

TERMS OF REFERENCE (TOR)

For the Final Evaluation of the UN Women Project

**Strengthening Implementation of the Women, Peace and Security Agenda in Nepal
(SIWPSAN) supported by Government of Finland**

July 2012 – Dec 2016

1. Background

Grounded in the vision of equality enshrined in the Charter of the United Nations, UN Women works for the elimination of discrimination against women and girls; the empowerment of women; and the achievement of equality between women and men as partners and beneficiaries of development, human rights, humanitarian action and peace and security. Placing women's rights at the centre of all its efforts, UN Women will lead and coordinate United Nations System efforts to ensure that commitments on gender equality and gender mainstreaming translate into action throughout the world. It will provide strong and coherent leadership in support of national priorities and efforts, building effective partnerships with government, civil society and other relevant actors.

In Nepal, UN Women's programmes are guided by Nepal's stated priorities, including those from the Approach Paper to the Three-Year Plan 2013-2016, and its commitments to relevant normative frameworks¹, the country's UNDAF 2013-2017, the CEDAW Concluding Observations (2011) and UN Women's Corporate Strategic Plan 2014-2017. The programmes promote national ownership, capacity development and institutionalization, inclusiveness, coordination and partnerships, and knowledge generation and management, and seek to prioritize engagement with and support to key duty bearers who are responsible for advancing women's human rights and with rights holders so they can exercise voice and agency.

¹ The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Beijing Platform for Action (BPfA), the MDGs, UN Security Council Resolutions 1325 and 1820.

2. Description of the Project

UN Women Nepal continues its work to strengthen women’s leadership and participation in the peace and security agenda by supporting the implementation of national commitments, specifically the implementation and monitoring of the National Action Plan (NAP) on UN Security Council Resolutions (UNSCRs) 1325 and 1820 at the national and local levels, and by addressing the rights and agency of conflict-affected women so they can influence local decision-making processes to demand accountability and contribute to a sustainable peace. In order to reinforce the ongoing efforts, especially with respect to the implementation of the NAP on UNSCRs 1325 and 1820, UN Women Nepal is implementing a project entitled “Strengthening Implementation of the Women, Peace and Security Agenda in Nepal (SIWPSAN): Towards Implementation of National Action Plan on UNSCRs 1325 and 1820” funded by the Government of Finland. The duration of the project is 54 months, (12 months of inception phase from June 2012 - May 2013; and 43 months of implementation phase from June 2013-December 2016). The project’s total budget is €1.5 million. The project covers three districts (Bajhang, Doti and Kailali) of Far Western region of Nepal and five Village Development Committees (VDCs) in each district.

The overall goal of the SIWPSAN project is ‘Women lead and participate in peace, security and governance processes at the local level in the Far West Region.’

The SWIPSAN project is designed to achieve three expected outcomes with the specific outputs stated as below;

Project Outcome 1: Ministry of Women, Children and Social Welfare (MoWCSW), and District Coordination Committees (DCCs) have enhanced collective capability² at both the national and local levels to implement and monitor the National Action Plan (NAP) on UNSCRs 1325 and 1820.

Output 1.1: The MoWCSW gender unit staff has increased capacity to implement and monitor NAP

²Formulate adequate programmes to promote women’s leadership and participation in peace and governance processes (including identification and removal of discriminatory provisions in existing programmes); Advocate for the inclusion of gender equality and NAP commitments in national and local foundational planning documents; effectively advocate for, and demand accountability of, institutions to develop and implement commitments to women’s leadership and participation outlined in the NAP; Share information derived from the monitoring of implementation of NAP with relevant individual or groups.

Output 1.2: Effective coordination and monitoring mechanism between MoPR and MoWCSW for NAP on UNSCRs 1325 and 1820 in place at the local level in select districts

Output 1.3: DCC members have increased capacity³ to implement and monitor NAP at the district level.

Output 1.4: Effective coordination and monitoring mechanism for NAP implementation at the district level in place.

Output 1.5: Increased collaboration between DCCs and civil society groups to implement the NAP commitments in the select district

Output 1.6: Knowledge products featuring success stories of conflict victims/survivors and former women combatants produced by UN Women

Project Outcome 2: Conflict affected women and former women combatants in the three project districts are economically and socially empowered.

Output 2.1: Increased understanding of the situation of conflict-affected women and former women combatants in the three project districts

Output 2.2: Increased public awareness on NAP and women's participation in peace, security and governance processes in select project districts

Output 2.3: Conflict affected women's groups and networks in selected VDC of the project districts have increased knowledge and understanding on NAP action points and its practical use in their lives.

Output 2.4: Conflict affected women and former women combatants have enhanced entrepreneurial capacity to pursue improved and sustainable livelihoods in the select VDCs

Output 2.5: Improved relationship between conflict affected women, former women combatants and communities in project districts

Output 2.6: Accessible, prompt and quality services available to the victims/survivors of SGBV in select districts

Outcome 3: Enhanced leadership and participation of women in key decision-making structures in the three project districts

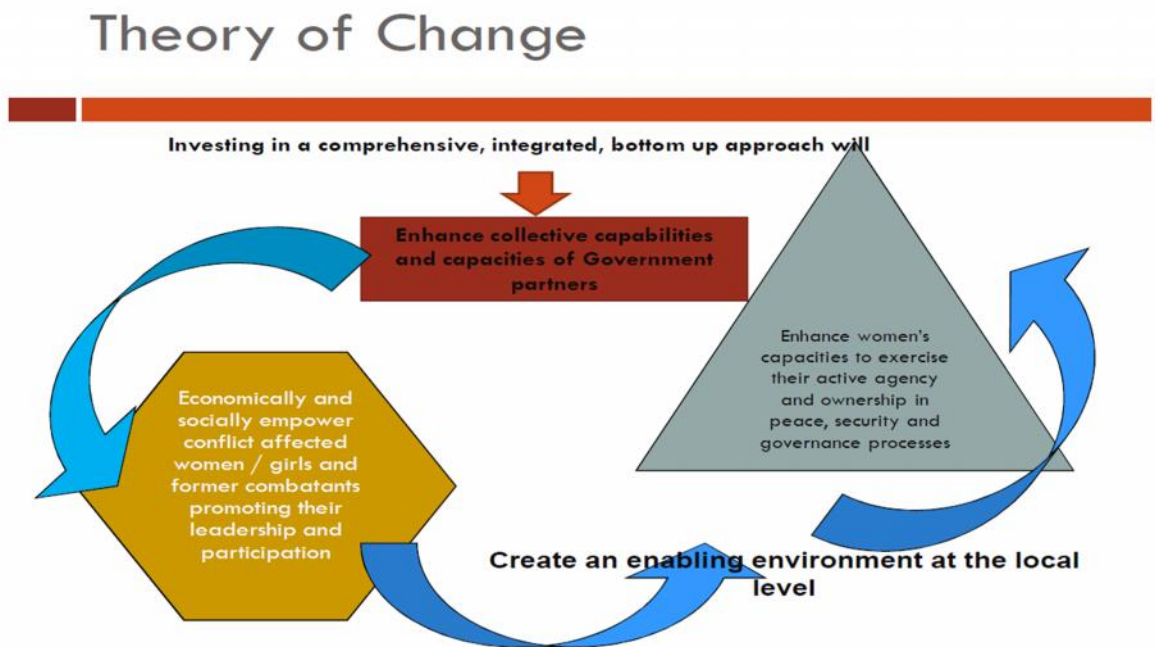
Output 3.1: VDC level inter-party women networks established and functioning effectively

³ provide quality services required; effectively advocate for, and demand accountability of, institutions to develop and implement commitments to women's leadership and participation outlined in the NAP; Share information derived from monitoring implementation of NAP with relevant individuals or groups

Output 3.2: District level and VDC level women leaders have increased knowledge and understanding of UNSCRs 1325 and 1820 to advocate the agenda of women, peace and security issues of the district

Output 3.3: Women leaders in the districts take on leadership roles to promote peace and development

Theory of Change:



Source: Project Document, UN WOMEN

The project is built on an understanding that investing in a comprehensive, integrated approach with a participatory bottom-up focus that develops not only the collective capabilities and capacities of the MoWCSW and DCCs at the national and local levels to implement and monitor the NAP on UNSCRs 1325 and 1820, but also economically and socially empowers conflict affected women and girls and former combatants, and promotes their leadership and participation in key decision-making structures; such approach will contribute to creating an enabling environment for women’s participation in peacebuilding and to addressing their protection, prevention, relief and recovery rights and needs; it will enhance women’s capacities to exercise their active agency and ownership in peace, security and governance processes at the local level in the Far West Region.

The project is designed to support national priorities and commitments in relation to gender equality and women’s empowerment. The project is specifically designed to assist the Government of Nepal (GoN) in its efforts to implement to NAP on UNSCRs 1325 and 1820 at the national and local level, adopted by the GoN in February 2011, by enhancing capacity of national and local level government, strengthening capacity of conflict affected women and strengthening voice of women leaders at the local level. The project is in line with the NAP’s five pillars (participation, protection and prevention, promotion, relief and recovery, and resource management, monitoring and evaluation) , supporting specific global indicators: 19, 20, 25 and 26 of UNSCR 1325. In line with NAP priority expectations, the project gives priority “to programmes that provide necessary support to conflict-affected women and girls, former combatants and victims/survivors of violence against women.”

The key performance outcome indicators of the project include the following:

- 1.1 Number of guidelines prepared by MoWCSW and DCCs that incorporate NAP on UNSCRs 1325 and 1820 action points and respond to CEDAW concluding observations on women in conflict
- 1.2 Number of joint decisions taken forward by MoWCSW, Department of Women and Children (DWC) and Women and Children Offices (WCOs) to implement NAP actions points in districts;
- 1.3 Quality of reporting and response by MoWCSW on concluding observations (Universal Periodic Review components) on women/girls affected by conflict, violence against women, women’s participation in political and public life;
- 2.1 Percentage of conflict affected and former women combatants who report that their economic and social conditions have improved as a result of the project; and
- 3.1 Percentage of women included in key decision-making structures (networks, forest user groups, school management committee, cooperatives, officers position in government offices, management board in civil society organization, political party, Local Peace Committees etc.).

The Results and Resources Framework (RRF) and Project Monitoring Framework (PMF) of the project are included in annex 1 and 2 respectively.

Project Management

UN Women has established a Project Management Team for project coordination, reporting and monitoring. The Senior Management Team of UN Women provides guidance and support for smooth implementation of the project, integration with

different thematic areas, resource mobilization, expansion and integration of this approach to other programmes. UN Women project staff based in the Country Office and Field Project Officers based in project districts are responsible to provide technical support and guidance and to facilitate and monitor the quality of the work of responsible partners.

Key Implementing partners

The project is being implemented by MoWCSW, three local level NGOs namely Dalit Help Society (DHS) for Bajhang, Creative Development Society (CDS) Nepal for Doti and Backward Society Education (BASE) for Kailali, a technical institution (Training Centre Nepal), an autonomous government training institute namely Local Development Training Academy (LDTA), other national level partner agencies (Saathi and Search for Common Ground (SfCG)), and a consultancy firm (Krishna Consultancy Pvt., Ltd). The project has a Steering Committee chaired by the Ministry of Peace and Reconstruction (MoPR). UN Women has been providing financial support for the project activities and technical expertise to the partners of this project. At the national level, UN Women is working closely with MoPR, MoWCSW and the DWC to facilitate and monitor implementation of the project activities. At the local level, the project is working with WCOs and local NGOs to implement the district and VDC level activities. LDTA, an autonomous government training institution is supporting the localization of Gender Responsive Budgeting (GRB) at local level. SfCG is engaged for developing ranges of knowledge products and Krishna Consultancy for developing video documentary for the project. Saathi is providing comprehensive skills based trainings. Similarly, the partners are also coordinating with the Inter-Party Women's Alliance, women's organizations, conflict victims' groups and networks, civil society and private sectors to implement the project at the local level.

Project Steering Committee⁴ is established to oversee the implementation of the project, to provide strategic guidance, policy support, programme direction and to ensure the inter-ministerial coordination and cooperation to achieve the desired results of the project. MoPR chairs the steering committee at the national level. The DCCs in

⁴ The Project Steering Committee is chaired by the Joint Secretary of the Ministry of Peace and Reconstruction. UN Women Representative acts as the co-chair, and representatives from relevant line Ministries such as Ministry of Women, Children and Social Welfare (MoWCSW), Ministry of Foreign Affairs (MoFA), Ministry of Home Affairs (MoHA), Ministry of Labor and Employment (MoLE), Ministry of Federal Affairs and Local Development (MoFALD), Ministry of Agricultural Development (MoAD), DWC and UN Agencies, such as FAO and ILO, are members of the PSC.

three project districts works as the District Level Project Steering Committee (DPSC), for smooth implementation of the agreed project activities.

Project Monitoring and Evaluation

The project conducted a baseline survey in the three project districts during the inception phase in February 2013. It has developed a result based performance monitoring framework to monitor project implementation.

In line with the project document (ProDoc) of SIWPSAN (2013) two types of evaluation are planned: Mid-Term Evaluation and Final Evaluation. The Mid-Term Evaluation (MTE) was conducted in 2015 by independent external evaluators. The MTE report can be accessed from the Global Accountability and Tracking of Evaluation Use- GATE system <http://gate.unwomen.org/Evaluation/Details?EvaluationId=5022>. The MTE primarily recommended to strengthening coordination among project partners, Women and Children Offices (Kailali, Doti and Bajhang) and other actors for localization of the NAP on UNSCR 1325 and 1820; also to address the collective ownership of the government official, strengthening local networks, capacity development of social mobilizers.

The detailed management response has been developed and is followed up in quarterly basis. The recommendations of the MTE are;

1. SIWPSAN as a pilot initiative that adopted a comprehensive bottom-up -approach worked with multiple partners as multiple levels, the project should identify area of strategic focus (e.g.: capacity building of the key stakeholders, NAP localization at different levels etc.) for future programming.
2. Formulate exit strategy including more sustained engagement of its partners in post-project scenario.
3. Equip Social Mobilizers of the local partners with adequate knowledge.
4. Strengthen coordination, communication between local partners.
5. Revisit ambitious indicators in the RRF (2.2, 2.4, 2.5, 2.6 and 3.3).
6. Document lesson learnt and best practice to improve learning process and inform future project design and benefit the wider audience.
7. Discuss UN WOMEN's learning of NAP localization through SIWPSAN at policy level and advocate for scale-up.

UN Women Nepal is seeking the services of highly qualified, competent and prospective independent, external team/organisation to carry out the final evaluation of the project as envisaged in the ProDoc.

4 Purpose and Objective of the Evaluation

The final project evaluation will be conducted by an independent, external team/organization. It is mandatory undertaken as agreed with the Government of Finland in the ProDoc, 2012. As a summative evaluation, the purpose of the evaluation is to examine programmatic progress the results and achievements, also it will analyze how and to what extend these have affected outcome level progress. The evaluation will contribute to generating substantial evidence on results achieved, challenges to progress which will support in providing policy related feedback to demonstrating best practices on implementation of NAP on UNSCR 1325 and 1820 in Nepal.

The specific objectives of this evaluation are to assess:

- **Relevance:** Extent to which the expected results of the project address the rights and needs of targeted beneficiaries, reduce inequalities and are consistent to ensure substantive equality to achieve national priorities and partners' and donors' policies and plan;
- **Effectiveness:** Extent to which the project Outcome were achieved;
- **Efficiency:** measure of how economically resources/inputs (funds, expertise, time, etc.) are converted to results;
- **Sustainability:** The probability of continued long-term benefits from the project; the resilience to risk of the net benefit flows over time; and
- **Impact:** Observable changes of target groups and gender equality as a result of the project
- **Gender Equality and Human Rights:** Analyses how human rights approach and gender equality principle as are integrated in the implementation

The evaluation findings and recommendations will be used by the government particularly the Ministry of Peace and Reconstruction (MoPR), Ministry of Federal Affairs and Local Development (MoFALD), Ministry of Women, Children and Social Welfare (MoWCSW) and other line ministries, who are responsible for implementing the UNSCR 1325 and 1820 and the civil society organizations and stakeholders including UN Women to;

- Building the evidence based on effective strategies to:

- Enhance the collective capability⁵ of MoPR, MoFALD, MoWCSW and District Coordination Committees (DCCs) at both the national and local levels to implement and monitor the NAP on UNSCRs 1325 and 1820
- Economically and Socially empower conflict affected women and former women combatants
- Enhance leadership and participation of women in key decision making structures.

Document the lessons learnt and good practices of the project and replicate in the future projects of the similar types.

5 Scope of Evaluation

Timeframe: The evaluation will cover the project period from June 2012 till December 2016 including project's inception phase (June 2012-May 2013) and the implementation till date (June 2013-December 2016). The evaluation will be commissioned from 1 August 2016 to 10 November 2016.

Geographical coverage: The evaluation will focus on the three project districts: Kailali, Doti and Bajhang including 15 VDCs⁶ (5 VDCs in each district) at local level and Kathmandu at the national level. All three districts will be covered and the VDC (at least 2 out of 5 project VDCs per district) will be selected based on the random sampling methodology. The inception report of the evaluation will detail the appropriate sampling methodology.

Stakeholder coverage: The evaluation will reach out as many stakeholders as possible from the targeted project beneficiaries including conflict affected women, ex-combatants women, women survivors gender based violence, MoWCSW and DWC, implementing partner agencies at the district and central level, DCC members, other relevant government agencies and local bodies, I/NGOs, CSOs, political parties and their

⁵ Formulate adequate programmes to promote women's leadership and participation in peace and governance processes (including identification and removal of discriminatory provisions in existing programmes); Advocate for the inclusion of gender equality and NAP commitments in national and local foundational planning documents; effectively advocate for, and demand accountability of, institutions to develop and implement commitments to women's leadership and participation outlined in the NAP; Share information derived from the monitoring of implementation of NAP with relevant individuals or groups

⁶ The 15 project VDCs are: Kailali District- Thapapur, Balia, Masuriya, Narayanpur and Bauniya, Bajhang District- Bajha, Rayal, Subeda, Majhigaun and Ritthapata and Doti District- Sanagaun, Kadamandu, Laxminagar, Barchhain and Ghanga

sister-wings, Inter-Party Women Alliances, relevant UN agencies and other appropriate stakeholders.

Substantive scope: The evaluation will analyze the achieved results and progress, gaps and challenges with regards to the progress made towards achievement of 15 outputs and three outcomes of the project as mentioned in the Results and Resource Framework (RRF). It will further scrutinize the changes on life of target groups and gender equality as a result of project, ownership of stakeholders, and likelihood of sustainability of the actions. Additionally, the evaluation will identify the positive and negative changes produced directly or indirectly by the project on the opportunities of different groups of women, and on the socioeconomic conditions of their localities, if any.

Existing Information Sources : Existing information sources of SIWPSAN project include: final project document of SIWPSAN, the annual reports submitted to Government of Finland by UN Women (2012, 2013, 2014 and 2015; Inception Phase Report, May 2013; and annual report, 2014), Baseline survey (situation analysis) report-2013, Calls/Requests for Proposals (for selection of project partners –programming and procurement), Terms of Reference (ToRs) of project partners, project staff members and consultants, Note to file documents for the selection of the proposals, mission and monitoring reports submitted to UN Women by project staff, quarterly progress reports (narrative and financial) submitted to UN Women by the partners (MoWCSW, three NGOs, LDТА, SfCG, Saathi and Training Centre Nepal), mid-term evaluation report.

Evaluation Questions

The Evaluation will be based on the standard OECD DAC evaluation criteria and UNEG HR/GE guidance (<http://www.uneval.org/papersandpubs/documentdetail>). The evaluation should be guided but not limited to the scope of the evaluation questions listed below. The agency should raise and address any other relevant issues that may emerge during the evaluation.

The evaluation questions and their rationale will be refined by the evaluation team in consultation with UN Women. The proposed initial key questions to be answered by the evaluation are presented below in Table 1.

Table 1: Evaluation Questions

<p>Relevance:</p>	<ul style="list-style-type: none"> • To what extent is the SIWPSAN aligned with the relevant normative frameworks for gender equality and women’s empowerment? • What is UN Women’s comparative advantage in this area of work compared with other UN entities and key partners? • To what extent has the UN Women country office correctly analyzed and interpreted the on-going need of the women’s leadership and participation in peace, security and governance process at the local and country level. • What is the extent to which SIWPSAN is in line with the mandate and priorities of Government of Nepal? • Has an appropriate basis for selecting VDCs within the district, been determined? • To what extend the recommendations made by MTE in are adopted and implemented? • To what extent has gender and human rights considerations been integrated into the programme design and implementation? • To what extend has the project considered multiple exclusions while selecting beneficiaries? • Do interventions target the underlying cause of gender equality.
<p>Effectiveness:</p>	<ul style="list-style-type: none"> • To what extend were the expected outcomes achieved on time and how did UN Women contribute towards these? • What influence have contextual factors (political, social, economic and other) had on the effectiveness of the project, were they taken in to account in the design and implementation phase? • What unexpected results (positive and negative) have been achieved? • To what extend have the SIWPSAN ensured participation of women specially from the targeted group; conflict affected women, ex-combatants, local government authorities in the

	<p>entire program design and implementation? What has been UN Women’s contribution to the process of achievement of outcomes? What has been the progress in non-intervention VDCs to implement and monitor NAP localization on UNSCRs 1325 and 1820?</p> <ul style="list-style-type: none"> • What are the main enabling and hindering factors to achieving planned outcomes? • What lessons can be drawn from the goal, implementation and achievement of SIWPSAN that could have value addition in future program of UN Women? • To what extent have the monitoring mechanisms been improved, post MTE to measure progress towards results? • To what extent the Women, Peace and Security agendas are incorporated into District Development Plans?
Efficiency	<ul style="list-style-type: none"> • To what extent does the management structure of SIWPSAN support (or hindered) efficiency of program implementation? • Have resources (financial, human, technical support, etc.) been allocated strategically to achieve the project outcomes? • Is the relationship between input of resources and results achieved appropriate and justifiable? What is the cost-benefit ratio? • Are project resources managed in a transparent and accountable manner (at all levels) which promotes equitable and sustainable development?
Sustainability	<ul style="list-style-type: none"> • To what extent has UN Women been able to support its partners and beneficiaries in developing capacities and establishing mechanism to ensure ownership and the durability of effect? • To what extent have the relevant Line Ministries including district line agencies integrated the implementation of UNSCR’s 1325 and 1820 in the national and local level plans and programmes? Has there been any budget allocation for this? • Are national partners committed to the continuation of the project/ replicate the approach to other districts after funding ends? • To what extent have relevant target beneficiaries actively

	<p>involved in decision making concerning project orientation and implementation?</p> <ul style="list-style-type: none"> • Will the SIWPSAN pilot project be more widely replicated or adapted? Is it likely to scale-up? • To what extent have Conflict Affected Women Groups and Inter Party Women Networks have been internalized by local bodies (VDCs, municipalities and DDCs)?
Impact	<ul style="list-style-type: none"> • What evidence exists that SIWPSAN contributes to improving women’s leadership and participation in peace, security and governance process at the local level in the Far West Region. • What has been the impact of SIWPSAN on strengthening government institution’s capacity to implement and monitor the NAP in UNSCRs 1325 and 1820.

The evaluation is expected to take a gender-responsive approach. Gender-responsive evaluations use a systematic approach to examining factors related to gender that assesses and promotes gender equality issues and provides an analysis of the structures of political and social control that create gender equality.

6 Evaluation Methods and Process

The evaluation will be gender responsive theory based summative evaluation and will carry out following steps:

- **Desk review of relevant documents and inception meeting of evaluation team with UN Women and Reference Group:** The desk review will be done prior other data collection such as field visit, focus group discussion or individual interviews. Preliminary discussion with the project staff from UN Women will also take place during this desk review/ inception phase. This will determine the methods and develop a feasible work plan. The work plan should describe in detail how the evaluation will be carried out, suggest further clarification on the applied methodology, roles and responsibilities of the participants, specify field visits, and outline the timeframe of each activity.
- **Preparation of inception report:** As a logical result of the completion of the desk review it is expected that the evaluation Team will submit an inception report. It should meet the quality standards on inception report developed by UN Women Independent Evaluation Office. Refer Annex 1 for the outline of inception report.

Specifically, Inception report should:

- i) specify the approach to address the purposes and objectives of the evaluation and the evaluation questions-including an evaluation matrix with key evaluation criteria, questions, indicators, and sources of information);
- ii) Determine the instruments and methods to gather relevant information and data; groups, surveys, site visits, etc.)
- iii) Include the review of a wide range of information sources (e.g. documents, filed information, institutional information systems, financial records, and a variety of key informants-UN Women programme and operation staff partners, government officials, DCC members, civil society groups, conflict affected groups, and beneficiaries;
- iv) Determine the approaches and evaluation methods for the analysis and interpretation of data;
- v) Develop a work plan- indicating timeline for conducting activities and required resources. The evaluation criteria and questions also should be framed by integrating Human Rights and Gender Equality in evaluation, as guided by UNEG guidance (http://www.uneval.org/papersandpubs/documentdetail.jsp?doc_id=1401).

- **Data collection:** The suggested methods for the data collection include sample survey, analysis of stakeholders, various sources of information, including in-depth desk review and documentation analysis, review of progress reports, project updates, situation analysis report, baseline data, performance monitoring framework, contractual agreements and ToRs of partners etc. relating to the project; in-depth interviews and focus group discussions with the concerned stakeholders at the national and local levels; meetings with the project partners; field visits to project sites; and other means to allow cross-validation of data. Based on consultations with UN Women, the evaluation team will visit selected project sites to validate the findings of the desk review and documentation analysis, and identify best practices and lessons learned. When the evaluation completed the data collection, they are expected to provide preliminary findings to UN Women Evaluation Management Group (EMG). The evaluation team will also hold separate meetings with and interview project partners, government agencies, NGOs, civil society organizations, political parties, UN agencies and relevant development partners. The team will need to share preliminary findings with UN Women after data collection.

- **Data analysis and draft report writing:** clarify data analysis methods and summarize them in the report. The report should follow the UNEG report guidance and meet the quality standards set out by UNEG and UN Women Independent Evaluation Office (IEO). The number of pages should not exceed more than 50 pages including Annex.

- **Report validation workshop:** Draft report shall be presented in a stakeholder workshop to be convened at regional level (Far Western region) and national level. UN Women will provide support to the evaluation team to make sure wide ranging stakeholders, including partners and beneficiaries attend the meeting. The evaluation

team will submit several key products namely; progress report of the field work to UN Women and Key Stakeholders, Power Point presentation and an outline on preliminary findings, lesson learned, and recommendations, draft full report highlighting key evaluation findings and conclusions, lesson learned and recommendation.

- **Final evaluation report:** The evaluation team will finalize the evaluation report by incorporating the comments from UN Women and the relevant stakeholders at various stages and levels.

The final evaluation report shall include the following chapters: Executive Summary (max 5 pages), Introduction, finding, conclusions and lesson learned, and recommendations, annexes (including interview list, data collection instruments, key documents consulted, ToR etc.)

- **Dissemination of report:** UN Women will prepare a dissemination strategy and disseminate the report among the project partners and stakeholders at national and local level by sharing the published report. Additionally, UN Women will organize workshops among the key stakeholders at regional (Far Western region) and national level to share the findings of the evaluation. The evaluation team will attend the workshops and give presentation on the findings and recommendations.
- **UN Women management response plan:** within 6 weeks of the report completion, UN Women will draft a management response. UN Women and project partners will utilize the evaluation findings and recommendations, through management response, for corrective action and the planning ahead for the rest of the period of project implementation. The recommendations will be of paramount importance for all project stakeholders and will guide to design and implement subsequent phases of the project. The timeframe for the above steps is suggested in Table-2 below:

Table 2: Evaluation Time Frame						
Activity	Product	# of days	2016			
			Aug	Sep	Oct	Nov
Preparation & Initial Desk Review						
Inception meeting with UN Women	Inception report	1				
Initial desk review of relevant documents by evaluation team		6				
Draft an inception report		3				
Receive comments from UN Women and Reference Group (5 days)						
Finalize the inception report by incorporating the comments of UN Women, including data collection instruments		3				
Data Collection and Analysis						
Conduct field trips to collect data according to the evaluation framework in the inception report		15				
Data classification, systematization, and analysis		4				
Sharing of preliminary findings with UN Women		1				
Finalize evaluation report and Dissemination of Evaluation Results						
Preparation of first draft report	First Draft report	6				
UN Women comments on the report (5 days)						
The evaluation team revise the draft by incorporating the comments and prepare the second draft report	Second Draft report	4				
The evaluation team conducts a report validation workshop with the stakeholders at regional and national level	Validation Workshop and PPT presentation	3				
Incorporate comments and feedback from the report validation meeting and revise the report	Final draft report	4				
Submission of final draft report to UN Women and Reference Group and receive comments. (5 days)						
Revise the report incorporating comments from RG and submit final report to UN Women (include the financial report)	Final Report	4				
Disseminate the final report according to dissemination strategy	PPT presentation	2				
Total		56				

7 Stakeholder Participation

Involving stakeholders directly affected by an intervention (be they the implementers or intended beneficiaries) in the design, planning and implementation of its evaluation is a fundamental principle of any process sensitive to HR & GE issues⁷.

The evaluators are expected to detail how the process will ensure participation of stakeholders at all stages, with a particular emphasis on rights holders and their representatives in the inception report:

1. Design (inception workshop);
2. Consultation of stakeholders;
3. Stakeholders as data collectors;
4. Interpretation;
5. Reporting and use.

The evaluation team is expected to develop detailed stakeholder map.

8 Expected Outcomes/Deliverables

- **Deliverable 1: An inception report by 15 August 2016.**
The inception report will include evaluation methodology, detailed work plan, data collection instruments (including questionnaire for the interviews), roles and responsibilities of the team members and plans for field visits.
- **Deliverable 2: 1st and 2nd draft evaluation report by 28 September 2016**
The evaluation agency should cover all the required sections and contents in the first draft and share it to the management group for their inputs. Once the inputs from management group are incorporated in the first draft, the agency will share the second draft to the concerned experts/stakeholders. The second draft report will be presented in the validation workshop after incorporating the inputs received from relevant experts/stakeholders.

Power point presentation of the evaluation report: The evaluation agency will organize an evaluation report validation workshop after submitting the second draft report to the MOF and UN Women. The evaluation report will be finalized incorporating the inputs from validation workshop. Once the evaluation report (final) is submitted to MOF and UN Women, a dissemination workshop will be organized by the evaluation agency in

⁷ Integrating Human Rights and Gender Equality in Evaluation --Towards UNEG Guidance, UNEG/G(2011)2 Guidance

consultation with MOF and UN Women. In the dissemination workshop the evaluation team will present the key findings and recommendation of the evaluation. In addition the recommendations and experiences of the participants will also be documented in a separate module of the main report.

- **Deliverable 3: Validation Workshop and Final Evaluation Report by 10 November 2016**

The evaluation agency should incorporate all recommendations and submit

- Two validation workshops (regional and national)
- Final evaluation report,
- Power point presentation of the evaluation
- A ten-page summary report (*e-copy and 100 copies printed*) in Nepali and English language.

The evaluation report should contain at least the following sections

- *Executive Summary*
- *Background and context of the evaluation*
- *Programme description*
- *Evaluation purpose,*
- *Evaluation approach and methodology*
- *Findings – from various data sources including desk reviews, case studies, interviews, surveys, consultations etc.*
- *Explanations of findings and interpretations*
- *Conclusions and lessons learnt*
- *Case studies*
- *Recommendations*
- *Annexes (relevant documents)*

9 Project Location:

Kathmandu, Doti, Bajhang and Kailali Districts

10 Time Frame:

The time frame for the assignment will be three months 1 Aug 2016 to 10 November 2016. The final summary report, including the financial report will have to be submitted 7 November 2016.

11 Evaluation team composition, skills and experiences

A team of external evaluators (organization/ team of experts) will undertake the evaluation, with advance knowledge and experience in evaluation, especially related to gender equality, women, peace and security.

The core evaluation team must consist of one team leader (national/international), three national experts. The team leader will provide intellectual leadership and direction to the evaluation team and lead the dissemination of the findings and recommendations.

The team leader should have extensive international experience in the field of evaluation especially related to gender equality, women-peace and security. The team leader should have the following competencies.

- Minimum education of Masters' degree from the recognized university in social science, research, peace building and gender is required, preference will be given to holders of PhD degree.
- Expert knowledge of and more than 10 years of experience in designing and leading evaluations specially related to gender equality, women-peace and security.
- Quantitative and qualitative data analysis skills.
- Technical competence in sector of Women, peace and security, gender equality and women's empowerment, preferably on NAP on 1325 and 1820.
- Process management skills such as communication and facilitation skills.
- Experience in gender analysis and human rights.
- Detailed knowledge of the role of the UN and its programming is desirable.
- Proven ability to produce reports of high quality.

The team members (three national experts- capacity building, economic empowerment, leadership and participation) should possess the following competencies:

- Minimum education of Masters' degree from the recognized university.
- Expert knowledge of and more than 5 years of experience in national and local planning process and in gender equality, women-peace and security.
- Technically sound and experienced in collecting quantitative and qualitative data.
- Academic background in research/social sciences.
- Familiarity with the terms related to gender equality and women empowerment, peace and security.
- Experience in supporting evaluation team on administration/programme.
- Knowledge of local language (of the project districts) is highly desirable.

The proposal should outline the skills, experiences, qualifications and other relevant competencies such as language capabilities and detail tasks (ToRs) of the team.

12 Management of Evaluation

The Evaluation Management Group comprising senior management team of UN Women (Representative, Deputy Representative, Peace and Security Unit Manager, Program Officer and M&E Officer) will be in charge of the direct management of the evaluation. At the technical level, this group will provide technical feedback and support essential decision making during the whole evaluation process. It will prepare the TORs; participate in the selection of the evaluation; provide feedback to all technical products submitted by the evaluation team; prepare the management response and disseminate findings; and safeguard the independence of the evaluation. At the operational level, this group will be responsible for: recruitment of the evaluation agency/consultancy firm/institution; contractual arrangements and payments; making linkages between the evaluation team and senior management and other relevant stakeholders.

Similarly, the Reference Group consisting Embassy of Finland, and project implementation responsible partners (MoWCSW, MoPR, Search for Common Ground) will provide feedback on key steps: comments to the inception report, and draft evaluation reports. The project partners will provide planning documents, progress reports, mission reports or other relevant documents to the evaluation team.

The evaluation team will work in close collaboration and consultation with project staff and management structure as per the below table-3.

Who: Actors and Accountability	What: Roles and Responsibilities
Reference group	<ul style="list-style-type: none"> • Safeguard the independence of the evaluation exercise and ensure quality of evaluations. • Participate in inception meeting, comment on draft inception report, and a draft evaluation report. • Ensure the quality of the management response and follow- up actions.
Evaluation Management group	<ul style="list-style-type: none"> • Provide relevant information to the evaluation team. • Provide comments and feedback on the draft evaluation report in consultation meeting.
Country Representative, UN Women	<ul style="list-style-type: none"> • Safeguard the independence of the evaluation exercise and ensure quality of evaluations. • Responsibility of approving management responses to

	<p>the evaluation in the GATE system and ensure the follow-up actions.</p>
<p>Regional Evaluation Specialist, UN Women Asia-Pacific Regional Office, Bangkok and UN Women Country Office M&E Officer</p>	<ul style="list-style-type: none"> • Provide technical guidance to the evaluation management process to safeguard the independence and the quality of the evaluation.
<p>Evaluation Manager (UN Women, Peace and Security Unit Manager)</p>	<ul style="list-style-type: none"> • Coordinate overall process of the evaluation. • Provide overall guidance to the evaluation process to ensure the quality of the evaluation. • Coordinate administrative and logistics support to the evaluation team. • Ensure timely submission of the evaluation reports by the evaluation team to UN Women • Facilitate a management response to evaluation and ensure the implementation of committed actions in the management response. • Disseminate the evaluation findings and ensure the follow-up
<p>Programme staff of SIWPSAN Project, UN Women (based in Country Office and project districts)</p>	<ul style="list-style-type: none"> • Provide all the relevant documents and information sources to the evaluation team as required. • Provide logistics and administrative support to the evaluation team. • Coordinate overall process both at national and district level during the evaluation period. • Make sure that the data collection in the field is conducted according to the plan, and the data quality. • Provide inputs to the products, inception report and final report and support the finalization of the evaluation process.
<p>Evaluation team leader</p>	<ul style="list-style-type: none"> • Lead the whole evaluation process and produce quality deliverables in timely manner. • Supervise the team members. • Effectively communicate with UN Women Nepal Office, reference group and other stakeholders.
<p>Evaluation team members</p>	<ul style="list-style-type: none"> • Support the team leader in whole evaluation process. • Coordinate among evaluation team members and with

	<p>the evaluation team leader.</p> <ul style="list-style-type: none"> • Manage required logistics: office space, administrative and secretarial support, telecommunications, printing of documentation, methodological tools etc. during overall evaluation. • Collect relevant data, analyze the data and provide sections of report for final report to the team leader.
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Reporting Obligation

- Deliverables have been highlighted under section 8
- All purchase of equipment should be supported by at least three quotations.
- The agency shall provide UN women with a list of all non-expendable equipment purchased for the **project**, if any. Title of any equipment and supplies procured through UN women funds shall rest with UN women until such time as ownership thereof is transferred.
- A certified copy of all the equipment/furniture purchased under the project must be submitted at the end of the project.
- An audited financial statement for the actual expenditure in the form of income and expenditure/receipt & payment/balance sheet certified by the external auditor with relevant vouchers and updated statement in the UN women format.
- All knowledge product/press releases produced under this grant must acknowledge the support of UN Women.

13 Ethical Code of Conduct

The evaluation shall be conducted in accordance with the principles outlined in both UNEG Norms and Standards for Evaluation in the UN System and the UNEG 'Ethical Guidelines for Evaluation'. Evaluators are required to read the Norms and Standards and the guidelines and ensure a strict adherence to it, including establishing protocols to safeguard confidentiality of information obtained during the evaluation. The UNEG Ethical Guidelines can be found here:

http://uneval.org/papersandpubs/documentdetail.jsp?doc_id=102. The UNEG Code of Conduct for Evaluation in the UN system can be found here: http://uneval.org/papersandpubs/documentdetail.jsp?doc_id=100

ANNEX: 1: Results Resource Framework

Results	Indicators	Means of Verification/Sources of Information	Assumptions/Risks
Goal:			
Women lead and participate in peace, security and governance processes at the local level in the Far West Region			
Outcome 1 Ministry of Women, Children and Social Welfare (MoWCSW), and District Coordination Committees (DCCs) have enhanced collective capability ⁸ at both the national and local levels to implement and monitor the National Action Plan (NAP) on UNSCRs 1325 and 1820.	Indicator: Number of guidelines prepared by MoWCSW and DCCs that incorporate NAP on UNSCRs 1325 and 1820 action points and respond to CEDAW concluding observations on women in conflict. Baseline: 0 (as of 2013) Target: 4 new guidelines (institutional guidelines, project design guidelines, monitoring guidelines, investigation guidelines) by 2016	<ul style="list-style-type: none"> - Annual report of MoWCSW - NAP Monitoring Report - Quarterly report of NPTF - Treaty body concluding comments to GoN, and GoN reports including to treaty bodies. 	Assumption: MOWCSW, DWC, WCOs have a common understanding of NAP provisions and give due consideration to the NAP while devising programmes and policies Concerned officials of the Ministries are aware of the provisions of CEDAW and NAP on UNSCRs 1325 and 1820 Priority accorded to women's participation
	Indicator: Number of joint decisions taken forward by MoWCSW, DWC and WCOs to implement NAP actions points in districts Baseline: 0 (as of 2013) Target : At least 5 joint decisions by 2016		
	Indicator: Quality of reporting and response by MoWCSW on concluding observations (UPR by HRC, CEDAW CC, CRC Committee) on women/girls affected by conflict, violence		

⁸ Formulate adequate programmes to promote women's leadership and participation in peace and governance processes (including identification and removal of discriminatory provisions in existing programmes); Advocate for the inclusion of gender equality and NAP commitments in national and local foundational planning documents; effectively advocate for, and demand accountability of, institutions to develop and implement commitments to women's leadership and participation outlined in the NAP; Share information derived from the monitoring of implementation of NAP with relevant individuals or groups.

	<p>against women, women’s participation in political and public life</p> <p>Baseline: Previous concluding observations to GoN on women affected by conflict, violence against women, women’s participation in political and public life (2011)</p> <p>Target: Previous treaty body observations addressed (timeliness, no. of observations satisfactorily addressed) by 2016</p>		<p>in peace and security is backed by adequate resources, targets and tracking mechanisms</p> <p>Risk: Political instability and frequent changes in government could delay the implementation process</p>
<p>Output 1.1 The MoWCSW gender unit staff has increased capacity to implement and monitor NAP</p>	<p>Indicator: Number of MoWCSW gender unit staff who report an increase in knowledge and skills on applying NAP in their relevant area of work.</p> <p>Baseline: 1 MoWCSW gender unit staff currently trained to monitor NAP implementation (as of May 2013)</p> <p>Target: Entire MoWCSW gender unit team (5 staff members as of May 2013) trained and equipped to effectively implement and monitor NAP by 2015</p> <p>Indicator: MoWCSW gender unit has a monitoring and evaluation framework in place.</p> <p>Baseline: No (as of 2013)</p> <p>Target: Project monitoring and evaluation framework adopted by MoWCSW gender unit by 2015</p> <p>Indicator: Number of appropriate and effective guidelines developed on the implementation of NAP on UNSCRs 1325</p>	<ul style="list-style-type: none"> - Pre- and post-test assessment linked to the specific training - Project monitoring and evaluation framework of MoWCSW gender unit 	<p>Assumptions: The training content for the gender unit is designed based on the need assessment of the gender unit staff</p>

	and 1820 at the local level Baseline: 0 guidelines within MoWCSW Target: 4 relevant guidelines developed to facilitate the implementation of NAP on UNSCRs 1325 and 1820 at the local level		
Activity 1.1.1	Support one 3-day training for the MoWCSW gender unit and gender focal persons of DWC and WCOs, DCC members focusing on the upcoming national policy on women’s empowerment and gender equality, gender mainstreaming, leadership development, and results based monitoring (Year 1)		
Activity 1.1.2	Knowledge generation on peacebuilding and women’s security issues through learning and exchange visits (such as global review of national implementation and others		
Activity 1.1.3	Provide seconded staff to the MoWCSW gender unit (Year 1,2,3) to enhance institution capacity to implement NAP and support in ongoing trainings		
Activity 1.1.4	Provide equipment and furniture to the MoWCSW gender unit of (Year 1)		
Activity 1.1.5	Provide technical assistance to develop relevant guidelines (Year 1, 2, 3) on institutional framework, monitoring, knowledge sharing, project design integrating NAP on UNSCRs 1325 and 1820		
Activity 1.1.6	Support capacity development training to district level responsible partners of the project to enhance their institutional capability for NAP implementation (training on leadership, programme development, implementation and monitoring, quality assurance, M&E, HRBA, operations, public audit and finance training)		
Output 1.2 Effective coordination and monitoring mechanism between MoPR and MoWCSW for NAP on UNSCRs 1325 and 1820 in place at the local level in select districts	Indicator: NAP Implementation Committee meets regularly. Baseline: Long gap in the organization of NAP Implementation Committee meetings (as of 2013) Target: The NAP Implementation Committee meets every quarter from 2014 Indicator: Number of joint monitoring visits made by MoWCSW, DWC to monitor and coordinate DCC’s functioning in the select districts. Baseline: 1 (as of 2013)	<ul style="list-style-type: none"> - NAP Implementation Committee meeting reports and minutes - Joint monitoring visit reports 	<p>Assumptions: MoPR and MoWCSW regularly use the inter-departmental mechanisms.</p> <p>Risk: Frequent staff transfers may delay the implementation process.</p> <p>Mitigating measure:</p>

	Target: At least 6 joint monitoring visits to review NAP implementation in select districts by 2015		Project will collaborate with all relevant staff of gender units
Activity 1.2.1	Facilitate 3 national level consultation meetings and sharing of best practices of the districts. (Year 1,2,3)		
Activity 1.2.2	Provide technical support in drafting annual NAP on UNSCRs 1325 and 1820 monitoring report (Year 1,2,3)		
Activity 1.2.3	Provide support in the organization of NAP Implementation Committee meetings (Year 1, 2, 3)		
Activity 1.2.4	Support on-going monitoring of NAP implementation by MoWCSW and DWC		
Output 1.3 DCC members have increased capacity ⁹ to implement and monitor NAP at the district level.	<p>Indicator: % of DCC members that report an increase in knowledge and skills on applying NAP in their districts Baseline: DCC members currently in the districts do not have a good understanding of NAP and their role in implementing it at the district level¹⁰ Target: 90% DCC members report an increase in knowledge and skills to implement and monitor NAP in their districts.</p> <p>Indicator: Number of decisions taken at DCC meetings in select district on implementation of NAP on 1325 and 1820 action points Baseline : 0 decisions (as of first quarter of 2013) Target: 4 key decisions on implementation of NAP in DCC meetings by each DCC by 2015</p>	<ul style="list-style-type: none"> - Pre- and post-test assessment linked to the specific training - Planning and review meeting report 	Assumptions: All invited DCC members participate in the training
Activity 1.3.1	Facilitate one 3-day training for DCC members on UNSCRs 1325 and 1820 and NAP (Year 1)		

⁹ provide quality services required; effectively advocate for, and demand accountability of, institutions to develop and implement commitments to women's leadership and participation outlined in the NAP; Share information derived from monitoring implementation of NAP with relevant individuals or groups

¹⁰ SFCG, "Situation Analysis of Women and Girls in Conflict Affected Districts" (April 2013)

Activity 1.3.2	Facilitate knowledge generation on peacebuilding and women's security issues through learning and exchange visits of CDOs and WDOs of the project districts (Kyrgyzstan)		
Activity 1.3.3	Support on-going monitoring of NAP at the district level from WCOs and DCCs		
Activity 1.3.4	Provide Project Field Officers to WCOs to support in institutional capacity building and providing trainings to DCCs		
Output 1.4 Effective coordination and monitoring mechanism for NAP implementation at the district level in place.	<p>Indicator: Number of DCC meetings held Baseline: 2 DCC meetings held in Kailali, 1 meeting in Doti and 1 meeting in Bajhang districts (as of second quarter of 2013) Target: At least 6 meetings of DCC in each district per year</p> <p>Indicator: Number of action plans prepared and endorsed by DCC Baseline: 0 (as of second quarter of 2013) Target: Three DCCs have their annual work plans developed and endorsed for implementation by 2015</p>	<ul style="list-style-type: none"> - Meeting Minutes - Joint monitoring report - Annual progress report - Work plan 	<p>Assumptions: District Coordination Committees (DCCs) include key stakeholders such as government line agencies, Local Peace Committees, conflict victims/survivors, and civil society</p>
Activity 1.4.1	Support bi-monthly meetings of DCCs (Year 1,2,3)		
Activity 1.4.2	Support one workshop to finalize the annual work plan		
Activity 1.4.3	Support publication of annual monitoring reports by DCCs (Year 1,2,3)		
Activity 1.4.4	Organize three workshops with DCC and government stakeholders (on CEDAW, UPR, MDGs, other international instruments, district level planning, gender budgeting, pro-poor economic enhancement planning, zero tolerance against sexual violence, women's leadership, empowerment)		
Output 1.5 Increased collaboration between DCCs and civil society groups to implement the NAP commitments in the	<p>Indicator: Number of interactions on women, peace and security agenda held between DCC and civil society groups Baseline: No formal meetings between DCC and civil society currently being organized to implement the NAP commitments in the districts are held yet (as of 2013) Target: Quarterly formal meetings organized in</p>	<ul style="list-style-type: none"> - Meeting Minutes - Joint monitoring report - Annual progress report 	<p>Assumptions: DCCs and the civil society are committed to NAP implementation and open to collaboration.</p>

select district.	collaboration between DCCs and CSOs to implement the NAP commitments in each district (2015)		<p>Risk: Potential conflict and past grudges between government and civil society.</p> <p>Mitigating measure: Project will organize regular interaction and sharing meetings to mitigate local conflicts</p>
Activity 1.5.1	Quarterly interaction programmes between DCCs and civil society (Year 1,2,3) - MoWCSW		
<p>Output 1.6 Knowledge products featuring success stories of conflict victims/survivors and former women combatants produced by UN Women</p>	<p>Indicator: Number of knowledge products made available by UN Women</p> <p>Baseline: 6 documentaries made available by UN Women (as of 2013)</p> <p>Target: 3 Documentaries (1 in each district) produced and widely disseminated (2015)</p>	UN Women website	
Activity 1.6.1	Support the production of video documentary reflecting positive improvements in the lives of conflict affected women and former women combatants; develop a dissemination strategy and track evidence of use		
Activity 1.6.2	Develop case study on the best practices for implementing WPS agenda in Nepal as an important source of information to be possibly included in the CEDAW Committee’s General Recommendations on UNSCR 1325 currently being developed		
<p>Outcome 2 Conflict affected</p>	<p>Indicator: % of conflict affected and former women combatants who report that their economic and social</p>	- Annual progress report	<p>Assumptions: Target stakeholders will be</p>

<p>women and former women combatants in the three project districts are economically and socially empowered.</p>	<p>conditions have improved as a result of the project</p> <p>Baseline: TBD</p> <p>Target: 50% of target women participants of Income Generating Activities(IGA) support beneficiaries report of increased economic and social status</p>	<ul style="list-style-type: none"> - Joint monitoring report - FGD report 	<p>sufficiently informed by the district authorities about the livelihoods schemes of the project.</p> <p>Risk: Weak NGO and private sector capacity.</p> <p>Resource captured by ineligible actors maintained in LPC</p> <p>Mitigating measure: Project will capacitate women groups and networks to make their voices heard</p>
<p>Output 2.1 Increased understanding of the situation of conflict-affected women and former women combatants in the three project districts</p>	<p>Indicator: Data on conflict affected women, former women combatants and women victims/survivors of SGBV available in the five target VDCs.</p> <p>Baseline: 2,791 conflict victims (415 in Bajhang, 610 in Doti and 1,766) identified by the MoPR (as of 2013)</p> <p>Target: Updated and accurate data on conflict affected women, former women combatants and women victims/survivors of SGBV from all 15 project VDCs available by 2015</p>	<ul style="list-style-type: none"> - NAP Database - Follow-up mini survey report 	<p>Assumption: Respective VDC will support the LPC in updating the database.</p>
<p>Activity 2.1.1</p>	<p>Data collection to identify the updated status of conflict-affected women, ex-combatant and women victims of SGBV.</p>		

<p>Output 2.2 Increased public awareness on NAP and women’s participation in peace, security and governance processes in select project districts</p>	<p>Indicator: % of general public who say that they have heard of or know about NAP in select districts Baseline: 4% of respondents said that they have heard about NAP on UNSCRs 1325 and 1820¹¹; 2% of respondents said that they have got access to materials related to UNSCRs 1325, 1820 and NAP¹² Target: 25% of local residents of select 15 VDCs aware of NAP; 25% of respondents of five VDCs in each district say they know about UNSCRs 1325, 1820 and NAP by 2015; 40 % increase in the general public in select districts reporting that they have access to materials related to UNSCRs 1325, 1820 and NAP by 2015</p>	<ul style="list-style-type: none"> - Perception Survey - Event reports 	<p>Assumption: Adequate IEC materials in local language disseminated to community members and evidence of use tracked</p> <p>Assumption: Project Field Officers mobilized regularly to ensure timely distribution of IEC materials</p>
<p>Activity 2.2.1</p>	<p>Support publication and wide circulation of the IEC materials on 1325 and 1820, district level plans (NAP plans, security plans, publish quarterly human interest stories, best practices)</p>		
<p>Activity 2.2.2</p>	<p>Partner with media organization to disseminate information and social messages at the district level</p>		
<p>Activity 2.2.3</p>	<p>Organize VDCs level awareness campaigns</p>		
<p>Output 2.3 Conflict affected women’s groups and networks in selected VDC of the project districts have increased knowledge and</p>	<p>Indicator: Number conflict affected women’s groups and networks formed in the select VDC Baseline: 1 network in one VDC of Kailali, no networks in other VDCs (as of 2013) Target: At least 5 networks of women affected by conflict and former women combatant by (2015) in each district</p>	<ul style="list-style-type: none"> - Annual progress report - Pre- and post-test assessment reports - Survey 	<p>Assumption: Local stakeholders will be supportive to strengthen conflict affected and former women combatants’ groups and networks</p>

¹¹ SFCG, “Situation Analysis of Women and Girls in Conflict Affected Districts” (April 2013)

¹² SFCG, “Situation Analysis of Women and Girls in Conflict Affected Districts” (April 2013)

<p>understanding on NAP action points and its practical use in their lives.</p>	<p>Indicator: % of women in the conflict affected groups and networks who report an increased knowledge and understanding on district NAP Plan and their practical use in their lives. Baseline: TBD Target: At least 75% of women from the conflict affected groups and networks report an increase in understanding and knowledge</p>	<ul style="list-style-type: none"> - FGD report 	<p>Risk: Local communities may show reluctance to form conflict affected women’s groups and networks</p> <p>Mitigating measure: Project will work closely with local stakeholders to create conducive environment</p>
<p>Activity 2.3.1</p>	<p>Support the formation and strengthening of VDC level network/group of conflict affected women and former women combatants to document, monitor and respond to the incidences of SGBV from conflict and post conflict periods (Year 1)</p>		
<p>Activity 2.3.2</p>	<p>Support VDC level training to conflict affected women’s groups and networks on developing community peace and security plan to strengthen women’s sense of security and peace building needs in line with UNSCRs 1325 and 1820, gender equality and women empowerment. (Year 1,2,3)</p>		
<p>Output 2.4 Conflict affected women and former women combatants have enhanced entrepreneurial capacity to pursue improved and sustainable livelihoods</p>	<p>Indicator: % of conflict affected women and former women combatants trained on entrepreneurship development Baseline: TBD Target: At least 30% of conflict affected women and former women combatants in the select VDCs will be trained on entrepreneurship development by 2015 Indicator: Percentage of conflict affected women and</p>	<ul style="list-style-type: none"> - Annual progress report - Follow-up mini survey - FGD report - NAP Database 	<p>Assumption: Training institutes are available to conduct skills based trainings in the districts</p>

in the select VDCs	<p>former women combatants running small micro enterprises</p> <p>Baseline: 7% of conflict affected and 1% ex-combatants running small enterprises through micro-credit facility (as of 2013)</p> <p>Target: 15 % of conflict affected women and 10 % former women combatants running small enterprises through micro-credit facility by 2015</p>		
Activity 2.4.1	Support training institutes to provide skills based training, through comprehensive training packages, to conflict affected women and former women combatants to develop their vocational and entrepreneurship skills for improved economic opportunities ¹³ (Year 1,2,3)		
Activity 2.4.2	Facilitate exchange visits for poor conflict affected women and other vulnerable groups of three districts		
<p>Output 2.5</p> <p>Improved relationship between conflict affected women, former women combatants and communities in project districts</p>	<p>Indicator: % of conflict affected women and former women combatants who report that they have been accepted by the communities in selected districts.</p> <p>Baseline: 0¹⁴</p> <p>Target: 50% conflict affected women and former women combatants report that they have been accepted by the community.</p> <p>Indicator:</p> <p>Number of case studies emphasizing that conflict affected women and former women combatants are being increasingly accepted in the communities in select district</p>	<ul style="list-style-type: none"> - Survey among conflict affected women and ex-combatant women. - FGD report - Case studies 	<p>Assumption:</p> <p>Conducive and enabling environment to initiate reconciliation efforts at the local level</p>

¹³ Skills based trainings, with start-up support and links to Micro-Finance Institutions, includes for example herb farming, technical training on tailoring, beautician, electrician, carpentry, plumbing, mobile repairing, dairy, animal husbandry, off-seasonal vegetable farming, juice making, pickle making, multi-purpose nursery and fruit farming, spice processing, mushroom farming, etc.

¹⁴ SFCG, “Situation Analysis of Women and Girls in Conflict Affected Districts” (April 2013). The analysis found that conflict affected women and former women combatants reported that they have not been accepted by the society yet.

	<p>Baseline: 0 Family and community are reluctant to integrate conflict affected women and former women combatants into the society (2013)</p> <p>Target: 5 case stories of social harmony and reconciliation as a result of the project, documented (2015)</p>		
<p>Activity 2.5.1</p>	<p>Organize peace memorials (community festivals, community dialogues, peace circles, meetings at community halls) to promote social harmony and reconciliation</p>		
<p>Activity 2.5.2</p>	<p>Support a survey with conflict affected women and former combatants</p>		
<p>Activity 2.5.3</p>	<p>Support the documentation of case stories</p>		
<p>Output 2.6 Accessible, prompt and quality services available to the victims/survivors of SGBV in select districts</p>	<p>Indicator: %of women reporting incidence of SGBV Baseline: 19% women have experienced domestic violence and 10% have experienced sexual harassment; 5% of women reported that they feel completely secure outside of their houses (as of 2013). Target: Only 5% women report case of domestic violence and 2 % women report cases of sexual harassment by 2015</p> <p>Indicator: % of victims /survivors of SGBV that are able to access safe houses, and Women and Children Service Centres support Baseline: TBD Target: At least 20% victims/survivors of SGBV access quality support services from shelter houses, and Women and Children Service Centres</p>	<ul style="list-style-type: none"> - Survey among conflict affected women and former women combatants. - Follow-up report - Annual progress Report 	<p>Assumption: Each District Police Office will have a Women and Children Centre</p> <p>Risk: Lack of budget in the district police office for operating the Women and Children Service Centres.</p> <p>Mitigating measure:</p>

	<p>Indicator: % of staff from Women and Children Service Centre receiving training on SGBV and other issues related to women and girls</p> <p>Baseline: TBD</p> <p>Target: 75% of staff from Women and Children Service Centres receives training on SGBV by 2015</p>		<p>Project will mobilize DCCs to access local development grants to effectively run the Women and Children Service Centres</p>
Activity 2.6.1	Strengthen safe houses at the district headquarter with integrated legal and psychosocial components (Year 1,2,3)		
Activity 2.6.2	Capacity development of the Women and Children Service Centres to address SGBV and other issues related to women and girls.		
Activity 2.6.3	Support district level workshop with police, prosecutors, health professional and law professionals, human rights organizations		
<p>Outcome 3</p> <p>Enhanced leadership and participation of women in key decision-making structures in the three project districts</p>	<p>Indicator: % of women included in key decision-making structures (networks, forest user groups, school management committee, cooperatives, officers position in government offices, management board in civil society organization, political party, LPCs)</p> <p>Baseline: 55% women participated in network/groups while 19% of women represented in key decision-making structures at local level (as of 2013); of those participated in network/groups, 7% women said they are able to influence decision making processes in key decision making structures (as of 2013)</p> <p>Target: 70% women participated in network/groups and 25 % of women represented in key decision-making structures at local level by 2015; of those participated in network/groups, 20 % women said they are able to influence decision making processes by 2015</p>	<ul style="list-style-type: none"> - Annual progress report - NAP database - Survey 	<p>Assumptions:</p> <p>Women are willing to take leadership roles/positions.</p> <p>Risk:</p> <p>Politicization of the participatory process</p> <p>Existing socio-economic barriers may create obstacles for women’s active participation in the NAP localization process</p>

<p>Output 3.1 VDC level inter-party women networks established and functioning effectively</p>	<p>Indicator: Number of VDCs level functional inter-party women networks Baseline: 0 VDC level inter-party women alliances formed (as of 2013) Target: 15 VDCs level inter-party women networks established by mid-2014</p>	<ul style="list-style-type: none"> - Annual progress Report - Feedback from community - FGDs report 	<p>Assumption: Community women are willing to work together across party lines, caste, ethnicity, gender and socioeconomic boundaries on women's rights common concerns</p>
<p>Activity 3.1.1</p>	<p>Establish and strengthen VDC level inter-party women networks to influence women's issues (Year 1,2,3)</p>		
<p>Output 3.2 District level and VDC level women leaders have increased knowledge and understanding of UNSCRs 1325 and 1820 to advocate the agenda of women, peace and security issues of the district</p>	<p>Indicators: Number of trained women leaders who demonstrate increased knowledge and skills on UNSCRs 1325 and 1820 in selected project VDC. Baseline: 0 Number of women leaders have heard about NAP 2013¹⁵ in selected project VDC. Target: 100 local women social and political leaders demonstrate enhanced knowledge and understanding on UNSCRs 1325 and 1820 NAP by 2015 in selected VDC Indicators: Number of trained women leaders who demonstrate increase knowledge and skills on UNSCRs 1325 and 1820 in the selected districts Baseline: TBD</p>	<ul style="list-style-type: none"> - Pre- and post-test assessment report - FGD report 	<p>Assumption: Local women social and political leaders actively participated in the NAP on UNSCRs 1325 and 1820 localization process</p>

¹⁵ Situation Analysis Focus Group Discussions

	Target: At least 300 women social and political leaders demonstrate enhanced knowledge and understanding on USCRs 1325 and 1820 in selected districts		
Activity 3.2.1	VDC level women leadership trainings on UNSCRs 1325 and 1820 (Year 1)		
Activity 3.2.2	District level women's leadership training to local women leaders on UNSCRs 1325 and 1820 (Year 1)		
Output 3.3 Women leaders in the districts take on leadership roles to promote peace and development	Indicator: % of women leaders in various decision-making structures Baseline: % of women leaders occupy influential positions (2013) Target: At least 15% women leaders occupy influential positions by 2015	<ul style="list-style-type: none"> - NAP Database - FGD report - Annual progress report 	Assumption: CBOs and women networks promote inclusive and active participation of women.
Activity 3.3.1	Support district level annual workshops for promoting women's leadership and participation in decision-making (Year 1,2,3)		
Activity 3.3.2	Strengthen capacity of district level inter-party women's networks to carry out lobby and advocacy efforts (Year 1,2,3)		
Activity 3.3.3	Support joint venture workshop/training between local NGOs and national expert organizations on promoting women's leadership and participation in peacebuilding		
Activity 3.3.4	Organize leadership/facilitation training to women facilitators, social mobilizers to work as change agent, and LRPs		

Annex 2: Performance Monitoring Framework¹⁶

Expected results	Indicators	Sources/ Means of verification	Baseline (with indicative timeframe)	Collection methods (with indicative timeframe/ frequency)	Responsibilities
Goal: Women lead and participate in peace, security and governance processes at the local level in the Far West Region					
Outcome 1 Ministry of Women, Children and Social Welfare (MoWCSW), and District Coordination Committees (DCCs) have enhanced collective capability ¹⁷ at both the national and	<p>Indicator: Number of guidelines prepared by MoWCSW and DCCs that incorporate NAP on UNSCRs 1325 and 1820 action points and respond to CEDAW concluding observations on women in conflict.</p> <p>Indicator: Number of joint decisions taken forward by MoWCSW, DWC and WCOs to implement NAP actions points in districts</p>	<ul style="list-style-type: none"> - Annual report of MoWCSW - NAP Monitoring Report - Quarterly report of NPTF - Treaty body concluding comments to GoN, and 	<p>Baseline: 0 (as of 2013) Target: 4 new guidelines (institutional guidelines, project design guidelines, monitoring guidelines, investigation guidelines) by 2016</p> <p>Baseline: 0 (as of 2013) Target: At least 5 joint decisions by 2016</p> <p>Baseline: Previous concluding observations to</p>	<p>Desk review of MoWCSW, MoPR and DCC reports, GON reports to treaty bodies and Midterm (2014) and Final Evaluations (2016)</p>	<p>Review of the relevant documents by the programme team in close coordination with MoWCSW, DCCs and local NGOs</p>

¹⁶ Updated as recommended by SIWPSAN mid-term evaluation- <http://gate.unwomen.org/Evaluation/Details?EvaluationId=5022>

¹⁷ Formulate adequate programmes to promote women's leadership and participation in peace and governance processes (including identification and removal of discriminatory provisions in existing programmes); Advocate for the inclusion of gender equality and NAP commitments in national and local foundational planning documents; effectively advocate for, and demand accountability of, institutions to develop and implement commitments to women's leadership and participation outlined in the NAP; Share information derived from the monitoring of implementation of NAP with relevant individuals or groups.

<p>local levels to implement and monitor the National Action Plan (NAP) on UNSCRs 1325 and 1820.</p>	<p>Indicator: Quality of reporting and response by MoWCSW on concluding observations (UPR by HRC, CEDAW CC, CRC Committee) on women/girls affected by conflict, violence against women, women’s participation in political and public life</p>	<p>GoN reports including to treaty bodies.</p>	<p>GoN on women affected by conflict, violence against women, women’s participation in political and public life (2011)</p> <p>Target: Previous treaty body observations addressed (timeliness, no. of observations satisfactorily addressed) by 2016</p>		
<p>Output 1.1 The MoWCSW gender unit staff has increased capacity to implement and monitor NAP</p>	<p>Indicator: Number of MoWCSW gender unit staff who report an increase in knowledge and skills on applying NAP in their relevant area of work.</p> <p>Indicator: MoWCSW gender unit has a monitoring and evaluation framework in place.</p> <p>Indicator: Number of appropriate and effective guidelines developed on the implementation of NAP on</p>	<ul style="list-style-type: none"> - Pre- and post-test assessment linked to the specific training - Project monitoring and evaluation framework of MoWCSW gender unit 	<p>Baseline: 1 MoWCSW gender unit staff currently trained to monitor NAP implementation (as of 2013)</p> <p>Target: Entire MoWCSW gender unit (5 staff members as of May 2013) trained and equipped to effectively implement and monitor NAP by 2015</p> <p>Baseline: No (as of 2013)</p> <p>Target: Project monitoring and evaluation framework adopted by MoWCSW gender unit by 2015</p> <p>Baseline: 0 guidelines within MoWCSW</p>	<p>Desk review of pre and post-test analysis reports (2015)</p> <p>Interviews and FGDs with Gender Unit staff</p> <p>Survey monkey</p> <p>Review of MoWCSW annual report</p>	<p>Review of pre and post test analysis and mission report, M&E framework and guidelines by Gender and Peace Coordination Officer in close coordination with MoWCSW</p>

	UNSCRs 1325 and 1820 at the local level		Target: 4 relevant guidelines developed to facilitate the implementation of NAP on UNSCRs 1325 and 1820 at the local level		
Activity 1.1.1	Support one 3-day training for the MoWCSW gender unit and gender focal persons of DWC and WCOs, DCC members focusing on the upcoming national policy on women’s empowerment and gender equality, gender mainstreaming, leadership development, and results based monitoring (Year 1)				
Activity 1.1.2	Knowledge generation on peacebuilding and women’s security issues through learning and exchange visits such as global review of national implementation and others				
Activity 1.1.3	Provide seconded staff to the MoWCSW gender unit (Year 1,2,3) to enhance institution capacity to implement NAP and support in ongoing trainings				
Activity 1.1.4	Provide equipment and furniture to the MoWCSW gender unit of (Year 1)				
Activity 1.1.5	Provide technical assistance to develop relevant guidelines (Year 1, 2, 3) on institutional framework, monitoring, knowledge sharing, project design integrating NAP on UNSCRs 1325 and 1820				
Activity 1.1.6	Support capacity development training to district level responsible partners of the project to enhance their institutional capability for NAP implementation (training on leadership, programme development, implementation and monitoring, quality assurance, M&E, HRBA, operations, public audit and finance training)				
	Details of Activities: Outsource resource persons, finalize training content in line with UN Women capacity development strategy, Develop training manual, undertake pre- test and post- test focusing on NAP implementation, leadership, programme development and implementation, monitoring, quality assurance, M&E, HRBA, operation, public audit and financial management.				
	Methodology for measuring Changes : Pre-test and post-test report, attendance sheet, meeting minute to take initiation to develop NAP related programme and its implementation, institutional capacity development plan to incorporate NAP on				

	their training content, quality of hands out and training delivery methodology, quality of monitoring report of DHS, TCN and DWO representatives and response to the client.				
Activity 1.1.7	In collaboration with UNSCR 1325 Action Group provide technical support to the Government for the development of NAP second phase (including strategies to strengthen the coordination between MoPR and its district level units and other line Ministries.				
	Details of Activities: Support MoPR to conduct final evaluation, identify programme activities for II phase of NAP, and to prepare the II phase NAP incorporating the finding of the final evaluation of the I phase				
	Methodology for measuring Changes: ToR of final evaluation, list of activities identified for the II phase, event completion report				
Output 1.2 Effective coordination and monitoring mechanism between MoPR and MoWCSW for NAP on UNSCRs 1325 and 1820 in place at the local level in select districts	<p>Indicator: NAP Implementation Committee meets regularly.</p> <p>Indicator: Number of joint monitoring visits made by MoWCSW, DWC to monitor and coordinate DCC's functioning in the select districts.</p>	<ul style="list-style-type: none"> - NAP Implementation Committee meeting reports and minutes - Joint monitoring visit reports 	<p>Baseline: Long gap in the organization of NAP Implementation Committee meetings (as of 2013)</p> <p>Target: The NAP Implementation Committee meets every quarter from 2014</p> <p>Baseline: 1 (as of 2013)</p> <p>Target: At least 6 joint monitoring visits to review NAP implementation in select districts by 2015</p>	<p>Desk review of the NAP Implementation Committee minutes and mission reports</p>	<p>Review of meeting minutes of MoWCSW by M&E Analyst, Programme Associate and Gender and Peace Coordination Officer in close coordination with MoWCSW</p> <p>Recording and follow up of monitoring mission by Regional Coordinator and</p>

					Project Field Officer in close coordination with WCOs, DCCs and local NGOs
Activity 1.2.1	Facilitate 3 national level consultation meetings and sharing of best practices of the districts. (Year 1,2,3)				
	Details of activities: Develop format to prepare best practices to bring the uniformity, discuss with district level Inter-party Women Alliance, collect at least 3 best practices from each project VDC, select top 3 best practices from DCC meeting to share national level consultation meeting.				
	Methodology for measuring changes: Review of case studies, key informants interviews (sample cases- variation in their attitude, behaviour, leadership, socio-political and economic empowerment), meeting minutes endorsed by DCC, remarks by the national level participants.				
Activity 1.2.2	Provide technical support in drafting annual NAP on UNSCRs 1325 and 1820 monitoring report (Year 1, 2, 3)				
	Details of activities: Develop TOR of resource person, hiring the consultant, develop questionnaire, conduct the interviews with stakeholders, interaction with government and non-government institutions, consultation with likeminded organizations at local level, sharing and feedback collection on draft report and finalization and dissemination of NAP report.				
	Methodology for measuring Changes: Number of published copies of NAP monitoring report on UNSCRs 1325 and 1820, incorporating the gap to implement the 5 pillars of NAP, meeting minute to address challenges faced by different actors and recommendation made for full				

	implementation of NAP on UNSCRs 1325 and 1820, commitments made by the government and non-government line agencies on the findings.
Activity 1.2.3	Provide support in the organization of NAP Implementation Committee meetings (Year 1, 2, 3)
	<p>Details of Activities:</p> <p>Coordination and networking; Information collection and gathering of beneficiaries, discuss on 5 pillars of NAP, initiate to incorporate the NAP points in the regular programme of concern line agencies, conduct dialogue on Women, Peace and Security agenda, discuss on record keeping of Conflict Affected Women and girls, discussion on interim relief package those who yet to be received, support to Women and Children Service Centre and disseminate IEC materials.</p>
	<p>Methodology for measuring Changes:</p> <p>Meeting minute of dialogue initiated by DCC member on Women, Peace and Security agenda, at least one activities incorporate by each DCC member in their line agencies programme on 5 pillars of NAP, upgrade the record keeping system of Conflict Affected Women and Girls, records of interim relief package process, response of government line agencies towards Conflict Affected Women and Girls including SGBV.</p>
Activity 1.2.4	Support on-going monitoring of NAP implementation by MoWCSW and DWC
	<p>Details of Activities:</p> <p>Develop check list and the monitoring visit plan, administer monitoring visit, ensure the multi sector involvement on monitoring facilitate dialog between concern stake holder on access to justice, protection, relief and recovery to Conflict Affected Women, former women combatants and other vulnerable groups of women, and prepare field visit reports.</p>
	<p>Methodology for measuring changes :</p> <p>Review of monitoring report, Key Informant Interviews</p>

<p>Output 1.3 DCC members have increased capacity¹⁸ to implement and monitor NAP at the district level.</p>	<p>Indicator: % of DCC members that report an increase in knowledge and skills on applying NAP in their districts</p> <p>Indicator: Number of decisions taken at DCC meetings in select district on implementation of NAP on 1325 and 1820 action points</p>	<ul style="list-style-type: none"> • Pre-and post-test assessment linked to the specific training • Planning and review meeting report 	<p>Baseline: DCC members currently in the districts do not have a good understanding of NAP and their role in implementing it at the district level¹⁹</p> <p>Target: 90% DCC members report an increase in knowledge and skills to implement and monitor NAP in their districts.</p> <p>Baseline : 0 decisions (as of first quarter of 2013)</p> <p>Target: 4 key decisions on implementation of NAP in DCC meetings by each DCC by 2015</p>	<p>Desk review of pre-test and post-test analysis (2013)</p> <p>Interviews with select DCC members</p> <p>Desk Review of DCC meetings, decisions, news clippings and monitoring reports by WCOs and DCCs (2013, 2014, 2015)</p>	<p>Pre-test and post-test analysis by M&E Analyst and Programme Associate in close coordination with, MoWCSW, DCCs and local NGOs</p> <p>Review of the mission visit report by Regional Coordinator and Field Project Officer in close coordination with WCOs, DCCs and local NGOs</p>
<p>Activity 1.3.1</p>	<p>Facilitate one 3-day training for DCC members on UNSCRs 1325 and 1820 and NAP (Year 1)</p>				
	<p>Details of Activities: Outsource the resource persons; finalize the content of the training on UNSCRs 1325 and 1820 and NAP, organize training involving DCC members, prepare identify gap on NAP implementation and localization.</p>				
	<p>Methodology for measuring changes:</p>				

¹⁸ provide quality services required; effectively advocate for, and demand accountability of, institutions to develop and implement commitments to women’s leadership and participation outlined in the NAP; Share information derived from monitoring implementation of NAP with relevant individuals or groups

¹⁹ SFCG, “Situation Analysis of Women and Girls in Conflict Affected Districts” (April 2013)

	Review of event completion report with pre and post-test analysis, district wise plan of action, followup of DCC action plan implementation.				
Activity 1.3.2	Knowledge generation on peace-building and women's security issues through learning and exchange visits of CDOs and WDOs of the project districts (Kyrgyzstan)				
	Details of Activities: Finalize the visit plan and participants, correspondence through email and telephone to the participants and responsible party to Kyrgyzstan, finalize the content, fix the date and time, visa process, book the ticket, outsource translator, and arrange accommodation, visit, meeting, interaction and dialogue.				
	Methodology for measuring changes: Review of mission report and the action points, review of sharing in DCC meeting				
Activity 1.3.3	Support on-going monitoring of NAP at the district level from WCOs and DCCs				
	Details of Activities: Develop check list and the monitoring visit plan, administer monitoring visit, ensure the multi sector involvement on monitoring visit, facilitate dialog between concern stake holder on field level activities on local level responsible parties and prepare the report.				
	Methodology for measuring changes: Review of monitoring report, key Informant Interviews, under take case studies				
Activity 1.3.4	Provide Project Field Officers to WCOs to support in institutional capacity building and providing trainings to DCCs (In Place)				
	Details of Activities: Announce the vacancies, set the recruitment policy through written test and interview, recruit the Project Field Officers, deploy them in the respective district				
	Methodology for measuring changes: Project Field Officers in place, survey of WCO capacity in pre and post deployment of FPO, number of training provided to DCCs				
Output 1.4 Effective coordination and monitoring mechanism for NAP implementation at the district	Indicator: Number of DCC meetings held	<ul style="list-style-type: none"> • Meeting Minutes • Joint monitoring report • Annual progress report • Work plan 	Baseline: 2 DCC meetings held in Kailali, 1 meeting in Doti and 1 meeting in Bajhang districts (as of second quarter of 2013) Target: At least 6 meetings of DCC in each district per year	Desk review of monthly meeting minutes, annual work-plan, and monitoring reports of DCCs (2013, 2014, 2015)	Monthly DCCs meeting minutes prepared by Regional Coordinator and Field Project Officer in close coordination with

level in place.	Indicator: Number of action plans prepared and endorsed by DCC		Baseline: 0 (as of second quarter of 2013) Target: Three DCCs have their annual work plans developed and endorsed for implementation by 2015		WCOs, DCCs and local NGOs The annual work plan review by programme team in close coordination with MoWCSW, DCCs and local NGOs Regional Coordinator and Project Field Officers develop DCCs annual monitoring report in close coordination with, WCOs, DCCs and local NGOs
Activity 1.4.1	Support bi-monthly meetings of DCCs (Year 1,2,3)				
	Details of Activities: Review of NAP on UNSCRs 1325 and 1820, monitoring report on NAP on UNSCRs 1325 and 1820, NAP localization guidelines, CEDAWS Concluding Comments, review of reflection of partners’ activities, gender budgeting.				
	Measuring of changes: Meeting minutes, no. of meetings				

Activity 1.4.2	Support one workshop to finalize the annual work plan
	Details of Activities: Review the project document and its log-frame especially indicators, means of verification, assumptions, organize workshop, prepare Annual Work Plan.
	Methodology for measuring Changes: Annual Work Plan is in place.
Activity 1.4.3	Support publication of annual monitoring reports by DCCs (Year 1,2,3)
	Details of Activities: Request for Quotation, selection of vendors, publication and dissemination of reports.
	Methodology for measuring Changes: No. of NAP monitoring report, media coverage of reports and verifying the availability of the report.
Activity 1.4.4	Organize three workshops with DCC and government stakeholders (on CEDAW, UPR, MDGs, other international instruments, district level planning, gender budgeting, pro-poor economic enhancement planning, zero tolerance against sexual violence, women's leadership, empowerment)
	Details of Activities: Outsource the resource persons, finalize the content of the training on CEDAW, UPR, MDGs, district level planning, gender budgeting, pro-poor economic enhancement planning, zero tolerance against sexual violence, women's leadership, empowerment, deliver the workshop through groups' discussion, lecture, power point presentations and sharing of the district status on implementation of above mentioned concerns, preparation of plan of action.
	Methodology for measuring Changes: Pre and post-test and commitment written by DCC members or government stakeholders to implement the learning of the workshop,

<p>Output 1.5 Increased collaboration between DCCs and civil society groups to implement the NAP commitments in the select district.</p>	<p>Indicator: Number of interactions on women, peace and security agenda held between DCC and civil society groups</p>	<ul style="list-style-type: none"> • Meeting Minutes • Joint monitoring report • Annual progress report 	<p>Baseline: No formal meetings between DCC and civil society currently being organized to implement the NAP commitments in the districts are held yet (as of 2013) Target: Quarterly formal meetings organized in collaboration between DCCs and CSOs to implement the NAP commitments in each district (2015)</p>	<p>FGDs with DCC members and CSOs Desk review of minutes of quarterly meetings between DCC and civil society (2013, 2014, 2015)</p>	<p>Quarterly meeting reports between DCCs and civil society prepared by Regional Coordinator and Project Field Officers in close coordination with, MoWCSW, DCCs and local NGOs</p>
<p>Activity 1.5.1</p>	<p>Quarterly interaction programmes between DCC and civil society (Year 1, 2, 3)</p>				
	<p>Details of Activities: Identify of all the concerned stake holders working in women, peace and security, ensure the full participation of DCC and civil societies, review of NAP on UNSCRs 1325 and 1820, Monitoring Report on NAP on UNSCRs 1325 and 1820, NAP localization Guidelines, CEDAW Concluding Comments, gender budgeting and make interactions, review of last quarter, feedback collection and sharing of next quarter activities.</p>				
	<p>Methodology for measuring changes: Meeting minutes, joint monitoring reports and annual progress report, issues raised/ interacted/ discussed ; Feedback from participants (if any)</p>				

<p>Output 1.6 Knowledge products featuring success stories of conflict victims/survivors and former women combatants produced by UN Women</p>	<p>Indicator: Number of knowledge products made available by UN Women</p>	<p>UN Women website</p>	<p>Baseline: 6 documentaries made available by UN Women (as of 2013) Target: 3 Documentaries (1 in each district) produced and widely disseminated (2015)</p>	<p>UN Women quarterly reports will provide information on the development of the documentaries Desk review of media reports on the documentaries</p>	<p>Programme team contracts relevant agency and follows up on the dissemination plan and evidence of use</p>
<p>Activity 1.6.1</p>	<p>Support the production of video documentary reflecting positive improvements in the lives of conflict affected women and former women combatants; develop a dissemination strategy and track evidence of use</p>				
	<p>Detail activities (district level) : Outsource of the resource person, support on script write up; management of field level activities (group gathering, information collection, logistical arrangement)</p>				
	<p>Measurement of changes: Premier show, media coverage, knowledge product and collection of press clipping.</p>				
<p>Activity 1.6.2</p>	<p>Develop case study on the best practices for implementing WPS agenda in Nepal</p>				
	<p>Details of Activities: Preparation of ToR and hiring of consultant, collection of case studies and best practices, mobilize the partners</p>				
	<p>Methodology for measuring changes: No. of documentaries shows,</p>				

<p>Outcome 2 Conflict affected women and former women combatants in the three project districts are economically and socially empowered.</p>	<p>Indicator: % of conflict affected and former women combatants who report that their economic and social conditions have improved as a result of the project</p>	<ul style="list-style-type: none"> • Annual progress report • Joint monitoring report of MOWCSW and DWC 	<p>Baseline: 1%</p> <p>Target: 50% of target women participants of Income Generating Activities (IGA) support beneficiaries report of increased economic and social status</p>	<p>Desk review of MoWCSW and development partner reports</p> <p>Review of media reports</p>	<p>Desk review by programme team in close coordination with MoWCSW, DCCs and local NGOs</p>
<p>Output 2.1 Increased understanding of the situation of conflict-affected women and former women combatants in the three project districts</p>	<p>Indicator: Data on conflict affected women, former women combatants and women victims/survivors of SGBV available in the five target VDCs.</p>	<ul style="list-style-type: none"> • NAP Database • Follow-up mini survey report 	<p>Baseline: 2,791 conflict victims (415 in Bajhang, 610 in Doti and 1,766) identified by the MoPR (as of 2013)</p> <p>Target: Updated and accurate data on conflict affected women, former women combatants and women victims/survivors of SGBV from all 15 project VDCs available by 2015</p>	<p>Mini survey</p> <p>Desk review of data collection report to identify the updated status of target groups (2013)</p>	<p>Regional Coordinator and Project Field Officer will prepare data collection report in close coordination with WCOs, DCCs and local NGOs</p>
<p>Activity 2.1.1</p>	<p>Data collection to identify the updated status of conflict-affected women, ex-combatant and women victims of SGBV</p>				
	<p>Details of Activities: Develop TOR for consultant, develop detailed methodology of sample, develop reporting format, initiate the analysis process (consult DCC, LPC, monitoring in the field for authentication of data collection), analyse of data.</p>				
	<p>Methodology for measuring changes: Media coverage, number of published copies of updated status.</p>				

Output 2.2 Increased public awareness on NAP and women's participation in peace, security and governance processes in select project districts	Indicator: % of general public from the project VDCs who say that they know about NAP in select districts.	<ul style="list-style-type: none"> - Perception Survey - Event reports 	Baseline: 4% of respondents said that they have heard about NAP on UNSCRs 1325 and 1820 ²⁰ ; 2% of respondents said that they have got access to materials related to UNSCRs 1325, 1820 and NAP ²¹ Target: 25% of respondents of five VDCs in each district say they know about UNSCRs 1325, 1820 and NAP by 2015.	Perception survey FGDs and interviews in select districts	Programme team to engage local NGOs to carry out an awareness campaign in close coordination with, WCOs and DCCs
Activity 2.2.1	Support publication and wide circulation of the IEC materials on 1325 and 1820, district level plans (NAP plans, security plans, publish quarterly human interest stories, best practices)				
	Details of Activities: Support to develop IEC materials; Disseminate the information and IEC materials; print and distribute to the				
	Methodology for measuring Changes: Perception survey, Tracking the distribution of IEC materials, monitoring in the field for authentication of IEC materials circulation .				
Activity 2.2.2	Partner with media organization to disseminate information and social messages at the district level				
	Details of Activities: Selection of local FM, development of work plan, air the message, monitoring and feed back				

²⁰ SFCG, "Situation Analysis of Women and Girls in Conflict Affected Districts" (April 2013)

²¹ SFCG, "Situation Analysis of Women and Girls in Conflict Affected Districts" (April 2013)

	Methodology for measuring changes: Number of population heard the messages. Survey and focus group discussion with Inter-party Women Alliance, Conflict affected people and SGBV survivors.				
Activity 2.2.3	Organize VDCs level awareness campaigns				
	Details of Activities: Design advocacy and awareness raising campaigns, finalize the event details, date, develop messages and conduct event (including street drama)				
	Methodology for measuring Changes: Survey and focus group discussion with Inter-Party Women Alliance, individual interview, involvement of organization and their commitments				
Output 2.3 Conflict affected women's groups and networks in selected VDC of the project districts have increased knowledge and understanding on NAP action points and its practical use in their lives.	<p>Indicator: Number conflict affected women's groups and networks formed in the select VDC</p> <p>Indicator: % of women in the conflict affected groups and networks who report an increased knowledge and understanding on district NAP Plan and their practical use in their lives.</p>	<ul style="list-style-type: none"> - Annual progress report - Pre - and Post -test assessment reports - Survey - FGD report 	<p>Baseline: 1 network in one VDC of Kailali, no networks in other VDCs (as of 2013)</p> <p>Target: At least 5 networks of women affected by conflict and former women combatants by (2015) in each district</p> <p>Baseline: 0</p> <p>Target: At least 75% of women from the conflict affected groups and networks report an increase in understanding and knowledge</p>	<p>Desk review of the reports of the responsible partners supporting capacity development of these networks</p> <p>Survey and FGD reports</p>	<p>Regional Coordinator and Project Field Officer review reports in close coordination with WCOs, DCCs and local NGOs</p>
Activity 2.3.1	Support the formation and strengthening of VDC level network/group of conflict affected women and former women combatants to document, monitor and respond to the incidences of SGBV from conflict and post conflict periods (Year 1)				

	<p>Details of Activities: Meeting with local stake holders, Identify the conflict affected women, formation of groups, conduct meetings, provide training, orientation, coaching.</p>				
	<p>Methodology for measuring Changes: Observation of group meeting, key informants' interviews with VDC secretary.</p>				
Activity 2.3.2	<p>Support VDC level training to conflict affected women's groups and networks on developing community peace and security plan to strengthen women's sense of security and peace building needs in line with UNSCRs 1325 and 1820, gender equality and women empowerment. (Year 1, 2, 3)</p>				
	<p>Details of Activities: Training need assessment, select resource persons, develop training package, conduct training, develop community security plan, reporting and follow-up</p>				
	<p>Methodology for measuring Changes: Pre and post-test assessment, responded cases relates with WPS by women groups in VDC level, FGD, conduct post impact assessment through documentation of the cases of advocacy and lobby in the VDC.</p>				
Output 2.4 Conflict affected women and former women combatants have enhanced entrepreneurial capacity to pursue improved and sustainable livelihoods in the select VDCs	<p>Indicator: % of conflict affected women and former women combatants in the project VDCs trained on entrepreneurship development</p>	<ul style="list-style-type: none"> • Annual progress report • Follow-up mini survey • FGD report • NAP Database 	<p>Baseline: 3%(2% Kailali, 2% in Doti and 4% in Bajhang) Target: At least 30% of conflict affected women and former women combatants in the select VDCs will be trained on entrepreneurship development by 2015.</p>	<p>Desk review of reports submitted by the training institutes (2014, 2015)</p> <p>Case studies of small /micro enterprises run by conflict affected women and former women combatants</p>	<p>Regional Coordinator and Project Field Officer prepare skill based trainings reports in close coordination with, WCOs, DCCs and local NGOs</p>
	<p>Indicator: Percentage of conflict affected women and former women combatants running small micro enterprises</p>		<p>Baseline: 7% of conflict affected and 1% ex-combatants running small enterprises through micro-credit facility (as of 2013) Target: 15 % of conflict affected women and 10 %</p>		

			former women combatants running small enterprises through micro-credit facility by 2015		
Activity 2.4.1	Support training institutes to provide skills based training, through comprehensive training packages, to conflict affected women and former women combatants to develop their vocational and entrepreneurship skills for improved economic opportunities ²² . (Year 1,2,3) (TCN, Activity No. 1)				
	Details of Activities: Pre Training: Need Assessment and Market Appraisal (Training Design and Development, Trainees Selection, Document Case stories); Training (Resource Mobilization; Conducting Core Skill Training; Conducting Soft Skill Training; Internal and Final Evaluation; Document Case stories; Post Training: Mentoring Training to Starting Entrepreneur, Business Start Up Support, Mentoring training to existing Entrepreneur, Follow up of employment status, Document Case stories.				
	Methodology for measuring Changes: Pre and post-test assessment report, survey, FGD report, establish enterprises, cash and kind support to Conflict Affected Women, Former Women Combatants and SGBV				
Activity 2.4.2	Facilitate exchange visits for poor conflict affected women and other vulnerable groups of three districts				
	Details of Activities: Finalization of participants , finalize the venue and content, outsource the guide, management of logistical arrangement				
	Methodology for measuring Changes: Report of the participants regarding exposure visit and feedback of the participants, learning sharing, Number of women replicate their knowledge in their VDCs				
Output 2.5 Improved	Indicator: % of conflict affected	- Survey among	Baseline: 0 ²³ Target: 50% conflict affected	Case studies	Regional Coordinator and

²² Skills based trainings, with start-up support and links to Micro-Finance Institutions, includes for example herb farming, technical training on tailoring, beautician, electrician, carpentry, plumbing, mobile repairing, dairy, animal husbandry, off-seasonal vegetable farming, juice making, pickle making, multi-purpose nursery and fruit farming, spice processing, mushroom farming, etc.

²³ SFCG, “Situation Analysis of Women and Girls in Conflict Affected Districts” (April 2013). The analysis found that conflict affected women and former women combatants reported that they have not been accepted by the society yet.

<p>relationship between conflict affected women, former women combatants and communities in project districts</p>	<p>women and former women combatants who report that they have been accepted by the communities in the project VDCs.</p> <p>Indicator: Number of case studies emphasizing that conflict affected women and former women combatants are being increasingly accepted in the communities in select district</p>	<p>conflict affected women and ex-combatant women.</p> <ul style="list-style-type: none"> - FGD report - Case studies 	<p>women and former women combatants report that they have been accepted by the community in the project VDCs</p> <p>Baseline:0 Family and community are reluctant to integrate conflict affected women and former women combatants into the society (2013)</p> <p>Target: 5 case stories of social harmony and reconciliation as a result of the project, documented (2015)</p>	<p>FGDs with target group</p> <p>Review of Peace memorials reports developed (2013, 2014, 2015)</p>	<p>Project Field Officer prepare reports in close coordination with WCOs, DCCs and local NGOs</p>
<p>Activity 2.5.1</p>	<p>Organize peace memorials (community festivals, community dialogues, peace circles, meetings at community halls) to promote social harmony and reconciliation</p>				
	<p>Details of Activities: Pre meeting consultation with concerned stake holders, confirm the programmatic activities and message to disseminate celebration of community festivals, international day’s celebration, dialogue and peace circles, Focus Group Discussion, prepare the events reports.</p>				
	<p>Methodology for measuring changes: Survey, success stories, joint meeting minute of community people and conflict affected people, conduct post impact assessment through recording the acceptance cases</p>				
<p>Activity 2.5.2</p>	<p>Support a survey with conflict affected women and former combatants</p>				

	<p>Details of Activities: Outsource resource persons, finalize the content, preparation for survey, development of format for data collection</p>
	<p>Methodology for measuring Changes: Survey report, perception survey</p>
Activity 2.5.3	<p>Support undertaking /case stories</p>
	<p>Details of Activities: Outsource resource person, finalize the content, in-depth interviews; collection of relevant photographs, methodology and the respondents.</p>
	<p>Methodology for measuring Changes: Meeting minutes, FGD and documented case studies.</p>
Activity 2.5.4	<p>In partnership with IOM work with Conflict Victim Common Platform (CVCP) and MOPR to support CRSV survivors through capacity development (on mediation, negotiation, leadership, advocacy, case management, computer skills, proposal development); counselling support (for livelihood, income generation and small industries set up), outreach campaign, referral services which will enable them to interact with available mechanisms and services.</p>
	<p>Details of Activities: Outsource the resource persons, develop training package, conduct training, develop soft and hard copy of training materials and distribute to the participants</p>
	<p>Methodology for measuring Changes: Pre and post-test assessment report and FGD</p>
Activity 2.5.5	<p>In partnership with UNDP, partially support the Peer to Peer Learning Conference at the national level (learning from other post-conflict societies on how CRSV victims can become engaged in peer support to provide services to other CRSV victims).</p>
	<p>Details of Activities: Outsource the resource persons; finalize the conference content, select participants and prepare event completion report</p>
	<p>Methodology for measuring changes: Review of event completion report with pre and post-test analysis</p>
Activity 5.5.6	<p>Interface between far west and national level network of conflict victims</p>
	<p>Details of Activities: Outsource the resource persons; finalize the content of the interface, organize and prepare event completion report</p>

Methodology for measuring changes: Review of event completion report with pre and post-test analysis					
Output 2.6 Accessible, prompt and quality services available to the victims/survivors of SGBV in select districts	Indicator: % of victims /survivors of violence against women that are able to access safe houses and Women and Children Service Centres support.	<ul style="list-style-type: none"> • Survey among conflict affected women and ex-combatant women. • Follow-up report • Annual progress report 	Baseline: 0 Target: At least 50% of victims/survivors of violence against women who visit the shelter house or Women and Children Service Center experiences getting support services (psychosocial, legal, logistic, medical etc) from shelter houses in Bajhang district and Women and Children Service Centre in 3 project districts.	Review of data collected by Women and Children Service Centre and Safe Houses	Regional Coordinator and Project Field Officer prepare progress reports of Safe Houses and Women and Children Service Centres in close coordination with, WCOs, DCCs and local NGOs
	Indicator: % of staff from Women and Children Service Centres receiving training on SGBV and other issues related to women and girls		Baseline: 0 Target: 75% of staff from Women and Children Service Centres receives training on SGBV by 2015	Progress reports of Safe Houses and Women and Children Service Centres (2013, 2014, 2015)	
				Case studies	

Activity 2.6.1	Strengthen safe houses at the district headquarter with integrated legal and psychosocial components (Year 1,2,3)				
	Details of Activities: Need assessment, Stakeholder sharing, Need base support, coordination and collaboration with local stakeholders work on WPS.				
	Methodology for measuring Changes: Reported cases of SGBV, conflict affected women, and Women and Children Service Centre, gender friendly services in time				
Activity 2.6.2	Capacity development of the Women and Children Service Centres to address SGBV and other issues related to women and girls.				
	Details of Activities: Provide equipment's (Laptop, printer and furniture's) organizing formal programme.				
	Methodology for measuring Changes: Progress report of Women and Children Service Centres, interview records with victims and government line agencies, information and reports of WCSC.				
Activity 2.6.3	Support district level workshop with police, prosecutors, health professional and law professionals, human rights organizations				
	Details of Activities: Outsource the resource persons, develop content and consultation with DCC, select participants and organize the training, identify the gaps on pillar 2 and pillar 3 and prepare the action plan.				
	Methodology for measuring Changes: Survey, pre and post-test of the participants.				
Outcome 3 Enhanced leadership and participation of women in key decision-making structures in the	Indicator: % of women included in key decision-making structures (networks, forest user groups, school management committee, cooperatives, officers position in	<ul style="list-style-type: none"> Annual progress report NAP database 	Baseline: 55% women participated in network/groups while 19% of women represented in key decision-making structures at local level (as of 2013); of those participated in	Review of CSO Committee Awareness Centre (CAC) and Ward Citizen Forum (WCF) reports	Unit Manager, M&E Analyst, Programme Associate, Regional Coordinator and Project Field

three project districts	government offices, management board in civil society organization, political party, LPCs)		network/groups, 7% women said they are able to influence decision making processes in key decision making structures (as of 2013) Target: 70% women participated in network/groups and 25 % of women represented in key decision-making structures at local level by 2015; of those participated in network/groups, 20 % women said they are able to influence decision making processes by 2015		Officer prepare event reports in close coordination with, MoWCSW, DCCs and local NGOs
Output 3.1 VDC level inter-party women networks established and functioning effectively	Indicator: Number of VDCs level functional inter-party women networks	<ul style="list-style-type: none"> • Annual progress Report • 	Baseline: 0 VDC level inter-party women alliances formed (as of 2013) Target: 15 VDCs level inter-party women networks established by mid-2014	Review of Meeting minutes and reports of VDC level inter-party women networks (2013, 2014, 2015)	Regional Coordinator and Project Field Officer prepare meeting minutes of VDC level inter-party women networks in close coordination with WCOs, DCCs and local NGOs
Activity 3.1.1	Establish and strengthen VDC-level inter-party women networks to influence women's issues (Year 1,2,3)				

	<p>Details of Activities: Mass gathering (representation from all political parties), establish ‘Women Network’, Gathering of women representative representing different political parties, discussion and formation of IPWA, regular meeting and development of action plan.</p>				
	<p>Methodology for measuring Changes: Observation of group meeting, key informants’ interviews with political parties’ representatives.</p>				
<p>Output 3.2 District level and VDC level women leaders have increased knowledge and understanding of UNSCRs 1325 and 1820 to advocate the agenda of women, peace and security issues of the district</p>	<p>Indicators: Number of trained women leaders who demonstrate increased knowledge and skills on UNSCRs 1325 and 1820 in selected project VDC.</p> <p>Indicators: Number of trained women leaders who demonstrate increase knowledge and skills on UNSCRs 1325 and 1820 in the selected Districts</p>	<ul style="list-style-type: none"> • Pre- and post-test assessment report • FGD report 	<p>Baseline: 0 Number of women leaders have heard about NAP 2013²⁴ in selected project VDC.</p> <p>Target: 100 local women social and political leaders demonstrate enhanced knowledge and understanding on UNSCRs 1325 and 1820 NAP by 2015 in selected VDC</p> <p>Baseline: 0</p> <p>Target: At least 300 women social and political leaders demonstrate enhanced knowledge and understanding on UNSCRs 1325 and 1820 in selected Districts.</p>	<p>Review of VDCs and District levels women leadership training reports (2013, 2014)</p> <p>Case studies</p> <p>FGDs</p>	<p>Regional Coordinator and Project Field Officer prepare training reports in close coordination with WCOs, DCCs and local NGOs</p>
<p>Activity 3.2.1</p>	<p>VDC level women leadership trainings on UNSCRs 1325 and 1820 (Year 1)</p>				

²⁴ Situation Analysis Focus Group Discussions

	<p>Details of Activities: Outsource the resource persons, develop training package, conduct training, develop soft and hard copy of training materials and distribute to the participants</p>				
	<p>Methodology for measuring Changes: Pre and post-test assessment report and FGD</p>				
Activity 3.2.2	District level women’s leadership training to local women leaders on UNSCRs 1325 and 1820 (Year 1)				
	<p>Details of Activities: Outsource resource person, develop training package, conduct training, develop soft and hard copy of training materials and distribution to the participants.</p>				
	<p>Methodology for measuring Changes: Pre and post-test assessment report and FGD</p>				
Output 3.3 Women leaders in the districts take on leadership roles to promote peace and development	<p>Indicator: % of women beneficiaries of the project who occupy influential positions in various decision-making structures in the project VDCs.</p>	<ul style="list-style-type: none"> • NAP Database • FGD report • Annual progress report 	<p>Baseline: % of women leaders occupy influential positions (2013) Target: At least 15% women leaders occupy influential positions in various decision-making structure in the project VDCs by 2016.</p>	<p>Review of membership of various decision-making structures at the district and VDC level; reports of inter-party women’s network and media reports</p>	<p>Unit Manager, M&E Analyst, Programme Associate, Regional Coordinator and Project Field Officer will prepare event reports in close coordination with, MoWCSW, DCCs and local NGOs</p>
Activity 3.3.1	Support district level annual workshops for promoting women’s leadership and participation in decision-making (Year 1,2,3)				
	<p>Details of Activities: Pre-planning meeting, develop strategy for the workshop through consultation with DCC and discuss on 5 pillars of NAP on 1325 and 1820.</p>				
	<p>Methodology for measuring Changes:</p>				

	Pre and post-test assessment report, FGD and plan of action.
Activity 3.3.2	Strengthen capacity of district level inter-party women’s networks to carry out lobby and advocacy efforts (Year 1,2,3)
	<p>Details of Activities:</p> <p>Pre-meeting preparation, develop action plans, expansion of IPWA across the district, orientation on lobby, advocacy, leadership and NAP on UNSCRs 1325 and 1820 and regular meeting of IPWA.</p>
	<p>Methodology for measuring Changes:</p> <p>Meeting minute of IPWA, action plans and media coverage</p>
Activity 3.3.3	Support joint venture workshop/training between NGO and national NGO and trainings on promoting women’s leadership and participation in peacebuilding
	<p>Details of Activities:</p> <p>Outsource resource person, finalize content and methodology of the workshop, select the participants, fix the date, time and venue; and conduct training.</p>
	<p>Methodology for measuring Changes:</p> <p>Attendance sheet, training report with pre and post assessment and action plan of the participants.</p>
Activity 3.3.4	Organize leadership/facilitation training to women facilitators, social mobilizers to work as change agent, and LRPs
	<p>Details of Activities:</p> <p>Select resource persons, develop training package, under take pre and post-test, develop soft and hard copy of training materials, conduct training, reporting and follow-up</p>
	<p>Methodology for measuring Changes:</p> <p>Pre and post-test report Key informant interview.</p>