commitments to eliminate violence against women (VAW), including through the improved implementation of *the Law of Georgia on the Elimination of Domestic Violence (DV), Protection of Victims of DV and Their Assistance (2006) and the National Action Plan to Implement Measures for the Elimination of DV and Protection of Victims of DV 2009-2010.*** The Project speaks directly to the women's rights and gender equality commitments undertaken by Georgia on international as well as national levels, such as the CEDAW,² Beijing Platform for Action (BPfA), *Georgia's Joint Needs Assessment of October 2008.*

The current project is built to achieve the **two expected outcomes** with specific outputs harmonized with UN Women Global Development Results Framework (DRF) and Management for Results Framework (MRF), which form an integral part of the project document and are used for the progress reports.

Outcome 1: *The National Action Plan to Implement Measures for the Elimination of Domestic Violence and Protection of Victims of DV for 2011-2012 (DV NAP 2011-2012)* elaborated on the base of participatory review and analysis of achievements and lessons learnt from the implementation of DV NAP 2009-2010 and submitted for approval by the Government of Georgia

² Georgia joined CEDAW without reservations in 1994.

Output 1.1: Effective mechanisms of dialogue between government actors and GE advocates during DV NAP planning process exist

Output 1.2: Technical expertise and effective mechanisms for dialogue between government budget actors and state and non-state partners working on DV available to ensure state budget allocations for implementation of the DV NAP 2011-2012

Outcome 2: Support an enabling institutional environment for key policy, service delivery and media institutions through partnerships with GE organizations to promote and protect women's human rights for life free of violence including for improved implementation of the Law of Georgia on the Elimination of DV, Protection of Victims of DV and their Assistance.

Output 2.1 Enhanced capacities of key policy, service delivery, and media institutions to mainstream gender equality and women's human rights for life free of violence into their operations

Output 2.2 Referral mechanism (involving relevant state and non-state service-providers) strengthened and effectively functioning to address diverse needs of domestic violence victims/survivors

Output 2.3 Government partners and GE advocates participate collaboratively and effectively on ending violence against women issues through national processes for implementation of *Law of Georgia on the Elimination of Domestic Violence, Protection of Victims of Domestic Violence and their Assistance*.

Project Management: The project is executed by the UN Women Project Team (PT) under overall strategic oversight and guidance of the UN Women Regional Programme Director for the EECA SRO at the regional level. The UN Women Gender Adviser in Georgia provides day-to-day guidance, including through engaging in dialogue with governments, civil society, UN system and multilateral donors and ensures that the project is integrated within the larger UN Women work in the country. The Project Manager is responsible for all execution aspects of the project, including coordination and management of partners, the direct execution of several project components, and overall monitoring and reporting.

The key implementing partners of the project are:

Government:

- **The State Fund** for the Assistance and Protection of the Victims of Human Trafficking (and Domestic Violence), under the Ministry of Labour, Health and Social Affairs;

NGOs:

- Women's Advice Center "**Sakhli**" - with over 8 years of experience of psychological and legal counseling to the victims/survivors of DV along with the running of a DV shelter.

- **Anti-Violence Network of Georgia** (AVNG) – with more than 6 years of experience in running of DV shelter and capacity development initiatives with

police, social and health workers, it is the champion of work with police, training them on DV issues long before the DV Law was passed.

- Women's Employment Supporting Association "**Amagdari**"- is the only NGO in Georgia with expertise in economic rehabilitation/reintegration of victims/survivors of DV with over 6 years of work experience.

Evaluability analysis

The Results Framework specifies the indicators and means of verification of the project achievements at the output level and therefore are easily verified. The evaluation of the outcome levels and the overall aim of the project requires a more qualitative analysis of the project achievements. In terms of evaluability, it is important to identify both at the outcome and the goal (aim) levels if the project has brought positive change to support the various objectives. The evaluation analysis has focussed on the core results at the outcome and goal levels, while ensuring proper reporting on the outputs achieved. It needs to be stated that the project itself is a part of a comprehensive and holistic approach to DV and as such also supports other projects of UN Women (such as WEPD) and those of other development actors. One of the challenges therefore is attribution (e.g. linking the results obtained to this project) and testing the assumptions that the various outputs have contributed to the achievement of the stated outcomes.

EVALUATION FRAMEWORK

4. Approach and methodology

As requested in the TOR the evaluation has followed a participatory and inclusive approach. The evaluation objectives demonstrate the formative nature of the evaluation as results are expected to feed into the learning process for this type of project and generate knowledge and lessons that could be applied to similar type of projects and/or an extension of the current project. The evaluation has been transparent and inclusive and in line with the UNEG evaluation standards.

In order to ensure buy-in and participation from the primary stakeholders, the evaluation team on 10th May 2011 has delivered a power point presentation explaining the evaluation scope, approach, agenda, methodology and tools to all those stakeholders present at the working group discussion of the National Action Plan 2011-2012. At the end of the presentation the evaluation team gathered feedback on stakeholders' expectations.

Similarly on 13th May 2011 a power point presentation was given with the preliminary results and conclusions of the evaluation, as well as discussing some tentative recommendations. This process allowed for validation of the preliminary findings but also initiated the relevant discussion about the potential improvements and lessons identified.

The evaluation has used a mix of methods. An initial documentary review was initially undertaken and subsequently completed by additional documentation and data received during the field work. The list of documents consulted appears in the bibliographical annex.

Another method has been individual in-depth semi-structured interviews with key informants, as well as focus groups with selected respondents and direct project beneficiaries, both in Tbilisi and in Gori. Interviews used an interview protocol (enclosed as annex) in order to ensure consistency and comparability.

The total key informants interviewed were 34 persons, of which 24 women and 10 men, during 20 meetings which lasted an average of 70 minutes. The agenda with the full contact details are enclosed as annex.

In addition, the evaluation team carried out 4 focus groups with 3 shelter victims groups and one NGO beneficiary group of women, in total 15 women, for 245 minutes, or an average of 61 minutes per focus group.

The evaluation team also carried focus group interviews with shelter staff separately from DV victim focus groups, with 3 focus groups with 14 women during 225 minutes, or an average of 75 minutes per focus group.

Finally, a visit and interview to two Hotline staff (one woman, one man) was undertaken during 45 minutes.

To give an idea on the total interview time, the evaluation has conducted 32 hours of interviews and additionally, the evaluation team has had two long working sessions with the Shield project team on the first day of the evaluation (8th May 2011) and on the last day of the field work (14th May 2011) for a total of 370 minutes. This informs about the time management of the evaluation team during its field work.

The evaluation has also used observation as a means of collecting information through note taking during the field work, particularly during visits to the State Fund Shelters supported by the project and to one NGO shelter as comparison, and the participation as observers during the workshop on DV NAP held by the Council. Findings were triangulated for each key finding (e.g. confirmation from three different sources).

According to the TOR, the evaluation applied the following standard evaluation criteria³ :

- **Programme Efficiency**
- **Effectiveness**
- **Relevance**

³ for a definition of each criterion please see the OECD/DAC, Evaluation and aid effectiveness series, "Glossary of Key terms in evaluation and RBM", 2002

- **Sustainability**

The key questions addressed under the different criteria were mentioned in the TOR and have been placed under each of the evaluation criterion as follows:

Efficiency

1. To what extent were the capacities on the community level strengthened by the project to meaningfully participate in policy-making process?
2. To what extent the implementing partners were supported and the capacity of the partners' staff, gender focal points within key state partners developed?

Effectiveness

3. What was not achieved in full and what can be recommended for the future to inform UN Women programming, and ensure necessary follow up from the Government, donors and civil society organizations?
4. What worked and what did not work and why? What can be taken further for the new project and partners' follow-up activities? What are the unexpected results? What was achieved by the program beyond the planned results?
5. How did capacities built by the project contribute to the achieved results?
6. What were successes and weaknesses of the project strategies and approaches to this work?

Relevance

7. In what ways was the project responsive to the emerging priority/strategic needs of the government and the donor?
8. To what extent did the project reach the planned results and how the context influenced the final result/sustainability?
9. What were the key approaches and strategies the project used in achieving its outcomes?

Sustainability

10. What is the main stakeholder' strategy to maintain the results achieved by/within the project after the project end? What will be the role of the State Fund at this?
11. What are the key recommendations for further capacity building strategy?
12. Did the project create/strengthen any local/regional networks and partnerships to implement and sustain the project/or UN Women at large activities?

5. Risks and limitations

The time allocated for the field work was short, with five official working days (although the team has worked for the full duration of the field work) for undertaking all the interviews with key informants, respondents and holding

focus groups with selected stakeholders and beneficiaries. In addition meetings could only start at 9h30 or 10h00. This was compensated by the willingness of the project team and key informants to meet the evaluation team outside of the official working hours, including on holidays and weekends. Therefore the full seven days of field work were constructively employed in undertaking the evaluation, and only one of the requested meetings could not be held (one free-lance consultant).

Another limitation is the fact that the team leader had not worked in the country and is not fluent in Georgian. To minimize this constraint an interpreter was used during interviews, and a national consultant provided context specific expertise to the evaluation team. The evaluation team recognizes the excellent quality of the interpretation services provided and thanks the project team for hiring such a good interpreter.

Neither of the two members of the evaluation team had worked previously for UN Women, and therefore this evaluation was also a learning process for both consultants in terms of the deliverables requested by UN Women. As indicated by the SRO, there is no set model that can be used as example for the inception report nor the evaluation report. Therefore a flexible approach is necessary to obtain the most useful format for the various deliverables, as well as a close relationship between the evaluation manager at the SRO and the evaluation team. Normally an inception meeting is held before the field work, but for the present evaluation such a meeting appeared not to be feasible. Therefore close interaction was key in ensuring the provision of utilization-focussed deliverables.

The project was established for a period of 18 months and there was no initial baseline regarding the situation of DV in Georgia or the level of knowledge and awareness. Therefore the analysis of the information campaign is based on anecdotal and illustrative evidence but not through formal survey or sampling. Behaviour change requires in any case a longer time-frame than the life of the project and a specific behaviour change communication strategy to address the issue of DV.

The evaluation team has ensured that ethical considerations have been respected, in line with UNEG Code of conduct for evaluation in the UN System (2008) which has been applied by the evaluation team, protecting the identity and rights of beneficiaries interviewed. The careful approach was warranted given the sensitive nature of the issue (DV) addressed by the evaluation questions.

This was particularly important and addressed in the focus groups with shelter victims. Children were not interviewed and only adults participated in focus groups in Tbilisi and Gori shelters. They were informed that their identity and personal information would not be displayed publicly and that the information provided to the evaluation team during the focus groups would remain confidential. Only their first names were asked. The only presence in the room

where focus groups were held was that of the evaluation team and the shelter victims. Focus groups with the shelter staff were held separately. Shelter victims were asked if they felt comfortable speaking to the evaluation team (since the team included a woman and a man) and they did accept to speak freely to the evaluation team and seemed to be relatively at ease. The lead was taken by the female national evaluation expert during focus group interviews.

The evaluation guaranteed to all respondents and informants that the content of the in-depth interviews and focus groups would remain confidential and that no quote would be made relating to a specific person's identity without their previous agreement and authorization.

Another limitation had to do with the understanding of some of the evaluation questions, such as question 5 (How did capacities built by the project contribute to the achieved results?). There were additional limitations given to incomplete understanding of the question given that in this evaluation an inception meeting (which is normally held prior to the field work) was not feasible and the obligatory discussion of the TOR questions and criteria with project partners did not take place, leading to some lack of clarity. For the evaluation team the question is quite generic and it is not clear which capacities are being talked about here. On the one hand, the project is of course providing support to key strategic partners at state and NGO level, including at the policy level (technical support to DV council and other state actors) and the implementation level (State Fund), while it is actually federating and bringing together the expertise from the different actors in the area of DV. At the same time, NGOs in this project have long had the capacity to undertake this work and this is the capacity they are bringing into the process, in order to improve the efforts to eliminate DV in Georgia. Also one should not confuse receiving training (something which the project has given to numerous actors) and capacity building (UNDP uses the term capacity development and not capacity building, given the assumption that there is already an existing capacity) which requires an initial baseline against which the progress can be measured. In the case of the Shield the assumption was that training would contribute to capacity development, but given the time-frame for the evaluation it was not possible to verify the extent of that assumption.

EVALUATION METHODOLOGY

6. Data collection and data analysis methods

The evaluation used a mix method approach including quantitative and qualitative data collection in order to be able to provide both some quantitative information as well as some qualitative data on the project. Quantitative information was provided by the Project Team and project partners (State Fund, IA Council, Amagdari, etc.) and found in documents and progress reports. However the primary method was qualitative analysis based on semi-structured interviews and focus group analysis. The evaluation team coded and

extracted the information from the interviews and focus groups and provided its analysis and interpretation in line with the requirements of the TOR.

7. Key data sources

Data was essentially obtained through documentary review and analysis, and the full list of documents and materials reviewed and analysed is included as annex to this report. In addition, interview data was extracted and used for the analysis based on note taking during semi-structured interviews and subsequent analysis. Another source of data was reviewing the registers at the State Fund Shelter and Hotline, to see their reporting system and the existing information available during on-site visits.

8. Evaluation framework

The project document contains a results framework identifying relevant indicators particularly at the output and outcome levels. A specific evaluation framework was also developed which is included as annex to this report.

9. Evaluation work plan

The evaluation comprised the following different phases :

1. Identification and recruitment of the evaluation team by SRO EECA;
2. Documentary review and analysis by the evaluation team;
3. Preparation of an **inception report** by the evaluation team leader to the Evaluation Manager at the SRO EECA and the Project Team in Georgia (End April 2011);
4. Start of the field work with arrival of the evaluation team leader on 7th May 2011 including initial meeting between the Evaluation Team and the Project Team in Georgia;
5. **Power point presentation of the evaluation objectives**, scope and methods to all national stakeholders (not required in the TOR, but suggested by the evaluation team leader);
6. **Power point presentation** on 13th May 2011 at the Shield Project Office to present, discuss and validate the **preliminary findings, conclusions and lessons** of the evaluation;
7. **A progress report** submitted on 16th May 2011 to the UN Women SRO;
8. **Full draft evaluation report** submitted on 27th May 2011.
9. Consolidated comments received on 9th June 2011
10. **Final evaluation report** submitted on 17th June 2011.

Duties and Responsibilities

- **Management of the evaluation**

The UN Women EECA Regional Office has managed the final evaluation under overall supervision of the UN Women EECA Regional Programme Director and guidance from the Programme Specialist. During the evaluation process, the SRO office has consulted with UN Women Evaluation Unit at the HQ as necessary. Coordination in the field including logistical support has been the responsibility of the Georgia Programme office.

This is a formative participatory final evaluation with a strong learning component. The management of the evaluation ensures that key stakeholders have been consulted.

After the completion of the final evaluation, a dissemination/sharing of the lessons learnt and findings of the evaluation will take place as well as the management response of the final evaluation results. These activities will be managed by the UN Women EECA Sub-Regional Office.

- **Duties and responsibilities of the Evaluation team**

The evaluation team is responsible for conducting the evaluation as per the defined parameters and producing the stated deliverables as specified above. The evaluation team is composed of two persons, one international evaluator as team leader and a national evaluator. The evaluation team leader has divided the work within the team in line with the approach followed for the interviews. In particular, the national evaluator has taken the lead role for moderating the various focus groups whereas the team leader has taken the lead in individual interviews.

Composition, Skills and Experience of the Evaluation Team

The evaluation team is composed of an external international evaluator and national consultant. The selected candidates have experience linked to evaluation of gender equality and women's empowerment related projects and specific knowledge of domestic violence issues. The team leader has conducted some 70 evaluation for over thirty clients, including donors, UN agencies and NGOs with over twenty years of experience. The national consultant is experienced in evaluation and has a proven track record with various clients including the UNDP evaluation office. Their respective CVs are included as annex.

It's important to note that the national consultant also possesses an expertise in conducting gender-sensitive and rights-based evaluations, in order to contribute to the substance of the evaluation report and not only in a supporting role.

- **Project team**

The ShiEld project team ensured that all relevant documentation was made available to the evaluation team. This includes all quantitative and qualitative

documentation, such as reporting on the indicators used in the project logframe.

The project team also assisted with the actual planning of the mission and a review of the evaluation scope, approach, methodology and agenda, arranged the different interviews with the selected partners and stakeholders to the full satisfaction of the evaluation team.

10. Logistics

The Project Team has provided all necessary logistical support to the evaluation team during field work in Georgia, with the support and in collaboration with the UN Women SRO. This included the provision of an interpreter, the disposal of a vehicle with driver, making the actual interview and focus group arrangements with the different stakeholders, as defined in the agenda for the evaluation.

III. FINDINGS AND ANALYSIS

In terms of **the overall appraisal** of the activities and outputs, the project has reached 90% of its targets, with delay in certain elements due to external factors (such as changing offices for Geostat delaying publication, delay in legal clinics providing aid to DV victims from TSU, etc.). 18 of 20 activities mentioned in the results framework were completed or undertaken according to the work plan (e.g. 90% completion).

However one of the difficulties of the Results Framework is the high number of activities contained, and the lack of relative weight of each of these activities. In other words, how is the project constrained if/when one of the activities or outputs is not fully achieved? There is no indication in the RF in terms of where the thrust and major efforts should be placed, as it is not possible to focus equally on all activities and outputs. Clearly not all activities have the same order of priority. The high number of activities may lead to dispersion and runs the risks of losing the primary focus of the project. In concrete terms, it is highly recommended that future RFs be designed with the relative degree of priority for each activity (from 1 to 3, with 1 high, 2 medium, 3 low) so it is easier to focus on the essential targets of the project (level 1).

Similarly, activities chosen are all useful, but not always mutually supportive, in the achievement of the objectives. Therefore a special effort should be placed in the next proposal to show the connections and multiplier effect between the various elements that compose the proposal.

Specific evaluation objectives

- Assess the **extent of progress** towards ensuring that commitments to women's empowerment and human rights are incorporated into governance and national strategies from the results of the project;

The project has clearly contributed to incorporating women's empowerment and human rights into governance and national strategies as shown by the President's signature on 27th April 2011 of the DV NAP 2011-2012. It is also important to mention that for the first time in gender equality, a national action plan has been established **with a costing exercise** in order to allow government to adequately budget for the resources that will be needed for the implementation of the plan. Nonetheless, the very useful costing exercise was presented as an annex to the DV NAP 2011-2012 and was therefore not signed by the President. This could be corrected in the future by presenting the costing of the NAP as an integral part of its elaboration, rather than an annex, and second through further advocacy on the need to support and adopt this type of document systematically for the various national action plans which exist, including for the council on Gender Equality.

At the wider policy level there appears to be rising attention to the issue of women's empowerment and human rights. In March 2010 the first gender equality law was passed by Parliament. There has been much work and progress made in the past few years, and particularly on the issue of domestic violence. One such example is that according to the amendments to the Law on Firearms of 2009 (as part of the DV legislation amendments package), a police officer may be restricted or suspended the right to carry service guns if a restrictive/protective order was issued against the police officer.

At the same time the qualitative appraisal of the key informants shows that there is a shift in attitude, which must be pursued, as regards to the issue of DV. Once a taboo, DV is now being more openly discussed in Tbilisi. It may yet be too early to expect a similar progress in the regions, given a more difficult initial starting point. However, the opening of the two State Shelters is the visible and tangible results of greater commitment and ownership by the government in regards to DV and more widely towards women's empowerment. The less successful side is that despite the adoption of laws and regulations, some MPs and even among some police officers the change in mindset has not fully taken place yet, indicating a clear need to continue with awareness raising activities, dissemination and targeted training.

In terms of measurement to appraise the extent of progress, there is no tool nor information in an initial baseline, and therefore it is not possible to measure the extent of progress. However the evaluation can state that some progress has been achieved but that it remains at an incipient phase and requires consolidation through additional efforts.

- Assess **how effectively the hotline and the shelters** established by the project for the victims/survivors of domestic violence in partnership with government **have functioned** as service providers?

A major focus of the evaluation was placed on this question, particularly since almost half of the financial resources were also allocated to supporting the State Fund (SF) in charge of running the shelters and the hotline.

Physical infrastructure

The evaluation team visited State Fund shelters and was able to witness how both shelters have been entirely refurbished in order to provide the adequate living conditions to its guests. As mentioned in the annual progress report the State Fund has very efficiently negotiated with the construction companies since a much larger rehabilitation than that initially foreseen was possible (in terms of square meters of rehabilitation). In Gori there remains a large number of office space or multi-function rooms available, which hopefully may lead to the development of other activities in support to the DV victims (such as possibly training courses). In any case, there is room in Gori for developing activities in the shelter although in a separate area of the building. Both the Gori and Tbilisi shelters have been well renovated and equipped, although there are some repairs necessary given some humidity/water leaks that have affected certain parts of the buildings. This is known to the administrators and should be repaired by the construction company. In Gori the shelter is situated in a relatively isolated area, and security is ensured by the posting of civilian guards. In Tbilisi, the shelter is located next to a hospital (20 meters) and security is ensured by armed police officers (as standard procedure given that the other part of the shelter hosts Human Trafficking victims). In both shelters the level of comfort and adequacy for hosting DV victims is quite adequate.

Shelters

In quantitative terms, the two SF shelters are currently providing assistance to the following people:

Shelter	women	children	total	comments
Gori	3	7	10	since opening in November 2010
Tbilisi	4	12	16	SHiEld since October 2010 11 adults+ 15 children
Total	7	19		total currently assisted in both shelters on 13.5.11

Source : interview with shelter administrators and staff on 12 and 13.05.2011

Two comments are made regarding these figures:

- Gori shelter has a 19 bed capacity, and can therefore receive 9 additional guests;
- Tbilisi shelter has a 21 bed capacity, and can receive another 5 guests.

Therefore at the time of the evaluation the shelter capacity was sufficient to meet the needs of the DV victims.

However **there is no reliable data regarding the number of potential DV victims** who may be in need of shelter assistance. According to the UNFPA study in 2009, one of twenty women indicated having been subject to some form of DV. (Because potential users of shelter services are mainly those who experienced physical abuse, the UNFPA reports a 6.9% of surveyed women

having experienced physical abuse.) Another survey undertaken by AVNG indicated a much higher ratio of something like one woman out of four being a DV victim. Taking a conservative average of the two surveys would yield that approximately one out of twelve women are subject to DV in Georgia and thus a potential shelter user at some stage.

Using the CIA World Factbook statistics regarding demographical data (the latest census in Georgia was carried out in 2002), which indicates a female population of over 1.6 million in the 15-64 years age group, the potential needs for shelter use could therefore be as high as assisting 133,000 DV victims. The two State Fund shelters have a joint capacity of 40 beds, while the NGO shelters have an additional 37 person capacity, as per details hereafter:

NGO	Place	capacity	comments
<i>Sapari</i>	Tbilisi	4	FG held 2 shelters
<i>Sakhli</i>	Tbilisi	10	
AVNG	Tbil, Akhaltsikhe	17	
SDW	Samtskhe-Javakheti	6	
	TOTAL	37	

Source : IA DV Council coordinator, data provided by e-mail

In total therefore there is a maximum capacity nationwide of 77 beds between the State Fund and the NGOs.

The current mismatch between the supply side and demand side is of course in large part due to the fact that there is still a strong reticence from the DV victims to come out publicly and denounce their condition. In many cases and based on shelter victim interviews it is the whole village or community which sees the DV victim as the guilty one, abandoning her home and her husband. At this stage it is not possible to assess the level of demand for shelter services, but it can only be considered that there will be a rise in demand as more information and awareness is being made available to the general public through campaigns and media reports and television talk shows.

While figures are currently low the SF should also be prepared for a surge in the demand from DV victims if there is a continuation of this project.

It is also important to note that at least four of the women interviewed (of 6 women, 1 woman had to be at work and could not be interviewed) were able to be referred to the shelter through the use of the hotline 309 903. The other cases were one NGO referral and one case of transfer from one shelter to another.

In qualitative terms, focus group interviews in the shelters have shown the excellent level of commitment and dedication by the shelter staff (in both shelters) to DV victims. Often their support, empathy and care go beyond the call of duty and staff go out of their way to assist the shelter victims in any way they can. Various examples were given to the evaluation team in terms of

facilitating the victim a job, ensuring proper schooling at a school where the children can preserve their personal privacy but also just simply for small practical things. This is a remarkable result and shelter staff should be highly commended, particularly given the fact that the work in these shelters is anything but a typical routine office desk job.... But is very difficult and demanding and requires highly skilled staff and sensitive responses.

There were no complaints nor any gaps identified by the evaluation team in terms of the services and assistance being provided in the shelters. The staff do fulfil completely and consistently their duties, more often than not even beyond their stated responsibilities. There can be no doubt about the commitment of the staff and the administrators. The DV victims have no complaint regarding the rules, conditions or services provided. Some of the suggestions, in addition to the need for having some small money to spend, are indicated hereafter.

From the DV victims' perspective, and echoing the existing research and surveys in this field, the two primary concerns for the victims are :

- Lack of a job (or steady source of income)
- Lack of accommodation (property and/or housing issues)

It is therefore particularly important in the NRM to ensure that a specific support is given in this area for the DV victims. Sometimes clothing can be an issue as the conditions in which the DV victims abandon their homes does not often allow them to take their belongings along.

Among the specific services that were thought to be of value the victims mentioned the psychological support as a major help. In many cases the victims could not even speak or articulate properly, they were simply stressed and on the verge of a nervous breakdown, so that after spending one or two months their condition improved and their self-esteem was starting to regain some of the lost ground. The entire package of shelter assistance (legal, medical, psychological, the caring, the empathy, the understanding) are all elements which have contributed to improving the status of the DV victims and the way they see themselves now. One of the most common comments was that they were "not afraid anymore".

Some effects of shelter assistance from DV victims

- We feel safe here and don't feel afraid anymore, and the administrator is very caring. We feel calm and cared for here and thanks to the administrator and the whole staff we receive psychological assistance and get advice... The children were shocked but now they're starting to cope and can play and have fun; [redacted]
- When I came I was in terrible condition, emotionally, afraid that at any time my husband would come and stab and beat me....; [redacted]
- I came through the hotline (I learned the number from the TV), I was so desperate, I couldn't find a way out, so the hotline helped me a lot, in order to know what to do....; [redacted]

➤ My husband abused my and my children (3), I was on the verge of going mad, then I called the hotline and they made an appointment with the psychologist...;

Nonetheless it is clear that the temporary support provided in the shelter is not likely to bring a sustainable socio-economic reintegration of the shelter victim unless specific provisions for employment/income generation and housing/accommodation can also be provided. Therefore it is recommended that the greatest efforts be placed in ensuring the connections with NGOs and state agencies which can have a tailored support to this highly vulnerable target group. To an extent this is already being done in terms of job placement by one of the SHiEld project partners, Amagadari, but this needs to be continued and expanded into a more comprehensive response strategy.⁴

DV Nationwide hotline

The hotline was officially inaugurated at the same time as the shelter in Tbilisi, in October 2010. It is physically placed in the shelter building, although at the ground floor, whereas the DV shelter is up on the first floor. The Hotline occupies a single office of some 20 square meters, with a telephone line, a computer system with includes a software with an updated legal database, a couch and some furniture. There are four people who work at the hotline : 3 male lawyers as operators, and one female coordinator. The coordinator works day-time from 09h30 to 18h30, while the other three operators work on 24 shifts.

In terms of calls, the hotline has different reporting tools. The first one is a hand-written log book which indicates briefly the essentials of the call : date, time, who called, contact, issues discussed, time, follow up needed, etc. All calls are to be registered in this book. At the time of the visit, there were 652 call registered since October 2010. Contrary to expectations, the majority of the

⁴ Amagadari is one of the project implementing partners in charge with training and job placement for IPD and DV victims. They requested their statistics to be mentioned in the evaluation report as follows (unverified by the evaluation team):

- Trainings were provided to 186 beneficiaries (56 DV victims, 130 IDP women). Statistical data is given on the number of participants by the training type (e.g. English language courses, accountancy, business management, NGO development, computer courses, etc.)
- Internship opportunities were offered to 12 women (3 DV victims, 9 IDP)
- 92 women (32 DV victims, 60 IDP women) found employment
- 80 women received consultations on business issues, NGOs, rights issues (28 DV and 52 IDP). In total 109 consultations were provided as several beneficiaries received more than one consultation.
- In total, the organization mentions that 119 DV victims were assisted with their services.

calls take place during the day-time, and particularly after a TV talk-show or when airing a TV commercial (Public Service Announcements –PSA- of the awareness campaign).

The following are the statistics from the hotline provided by the SF:

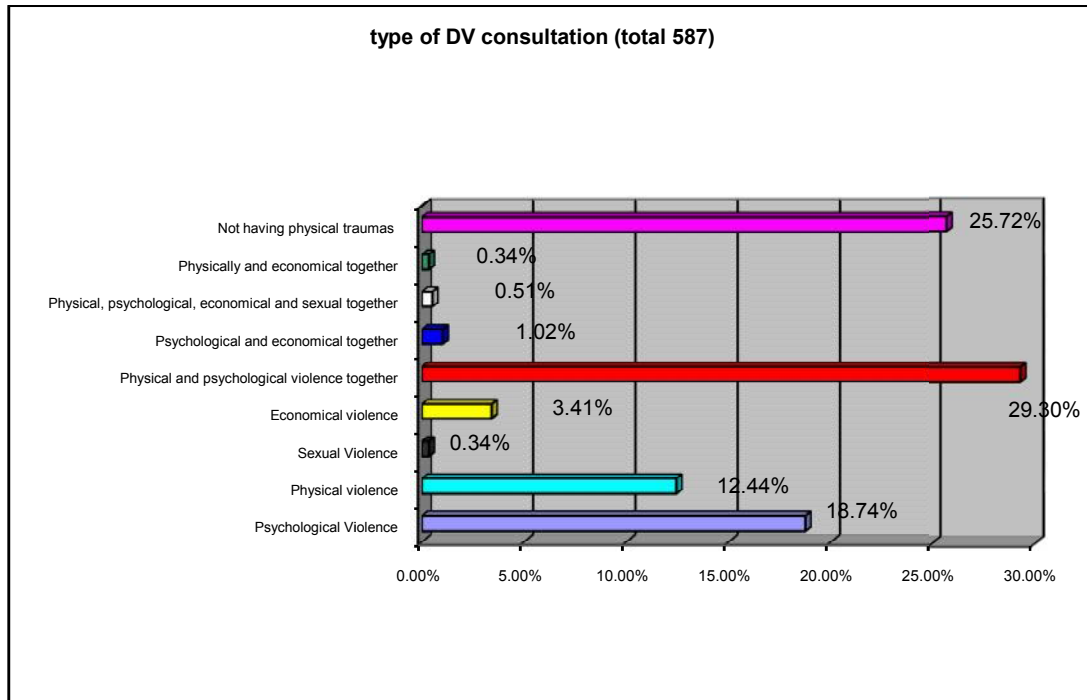
Total Statistic of hotline from October 20, 2010 till May 1, 2011

1.	Consultation was given	612
2	Was referred in different institutions	77
3	Shelter was given	11
4	Private consultation was appointed	97
5	Court representation was given and protective order was issued	3
6	Was prepared appliance for the protective order without court representation	8
7	Psychological Violence	110
8	Physical violence	73
9	Sexual Violence	2
10	Economical violence	20
11	Physical and psychological violence together	172
12	Psychological and economical together	6
13	Physical, psychological, economical and sexual together	3
14	Physically and economical together	2
15	Not having physical traumas	151
16	Re applied	28
17	Calls from regions	73
18	Used other names	29
19	Calls were disconnected before starting the communication	25

These figures call for the following comments:

- The reporting categories for the types of calls does not allow to properly aggregate the data (e.g. adding the types of call from 2 to 18 does not add up to the total number of consultations); and it is not possible either to see how one call is placed under the different reporting categories. The data reporting needs to be improved to be consistent and coherent.
- 11 of the 612 persons who called (**1,8%**) **was given shelter**;
- 368 persons (total of categories 7 to 14, added on the assumption that these are mutually excluding categories), or **60% of all calls**, are

related to domestic violence. If the numbers reported under the statistics line 15 also concern DV but just without physical trauma are added – but again provided it is not counted in the previous categories, we obtain a total of **539 representing 88% of all calls**. If we subtract the number of disconnected calls (25), the typology of DV cases are as follows, based on the statistics provided:



- 73 of the calls or **12% of calls come from the regions outside** the capital city of Tbilisi – thus the very large majority comes from Tbilisi with 88% of all calls;
- 25 calls were disconnected (4%) before starting the communication. While it is not possible to know exactly the reasons behind the disconnection, in the opinion of the evaluation, the fact that a male voice is heard in 75% of the cases (3 men and one woman are hotline staff) could be a reason for disconnection. It is felt that a woman's voice would be more conducive and encouraging for potential DV victim calls and that an increase in the number of women operators should be envisaged, looking at the number of disconnected calls and see if the figures change significantly with an reverse ratio of 3 women and one man.

The average time was reported to be between 20 to 30 minutes for each call. In total therefore the hotline has provided some 15,300 minutes of phone consultation since its beginning, or 255 hours.

In addition to the services provided during the calls, the hotline staff is also providing legal services to the DV shelter victims, and 2 protective orders were issued during the month of April 2011.

The hotline is therefore operational and providing needed legal services as is its purpose. However the hotline efficiency could probably be improved through a series of measures which are presented in the recommendations section of this report as it is limited to the direct provision of legal counselling services and does not extend to psychological or social support. Therefore NGOs such as Sakhli indicate a high increase in the workload as callers of the hotline are referred to them for psychological services.

- Assess the **effectiveness of the dialogue** between the government actors and gender equality (GE) advocates **to jointly elaborate policy and regulatory documents** in the area of combating DV as foreseen by *the Law on the Elimination of DV, Protection of Victims of DV and their Assistance* and project document;

The evaluation team has had the opportunity of witnessing a working session of the DV Council that took place during four hours on the 10th May 2011 in Tbilisi. The list of attendance is included in the corresponding annex. However primary actors from the government, the UN system and NGOs in the field of DV were represented. The observation of the discussion allowed to see the constructive and open dynamics within and amongst the actors that were present. Of special interest is the very constructive partnership strategy developed between various state organisations (among which the State Fund and the Police) with local NGOs. The widely participatory and inclusive process and the typology of organisations represented in the DV Council make it a very holistic process representing the various actors of civil society and government sectors in an open and constructive dialogue.

The success of the consultation process and the dynamics have been shown by how much has moved forward in terms of commitment from the government to the DV NAP and already working on improvements to the current NAP 2011-2012. Various pieces of legislations and regulations have been and are in the process of being drafted, in direct relation to specific aspects of the DV which contribute to a more comprehensive process of victim protection and assistance. There is a strong undertaking from the government with the President's signature of the DV NAP 2011-2012 on 27th April 2011, which was put together after a long process of consultations with all stakeholders and several workshops to ensure the best possible product was prepared. From within the UN system the UN Resident Coordinator has also shown his commitment and interest in the development of a coherent Joint Programme bringing together UNDP, UNFPA and UN WOMEN which would further support the objectives of the SHiEld project and take it to a higher level of accomplishment. While there are many NGOs working on issues of gender equality, there are relatively few specialized in the area of DV in Georgia. These are almost all project partners, with experience that in some cases date back from before the DV law was passed in 2006. In any case the NGOs are closely associated and considered in the development of regulatory documents. One example directly resulting from the project activities are the Shelter

Guidelines and Code of Conduct that were developed by the NGO Sakhli in an equally collaborative process and which is now being applied by the State Fund in its two shelters.

It is certainly unusual to see the very good collaboration between State organisations and NGOs, and this is one of the very good and positive lesson (as well as one of the strengths of the project) that needs to be replicated in other situations: Not a single actor can possibly bring about change on its own, it requires a collaborative and constructive networking relationship between the different actors, despite their differences in roles and mandates, so that both State and NGO actors are able to fully use their capacity in mutually supportive activities within the framework of a common objective. This has largely been the case in the SHiEld project in Georgia and is certainly a positive outcome. The good collaboration does not extend only to dialogue and advocacy for regulatory documents, but it also applies to the actual implementation of DV victims assistance, with a necessary but not always easy complementary role being played by the various actors, under the leadership of the State Fund. It needs to be remembered that some NGOs have their own shelter for DV victims, in addition to the two shelters run by the State Fund in Gori and Tbilisi, offering an additional 37 person capacity.

The evaluation was able to witness the good degree of collaboration and one of the victims interviewed in the State Fund shelters had been referred by NGOs, while one of the SF shelter psychologist was a former Sakhli staff member.

- Provide information on the **efficiency of the awareness raising activities** encompassed by the project – in terms of their intensity, coverage and reach out;

The SHiEld project has undertaken a large number of awareness raising activities during the life of the project, covering many different forms of communication and types of events. The Communication Campaign Final Report of April 2011 details all the activities undertaken and there is little value in repeating the data in this report. As mentioned in the limitations section, 18 months is a short time-frame which doesn't allow to appraise the impact of the campaign, particularly given the lack of baseline to measure progress. However key informants were very positive about the awareness raising campaign. Beyond the number of messages, articles, TV shows and activities and promotional material and Public Service Announcements, the campaign seems to be making progress in changing people's perception, at least in Tbilisi. Several key informants also indicated that the government was being more receptive and committed to the issue of DV than in the past, although efforts should certainly be continued as there remains a need to consolidate this initial change of perception and extend it to the regions of Georgia. The material produced for dissemination under the communication strategy seems to have had an impact on people, including DV victims, although the campaign was meant for the general public. Hotline staff indicated a direct correlation

between the TV shows or specific DV public events and the number of calls made to the hotline.

As anecdotal evidence three key informants rated the awareness campaign with two 5 and one 4,5 (from 1 minimum to 5 maximum). Amongst the NGOs it is thought that this campaign has contributed to raising the level of government attention to the problem of DV in Georgia. As a point of clarification it needs to be stated that in all evaluation work, one part of the work is gathering and obtaining data, the other part is analysis and interpretation. Findings are a combination of the two, and not just repeating what the informants say. The last paragraph regarding the ratings is provided as anecdotal evidence of the good marks on the awareness campaign, but is not statistically representative given the very low number of ratings on this question. The findings however are a combination of data gathering, analysis and interpretation from the evaluation team.

- Provide information on **changes made by the project intervention on grassroots level** to women's initiative groups' and activists' capacities and skills to advocate for WHR, especially related to protection from and prevention of the DV.

This objective is most difficult to appraise for various reasons. Firstly, the wording of this objective is quite broad and does not sufficiently explicit what are the anticipated changes. Also the project was established for a short 18 months time-frame, which builds and exploits existing capacities at the grassroots level rather than developing it. Particularly NGO partners in this project had been working in DV for the past few years even before the adoption of the DV, as the capacity analysis of project partners reveals. It is therefore probably too early to say, and an objective difficult to identify as it has no specific indicator. It should also be noted that the focus of the SHiEld was more on the provision of assistance to DV victims than on the prevention side, with the larger part of the budget allocated to supporting the State Fund in the rehabilitation and equipment of the two DV victim shelters. One of the major gaps in the prevention chain is the fact that social workers are not yet legally bound to address DV issues, which will become part of their responsibility by 2015. However this leaves an important gap at the present in order to detect and prevent potential abuse and high level advocacy should be undertaken with the Ministry of Labour, Health and Social Affairs, to trigger an immediate involvement of social workers into the DV prevention mechanisms, as a reflection of the government's unwavering commitment to the elimination of DV.

Evaluation criteria findings

Efficiency :

The project has used well its limited budget on a wide range of activities and outputs across the range of services and assistance for DV victims. The

budgetary allocation by component and by partner, as well as the UN Women project staff structure, appear to be adequate and reasonable and in line with the management structure required for this type of projects. Some of the activities are in fact not even directly funded by the project, such as the legal clinics or the preparation of some concept papers (such as project activity 2.1.2 on perpetrators). Logically the largest recipient is the State Fund as it has the overall responsibility for victim assistance in its two shelters, so that the initial support for renovation and refurbishing of the premises was of paramount importance and provided an initial boost in order to have properly functioning state shelters under government's responsibility.

In terms of community-level capacity to participate in the policy making (point 4, question 1, p. 17), the NGOs are actively participating in the work of the IA Council and are also primary experts which are consulted and work collaboratively with the UN and government in the policy making process.

As regards to the level of support and capacity development of key state partners (question 2, p. 17), the project has provided support to a wide array of state partners, both directly and through NGO partnerships, in order to reinforce both the legal assistance provision and the counselling (PDO, Police Academy, DV Council, GYLA) as well as more globally for victim assistance (State Fund, hotline, NGOs, etc.). However the project is more keen to support the partner organisations in the actual implementation of their work rather than being a capacity development project focussing on partners training, so that work and capacity development are done using the learning by doing methodology as there was no established state capacity to respond to DV prior to the establishment of the NAP and the support of the project.

Effectiveness :

The project was largely effective in reaching its stated outputs and activities, some 90% of which took place as foreseen. As mentioned some of the delays are not due to project management but by external factors (such as moving offices, changes in the implementation plan for some partners, etc.). Practically all outputs were achieved to the satisfaction of the primary stakeholders and beneficiaries. Both government and non-government partners during the interviews (7 respondents) gave a high 4,57 average rating (from 1 minimum to 5 maximum) to the project in terms of its effectiveness. Considering the limited time-frame and resources available, the project has been quite effective despite the numerous challenges and constraints it faced during implementation.

In terms of follow-up needed (question 3, p. 17), it is clear that the project and the entire DV process remain at an incipient stage and it has not yet reached a critical mass. Positive changes are noted but there needs to be a sustained commitment over the coming years in order to continue and consolidate the progress achieved to date while providing DV related information through the awareness campaign activities.

In terms of what worked (question 4, p. 17), the attempt to adopt a holistic perspective targeting the policy, institutional and community levels was the proper approach. Rather than working only in capacity development of partners, the support to actual implementation of victim assistance activities and training through the State Fund and NGOs allows to have a tangible and visible result, in addition to creating linkages with the policy and institutional levels.

It is difficult to determine how capacities built by the project have contributed to results (question 5, p. 17), since it is not clear what capacities are being referred to. The progress in addressing DV in Georgia, with the support of the SHIEld project, appears to be more about networking and leveraging partnerships from those who already have the relevant capacities than focusing on capacity development *per se* (as described in the limitations section).

As regards to the successes and weaknesses of the project strategies (question 6, p. 17), there have been several successes and some weaknesses that have been identified through a SWOT (Strengths, Weakness, Opportunities and Threats) analysis. Key successes were:

- Greater ownership and commitment from government to DV, but still needs to be demonstrated across ministries with the inclusion of the MoLHSA and involvement of social workers in the DV process;
- Inclusive and collaborative partnership between state and NGOs and UN agencies in addressing DV in a comprehensive manner and adequate forum for workshops and discussions (inclusiveness of the DV council);
- Strong awareness campaign which is contributing to bringing the issue of DV as a topic for discussion (TV shows, media articles, PSAs) instead of as previously considered "a traditional internal family matter";
- Quality and capacity of the staff heading the government partners (State Fund, PDO, etc.) as well as NGO staff, including shelter staff.

Given the limited budget and time-frame for the project, it was not possible to include in the project the entire chain of responses required for a DV victim from abuse detection and prevention to socio-economic reintegration. The National Referral Mechanism is a necessary and positive initial effort but more focus should be placed into each of the links which are part of the NRM to ensure coherence and consistency, particularly on prevention and detection, as well as on the social and economic aspects of reintegration. The project has chosen to focus more on the legal aspects, legal advice and counselling, but the psychological, emotional and socio-economic needs should also be integrated into the overall strategy for addressing DV in Georgia, as part of an integrated response mechanism which cuts across sectors and addresses all the potential needs of the victims. Another weakness is linked to the prevention aspect, since there has been arguably little achieved as there is at this time no early warning mechanism or detection systems to identify potential DV cases. First and foremost the social workers should be the primary agents able to detect potential DV cases, but at this time they are not yet participating in the DV response system. This is a critical gap which requires quick and serious

attention from the MoLHSA. Finally another weakness is that, despite the very useful training received by the police, police officers remain reticent to issue restrictive orders, for a variety of reasons. But this appears to be because such procedures represent an added workload, and there isn't any compensation for the added work. It is therefore necessary to motivate police into the issuance of restrictive orders by providing an adequate incentive.

The evaluation recommends to issue an honorary award of "Best DV Police Officer of the month" as a recognition signed by the UN Women as an international UN organisation, the MoIA and the DV Council chair, in an attempt to stimulate and motivate police in favour of taking a more proactive approach to DV victim support.⁵ Likewise a recognition should be identified for social workers when these will be integrated into the DV response mechanism.

Relevance:

It is necessary to look back before the start of the project to understand the relevance and need for this sort of a project in Georgia (question 8, p. 17). In recent years the country has gone through many events and changes such as the Rose Revolution, a war with Russia in 2008 with large scale internal displacement, the special status of Abkhazia and South Ossetia. The DV law itself was voted in 2006, but considering the shift in priorities during the 2008 war, it is quite an accomplishment that such a project was approved and envisaged in 2008. The basis for this project are found in the UN and World Bank Joint Needs Assessment of October 9, 2008. At the time and given the limited presence of UNIFEM represented only by the Gender Advisor, the project was developed as an initial support to the commitment of the government to addressing the issues of DV in Georgia. The IA Council on DV was able to draft an initial NAP for year 2009-2010 which was monitored by the SHIELD and served as a basis for the NAP 2011-2012 signed by the President on 27.04.2011.

From the government side (question 7, p. 17) there is therefore a commitment to addressing DV in a more comprehensive manner, as both the policy level and service provision level (through the State Fund) have reflected this undertaking. The same concern is found in civil society among NGOs and GE actors. There is a clear demand for a comprehensive approach to DV. The process has been initiated with the support of the project in various of its components. The

⁵ AVNG is the project champion in working with the police. It also requested to have its statistics included in the core evaluation report. Results are as follows:

- The number of policemen trained (265 district and patrol policemen in four regions of Georgia: Kakheti, Mtskheta-Mtianeti, Shida and Kvemo Kartli)
- There was an increase in the number of restrictive orders issued by policemen after the trainings (in Kakheti region there were none of the restrictive orders issued, and soon after and as a result of the trainings the first restrictive order was issued);
- The fact that AVNG prepared the handbook for the training.

inclusion of MoLHSA in the process with the active involvement of social workers is a key factor that needs to be included into the continuation of the DV elimination efforts.

From the donor perspective, SIDA indicated that in their 2010-2013 strategy for Georgia, Democracy, Human Rights and gender equality is the first of the three sectors which focus SIDA's support (the other two being environment and market development – for more information see their website <http://www.sida.se/English/Countries-and-regions/Europe/Georgia-/Our-work-in-Georgia/>)

The SHiEld is therefore responsive to government, civil society and donor priorities in the country.

Its strategy was based (question 9, p. 17) on addressing all three levels (policy, institution, community-level) in a holistic approach that tied policy and institutions to concrete results at the community level (e.g. the hotline and two SF shelters) and the awareness campaign activities and nationwide dissemination.

Sustainability:

(Question 10, p. 17)

The project is currently coming to an end but there is a programmatic extension over three year envisaged and currently under discussion with the donor.

In terms of the different project elements, the sustainability of the State Shelters is insured since they are being financed by the State Fund budget. On the governmental side, the various actors are all operating under the state-funded budget. For the NGOs an increase workload on DV is likely if the project continues, and this implies added work for partners (such as Sakhli complaining about the high number of referrals from the hotline for psychological attention, something they are not receiving any project resources for) - so the point here is that making the project partnership strategies sustainable with partners should also include a budget line in accordance with the workload envisaged for the future project. At the same time these partners have acquired solid experience, reputation, skills and expertise in DV and they are well positioned as advocates of the vulnerable groups they represent.

Recommendations for further capacity building strategy (question 11, p. 17) are covered in the recommendations section of this report.

As regards to the strengthening of regional and local networks and partnerships to implement and sustain the project (question 12, p. 17), it was reported by the NGOs that having the UN Women undertake this sort of project also engages further the government in assuming its undertaking and contributes to ownership of the process. It also strengthens and expands the existing partnerships and networks through the inclusion of activities which create a multiplier effect through the close collaboration of the concerned actors.

Synthesis of the key findings

The project has largely reached its outputs and outcomes as defined in the project document logical framework and as reported in the two project reports (semi-annual and annual reports produced by SHiEld). The project was well managed and resources were allocated to key partners which supported the achievement of the objectives. The project strategy to work at the three levels in a holistic manner, covering policy, institutional and community-level, is a sound approach to be maintained. The current findings section shows that the project, as stated in the project document, used three entry points in order to achieve results: at the policy level, at the institutional level, and at the community level. This synthesis is based on the findings mentioned above, where the relevant evidence is contained.

One of the challenges is the fact that there is no reliable data on DV cases in Georgia. Different methodologies have yielded different results (e.g. UNFPA research with ACT in 2009, AVNG research, etc.) so at present the national statistics office does not yet have a clear count of the potential DV victims in the country. Some review of the existing data and an improved and systematic reporting on the cases are one of the concerns. Without a clear picture on the size of the problem, those who dismiss DV problems as being a minor issue within the range of societal problems in Georgia, are given arguments to support their opposition. In the longer-term it may be necessary to envisage a specific survey for DV, or incorporating DV in the next national census with a tested and proven methodology. At present figures are few and do not necessarily give an objective view of the size of the problem.

Overall the elimination of DV will require more than a single project to be fully effective. The process, which started with the DV law in 2006 and its subsequent 2009-2010 NAP and the creation of the IA DV council, shows an incremental process which has made strong progress during the life of the project with the State Fund opening of the DV shelters in Gori and Tbilisi, as well as the nationwide hotline. But despite all these efforts, the efforts to eradicate DV in Georgia are still at an initial stage, and must be strongly supported and developed to reach a critical mass that will make change possible. Some clear indicators of success are seen in Tbilisi, where one fourth of the country's population resides, but the regions are much more difficult to reach and there remains much unfinished work at the different levels :

At the policy level, the law should be reviewed and further improved, and a case study of the National Referral Mechanism is necessary as there remain some gaps and improvements are needed, although the initial framework is a good start;

At the implementation level, there is a need to formalize cooperation agreements and criteria for selection in and out of the different projects (not for

accessing SF shelters, since the victim status is granted by the five member panel of the DV council), but in an effort to target clearly what the elements of success have to be: either only covering the legal aspects, with a rights based approach, or opting for a more comprehensive approach which would lead the DV victim to socio-economic reintegration after a temporary stay in shelters. The latter entails a much wider effort and reinforced partnerships across the government ministries to be effective.

At the institutional and implementation levels (government and NGOs), there is a very weak knowledge of reporting, monitoring and evaluation. There is a clear gap among all partners, including the project team, in how to present meaningful results. The data and the information are presented very much in a narrative manner, but with little explanation as to what importance or what results the outputs or activities have. It is much too descriptive and there are uncovered needs in providing the project team and all partners with proper tools for reporting, and for monitoring and evaluation.

IV. CONCLUSIONS

Based on the different findings stated above, the multi-method approach which included documentary review and analysis, key informant interviews, group and focus group interviews with partners and DV victims, and considering the time-frame and the resources allocated to the project, the evaluation concludes that the project implementation is as a clear success.

The project has completed virtually all its outputs and the stated outcomes, but more importantly, there is a general sense that the issue of DV is gradually becoming a serious matter to which government has to deal with through extended attention and commitment. A first important step has been taken with the inauguration of the two State Fund Shelters. The project is therefore on the right track and has been able to achieve much in a short time-frame of 18 months and with a limited budget.

But the elimination of DV requires a sustained effort beyond the scope of the SHiEld project. Therefore a programme should succeed the SHiEld giving the opportunity to bolster progress made and also indicate the donor's and the UNCT's commitment to the elimination of DV in Georgia

V. LESSONS

The project also provides a number of lessons which should be retained for replication in other projects and/or regional programmes. The primary lessons are:

1. Maintain and reinforce the very positive government and NGO relationship.

In the field of DV there is a very positive collaboration between government and NGOs. One reason for this is that neither has enough resources to tackle effectively the issue of DV on its own. Therefore by applying the games' theory that demonstrates that collaborative action maximizes the total gains obtained, a very good working relationship has developed between the State and the NGO community. This applies both at the policy level, through representation and participation at the DV Council, but more concretely on specific issues such as the development of Shelter Guidelines by Sakhli which are being applied by the State Fund shelters, or the referral from crisis centres (NGO managed) or other shelters to the State Fund. While the relationship appears to be very constructive, sustainability of State Fund shelters are more likely since their budget is now part of the government budget. In the case of NGOs, they are depending on external funding and therefore their capacity is dependent on their resource base, although project partners have been operating for years in the field of DV in Georgia and the funding allocated to them through the project is not a very large amount. Nonetheless the good relationship should be continued and supported as the two are largely inter-dependent. Resource allocation should ensure that both government and NGO capacity are maintained at the necessary level.

2. Inclusiveness of the dialogue on DV

The project has played a monitoring role on the DV NAP 2009-2010 and a key role in the dynamics and processes of the DV Council. There is an excellent collaboration amongst all the actors involved, both from State, UN and NGO bodies which participate in the workshops and debates on the various aspects of DV – including the NAP, the DV law, victim assistance, NRM, as well as other aspects.

UN Women has been able to forge, develop and support these strategic partnerships with the different actors that reinforce the credibility, expertise and linkages of the dialogue process through the DV Council and its technical working groups and that structure will prove a key element for continued improvement in the future. The lesson here is that participatory processes based on inclusiveness should not be seen as threatening the credibility of state entities but rather further contributing to the quality and knowledge of the work that is done in DV by pulling all the expertise together at the table.

3. Awareness raising campaign

Behaviour change requires time, and cannot be reached in a short time frame such as 18 months. Nonetheless the awareness campaign has shown to be an important tool, through its multi-dimensional approach and the use of various channels to disseminate the message, in contributing to the fact that at least in Tbilisi where a quarter of the population resides, it now appears to be possible to talk about DV, which was for a long time considered as a taboo⁶. While there

⁶ As mentioned in the section covering the efficiency of the awareness raising activities, there is no baseline to measure progress. However anecdotal and illustrative evidence of progress

is no survey nor quantitative evidence to support this finding, evaluation respondents provided some concrete examples during the interviews. It is too early to consider the gains as irreversible, so further efforts should be placed into a continued awareness campaign but perhaps changing the target group from the initial general public more geared towards boys and men, as they represent the majority of perpetrators of DV. During the evaluation in two cases key informant gave concrete examples of how the awareness campaign messages had made people react differently when cases of DV become known, an encouraging sign of an initial change of perception. It is important that such a component is continued and extended as the regions remain more difficult to reach and changes are only gradually starting and are not yet consolidated. It is particularly important to place DV within the large sphere of women's rights and gender equality. If DV is losing its taboo status, it could also be gradually used as an entry point for other, much more controversial, issues such as sexual and reproductive health issues, which reportedly remain highly taboo today in Georgia.

4. Another lesson is how with the project support the State has taken ownership and commitment of the DV agenda through a number of measures, including the government allocation of funding to the State Fund and its two shelters for DV victims

Over the long-term the likelihood of eliminating DV in the country has to count with the firm commitment and ownership of the government. The efforts from the UN and the NGOs cannot be consolidated without the corresponding commitment from the government. Over and beyond the various regulations, policy decisions and documents approved during the life of the project, such as the DV NAP 2011-2012, an important component of sustainability has been developed through the government funding allocation to the State Fund shelters. This is a key component that is laying the basis for continued and incremental efforts in the elimination of DV in Georgia.

VI. RECOMMENDATIONS

a. General recommendations – laying the ground-work

Despite a successful project, the concerted efforts to eliminate DV in Georgia are still at an incipient level. There are clear signs that indicate progress has been made on many fronts, but the road remains quite long and the efforts need to be sustained. At present, the elimination of DV in Georgia could be visualized as an baby taking its first steps: it is learning how to walk, but still needs some guidance and support to avoid falling or going astray. Similarly and despite a number of positive accomplishments detailed in the findings section, there remains room for improvement on many aspects. Hereunder the

exists. The key message is that progress appears to be made, but as of yet, it is not quantified nor captured through any specific method.

evaluation is giving some targeted recommendations with a view to improving the performance in DV elimination efforts into another phase of a project.

At the general level, it is recommended that over the longer-term specific methodologies be applied to have more reliable data on the size of the problem. Given the high costs of surveys, it could be useful to envisage incorporating a series of questions on DV in the next national census – but for this it would require both government support and a properly defined and tested methodology. For this and given the complexity of identifying potential DV situations some methodological samples could be used from the Geneva Group, or WHO disability approach, or the UNESCAP Biwako Millenium Framework project since it incorporated disability statistics methodologies into the national census.

As regards to the strategic positioning of the project, now that victim support and assistance is being provided, it is necessary to review whether the primary entry point for the project will remain the legal assistance and counselling, or whether there should not be a more integrated approach to victim assistance which includes socio-economic reintegration. The latter is a much more ambitious and complex endeavour, but at the same time since victim assistance is being provided, the project needs to have a comprehensive understanding of the DV victims needs and develop the linkages with the actors who may be able to cover their needs, specifically in income creation and facilitating accommodation after their temporary stay in the shelters. Of course this requires support from the highest levels of government and an integrated response to DV across the range of sectors involved.

b. UN Women recommendations

1. Undertake a comprehensive participatory review of the NRM – case study approach- to identify gaps and response, particularly from the socio-economic reintegration perspective.

- The **National Referral Mechanism should be closely monitored by UN Women**. It serves as good initial basis but it needs to be improved and contains, according to key informants, a number of gaps. Importantly an NRM should be developed not only looking at the government legal obligations towards DV victims, but most importantly from the perspective of the DV victims needs, so that the entire range of potential needs are contemplated into the NRM beyond the legal assistance and counselling and includes socio-economic reintegration of the victim.
- At the same time, **closer collaboration on case management is needed with the Ministry of Internal Affairs, and a better reporting and handling of the DV case data is necessary** to start drawing some conclusions beyond the number of reported DV cases. There is a wealth of potential information that could be extracted from a

more comprehensive case management system. This should also be an area of involvement of the project with direct MoIA partnerships.

- It is necessary to **address and establish criteria for the relationship between crisis centres (NGO managed) and shelter referrals** and include the same within the NRM. At present this has not yet been the case, but considering that in locations where crisis centres exist, they can be the entry point for DV victims, **a protocol should be established laying out the roles and responsibilities between the two actors : NGOs and State Fund**, so that it becomes clear what the objective of the crisis centres are in relation to DV victims and their follow-up;

2. Provide training for improved reporting and M&E practices for all partners (State and NGOs) including the project staff, and include the design of pre and post capacity assessment tools in order to judge about the type and level of capacity development the project is expecting to contribute to;

- It is recommended that all project partners and staff receive one week of tailor made training on data collection, reporting and development of a monitoring framework. Monitoring should be jointly undertaken not only by the project staff, but together with State Fund, MoIA and NGOs to further contribute to national capacity development. Two days should be spent for data collection and reporting techniques, and three on specific monitoring tools and the construction of a unified programme monitoring framework. Ideally if the expertise exists locally it should be done by a national organisation (private or NGO depending on skills available) as it could be more efficient . Specific pre and post capacity development tools should also be designed to allow the project to judge its contribution to capacity development (what is being developed and for what purpose?)

3. Widen and expand partnerships in the legal sector to provide targeted training to the judges and prosecutors in the judiciary on DV and provide further support to the PDO for monitoring enforcement of Restrictive and Protective orders.

4. Monitor and prepare a report on the implementation of the NAP 2011-2012 with specific emphasis on what worked, what were the processes that proved conducive to obtaining the stated results, identify priorities for the longer term. There is a trade-off between 2 year and a 5 year National Action Plan. On the one hand, the five year plan can be more strategic, as it plans for longer-term results. Given the relatively recent knowledge of DV, the current NAP is established for only 2 years pending review of the progress made. However the next NAP should built upon both 2009-2010 and 2011-2012 results and prepare a pro-active vision over five year looking at elimination of DV as a government

policy by 2017 (2013-2017) to bolster results obtained and promote DV policies and victim assistance mechanisms.

5. Future programming recommendations

- The SHiEld project had initiated a nation-wide awareness campaign using different modes of communications and various medias and institutions for disseminating its messages. There is evidence of an initial success in Tbilisi but less evidence of change in the regions, which only account for 12% of all hotline calls. The following recommendations should be considered into a continuation of this project:
 1. Identify a clear partnership strategy with community leaders (in particular faith based organisations and ethnic councils) to ensure that traditional leaders are providing the necessary support and entry point into the communities;
 2. Continue the awareness raising campaign and consider identifying target specific messages and PSAs for a) boys and men, b) potential DV victims. There is an ongoing debate about the need to work directly with the perpetrators of DV. While in the long term it is absolutely crucial to include this component, it is questionable whether now is the time to start specific work with the perpetrators. Considering the incipient system of victim protection and assistance, the evaluation recommends to place the focus on an integrated victim protection and assistance strategy and possible work directly with perpetrators in a third phase.
- As a recommendation for future evaluations managed by the EECA SRO, it is also recommended that the evaluation questions be submitted to the project team prior to finalizing the TOR for the evaluation, in order to provide the necessary buy-in and participation of the project staff and its partners and address some of the in-country specific issues which may have been identified and are not necessarily known to the EECA SRO. Some of the questions contained in the TOR proved subject to interpretation and were difficult to answer because they were not specifically targeted to the SHiEld project.

c. Partners recommendations – for monitoring by UN Women

State Fund recommendations

hotline recommendations

- The hotline is functional and carries out its purpose. However several improvements are suggested, namely:
 1. Use primarily female operators instead of male operators. There have been 32 calls at the time of the visit (25 as of 1.05.2011) where people hanged the phone before engaging the conversation (out of a

total of 652 as of 13.05.2011). This represents 5% of all calls, and in the view of the evaluation it is felt that to hear a man's voice on the line can be a disincentive for the DV victims especially those subject to male DV. Therefore it is recommended that 3 women and one man be employed into the hotline, reversing the current gender composition;

2. Only legal counselling and advice is being supplied directly through the hotline. It would be very useful to include psychologists and/or social workers as members of the hotline staff. At present a large number of calls are referred to NGOs such as Sakhli for psychological support, but this is not streamlined and there is a risk of losing some of the callers in the process. An integrated hotline response covering psychological, social and economic issues would be able to provide a wider range of services and prove more efficient. This however requires expanding the current staff or asking NGOs to second their staff to the hotline for the provision of an integrated DV response mechanism.
3. The reporting and data tabulation from the calls need to be made much more explicit and reader friendly. At present it is not possible from the calls table presented in the findings section of this report to understand the follow up required for each call, nor is it possible to verify any error as numbers do not add up to the total calls figure. Again reporting is weak and the format only allows to track activities instead of providing useful information contributing to comprehensive case analysis and management.
4. Calls should be free of charge and the telephone company should show an example of its Corporate Social Responsibility by allowing the calls to be free of charge from anywhere within the country (just as the national TV has granted free time for promotion materials and PSA under the project).

Shelter recommendations

Despite excellent work in the shelters there are minor, albeit important issues, that were reported as potential improvements :

1. Have a medical examination of the DV victims by having a doctor come to the shelter on a weekly basis (Gori request as it is physically far from any hospital);
2. Petty cash as some DV victims have no source of income whatsoever – in one case a divorce application needed to be filed but she did not have the 50 GEL necessary for submitting the application – so a testimonial source of income would greatly enhance the situation of those DV victims who have no source of income and also reduce their feeling of total dependency.
3. Try to develop income generating activities for low skill employment (such as handicrafts, weaving, or other activities which may contribute to

income generation). In Gori there is additional space that could be used for such a purpose and/or training activities.

4. Provision of clothing and seasonal change of clothing for those DV victims who were not able to take their personal belongings when they left their homes.

Annex 1: Terms of Reference

Terms of Reference

**For the Final Evaluation of the UN WOMEN Eastern Europe & Central Asia
Sub-Regional Office/ Swedish International Development Agency (Sida)
Project : *Enhancing Prevention and Response to Domestic Violence in
Georgia – SHiEld***

January, 2010 – June, 2011

1. Background and Purpose of Evaluation

UN Women works on several fronts towards ending violence against women and girls. Aiming for eliminating the gender inequality as the main root, the UN Women initiatives range from assistance in establishing legal frameworks and specific national actions, to supporting prevention at the grassroots level, including in conflict and post-conflict situations. UN Women plays an active role in supporting the UN Secretary-General's multi-year *UNiTE to End Violence against Women* campaign, launched in 2008.

UN WOMEN Sub-regional office for the Eastern Europe and Central Asia (EECA SRO), located in Kazakhstan, in accordance with UN Women's core priority to end violence against women (VAW), has been implementing the Project *SHiEld - Enhancing Prevention and Response to Domestic Violence in Georgia*. The project was launched at the beginning of 2010 with the support of the Swedish International Development Agency (Sida).

In full compliance with the Project document, UN Women EECA SRO is commissioning a final evaluation of the project. The final evaluation is both a strong requirement by the donor and a part of the Management for Results Framework (MRF) of the UN Women EE CA Sub-Regional Strategy. The evaluation is thought to be a powerful tool to prove the correlation between the aid effectiveness and gender responsiveness at large, in line with the Sida and UN Women commitment to the ideas of Paris Declaration (2005), CEDAW, and Beijing Platform for Action. It seeks to be a forward looking and learning exercise, rather than a pure assessment of UN Women SHiEld project in Georgia.

The project is expected to be completed by June of 2011. The project budget has been calculated for 14 months, but taking into considerations time needed for the recruitment of project staff as well as final evaluation of the project, 18 months were agreed with Sida as the activity period of the project.

With particular focus on Internally Displaced and conflict affected women, the project addresses the lack of existence of respective services for victims/survivors of domestic violence (DV) and sexual violence during conflict, such as shelters, hotline, legal aid as well as capacity development of professionals involved in the domestic violence referral mechanism. The project works in the above-mentioned areas by providing technical and financial assistance to relevant partners in the government and civil society. The **UN Women holistic approach** was used to address these issues: work on the level of policy and decision-making with purpose of reviewing DV related policies; work on institutions level (service providers) to enhance the capacity of government to

strengthen the DV law and policies implementation; work on the grassroots level to build their awareness and capacities on the issue of domestic and other forms of VAW.

The specific objectives of the evaluation are:

6. Assess the extent of progress towards ensuring that commitments to women's empowerment and human rights are incorporated into governance and national strategies from the results of the project.
7. Assess how effectively the hotline and the shelters established by the project for the victims/survivors of domestic violence in partnership with government have functioned as service providers?
8. Assess the effectiveness of the dialogue between the government actors and gender equality (GE) advocates to jointly elaborate policy and regulatory documents in the area of combating DV as foreseen by *the Law on the Elimination of DV, Protection of Victims of DV and their Assistance* and project document;
9. Provide information on the efficiency of the awareness raising activities encompassed by the project – in terms of their intensity, coverage and reach out;
10. Provide information on changes made by the project intervention on grassroots level to women's initiative groups' and activists' capacities and skills to advocate for WHR, especially related to protection from and prevention of the DV.

It is expected that the results of the evaluation will be used as significant inputs for the following:

- Further mapping of the UN Women assistance towards establishment of shelters and development of standards of operations of the shelters worldwide;
- Further replication of expertise and knowledge generated by UN Women in the EE CA region in the field of combating domestic violence.
- Sharing of lessons learnt and recommendations to Georgia State Fund, and other partners in the government and civil society for sustaining strong coordination and partnerships in the area of combating domestic violence in Georgia;
- Drawing out the lessons learnt, to sustain capacity and skills of the UN Women partner organizations: Anti-Violence Network of Georgia, Women's Advice Center "Sakhli", NGO "Amagdari".
- Strengthening of the sense of ownership over the project results among the beneficiaries and the stakeholders through engaging the stakeholders in the evaluation process.

2. Context analysis of the project

The worsening of the situation in the conflict zone of the South Ossetia resulted in civilian casualties, destruction and suffering along with a new wave of forced displacement of more than 127,000 citizens.⁷ In February 2009 the Representative of the UN Secretary-General on the Human Rights of IDPs reported that people who were displaced in 2008 and had since returned to areas close to South Ossetia were in need of assistance to restore their livelihoods and repair or rebuild their houses."⁸**Women**

⁷ UNHCR, *Georgia: Country Operations Profile*, available on-line at: < <http://www.unhcr.org/cgi-bin/texis/vtx/page?page=49e48d2e6>>

⁸ IDMC, NRC, *Georgia: IDPs in Georgia Still Need Attention*, 5-6, available on-line at: < <http://www.internal-displacement.org/countries/georgia>>

from these conflict-affected areas are among the main beneficiaries of this project along with the IDP women.

From the onset of the August 2008 conflict, UN Women has been collecting information about women's conditions as well as different forms of gender based violence suffered by women and girls.⁹ Taking into consideration the taboo associated with the issue of sexual violence in the Georgian society, the findings of the survey shed light only on the tip of the iceberg. UNFPA survey also shows the high incidence of DV against women in Georgia - one in every 11 women who have been married/had a partner is a victim of a physical violence from her husband/partner.¹⁰

The CEDAW Committee underlined its concern that implementation of some elements of the DV Law, especially those related to provision of shelter and crises centres to the victims, has been postponed.¹¹ The Georgia Joint Needs Assessment of August 2008 explicitly mentions that it is critical to set up a referral system with a shelter and a hotline for the victims of gender-based violence (sexual violence and domestic violence) in compliance with the Georgia's DV Law.¹²

In support to implementation of the DV Law the Government of Georgia has established the Interagency Council on the Measures to Eliminate DV (hereafter the DV Council) in December 2008. The UN Women was invited as an observer of the Council in partnership with the Council member - the State Fund for Protection and Assistance of (Statutory) Victims of Human Trafficking and DV (hereafter the State Fund).

The State Fund was established in 2006 under the auspices of the Ministry of Labour, Health, and Social Affairs initially with the mandate of response to trafficking in humans. The Fund has successfully established two shelters (Tbilisi and Batumi) and a nation-wide hotline for the victims of trafficking. In 2009, the Government assigned the State Fund also with a responsibility to provide victims/survivors of DV with shelter, legal counseling, and psycho-social rehabilitation services. However, due to lack of financial resources the State Fund was forced to temporarily accommodate victims of DV in the human trafficking shelters. As it was by no means acceptable to keep DV and trafficking victims in one location, the State Fund was determined to set up separate shelters for victims / survivors of DV.

The given project is in full compliance with *the National Action Plan (NAP) to Implement Measures for the Elimination of DV and Protection of Victims of DV 2009-2010*. The tasks of the Action Plan to establish shelters for the victims of DV along with a hotline and special programmes for the rehabilitation of the victims have been implemented through the partnership of the Project with the government. The government (in consultation with UN Women, as well) has elaborated a referral mechanism for the victims of DV in 2009. The project aims at testing and revising of this referral mechanism.

The State Fund is fully committed to continue with the services (DV shelters and hotline) established through this project independently with the funding from the State Budget after the Project ends. This commitment has been translated into the

⁹Discussions conducted with male, female and combined sex groups of IDPs in collective centers in Tbilisi, Kutaisi and Gori, as well as in-depth interviews with the representatives of international organizations, government and local NGOs.

¹⁰ UNFPA national survey on domestic violence against women in Georgia, Tbilisi 2009

¹¹ Committee on the Elimination of Discrimination against Women, *Concluding Comments of the Committee on the Elimination of Discrimination against Women: Georgia*, Thirty-Sixth Session, 7-25 August, 2006, paragraph 20.

¹²The United Nations, the World Bank, Georgia Joint Needs Assessment, October 9, 2008, 107.

Memorandum of Understanding between UN Women and the State Fund. The commitment to establishing the shelter functioning in line with the international standards in service provision to the victims of violence looks like a unique expertise in the whole post-soviet area.

3. Project objectives and implementation

At implementing this particular project the UN Women refers to CEDAW as a powerful tool for letting the government hold true to its commitments to ending DV and the civil society to track the progress on aspects of gender equality.

The project is expected to be completed by June of 2011. The geographic area of the evaluation activity is the city of Tbilisi, Georgia, with travel to Gori, Shida Qartli Region.

The paramount aim of the project is to enhance the capacity of the Government of Georgia, particularly of its institutional mechanisms working on combating DV: the Interagency Council on Eliminating DV and the State Fund for Protection of and Assistance to the Victims of DV, to deliver on commitments to eliminate violence against women (VAW), including through the improved implementation of *the Law of Georgia on the Elimination of Domestic Violence (DV), Protection of Victims of DV and Their Assistance* (2006) and the *National Action Plan to Implement Measures for the Elimination of DV and Protection of Victims of DV 2009-2010*. The Project speaks directly to the women's rights and gender equality commitments undertaken by Georgia on international as well as national levels, such as the CEDAW,¹³ Beijing Platform for Action (BPfA), *Georgia's Joint Needs Assessment of October 2008*.

The current project is built to achieve the **two expected outcomes** with specific outputs harmonized with UN Women Global Development Results Framework (DRF) and Management for Results Framework (MRF).

Outcome 1: *The National Action Plan to Implement Measures for the Elimination of Domestic Violence and Protection of Victims of DV for 2011-2012 (DV NAP 2011-2012) elaborated on the base of participatory review and analysis of achievements and lessons learnt from the implementation of DV NAP 2009-2010 and submitted for approval by the Government of Georgia*

Output 1.1: Effective mechanisms of dialogue between government actors and GE advocates during DV NAP planning process exist

Output 1.2: Technical expertise and effective mechanisms for dialogue between government budget actors and state and non-state partners working on DV available to ensure state budget allocations for implementation of the DV NAP 2011-2012

Outcome 2: *Support an enabling institutional environment for key policy, service delivery and media institutions through partnerships with GE organizations to promote and protect women's human rights for life free of violence including for improved implementation of the Law of Georgia on the Elimination of DV, Protection of Victims of DV and their Assistance.*

Output 2.1 Enhanced capacities of key policy, service delivery, and media institutions to mainstream gender equality and women's human rights for life free of violence into their operations

¹³ Georgia joined CEDAW without reservations in 1994.

Output 2.2 Referral mechanism (involving relevant state and non-state service-providers) strengthened and effectively functioning to address diverse needs of domestic violence victims/survivors

Output 2.3 Government partners and GE advocates participate collaboratively and effectively on ending violence against women issues through national processes for implementation of *Law of Georgia on the Elimination of Domestic Violence, Protection of Victims of Domestic Violence and their Assistance*.

Project Management: The project is executed by the UN Women Project Team (PT) under overall strategic oversight and guidance of the UN Women Regional Programme Director for the EE CA SRO at the regional level. The UN Women Gender Adviser in Georgia provides day-to-day guidance, including through engaging in dialogue with governments, civil society, UN system and multilateral donors and ensures that the project is integrated within the larger UN Women work in the country. The Project Manager is responsible for all execution aspects of the project, including coordination and management of partners, the direct execution of several project components, and overall monitoring and reporting.

Key implementing partners of the project:

Government:

- **The State Fund** for the Assistance and Protection of the Victims of Trafficking and Domestic Violence, under the Ministry of Labor, Health and Social Affairs;

NGOs:

- Women's Advice Center "**Sakhli**" - with over 8 years of experience of psychological and legal counseling to the victims/survivors of DV along with the running of a DV shelter.

- **Anti-Violence Network of Georgia** (AVNG) – with more than 6 years of experience in running of DV shelter and capacity development initiatives with police, social and health workers, it is the champion of work with police, training them on DV issues long before the DV Law was passed.

- Women's Employment Supporting Association "**Amagdari**"- is the only NGO in Georgia with expertise in economic rehabilitation/reintegration of victims/survivors of DV with over 6 years of work experience.

A **Project Steering Committee** has been set-up with participation of representatives of Government, the donor agency, civil society representatives and UN Women to ensure coordination, ownership, and maximize high-level political support to the project. The main role of the Steering Committee is to support the effectiveness of the project as an instrument of policy and institutional change. The Steering Committee meets quarterly and as needed to ensure achieving of the overall project objectives.

4. Scope of the Evaluation

The evaluation of the project is planned to be completed between March 18 and April 15, 2011.

The evaluation will include travel to Georgia, where the project has been implemented, with a travel to Gori (the Project site in Eastern Georgia) to collect data as defined by plan.

5. Evaluation questions:

The evaluation will address the criteria of ***Programme Efficiency, Effectiveness, Relevance and Sustainability***. More specifically, the evaluation will address the following issues:

13. To what extent did the project reach the planned results and how the context influenced the final result/sustainability? What were the key approaches and strategies the project used in achieving its outcomes?
14. What is the main stakeholder' strategy to maintain the results achieved by/within the project after the project end? What will be the role of the State Fund at this?
15. To what extent the implementing partners were supported and the capacity of the partners' staff, gender focal points within key state partners developed? What are the key recommendations for further capacity building strategy? How capacities built by the project brought in the achieved results?
16. Did the project create/strengthen any local/regional networks and partnerships to implement and sustain the project/or UN Women at large activities?
17. To what extent were the capacities on the community level strengthened by the project to meaningfully participate in policy-making process? What were successes and weaknesses of the project strategies and approaches to this work?
18. What worked and what did not work and why? What can be taken further for the new project and partners' follow-up activities? What are the unexpected results? What was achieved by the program beyond the planned results?
19. What was not achieved in full and what can be recommended for the future to inform UN Women programming, and ensure necessary follow up from the Government, donors and civil society organizations? In what ways was the project responsive to the emerging priority/strategic needs of the government and the donor?

It is also expected that the evaluation will present and highlight features to be considered as good practices and lessons learned for utilization at country as well as EE and CA regional levels and will be information tool for the donor to tailor the further activities in the field of combating DV in Georgia.

6. Evaluation Methodology

The present final evaluation shall build upon the progress reports of the project "Enhancing Prevention and Response to Domestic Violence in Georgia– SHiEld", project documentation and files. The evaluation will be based on a proposed methodology and validated by UN Women SRO EECA in consultation with the UN Women Evaluation Unit.

By a broad use of the participatory evaluation technique, the final evaluation will ensure that key stakeholders will be consulted throughout the entire process and it will be results-oriented and provide evidence of achievement of expected outputs through the use of mainly qualitative methods. The methodology for the final evaluation shall include the following:

- a. Preliminary desk review of all relevant documents on the project, the project document, logframe, implementation plan, progress reports, existing national and international reports on gender equality status, etc. This will be done prior to any field visit, focus group discussion, or individual interviews. Preliminary on-line and

telephone discussions with the project staff from UN Women EECA SRO and Georgia project unit will also take place within this period.

- b. During the field visit to Georgia there will be conducted individual and group discussions, in-depth interviews with key partners: a series of semi-structured interviews and focus groups, surveys with the project management staff, national partners, counterparts, beneficiaries.

The consultative element of this stage is crucial for building up a consensus about the project's overall rationale and desired outcomes. Data from different research sources will be triangulated to increase the validity of the findings of the evaluation. The field visit stage is aiming to contribute to an overall understanding of UN Women project's contribution in the area of combating violence against women in general and of domestic violence in particular, and draw out key good practices that deserve replication and up scaling that will provisionally contribute to other future activities of the UN Women in this area in the EECA region.

The proposed approach and methodology has to be considered as flexible guidelines rather than final set arrangements; and the evaluators will have an opportunity to make their inputs and propose changes in the evaluation design. It is expected that the Evaluation Team will further refine the approach and methodology and submit their detailed description in the proposal and Inception Report. In addition, the refined approach and methodology by the Evaluation Team should incorporate Human Rights and Gender Equality perspectives.

7. Expected Results and Timeframe

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

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

Afterwards, the **finalized evaluation report** are expected to be submitted to the UN Women Sub-Regional office incorporating all comments and feedback collected from all partners involved.

"Quality Criteria for UN Women evaluation reports" should be followed (see Annexes to the present ToR for detailed information). These quality criteria are intended to serve as a guide for preparing meaningful, useful and credible evaluation report. It does not prescribe a definite format that all evaluation reports should follow but rather indicates the contents that need to be included in quality reports.

Format of the final evaluation report shall include the following chapters: Executive Summary (maximum five pages), Programme description, Evaluation purpose, Evaluation methodology, Findings, Lessons Learnt, Recommendations and Annexes (including interview list, data collection instruments, key documents consulted, Terms of Reference).

The return travel to Georgia, accommodation, daily subsistence, will be paid for the period of Evaluator's work in Georgia. Translation/interpretation, secretarial assistance will be provided to the international evaluation consultant during his/her stay in Georgia.

Language of all deliverables: English.

The timeframe allocated for the completion of the above indicated products: March 14, 2011 – April 15, 2011

Product / Activity		Estimated number of working days
Stage 1 Key product – preliminary desk reviews, discussions with partners and inception report		
Inception report of the evaluation team, which includes the evaluation methodology and the timing of activities and deliverables	March 18	3
Stage 2 Key Product – Evaluation Report		
Data collection (including field work)	March 21 – March 25, 2011	5
Progress Report of the Field work to UNWOMEN EE&CA Sub-regional office and key internal and external stakeholders	Submission date March 30, 2011	2
Outline and a Power Point presentation on preliminary findings, lessons learned, and recommendations	April 4	2
Draft final evaluation report highlighting key evaluation findings and conclusions, lessons and recommendations. A consultation with the key project partners and stakeholders shall take place to validate the key findings of the report and collect feedback and recommendations to inform the final evaluation report.	April 8	3
	April 12	2
Final evaluation report	April 15	3
TOTAL number of working days:		20

8. Composition, Skills and Experience of the Evaluation Team

The evaluation team will be composed of an external international evaluator and national consultant with international consultant having leading role and national consultant supporting role. The selected candidates should have experience linked to evaluation of gender equality and women's empowerment related projects and specific knowledge of domestic violence issues.

Below are listed key requirements to the international evaluator only. National consultant will have a separate Terms of Reference with specific tasks to support overall work of the International Evaluator. It's important to note that the national

consultant shall also possess an expertise in conducting gender-sensitive and rights-based evaluations, so to be also able to contribute to the substance and not only be in supporting role.

Competencies

Technical/Functional:

- Extensive knowledge and experience in evaluation and application of quantitative and qualitative methods.
- A strong record in designing and leading evaluations.
- Experience in gender analysis and human rights.
- Familiarity with the political, economic and social situation in Georgia, Eastern Europe, Caucasus and/or Central Asia region.
- Experience in working with multi-stakeholders essential: governments, civil society, community based organizations, and the UN/multilateral/bilateral institutions.
- Experience in participatory approach is a must as well as facilitation skills and ability to manage diversity of views in different cultural contexts.
- Experience in capacity development essential.
- Ability to produce well written reports demonstrating analytical ability and communication skill. Proven ability to undertake self-directed research.
- Ability to work with the organization commissioning the evaluation and with other evaluation stakeholders to ensure that a high quality product is delivered on a timely basis.
- Excellent writing skills, ability to write in a structured, lucid and concise manner, without losing the depth of the substance

Corporate Competencies:

- Demonstrates integrity by modeling the UN's values and ethical standards.
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability.

Required Skills and Experience

- At least a master's degree in social science and/or related areas
- 10 years of working experience in evaluation, and at least 5 in evaluation of development programmes
- Experience in evaluation of programs with budget of approximately USD 1million.
- 5 years of experience and background on gender equality and women's rights with understanding of violence against women in general and domestic violence in particular.
- Fluent in English, knowledge of Georgian would be an asset.

9. Management of the evaluation

The UNWomen EECA Regional Office will manage the final evaluation under overall supervision of the UNWomen EECA Regional Programme Director and guidance from Programme Specialist. During the evaluation process, the SRO office will consult with UN Women Evaluation Unit at the HQ, as may be necessary. Coordination in the field including logistical support will be the responsibility of the Georgia Programme office.

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

After the completion of the final evaluation, a dissemination/sharing of the lessons learnt and findings of the evaluation will take place as well as the management response of the final evaluation results. These activities will be managed by the UN Women EECA Sub-Regional Office.

10. Ethical code of conduct for the evaluation

The following documents are appended to the present TOR for the evaluator's attention and review:

- Quality Criteria for Selection of Proposals
- UN Evaluation Group norms and standards for evaluation
- SHiEld Project document
- UN WOMEN RBM manual

11. Application Process

Application deadline: March 1, 2011

In July 2010, the United Nations General Assembly created UN Women, the United Nations Entity for Gender Equality and the Empowerment of Women. The creation of UN Women came about as part of the UN reform agenda, bringing together resources and mandates for greater impact. It merges and builds on the important work of four previously distinct parts of the UN system (DAW, OSAGI, INSTRAW and UNIFEM), which focused exclusively on gender equality and women's empowerment.

Detailed information on the Evaluation Terms of Reference and all background documents can be downloaded from: <http://www.unifemcis.org/index.html?id=23>

All online applications must include (as an attachment) the completed UN Women Personal History form (P-11) which can be downloaded from http://www.unwomen.org/wp-content/uploads/2011/01/P_11_form_UNwomen.doc).

Kindly note that the system will only allow one attachment. Applications without the completed UN Women P-11 form will be treated as incomplete and will not be considered for further assessment.

Financial proposals (with detailed breakdown of expected honorarium, economy class travel and per diem for in-country stay, etc.) should be sent to natalia.galat@unwomen.org indicating the subject **"International Evaluator Kyrgyzstan Financial Proposal"**.

Annex 2. Bibliography

No	Title	Date	Prepared By	Comment
1	SHiEld Project Document			
2	SHiEld Project Logical Framework			
3	SHiEld Detailed Implementation Plan			
4	SHiEld – State Fund for the Protection and Assistance to the Victims (Survivors) of Human Trafficking, Detailed Implementation Plan & Budget			
5	SHiEld – Anti-Violence Network of Georgia (AVNG), Detailed Implementation Plan & Budget			
6	SHiEld – Women’s Advice Center “Sakhli”, Detailed Implementation Plan & Budget			
7	SHiEld – Women’s Employment Association “Amagdari”, Detailed Implementation Plan & Budget			
8	SHiEld – European Law and International Human Rights Law Center under the Tbilisi State University, Detailed Implementation Plan & Budget			
9	SHiEld Semiannual Progress Report	20 July, 2010	SHiEld Project Manager	
10	SHiEld Annual Status Report	01 February, 2011	SHiEld Project Manager	
11	Report on the public awareness campaign in the framework of the SHiEld project to promote zero tolerance to the practice of DV and services established for DV victims/survivors	December, 2010	UN Women	Including evidence of media coverage
12	SHiEld Partners Capacity Assessment Report	October 2010	UN Women	Local consultant Tamar Katsitadze
13	National Research on Domestic Violence Against Women in Georgia, 2009 http://www.genderbasedviolence.ge/en/content/show/12/research.html	October 2010	UNFPA	
15	Decree Of The President Of Georgia #304 On the Approval of the 2009-2010 National Action Plan on the Prevention of Domestic Violence and Protection of Victims of Domestic Violence	23 April, 2009		
16	Monitoring Report of Implementation of the National Action Plan on the Elimination of Domestic Violence and Protection and Support to its Victims for 2009-2010	September 2010	UN Women and UNFPA under the aegis of the Inter-Agency Council Implementing Measures to Eliminate DV in Georgia	Local Experts: Ketavan Chkheidze and Koba Bochorishvili
17	DRAFT National Action Plan on the Elimination of Domestic Violence and Protection and Support to its Victims for 2011-2012	December 2010	Working group supported by UN Women and UNFPA under the aegis of the Inter-Agency Council Implementing Measures to Eliminate DV in Georgia	Composition of the working group: Members of the Inter-Agency Council and independent experts
18	National Concept on the Rehabilitation of Perpetrators of Domestic Violence	23 January, 2011	Working group supported by UN Women and	Composition of the working group: Members of the Inter-Agency Council and

			UNFPA under the aegis of the Inter-Agency Council Implementing Measures to Eliminate DV in Georgia	independent experts
19	Internal Regulations for DV Shelters and Hotline	February 2011	Women's Advice Center Sakhli in the framework of SHiEld	Working group created by Sakhli consisting of the members of the Inter-Agency Council, State Fund, NGOs
20	Code of Conduct for the Staff of DV Shelters and Hotline	February 2011	Women's Advice Center Sakhli in the framework of SHiEld	Working group created by Sakhli consisting of the members of the Inter-Agency Council, State Fund, NGOs
21	Curriculum and Training Module for the District and Patrol Police on Domestic Violence for the Ministry of Interior's Police Academy	February 2011	AVNG in the framework of SHiEld	Working group created by AVNG consisting of the members of the Inter-Agency Council, representatives of the Ministry of Interior's Police Academy and Patrol Police
22	Trainer's Manual for the District and Patrol Police on Domestic Violence for the Ministry of Interior's Police Academy	To be finalized by March 31, 2011	AVNG in the framework of SHiEld	Working group created by AVNG consisting of the members of the Inter-Agency Council, representatives of the Ministry of Interior's Police Academy and Patrol Police
23	Information and communication materials produced for the public awareness campaign in the framework of the SHiEld project to promote zero tolerance to the practice of DV and services established for DV victims/survivors	November, 2010	UN Women	Brochures, posters, stickers, t-shirts, public service announcements, music video and evidence of media coverage
24	The Law of Georgia on the "Elimination of Domestic Violence, Protection and Assistance to the Victims of Domestic Violence" http://www.genderbasedviolence.ge/condocs/e-library/collection-of-normative-acts-on-DV-ENG.pdf	25 May, 2006		
25	The Law of Georgia on the "Amendments to the Criminal Code of Georgia" ibid	8 December, 2009		On criminal liability for the non-compliance with requirements and obligations prescribed by protective and restrictive orders
26	The law of Georgia on the "Amendments and Addenda to the Code of Georgia on Administrative Offences" ibid	8 December, 2009		On administrative liability for the non-compliance with requirements and obligations prescribed by protective and restrictive orders
27	The Law of Georgia on the "Amendments and Addenda to the Administrative Procedure Code of Georgia" ibid	8 December, 2009		Different procedural issues
28	The Law of Georgia on the "Amendments and Addenda to the Law of Georgia on Arms" ibid	8 December, 2009		On the ban to purchase, carry and keep firearms including service guns by perpetrators of domestic

				violence
29	The Law of Georgia on the "Amendments and Addenda to the Law of Georgia on "Public Service" ibid	8 December, 2009		On the preservation of employment of DV victims/survivors while place in shelter
30	The Action Plan for the Prevention of domestic violence and for the Protection and rehabilitation of victims of domestic violence "The National Referral Mechanism" ibid			The National Referral Mechanism is a document for cooperation and mutual agreement between Georgian State Institutions, international organizations and NGOs working on the issues of domestic violence.
31	Decree Of The President Of Georgia #625 on the "Composition and Charter of the Interagency Council Implementing Measures to Eliminate Domestic Violence" ibid	26 December, 2008		
32	Decree Of The President Of Georgia #665 on the "Identification Of Victims Of Domestic Violence" ibid	05 October, 2009		
33	Ministry of Labor, Health and Social Protection of Georgia, Decree # 183/N on the "Minimum Standards for the Arrangement of Temporary Shelters for Victims of Domestic Violence and Rehabilitation Centers for Perpetrators" ibid	28 July, 2008		
34	Memorandum of understanding between the State Fund for the protection and assistance to the (statutory) victims of human trafficking and UNIFEM for the co-operation in the Project SHiEld – enhancing prevention and response to domestic violence in Georgia	Not dated		
35	UNIFEM Communication Strategy	Not dated		
37	SHiEld communications report - final			
38	DV NAP 2011-2012 presidential decree signed	27.04.2011		

**Annex 3: Power Point Presentation "Introduction to final evaluation,
10 May 2011"**

**Annex 4: Power Point Presentation "Preliminary findings debriefing,
13 May 2011**

Annex 5. Evaluation framework and findings as regards to the RF

EVALUATION QUESTIONS	ISSUES TO BE EXAMINED	EXAMPLE OF INDICATORS	EVALUATION FINDINGS
1. EFFECTIVENESS			
1.1 What was not achieved in full and can be recommended	Gaps	NRM in place and accessible	A National Referral Mechanism is in place. However since it is incipient some aspects can be further improved and developed.
1.2. What worked and what did not work and why? What are the unexpected results? What was achieved beyond the planned results?	SWOT	NAP 2011-2012 adopted; % of State budget increase for DV	The NAP 2011-2012 was signed by the President on 27 April 2011. The State Fund has received a 31% increased over the previous year budget.
1.3 How did capacities built contribute to the achieved results	use of capacity building	Number of capacity building activities	There have been dozens of working group meetings, discussions, and training since the project started, and it is not possible to list them all. Some data: 265 patrol and district patrol officers trained (AVNG & Police Academy). From 52 IDP women trained and who found a job through Amagdari in 2010, 22 were DV victims. As of 16 May 2011 an additional 36 women were trained and found a job, of which 11 DV victims. 1,500 consultations given through the 5 project funded lawyers placed in PDO.
1.5 What were successes and weaknesses of the project strategies and approaches	SWOT design and approach	N/A – coding of interviews	
1.6 How effectively have the hotline and shelters functioned as service providers	Effective service provision	Number of calls received and of victims in shelters	652 calls were received since the Hotline was established until 13 th May 2011. At present there are 7 adult women and 19 children in both Tbilisi and Gori shelters.
1.7 In what ways and how much has the project contributed to incorporating women's empowerment in governance and national strategies?	women's empowerment results	tbd	It is not possible to measure this result, but evidence from key informant discussions shows some improvement in receptiveness from government regarding women's empowerment
1.8 Did the project contribute to enhancing dialogue to inform policy and regulations?	Effectiveness of the dialogue to elaborate policy documents	Number of new policy/regulations since project beginning	The NAP 2011-2012 Presidential Decree was signed on 27 th April 2011, a clear commitment to enhancing dialogue and policy discussions within the IAC.
2. EFFICIENCY			

EVALUATION QUESTIONS	ISSUES TO BE EXAMINED	EXAMPLE OF INDICATORS	EVALUATION FINDINGS
2.1 To what extent were the capacities at community level strengthened to participate in the policy-making process?	use of capacity development	% increase of communities involved in NAP	There was no baseline and thus no measure of increase is possible. As in 1.3 the project builds upon existing capacities to assist the government through networking with actors and technical assistance, but this cannot be measured.
2.2 To what extent were implementing partners supported and capacity developed?	implementing partners support	N/A – coding of interviews	
3. RELEVANCE			
3.1 In what ways was the project responsive to government and donor priority needs?	relevance of intervention	Ranking NDP; ranking of DV in donor priorities	There is no NDP in Georgia. However the adoption by the President of the DV NAP 2011-2012 signals commitment . SIDA has identified gender as one of its key priorities in Georgia as mentioned on their website
3.2 How did the context influence the results achieved by the project	context analysis and constraints	Number of events influencing the project	It was not possible to quantify events directly influencing the project since there was no initial mapping .
3.3 How adequate were the approaches and strategies used by the project?	coherence	N/A – coding of interviews	N/A
4. SUSTAINABILITY			
4.1 What is the main strategy to consolidate results after the project end? What is the role of the State Fund in this?	ownership and continuation of project benefits	% increase of state budget devoted to DV – NAP 2011-2012	The State Fund has received a 31% increased in its budget for year 2011
4.2 What are the recommendations for further capacity building strategy	creating enabling environment for hand-over	N/A – coding of interviews	
4.3 Has the project created any local/regional networks and/or partnerships to sustain the activities	continuation of activities	Number of new networks and/or partnerships	It is difficult to quantify if any “new” networks were developed. Rather the IAC provided a forum for reinforcing partnerships and sustaining dialogue and moving forward with the technical working groups

As regards to the Project Results Framework (RF)

Findings at the output level have been reported in the Annual Status Report established in January 2011. Rather than repeating the contents of the Annual Report, this report focuses more at the outcome and results level in order to avoid duplication and provide added value. This process is described in the core evaluation report. Some adjustments on the output figures are necessary as the evaluation has taken place in May 2011 whereas the Annual Report covers the period from February 2010 to January 2011. However the evaluation team has been able to verify that the outputs stated in the Annual Report have been achieved by triangulating the following information from the Project Logical Framework:

Outcome 1, Output 1.1:

Indicator : DV NAP 2011-2012 elaborated with the participation of GE advocates and adopted by the Government

Finding : the DV NAP was approved on 27th April 2011 by the President, after it was finalized through a consultative process under the IA Council.

Indicator : Percentage of 2011 State Budget increase in comparison with 2010 for measures towards elimination of DV and protection of victims/survivors of DV.

Finding: The State Fund has received a 31% increase on its 2011 budget allocation.

Output 1.2, *Indicator : The costs for the implementation of the DV NAP 2011-2012 are foreseen by the State Budget of 2011*

Finding : The project funded a costing exercise which is the first time in Georgia that in gender equality a National Action Plan qualifies for an implementation budget. However the President did not sign it as it was attached as annex to the NAP and only the signed the NAP.

Output 2.1, *Indicator: Number of relevant public officials trained by the project on DV, CEDAW, UN Declaration on EVAW, UNSCR 1325 and 1820;*

Finding : 265 officers from the patrol and district policemen have been trained on DV through the NGO AVNG, including TOTs. 40 representatives of the line ministries under the DV Council and NGOs have been trained on GRB; 8 PDO staff were trained on DV law, Georgia's commitments under CEDAW, UN Declaration on EVAW and UNSCR 1325 and 1820 during three training sessions.

Activity 2.1.2 Provide technical assistance to the DV council

Indicator : Concept/Strategy of the Rehabilitation Centres for the Perpetrators elaborated and submitted to the DV Council

Finding : the document has been elaborated (number 18 on the data list under point 7 and approved by the government of Georgia and signed by the Prime Minister on 13 January 2011.).

Activity 2.1.3. Strengthen institutional capacity of the PDO and other relevant state and non-state actors for the provision of legal aid to DV victims

Indicator : Number of DV victims who have accessed respective services by the State and women NGOs through this project

Finding :

STATE FUND Cases	L E G A L	
	private cons.	court repres.
2010	56	2
2011	78	2

Source : State Fund Statistics

For the 5 lawyers placed by the project in PDO: Between June 2010, date of the lawyers' recruitment, until March 2011, a total of 1,500 consultations were held, not counting field visits (over 100).

Activity 2.1.4: Provide technical support to the State Fund to build institutional capacity for DV shelters in Gori and Tbilisi and a nation-wide hotline

Indicator: State shelters and hotline functioning

Finding : both shelters are operational and function correctly since Oct. 2010 (Tbilisi) and Nov. 2010 (Gori). The hotline was established in Oct. 2010 and has four staff and is functional.

Activity 2.1.5: *Indicators : Geostat possesses tools and products reflecting its increased capacity in the area of gender statistics; Geostat plays a stronger role as a convener of DV data in the country; Work towards enhancement of gender statistics is incorporated in the Statistics State Program for 2011.*

Finding : Geostat reported that its bi-annual publication Women and Men in Georgia 2008-2009 and larger analytical version are completed and are ready for publication. Because they have moved their office they are behind schedule as publication is now to take place in June 2011. However it is too early to appraise the second indicator.

Activity 2.1.6.: *Indicator : Number of victims of DV who have accessed respective services by the State Fund and women NGOs through this project*

Finding : this is the same indicator as for activity 2.1.3. In addition 88 IDP women were trained and found employment in 2010/2011 through the services of the NGO Amagadari. Of this total, 33 were also DV victims.

Output 2.2, Activity 2.2.2 : *Indicator : package of recommendations on NRM strengthening considered by the DV Council*

Finding: Work is in progress by the Coordinator recruited by UNWOMEN but the revised document has not been finalized.

Output 2.3, Activity 2.3.1, *no indicator stated*

Finding : Sakhli has developed shelter standards and code of conduct for shelter staff which has been approved and is being implemented by the State Fund.

Activity 2.3.2, *Indicator : Number of police trained by the Project*

Finding : AVNG has trained 265 patrol and district police, including TOT, since the beginning of the project

Activity 2.3.5, Indicator: Number of DV victims who received legal aid through the State Fund and DV Legal clinics of Tbilisi State University

Finding : The State Fund provided 134 private consultations and 4 court representations during 2010 and 2011. The Legal clinics at TSU are running behind schedule so that there has not yet been any legal aid given, although the plan is to start during May.

Activity 2.3.6, *Indicator : same as above*

Finding : same as above

In terms of **the overall appraisal** of the activities and outputs, the project has reached 90% completion (18 of 20 activities) with delay in certain elements due to external factors (such as changing offices for Geostat delaying publication, delay in legal clinics providing aid to DV victims from TSU, etc.).

However one of the difficulties of the Results Framework is the high number of activities contained, and the lack of relative weight of each of these activities. In other words, how is the project constrained if/when one of the activities or outputs is not fully achieved? There is no indication in the RF in terms of where the thrust and major efforts should be placed, as it is not possible to focus equally on all activities and outputs. Clearly not all activities have the same order of priority. The high number of activities may lead to dispersion and runs the risks of losing the primary focus of the project. In concrete terms, it is highly recommended that future RFs be designed with the relative degree of priority for each activity (from 1 to 3, with 1 high, 2 medium, 3 low) so it is easier to focus on the essential targets of the project (level 1).

Similarly, activities chosen are all useful, but not always mutually supportive, in the achievement of the objectives. Therefore a special effort should be placed in the next Joint Programme proposal to show the connections and multiplier effect between the various elements that compose the Joint Programme.

Annex 6. Evaluation Agenda

SHiEld – Enhancing Prevention and Response to Domestic Violence in Georgia Final Evaluation May 8-14, 2011

SAT May 7, 2011

16:30	Arrival of evaluation team leader	
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SUN May 8, 2011

Time	Description	Venue
10:00-13:30	Evaluation Team joint working session with SHiEld Project Manager Irina Japharidze, Gvantsa Asatiani, Project Communications Specialist, and background and update from Tamar Sabedashvili, UN Women Gender Adviser in Georgia. Review agenda and work plan	SHiEld & WEPD projects offices
13:30 - 14:30	Working Lunch	
14:30 – 15:30	Finalise arrangements, documentation and agenda for the evaluation	

MON May 9, 2011

10:00-11:30 Interpreter	Ms. Rusudan Pkhakadze, Director of the Women's Advice Center "Sakhli", Ms. Nana Rhoshtaria, Project Assistant	CB/NP 2 F	"Sakhli" offices 3 <i>Ghambashidze Str.</i>
11:45-12:25	Ms. Natia Cherkezishvili UNDP gender focal point	CB/NP 1 F	UN House 9, <i>Eristavi Str.</i>
12:30-13:30	Lunchtime		
14:00-16:00 Interpreter	Ms. Nino Shioshvili, President of the Women's Employment Association "Amagdari" Focus Group: Beneficiaries of Amagdari 5 women, 1 DV victim	CB/NP 1 F CB 5 F NP	"Amagdari" offices 33a <i>Paliashvili Str.</i>
16:15 - 18:00 Interpreter	Ms. Elena Fileeva, SHiEld PDO Lawyer	CB/NP 1 F	Shield office

TUE May 10, 2011 *Business Attire*

10:00 - 10:40	Ms. Nino Chikhladze Georgian Young Lawyers Association – member of the DV victim status granting group 898 133134	CB/NP 1 F	Courtyard Marriott
11:00 - 14:00 Interpreter	Discussion of the DV NAP 2011-2012 with the government and civil society stakeholders – 25 people as per attendance list	21 F 4 M	Courtyard Marriott 4 <i>Freedom Square</i>
14:15 - 14:30 Interpreter	Joint meeting with the project stakeholders Presentation by the evaluation team leader	CB	Courtyard Marriott 4 <i>Freedom Square</i>
14:30 – 16:00	Ms. Lali Papiashvili, Chairwoman of the Inter-Agency Council Implementing Measures to Eliminate DV in Georgia and Ms. Lika Sidamonidze, Coordinator	CB 2 F	Courtyard Marriott 4 <i>Freedom Square</i>
14:30 -	Ms. Nato Zazashvili, NGO "Sapari"	NP	Courtyard

16:00		1 F	Marriott 4 Freedom Square
16:00 - 19:00 Interpreter	Ms. Rusudan Pkhakadze, Director of the Women's Advice Center "Sakhli" – Focus Groups Sakhli shelter victims 5 F	CB/NP 5 F	"Sakhli" offices 3 Ghambashidze Str.

WED May 11, 2011 Business Attire

10:00-11:10	Ms. Sophie Yucer, Program Officer UNHCR	CB/NP 1 F	UNHCR 2a Kazbegi Ave.
11:30-12:50 Interpreter	Ms. Ana Arganashvili, Head of the Children and Women's Rights Center of the PDO	CB/NP 1 F	PDO 6 N. Ramishvili Str.
13:00-13:40	Lunchtime		
13:45-14:30 Interpreter	Ms. Rusudan Kervalishvili, Vice Speaker of the Parliament of Georgia, Chairwoman of the Parliamentary Council on Gender Equality	CB/NP 1 F	Parliament of Georgia 8 Rustaveli Ave.
16:00-17:35 Interpreter	Ms. Maka Peradze, Ministry of Interior of Georgia Mr. Nodar Saakashvili, Professor of the Police Academy of Georgia Mr. Giorgi Gogiberidze, AVNG 895626555 – 45 min. Group interview: Policy Academy trainees, 2 men – 50 min.	CB/NP 1 F 2 M 2 M	Ministry of Interior (Police Department) 38 Kakheti Highway Str.

THU May 12, 2011

09:30 – 10:00	Jamie McGoldrick UN Resident Coordinator / UNDP Resident Representative	CB/NP 1 M	UN Premises 9, Eristavi Str.
10:00 – 11:15	Ms. Mari Meskhi, Director of the State Fund for the Protection and Assistance to the Victims of Human Trafficking, Giorgi ?, SF lawyer	CB/NP 1 F 1 M	SHiEld & WEPD projects offices
11:30 – 12:30	Mr. Peeter Kaaman, Sida	CB/NP 1 M	Embassy Sweden 15 Kipshidze Str.
13:00 – 13:50	Lunchtime		
14:00 – 15:00	Ms. Lela Bakradze and Ms. Tea Jaliashvili, Project Manager UNFPA	CB/NP 2 F	UN Premises 9, Eristavi Str.
15:00 – 20:00 Interpreter	Travel to Gori and visit of the DV Shelter in Gori. Focus group with 5 staff 90 minutes, focus group with 3 DV victims 70 min.	CHRIS NINO	

FRI May 13, 2011

10:00-11:00 Interpreter	Ms. Lia Charekishvili National Statistics Office of Georgia GEOSTAT, Mr. Giorgi Kalakashvili, Head of Social Dept. Division	CB/NP 1 F 1 M	SHiEld & WEPD projects offices
11:15-14:30 Interpreter	Focus group with the 5 DV shelter staff 70 min. Focus groups with 3 DV victims – 45 min. Visit & interview Hotline staff (Nino, coord., Giorgi operator) 40 min	CB/NP 5 F 3F 1 F 1 M	Ministry of Labor, Health and Social Assistance 144 Tsereteli Ave.
15:00-16:00	Lunch and preparation of debriefing presentation		

16:00-17:30 Interpreter	Mr. Levan Aleksidze, Director of the European and Human Rights International Law Institute and Ms. Ketik Khutsishvili, Coordinator and 4 Students of the DV Legal Clinic 3 F 1 M	CB/NP 3 F 2 M	TSU Bldg II 1 l. Chavchavadze Ave.
17:30 – 19:00 Interpreter	Joint meeting with the project stakeholders 8 people Debriefing presentation ppt by evaluation team leader – attendance list enclosed as annex (Shield+Amagdari+Sakhali+StateFund+Stats)	CB/NP	SHiEld & WEPD projects offices

SAT May 14, 2011

10:00-13:00	Sum up with the SHiEld Project Team	CB/NP 3 F 1 M	SHiEld & WEPD projects offices
13:00-14:00	Lunchtime		
14:00-15:00	Ms. Ketevan Khutsishvili EU Delegation to Georgia (Secretary of the DV Council)	CB/NP 1 F	SHiEld & WEPD projects offices
15:10-16:30	Ms. Mari Meskhi, Director of the State Fund for the Protection and Assistance to the Victims of Human Trafficking	CB/NP 1 F	TBD
17:00-18:45 Interpreter	Ms. Nato Shavlakadze, Chairwoman of the Anti-Violence Network of Georgia; Olga Panchulidze, assistant, Eliso Amirejibbi, regional Coordinator	CB/NP 3 F	AVNG offices 9 Z. Chavchavadze Str.
19:00-21:30	Farewell dinner		TBD

SUN May 15, 2011

04:00	Departure	
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Annex 7: Interview protocol

Interview Number:

Date : Name of organisation
Name of interviewee : Function: Place:

Interview questionnaire

Efficiency

1. To what extent were the capacities on the community level strengthened by the project to meaningfully participate in policy-making process?

Rating from 1 to 5

2. To what extent the implementing partners were supported and their staff and gender focal point capacity developed?

Rating from 1 to 5

3. Efficiency of the awareness raising activities of the project (intensity, coverage, reach)

Rating from 1 to 5

Effectiveness

4. What was not achieved in full?

5. What can be recommended for the future to inform UN WOMEN programming, and ensure necessary follow up from the Government, donors and civil society organisations?

6. What worked, what didn't and why?

What can be taken further? Any unexpected results?

SWOT

Strengths	Weakness
Opportunities	Threats

7. Overall rating of effectiveness of the project from 1 to 5

8. Rating on how well the DV hotline and shelters are functioning from 1 to 5

9. Strengths and weaknesses of the project strategy and approach (3 levels approach, targeting, etc.)

10. How effective is the dialogue between government and partners to jointly elaborate policy and regulatory documents?

11. How did capacities built by the project contribute to the achieved results?

12. Has the project made changes at grassroots level in order to support advocacy for WHR? If not, why?

Relevance

13. In what ways was the project responsive to priority needs of the government? Of the donor?

14. To what extent did the project reach the planned results (% from 0 to 100) and why?

What was planned was all achieved, but not sustainable.

15. How did the context influence results and sustainability of the project?

Sustainability

16. What is the main stakeholder's strategy to maintain results achieved after the project end? What will be the role of the State Fund in this?
Degree of project results sustainability from 1 to 5

17. key recommendations for capacity building of DV actors

18. Did the project create/strengthen local/regional networks and partnerships to implement and sustain the project or UN WOMEN at large activities? Why?

Annex 8: Inception Report

**Final Evaluation of the UN WOMEN Eastern Europe & Central Asia Sub-Regional Office/ Swedish International Development Agency (Sida)
Project :**

***Enhancing Prevention and Response to Domestic Violence in
Georgia – SHiEld***



INCEPTION REPORT

Evaluation team :
Christian Bugnion de Moreta, Team Leader
Nino Partskhaladze, Consultant

7 May 2011

Acronyms and abbreviations

Council	: Interagency Council on Measures to Eliminate DV
DRF	: Development Results Framework
DV	: Domestic Violence
EECA	: Eastern Europe and Central Asia
GE	: Gender Equality
MIA	: Ministry of Internal Affairs
MOJ	: Ministry of Justice
MOLHSA	: Ministry of Labour, Health and Social Affairs
NAP	: National Action Plan
Sida	: Swedish International Development Agency
SRO	: Sub-Regional Office
State Fund	: State Fund for Protection and Assistance of (Statutory) Victims of Human Trafficking and DV
UN WOMEN	: United Nations Entity for Gender Equality and the Empowerment of Women
VAW	: Violence Against Women

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• TOR of the evaluation	
• CV of evaluation team members	

INTRODUCTION

11. Background to the evaluation

UN Women is a new entity created by decision of the UN General Assembly in 2010 as part of the UN reform agenda which encompasses and merges the work of four different parts of the UN system, including UNIFEM. Aiming for eliminating the gender inequality as the main root, the UN Women initiatives range from assistance in establishing legal frameworks and specific national actions, to supporting prevention of domestic violence at the grassroots level, including in conflict and post-conflict situations¹⁴. UN Women plays an active role in supporting the UN Secretary-General's multi-year [*UNiTE to End Violence against Women*](#) campaign, launched in 2008.

UN WOMEN Sub-regional office for the Eastern Europe and Central Asia (EECA SRO), located in Kazakhstan, in accordance with UN Women's core priority to end violence against women (VAW), has been implementing the Project *SHiEld - Enhancing Prevention and Response to Domestic Violence in Georgia*. The project was launched at the beginning of 2010 with the support of the Swedish International Development Agency (Sida).

In compliance with the Project document, UN Women EECA SRO is commissioning a final evaluation of the project. The final evaluation is both a strong requirement by the donor and a part of the Management for Results Framework (MRF) of the UN Women EE CA Sub-Regional Strategy. The evaluation is thought to be a powerful tool to prove the correlation between the aid effectiveness and gender responsiveness at large, in line with the Sida and UN Women commitment to the ideas of Paris Declaration (2005), CEDAW, and Beijing Platform for Action. It seeks to be a forward looking and learning exercise, rather than a pure assessment of UN Women SHiEld project in Georgia.

The project is expected to be completed by June of 2011. The project budget has been calculated for 14 months, but taking into considerations time needed for the recruitment of project staff as well as final evaluation of the project, 18 months were agreed with Sida as the activity period of the project.

With particular focus on Internally Displaced and conflict affected women, the project addresses the lack of existence of respective services for victims/survivors of domestic violence (DV) and sexual violence during conflict, such as shelters, hotline, legal aid as well as capacity development of professionals involved in the domestic violence referral mechanism. The project works in the above-mentioned areas by providing technical and financial assistance to relevant partners in the government and civil society. The **UN**

¹⁴ For details kindly refer to the web-site <http://www.unwomen.org/about-us/about-un-women/> under focus areas

Women holistic approach was used to address these issues working at three inter-related levels: 1) work on the level of policy and decision-making with purpose of reviewing DV related policies; 2) work at institutions level (service providers) to enhance the capacity of government to strengthen the DV law and policies implementation; 3) work on the grassroots level to build awareness and capacities on the issue of domestic and other forms of VAW.

12. Purpose, scope, use and objectives of the evaluation

This evaluation has been commissioned as a consultative and participatory final evaluation with a strong learning component.

The geographic area of the evaluation activity is the city of Tbilisi, Georgia, with travel to Gori, Shida Qartli Region .

The specific objectives of the evaluation are:

11. Assess the **extent of progress** towards ensuring that commitments to women's empowerment and human rights are incorporated into governance and national strategies from the results of the project.
12. Assess **how effectively the hotline and the shelters** established by the project for the victims/survivors of domestic violence in partnership with government **have functioned** as service providers?
13. Assess the **effectiveness of the dialogue** between the government actors and gender equality (GE) advocates **to jointly elaborate policy and regulatory documents** in the area of combating DV as foreseen by *the Law on the Elimination of DV, Protection of Victims of DV and their Assistance* and project document;
14. Provide information on the **efficiency of the awareness raising activities** encompassed by the project – in terms of their intensity, coverage and reach out;
15. Provide information on **changes made by the project intervention on grassroots level** to women's initiative groups' and activists' capacities and skills to advocate for WHR, especially related to protection from and prevention of the DV.

Evaluation users

Based on the specific evaluation objectives, the primary users of the evaluation will be :

- a) Government and civil society partners in Georgia and in the region;
- b) SIDA and other interested donors,
- c) UN WOMEN and the EECA SRO Office;
- d) SHiEld project management.

The evaluation has different purposes. It is expected that its results will be used as significant inputs for the following:

- Further mapping of the UN Women assistance towards establishment of shelters and development of standards of operations of the shelters worldwide;
- Further replication of expertise and knowledge generated by UN Women in the EE CA region in the field of combating domestic violence.
- Sharing of lessons learnt and recommendations to Georgia State Fund, and other partners in the government and civil society for sustaining strong coordination and partnerships in the area of combating domestic violence in Georgia;
- Drawing out the lessons learnt, to sustain capacity and skills of the UN Women partner organizations: Anti-Violence Network of Georgia, Women's Advice Center "Sakhli", NGO "Amagdari".
- Strengthening of the sense of ownership over the project results among the beneficiaries and the stakeholders through engaging the stakeholders in the evaluation process.

13. Project background and evaluability analysis

The project was started in January 2010 and is ending in June 2011, after having been implemented for a duration of 18 months based on Sida's approval.

The aim of the project is to **enhance the capacity of the Government of Georgia, particularly of its institutional mechanisms working on combating DV: the Interagency Council on Eliminating DV and the State Fund for Protection of and Assistance to the Victims of DV, to deliver on commitments to eliminate violence against women (VAW), including through the improved implementation of *the Law of Georgia on the Elimination of Domestic Violence (DV), Protection of Victims of DV and Their Assistance (2006) and the National Action Plan to Implement Measures for the Elimination of DV and Protection of Victims of DV 2009-2010.*** The Project speaks directly to the women's rights and gender equality commitments undertaken by Georgia on international as well as national levels, such as the CEDAW,¹⁵ Beijing Platform for Action (BPfA), *Georgia's Joint Needs Assessment of October 2008.*

The current project is built to achieve the **two expected outcomes** with specific outputs harmonized with UN Women Global Development Results Framework (DRF) and Management for Results Framework (MRF), which form an integral part of the project document and are used for the progress reports:.

Outcome 1: *The National Action Plan to Implement Measures for the Elimination of Domestic Violence and Protection of Victims of DV for 2011-2012 (DV NAP 2011-2012)* elaborated on the base of

¹⁵ Georgia joined CEDAW without reservations in 1994.

participatory review and analysis of achievements and lessons learnt from the implementation of DV NAP 2009-2010 and submitted for approval by the Government of Georgia

Output 1.1: Effective mechanisms of dialogue between government actors and GE advocates during DV NAP planning process exist

Output 1.2: Technical expertise and effective mechanisms for dialogue between government budget actors and state and non-state partners working on DV available to ensure state budget allocations for implementation of the DV NAP 2011-2012

Outcome 2: Support an enabling institutional environment for key policy, service delivery and media institutions through partnerships with GE organizations to promote and protect women's human rights for life free of violence including for improved implementation of the *Law of Georgia on the Elimination of DV, Protection of Victims of DV and their Assistance*.

Output 2.1 Enhanced capacities of key policy, service delivery, and media institutions to mainstream gender equality and women's human rights for life free of violence into their operations

Output 2.2 Referral mechanism (involving relevant state and non-state service-providers) strengthened and effectively functioning to address diverse needs of domestic violence victims/survivors

Output 2.3 Government partners and GE advocates participate collaboratively and effectively on ending violence against women issues through national processes for implementation of *Law of Georgia on the Elimination of Domestic Violence, Protection of Victims of Domestic Violence and their Assistance*.

Project Management: The project is executed by the UN Women Project Team (PT) under overall strategic oversight and guidance of the UN Women Regional Programme Director for the EE CA SRO at the regional level. The UN Women Gender Adviser in Georgia provides day-to-day guidance, including through engaging in dialogue with governments, civil society, UN system and multilateral donors and ensures that the project is integrated within the larger UN Women work in the country. The Project Manager is responsible for all execution aspects of the project, including coordination and management of partners, the direct execution of several project components, and overall monitoring and reporting.

Key implementing partners of the project:

Government:

- **The State Fund** for the Assistance and Protection of the Victims of Trafficking and Domestic Violence, under the Ministry of Labour, Health and Social Affairs;

NGOs:

- Women's Advice Center "**Sakhli**" - with over 8 years of experience of psychological and legal counseling to the victims/survivors of DV along with the running of a DV shelter.
- **Anti-Violence Network of Georgia** (AVNG) – with more than 6 years of experience in running of DV shelter and capacity development initiatives with police, social and health workers, it is the champion of work with police, training them on DV issues long before the DV Law was passed.
- Women's Employment Supporting Association "**Amagdari**"- is the only NGO in Georgia with expertise in economic rehabilitation/reintegration of victims/survivors of DV with over 6 years of work experience.

Evaluability analysis

The Results Framework specifies the indicators and means of verification of the project achievements at the output level and therefore are easily verified. The evaluation of the outcome levels and the overall aim of the project requires a more qualitative analysis of the project achievements. In terms of evaluability, it is important to identify both at the outcome and the goal (aim) levels what impact the project has had in terms of bringing about positive change to support the various objectives. The evaluation analysis will therefore focus on the core results at the outcome and goal levels, while ensure proper reporting on the outputs achieved. It needs to be stated that the project itself is a part of a comprehensive and holistic approach to DV and as such also supports other projects of UN Women (such as WEPD) and those of other development actors. One of the challenges therefore will be attribution of results (e.g. linking the results obtained to this project) and testing the assumptions that the various outputs contribute to the achievement of the stated outcomes.

Considering the holistic nature of the project, which works at three levels (policy and decision-making, institutions as service providers, and civil society and communities at grass-root level), the evaluation will also structure the findings according to each of these levels, while also appraising the global results achieved and formulating a project SWOT analysis. It will also test the assumptions of the results framework that the individual outputs are mutually reinforcing and supportive of the anticipated outcomes.

EVALUATION FRAMEWORK

14. Approach and methodology

As requested in the TOR the evaluation will follow a participatory and inclusive approach. The evaluation objectives demonstrate the formative nature of the evaluation as results are expected to feed into the learning process for this type of project and generate knowledge and lessons that could be applied to similar type of projects and/or an extension of the current project. The evaluation will be transparent and inclusive and follow the UNEG evaluation standards.

In order to ensure buy-in and participation from the primary stakeholders, the evaluation team will hold on the first day of the evaluation a power point presentation to all stakeholders explaining the evaluation scope, approach, agenda, methodology and tools as well as gathering feedback on stakeholders' expectations.

Similarly on the last day of the evaluation a one hour power point presentation will be given with the preliminary results and conclusions of the evaluation, as well as discussing some tentative recommendations. This process will allow for validation of the preliminary findings but also initiate the relevant discussion about the potential improvements and lessons identified (e.g. ideally one hour presentation and one open discussion).

The evaluation will use a mix of methods. An initial documentary review has been undertaken which serves as a basis for this inception report. The list of documents consulted appears in the bibliographical annex.

Another method will be individual in-depth semi-structured interviews with key informants as per the enclosed evaluation framework, as well as focus groups with selected respondents and direct project beneficiaries, both in Tbilisi and in Gori. Interviews will use an interview protocol in order to ensure consistency and comparability.

The evaluation will further use observation as a means of collecting information during the field work. To ensure that the findings are credible and substantiated, triangulation will be used for each key finding (e.g. confirmation from three different sources).

According to the TOR, the evaluation will use the following standard evaluation criteria¹⁶ :

- **Programme Efficiency**
- **Effectiveness**
- **Relevance**
- **Sustainability**

The key issues to be addressed under the different criteria are mentioned in the TOR and have been placed under each of the evaluation criterion as follows:

Efficiency

20. To what extent were the capacities on the community level strengthened by the project to meaningfully participate in policy-making process?

¹⁶ for a definition of each criterion please see the OECD/DAC, Evaluation and aid effectiveness series, "Glossary of Key terms in evaluation and RBM", 2002

21. To what extent the implementing partners were supported and the capacity of the partners' staff, gender focal points within key state partners developed?

Effectiveness

22. What was not achieved in full and what can be recommended for the future to inform UN Women programming, and ensure necessary follow up from the Government, donors and civil society organizations?
23. What worked and what did not work and why? What can be taken further for the new project and partners' follow-up activities? What are the unexpected results? What was achieved by the program beyond the planned results?
24. How did capacities built by the project contribute to the achieved results?
25. What were successes and weaknesses of the project strategies and approaches to this work?

Relevance

26. In what ways was the project responsive to the emerging priority/strategic needs of the government and the donor?
27. To what extent did the project reach the planned results and how the context influenced the final result/sustainability?
28. What were the key approaches and strategies the project used in achieving its outcomes?

Sustainability

29. What is the main stakeholder' strategy to maintain the results achieved by/within the project after the project end? What will be the role of the State Fund at this?
30. What are the key recommendations for further capacity building strategy?
31. Did the project create/strengthen any local/regional networks and partnerships to implement and sustain the project/or UN Women at large activities?

Because much of the evaluation results are forward looking and meant to improve project management practice, the participation of all stakeholders will be key in ensuring that the evaluation process is inclusive, open to all stakeholders and that the evaluation results are utilization-focused.

15. Risks and limitations

The time allocated for the field work is short, with five official working days (although the team will work for the full duration of the field work) for undertaking all the interviews with key informants, respondents and holding focus groups with selected stakeholders and beneficiaries, as interviews are not possible during the weekend.

Another limitation is the fact that the team leader has not worked in the country and is not fluent in Georgian. To minimize this constraint an interpreter will be used during the interviews where required and during the focus groups, and a national consultant is providing this expertise to the evaluation team.

Another difficulty is the availability of key informants for in-depth interviews during the field work period. The evaluation team will also report when it has not been possible to interview key informants and eventually seek alternative ways of obtaining feedback (e.g. either through telephone and/or e-mail exchange).

In terms of documentation available, some of the weblinks contained on the documents did not function, and some additional document was requested and added to the list of the original documents reviewed.

It is not certain that the evaluation will be able to obtain all the indicators information that are mentioned under point 8. evaluation framework. Should these not be available, qualitative analysis would be used as a replacement of the measure of indicators.

Neither of the two members of the evaluation team has worked previously for UN WOMEN, and therefore this evaluation is also a learning process for both consultants in terms of the deliverables requested by UN WOMEN. As indicated by the SRO, there is no set model that can be used as example for the inception report nor the evaluation report. Therefore a flexible approach is necessary to obtain the most useful format for the various deliverables, as well as a close relationship between the evaluation manager at the SRO and the evaluation team. Normally an inception meeting is held before the field work, but for the present evaluation such a meeting appeared not to be feasible. Therefore close interaction will be key in ensuring the provision of utilization-focussed deliverables.

EVALUATION METHODOLOGY

16. Data collection and data analysis methods

The evaluation will use a mix method approach including quantitative and qualitative data collection in order to be able to provide both some quantitative information as well as some qualitative data on the project. However the primary method will be the qualitative design based on a questionnaire that will be used for semi-structured interviews as described hereafter. The manner in which data is collected includes:

- Documentary review and analysis of the list mentioned under point 7. hereunder;
- In-depth key informant interviews with primary project stakeholders using an interview protocol to ensure consistency and comparability. The questionnaire will include open-ended questions as well as ratings to appraise the degree of change. Ratings will be from 1 (minimum) to

5 (maximum) and will provide an indication on questions of perception that cannot be measured using hard data. These will be semi-structured interviews of approximately one hour each;

- Focus groups interviews with selected stakeholders (beneficiaries, implementing partners, operational agencies) using focus group methods and registration and analysis for an estimated 90 minutes per group;
- Observation will also be one source of data collection
- Secondary sources may also be used and will be included in the bibliographical annex (internet search, newspaper and media articles, etc.)

17. Key data sources

Documents for Desk Review received from the Project Team for the Final Evaluation

No	Title	Date	Prepared By	Comment
1	SHiEld Project Document			
2	SHiEld Project Logical Framework			
3	SHiEld Detailed Implementation Plan			
4	SHiEld – State Fund for the Protection and Assistance to the Victims (Survivors) of Human Trafficking, Detailed Implementation Plan & Budget			
5	SHiEld – Anti-Violence Network of Georgia (AVNG), Detailed Implementation Plan & Budget			
6	SHiEld – Women’s Advice Center “Sakhli”, Detailed Implementation Plan & Budget			
7	SHiEld – Women’s Employment Association “Amagdari”, Detailed Implementation Plan & Budget			
8	SHiEld – European Law and International Human Rights Law Center under the Tbilisi State University, Detailed Implementation Plan & Budget			
9	SHiEld Semiannual Progress Report	20 July, 2010	SHiEld Project Manager	
10	SHiEld Annual Status Report	01 February, 2011	SHiEld Project Manager	
11	Report on the public awareness campaign in the framework of the SHiEld project to promote zero tolerance to the practice of DV and services established for DV victims/survivors	December, 2010	UN Women	Including evidence of media coverage
12	SHiEld Partners Capacity Assessment Report	October 2010	UN Women	Local consultant Tamar Katsitadze
13	National Research on Domestic Violence Against Women in Georgia, 2009 http://www.genderbasedviolence.ge/en/content/show/12/research.html	October 2010	UNFPA	
15	Decree Of The President Of Georgia #304 On the Approval of the 2009-2010 National Action Plan on the Prevention of Domestic	23 April, 2009		

	Violence and Protection of Victims of Domestic Violence				
16	Monitoring Report of Implementation of the National Action Plan on the Elimination of Domestic Violence and Protection and Support to its Victims for 2009-2010	September 2010	UN Women and UNFPA under the aegis of the Inter-Agency Council Implementing Measures to Eliminate DV in Georgia		Local Experts: Ketavan Chkheidze and Koba Bochorishvili
17	DRAFT National Action Plan on the Elimination of Domestic Violence and Protection and Support to its Victims for 2011-2012	December 2010	Working group supported by UN Women and UNFPA under the aegis of the Inter-Agency Council Implementing Measures to Eliminate DV in Georgia		Composition of the working group: Members of the Inter-Agency Council and independent experts
18	National Concept on the Rehabilitation of Perpetrators of Domestic Violence	23 January, 2011	Working group supported by UN Women and UNFPA under the aegis of the Inter-Agency Council Implementing Measures to Eliminate DV in Georgia		Composition of the working group: Members of the Inter-Agency Council and independent experts
19	Internal Regulations for DV Shelters and Hotline	February 2011	Women's Advice Center Sakhli in the framework of SHiEld	Working group created by Sakhli consisting of the members of the Inter-Agency Council, State Fund, NGOs	
20	Code of Conduct for the Staff of DV Shelters and Hotline	February 2011	Women's Advice Center Sakhli in the framework of SHiEld	Working group created by Sakhli consisting of the members of the Inter-Agency Council, State Fund, NGOs	
21	Curriculum and Training Module for the District and Patrol Police on Domestic Violence for the Ministry of Interior's Police Academy	February 2011	AVNG in the framework of SHiEld	Working group created by AVNG consisting of the members of the Inter-Agency Council, representatives of the Ministry of Interior's Police Academy and Patrol Police	
22	Trainer's Manual for the District and Patrol Police on Domestic Violence for the Ministry of Interior's Police Academy	To be finalized by March 31, 2011	AVNG in the framework of SHiEld	Working group created by AVNG consisting of the members of the Inter-Agency Council, representatives of the Ministry of Interior's Police Academy and Patrol Police	
23	Information and communication materials produced for the public awareness campaign in the framework of the SHiEld project to promote zero tolerance to the practice of DV and services established for DV victims/survivors	November, 2010	UN Women	Brochures, posters, stickers, t-shirts, public service announcements, music video and evidence of media coverage	
24	The Law of Georgia on the "Elimination of Domestic Violence, Protection and Assistance to the Victims of Domestic Violence" http://www.genderbasedviolence.ge/condocs/e-library/collection-of-normative-acts-on-DV-ENG.pdf	25 May, 2006			
25	The Law of Georgia on the "Amendments to	8 December,		On criminal liability for the non-	

	the Criminal Code of Georgia” ibid	2009		compliance with requirements and obligations prescribed by protective and restrictive orders
26	The law of Georgia on the “Amendments and Addenda to the Code of Georgia on Administrative Offences” ibid	8 December, 2009		On administrative liability for the non-compliance with requirements and obligations prescribed by protective and restrictive orders
27	The Law of Georgia on the “Amendments and Addenda to the Administrative Procedure Code of Georgia” ibid	8 December, 2009		Different procedural issues
28	The Law of Georgia on the “Amendments and Addenda to the Law of Georgia on Arms” ibid	8 December, 2009		On the ban to purchase, carry and keep firearms including service guns by perpetrators of domestic violence
29	The Law of Georgia on the “Amendments and Addenda to the Law of Georgia on “Public Service” ibid	8 December, 2009		On the preservation of employment of DV victims/survivors while place in shelter
30	The Action Plan for the Prevention of domestic violence and for the Protection and rehabilitation of victims of domestic violence “The National Referral Mechanism” ibid			The National Referral Mechanism is a document for cooperation and mutual agreement between Georgian State Institutions, international organizations and NGOs working on the issues of domestic violence.
31	Decree Of The President Of Georgia #625 on the “Composition and Charter of the Interagency Council Implementing Measures to Eliminate Domestic Violence” ibid	26 December, 2008		
32	Decree Of The President Of Georgia #665 on the “Identification Of Victims Of Domestic Violence” ibid	05 October, 2009		
33	Ministry of Labor, Health and Social Protection of Georgia, Decree # 183/N on the “Minimum Standards for the Arrangement of Temporary Shelters for Victims of Domestic Violence and Rehabilitation Centers for Perpetrators” ibid	28 July, 2008		
34	Memorandum of understanding between the State Fund for the protection and assistance to the (statutory) victims of human trafficking and UNIFEM for the co-operation in the Project SHiEld – enhancing prevention and response to domestic violence in Georgia	Not dated		
35	UNIFEM Communication Strategy	Not dated		
37	SHiEld communications report - final			
38	DV NAP 2011-2012 presidential decree signed	27.04.2011		

18. Evaluation framework

The project document has a results framework which identifies the numerical indicators at the output level for project activities. However considering the higher level results at the outcome and goal levels, it may not be possible to measure precisely the results, so a more qualitative appraisal will be used, with for some questions a numerical rating in order to obtain a quantitative response. The framework hereunder therefore concentrates on the outcome and goal levels.

EVALUATION QUESTIONS	ISSUES TO BE EXAMINED	EXAMPLE OF INDICATORS	SOURCES OF DATA AND METHODOLOGY	MEANS OF VERIFICATION
1. EFFECTIVENESS				
1.1 What was not achieved in full and can be recommended	Gaps	NRM in place and accessible	individual and focus group interviews, progress reports,	interview notes, documents reviewed
1.2. What worked and what did not work and why? What are the unexpected results? What was achieved beyond the planned results?	SWOT	NAP 2011-2012 adopted; % of State budget increase for DV	individual and focus group interviews, progress reports,	interview notes, documents reviewed
1.3 How did capacities built contribute to the achieved results	use of capacity building	Number of capacity building activities	individual and focus group interviews, progress reports,	interview notes, documents reviewed
1.5 What were successes and weaknesses of the project strategies and approaches	SWOT design and approach	N/A – coding of interviews	individual and focus group interviews, progress reports,	interview notes, documents reviewed
1.6 How effectively have the hotline and shelters functioned as service providers	Effective service provision	Number of calls received and of victims in shelters	individual and focus group interviews, progress reports,	interview notes, documents reviewed
1.7 In what ways and how much has the project contributed to incorporating women's empowerment in governance and national strategies?	women's empowerment results	tbd	individual and focus group interviews, progress reports,	interview notes, documents reviewed
1.8 Did the project contribute to enhancing dialogue to inform policy and regulations?	Effectiveness of the dialogue to elaborate policy documents	Number of new policy/regulations since project beginning	individual and focus group interviews, progress reports,	interview notes, documents reviewed
2. EFFICIENCY				
2.1 To what extent were the capacities at community level strengthened to participate in the policy-making process?	use of capacity development	% increase of communities involved in NAP	individual and focus group interviews, progress reports,	interview notes, documents reviewed
2.2 To what extent were implementing partners supported and capacity developed?	implementing partners support	N/A – coding of interviews	individual and focus group interviews, progress reports,	interview notes, documents reviewed
3. RELEVANCE				
3.1 In what ways was the project responsive to	relevance of	Ranking NDP; ranking	individual and focus group	interview notes,

EVALUATION QUESTIONS	ISSUES TO BE EXAMINED	EXAMPLE OF INDICATORS	SOURCES OF DATA AND METHODOLOGY	MEANS OF VERIFICATION
government and donor priority needs?	intervention	of DV in donor priorities	interviews, progress reports,	documents reviewed
3.2 How did the context influence the results achieved by the project	context analysis and constraints	Number of events influencing the project	individual and focus group interviews, progress reports,	interview notes, documents reviewed
3.3 How adequate were the approaches and strategies used by the project?	coherence	N/A – coding of interviews	individual and focus group interviews, progress reports,	interview notes, documents reviewed
4. SUSTAINABILITY				
4.1 What is the main strategy to consolidate results after the project end? What is the role of the State Fund in this?	ownership and continuation of project benefits	% increase of state budget devoted to DV – NAP 2011-2012	individual and focus group interviews, progress reports,	interview notes, documents reviewed
4.2 What are the recommendations for further capacity building strategy	creating enabling environment for hand-over	N/A – coding of interviews	individual and focus group interviews, progress reports,	interview notes, documents reviewed
4.3 Has the project created any local/regional networks and/or partnerships to sustain the activities	continuation of activities	Number of new networks and/or partnerships	individual and focus group interviews, progress reports,	interview notes, documents reviewed

19. Evaluation work plan

The evaluation is composed of the following different phases :

- b. Identification and recruitment of the evaluation team by SRO EECA (April 2011);
- c. Documentary review and analysis by the evaluation team of the documentation received from the Project Manager, and preparation of data collection instruments (End April until beginning of field work);
- d. Preparation of an **inception report** by the evaluation team leader to the Evaluation Manager at the SRO EECA and the Project Team in Georgia (End April 2011) and submission of a revised inception report after a telephone conversation between the Evaluation Manager and the Evaluation Team Leader on 6th May 2011, prior to starting the field work on 7th May 2011;
- e. Start of the field work with arrival of the evaluation team leader on 7th May 2011;
- f. Initial meeting between the Evaluation Team and the Project Team in Georgia to review the evaluation methodology, agenda, logistics, and data collection instruments, as well as discuss expectations and stakes of the evaluation. As necessary a telephone call with the Evaluation Manager may be held to clarify some questions/issues raised during the evaluation planning meeting.
- 16. **Power point presentation of the evaluation objectives**, scope and methods to all national stakeholders (not required in the TOR, but suggested by the evaluation team leader), taking place at the beginning of the field work in Georgia (tentatively scheduled for 10th May 2011) with a copy to the Evaluation Manager;
- 17. **A progress report** on field work is required to the UN WOMEN SRO as per the TOR; however it needs to be noted that the evaluation team leader and evaluation team member have not presented such a document in their previous experience and specific written guidance regarding this report is warranted from the evaluation manager; The progress reports is to be submitted by evaluation team by May 17;
- 18. At the end of the field work, a **power point presentation** will be held inviting all project stakeholders in order to present, discuss and validate the **preliminary findings, conclusions and lessons** of the evaluation, as well as possibly discussing some of the preliminary recommendations; a copy of the presentation will also be sent to the Evaluation Manager at the SRO. This restitution is scheduled for Friday 13th May 2011 in Tbilisi;
- 19. The evaluation team will produce a **full draft evaluation report** within the specified time-frame for widespread dissemination to project stakeholders and obtaining their feedback to ensure buy-in, ownership and utilisation.

20. Evaluation manager will provide consolidated HQ-EECA SRO comments to the draft evaluation report for evaluation team incorporation in to the final evaluation report.
21. The evaluation team leader will prepare a **final evaluation report** addressing the consolidated comments received in line with the relevant UN WOMEN guidelines.

Duties and Responsibilities

○ Management of the evaluation

The UNWomen EECA Regional Office will manage the final evaluation under overall supervision of the UNWomen EECA Regional Programme Director and guidance from Programme Specialist. During the evaluation process, the SRO office will consult with UN Women Evaluation Unit at the HQ, as may be necessary. Coordination in the field including logistical support will be the responsibility of the Georgia Programme office.

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

After the completion of the final evaluation, a dissemination/sharing of the lessons learnt and findings of the evaluation will take place as well as the management response of the final evaluation results. These activities will be managed by the UN Women EECA Sub-Regional Office.

○ Duties and responsibilities of the Evaluation team

The evaluation team is responsible for conducting the evaluation as per the defined parameters and producing the stated deliverables as specified above. The evaluation team is composed of two persons, one international evaluator as team leader and a national evaluator. The evaluation team leader will divide the work within the team in line with the approach that will be followed for the interviews. In particular, the national evaluator will be in charge of moderating the various focus groups whereas the team leader will take the lead in individual interviews which can be held in English language.

Composition, Skills and Experience of the Evaluation Team

The evaluation team is composed of an external international evaluator and national consultant with international consultant having leading role and national consultant supporting role. The selected candidates have experience linked to evaluation of gender equality and women's empowerment related projects and specific knowledge of domestic violence issues.

It's important to note that the national consultant shall also possess an expertise in conducting gender-sensitive and rights-based evaluations, so to be also able to contribute to the substance and not only be in supporting role.

- **Project team**

The ShiEld project team will ensure that all relevant documentation is made available to the evaluation team. This includes but is not limited to all quantitative and qualitative documentation, such as reporting on the indicators used in the project logframe.

The project team will also assist with the actual planning of the mission and a review of the evaluation scope, approach, methodology and agenda, arranging the different interviews with the selected partners and stakeholders.

20. Logistics

The Project Team will provide all necessary logistical support to the evaluation team during field work in Georgia, with the support and in collaboration with the UN WOMEN SRO. This includes the provision of an interpreter, the disposal of a vehicle with driver, making the actual interview and focus group arrangements with the different stakeholders, as defined in the agenda for the evaluation.

Final considerations

The inception report is a tool for discussion with UN WOMEN SRO and the Project team. Additional meetings will likely be requested once the full list of participants and stakeholders have been received. The evaluation team would also like to meet, for comparison purposes, two national NGOs active in the field of DV but who were not selected by the project as partners.

Annex 9.

**Final Evaluation of the UN WOMEN Eastern Europe & Central Asia Sub-Regional Office/ Swedish International Development Agency (Sida)
Project :**

***Enhancing Prevention and Response to Domestic Violence in
Georgia – SHiEld***



PROGRESS REPORT

Evaluation team :
Christian Bugnion de Moreta, Team Leader
Nino Partskhaladze, Consultant
Ketevan Natchadze, Interpreter

16 May 2011

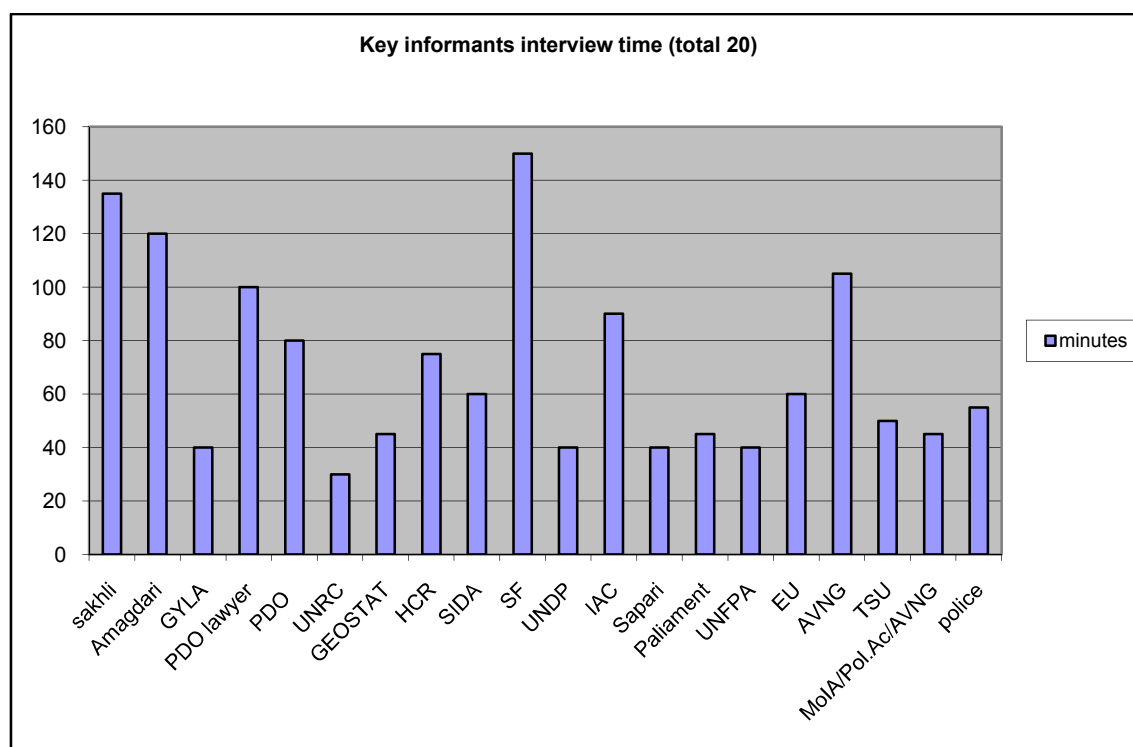
Acronyms and abbreviations

Council	: Interagency Council on Measures to Eliminate DV
DRF	: Development Results Framework
DV	: Domestic Violence
EECA	: Eastern Europe and Central Asia
GE	: Gender Equality
MIA	: Ministry of Internal Affairs
MOJ	: Ministry of Justice
MOLHSA	: Ministry of Labour, Health and Social Affairs
NAP	: National Action Plan
Sida	: Swedish International Development Agency
SRO	: Sub-Regional Office
State Fund	: State Fund for Protection and Assistance of (Statutory) Victims of Human Trafficking and DV
UN WOMEN	: United Nations Entity for Gender Equality and the Empowerment of Women
VAW	: Violence Against Women

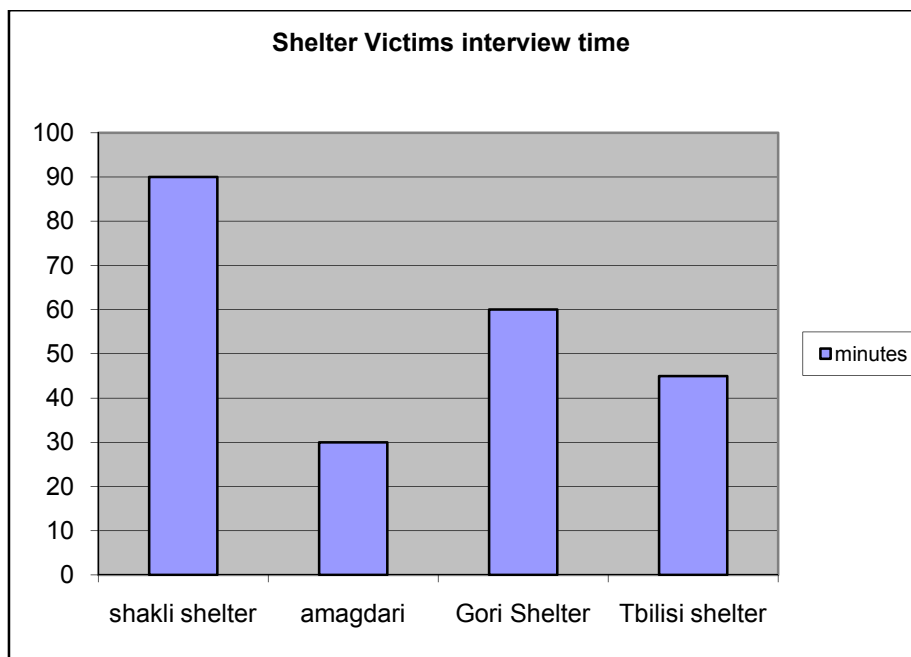
As per TOR requirement, the present reports gives an update on the field mission which has taken place from 7th May until 15th May 2011 in Georgia.

Despite having two official holidays during the field period, key informants and project staff proved available for interviews and working sessions, so that practically all requested meetings have taken place as required, with only one exception (ADB).

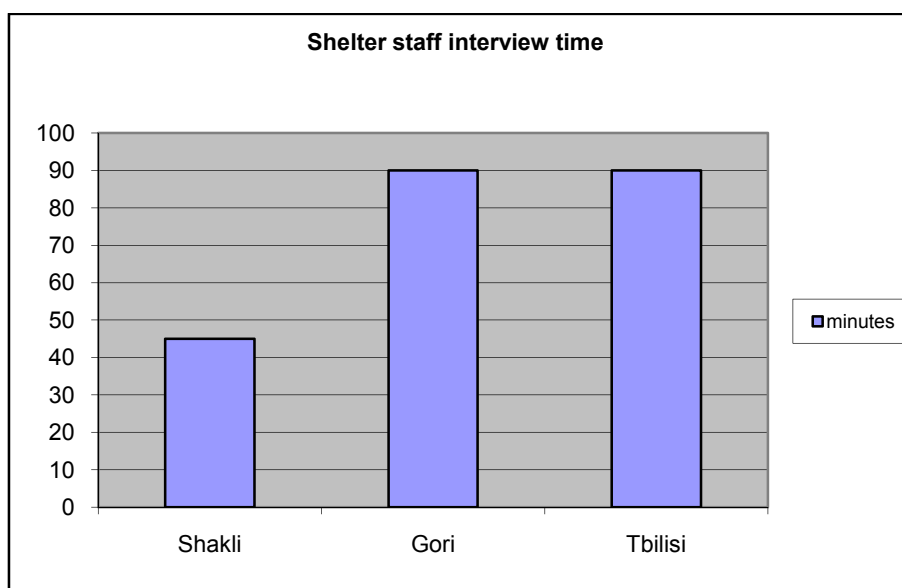
The total key informants interviewed were 34 persons, of which 24 women and 10 men, during 20 meetings which lasted an average of 70 minutes. The agenda with the full contact details is enclosed as annex.



In addition, the evaluation team carried out 4 focus groups with 3 shelter victims groups and one NGO beneficiary group of women, in total 15 women, for 225 minutes, or an average of 56 minutes per focus group.



The evaluation team also carried focus group interviews with shelter staff separately from DV victim focus groups, with 3 focus groups with 14 women during 225 minutes, or an average of 75 minutes per focus group.



Finally, a visit and interview to two Hotline staff (one woman, one man) was undertaken during 45 minutes.

The evaluation has therefore undertaken 1,900 minutes of continuous interview, or almost 32 hours.

Additionally, the evaluation team had two long working sessions with the Shield project team on the first day of the evaluation (8th May 2011) and on the last day of the field work (14th May 2011).

Constraints and limitations : the relatively late schedule of interviews (no meeting possible before 9h30 or 10h00) was compensated by the willingness of respondents to be available during holidays and on weekends. Both Sunday and Saturday (7th and 14th) were therefore fully filled as working days for the evaluation team.

The evaluation team also acknowledges and appreciates the good support in planning and logistics received from the Project Team, as well as the excellent interpretation skills that were supplied during the interviews.

Attendance list at the DV NAP Discussion Meeting on 10.05.11 at the Marriott Courtyard, Tbilisi

1. Ms. Lali Papiashvili, Chairwoman of the Inter-Agency Council on DV
2. Mr. Zurab Mchedlishvili, Parliamentary Council for Gender Equality Issues
3. Ms. Tamar Khomasuridze, Assistant Representative, UNFPA
4. Ms. Lela Bakradze, National Programme Officer, UNFPA
5. Ms. Tea Jaliashvili, UNFPA
6. Tamar Sabedashvili, UN Women Gender Adviser for Georgia
7. Ms. Mari Meskhi, Director of the State Fund for the Protection and Assistance to the Victims of Human Trafficking and Domestic Violence
8. Ms. Irma Aladshvili, State Fund for the Protection and Assistance to the Victims of Human Trafficking and Domestic Violence
9. Mr. Koba Bochorishvili
10. Ms. Maka Peradze, Ministry of Internal Affairs
11. Mr. Ednar Mgeladze, Head of the Analytical Department of the Ministry of Internal Affairs
12. Ms. Guranda Khokhobashvili
13. Ms. Baia Pataraia
14. Ms. Natia Khmaladze (Healthcare)
15. Ms. Nino Chikhladze (GYLA)
16. Ms. Irma Manjavidze
17. Ms. Nato Zazashvili, Head of NGO "Sapari"
18. Ms. Nino Shioshvili, Head of NGO "Amagdari"
19. Ms. Marina Solomonishvili
20. Ms. Madona Cheishvili (Healthcare Expert)
21. Ms. Rusudan Beriashvili (Healthcare Expert)
22. Mr. Zaza Bokhua (Healthcare Expert)
23. Ms. Lela Serebrakova (Healthcare)
24. Ms. Lia Charekishvili, National Statistics Office of Georgia
25. Ms. Lika Sidamonidze, Inter-Agency Council on DV

Women : 21 Men : 4

Attendance list at the evaluation team debriefing at the Shield Office on 13.05.2011

1. Tamar Sabedashvili, UN Women Gender Adviser for Georgia
2. Ms. Mari Meskhi, Director of the State Fund for the Protection and Assistance to the Victims of Human Trafficking and Domestic Violence
3. Ms. Nino Shioshvili, Head of NGO "Amagdari"
4. Ms. Lia Charekishvili, National Statistics Office of Georgia
5. Rusudan Pkhakadze, President, Sakhli NGO
6. Nana Rhoshtaria, Project Assistant, Sakhli NGO
7. Irina Japharidze, Shield Project Manager
8. David Svanidze, Administrative assistant, Shield

Women : 7 Men : 1

Annex 10. Evaluators' CVs

International consultant's CV

UNITED NATIONS DEVELOPMENT PROGRAMME



Personal History Form
1 United Nations Plaza, New York, NY 10017

INSTRUCTIONS: Please answer each question clearly and **completely**. Type or print in ink. Read carefully and follow all directions. If you need more space, attach additional pages of the same size. Please attach recent passport-size photograph.

1. Family name (Surname) BUGNION DE MORETA First names CHRISTIAN Maiden name, if applicable

2. Date of Birth day 03 month 04 year 1961 3. Place of birth GENEVA 4. Nationality at birth SWISS 5. Present nationality(ies) SPANISH 6. Sex Male ☒ Female ☐

7. Height 188 CM 8. Weight 93 KG 9. Marital status: Single ☐ Married ☒ Separated ☐ Widow(er) ☐ Divorced ☐

10. Entry into United Nations service might require assignment and travel to any area of the world in which the United Nations might have responsibilities. Have you any disabilities which might limit your prospective field of work or your ability to engage in air travel? YES ☐ NO ☒ If "yes" please describe:

11. Permanent address CALLE ISLAS BALEARES 20 08870 SITGES - BARCELONA- SPAIN Telephone No. +34 938941932 12. Present address if different from that indicated in box 11. SAME Telephone No. SAME 13. Office Telephone no. +34 938110342 Telephone No. (messages)

14. Have you any dependents? Yes ☒ No ☐ if the answer is "Yes", give the following information:

Name	Date of birth	Relationship	Name	Date of birth	Relationship
CARMEN DALLERÉS ANGULO	12/11/1958	WIFE	LINDA BUGNION DALLERÉS	26/04/2000	DAUGHTER
JULIA BUGNION DALLERÉS	16/09/2002	DAUGHTER			

15. Have you taken up legal permanent residence status in any country other than that of your nationality? Yes ☒ No ☐ if "Yes", which country? SPAIN 16. Have you taken any steps towards changing your present nationality? Yes ☒ No ☐ if "Yes", explain fully:

17. Are any of your relatives employed by a public international organization? Yes ☐ No ☒ if answer is "yes", give the following information:

Name	Relationship	Name of International Organization

18. What is your preferred field of work? EVALUATION

19. Would you accept employment for less than six months? Yes ☒ No ☐ 20. Have you previously submitted an application for employment with U.N.? If so when? NO

21. Languages - List mother tongue first	Ability to read			Ability to write			Ability to speak		
	Very good	Good	Weak	Very good	Good	Weak	Very good	Good	Weak
FRENCH	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENGLISH	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
SPANISH	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PORTUGUESE	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ITALIAN	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
CHINESE	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

22. Clerical skills (for clerical employment only). List any office machines or equipment you can use below:

Indicate speed in words per minute	English	French	Spanish	Other languages
Typing				
Shorthand				

23. EDUCATION: Give full details - NB Please give exact titles of degrees in original language				
A. University or equivalent (most recent first) of the educational institutions you have attended and other specialized courses. Give the exact name of institution and title of degrees, diplomas, etc. (Please do not translate or equate to other degrees.)				
Name, place and country	Attended From/To		Certificates, diplomas or degrees and academic distinctions obtained	Main course of study
	Mo/Year	Mo. /Year		
IPDET TRAINING, Carleton University, Ottawa /Canada	July 2001	July 2001	Certificate of attendance	two-week evaluation seminar with selective workshops
DELNET, distance ILO programme, Turin/Italy	2000	20001	ILO Diploma	local development
Université Pierre Mendès France, Grenoble, France	1995	1996	Diplôme Supérieur de Recherches (DSR) Etudes Economiques	Political economics
Université Pierre Mendès France, Grenoble, France	1994	1995	Maîtrise de Sciences Economiques	Political Economics
B. Schools or other formal training or education from age 14 (e.g. high school, technical school or apprenticeship)				
Name, place and country	Type	Attended From/To		CERTIFICATES OR DIPLOMAS OBTAINED
		Mo/Year	Mo. /Year	
UCSD, San Diego	University	1979	1980	none, undergraduate biology major
Collège du Soir (Calvin), Geneva	College	1980	1984	Maturité type D (languages)
Hilltop High School, Chula Vista, CA	High School	1976	1979	High School Diploma
24. List membership of professional societies and activities in civic, public or international affairs				
Spanish Evaluation Society Board member during four years				
European Evaluation Society member				
ALNAP observer member				
25. List any significant publications you have written (do not attach them).				
from humanitarian aid to humanitarian politics, 1999				
26. EMPLOYMENT RECORD: Starting with your present post, list in reverse order every employment you have had. Use a separate block for each employment. Include also service in the armed forces and note any period during which you were not gainfully employed. If you need more space, attach additional pages of the same size. Give both gross and net salaries per annum for your last or present post.				
A. PRESENT POST (LAST POST, IF NOT PRESENTLY IN EMPLOYMENT)				
FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST: Company director
Month/Year	Month/Year	Starting (gross)	Final (gross)	
July/2002	current	€ 500 to 700/day		
NAME OF EMPLOYER: Subur Consulting S.L.			TYPE OF BUSINESS: Consultancy services	
ADDRESS OF EMPLOYER Calle Islas Baleares 20, 08870 Sitges, Barcelona Spain			NAME OF SUPERVISOR: None	
			NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: varies depending on assignment	REASON FOR LEAVING: on-going
DESCRIPTION OF YOUR DUTIES				
11.10 – 12.10 : Evaluator of the Reform of the Justice and Security Sector Joint Programme, Guinea Bissau, MDGF, New York				
Definitions/results: Formative mid-term evaluation of a US\$ 3.8 million joint programme of the UN system involving 4 agencies (UNDP, UNIFEM, UNFPA, UNODC) under the thematic window of crisis prevention and peacebuilding as part of the UNDP/Spain Millennium Development Goals Achievement Fund M&E plan.				

09.10 – 10.10 : Evaluator the Joint Culture and Development Programme, Mauritania, Millenium Development Goals Fund, NY

Definitions/results:

Formative mid-term evaluation of a US\$ 7.5 million joint programme of the UN system involving three agencies (UNESCO, UNDP, UNFPA) under the thematic window of culture and development in Mauritania as part of the UNDP/Spain Millennium Development Goals Achievement Fund M&E plan.

08.10 – 09.10 : UNDP support to the Mine Action programme in Guinea Bissau, UNDP country office

Definitions/results:

External evaluation of the support to the Mine Action programme from 2000 until 2010 and the support in the creation of a national capacity for de-mining with funding channelled through UNDP up to some usd. 6 million.

07.10 – 08.10 : ESCAP Disability Project evaluator(United Nations Social and Economic Commission for Asia and the Pacific), Statistics Division, Bangkok

Definitions/results:

Formative evaluation of six country regional project (Mongolia, Maldives, Kazakhstan, Cambodia, Philippines and Sri Lanka) aimed at improving disability statistics and knowledge. Funded under the Development Account for US\$ 682,000 over four years. Assist in a regional workshop in Bangkok, Identify lessons and provide recommendations.

06.10 07.10: Team Leader Outcome evaluation of UNDP's Indonesia CPR Unit

Definitions/results:

Formative mid-term evaluation of a US\$ 251 million intervention portfolio of the CPR unit over the 5 years of the UNDP CPAP from 2006 to 2010, with field work in Sulawesi and Aceh. Main areas of intervention DRR, conflict prevention and peace building, and recovery. Lead a team of three consultants.

05.10 - 06.10 : Evaluator of the Culture and Development Joint Programme on behalf of the MDGF-Secretariat in Senegal

Definitions/results:

Formative mid-term evaluation of a US\$ 6.5 million joint programme of the UN system involving five agencies (UNESCO, UNDP, UNFPA, ONUDI, WTO) under the thematic window of culture and development in Senegal as part of the UNDP/Spain Millennium Development Goals Achievement Fund M&E plan

03.10 – 04.10 : Team leader, UNDP Iraq, Evaluation of an IOM implemented project, Jordan and Iraq

Definitions/results:

Final evaluation of a capacity building project undertaken from 2005 to the end of 2007 regarding the return of experts to develop the human resource capacity within the Government of Iraq. Budget of over US\$ 3 million. Team of two, one national consultant undertaking interviews within Iraq.

11.09 – 12.09 : Evaluation Consultant, WIPO (World Intellectual Property Organisation), Geneva

Definition/results:

Team leader of two to design country and thematic evaluations through research and a wide consultative internal process for WIPO's newly established Evaluation Section. Determine the methodology for country and theme selection and prepare the relevant documents (TOR, evaluation budget, time-frame, etc.) and prepare an organisational diagnosis report to support the evaluation section decision making.

02.09 – 06.09 : Team Leader, UNDP ADR Evaluation, Uganda

Definition/results :

Team leader of four to assess overall development results of UNDP since 2001 to 2009 in Uganda across the range of areas of practice. Portfolio of interventions US\$ 92 million over the period.

Develop approach and methodology, direct team, undertake scoping mission, field work and preparation of the report as well as presentation to stakeholders.

02.09 – 04.09 : ILO sole evaluator of an HIV/AIDS programme in 3 countries

Definition/results :

Sole evaluator to assess the impact and results of the HIV/AIDS workplace education project in Bolivia, Senegal and Sierra Leone (value of some US\$ 1,5 million) and provide lessons learned and good practices, as well as targeted recommendations

04.08 – 12.08 : UNDP Evaluation Office New York, peer reviewer of four ADR (Assessment of Development Results) reports, (Congo, Benin, Guatemala, Argentina)

Definition/results:

· Provide written comments as a quality control mechanism on the ADR reports for each country, including a review of the methodology, approach, contents and recommendations.

11.08 – 12.08: IOM NATO Trust Fund Programme Evaluation, Serbia

Definition/results:

· Second external participatory evaluation of the IOM implemented Nato Trust Fund for assistance to discharged defence personnel within the scope of defence sector reform in Serbia, providing support to 3,100 redundant military personnel. Focus on performance, application of the first evaluation recommendations and positive changes in meeting the objectives. Budget : Euros 6 million over three years. Team leader of three.

9.08 – 10.08 : Chevron Energy For Learning (EFL) evaluation leader, USA (MS and LA)

Definition/results:

· External evaluation of an \$ 18 million recovery program financed by the energy company Chevron USA as a result of hurricanes Katrina and Rita in the education sector in Mississippi and Louisiana (23 districts and parishes). Formative and participatory qualitative evaluation primarily based on focus group discussions and individual interviews with all primary stakeholders. Team of 3 people.

06.08 – 07.08: ILO Forced Labour project evaluator, Niger

Definition/results:

· External evaluation of a Forced Labour project in Niger aiming to raise awareness on forced labour issues and enabling government to tackle the problem through the establishment of a national commission and a corresponding national plan.

06.08 – 06.08 : ACIL Quality Assurance Panel (QAP) support to the regional ARTIP project in Bangkok – Trip to Bangkok to provide QAP services one week

06.08 – 06.08 : DPKO (UN Department of Peace Keeping Operations) M&E training session for DDR Chiefs, Brindisi

Definition/results:

· Two day seminar on M&E of DDR programmes and applicability of M&E functions and systems to the DPKO contexts

04.08 – 06.08 : UN IAWG on DDR (Inter-Agency Working Group on DDR)

Definition/results:

· Design and undertake an assessment including e-mail survey and qualitative interviews of the Integrated Standards for Disarmament, Demobilisation and Reintegration (ISDDR) one year after its launch. Present results at a validation workshop and draft assessment report containing results.

12.07 – 01.08: IOM (Int. Organisation for Migration) Evaluator, Nato Trust Fund, Serbia

Definition/results:

· External mid-term evaluation of the IOM implemented Nato Trust Fund for assistance to discharged defence personnel within the scope of defence sector reform in Serbia, providing support to 1,850 redundant military personnel. Identify key issues and constraints, progress to date, lessons and good practices. Make recommendations regarding the possible continuation of the project, with a budget of € 5.9 million over two years.

11.07 – 12.08 : Project Advisor, M&E Project, Chevron Corporation, USA

Definition/results:

· Develop a systemic M&E process for all Business Units worldwide linked to the Corporate level in relation to the corporate social responsibility investments totalling over US\$ 100 million yearly. Provide regular and sustained input into the design of the process, development of a baseline, good practices and all the necessary M&E tools including management information system, indicators and benchmarking, training (2 days seminars) in M&E in Houston and Nigeria for programme staff.

10.07 – 11.07 : ILO Evaluator, Combating Forced Labour Project in Brazil

Definition/results:

· Joint final evaluation in order to determine results, impact, sustainability. Field work in Sao Paulo, Para State, Brasilia. US\$ 1.7 million project until December 2007. Team leader of two.

09.07 – 10.07: ILO Evaluator, Decent Work Project, Textile Sector, Morocco

Definitions/results:

· Final evaluation of a three year pilot project in the textile sector to apply Decent Work standards in order to increase competitiveness of the Moroccan Textile Industry.

05.07 – 05.07 : ACIL QAP support to regional ARTIP project in Bangkok – Trip to Bangkok to provide QAP services for ten days

04.07 – 08.07: Evaluation team member, IASC Cluster Working Group for Early Recovery, review viability and applicability of

LLER (Local Level Early Recovery) through documentary review and three country case studies.

Definitions/results:

· Prepare a conceptual and a programmatic framework for post-conflict and post-disaster situations for LLER based on extensive documentary review and three situations chosen for case studies in which the basic assumptions of the framework may be tested in Liberia, Colombia and Indonesia. Prepare separate reports and engage the Steering Committee of the CWGER in endorsing the approach, methodology and choice of countries selected for the case studies.

04.07 – 05.07 : Evaluator of a Care International Kosovo project on Promotion of Human Rights Education and Inter-ethnic Dialogue in Kosovo

Definitions/results :

· Final evaluation of a peace building project aiming at strengthening the reconciliation process in Kosovo through educational change in schools and community support. Impact evaluation regarding the outputs, outcomes and impact achieved by the project through case studies in four selected rural communities of Kosovo including a representation of the different ethnic groups (Albanians, Serbs, Turks, Ashkali). Budget Euros 1.5 million.

03.07 – 04.07: Lead senior researcher (team of two) for UNICEF ESARO review of the Horn of Africa response to the recurrent emergencies in 2006 in Kenya, Ethiopia, and Somalia

Definition/results:

· Documentary review and analysis of all relevant documentation plus e-mail survey and key informant phone interviews with UNICEF staff at each country office in order to analyse strengths and weaknesses and provide lessons learned on the response to the different emergencies (drought, floods, conflict) in the three HOA countries. Prepare time-lines and key milestones as well as results tables by country. No travel required.

02.07 – 03.07: Evaluator of a project aiming at social and economic reintegration of Children Associated with the Fighting Forces (CAFF) for the Belgian Red Cross in DRC

Definition/results:

· External and independent evaluation of a four year project started in 2003 in DRC with the aim of facilitating family reunification, social and economic reintegration of CAFF in Kinshasa and Equateur Sud provinces of DRC. Budget : US\$ 2.7 million approximately.

10.06 – 11.06 : Quality Assurance Panel (QAP) member for a regional project against trafficking in ASEAN countries (Lao, Thailand, Cambodia, Myanmar, Indonesia) over three years 2006 to 2008

Definition/results:

· Provide technical and strategic inputs and advice on the elaboration of the M&E plan of an AUD\$ 20 million over five years regional project funded by AusAID and implemented by Cardno Acil Pty. Act as quality assurance panel on the project progress and carry out regional assessment visits to certify the quality of progress made.

10.06 – 10.06 : Team leader of a final evaluation of the ILO HIV/AIDS project in Togo and Benin

Definition/results:

· Team leader of three to assess the impact and results of the HIV/AIDS workplace education project in Togo and Benin (value of under US\$ 1 million for both countries) and provide lessons learned and good practices, as well as targeted recommendations.

09.06 – 09.06 : Study on M&E practices amongst UNDP DDR managers, Geneva

Definition/results:

· Individual study on monitoring and evaluation practices amongst UNDP DDR managers during a seminar held in Geneva, to inform on the state of M&E practices and identify areas of support.

06.06 – 09.06 : Team Leader of the external mid-term evaluation of the DDR programme in Liberia, for UNDP – Liberia

Definition/results:

· External mid-term evaluation to review overall lessons learned, challenges and good practices in DDR (Disarmament, Demobilisation and Reintegration), review co-operation agreements between the different stakeholders, review the contribution made by the DDRRP to conflict mitigation and peace, provide recommendations for the longer term recovery programming. Programme of US\$ 71 million over 3 years. Team leader of 6 persons.

05.06 – 06.06 : ILO evaluator, mid-term external evaluation, Combating Forced Labour Project in Brazil

Definition/results:

· Joint mid-term evaluation in order to determine progress according to the objectives, impact, sustainability of impact and recommendations on how to improve project performance. Field work in Maranhao province (Imperatriz and Açailandia) and interview with six former forced labourers rescued. US\$ 1.7 million project until December 2007. Team leader of two.

01.06 – 03.06: ILO evaluator, mid-term external evaluation, Child Soldiers Programme in DRC, Congo Brazzaville, Rwanda and Burundi

Definition/results :

· Sole evaluator of the 4 African Great Lake countries of a 7 country inter-regional project targeting child soldiers. Project budget US\$ 7 million over 39 months. Synthesis report of all 7 countries.

11.05 – 12.05 : UNIAP (United Nations Inter-Agency Project on Human Trafficking in the Greater Mekong Sub-region) regional project evaluation in Thailand, Lao, Cambodia, Myanmar, Vietnam and China

Definition/results :

· Sole evaluator of a six country regional project to combat human trafficking. Project budget US\$ 2.5 million over three years. Multi-stakeholder analysis and questionnaire survey in all six countries visited in addition to 85 direct interviews with key informants.

10.05 – 12.05 : DARA international, Madrid, funding study regarding the Spanish NGOs response to the Tsunami in South East Asia in December 2004.

Definition/results :

· Study regarding the timeliness, volume and appropriateness of the funds collected and used in the Tsunami response by Spanish NGOs and three international NGO networks (MSF, ACF, Oxfam).

10.05 – 12.05 : Part of the TEC Thematic Funding Study, financed by DANIDA, on the Red Cross and Red Crescent Movement funding flows in response to the Tsunami in South East Asia in December 2004.

Definition/results :

· Study regarding the timeliness, volume and appropriateness of the funds collected and used in the Tsunami response by the IFRC, the ICRC and the Red Cross Movement, totalling over US\$ 2 billion.

07.05 - 10.05 : Team Leader, external evaluation, USAID Casamance Special Objective, Senegal

Definition/results :

· Impact evaluation of the USAID Special Objective for Casamance, which included multi-sectoral development support and direct conflict resolution activities, in view of contributing to conflict mitigation in Casamance and foster enabling conditions to the peace process. Team leader of four. US\$ 12.5 million programme from 1999 to 2005.

06.05 - 07.05 : External evaluation expert, CARE food security programme in Timor-Leste financed by ECHO

Definition/results :

· Impact evaluation of a food security project in three districts of East Timor, consisting of supplementary feeding assistance and health/nutrition education, as well as seed fairs and granaries. 130 key informants interviewed of which 28 individual household interviews, 5 focus groups and 10 village health committees. Project worth € 745,000 over one year.

04.05 – 12.05 : ILO evaluation team leader, Global multi-country Child Soldiers Programme, phases 1 and 2. Draft TOR, supervise and support three national evaluations in Sri Lanka, Philippines and Colombia. Programme worth US\$ 7 million over 39 months in seven countries.

01.05 – 02.05 Shadow assessor for the ALNAP meta-evaluation, London

Definitions/results :

· Shadow assessor for rating 30 evaluation reports against the ALNAP quality proforma in order to feed into the ALNAP meta-evaluation.

11.04 – 01.05 Team leader mid-term review of the CCG programme in Angola, SFCG

Definitions/results :

· Team leader of an external formative evaluation of CCG (Centre for Common Ground) programme in Angola focusing mainly on conflict resolution training and activities, on behalf of Search For Common Ground (SFCG). Lead a three-people team and prepare a report in both English and Portuguese language.

10.04 – 11.04 Ex Ante evaluation of the CIT (Toledo Int. Centre for Peace) in Madrid

Definitions/results :

- Management review and comparative analysis of similar centres in order to support the design of the CIT strategic plan.
- Client : DARA Foundation, Madrid.

05.04 – 07.04 : UNDP/WB external evaluation of the CAAC-CAVF process in East Timor

Definitions/results :

- Process and impact evaluation of the work of two Commissions set up by the President's Office regarding identification and registration of Former Falintil and Former Combatants in East Timor.

03.04 – 04.04 : OCHA Burundi Pilot Good Humanitarian Donorship baseline evaluation

Definitions/results :

- Team leader of an external baseline evaluation involving two people commissioned by DfID in Burundi on the GHD and its impact on the humanitarian situation.

11.03 – 12.03 : Evaluation team leader, WFP West Sahel Regional Operation (Senegal, Mali, Mauritania, Cabo Verde and Gambia)

Definitions/results:

- Lead a five people team in charge of evaluating WFP's regional EMOP in five countries in West Africa, with particular emphasis on targeting, strategy, implementation, results and M&E. Emergency operation worth over usd. 30 million in response to the drought situation in West Sahel.

05.03 – 06.03 : Sole evaluator of a regional project, IOM (international Organisation for Migration), Geneva

Definitions/results:

- External evaluation of a USD 2.5 million regional project involving five countries in the Mekong region (Thailand, Cambodia, Vietnam, Lao, Myanmar) for the return and reintegration of trafficked women and children in the aforementioned countries. Evaluate IOM's overall performance and achievements of project implementation and to assess IOM's strategy for delivering assistance in the field of counter-trafficking.

03.03 – 04.03: Evaluation team leader, WFP IDP operations, DRC

Definitions/results:

- Lead a three people team in charge of evaluating WFP's activities in DRC worth over US\$ 112 million, with particular emphasis on IDPS and nutritional centres. Impact and results oriented evaluation based on extensive stakeholder interviews (focus groups, structured, individual) to 714 people (both food aid beneficiaries and non-beneficiaries) and visits to 8 nutritional centres. Direct and supervise the field work, designing and using specific formats targeted for information collection and coding in line with the anticipated results/impacts in different regions (North Kivu – Goma/Beni areas, South Kivu - Bukavu, Lumbumbashi, Mbandaka, Kinshasa).
- Ensure a participatory and inclusive approach with the WFP country office by holding an initial evaluation workshop and transparent methodology throughout the evaluation process.

02.03 – 03.03: Evaluation expert, Final evaluation, UNDP, Congo Brazzaville

Definition/results:

- Evaluate the direct and indirect impacts, effectiveness, efficiency, coherence, the adequacy of the objectives and the strategies of a project aiming at "reintegration of ex-combatants and the collection and destruction of small arms and light weapons" implemented by IOM (International Organisation for Migration) under UNDP management in five provinces and the capital of Congo Brazzaville.
- Joint evaluation UNDP/EU/MDRP Secretariat leading to an overall joint report on DDR and the rapid release of additional funding for UNDP/IOM in disarmament and reintegration activities in the Republic of Congo, building on existing synergies and comparative advantages.

11.02 - 12.02: Team Leader, Mid-term Evaluation, Mercy Corps, Croatia

Definition/results :

- Direct, organise and undertake a formative mid-term evaluation of the Mercy Corps' ECRA (Economic and Community Revitalization Activity) programme, working through sixteen implementing partners, of which twelve local NGOs. Total funds over US\$ 20 million over a four year time-frame, under USAID funding. Evaluate both the programme's success to date and the value added of the ECRA structure in support of implementing partners. Objectives included assessment of job and income creation, enterprise growth, MFI credits and loans as well as community reintegration, social cohesion, legal assistance and cross border returns.

08.02 - 10.02: Evaluation Expert, ECHO, report on Quality Management Tools for the ECHO Partners Conference (14-15.10.02)

Definition/results :

· Prepare a draft questionnaire survey form for all partners under the Framework Partnership Agreement (217 registered international organisations) on quality management practices; research and disseminate the most widely used approaches and tools to quality management existing in the humanitarian aid world to date, including Codes and Governance, Management tools and Implementation tools.

Report presented for discussion at the Partners Conference in October 2002 including a glossary of terms used and a comprehensive framework of quality elements which might be used by ECHO for the next Framework Agreement.

B. PREVIOUS POSTS (IN REVERSE ORDER - I.E. MOST RECENT POSTS FIRST)				
FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
Month/Year	Month/Year	Starting (gross)	Final (gross)	
06/1995	07/2002	400 €/day	€ 400/day	independent consultant
NAME OF EMPLOYER various, see hereunder				TYPE OF BUSINESS: independent consultant, Evaluation services
ADDRESS OF EMPLOYER				NAME OF SUPERVISOR: None
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:
DESCRIPTION OF YOUR DUTIES				
<p>June 2002 Evaluation workshop facilitator, IRC (International Rescue Committee), Zagreb, Croatia</p> <p>Definition/results :</p> <ul style="list-style-type: none"> Conduct a three day workshop on M&E; present good practices in evaluation and evaluation tools and methods which could be applied to suit IRC project needs and discuss and recommend an M&E strategy. <p>April 2002 : Evaluation Team Leader for the IFRC Regional Golfo de Fonseca Project (Int. Federation of Red Cross & Red Crescent Societies) in El Salvador and Nicaragua</p> <p>Definition/results :</p> <ul style="list-style-type: none"> mid-term evaluation of an integrated community development project (health, D/P, micro-projects) and institutional development in two countries of the Golfo de Fonseca (El Salvador, departamento La Unión and Chinandega, Nicaragua). Assess the effectiveness, efficiency, coherence, relevance and sustainability of the project at all levels (local, national, regional). Identify achievements and lessons. Recommendations for the next phase of the project. Develop a specific methodology for multi-stakeholder analysis. Direct and lead a changing team of up to three expatriates (one IFRC Geneva expert and one British Red Cross staff member) and local staff. <p>02/02 - 03/02 : Evaluation Expert for WFP Regional Great Lakes PRRO (Uganda, Rwanda, Burundi, Tanzania)</p> <p>Definition/results :</p> <ul style="list-style-type: none"> Assess the relevance, appropriateness, timeliness, efficiency, effectiveness and connectedness of WFP regional PRRO in the four Great Lakes countries. Programme for US\$ 167 million over an 18 months time-frame for assistance to over 1 million beneficiaries in the four countries. Analysis of recovery and emergency activities in each of the four countries, with specific emphasis on resourcing, pipeline management, logistics management and donor perception. Strategic appraisal on the need and value-added for a regional programme and recommendations for the following phase taking into consideration needs and actual capacities. Member of a four expatriate team. <p>09/01 - 10/01: Evaluation Team Leader of WFP's Angola operations</p> <p>Definition/results :</p> <ul style="list-style-type: none"> Assess the relevance, appropriateness, timeliness, efficiency, effectiveness and connectedness of WFP assistance in Angola since 1999 to present (total value over US\$ 400 million). WFP operations currently consist of a PRRO for food aid worth US\$ 217 million for over one million beneficiaries over a 15 months time-frame; three SO (special operations) for air transport (passenger and cargo) and de-mining as well as one QAD for school feeding. Extensive use of RRA and PRA techniques with beneficiaries to obtain data triangulated with WFP implementing partners, WFP staff and documentary evidence. Manage and lead a team of five people (four external consultants and one WFP OEDE evaluation officer as team member). <p>01/01 - 02/01: Evaluation of a Franco-Rwandan integrated reintegration project in two prefectures of Rwanda on behalf of the French Cooperation, Kigali</p> <p>Definition/results :</p> <ul style="list-style-type: none"> Effectiveness and impact assessment (political, social and economic) of an integrated reintegration project (activities : housing construction, administrative support, infrastructure - health, water and sanitation and education - and gender based economic development - micro-credit and micro-finance) in five communes in Gikongoro and Kibungo implemented through five local NGOs. Member of a three-person team (two expatriates and one local consultant) on behalf of the Service d'Action Culturelle et de la Coopération of the French Embassy in Kigali through Channel Research Ltd <p>May 2000 : Team Leader for the external review of the Humanitarian Response in East Timor (September 1999 to May 2000) on behalf of UNTAET/HAER</p>				

Definition/results :

· Impact and effectiveness assessment and comprehensive overview of the humanitarian response to East Timor since September 1999 until May 2000. Review the use of the CAP (consolidated appeal process) as a document and as a process and its level of applicability as perceived by in-country stakeholders. Preparation of a report to be presented at the Lisbon donors' conference. Lead an eight-member evaluation team comprising three donor representatives (four people) as well as two East Timorese, in addition to external consultants.

11/99 –01/00: Team Leader for an external evaluation of the UNHCR Shelter programme (1994-1999) in Rwanda

Definition/results :

· Impact assessment of the UNHCR shelter program on the stability and sustainability of the post-conflict return and reintegration process in Rwanda, including the social and economic impacts of the shelter program. Analysis of linkages with other relevant sectors. Evaluate overall effectiveness, relevance and efficiency of the program. Draw lessons learned to contribute to best practice in emergency shelter and long-term shelter programs alike. Open, participatory and transparent methodology with a 4 member team (2 external consultants as core team, plus one local consultant from the Swiss Development Cooperation, and one Head of Division from the Ministry of Land, Resettlement and Environment, who both joined the mission in Rwanda.)

1/99 - 04/99 : Strategic Planning Mission for the IFRC (International Federation of Red Cross and Red Crescent Societies) in Mitch affected countries (Guatemala, El Salvador, Honduras and Nicaragua)

Definition/results :

· Preparation of a planning methodology for the National Society of each of the affected countries considering not only punctual emergency relief activities but also rehabilitation and development projects and programmes over the next five years. Integration of national programmes (pre-Mitch) with needs arising in the Mitch aftermath on the basis of vulnerability assessments (targeting the most vulnerable). Participatory and bottom-up approach based on existing resources and capacities of each National Society. Seeking the coherence in the actions of and synergy amongst Red Cross Movement Members and ensuring co-ordination leadership of the IFRC in the region. Preparation of a specific reporting format facilitating the elaboration of a Country Plan by each National Society.

7/98 - 10/98 : ECHO study on economic rationalisation of humanitarian aid

Definition/results :

· Develop a model based on cost and effectiveness information in order to evaluate humanitarian emergencies. Identify adequate cost and effectiveness indicators and methods of economic analysis in humanitarian emergencies. Develop standard reporting forms and a methodological guide for use of the model and forms. Shared for discussion with the following implementing partners in Geneva : MSF, UNOCHA, UNHCR, IFRC, ICRC.

05/98 - 06/98 : ECHO consultant in Ecuador and Peru

Definition/results :

· Evaluation of a disaster preparedness project (SUMA) in South America implemented by PAHO (Pan American Health Organisation)

04/97 . 05/97 : ECHO (European Community Humanitarian Office) consultant in Bosnia, part of a three-member team

Definition/results :

· Elaborate a two-year strategic plan for ECHO in Bosnia and Herzegovina (1997-1998) in humanitarian assistance, particularly in Rehabilitation and Local Capacity Building. Development of a model to be used in transition phases (post-emergency) focusing on links between emergency and development in the rehabilitation and capacity building sectors, built into an overall integrated programme. The plan is based on ECHO legal basis (document 1257/96 of 20 June 1996) and a European Commission Communication (Linking Relief, Rehabilitation and Development, COM(96) 153 of 30.04.96).

09/96 - 10/96 : Technical advisor to CRED (Centre for Research and Epidemiology of Disasters, part of Université Catholique de Louvain, Brussels) part of a three-member team in an exploratory mission aimed at defining the framework and procedures for implementation of the DIPECHO (D/P of the European Commission Humanitarian Office - ECHO)

Definition/results :

· Draft a comprehensive report on the D/P situation in the Caribbean and Central America regions defining the conceptual framework for DIPECHO implementation. Identification of key organisations to be used as focal points for DIPECHO in each region. Field trips to Barbados, Jamaica, Costa Rica. Make appropriate technical recommendations. Identify uncovered needs, establish priorities and actions to be undertaken.

09/95 - 12/95 : ECHO evaluation consultant

Definition/results :

· As humanitarian assistance expert, carry out several evaluations of ECHO financed projects on site (reducing vulnerability of schools' infrastructure and early warning flood prevention in Central America, LA RED network in Central America and peace

education in Burundi). · Four projects evaluated in El Salvador, Nicaragua, Honduras, Costa Rica and Burundi. · ECHO-financed project implementing partners : OAS (2x), UNICEF, ITDG.			
09/94 - 03/95 : UNDHA consultant (United Nations Department of Humanitarian Affairs) in Rwanda and Burundi Several assignments :			
02/95 - 03/95 : Member of a DHA evaluation team requested by USG P. Hansen to assess the situation in Burundi			
Definition/results : · Drafting of a comprehensive paper on the nature and status of the prevailing complex crisis situation in Burundi. · Identification/analysis of problems, trends and recommendations for measures to be applied, especially humanitarian aid priorities.			
FROM	TO	SALARIES PER ANNUM	
Month/Year	Month/Year	Starting (gross)	Final (gross)
09/1994	03/1995	\$ 6000/month	same
NAME OF EMPLOYER UN DHA		EXACT TITLE OF YOUR POST: Head of Burundi Liaison office, DHA	
ADDRESS OF EMPLOYER NYK - USA		NAME OF SUPERVISOR: Charles Petrie	
		NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: 2 expats	REASON FOR LEAVING: end of mission
DESCRIPTION OF YOUR DUTIES			
10/94 - 02/95 : UNREO Head of Liaison Office, Bujumbura/Burundi Definition : Field assessments in Rwandese refugees camps along the three borders (Zaire, Burundi, Tanzania); Threat indicator monitoring at regional level; Information to HCR and implementing partners (NGOS) about the situation in Rwanda; Collection of information from same sources as well as from interviews with refugees about the situation and trends in Rwandese refugee camps; Results : Writing comprehensive reports on the regional situation, analysing problems and trends, and drafting contingency plans.			
09/94 - 10/94 : Field Co-ordinator in Cyangugu Prefecture, Rwanda, for UNREO (United Nations Rwanda Emergency Office) Definition : Coordination of all Humanitarian Assistance components in the Prefecture and liaison with implementing partners (HCR, UNAMIR, NGOs, etc.); Convening and chairing coordination meetings with UN agencies, NGOs, local authorities.			
FROM	TO	SALARIES PER ANNUM	
Month/Year	Month/Year	Starting (gross)	Final (gross)
05/1992	10/1992	Sfrs 72,000	same
NAME OF EMPLOYER		EXACT TITLE OF YOUR POST: Field Delegate and Head of Mission	
ADDRESS OF EMPLOYER IFRC Chemin des Crêts - 1208 Grand Saconnex		NAME OF SUPERVISOR: Alistair Haenle, head of Regional Delegation	
		NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: 1 expat, 30 ZRC	REASON FOR LEAVING: project suspension
DESCRIPTION OF YOUR DUTIES			
Definition : Technical assistance project through Zambia Red Cross Society (ZRCS) with the aim of designing, planning and implementing a drought relief operation for 350,000 affected beneficiaries in Southern Province. Project components included, inter alia : * Assistance to ZRCS in the establishment and implementation of systems for food distribution, transport and storage; * Design, plan and implement general and supplementary food distributions with follow-up and continuous evaluation; * Prepare and conduct logistics training seminars for ZRCS volunteers; * Build up ZRCS capacity both at national and field levels; * Coordination with Government, Minister of Health, UN Agencies and NGOs at national and district level. As no IFRC			

Delegation existed in Zambia, Delegate acted as IFRC Representative.

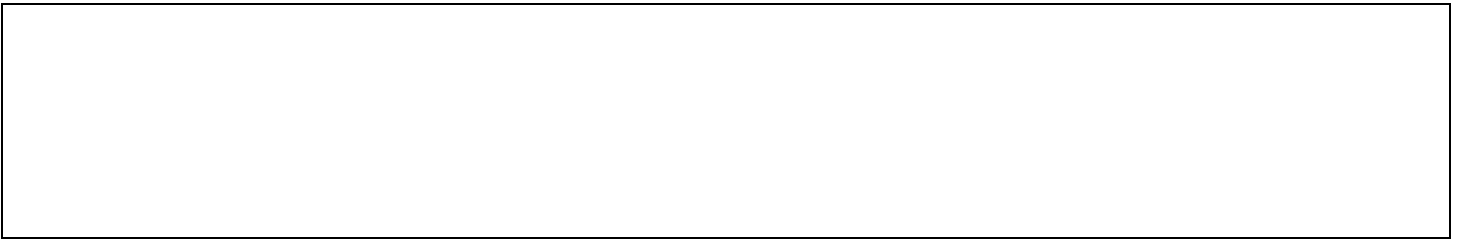
Results :

- Design a logistics training manual for drought relief operations;
- Conduction of two training seminars for 60 ZRCS volunteers;
- Design, test and use a community assessment form to target drought relief beneficiaries;
- Design and test monthly drought monitoring system and all logistic forms to be used in the relief operation;
- Identification of storage, transportation means and distribution points;

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
Month/Year 10/1990	Month/Year 07/1991	Starting (gross) \$ 48,000	Final (gross) same	CENE/UNSCERO Representative and WFP Food Aid Monitor (double mandate Government and United Nations: Representative of the Comissao Executiva Nacional de Emergença at province level on behalf of the Vice-Minister of Co-operation, equally CENE Co-ordinator, and Rep. of the UN Special Coord. for Emergency Relief Operations UNSCERO-) in Quelimane, Zambezia Province, Mozambique
NAME OF EMPLOYER UNDP/WFP				TYPE OF BUSINESS: UN agency
ADDRESS OF EMPLOYER NY/ROME				NAME OF SUPERVISOR: Mark Latham - Peter Simkin RR
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: none
				REASON FOR LEAVING: quit the UN
DESCRIPTION OF YOUR DUTIES				
<p>Definition :</p> <p>Technical assistance project through Government structures aiming at :</p> <ul style="list-style-type: none"> * Improving management of the Emergency Programme covering 857,000 EP beneficiaries * Identifying and linking priority relief and development projects through supervisory site visits to all districts and contacts with local government, NGOs and church groups; * Facilitating inter-sectorial co-ordination at provincial and district levels between government sectors, donor community, NGOs, etc. <p>Results :</p> <ul style="list-style-type: none"> · Redefinition of management methods and means required for the Emergency Programme; · Restructuring of the CPE (Govt. Provincial Emergency Commission) equivalent to CENE at provincial level; · Provide timely and precise information to the International Community at national level on the prevailing Emergency situation. 				
FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
Month/Year 11/1987	Month/Year 02/1990	Starting (gross) Sfrs 52,000	Final (gross) same	Delegate
NAME OF EMPLOYER Int. Committee of the Red Cross - ICRC				TYPE OF BUSINESS: humanitarian
ADDRESS OF EMPLOYER Geneva - Switzerland				NAME OF SUPERVISOR: see duties
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: see duties
				REASON FOR LEAVING: joining the UN
DESCRIPTION OF YOUR DUTIES				
<p>12/88 - 02/90 : Head of ICRC sub-delegation (Int. Committee of the Red Cross) Quelimane, Zambezia Province, Mozambique.</p> <p>Definition :</p> <p>Management and supervision of a team consisting of 4 to 9 expatriates and 60 locally recruited staff; Logistics management of all means available (three planes, one boat, trucks and two warehouses); Socio-economic surveys in war stricken rural areas; Identifying uncovered needs and defining the plan of action of the ICRC.</p> <p>Results :</p> <p>Food and non-food assistance to 40,000 people affected by the war situation in remote rural areas; Establishing an intensive feeding centre in Ile; Negotiations with provincial authorities, Governor, military; Contacts with the donor community for fund raising purposes; Substantial increase of activity and staff; visit to detainees (first access to Quelimane's prison); develop activities in non-governmental areas within the province.</p> <p>11/87 - 11/88 : Field Delegate for ICRC, Puerto Cabezas, Nicaragua.</p> <p>Definition :</p> <p>Assessment of food and non-food needs of civilian population in both government and non-government areas; Organise and implement relief activities in conflict areas; Tracing of missing civilians;</p>				

Assist in dissemination sessions to local authorities.			
Results : Independent office opened in La Rosita; Food and non-food assistance by boat and road to 20,000 Miskito Indians returnees along the Rio Coco River; Negotiations with local government, military (Honduras and Nicaragua) and opposition (Contra, Yatama) leaders; Tracing and dissemination activities.			
FROM	TO	SALARIES PER ANNUM	
Month/Year	Month/Year	Starting (gross)	Final (gross)
07/1985	08/1987	Sfrs 60,000	Sfrs 72,000
NAME OF EMPLOYER		EXACT TITLE OF YOUR POST:	
		Manager Coffee and Cocoa department	
ADDRESS OF EMPLOYER		TYPE OF BUSINESS:	
PANRICE 40 rue du Rhône 1204 Geneva		Commodities trading	
		NAME OF SUPERVISOR:	
		Gillian Albert	
		NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:	REASON FOR LEAVING:
		2 secretaries	joining ICRC
DESCRIPTION OF YOUR DUTIES			
Definition : All operations regarding coffee and cocoa trading, both in the commercial and financial sectors (hedging, forwarding, speculation, negotiations with banks, analysis of accounts, P&L, stocks, income sheet)			
Results : Diversifying origins and suppliers (Zaire and Benin); Increased business volume and profits; Reduction of financial costs (negotiations with banks on L/Cs and guarantees);			

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST: L/C department Specialist
Month/Year 03/1980	Month/Year 07/1985	Starting (gross) Sfrs 32,500	Final (gross) 48,000	
NAME OF EMPLOYER CREDIT SUISSE BANK				TYPE OF BUSINESS: BANKING
ADDRESS OF EMPLOYER Place Bel air 1211 Geneva 11				NAME OF SUPERVISOR: LAURENT MARENDAZ
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: NONE
DESCRIPTION OF YOUR DUTIES				
<p>04/85 - 07/85 : Swiss Credit Bank Trainee, Geneva, FOREX Dept</p> <p>Definition :</p> <p>Learning rules of arbitration, currency and metal trading as well as rules of inter-banking, fiduciary and cash deposits.</p> <p>11/84 - 03/85 : Same, Credits Department</p> <p>Definition :</p> <p>Learning about the various financing systems, more specifically about commercial, private, and real-estate loans; as well as rules, regulations and rates applied to the various kinds of credits</p> <p>Analysis and appraisal of companies' income statements, collateral and guarantees</p> <p>03/80 - 11/84 : Swiss Credit Bank L/C Specialist, Geneva, Doccredit Department.</p> <p>Definition :</p> <p>Complete and independent handling of all operations regarding documentary credits;</p> <p>Establishing and negotiating all types of L/Cs (stand-by, red clause, revolving, transferable, back to back, etc.) for all kind of goods, particularly commodities.</p> <p>Results :</p> <p>Knowledge of international trading;</p> <p>Specialist in complex back to back L/C design and negotiation in commodities barter operations.</p>				
FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
Month/Year	Month/Year	Starting (gross)	Final (gross)	
NAME OF EMPLOYER				TYPE OF BUSINESS:
ADDRESS OF EMPLOYER				NAME OF SUPERVISOR:
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:
DESCRIPTION OF YOUR DUTIES				
FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
Month/Year	Month/Year	Starting (gross)	Final (gross)	
NAME OF EMPLOYER				TYPE OF BUSINESS:
ADDRESS OF EMPLOYER				NAME OF SUPERVISOR:
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:
DESCRIPTION OF YOUR DUTIES				



27. Have you any objections to our making inquiries of: (a) your present employer? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> ; (b) previous employers? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>		
28. ARE YOU NOW, OR HAVE YOU EVER BEEN, A PERMANENT CIVIL SERVANT IN YOUR GOVERNMENT'S EMPLOY? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If answer is "yes", WHEN?		
29. References: list three persons not related to you who are familiar with your character and qualifications and who may be contacted for a reference DO NOT REPEAT NAMES OF SUPERVISORS LISTED UNDER ITEM 26.		
FULL NAME	FULL ADDRESS	BUSINESS OR OCCUPATION
Any of the 22 clients which filled the customer satisfaction on our website www.suburconsulting.org Christophe Franzetti or Gianluca Rocco	cfranzetti@iom.int or grocco@iom.int	IOM evaluation Officer and NTF project manager
Omar Awabdeh	omar.awabdeh@undp.org	UNDP Iraq/Jordan evaluation associate
Sara Ferrer Olivella	sara.ferrer.olivella@undp.org	MDG Achievement Fund programme advisor
30. STATE ANY OTHER RELEVANT FACTS IN SUPPORT OF YOUR APPLICATION. INCLUDE INFORMATION REGARDING ANY RESIDENCE OUTSIDE THE COUNTRY OF YOUR NATIONALITY Lived 5 years in USA, 3 years in Mozambique, 1 year in Nicaragua, and have dual Spanish and Swiss nationality.		
31. HAVE YOU EVER BEEN ARRESTED, INDICTED, OR SUMMONED INTO COURT AS A DEFENDANT IN A CRIMINAL PROCEEDING, OR CONVICTED, FINED, OR IMPRISONED FOR THE VIOLATION OF ANY LAW (EXCLUDING MINOR TRAFFIC VIOLATIONS)? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If "Yes" give full particulars of each case in an attached statement		
32. I certify that the statements made by me in answer to the foregoing questions are true, complete and correct to the best of my knowledge and belief. I understand that any misrepresentation or material omission made on a UNDP Personal History form or other document requested by the Organization renders a staff member of the United Nations Development Programme liable to termination or dismissal.		
DATE: _____ SIGNATURE: _____		
Note: You may be requested to provide documentary evidence of the statements you have made above. Do not, however, send any documentary evidence until you have been asked to do so and, in any event, do not submit the originals of any references, testimonials or certificates of academic achievement unless they have been obtained for the sole use of UNDP.		

National Consultant's CV



Personal History Form

INSTRUCTIONS: Please answer each question clearly and completely. Type or print in ink. Read carefully and follow all directions. If you need more space, attach additional pages of the same size.

1. Family name (surname) Partskhaladze **2. First names** Nino **3. Maiden name, if applicable**

4. Date of Birth day month year
26 03 1971 **5. Place of birth** Tbilisi, Georgia **6. Nationality at birth** Georgian **7. List all your current nationality(ies)** Georgian **8. Gender** Female ☐

9. Marital status Married

10. Entry into United Nations service might require assignment and travel to any area of the world in which the United Nations might have responsibilities. Have you any disabilities which might limit your prospective field of work or your ability to engage in air travel?

No ☐

11. Permanent address Shavgulidze Str. 7a, Apt. 26, Tbilisi 0183, Georgia
Telephone No. 328210 **12. Present address** if different from that indicated in box 11. Armen Tigranian St. 31, Yerevan, Armenia
Telephone No. +37455823330 **13. Office Telephone number** Home/Mobile; +37455823330 Work;
14. Personal and/or professional e-mail address: ninopar@hotmail.com

15. Have you any dependents? No ☐ if the answer is "Yes", give the following information:

Name	Date of birth	Relationship	Name	Date of birth	Relationship
Aiden John Hanlon	21/01/2010	Son			

16. Have you taken up legal permanent residence status in any country other than that of your nationality?
No

17. Have you taken any steps towards changing your present nationality?
No

18. Are any of your family members (spouse/partner, father,/mother, brother/sister, son/daughter) employed in the UN common system, including UN Women? No

Name	Relationship	Name of Organization
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19. Do you have any other (extended) family members in UN Women? No		
Name	Relationship	
20. Would you accept employment for less than six months? Yes	21. Have you been interviewed for any UN Women positions in the last 12 months? If so, for which post(s)?	
22. Languages - mother tongue 1st	Ability to operate in the listed language(s) in a work environment	
	Read	Write
English	proficient	proficient
Russian	proficient	proficient
Georgian	proficient	proficient
	Speak	Understand
English	proficient	proficient
Russian	proficient	proficient
Georgian	proficient	proficient
23. For support General Service level posts only, indicate if you passed the following tests:		
ASAT – Administrative Support Assessment Test (formerly known as clerical test): No <input type="checkbox"/> Yes <input type="checkbox"/> if “Yes”, date taken		
UN Accounting Assistant Exam : No <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Yes <input type="checkbox"/> if “Yes”, date taken		
24. EDUCATION: Give full details - NB Please give exact titles of degrees in original language		
A. List all institutions of learning attended since age 14 and diplomas/degrees or equivalent qualifications obtained (highest education first). Give the exact name of institution and title of degrees, diplomas, etc. (Please do not translate or equate to other degrees.)		
Name, place and country	Attended From/To Mo./Year	Certificates, diplomas or degrees and academic distinctions obtained
Duke University, North Carolina, USA	08/2001 05/2003	MA
The University of Manchester, CEU Budapest, Hungary	09/1995 09/1996	MSc
Tbilisi State University, Tbilisi, Georgia	09/1989 05/1994	MSc
B. Post-qualification training courses / learning activities		
Name, place and country	Type	Attended From/To Mo./Year
Gender, Economic Development and Poverty Reduction, World Bank Institute	E-Course	06/2008 07/2008
Monitoring and Evaluation, Kazakhstan	Training	09/1999 09/1999
Survey Research	Training	10/1998 10/1998
C. UN Language Proficiency Exams (if any)		

D. UN Certification Programmes (if any)				
25. List membership of professional societies and activities in civic, public or international affairs				
26. List any significant publications you have written (do not attach them) or any special recognition				
<p>27. EMPLOYMENT RECORD: Starting with your present post, list in reverse order every employment you have had. Use a separate block for each employment. Include also service in the armed forces and note any period during which you were not gainfully employed. If you need more space, attach additional pages of the same size. Provide gross and indicate denomination salary per annum for your last or present post.</p> <p>Have you already been issued a UN Index Number? No <input type="checkbox"/> Yes <input type="checkbox"/> If yes, please indicate this number: Are you a current or former UNV? Yes <input type="checkbox"/> No <input type="checkbox"/> If yes, please indicate roster number:</p>				
A. PRESENT POST (LAST POST, IF NOT PRESENTLY IN EMPLOYMENT)				
FROM	TO	SALARIES PER ANNUM		FUNCTIONAL TITLE: As specified in your Letter of Appointment/Contract: Freelance Consultant
Month/Year 01/2001	Month/Year Present	Starting (gross) Various rates	Final (gross) Various rates	UN Grade of your post (if applicable): Last UN step in your post (if applicable): No-B
NAME OF EMPLOYER: Various employers				TYPE OF BUSINESS: Freelancing
				EMPLOYMENT TYPE: Full time: <input type="checkbox"/> Part Time: <input type="checkbox"/> (%)
				Type of contract: <div style="display: flex; justify-content: space-between;"> <div> <input type="checkbox"/> 100 Series <input type="checkbox"/> Permanent <input type="checkbox"/> FTA <input type="checkbox"/> SC </div> <div> <input type="checkbox"/> 200 series <input type="checkbox"/> Indefinite <input type="checkbox"/> TA <input type="checkbox"/> UNV </div> <div> <input type="checkbox"/> ALD/300 series <input type="checkbox"/> Continuing <input type="checkbox"/> SSA <input type="checkbox"/> Other </div> </div>
ADDRESS OF EMPLOYER				NAME OF SUPERVISOR: Email Add. and/or Telephone No. Of Supervisor:
				Number of Professional Staff Supervised: Number of Support Staff Supervised:
DESCRIPTION OF YOUR DUTIES AND RELATED ACCOMPLISHMENTS				
<ul style="list-style-type: none"> • UNDP – National expert for the evaluation of UNDP Georgia country programs 2000-2008 • UNDP/GEF – Consultant for “National Capacity Self-Assessment for Global Environmental Management” Project • UNDP/Sida/GEF projects – Team leader for the development of action plans for three Caucasus countries for “Reducing Trans-boundary Degradation of the Kura-Aras River Basin Project” • UNDP/BTC Azerbaijan – Consultant for the development of project proposals 				

- **UNICEF**-Geneva office – National expert for the study of adolescent and youth perspectives on education quality
- **NRC** – National expert for the study of IDP children in education in Georgia
- **Ministry of Education and Science of Georgia** – Consultant for the evaluation of ECD teaching programs
- **World Vision** – Consultant for Mid-Term Evaluation of Learners for Life Project
- **World Vision** – Consultant for Final Evaluation of Learners for Life Project
- **SOS-Kinderdorf** – Consultant for the Situation Analysis of Children aging out of Care in Georgia
- **SOS-Kinderdorf** – Consultant for four Feasibility Studies for child centered programs in different regions of Georgia
- **Open Society Georgia Foundation (OSGF)** – Consultant for Foster Care Research
- **International Institute for Education Policy Planning and Management (EPPM)** – data analyst for the survey on private tutoring
- **EPPM/Open Society Institute (OSI)** – Consultant for the Case Study on National Education Testing Center
- **CARE**-International in Caucasus – Consultant for Ex-ante Evaluation of COMBI project, baseline survey
- **OECD project** – National expert for the development of the portfolio of programmes, feasibility studies for DFES
- **Voice of America** – evaluation of their radio programs

B. PREVIOUS POSTS (IN REVERSE ORDER - I.E. MOST RECENT POSTS FIRST)

FROM	TO	SALARIES PER ANNUM		FUNCTIONAL TITLE: As specified in your Letter of Appointment/Contract: Program Development and Evaluation Director
Month/Year 02/2004	Month/Year 07/2008		Final (gross) Do not remember	UN Grade of your post (if applicable): Last UN step in your post (if applicable):
NAME OF EMPLOYER Rostropovich Vishnevskaya Foundation				TYPE OF BUSINESS: Foundation
				EMPLOYMENT TYPE: Full time: <input type="checkbox"/> Part Time: X (80%)
				Type of contract: <input type="checkbox"/> 100 Series <input type="checkbox"/> 200 series <input type="checkbox"/> ALD/300 series <input type="checkbox"/> Permanent <input type="checkbox"/> Indefinite <input type="checkbox"/> Continuing <input type="checkbox"/> FTA <input type="checkbox"/> TA <input type="checkbox"/> SSA <input type="checkbox"/> SC <input type="checkbox"/> UNV <input type="checkbox"/> Other
ADDRESS OF EMPLOYER Kazbegi St 23, Tbilisi, Georgia				NAME OF SUPERVISOR: Giorgi Gvinepadze Email Add. and/or Telephone No. of Supervisor: +99599119933
				Number of Professional Staff Supervised: 10 Number of Support Staff Supervised:
DESCRIPTION OF YOUR DUTIES AND RELATED ACCOMPLISHMENTS				
<ul style="list-style-type: none"> • Developed project proposals • Collected information and analyzed data • Conducted project evaluations 				
FROM	TO	SALARIES PER ANNUM		FUNCTIONAL TITLE: As specified in your Letter of Appointment/Contract: Planning, Monitoring and Evaluation Officer
Month/Year 08/1998	Month/Year 01/2001		Final (gross) Do not remember	UN Grade of your post (if applicable): No-B Last UN step in your post (if applicable):
NAME OF EMPLOYER				TYPE OF BUSINESS: Un
				EMPLOYMENT TYPE: Full time: X Part Time: <input type="checkbox"/> (%)

		Type of contract: Fixed term <input type="checkbox"/> 100 Series <input type="checkbox"/> Permanent <input checked="" type="checkbox"/> FTA <input type="checkbox"/> SC		<input type="checkbox"/> 200 series <input type="checkbox"/> Indefinite <input type="checkbox"/> TA <input type="checkbox"/> UNV	<input type="checkbox"/> ALD/300 series <input type="checkbox"/> Continuing <input type="checkbox"/> SSA <input type="checkbox"/> Other
ADDRESS OF EMPLOYER Eristavi St. 9, Tbilisi, Georgia		NAME OF SUPERVISOR: Boris Tolstopiatov Email Add. and/or Telephone No. of Supervisor: N/A			
		Number of Professional Staff Supervised: 0 Number of Support Staff Supervised: 0		Reason for leaving: Post Abolished	
DESCRIPTION OF YOUR DUTIES AND RELATED ACCOMPLISHMENTS					
<ul style="list-style-type: none"> Analyzed social, political and economic trends; analyzed survey data using SPSS and EPI-Info software Planned, Coordinated and Implemented over 20 reviews, assessments, surveys and evaluations for UNICEF and inter-agency projects; Trained field-staff for various surveys and assessments; disseminated study results Developed projects (including project logframes) and plans of actions, as well as integrated M&E plans 					
FROM	TO	SALARIES PER ANNUM		FUNCTIONAL TITLE: As specified in your Letter of Appointment/Contract: Agriculture and Natural Resources Programme Officer	
Month/Year 01/1997	Month/Year 08/1998		Final (gross) Do not remember	UN Grade of your post (if applicable): Last UN step in your post (if applicable):	
				Number of Professional Staff Supervised: 0 Number of Support Staff Supervised: 0	
				Reason for leaving: career advancement	
DESCRIPTION OF YOUR DUTIES AND RELATED ACCOMPLISHMENTS					
<ul style="list-style-type: none"> Executed surveys for agricultural and water resource management projects Coordinated the development of training materials for farmers 					
28. Have you any objections to our making inquiries of: (a) your present employer? No <input checked="" type="checkbox"/> Yes <input type="checkbox"/> ; (b) previous employers? No <input checked="" type="checkbox"/> Yes <input type="checkbox"/>					
29. Are you now, or have you ever been, a permanent civil servant employee in your government? No <input checked="" type="checkbox"/> Yes <input type="checkbox"/> If answer is "yes", WHEN?					
30. References: list three persons not related to you who are familiar with your character and qualifications and who may be contacted for a reference					
FULL NAME		FULL ADDRESS, including E-MAIL ADDRESS and TELEPHONE NUMBER		BUSINESS OR OCCUPATION	
Masahiro Igarashi		1 UN Plaza, DC1-402, NY 10017 USA, masahiro.igarashi@undp.org +1212 9065793		Evaluation Advisor	
Giorgi Gvinepadze		VRF-Georgia, Kazbegi Ave 12, Tbilisi 0179, Georgia Phone: +99599119933 E-mail: ggvinepadze@vrf.ge		Executive Director	
Mariam Jashi		Project Officer - HIV/AIDS Partnerships Health Section Programme Division, UNICEF, 3 UN Plaza, New York, NY 10017 Phone +1 212 326 7284 Fax +1 212 824 6460/6464		UNICEF Health Officer	

31. State any other relevant facts in support of your application. Include information regarding any residence outside the country of your nationality

32. Have you ever been convicted, fined, or imprisoned for the violation of any law (excluding minor traffic violations)?

33. Have you ever been imposed disciplinary measures, including dismissal or separation from service, on the grounds of misconduct?

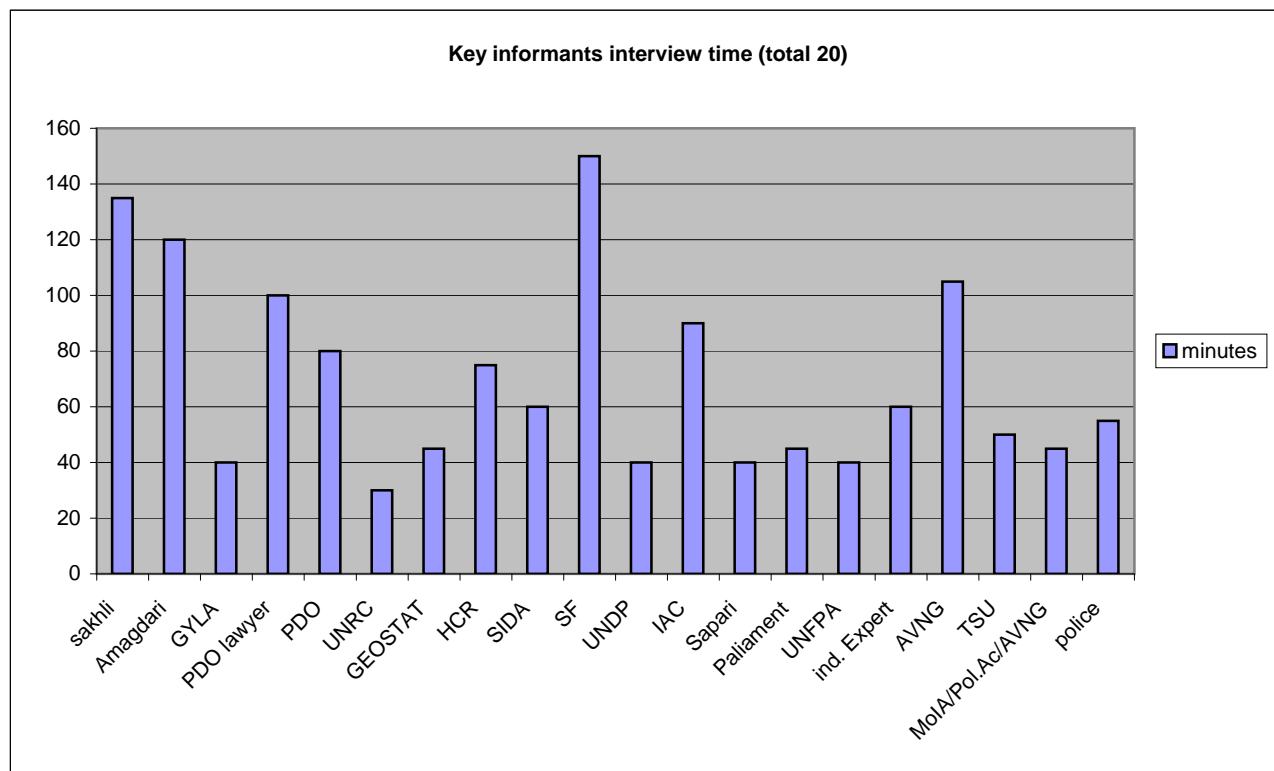
34. Have you ever been separated from service on the ground of unsatisfactory performance?

35. I certify that the statements made by me in answer to the foregoing questions are true, complete and correct to the best of my knowledge and belief. I understand that any misrepresentation or material omission made on the UN Women Personal History Form may lead to the termination of the appointment or to dismissal. I understand this also applies to any other information or document requested by the Organization for the purpose of my recruitment to and employment with UN Women.

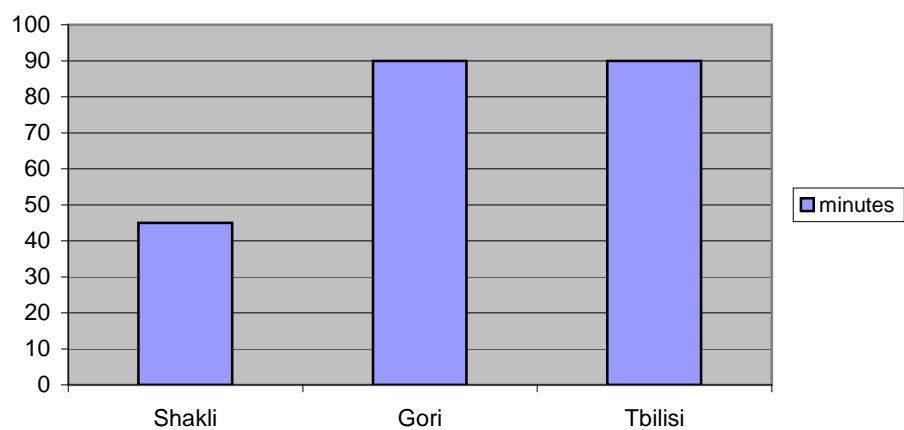
Note: You may be requested to provide documentary evidence of the statements you have made above. Do not, however, send any documentary evidence until you have been asked to do so and, in any event, do not submit the originals of any references, testimonials or certificates of academic achievement unless they have been obtained for the sole use of UN Women.

Annex 11: Statistical information regarding interviews

date	int. N°	individual	time (min.)	N° M	N° F	Int. N°	Focus Group	time (min)	date	N° F	N° M
9-10.05.11	1	sakhli	135			2	DV Victims				
9.05.11	3	Amagdari	120			1 FG	shakli shelter	90	10.05.11	4	
10.05.11	5	GYLA	40			1 FG	amagdari	50	9.05.11	5	
9.05.11	4	PDO lawyer	100			1 FG	Gori Shelter	60	12.05.11	3	
11.05.11	8	PDO	80			1 FG	Tbilisi shelter	45	13.05.11	3	
12.05.11	12	UNRC	30	1							
13.05.11	16	GEOSTAT	45	1	1		sub-total	245		15 average	61,25
11.05.11	7	HCR	75		1						
12.05.11	14	SIDA	60	1			Shelter staff				
12-14.05.11	13	SF	150	1	1 FG		Shakli	45	10.05.11	4	
9.05.11	2	UNDP	40		1 FG		Gori	90	12.05.11	5	
10.05.11	6a	IAC	90		2 FG		Tbilisi	90	13.05.11	5	
10.05.11	6b	Sapari	40		1						
11.05.11	9	Paliament	45		1		sub-total	225		14 average	75
12.05.11	15	UNFPA	40		2						
14.05.11	18	ind. Expert	60		1		Hotline staff	45	13.05.11	1	1
14.05.11	19	AVNG	105		3						
13.05.11	17	TSU	50	2	3						
11.05.11	10	MolA/Pol.Ac/f	45	2	1						
11.05.11	11	police	55	2							
		sub-total	1405	10	24			1920			
		20 average	70,3								



Shelter staff interview time



Shelter Victims and NGO beneficiaries interview time

