ENGAGING WOMEN IN PREVENTING AND COUNTERING EXTREMIST VIOLENCE IN KENYA

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DRAFT REPORT

PREPARED FOR:

UN WOMEN

PREPARED BY:

MOHAMED ABDILATIF| CONSULTANT

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Executive summary

Engaging Women in Preventing and Countering Extremist Violence in Kenya is articulated in the UN Women Strategic Note 2014 -2018 which contributes to the Kenya development priorities in Kenya's Vision 2030 as articulated in its 2nd Medium Term Plan (2014-2018), under the economic, social and the political pillars and well aligned to the United Nations Development Assistance Framework for Kenya (2014-2017). This project was informed by the Secretary General's Plan of Action to Prevent Violent Extremism in line with Security Council resolution 2242 (2015) which calls for protection and empowerment of women as a central consideration of strategies devised to counter terrorism and violent extremism. To achieve this, UN Women, in collaboration with National Cohesion and Integration Commission and National Counter Terrorism Centre; Civil Society, Office of the President (Government of Kenya), National Steering Committee on Peace-building and Conflict Management and women organizations implemented this project starting from April 1st 2016 to March 31st 2017 in 5 counties that are particularly vulnerable to radicalization, recruitment and attacks including; 3 coastal counties (Mombasa, Kwale and Kilifi) and 2 counties in northern Kenya (Wajir and Mandera). The project had two key outcomes; (i) undertake targeted and gender sensitive research on the drivers that motivate men and women to join its violent extremism that can inform an evidence based approach to prevention and response efforts; and (ii) strengthening the capacity of women's civil society groups to engage in efforts to prevent and counter extremist violence. The project budget was USD $750,000 funded with the generous support of the Government of Japan. As per commitment of UN Women with the Government of Japan about conducting final evaluation by external team, the UN Women Kenya Country Office commissioned the final evaluation to on a competitive basis. This report is the final deliverable of the evaluation.

The project was found to be relevant locally, nationally and internationally. Locally, it captured the target population, (women), which had not been previously given adequate attention by the government and other project related to C/VE. The project addressed their needs through improved capacity to engage in CVE and contribute to peace and stability activities within the community. Nationally, the project has contributed to development of gender sensitive county CVE plans and implementation of the National Strategy to Counter-Terrorism (NSCT), which advance building of peaceful and violence free communities. Internationally, was anchored on the UN Security Council resolutions number 2242 and the plan of action on CVE priorities for women empowerment and involvement in peace and security issues. The project deliverables contributed to the UN Women's global programme that seeks to address root causes of extremist violence through strengthened women's empowerment and participation in CVE and generation of a relevant evidence base that has been used (and is being used) to inform integration of gender and women's participation in CVE plans, strategies and related efforts.

The project was effective in achievement of the key project outcomes and involvement of the key stakeholders in the implementation of the project. A gender sensitive research with clear results on role and opportunities women engagement was conducted validated and policy briefs for publication prepared. A total of five women networks were established; one per the five counties targeted and facilitated to develop action plans for guiding implementation of prioritized CVE activities in their respective counties. Informal Linkages with relevant stakeholders such as security actors and community leaderships have been formed but they are not adequately strong. Grassroot women networks are also limited and weak which affects

participation and engagement of women at the grassroot level. The networks have created safe places in which many women have come out to discuss, express themselves and share experiences on sensitive issues related to CVE, security and peace. A total of 645 women who were trained reported improved capacity and empowerment to engage in CVE and related activities in their community. The project was reported to have improved not only the women but also overall community working relationship, trust and confidence with the security actors. Greater cooperation including sharing of contacts and engagement in whatsapp groups was reported. However, the project would have been more effective if (i) formal linkages with all key stakeholders were established; (ii) The networks established were capacitated to provide trauma support and counseling services for the victims of radicalization and VE and (iii) post training follow-up and mentorship of beneficiaries was done.

The project was found to be efficiently managed from the management structure, resources allocation, relationship between inputs and outputs, transparency and accountability perspective, which resulted to leveraging of the resources invested. The allocated budget was efficiently mobilized and utilized but it was not adequate to achieve all the intended purposes. Project staff were adequately competent and skilled in project management and coordination of logistics. Coordination of the project was strengthened by functional technical team support, which included an effective monitoring and evaluation system for the project. This created strong accountability and transparency structures for the project resources and deliverables

The project was implemented using a gender sensitive and human rights approaches with a key achievement being capacitation and empowered women to actively engage in CVE and contributed to advancement of gender equality and women rights in their communities. The beneficiaries have now greater understanding of their rights, able to defend violations and advance quest for their recognition and engagement in CVE, security, peace and other community engagement roles. The project, through UN Women technical support, has also successfully championed development of gender sensitive County CVE plans, which recognize and promote role of women in CVE. Integration of gender equality and human rights approaches is expected to be greater with increased advocacy, championing and appreciation of the role of women in CVE among the key stakeholders.

There are sustainability measures established including ranging from effective networks established greater empowerment and assumption of responsibility for CVE among women and evidence of knowledge and skill replication through trainings and sensitization programmes. There is also evidence of locally owned coordination structures such as inclusion of women in local peace committees and Nyumba Kumi Committees, which strengthens continuity of project gains. However, sustainability would have been strengthened by establishment of effective and strong formal linkages between women groups/networks with all the key stakeholders for greater ownership, coordination and support. The project was not fully independent of partner and donor support; the women, CSOs and networks lacks sufficient financial and technical support (especially in providing trauma support for VE victims which was not part of the project design deliverable) key in replicating the gains.

Based on the evaluation findings, the following recommendations were made:

1. **Recommendation 1 (Based on finding 1, 2, 6, 9, 10 and 22):** Scale up CVE capacity building programme to reach more beneficiaries. The programme should incorporate improvement in the design to include use of sandwich training programmes (Trainings which consist of some days in workshop and some other time within the community applying the knowledge learnt after which participants join in workshop again to share experiences and to overcome challenges faced) which allow for continued experiential learning, close mentorship of beneficiaries and post-training follow-up or mentorship of beneficiaries to provide basic support to the beneficiaries, including at the grassroot level;

2. **Recommendation 2 (Based on finding 11):** Promote and scale up use of social network platforms (well managed and monitored) such as Whatsapp to actively engage women, groups, security agents and other stakeholders on CVE as efficient platforms for sharing information across relevant actors including police, networks and linkages established;

3. **Recommendation 3 (Based on finding 12):** Establish a pool of Women Training of Trainers (TOTs) (from selected from CSOs networks and institutions) on the training manual developed (which was developed to guide training) and share it to offer similar capacity building programmes within respective counties as a way of replicating the benefits for greater impact within the community;

4. **Recommendation 4 (Based on finding 8):** Establish strong linkages and collaborations with the media organizations aimed at encouraging them to own CVE and actively partnering with women and community as a social corporate responsibility especially in counter-messaging, sensitization and advancing gender sensitive agendas related to CVE, peace, security and community development;

5. **Recommendation 6 (Based on finding 7):** Established stronger CSOs women networks and formal linkages (including future projects) should be designed and empowered to create stronger safe places and provide psychosocial counseling, emotional and trauma healing support for victims of violent extremism;

6. **Recommendation 6 (Based on finding 4&5):** Commission and fast track gender analysis of the national CVE strategy and dissemination of gender sensitive policy report to support development of gender sensitive policy briefs, plans and strategies and also support advocacy for integration of gender equality and human right principles in CVE;

7. **Recommendation 7 (Based on Finding 3 &19):** Support county governments (those who are yet to develop) with technical support to develop and implement gender sensitive CVE plan. Implementation support should include community sensitization and involvement to enhance supportive implementation and support;

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Acronyms and Abbreviations

CVE	Counter Violence Extremism
VE	Violent Extremism
CSO	Civil Society Organizations
NCIC	National Cohesion and Intergration Commission
ISIS	Institute for Security Studies
FGD	Focus Group Discussions
KII	Key informant Interview
HAWENKA	Horn of Africa Women's Empowerment Network Kenya Agency
HURIA	Human Rights Agenda
NCTC	National Counter Terrorism Centre
CSO	Civil Society Organizations
CBO	Community Based Organizations
FBO	Faith Based Organization
ToC	Terms of Reference
MoINC	Ministry of Interior and Coordination of National Government
ERG	Evaluation Reference Group

Background and Purpose of the Project

In the last few years, Kenya has experienced a sudden surge of violent extremist activity and substantial shift in its security landscape. Violent extremist groups including Al Shabab influence in Kenya and the region is growing, with negative impacts on the rights of women and girls, creating urgent and unforeseen need to promote and advance women's active participation in efforts to prevent and respond to extremist violence in Kenya.

Despite a history of violent extremism in Kenya, relatively little empirical analysis has been done to determine why and how men and women join violent extremist groups. In addition to being the victims of attacks, men and women from Kenya have carried out deadly attacks and are also directly involved in recruiting their fellow nationals to join the organization's ranks. Moreover women and girls have also watched family members and the community at large get recruited with little support offered to them to mitigate against radicalization and recruitment to extremist groups due to minimal engagement in reintegration and reconstruction efforts and seldom being provided a platform to actively engage in prevention and response efforts. Women lack the necessary skills, knowledge and exposure to meaningfully participate in political and peace processes, and the absence of safe spaces where they can share information that could serve as early warning signs in combating radicalization activities. Despite their influence at the family and community levels, women have also been left out of negotiations that affect their spheres of influence. Their capacities to mentor, negotiate and mediate in various circumstances have been left untapped.

This project was implemented by UN Women using a gender sensitive and human rights approaches in partnership with Institute of Security Studies and National Cohesion and Integration Commission, and CSOs, specifically Wajir Women for Peace in Wajir County, Horn of Africa Women Empowerment Network Kenya Agency (HAWENKA) in Mandera County and Human Rights Agenda (HURIA) in the coastal regions- covering Kilifi, Mombasa and Kwale Counties to support capacity building through trainings of women on identifying early signs of radicalization and building their confidence to meaningfully engage with security authorities and conflict resolution skills. This project was based on the UN Plan of Action to Prevent Violent Extremism which recognizes women's empowerment as a critical force for sustainable peace and counter-violent extremism and UN Women's global programme which seeks to address root causes of extremist violence through integrated responses aimed at strengthening women's empowerment to preventing and countering violent extremism. The project sought to not only understand why women are joining extremist groups, the roles they play in inciting and persuading others to join and fight, but also to strengthen the capacity of women and women civil society groups to engage in prevention, response and recovery efforts to counter violent extremism, leveraging women's experiences and voices to reach vulnerable communities, including at-risk youths. Resultantly, the project sought to achieve the following:

1. Undertake ttargeted and gender sensitive research on the drivers that motivate men and women to join its ranks, that can inform an evidence based approach to prevention and response efforts; and

2. Strengthening the capacity of women's civil society groups to engage in efforts to prevent and counter extremist violence.

This was a one year project implemented directly by UN Women through the generous support from the Government of Japan and in partnership with government, civil society and UN partners to implement this project. The project focused on leveraging partnerships with key stakeholders who included the National Cohesion and Integration Commission, National Counter Terrorism Centre, the Office of the President which is responsible for implementing the national counter-terrorism strategy and County Peace Secretariats. The overall purpose of this project was to increase engagement of Women in Preventing and Countering Extremist Violence in Kenya while promoting gender equality and protecting women rights.

1. Project Description and Context

1.1 Overview of the Project (Description and Context)

This project, "Engaging Women in Preventing and Countering Extremist Violence in Kenya" was implemented by UN Women UN Women in collaboration with National Cohesion and Integration Commission and National Counter Terrorism Centre; Civil Society, Office of the President (Government of Kenya), National Steering Committee on Peace-building and Conflict Management and women organizations using a a gender sensitive and human rights based approaches.

The project, in line with UN Women Strategic Note 2014 -2018, Kenya's Vision 2030 goal on economic, social and the political pillars, the United Nations Development Assistance Framework for Kenya (2014-2017), the Security Council resolution 2242 (2015) and the UN CVE action plan, sought to understand why women are joining extremist groups, document the roles women play in inciting and persuading others to join and fight and use the evidence to strengthen the capacity of women and women civil society groups to engage in prevention, response and recovery efforts to counter violent extremism, leveraging women's experiences and voices to reach vulnerable communities, including at-risk youths.

The project also sought to establish networks and linkages with key stakeholders including women CSOs, human rights organizations, researchers and government institutions in addressing issues of preventing and countering violent extremism at the county and national level. To contribute to these efforts, the project intended to generate gender sensitive evidence and conduct specialized training for women to enhancing their capacity on conflict resolution skills, as well as facilitating female practitioner networks on CVE. The project outcomes were aimed at addressing root causes of extremist violence through integrated responses to be achieved through women's participation and empowerment in CVE supported by relevant scientific evidence base on effective strategies and opportunities for engagement. In this respect, the overall goal of the project was to promote and advance women's active participation in efforts to prevent and respond to extremist violence in Kenya, while ensuring their human rights are protected and promoted. To achieve this goal, had two specific objectives which were:

1) Conduct gender sensitive research and sex-disaggregated data on the drivers of extremist violence in Kenya is available
2) Strengthen capacity of women's civil society groups to advance the rights of women and girls in efforts to counter violent extremism.
3) Ensure project coordination is efficient

The project aimed to realize the above objectives through the following three outcomes:

1) Outcome 1: Evidence base is strengthened on understanding the drivers of extremist violence in Kenya.

2) Outcome 2: Women and women's groups are actively involved in efforts to prevent and counter extremist violence in Kenya.

3) *Outcome 3: Project is successfully managed*

This project "Engaging Women in Preventing and Countering Extremist Violence in Kenya" was implemented from April 1st 2016 to March 31st 2017 in 5 counties that are particularly vulnerable to radicalization, recruitment and attacks including; 3 coastal counties (Mombasa, Kwale and Kilifi) and 2 counties in northern Kenya (Wajir and Mandera).

1.2 Project Theory of Change

The project Theory of Change (ToC) of the project "Engaging Women in Preventing and Countering Extremist Violence in Kenya" was developed in the Project Document during the project design phase. According to the theory of change, if scientific evidence on the drivers of extremist violence in Kenya is generated and made available to stakeholders for policy action, and if women are facilitated and given access and resources to participate effectively in the prevention, conflict management and recovery efforts of preventing and countering violent extremism and if are women are provided with safe spaces to share and exchange critical information, then vulnerable communities would be more resilient to risks of conflict, thus leading to improved cohesion amongst communities

The theory of change acted as a useful tool which created a clear picture of the concepts and implementation framework underpinning the project rationale and expected outcomes. The TOC has appropriately reflected the project contribution to change. It has not only properly provided a clear picture of how the project design to contribute to the implementation of the UNCSCR 2242 and related UN action Plan on CVE NAP on UNSCRs 1325 and 1820 but also clarifies the role of the project in building a peaceful and stability in communities through women participation and empowerment. The evaluation findings have affirmed the soundness and relevance of the TOC in achieving these outcomes and changes.

According to evaluation findings, gender sensitive research conducted and validated, was reported to have provided reliable and compelling evidence on the drivers of extremist violence which has been successfully used to inform integration of gender and human rights principles in relevant policy action and related stakeholder decisions on CVE such as inclusion of women in peace committees and development of gender sensitive county plans like in Kwale County. This has been complemented by improved capacity of women achieved through specialized women trainings and formation of effective women networks which has resulted to increased women engagement and participation in CVE activities in the selected counties including sharing of security alerts with the security actors.

1.3 Project Implementation Approach

The project was designed to support the Government of Kenya to implement UNSCRs 1325 resolutions and the SG UN action plan at the local level. The design and implementation of the project adopted a participatory planning approach incorporating stakeholders and beneficiaries' involvement and consultation. This helped gain the trust and commitments of the key stakeholders in building a peaceful, secure and stable community through women participation and involvement. The project design took into account the contribution of all the key stakeholders and views, gathered through engagement workshops and forums were taken into account.

The project has been implemented with the support from the following partners:

I. **Government agencies: Office of the president through the** Ministry of Interior and National government coordination, National Counter Terrorism Centre

II. **UN Women Kenya Country Office**-Executed and managed the project

III. **National cohesion and Integration Commission**; they participated in training women and formation of women and practitioner networks

IV. Human Rights Organizations and women CSOs including HURIA, Sauti ya Wanawake, Wajir Women for Peace and Hawenka in Mandera who mobilized beneficiaries

V. Institute of Security Studies; Which conducted gender sensitive research and developed reports for dissemination and publication

UN women, as indicated above, was the main implementing agency funded by government of Japan. UN Women provided financial support for the project activities and technical expertise to the partners of this project in close collaboration with other implementing and cooperation agencies such as the MoINC and NCIC to facilitate and monitor implementation of the project activities in accordance with the project plans.

2. Evaluation Purpose, Objectives and Scope of the Evaluation

2.1 Purpose and Use

The UN Women Kenya Country Office in line with the commitment with the Government of Japan in the project document (Project No. 82756), committed to conduct a final evaluation of the project by an external evaluation consultant. In tune with this commitment, the final evaluation deliverables aims to provide UN Women, the Government of Japan and all the implementing partners (Government of Kenya, NCIC, ISIS, CSOs) with evidential base for informing design, implementation and management of future projects on Women, Peace and Security (WPS) Agenda.

The purpose of the evaluation was to determine the extent to which the "Engaging Women in Preventing and Countering Extremist Violence in Kenya" project achieved its stated outcomes, document lessons learned and best practices with the view to scaling up activities. This evaluation consisted in examining the project change theory and implementation progress with a key focus on shedding light on its results, achievements, areas of improvement and lessons learnt. The evaluation examined the extent to which the project results and achievements

informed the outcome level progress based on the project implementation and evaluation framework. The evaluation focused also on generating relevant and material evidence to support policy related feedback through demonstrated best practices on related project agenda i.e. those aligned UN Security Council resolution no. 2242 and the UN CVE plan of action.

The findings and recommendations aim to support all the key stakeholders primarily the Government of Kenya (particularly the Ministry of Interior and Coordination of National Government (MoINC) which is in-charge of peace and security in Kenya) and other institutions ministries such as NCTC responsible for the UNSCRs 2242 implementation, the CSOs and stakeholders including UN Women to building evidence based on effective strategies to:

- Strengthen national and county level capacity to design, implement and monitor implementation of CVE action plans and activities aligned to UNSCRs 2242

- Empower women through capacity building and networking to engage and contribute in CVE in their communities

- Strengthen the role of women (in leaderships and at grassroot level) in CVE efforts

- Support integration of human rights and gender equality principles (participation, inclusivity, non-discrimination and accountability) in peace, security and stability efforts at local, national and regional level

The following table summarizes the mapped primary users of the evaluation results:

Table 1: Primary intended users and uses of the evaluation

Primary Intended Users	Intended Use
- **UN Women** - **GoK/MoINC** - **County Governments and CSOs**	- Use lessons learned and recommendations for future programming on WPS - Use findings to inform future policies, action plans and strategies on CVE
- **Implementing Partners at national, regional** - **Un Women Staff at Country level and international level**	- Have a greater understanding and awareness of the CVE resolutions and action plans in regards to their implementations, challenges and opportunities for improvement - Have greater understanding of the role of women in peace, security and governance processes
- **Government of Japan and other Funding Agencies/partners**	- Provide accountability and evidence for the value of their investment - Inform future funding priorities, plans and related-decisions

2.2 Evaluation Objectives

Based on Terms of Reference (TOR), this evaluation had six(6) objectives which are:

i. Assess the relevance of UN Women contribution to engaging women in preventing and countering violent extremist in Kenya;

ii. Assess the sustainability of the intervention in achieving sustained engagement of women in preventing and countering violent extremist in Kenya;

iii. Analyse how human rights approach and gender equality principles are integrated in the implementation of the project;

iv. Identify and validate lessons learned, good practices and examples and innovations of efforts that support women's participation in preventing and countering violent extremist in Kenya; and

v. Provide actionable recommendations with respect to the UN Women intervention.

2.3 Scope

The evaluation scope encompassed the project scope since its inception phase (April 2016-March 2017). The geographic scope covered all the five counties in which the project was implemented namely: Mombasa, Kilifi, Kwale, Wajir and Mandera. Three project sites; Kilifi, Kwale and Mombasa County were physical visited field data collection conducted. Due to logistical challenge and time constrain, the evaluation consultant and UN Women reference group agreed during the inception meeting to interview key women leaders to represent Mandera and Wajir County. A lead trainer from Mandera County and mobilizer from Wajir County were interviewed in Nairobi. The evaluation covered key beneficiaries (CSOs, women groups, networks) and implementing partners.

The *substantive scope* of the evaluation focused on the achieved results and progress, gaps and challenges with regards to the progress made towards achievement of the project outputs and outcomes of the project outlined in the Results and Resource Management Framework (RRMF). It also assessed gender equality and human rights integration outcomes as a result of project, ownership of stakeholders, and likelihood of sustainability of the actions. Where possible, the changes produced directly or indirectly by the project on women engagement and involvement in CVE were captured and reported.

3. Evaluation Methodology and Limitation

3.1 Evaluation Approach

In accordance with the TORs, the evaluation collected evidence to assess the project progress and analyzed how and to what extent the project results and achievements affected the outcome. The evaluation adopted an inclusive, participatory, evaluative and learning design. The design relied on impartial qualitative evaluation approaches applying mixed methodological approaches to ensure triangulation of information through variety of qualitative resources. Qualitative approaches were chosen due to their ability to capture in-depth insights, views and experiences in the project key assessing the project outcomes; lessons learnt

outcomes and areas of future improvements. CVE is a complex subject whose project outputs, outcomes, gaps and successes are best captured and explored using mixed qualitative approaches.

The evaluation use of retrospective and prospective evaluation approach in data collection i.e. in this approach, the evaluation will look back to gains achieved by the project as well as anticipate areas of improvement based on anticipated changes and dynamic in the work environment in future. This approach helped to investigate the project's positive outcomes and their root causes in order to understand and replicate these rather than looking to understand why the project has not worked. This allowed learning on how best to address identified gaps and improve future interventions and projects programming.

3.2 Data Collection Methods

To enhance quality of data collected and validity of findings, the following qualitative data collection approaches were applied:

Desk review: An extensive of document review was undertaken to provide context of the evaluation, outline key baseline and benchmark milestones and validate milestones accomplished by the project. The review focused on project design, context of implementation and management structures to complement inform and validate field results. The review comprised on various project documentations (TORs, budget, progress reports, proposal, implementation outputs and implementation frameworks) of the project alongside policy, plans and strategies relevant to the project. Review information was collated based on the objectives of this evaluation, which helped judge progress, outcomes and performance of the project indicators.

Key informants Interviews: A total of eight most relevant key informants were purposively recruited from key IPs, project staff and stakeholders to participate in the assessment. Interviews with key informants focused mainly on project relevance, efficiency, leadership and management-related project result areas linked to the project and related interventions. The interviews provided crucial input in examining relevance, mainstreaming of gender equality and human rights requirements, efficiency and management of the project. Key informants included UN women project staff, ISS, HURIA, and NCIC, CSOs and women network leaders. It was difficult to interview county commissioners in the respective counties because they demanded for clearance from higher authorities to participate as they considered the information to be a sensitive security issue.

Table 2: Sample and Sample Size Distribution

Nº	Representative	Number of Interviewee(s)
1.	UN Women Project Staff	1
2.	Mandera Women Mobilizer	1
3.	Lead Trainer from Wajir	1
4.	HURIA	2
5.	ISS	1
6.	NCIC	1
7.	Media House	1
Total KII		**8**

Focus group discussions were used to collect data from beneficiaries (women and men) of the project. Cluster sampling was used to select respondents based on established county CSOs and networks hence ensuring fair distribution of respondents across the project implementation counties. To improve openness of discussions and honest in responses, neutral venues were consultatively agreed with the participants. A total of six (6) FGDs were conducted involving two women organizations in each of the three counties; Kilifi, Kwale and Mombasa County. Each FGD had 8-10 participants. Due to logistical challenges, women mobilizer from Mandera and lead trainer from Wajir counties were interviewed to represent the beneficiaries. Due to challenge of accessing and gathering participants who were residing far within the counties, convenience approach, rather than simple random sampling proposed in the inception report, was used to select available participants. Where logistical challenges of accessing FGD participants limited feasibility of conducting FGDs, additional interviews with selected leaders of the targeted organizations was done to enhance richness of data collected. FGDs focused on the effectiveness, relevance, human rights and gender equality approaches and to some extent, efficiency of the project.

Table 3: Distribution of FGDs

Project Site	Mombasa	Kilifi	Kwale
FGD Participants			
Women Organizations Groups	2	2	2
Total FGDs		6	

Given the highly sensitive nature of the project and some of the evaluation questions formulated, some women were cautious about participating. Therefore, the evaluation relied on women self-selecting into the evaluation based on the information provided to them during the selection process. Both the KII and FGDs were based on semi-structured schedules which were facilitated by the consultant to allow for the free flow of information without losing the central focus of evaluation. A different data collection schedule was designed and used for each group of respondents. All the respondents at the county level were identified through the established

networks while overall, the study respondents including national level IP respondents were identified and accessed through the coordination UN women programmes office.

Observation checklists which were designed to collect key data and information of project indicators were used to document and record key observations during field visits to the project sites. The checklist, developed in line with the project objectives, results framework and TOR, focused on the various evaluation parameters and project activities of the project. The data collected was used to validate data collected as well as inform logic conclusions.

The consultant notes that although the UN Women internal quality control standards require at least one third of the portfolio to be submitted to intense independent review in regular intervals, this could not be achieved due to resource limitation, delays in field work and unanticipated logistical challenges in the field work. Table 1 below shows the distribution of the evaluation respondents.

3.3 Evaluation process

This evaluation was conducted in three phases: inception phase (March and April 2017); data collection (10th– 20th April 2017) and analysis phase (until end of April2017). A systematic approach was used to synthesis findings from evaluation questions, formulate conclusions and recommendations. This process was guided by the TOR, RRM framework and an evaluation matrix (developed during the inception phase) to guide the evaluation process and report. During the inception phase, an in-depth stakeholder analysis was undertaken to inform selection of project beneficiaries and stakeholders to be consulted and or interviewed.

To ensure proper coordination of field work, support of the consultant and involvement of all the key stakeholders in the evaluation process, an Evaluation Reference Group (ERG) constituting implementing partners representatives (UN Women, NCIC, ISS and local CSOs (involved in mobilization of beneficiaries) were identified and actively consulted/referenced on key evaluation issues throughout the evaluation process. The ERG was consulted on key aspects of the evaluation process and the evaluation outputs. Among other key support provided included coordination, clarification of issues and providing relevant reference document and information for the project evaluation. The ERG provided key stakeholders the opportunity to actively contribute towards the review and validation of the findings. The draft evaluation report was shared with the ERG for feedback. Their comments and suggestions (feedback) on the draft evaluation report were incorporated in this final evaluation report.

UN Women Kenya Country Office will prepare a management response and UN Women will be responsible for publishing the report on the GATE website.

3.4 Evaluation Data Analysis

Data analysis was done in line with the evaluation objectives and evaluation criteria. Qualitative data analysis used the content analysis method, categorization, classification and summarization. To explore the causal links and relationship between inputs and outcomes, the contribution analysis was done. The evaluation analysis approach studied the specific contribution of the project to the change among the beneficiaries by collecting perception of beneficiaries about the contribution of different projects to the specific change and outcomes.

The analysis and contribution model build on the existing project theory of change, which helped to find evidences of links between inputs and outcomes of the project framework.

During analysis stage, qualitative data from KII, FGDs, desk reviews and case studies was coded, cleaned and analyzed thematically using Nvivo software. Data was grouped (thematically) as per the evaluation question and analyzed as per evaluation criteria and objective of the study. This was followed by comparison of the current situation to the situation at the start of the project where possible, which provided information about changes that occurred during the project period. In addition, respondents were requested to note key changes observed and the reason for or cause of the observed change.

The evaluation also focused analysis in exploring relationships in the emerging themes based on the RRMF to identify gaps, success, areas for improvement and gather key insight on objective outcomes. The findings were used to inform conclusions, lessons learnt and recommendations for informing future programming and relevant policy and strategic interventions on CVE.

3.5 Ethical Consideration

Due to sensitive nature of the project, ethical considerations and procedures were identified and safeguarded throughout the evaluation. The evaluation was conducted in accordance with the UN Women Evaluation Policy and the United Nations Evaluation Group Ethical Guidelines and Code of Conduct for Evaluation in the UN System.

All the participants in FGDs and key informant interviews were considered vulnerable respondents. As such, the relevant procedural safeguards were put in place to guide interactions. These safeguards included: administering adequate and effective informed consent; potentially locating focus groups discussions outside of the affected communities or areas where women felt vulnerable; protection of identities by ensuring anonymity including even in reporting and use of neutral or private venues for interviews. The evaluation respected stakeholders' right to provide information in confidence after providing free and informed consent. All information was used and represented only to the extent agreed to by its contributor. All the FGDs and majority of the interviews were conducted in safe or private venue and under the condition of anonymity. To enhance confidence of the respondents with the consultant, recruitment and selection of respondents was done through the established women networks and CSOs. Data collected and recorded was kept in password-protected laptop to which only the consultant had access to. The consultant set a tone of informality, openness and rapport in all interviews and focus groups as appropriate to the individuals participating.

To avoid complex ethical requirements and procedures, only women or girls aged at least 18 years were recruited to participate in the FGDs. However, the interviews and discussions focused on women and girls across the various cohorts (teens, youths, adults) where such discussions were relevant such as in human right and gender equality and involvement of women and girls in CVE. To ensure independence and impartiality of the evaluation findings, evaluative judgments were based on objective assessment and summation of evidence provided, triangulation of findings was done by ensuring multiple source of information was used. All the reports (Inception, draft and Final Report) were shared with ERG for assessments and comments to enhance their credibility.

3.6 Limitations to the study

a) **The fieldwork schedule for the evaluation delayed** which resulted to further time constraints which limited comprehensive data collection from the key informants and FGD discussants. As a result, the number of KIIs and FGDs conducted was less than initially expected in the fieldwork plan. However, to remedy this gap, comprehensive interviews and discussions were conducted with the respondents

b) **Logistical challenges**: Most of the beneficiaries resided far within the counties which created access challenges gathering FGD participants together. As a result, many of the women demanded upfront compensation for fare to be incurred which was not planned or anticipated in the data collection plan. This significantly limited feasibility of using random sampling for FGD participants and in some cases, made it impossible to get a substantial FGD quorum. To remedy this challenge, convenience sampling was used to recruit easy to reach women in the FGD through existing networks and CSO leaders. Where it was difficult to constitute a proper FGD, interview with CSO and network leaders was done to minimize gaps and skewedness in data collected.

c) **Cooperation challenges:** It was difficult to secure an interview with the security agents/actors within the respective counties especially the County Commissioners who were the project key stakeholders at the county level. Some security actors demanded clearance from higher security authorities, which could not be achieved within the stipulated timelines. In addition, some refused to participate citing the interview to be of significant security concerns and sensitivity.

d) **Scope of Comprehensive Evaluation**: Due to security, resource and time challenges, physical field data collection involving FGD, KII and observation was done in Kilifi, Kwale and Mombasa Counties only. Key resource persons from Mandera and Wajir were purposively identified and interviewed in Nairobi to represent the views, outcomes and insight of these two county beneficiaries. These included a lead trainer from Mandera County and mobilizer from Wajir County.

e) **Language Barriers**: Since the local language in Coastal regions is mainly Swahili, the discussions may not be moderated purely in English. The consultant used a mix of both Swahili and English in moderating discussions. Where Swahili language was used, further clarification wad provided to altering context of the question and hence discussion. Experienced transcribers (in both Swahili and English) were used to transcribe the recordings under close guidance of the consultant will to prevent alteration of original thoughts and information.

f) **Respondent bias**: Rapid qualitative methods are prone to subjective respondent bias especially in case of conflict of interest such as unmet interest for post-training funding and other resource support and positively skewed responses among the IPs. There risks were managed through iterative cross-referencing of data and a systematic focus on questions guided by the evaluation criteria reflected in the evaluation matrix. In-depth probing of any response thought to be skewed (positive or negative) was undertaken and further triangulation with other relevant sources (including document reviews, request for further clarification and undertaking more focused interviews in the issues raised) was done to enhance objectivity of the data collected. However, where necessary, significant objective and contrary views and opinions were highlighted and relevant interpretation made or context provided to validate the responses.

4. Findings

4.1 Relevance

EQ: To what extent was the intervention relevant to the local, national and international needs and priorities?

Finding 1: The Project, "Engaging Women in Preventing and Countering Extremist Violence in Kenya" was found to be relevant locally, nationally and internationally (UN Women priorities and plans). It was well aligned to the needs and priorities women, national priorities on CVE global communities (UN and UN Women) commitment to peace, security and stability through women involvement.

The involvement and empowerment of women was found strategic to the achievement of CVE Project results. Prior to the project, CVE was looked as the national government responsibility but the training inspired women to take responsibility. Empowering women has helped reach women and girls who have been marginalized and exposed to VE vulnerabilities including forced marriages, threats, sexual exploitation and lack of freedom to make decisions as affirmed by one of the CSO leaders: "the success that we recorded so far is the confidence and the boldness of women to come out and engage the national and county authorities on security matters. The widows will share with you what they have passed as victims openly. It is hard for them to share because sometimes they will be shedding tears in the middle but at least they don't fear anymore". This has resulted into perceived improvement in community peace, resilience and stability as a result of the CVE Project as articulated by one of the women leader, "People did not believe each other in the society and also the security agent lacked good relationship with the people; so, we have acted as mediators between them and the community".

The Project was also aligned to international normative frameworks for gender equality and women's empowerment such as the UNSCR 1325, 2242 and the SG Plan of Action to Prevent Violent Extremism. The CVE project was implemented in five counties; Kilifi, Kwale, Mombasa, Wajir and Mandera which have been experiencing increasing cases of Violent Extremism (VE) which has adversely affected peace, stability and cohesiveness of the community. The project has strengthened use of non-coercive means to delegitimize extremist ideologies which has been perceived to reduce the number of terrorist group supporters and recruits. Beneficiaries are drawn across the county including marginalized groups such as Persons with Disabilities (PWDs), youthful leaders, women leaders including political representatives, including business, and widows of victims of VE, religious leaders and other key community leaders. This representativeness ensured that the benefits are widely and well distributed within the community hence providing greater benefit of the program in the short and long run.

The relevance of the project was also underscored by the effort of the national government to develop a National Strategy on Countering Violent Extremism and development of gender sensitive CVE plans at the county level. Two of the 5 target counties (Mombasa & Kwale) have also followed suit in developing county strategies. Kwale County has already finalized their strategy, which clearly recognizes and articulates the importance of engaging women in prevention, response efforts due to the technical support provided by UN Women. The gesture does not only underscore the relevance of the project, but will also contribute greatly to the ownership and sustainability of the project.

EQ: How relevant and appropriate is the Theory of Change underlying the project to achieving the objectives?

Finding 2: The theory of change was not easy to interrogate in a one-year project. However, the underlying assumptions/theory of change was well suited and adapted to the project's local context, expected outcomes and goal.

Assessment shows that improved capacity of women and formation of networks and platforms for safe sharing of ideas, mentorships, mobilizations and provision of socio-support has empowered women to engage in CVE sensitization, sharing of security intelligence and counter-messaging which has helped pre-empt VE threats, reduce VE risks and facilitate cohesive responses to risks in an effective and responsive manner. This has affirmed the role of women in CVE and rallied women to support de-radicalization affirm and defend their rights hence increasing community stability and peace.

The project has also generated the required evidence on the drivers of extremist violence in Kenya and, the national and county government stakeholders have referred to this evidence when developing the CVE strategies. However, it is very early to measure whether the safe spaces and information exchange platforms facilitate by the project had significantly contributed to resilience of vulnerable communities in regards to risks of conflict and improved cohesion amongst communities.

EQ: To what extent is the UN Women's strengthening rights-holders' participation and duty-bearer's accountability; ensuring that the most vulnerable populations know, demand and enjoy their human rights and reinforcing capacities of duty bearers to respect, protect and guarantee these rights.

Finding 3: The project strengthened women capacity and awareness of women on their rights resulting to greater ability to demand and defend their rights. Women are now more recognized and involved in CVE related activities. Government especially county government are enacting gender sensitive CVE plans which advocate for women rights and promotion of gender equality within the community.

There was consensus that the project was very relevant to engage women as the key custodian of family values as explained by one of the CSO leaders, "Women are aware of all the issues in the family and take care of the family and has a lot of interactions from the different things they do so they were the right people to have this information. Men have no time in the family. This gave them the opportunity to open up". This project has also been reported to contribute to integration of human rights and gender equality principles in the already developed county CVE plans such as in Mombasa County. This was done through UN Women technical assistance to the county stakeholders and increased awareness of the women role in CVE plans and strategies. In addition, the project implementation approach was reported to be gender sensitive in which human rights considerations such as provision of food, rights to participate, inclusivity of minority and vulnerable groups/tribes and safety assurance was incorporated in the project activities.

4.2 Effectiveness

The project had three outcomes. Findings show that the three outcomes were successfully achieved as explained in the subsequent sections.

a) Outcome 1: Evidence base is strengthened on understanding the drivers of extremist violence in Kenya.

EQ: Was the expected gender sensitive research conducted and policy briefs developed? To what extent did the findings contribute to the project goal?

Finding 4: Desk review indicated that a comprehensive gender sensitive research paper and 2 policy briefs on the drivers and factors drawing women and girls to join violent extremist groups in Kenya and the region have been completed by the project and is available to inform future programming. However, gender analysis of the counter-terrorism laws, policies and strategy in the country is yet to be done.

A gender-sensitive research was conducted and a final report produced on drivers and role of women involvement in VE as well as opportunities for women engagement in CVE. The report provides rich information including the key pull and push factors as well context and opportunities for engaging women in CVE. The findings are highly gender-sensitive and responsive to women needs hence provide strategic information for driving relevant policies, project and advocacy plans on women engagement in CVE. The report has highlighted roles, gaps and opportunities for women engagement in CVE key in facilitating tailored and contextualized guide in CVE among women and girls.

The report was validated on 30th March, 2017 and adopted for use at the time of the evaluation. However, the report is awaiting formal launch in September. The formal launch was delayed to September because currently, the timing would be inappropriate given the electioneering environment/period in which many key stakeholders are involved in election activities. . Two policy briefs have been developed from the validated research for publication. The research has provided good knowledge tools to inform CVE policies, plans, strategies and advocacy campaigns on women engagement agenda among others. T

To optimize research results and benefits, respondents reported the need to undertake gender analysis of available CVE operational and legal frameworks such as the National Strategy on CVE, which was launched by the President in September 2016 with a view of identifying gaps for intervention and strengthening legitimacy and or recognition and empowerment of women in CVE from NCTC for UN Women to undertake the activity. Terms of reference for consultancy were prepared but the consultancy was not awarded. Delays in undertaking this tasks was due to delays in getting approval. Lack of the gender analysis presents a missed opportunity for ensuring existing CVE plans, strategies and policies are adequately gender responsive. For instance, reviews showed that with exception of Kwale and Mombasa County CVE plans developed as a result of the project gains, there is no clear overarching gender sensitive national CVE plan/strategy developed and launched including women in any systematic way in CVE. However, it was reported that NCTC is in now actively involved in creating awareness and understanding of CVE strategies, including role of women engagement at the county and grassroot level. Undertaking relevant and comprehensive gender analysis was hailed as an opportunity to provide a suitable legal framework key in harmonization of legal, operational and programmatic interventions for higher levels of efficiency, effectiveness and responsiveness to women engagement and in a manner that safeguards women rights and gender equality.

EQ: Was research the best approach for developing evidence-base on gender-sensitive drivers of extremism?

Finding 5: Based on proven practices and evidence generated, research complemented by gender analysis of existing legal framework was the most feasible approach for profiling and compiling evidence on drivers of extremism. However, lack of gender analysis has created a missed opportunity for in-depth understanding of potential gaps and opportunities in women involvement.

Use of research approach (desk reviews, multi-stakeholder consultation and review of existing legal and operational frameworks) to determine key drivers and role of women in VE was viewed as the most suitable and cost-effective alternative to generate reliable evidence base. The approach adopted triangulation of diverse data sources, capturing emerging and new perspectives and trends and explore relevant interventions based on the contextual and prevailing challenges and operational environments. The research methods utilized desk reviews and mixed rapid assessment approaches in which data was gathered from diverse sources including relevant donors, government actors, women, men, returnees and CSOs which enabled capture of diverse views, opinions and perspectives hence enriching the results with triangulated data and information. However, conducting gender analysis of laws and strategies on CVE would have strengthened the evidence base from which more informative and targeted policy briefs could be developed.

b) *Outcome 2: Women and women's groups are actively involved in efforts to prevent and counter extremist violence in Kenya.*

EQ: To what extent were the beneficiaries capacitated and involved in efforts to prevent and counter extremist violence in Kenya?

Finding 6: The project reached out to 645 women and 30 men who are now better placed to identify early signs of radicalisation, and to lead/participate in community based peace and security interventions to prevent and counter recruitment into violent extremist groups in Wajir, Mandera, Mombasa, Kilifi and Kwale.

The 675 participants have a better understanding on the different roles and responsibilities that key stakeholders must play in matters of peace, security, and CVE are now well placed to form partnerships and develop collaboration strategies and messages to strengthen the management and coordination of activities related to community based security activities. The capacity building project has also improved women CSO capacity to form and coordinate CSO groups and networks which have been engaged in CVE. Trained women have successfully initiated and coordinated formation of successful committee, local groups and networks within their respective counties which have been in the forefront in CVE and girl child education initiatives among others. One of the implementing partner staff reported, "I know of three, one in Kwale, Watoto teens care and Wajir CVE network. They are all CVE but they also include the education of the girl child. They are also doing capacity building for women at the villages, groups, mosques and churches and also doing sensitization on the girl child. We also have Amani clubs that we support in Kwale". Some of the groups and networks formed adopted innovative names reflective of their mission such as "mchekucha" in Kilifi which means it is "dawned" for women empowerment and engagement in

community related projects and "Voice of a woman" which fights for the rights of girls such as preventing early marriages and sexual exploitations. The groups have successfully advocated and sensitized women on their rights and role in the society especially in community security, peace and development.

CSOs and women are now formally invited in CVE meetings and activities conducted at the county level which is an indicator of improved recognition, acceptance and engagement of women in CVE. There is increased recognition of women, CSOs and networks established by governments, partners and communities. One of the women said, "The project has made it possible for us to be recognized by the NCIC who also took us for elections preparedness training through the flamingo training including participation in other CVE activities". Women, individually and through the established networks are now able to reach to rural and remote areas to women who are reported to suffer in silence for fear of speak out on VE issues affecting their children and families.

The trainings were conducted for three days and the number of people trained was 135 per county. Both final evaluation and post-training evaluation reported that training duration was inadequate for optimal skills and knowledge transfer which affected level of capacity development among the beneficiaries. According to a post training evaluations report conducted by NCIC, about 68% of the participants said that there was insufficient time to discuss the presentations while an average of 72% of the participants of the trainings felt that the duration of the training was too short to cover all the sessions exhaustively for optimal capacity development. For example, due to shortness of training duration, not all sessions were covered or sufficiently covered in the forums which created gaps in skills and knowledge transfer. Specifically, counter-messaging training and formation of linkages in the networks formed was not done which was also due to limitation of resources. Reviews show that for greater knowledge and skill transfer, a minimum of four days, "sandwich programme", is required to enable effective delivery and discussions. "Sandwich" means a training which is done for a day or two after which beneficiaries are allowed time go to apply the knowledge learnt and skills acquired. They are provided with supportive supervision during the field practice. After the field applications of learnt knowledge, they resume for training, share experiences and are offered tailored mentorship and support in addressing the issues raised.

Taking into account vastness of the county and multi-disciplinary aspects of VE, the project scope was also limited which affected its overall influence on capacity development needs for the vast counties. In addition, beneficiaries cited lack of close post-training follow up to ensure women are given adequate and continued support for the challenges faced which has negatively impacted their contribution to CVE activities. For instance, even after training, some beneficiaries don't belong to any CSO, or were from unregistered CSOs which has limited their inclusion in formal networks and engagement. Beneficiaries cited need for effective follow-up and supportive coordination within the network to ensuring these women are included in existing networks for greater engagement in CVE. There was also limited involvement of the media stakeholders which is crucial in community sensitizations and messaging on CVE. Findings indicated that the role of media institutions or organizations need to be fully recognized and considered in CVE-related project implementation for successful and active engagement. It was also evident that greater engagement of the key stakeholders especially county governments and national government actors (county commissioners and police) through establishment of strong formal linkages with the stakeholders is necessary for greater project gains and long-term impact. This includes advocating for county government to plan and implement sensitization campaigns and creating good political good will for peace, security and stability agenda through meaningful involvement of women. .

EQ: Did the project establish women CSOs and networks to coordinate CVE activities? To what extent have the networks and linkages provided safe places for women on CVE issues?

Finding 7: NCIC successfully established and validated a functional database of 171 women CSOs; 62 in Mombasa, 33 in Kilifi, 36 in Kwale, 25 in Mandera and 15 in Wajir County comprising of CBOs, CSOs, FBOs and NGOs. The project also established a total of five women networks (one per the five counties targeted) and facilitated to develop action plans for guiding implementation of prioritized CVE activities in their respective counties. The networks were reported to provide safer places for women but the networks lack trauma and counseling services highly sought by returnees and those with trauma related problems.

The CSOs databases contain directory names and contact details for verification, which are accessible to relevant stakeholders and partners. The commission used a mix of targeted approaches to succeed in this role which involved undertaking national stakeholder mappings, use of commissions' networks especially through county commissioner's office and validation exercises during the project activities which enabled inclusion of more organizations in the database. The databases have been validated at the county and national level through trainings and consultation forums held in each county, which provided an opportunity for multi-stakeholder input and ownership.

The established networks were reported to have created safe places in which many women have come out to discuss, express themselves and share experiences on sensitive issues related to CVE, security and peace. The project did not envisage including trauma support and counseling services for the violent extremisms, which was highly sought by the women through the safe places created. These services should be incorporated in the networks and safe places to make them more relevant and responsive to women needs. Through the networks, women are now more recognized and engaged by government, partners and community in security, peace and community development activities. Women are more capacitated to respond to risk of family radicalization and identify early warning sign more appropriately than before. However, formal linkages were not established due to limitation of time for completing the project activities and lack of adequate resources to undertake the resources.

The networks formed have boosted operational and resource capacity for the women to effectively execute their roles including capacity to offer advisory roles. Women reported, "After the training we were able to form the advisory services but we lack the capacity to move around. We are now able to educate other women on early warnings and investigation of low scale VE activities'. The capacity of key institutions such as Human rights organizations like Huria and Sauti ya Wanawake, MUHURI and respective committees such as peace and Nyumba Kumi Committees has also been enhanced to identify and involve women in CVE.

EQ: To what extent have effective partnerships and strategic alliances been promoted?

Finding 8: The project has resulted to strategic partnerships with both government (national and county governments) and civil society actors including women organizations, who have been selected in accordance with UN Women's rules and regulations to implement project activities and realization of project outcomes. Strong formal linkages with key stakeholders are yet to be established. For greater benefits, the partnership requires further strengthening by establishment of strong formal linkages and collaboration between and among the partners, which was impossible given the limited resource envelope and project time constraints. This is expected to be prioritized in future CVE programming.

This project leveraged on UN Women Kenya Country Office and NCIC previous and existing networks, partnerships and linkages on peace and security and to create strategic partnerships among both state and non-state actors as. This provided an effective platform which helped create and build synergies for CVE activities especially for the prioritized plan of actions developed by the women networks. However, informal linkages though weak were reported between women networks and other CVE stakeholders like the police. For instance, in Kilifi and Kwale County, there were informal linkages with the police through whatsapp, a social site and informal meetings

A success factor highlighted in the workshops and capacity building evaluation reports was the decision of the UN Women to rely on experienced and well-networked implementing partners especially women CSOs and Human rights organizations such as HURIA in the coast, Wajir Women for Peace and HAWENKA in Mandera and the National Cohesion and Integration Commission (NCIC). The existing networks were lauded for supporting the mobilization and training of women, development of the database of CSOs and practitioner networks in an effective and responsive manner. The implementing partners were reported to have the relevant experience, expertise and knowledge in identifying and formation of sustainable networks key in providing tailored capacity building exercises and overcoming barriers associated with building of trust and confidence among women and community in general. For instance, the NCIC, was able to utilize its networks and reputation in reconciliation, peace and resilience building to successfully rally stakeholders and beneficiaries towards the project goal and build trust between the beneficiaries and the relevant actors

In addition, NCIC with the support of UN Women, organized a one day consultative training forum conducted on 15ʰ December 2016 at Laico Regency Hotel, in Nairobi County which provided a platform for cross-county learning on engagement of women in VE and formation of strategic networks, alliances and partnership on CVE across the five counties and among the key stakeholders. The forum comprised of 10 alumni from each of the five project trainings conducted in Mombasa, Kilifi, Kwale, Wajir and Mandera counties comprising representatives of women civil society, state actors like county commissioners, practitioners and key stakeholders from the five counties. The selection of the alumni was based on their participation and engagement during the trainings and other factors such as gender, age and religious consideration which enhanced their capability to replicate and hence sustain the gains of the project. This diverse representation increased opportunities for not only cross-learning experiences and sharing of rich experiences on successful CVE activities but also strengthening the partnerships and alliances.

EQ: To what extent were the training and capacity building approaches aligned to capacity development and knowledge transfer for the beneficiaries?

Finding 9: The project facilitators were competent, knowledgeable, experienced and skilled in the subject matter who used experiential learning opportunities in training. This enhanced optimal skill and knowledge transfer as well as capacity development of the beneficiaries.

The facilitators were said to be competent, knowledgeable, experienced and skilled in the subject matter which enhanced optimal skill and knowledge transfer as well as capacity development of the beneficiaries. Use of facilitators from relevant institutions with in-build capacity on CVE (such as NCIC) and diverse areas of expertise including security, human rights, peace building and cohesion was reported to improve articulation of multi-dimensional perspectives and approached in CVE hence improving the capacity to comprehend, articulate and deliver tailored trainings which are multi-dimensional in nature and reflective of different aspects of VE. However, in the initial stages, there was challenge of lack of competent facilitators from the local areas especially Mombasa and Wajir. Use of local competent facilitators (proficient in their language) enabled the training to utilize language contextualized to local context hence enhancing skill and knowledge transfer. The use of local facilitators was justified by inclusion of participants who had low literacy and educational capacity including primary leavers and form four leavers not proficient in national languages.

Capacity building approaches and consultative forums used participatory approaches which facilitated optimal skill acquisition, knowledge transfer and capacity development. The training approaches included use of sharing of experiences, discussing alternatives and options, sharing of ideas, analysis of case studies or scenarios and discussions of best practices which enhanced the credibility and applicability of the information and knowledge generated in implementation of the product. The training delivery approaches was suitable for even those who had lower learning and educational attainment which improved learning outcomes as reported by one of the participants, "She (the facilitator) used a lot of drama, discussions and case studies. It was participatory by involving us at every juncture and we also shared our experiences. This helped us to grab the experience part of it'.

The expectations of the forum and training beneficiaries were well met. Beneficiaries expressed their satisfaction with the training approaches as explained by one of the FGD participants, 'everyone felt they belonged, everyone felt connected, whether you were an MCA, from the CBO or FBO. It was insightful even for that business woman down there". A post training evaluation of the trainings of Wajir and Mandera indicated that all (100%) of the participants had their expectations fully met. Use of participatory adult-learning approaches enhanced knowledge transfer as well as its retention for use. The beneficiaries were able to apply the acquired skills and knowledge after the training. For instance, most of the beneficiaries were reported to be actively engagement and involvement in CVE which was attributed to the effectiveness and relevance of the trainings. However, post-training mentorship for applying the skills obtained was echoed as part of post-training exercise to enhance effectiveness of the post-training outcomes.

EQ: To what extent did the project results into improved women capacity and women CSO coordination capabilities to engage in CVE activities?

Finding 10: The project resulted into improved capabilities, skills and knowledge for women engagement and involvement in CVE.

Prior to the capacity building, beneficiaries were reported to have been poorly knowledgeable on CVE especially on early warning signs, responses, counter-messaging, women role in CVE and their human rights coupled with lack of skills key in public activities engagement. Subsequently, the project was hailed to have boosted the capacity, knowledge and skill of women to engage and contribute in CVE activities. There occurred greater awareness, knowledge and skills in early signs of radicalization and VE, women rights and their roles in CVE, conflict resolution and community engagement. Increased awareness and acceptance of women role in CVE was articulated in one of the FGDs with women, "from the training, we expanded our minds; we used to look at CVE at a different angle because we thought violent extremism is not our responsibility. We did not know that even if your neighbor is involved, it is like the whole community has been affected. We are now informed and empowered to take charge".

An example of improved capacity and skill contribution of the capacity building outcomes is a Kilifi women CSO group called "voice of a woman" which was reported to be actively advocating and championing women and girls rights with successful stories of their efforts being prevention of early marriages, supporting women role and opportunities in leadership including political leaderships and administrative institutions and sensitizing them on their role in CVE. The success of these CSOs was linked to improved advocacy and lobbying capacity imparted by the trainings conducted. Women CSOs have successfully planned and to coordinated CVE activities through available networks, organizations and institutions including schools, churches and community functions. AA key success outcome cited was reduction in rape cases in Mombasa County linked to greater capacity for women and girls rights advocacy and awareness creation. Reporting of rape case has improved which was not the case previously. A CSO leader in Wajir concurred with the benefits in which she said that rape cases happening overnight [most of them] have been immediately reported in the morning [or soonest possible] and necessary actions taken which is contrary to prior to the project when such reports were not only limited but also rare.

Some of other successful initiatives born and or strengthened by the project include:

- Kwale mothers and children care championed by the Kwale CVE networks which reaches out to school children to educate them. This has been linked to decrease in violence in the area

- Training of Nyumba Kumi members by Mombasa network alumni on CVE, peace building. The network has championed training of chiefs, peace builders, youths and other leaders including MCAs and people with disabilities to enhance richness of shared experiences

- Kilifi network has formed an initiative to educate parents and community on child protection in Kaloleni in line with CVE. There has also been inclusion of women in Nyumba Kumi Committee and other community leadership forums

- The Wajir women's network have undertaken CVE initiatives including giving lectures in schools on CVE hence reaching out to the children and young people on the dangers of radicalization, spearheaded the peace coalition to resolve issues despite and participating in providing amnesty to the returnees. The network has successfully used peace caravans to resolve the conflicts in the County.

Women perceptions and attitudes towards CVE have also positively improved compared to prior to the project evidenced in increasing number of women involved in CVE and community development related to peace and stability. Women now perceive CVE to be part of their role compared to previously when it was viewed as "men's role". They have assuming ambassadorship and peace champions roles which have contributed positively to improved peace, stability and resilience within the communities. One of the beneficiaries explained, "We can now call for a meeting and determine the way out because we were told to take action. Initially we had these issues but we thought this belonged to village elders or assistant chiefs and men in the society". This confirms the project contribution in elimination of stereotyping and misconceptions of women role on CVE.

EQ: Did the project result into improved relationship between the women and security agents? What changes were achieved?

Findings 11: The project helped develop improved working relationship between the police and women CSOs which has increased information sharing and engagement with security agents on CVE. Trust and confidence with the police has improved significantly. There are also informal engagement linkages developed with the CSOs such as use of whatsapp group to communicate and share information with police.

Relationships with the security agents including police have significantly improved compared to period prior to the project when it was said to be very poor. Previously, there was mistrust and suspicion between security personnel and women/CSOs as reported by a CSO leader, "The security agent relationship with the people was bad-very poor; so we have acted as mediators between them and the community'. Women acknowledged of this positive change, "There is a great change, as I told you before no one wanted to report anything, because you will report and then you are taken in as a suspect; but things have improved now".

Through the established networks, women are now increasing sharing security-related information with police and within the networks leading to arrest of criminals and other early interventions. Communication and engagement structures between the security agents and the women were also reported. These include holding informal meetings, sharing contacts and use of social platforms such as whatsapp to facilitate information sharing. Security agents were reported to work closely with women both at individual and group level in a more engaging and supportive structured approach. For instance, the county commissioners and local security commanders and security committees in Kwale and Mombasa County were reported to share their contacts with women to facilitate communication and sharing of intelligence or crucial information with one another. A specific example is in Mombasa County in which one of the CSOs reportedly created a whatsapp group with the police members for information gathering and exchange of contacts which are being used to report anything suspicious. One of the

beneficiaries articulated the positive change observed, "Initially there was nothing like that; If a police was seen in the community, it's was chaos; if a community member was seen walking into a police station or walking with any police officer, it was a great risk. However, that has continued to change because even the police can hold meetings in community now and people would be comfortable". These positive changes in interrelationship with police have been attributed to reduction in crime issues including thefts, rape and VE recruitments.

However, there are still some fears for being implicated when reporting sensitive information still exist among women which affect sensitive information sharing. Women reported need to invest in improving relationship with the security forces especially in Mandera and Wajir County where relationship with policy is still at infancy stage. Greater efforts should be focused on creating formal partnership and linkage structures between

EQ: Was a training manual on early signs of CVE developed and validated? To what extent was the manual used for training and disseminated for replication?

Finding 12: A training manual on early signs of VE, response and conflict resolution was developed and pre-tested during the training. The contribution of the manual in improving capacity of women and CSO networks on CVE would have greatly increased were the manual shared and r disseminated for use by key stakeholders at the local level.

A draft training manual was developed by UN Women and pre-tested during the training. The content was revised after every training to ensure it reflects the emerging issues and experiences within the local context, hence making it more responsive to participants' expectations, local context needs and CVE priorities. The training content was well adapted to the capacity building needs and unique challenges faced by women in CVE across the different context from which participants were drawn. This was confirmed by the participant's experiences in which the trainings were said to be highly valuable and impactful in their roles in CVE. A CSO leader affirmed, "the content totally shifted our mindsets in CVE work especially among women. We picked what fitted us and when we came back as our institution, we used the content to change our curriculum on the CVE clinics and I believe other CSOs found it very useful".

The training manual introduced new and beneficial topics on CSO's CVE components which had a positive significant impact on CVE activities currently implemented in the targeted counties. Some of these components included CVE networking and partnership as articulated by a leader of one of the CSOs, "One key thing that was very important from this training is the networking bit and how to map our networks well. When we came back and tried mapping a fresh using the skills gained, it was like we were missing a point previously. It was quite an 'eye opener' to us"'. However, the manual was not shared to guide similar trainings at the community level because there were no pool of properly trained trainers and similar programmes for continuity of the trainings. Beneficiaries, especially CSOs cited the need for UN WOMEN to train trainers and support them to deliver related trainings at the local level.

c) Outcome 3: Successful management of the project (Indicator: % of the result framework implementation

EQ: To what extent was the planned project activities successfully implemented?

Finding 13: Review of the project implementation based on the RRMF indicated that activity implementation was over 85% was rated to be at the time of conducting the evaluation.

Review of the RRMF indicated that most of the activities planned to be performed were effectively and successfully executed which included trainings, production of gender sensitive research, formation of women networks, holding of engagement and cross-learning networks, establishment of effective M&E system among others. The 15% performance gap in rating activity implementation was linked to delays in conducting gender analysis of existing counter-terrorism legal frameworks, postponement of the research findings launch (for reasons explained earlier in the document) and pending completion of this evaluation process. Completion of this evaluation report is expected to result to 90% performance of the project activities

4.3 Efficiency

EQ: How efficiently were resources/inputs (funds, expertise, time, etc.) converted to strategic results?

Finding 14:.The project was implemented in a manner that ensured leveraging of the resources allocated. There was proper expense tracking and budget accountability measures implemented. The entire project budget ($750,000) was expeditiously utilized in implementing the project activities which included capacity building, conduct CVE research, network formation, stakeholder engagement and project management and coordination and achieving set outcomes. However, the budget was reported to be inadequate to fully execute the planned project activities which included gender analysis of counter-terrorism laws.

The planned budget was feasibly and efficiently allocated and mobilized to achieve optimal project outputs and outcomes (which include trained women, gender sensitive research and networks creation) with planned resources and budget. To achieve optimal efficiency, there were proper financial expense tracking, supervision and budget accountability which ensuring expense limits were not exceeded and accounting procedures were transparent. One of the implementing partner project staff affirmed desk review results, "we had participants list, we had receipts for every activity that was undertaken, ticket and reimbursement forms". Project documentations and accounting documents were accessible to relevant stakeholders. Budget and project document review indicated that the project was implemented in line with the initial project plan and activities well implemented in accordance to project design and plan.

To boost financial efficiency, the project adopted co-financing mechanism in which the cost of project was shared among some of the implementing partners. For instance, NCIC contributed 10% of the project monitoring and evaluation budget in addition to sponsoring two local resource persons involved in facilitating the trainings. Competitive approaches (using expression of interest well publicized across (social networks and organization websites) were utilized in hiring and tendering consultancy services in which also the expected service cost was

maintained for all the activities. Quality assurance measures including project monitoring and supervision of activities was done. These measures enhanced leveraging of the financial resources invested in the project which ensured that optimal outputs and outcomes were realized from the limited resources.

EQ: To what extent were the project implementation mechanisms efficient in managing the Project?

Findings 15: The project coordination component was efficient. This was supported by use of competent and skilled personnel with local experience and exposure in similar projects and use of available technical support staff (provided by both implementing partners to coordinate the project) who provided technical and operational support to the projects enabling it to run in a smooth and effective manner. Proven project implementation best practices were adopted which resulted into cost-savings and coordination efficiency.

All the staffs for involved in the project had the relevant skills, experience and competence to undertake their roles and duties. To ensure efficiency, the staff was offered induction training which imparted them with better contextualized skills and capacity for the project management. In addition, appropriate technical support for the project was provided by the Peace and Security Specialist in Kenya and the Peace and Security Section Division in New York The following personnel were directly and indirectly involved in the project implementation;

- Peace and Security Specialist who was tasked with anagement and oversight of the overall project

- A Project Analyst on prevention and countering violent extremism. This resource person provided the day to day management and coordination of the project by ensuring the project is implemented in an effective, efficient and responsive manner. He was reporting to the Peace and Security Specialist.

- Planning, Monitoring and Evaluations Specialist who was tasked with monitoring and evaluation of the project implementation to ensure that the implementation is on plan and track.

- Project Finance Associate who was tasked with financial and accounting management of the project

With exception of the project analyst who was hired specifically to provide project management and coordination support, all the other staff were drawn from the key implementing partners (UN Women and NCIC) which helped avoid unnecessary expenses on staff remuneration but also ensured use of staff who were well experienced and skilled in executing similar project. This contributed to cost-savings and greater efficiency in both resource management and project coordination.

Use of experienced and competent project personnel who were conversant with local challenges and similar project expectations contributed to leverage of resources and adoptions of best project implementation practices hence higher efficiency in operations including accountability mechanism and supervision of field activities. Tested project coordination mechanisms were used implementing partners which minimized wastage of resources employed in the project.

These included engagement of all the key stakeholders at both the local, county and national level through use of phone calls, official letters, meetings and forums. A facilitator expressed her satisfaction with project coordination, "they played a critical role in supporting us with the logistics; we were only to present ourselves for the training. They handled everything very well. They were a very good"

EQ: Did the monitoring process function effectively, including involving key stakeholders?

Finding 16: An effective and localized M&E system was utilized to collect relevant data, monitor implementation and guide corrective actions to ensure implementation is within the plans. There was timely sharing of information, reports and substantive involvement of key stakeholders at levels of project management (County and National).

There was an effective M&E system for the project which was used to ensure all the project activities were executed based on the project plan. The system was supported by field supervision and use of logistical management and coordination structures with clear roles and responsibilities for provision of services, mobilization of participants and provision of supportive resources. Proper and required project implementation progress reports such as quarterly reports were prepared by implementing partners and shared with key stakeholders and donors which improved transparency and accountability for both results and progress made. Local CSOs with wide and respected networks such as HURIA in Kwale, Mombasa and Kilifi were used to mobilize and facilitate recruitment of participants. This helped identify suitable and representative participants with high capability for not only acquiring required competencies but also applying and replicating within their respective communities. Women expressed satisfaction with quality and efficiency of logistical and activities as stated in one of the FGD with the beneficiaries, "there were no delays, everything went on well as planned and there were no unnecessary breaks. The beneficiaries were happy with the coordination and management of the trainings and capacity building activities.

4.4 Women rights and Gender Equality

EQ: To what extent has gender and human rights considerations been integrated into the project design and implementation?

Finding 17: The project design and implementation adopted a gender sensitive and human rights approach on CVE as enshrined in the UN 1325 resolution and plan of action for CVE implementation. Participation of women created a strategic advantage and synergy for creating lasting peace and preventing conflict and violent extremism based on the role of women as mentors and custodians of family and community values.

There is clear indication that the project has made significant positive progress in promoting and advancing gender equality and women rights. The project was implemented using a gender sensitive and human rights approach in which the rights, needs and priorities of women, who were the majority beneficiaries, were taken into account. These measures included creating free and open discussions, safe places, fair and inclusive recruitment of diverse beneficiaries (including minority tribes) and providing essential logistical support to women. All participants

were treated with dignity, respect and care without discrimination. Their human rights of were safeguarded and protected. Concerns of the women were addressed in an efficient and timely manner which helped create a harmonious and productive relationship for effective delivery of project outputs. The participants said, "They were very sensitive. Like one expectant lady who was injured by a dog and was taken care of well. A follow up was also done. They also brought entertainment after classes.' The trainings located safe training venues for areas with security risks such as Mandera. For instance, one of the Mandera training was held in Wajir while the other one was held in Lukenya, Machakos County which were considered safer compared to Mandera. The decision not to hold the training in Mandera was reinforced by a terrorist attack that took place in the county around the same time.

EQ: To what extent were women involved in the project implementation?

Finding 18: The project targeted women who constituted the highest representation (over 80%) in the entire capacity building programme. Women were actively engaged in implementation and management of the project.

According to post training evaluations, women represented over 80% of the beneficiaries which a good representation was considering that the project targeted improving profile and participation of women in CVE, promoting gender equality and strengthening their ability to defend their human rights in CVE. In addition, more women were recruited in the project including in facilitation which was reported to inspire women to take up leadership and mentorship roles within their communities. High female representation had an added advantage of creating environment conducive for increased open and honest discussions; limited discussions occurred where men were involved due to perceived fear of that opening up. This was confirmed in Mandera and Wajir trainings in which the training involved only the women. According to the training evaluation report, exclusion of men in the training enhanced participation and open discussions due to freedom brought by presence of one gender

The project through capacity building component, was also commended for facilitating establishment of collaborations and networks were linked to greater community responsiveness to women human rights protections through improving women knowledge and capacities to demand for their rights and resist human rights violations such as forced marriage, participation in public life and public activities such as CVE, systematic sexual and gender-based violence (SGBV) and leadership in community peace and stability initiatives.

EQ: To what extent has gender and human rights considerations been integrated into existing CVE policies and plans in a manner that advanced the women's rights concerns and gender equality in preventing and countering violent extremist in Kenya?

Finding 19: The project has successfully entrenched gender equality and women rights in CVE activities. Women capacity to defend against violation of their rights, engage and participate in CVE has significantly improved. Counties are now developing (some like Kwale and Mombasa have already developed) gender sensitive County CVE plans which have greater integration of gender and human rights principles. However, county government requires continued technical support to develop gender sensitive CVE plans. Despite the successes, existence of strong

patriarchal systems with strong cultural values and beliefs such as religious teachings against women empowerment and involvement in public activities remains a key challenge in promoting gender equality and women rights CVE.

The project has made progress in expelling the fear and misconceptions associated with women victimization, discrimination and vulnerability. Contrary to prior to the project, women are now more empowered (through knowledge transfer, improved skills and networking) to speak out, be confident, defend and demand their constitutional rights. Women beneficiaries reported to have improved individual and collective (networks and groups) capacity and competencies to advocate and promote their rights and those of girls within the community. For instance, the women CSO and practitioner networks were affirmed to have provided safe places and platforms for women to speak out, access moral support and receive healing from emotional pains which has motivated and empowered many of them to participate in the CVE activities.

As a result of the project, counties are realizing the need for strengthening CVE activities and ensuring women engagement. For instance, as a result of the project, Kwale County reviewed her CVE plan to make it gender sensitive. Mombasa County has also developed a gender sensitive CVE plan which recognizes and promotes role of women in CVE while other counties such as Kilifi are developing their county CVE which are expected to have greater articulation and promotion of women roles and rights. This gain was articulated by a CSO leader in Kwale County, "After the training by UN women, we had to say that our action plan has to be gender sensitive first, and women role must come out very clearly from the action plan. Previously, it was like gender blind but now our action plan is gender sensitive". Despite of the successes in articulating gender equality and human rights in CVE at the county level, there is need to review the national CVE strategy launched by the president in September 2016 to expedite planned gender analysis of the strategy to ensure it is gender sensitive as a reference document for the county CVEs. The greater UN Women and other partners role and areas of investment will be to support finalization of CVE plans for other counties and supporting development and implementation of action plans.

4.5 Sustainability

EQ: To what extent has the project build in effective networks and linkages with relevant stakeholders' key in supporting women role in CVE.

Findings 20: The project has resulted to responsive networks and informal linkages with relevant organizations and institutions including women CSOs, practitioner networks, security agents, human rights organizations, NGOs, FBOs, religious institutions and to some extent government. Formal linkages are yet to be established which affects synergetic coordination and partnership among key stakeholders. The networks and l linkages are expected to be strengthened as their contribution gets recognized at the community and national level.

The established networks have increased the resource and operational capacity of women through their CSOs to reach to wider audiences and scope within the county owing to leveraging and pooling of their financial and material resources. Strategic partnerships and engagement with key leaderships and actors of the community including religious leadership, community elders and security actors has improved recognition of their role as change and partner agents

in CVE. This provides strong pillars for ensuring continuity of women role in CVE in the community. .

EQ: To what extent were women capacitated to progressively engage in CVE after the closure of the project?

Finding 21: Women acquired improved capacity coordinate (individually and through CSOs) and to resist actions and activities which are contrary to their rights as women such as forced marriages, early marriages and contribute to CVE agendas of peace, security and stability. .

Across the project sites, women have been actively involved in advocating for women and girls rights including education of girl child which has earned them increasing recognition and trust from parents, partners and general community. This is contrary to prior the activity in which little or no such activities were reported. Involvement of women in community leadership such as security and peace committee and political leadership has also increased. For instance, In Kilifi County, after the training, women went to chief to discuss need for women inclusion in community leadership; currently, the peace committee comprises five men and six women while initially there was no woman represented in the committee. Further, women recognition and involvement in CVE related activities such as peace building and security has increased within the five counties. For instance NCIC has considered these women for similar trainings including those of election preparedness as ambassador of community peace, resilience and stability.

Although political empowerment outcome can be objectively assessed at least six months post the project, beneficiaries reported increased awareness of the need to support fellow women in leadership as an effective strategy for enhancing women role and capacity in peace building and development in the society. Women reported facing many challenges resulting from strong family, cultural and religious values which discourage women to participate and engage in public activities.   The need to plan and provide post-training mentorship and effective follow-up was identified as an effective strategy for supporting women overcome the challenges and ensure optimal development and application of acquired capacity. This will require taking into account post-training cost in the project benefit to support such a project component complemented with development of strong systems to coordinate and manage these post-project components.7

EQ: Are the beneficiaries and institutions well capacitated to continue, replicate and sustain the initiatives?

Findings 22: There is good replication of the skills and capacity acquired through trainings and sensitization forums held by individual women, CSOs and networks across the communities in all the counties with wide participation including CSOs, religious leaders, CBOs, NGOs and other leaders within the community.

The evaluation found many women through their CSOs and individually to be actively engaged in CVE related activities with diverse stakeholders and audiences who include schools, public functions and gathering, youth and women forums among others. Even those without formal education, they were reported to sensitize fellow women on need to get involved in CVE for the

benefit of own family and community. A CSO leader from Wajir County explained, "we hold regular women forums in the county to discuss security and peace issue. We also sensitize women in their groups and encourage them to give their best in fighting for peace and stability in our communities".". This has increased awareness and motivated the community to support women as well as inspire other women and individuals to join the CVE efforts. The project has also increased stakeholder interest and support in CVE activities within the target counties. There are also trainings and engagement forums organized by women CSOs and networks such as in Mombasa and Kilifi on CVE. These trainings are reported to involve security agents, policemen, other CSOs, CBOs, FBOsand other community representatives

To optimize replication of gains in CVE, selection criteria of beneficiaries of the projects was developed and used to select a pool of participants from each county who were representative of the various relevant sectors, organizations and residents in the county. Many of the beneficiaries, especially those drawn from active CSOs such as Huria, Jamuhuli and HENKWA, had requisite capability to champion and replicate CVE agenda within the community. The selection criteria was said to be fair bias and substantially representative of the diverse county women population. In addition, substantial knowledge and skill transfer was passed which enabled beneficiaries to replicate.

However, training evaluations showed that training and capacity building duration (which was for three days for NCIC) was reported to be inadequate to cover all the basic training modules. Some training components and activities were left incomplete while in other cases unplanned delegation of responsibilities was done which affected efficiency of executed activities. For instance, due to short training duration, NCIC reported delays in formation of Mombasa networks after delegating to two key participants owing during Mombasa consultative forum. To mitigate this, there was flexibility in action plans developed in which activities were combined to prevent lagging of activities such as combination of forums with network formation. From the evaluation, it was indicative that for maximum competency development and replication/use, a 'sandwich' training programme, though more expensive, would be more cost-effective given the challenges facing CVE and women engagement in patriarchal society.

EQ: Are there sufficient stakeholders' awareness, interests, commitment and incentives to execute, enforce and pursue the project achievements?

Finding 23: There is increased awakening, commitment and inspiration among individual women to engage in CVE even at individual level which provides continuity and sustainability of project gains. Women are greatly motivated to contribute to a violent free and stable society by reaffirming their role and value in building CVE resilient communities. Women have increasingly owned up P/VE roles in their respective communities.

Despite the funding constraints faced by women, CSOs and networks which limit their scope of reach and extent of service support provided, there is renewed women motivation and network commitment to engage and contribute in CVE even at individual, group and network level within their limited resource envelop. A CSO leader explained, "we do not fund them, but the feedbacks we get after our projects on early warning is encouraging; they participate in CVE even without resources. However, although it is sustainable from that perspective, it may not be in long term because many are not economically well and therefore demand financial support'.

Many beneficiaries are now considering themselves to be 'ambassadors' of peaceful, violence free and resilient community which is harmonious and cohesive; women are championing CVE activities within their respective communities more compared to prior to the project.

There is increased ownership and recognition of CVE responsibility among women as acknowledged by women in one of the FGDs, "CVE touches us as women, it also in us and we have taken the burden to continue with the activities. We have taken it to be our issue.' Beneficiaries were reported to have increasing realization that the cost of not doing anything is high for their individual families and community at large but now they have a chance to transform their community. One of the women beneficiaries asserted this new change, "we still have issues of violence in the society and we belong there, we cannot fail to address issues found where we are and fail to pay a hefty price with our own lives and that of our families". As a result of this change of mind towards CVE, women are supporting their colleagues financially especially on basic essential needs such as food, shelter and education of poor girls to keep them from being lured to VE activities.

EQ: To what extent is the sustenance of the project results and onward progress towards impact dependent on continued financial support?

Finding 24: The established networks have increased the resource and operational capacity of women through their CSOs to reach to wider audiences and scope within the county owing to leveraging and pooling of their financial and material resources. However, the networks and groups lack sufficient funds for proper engagement of women especially at the grass-route level. Due to lack of clear funding sources for their activities, the project continuity is not fully independent of donor or partner financial support.

Strategic partnerships and engagement with key leaderships and actors of the community including religious leadership, community elders and security actors has CVE strengthened their resource capacity including human capital, pooling of funds through donations, grants and individual contributions and ability to advocate and influence decisions within the society. However, the networks reported weak (insufficient) funds and lack of strong coordination capabilities (owing to lack of well-coordinated support from key stakeholders at county and national levels) which limit their capacity to undertake significant-large scope-activities.

Resultantly sustainability of CVE activities is largely pegged on innovativeness and commitment of the individuals, groups and networks on CVE as articulated by one of the key implementing partner project staff, "The sustainability depends on how developed and self-driven a group is and in most cases most of them need a lot of support because they may be committed but the environment may be unfavorable.' There was consensus that the project is not fully independent of partners and donor due to lack of strong local, county and national-based coordination structures with effective resource mobilization strategies. CVEIn some networks, women agreed to participate in CVE activities on the condition that their basic expenses (travel and food) are catered for '.

In summation, strengthening engagement, partnership recognition and ownership by key stakeholders can yield increased financial sustainability of the project gains in the short, medium and long-term.

5. Conclusions

Conclusion 1 (based on findings from 1 to 3 on Relevance):

The project, which was implemented using gender sensitive and human rights approaches, has successfully empowered and capacitated women to actively engage in CVE and contributed to advancement of gender equality and women rights in line with the UN and national policies, plans and strategies on CVE. The implementation has been well aligned national CVE strategy priorities and the community needs for a peaceful and violence free community. However, although findings showed that the TOC was well adapted and suitable to the project design and expected changes, it was not possible to conclusively interrogate the theory of change in a one-year project as the impact could not be conclusively ascertained. Despite this, there is compelling evidence that the resulted into improved capacity of women and their empowered to engage in CVE. The project had re-affirmed the positive role women can play in de-radicalization and counter-violent extremism.

Conclusion 2 (based on findings from 4 to 13 on Effectiveness):

A gender sensitive research with clear results on role and opportunities women engagement was conducted and validated for dissemination. Two policy briefs have been developed from the report for publication. The report and briefs have provided useful knowledge tools which will be key in integration of gender equality and women rights in the CVE strategies and plans.

Validated database of 169 CSOs and women networks was created from which inclusive participants were selected and trained on CVE. Five women networks from each of the five counties were formed which boosted the women capacity to engage and contribute in CVE. Informal linkages with mapped but relevant stakeholders including security actors and community leaderships have been informed. However, the linkages are not adequately strong and require strengthening. Grassroot networks are also limited. The networks have also helped create safe places in which many women have come out to discuss, express themselves and share experiences on sensitive issues related to CVE, security and peace.

The project adopted adult-based and skill-oriented capacity building approaches which contributed to exponential increase in women confidence, reduction in fear for speaking out, increase in knowledge, skills and capacity of women to successfully engage in CVE at the community and national level and also advance their rights. However, the training was very intensive with too short duration to adequately deliver a comprehensive programme. In addition, the counter-messaging training was not sufficiently effective hence weak for implementation. Effective communication and engagement platforms utilizing social networks such as Whatsapp have been established to engage and share key information among mapped stakeholders. Relationship between women, community and security agents have also improved resulting to better coordination and engagement in preventing VEs. Over 90% of the project activities were successfully implemented (upon finalization of this evaluation)

Conclusion 3 (based on findings from 14 to 16 on Efficiency):

Though the project budget as inadequate to fully realize the project outcomes, the project adopted efficient management and coordination approaches with high levels of transparency and accountability mechanisms which enabled leveraging of the resources invested. Competent and well skilled staff supported with effective monitoring and accountability systems were recruited to provide technical and operational support to the projects enabling it to run in a smooth and efficient manner.

Conclusion 5 (based on findings from 17 to 19 on women rights and gender equality):

The project made positive contribution towards promoting gender equality and advancing women rights in CVE activities. There was progressive integration of gender sensitive and human rights approaches in the program design, plans and implementation. Significant progress has been made in expelling the fear and misconceptions associated with increase in women victimization, discrimination and vulnerability. Women capacity to defend their human rights and participate in CVE has significantly improved. Gender sensitieve County CVE plan such as in Kwale and Mombasa County have been developed through the technical support of UN Women and increased awareness of need to integrate the role and rights of women in the plans . However, there are persistent challenges facing implementing and integrating women rights requirements within CVE mainly due to patriarchal systems which have cultural values and beliefs against women empowerment and involvement in public activities.

Conclusion 6 (based on findings from20 to 24 on Sustainability):

There are sustainability measures established including establishment of women CSO networks established, development of informal networks among CVE actors, assumption of responsibility for CVE among women and evidence of knowledge and skill replication through trainings and sensitization initiatives. Despite this, the project is not fully independent of partner and donor support; the women, CSOs and networks lacks sufficient financial and technical support (especially in providing trauma support for VE victims) and post-training mentorship or follow-up of beneficiaries is key in replicating the gains. There is also lack of adequate locally owned coordination structures to support sustainability of the gains after project closure. There is need to strengthen the established networks, linkages and coordination mechanism to enhance sustainability of the project gains.

6. Recommendations

1. **Recommendation 1 (Based on finding 1, 2, 6, 9, 10 and 22):** Scale up CVE capacity building programme to reach more beneficiaries. The programme should incorporate improvement in the design to include use of sandwich training programmes (Trainings which consist of some days in workshop and some other time within the community applying the knowledge learnt after which participants join in workshop again to share experiences and to overcome challenges faced) which allow for continued experiential learning, close mentorship of beneficiaries and post-training follow-up or mentorship of beneficiaries to provide basic support to the beneficiaries, including at the grassroot level;

2. **Recommendation 2 (Based on finding 11):** Promote and scale up use of social network platforms (well managed and monitored) such as Whatsapp to actively engage women, groups, security agents and other stakeholders on CVE as efficient platforms for sharing information across relevant actors including police, networks and linkages established;

3. **Recommendation 3 (Based on finding 12):** Establish a pool of Women Training of Trainers (TOTs) (from selected from CSOs networks and institutions) on the training manual developed (which was developed to guide training) and share it to offer similar capacity building programmes within respective counties as a way of replicating the benefits for greater impact within the community;

4. **Recommendation 4 (Based on finding 8):** Establish strong linkages and collaborations with the media organizations aimed at encouraging them to own CVE and actively partnering with women and community as a social corporate responsibility especially in counter-messaging, sensitization and advancing gender sensitive agendas related to CVE, peace, security and community development;

5. **Recommendation 6 (Based on finding 7):** Established stronger CSOs women networks and formal linkages (including future projects) should be designed and empowered to create stronger safe places and provide psychosocial counseling, emotional and trauma healing support for victims of violent extremism;

6. **Recommendation 6 (Based on finding 4&5):** Commission and fast track gender analysis of the national CVE strategy and dissemination of gender sensitive policy report to support development of gender sensitive policy briefs, plans and strategies and also support advocacy for integration of gender equality and human right principles in CVE;

7. **Recommendation 7 (Based on Finding 3 &19)**: Support county governments (those who are yet to develop) with technical support to develop and implement gender sensitive CVE plan. Implementation support should include community sensitization and involvement to enhance supportive implementation and support;

7. **Lessons Learnt**

- Successful CVE strategies and networks design should take into account need for developing safe places for women such as those with emotional distress and trauma experiences. Many women are in need of safe places where they can freely share and obtain trauma and counseling support which is not available in the women CSOs and networks. Established networks should be empowered to provide counseling, emotional support and trauma healing for victims of violent extremism. Privacy, confidentiality and trust should be incorporated in the design and operationalization of the safe platforms created. This will boost their relevance and impact on CVE within the community;

- There is need for gender analysis of the existing policies, plans and strategies to support gender sensitive policy briefs, plans and strategies to support integration of gender equality and human right principles. The analysis should prioritize identification of gaps and development of clear guides to inform development or review of implementation plans, policies and advocacy briefs;

- Effective and sustainable capacity building programmes on sensitive activities such as CVE should incorporate a budget component of post-training follow-up and

technical/moral support to beneficiaries to enhance optimal gains and their sustainability. This will support understanding of post implementation challenging and facilitate identification of innovative solutions to address them;

- Effective capacity building with higher sustainability of gains should not be a onetime event but rather a series of county specific trainings split over a period of time with opportunities for experiential learning; future programme should develop and implement sandwitch programmes comprising breaks within training to allow learning and reporting of outcomes to allow mentorship, supportive supervision and sharing of best practices. Extensive, one time-off trainings are limit optimal learning opportunities and mentorship opportunities;

- Three days allocated for the trainings undertaken by NCIC were limited to exhaustively cover the relevant topics and modules factoring the need for discussions and sharing of experiences as a skill-based learning approach. This threatened formation of networks and action plans to operationalize the networks; sessions scheduled were shortened, combined or uncovered which affected training effectiveness. Intensive programmes (where sandwich programmes are difficult to implement) should aim at increasing training duration from to at least four days for maximum knowledge transfer and competence development;

- CVE capacity buildings programmes targeting women will succeed best in environment supporting similar programmes for other key community groups especially youths who are most affected. This will facilitate creation of synergies between across gender and cohort roles;

- Inclusion of men in the trainings affected women abilities and willingness to engage in the discussions, sharing of experiences and participation in exercises. In addition, there occurred suspicion and fear amongst participants especially on issues related to VE. This not only limited the openness and honesty in discussions but also had the potential to adversely affect effectiveness of the trainings. The need for single gender trainings is therefore evident while "trust building" programme and initiatives (including those focusing on other key stakeholders like the security agents) are required to deal with mistrust and suspicion;

- CVE activities should incorporate close partnership and linkages with media practitioners especially media houses which have wider or specific local reach. High level lobbying and advocacy is required to encourage and inspire media houses to consider CVE messaging and engagement as a priority social corporate responsibility;

- Establishing effective and strong networks with many women CSOs and practitioner networks strengthens women capacity to engage in CVE, advocate for their rights and gender equality. It enhances existing resources and functional capacity to engage and participate in larger scope of CVE as well as reach a wider audience. However, there is lack of strong linkages and partnership between the formed organization and networks with cooperating stakeholder including county government and community. This has affected development and implementation of proper coordination structures for project gains sustainability. A key observation was that networks and partnership at the grass

root level are still at the infancy stage and hence needs strengthening to make women engagement in CVE more effective;

- Adult-based participatory training approaches incorporating creation of open discussion spaces and sharing of experiences, practices and ideas enhances optimal transfer of knowledge and acquisition of skills to beneficiaries; they are effective CVE training approaches;

- Women are economically vulnerable due to poverty. Implementation of CVE projects should incorporate component of livelihood empowerment projects to empower women economically and empower them to engage in community building activities;

- Building positive relationship between women and cooperating institutions especially community, county governments and security institution leadership is a key component of successful CVE projects. Creation of strong mechanisms of engagement such as facilitative meeting and recognition of each other as partner should be institutionalized as key success elements;

- Use of social network platforms such as whatsapp and short messages are effective and efficient mechanisms for actively engaging on CVE and sharing information across groups, networks and linkages established;

- Women possess the ability to listen to both sides when faced with a need to make decisions such as in extremism scenarios. This makes them an important resource in contributing to non-threatening dialogues and measures for CVE;

- There is need for counties and relevant partners to establish dedicated funding streams to support women civil society organizations and networks in CVE programming as part of the CVE strategies. This should focus on providing technical training on program design, grant proposal writing and reporting;

- To enhance women engagement, recognition and support, greater advocacy and sensitization of women engagement roles, gender equality and women rights roles in CVE, security and peace initiatives especially among community, county governments and other key stakeholders;

- There is lack of relevant capacity to undertake gender sensitive research in CVE among local institutions resulting to over-reliance on ISS in Kenya and other few institutions. There is need for greater advocacy and capacity development on CVE research priorities (agenda setting) and translation of findings to inform development and implementation of innovative and localized solutions to VE issues;

- Projects and initiatives targeting women engagement on issues related to peace, security and CVE should consider environmental factors and situations which may put women to risk of profiling, suspicion and or target by extremists. Such projects should include a component of sensitizing women on their security, how to identify and respond to risks as well as cushion their beloved ones to such risks. Women participation and engagement can be adversely limited by such perceived risks and

barriers which should be identified and mitigation measures developed at the project design stage.

- Sensitive projects related to VE, security and CVE should be facilitated and coordinated by resource persons such as NCIC who have the capacity, community trust and confidence in related matters. Use of persons and institutions with trust issues and bad reputations has the potential to limit participation, honest discussions and hence affect its effectiveness;

- CVE strategies and plans are not well articulated in the local context; people and community are not well aware of the plans and priorities. Community sensitization on the CVE is required to complement women efforts and enhance effective and responsive preventive and response mechanisms

Annexes

Annex 1: Terms of Reference

Final Project Evaluation - Engaging Women in Preventing and Countering Extremist Violence in Kenya

Location :   Nairobi, KENYA

Type of Contract :   National Consultant

Languages Required :   English

Starting   Date: March 2017
(date when the candidate is expected to start):

Expected Duration of Assignment :   15 working days

I.   Background

UN Women Strategic Note 2014 -2018 was developed in 2013 in a consultative approach involving with representatives of women organizations, the Civil Society Advisory Group, and Government agencies.

The four-year strategic contributes to the national development priorities in Kenya's Vision 2030 as articulated in its 2nd Medium Term Plan (2014-2018), under the economic, social and the political pillars. The plan is aligned to the United Nations Development Assistance Framework for Kenya (2014-2017), to UN Women Global Strategic Plan (2014 to 2017) Development Results Impact Areas 1, 2, 3, 4, and 5 and to the principles in the Quadrennial Comprehensive Policy Review (QCPR). The plan re-affirms UN Women's commitment to the principles of the Paris Declaration on Aid Effectiveness and the UN-Sector Wide Action Plan, (UN-SWAP) and commits to addressing the unfinished business of the Millennium Development Goals (MDG) and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

The plan has five impact areas (IAs):

1. Women lead and participate in governance
2. Economically empowered women benefitting from public procurement and agriculture value chains
3. Women and girls progressively living a life free from violence
4. Peace, security and humanitarian action are shaped by women's leadership and participation
5. National and devolved planning fully reflects accountability for gender equality commitments and priorities.

The women, peace and security (Impact Area 4) agenda is centered on the importance of women's participation, leadership and empowerment in conflict prevention, resolution, peace building and reconstruction efforts. It is equally about the prevention of armed conflict, demilitarization and disarmament. Adopted on 13 October 2015, resolution 2242 - the eighth Security Council resolution on women, peace and security - provides one of the most important pronouncements of this body to date on the issue of countering terrorism and violent extremism, and the linkages to women, peace and security. Resolution 2242 specifically calls for greater integration by Member States and the UN of their agendas on women, peace and security, counter terrorism and countering violent extremism which can be conducive to terrorism. By doing so, it ensures that the tools available for preventing conflict are at the forefront of efforts to counter terrorism and violent extremism and address its root causes.

To achieve this, UN Women is implementing a project "Engaging Women in Preventing and Countering Extremist Violence in Kenya" from April 1st 2016 to March 31st 2017 in 5 counties that are particularly vulnerable to radicalization, recruitment and attacks including; 3 coastal counties (Mombasa, Kwale and Kilifi) and 2 counties in northern Kenya (Wajir and Mandera).

This project is using a gender sensitive and human rights based approach. One that seeks to understand why women are joining extremist groups, the roles they play in inciting and persuading others to join and fight, but also to strengthen the capacity of women and women civil society groups to engage in prevention, response and recovery efforts to counter violent extremism, leveraging women's experiences and voices to reach vulnerable communities, including at-risk youths. It seeks to link government institutions addressing issues of preventing and countering violent extremism at the county level with researchers to ensure research findings inform policy-making and promote interventions that are gender responsive. The project provides specialized training for women on early-warning signs of radicalization that lead to terrorism, enhancing their capacity on conflict resolution skills, as well as facilitating female practitioner networks will be envisioned.

The project is line with UN Women's global programme that seeks to address root causes of extremist violence through integrated responses which will strengthen women's participation

and empowerment to preventing and countering violent extremism and building an evidence base on the effectiveness of integrating gender and women's participation in these efforts.

II.   Context II. Description of the project

The **overall goal** of the project is to promote and advance women's active participation in efforts to prevent and respond to extremist violence in Kenya, while ensuring their human rights are protected and promoted.

The theory of change of the project assumes that if the evidence on the drivers of extremist violence in Kenya is generated and made available to stakeholders for policy action, and if women are facilitated and given access and resources to participate effectively in the prevention, conflict management and recovery efforts of preventing and countering violent extremism and if are women are provided with safe spaces to share and exchange critical information, then vulnerable communities would be more resilient to risks of conflict, thus leading to improved cohesion amongst communities.

The project has the following outcomes and outputs:

Outcome 1: Evidence base is strengthened on understanding the drivers of extremist violence in Kenya

> **Output 1.1:** Gender sensitive research and sex-disaggregated data on the drivers of extremist violence in Kenya is available.

Outcome 2*: Women and women's groups are actively involved in efforts to prevent and counter extremist violence in Kenya.*

> ***Output 2.1:*** *Strengthened capacity of women's civil society groups* to advance the rights of women and girls in efforts to counter extremist violence

This project, with a total budget of USD 750,000 for 1 year was implemented directly by UN Women and in partnership with government, civil society and UN partners to implement this project. This includes leveraging partnerships with the National Cohesion and Integration Commission, National Counter Terrorism Centre, the Office of the President which is responsible for implementing the national counter-terrorism strategy and County Peace Secretariats. UN Women will work closely with the Ministry of Public Service, Youth and Gender Affairs, and the Ministry of Interior and Coordination of National Government (MoICNG) to foster strategic engagement with the National Steering Committee on Implementation of UNSCR 1325 and support mainstreaming preventing and countering violent extremism policy and programming in their interventions.

III.   Purpose and Use of the Evaluation

The purpose of the evaluation is to determine the extent to which the "Engaging Women in Preventing and Countering Extremist Violence in Kenya" project achieved its stated outcomes, document lessons learned and best practices with the view to scaling up activities. The **overall goal** of the project is to promote and advance women's active participation in efforts to prevent and respond to extremist violence in Kenya, while ensuring their human rights are protected and promoted. The evaluation is a mandatory evaluation requested by the donor and included in the project design.

The findings of the evaluation will be used inform project learning and decision-making on future engagements in the field of Countering Extremist Violence in Kenya.

In line with UN Women Evaluation Policy, the final evaluation report together with the UN Women management response will be disclosed publicly on the UNW 'Global Accountability and Tracking of Evaluation Use (GATE) System' at http://gate.unwomen.org/.

IV.   Objectives

With this background and context in mind, the Project Evaluation has the following objectives:

- Assess the relevance of UN Women contribution to engaging women in preventing and countering violent extremist in Kenya

- Assess effectiveness and organizational efficiency in progressing towards the achievement of women's participation in preventing and countering violent extremist in Kenya.

- Assess the sustainability of the intervention in achieving sustained engagement of women in preventing and countering violent extremist in Kenya.

- Analyse how human rights approach and gender equality principles are integrated in the implementation of the project.

- Identify and validate lessons learned, good practices and examples and innovations of efforts that support women's participation in preventing and countering violent extremist in Kenya.

- Provide actionable recommendations with respect to the UN Women intervention.

The key evaluation questions are:

Relevance

- To what extent is the intervention relevant to the needs and priorities as defined by beneficiaries?

- How relevant and appropriate is the Theory of Change underlying the project to achieving the objectives?

- To what extent is the UN Women's strengthening rights-holders' participation and duty-bearer's accountability; ensuring that the most vulnerable populations know, demand and enjoy their human rights and reinforcing capacities of duty bearers to respect, protect and guarantee these rights.

Effectiveness

- To what extent were the expected outcomes achieved and how did UN Women contribute towards these?

- To what extent have effective partnerships and strategic alliances been promoted?

Efficiency

- Have adequate financial resources been allocated into the realisation of the project results?

- Are the implementation mechanisms effective in managing the Programme?

- How efficiently resources/inputs (funds, expertise, time, etc.) have been converted to strategic results?

Sustainability

- To what extent was capacity developed in order to ensure sustainability of efforts and benefits?

- How will the benefits of the intervention be secured for rights holders (i.e. what accountability and oversights systems were established)?

Gender Equality and Human Rights

- To what extent has gender and human rights considerations been integrated into the project design and implementation?

- How has attention to integration of gender equality and human rights concerns advanced the women's participation in preventing and countering violent extremist in Kenya?

V. Evaluation Design (Methods and process)

The evaluation will be an external, participatory, and iterative learning exercise, which should be completed within a timeframe of 15 working days. The Evaluation will be conducted under the guidance of the UN Women Kenya Deputy Country Director.

Internal arrangements - The Senior Management Team will constitute the Reference Committee for the Evaluation, signing off and providing direction at key milestones. The role of Senior Management will also include final approval authority on evaluation deliverables, and the Evaluation Reference Group (ERG).

The role of the ERG is to serve as consultative body and sounding board for the evaluation, allow stakeholders to express their information needs and enhance learning and ownership of evaluation findings. The ERG provides feedback on specific evaluation questions, on evaluation inception and draft report and helps with providing background information to the evaluation team as relevant. The ERG includes both UN Women staff and partners.

Methods to assess the project outcomes and impact will include open and semi-structured interviews with key stakeholders, a comprehensive review of documents, a synthesis and analysis of data from regular programme monitoring as well as field visits. Interviews with beneficiaries and local partners using participatory review and evaluation methodologies will be strongly encouraged.

Please add the following paragraph under "Evaluation Design":

The evaluation will be carried following UN Evaluation Group (UNEG) Norms and Standards (http://www.unwomen.org/about-us/accountability/evaluation/), UN Women Evaluation Policy as well as the Ethical Guidelines for evaluations in the UN system, see Annex to this TOR. Once finalized the evaluation report will be quality-assessed based on the UN Women Global Evaluation Reports Assessment and Analysis System (GERAAS). GERAAS standards and GERAAS rating matrix are available at http://www.unwomen.org/en/about-us/evaluation/decentralized-evaluations.

VI.   Deliverables

The findings and recommendations of the evaluation will be thoroughly discussed with the UN Women and Partners.

The key deliverables of the evaluation are:

(a) **Inception report** outlining the design- criteria, scope, methodology, data collection method and tools and time frame including a Draft Report Template: Submission of a draft report format containing Table of Contents for the final report for approval by UN Women.

(b) **The Draft and Final Reports**: The report should address the contents specified in section IV and use a format that will be provided during inception phase. It should

be logically structured, contain evidence-based findings, conclusions, lessons and recommendations, and should be free of information that is not relevant to the overall analysis. The report should respond in detail to the key focus areas described above. It should include a set of specific **recommendations** formulated for the project, and identify the necessary actions required to be undertaken, who should undertake those and possible time-lines (if any). Stakeholders will provide comments on the Draft Report, and the consultants will finalize the report in view of these comments.

5) **Presentation:** For presenting and discussing the draft final report interactively, the consultants will facilitate a one-day concluding workshop for the project stakeholders.

The **Inception report** should include an evaluation matrix with evaluation questions and -criteria, indicators, data sources and methods of data collection

The **Draft/ Final report** should follow the following structure:

1. Title page, Table of Contents and Acronyms

2. Executive Summary

3. Background and purpose of the evaluation

4. Programme description and context

5. Evaluation methodology and limitations

6. Findings

7. Analysis and Conclusions

8. Recommendations

9. Lessons learned (if applicable)

10. Annexes: Terms of Reference, List of documents reviewed, list of agencies and partners interviewed (without direct reference to individuals), evaluation matrix and data collection instruments, any other relevant documents

VII.   Consultant's competencies and qualifications

Consultant competencies should include but not be limited to the following:

- At least a master's degree in development studies, economics, political science, public policy /and or relevant field of social sciences.

- At least seven years of planning, reviews and/or evaluation experience, five years of which in planning/reviews in development programs related to human rights, gender and results-based evaluations

- Knowledge and experience with the national development frameworks, especially National Development Goals (MDGs), PRSP, SWAP, key legislation, etc.
- Extensive experience with UN programming, especially the UNDAF and delivering as one
- understanding of the Kenyan context with specific regards to the gender priorities and role of UN Women

- Knowledge of issues concerning women's human rights and gender equality including specifically in the area of gender based violence, ii) familiarity with the relevant context in Kenya will be an added advantage

- Demonstrated ability and excellent communication skills to facilitate group discussions

- Demonstrated ability to produce high quality evaluation reports, including recommendations for future work of the funding organization/ a donor

- Ability to work with the Evaluation Manager to ensure that a high-quality evaluation report is produced

- Facilitation skills and the ability to deal with multi-stakeholder groups

- Excellent analytical and communication skills
- Fluent in English; knowledge of local language an asset

VIII.   Timeline

The consultancy will be for a period of 15 working days. Detailed timelines will be shared during the inception meeting.

IX.   XII. Ethical code of conduct

UNEG Ethical Guidelines for Evaluation in the UN System

The evaluation of the project is to be carried out according to the following ethical principles and standards established by the United Nations Evaluation Group (UNEG), available at http://www.unevaluation.org/document/detail/102 :

✓ **Anonymity and confidentiality**. The evaluation must respect the rights of individuals who provide information, ensuring their anonymity and confidentiality.
✓ **Responsibility.** The report must mention any dispute or difference of opinion that may have arisen among the consultants or between the consultant and the heads of the Project in connection with the findings and/or recommendations. The team must corroborate all assertions, or disagreement with them noted.
✓ **Integrity.** The evaluator will be responsible for highlighting issues not specifically mentioned in the TOR, if this is needed to obtain a more complete analysis of the intervention.

- ✓ **Independence.** The consultant should ensure his or her independence from the intervention under review, and he or she must not be associated with its management or any element thereof.
- ✓ **Incidents.** If problems arise during the fieldwork, or at any other stage of the evaluation, they must be reported immediately to the Secretariat of the MDGF. If this is not done, the existence of such problems may in no case be used to justify the failure to obtain the results stipulated by the Secretariat of the MDGF in these terms of reference.
- ✓ **Validation of information.** The consultant will be responsible for ensuring the accuracy of the information collected while preparing the reports and will be ultimately responsible for the information presented in the evaluation report.
- ✓ **Intellectual property.** In handling information sources, the consultant shall respect the intellectual property rights of the institutions and communities that are under review.
- ✓ **Delivery of reports.** If delivery of the reports is delayed, or in the event that the quality of the reports delivered is clearly lower than what was agreed, the penalties stipulated in these terms of reference will be applicable

The consultant will sign the **UN Women Evaluation Consultants Agreement Form** available at
https://unw-gate.azurewebsites.net/resources/docs/SiteDocuments/UNWomen%20-%20CodeofConductforEvaluationForm-Consultants.pdf

Please follow the links below for further details to the UN Women Evaluation Consultants Agreement Form, UNEG Ethical Guidelines and Code of Conduct for Evaluation in the UN system.

Annex 2: Documents consulted

The following eighteen documents were extensively reviewed and the findings incorporated in this report:

1. Terms of reference: The information in the TOR (Mainly the purpose and the objective) had significant difference with the project document and the progress report. The consultant relied to a great extent on the original project documents and the progress report.

2. UN Women CVE progress report to the donor (Japan Report)

3. Outline of inception report

4. Program document and budget

5. Terms of reference: The information in the TOR (Mainly the purpose and the objective) had significant difference with the project document and the progress report. The consultant relied to a great extent on the original project documents and the progress report.

6. UN Women CVE progress report to the donor (Japan Report)

7. Outline of inception report

8. Program document and budget

9. ISS Literature Review

10. Expression of Interest (EOI) on Drivers and Factors drawing Women and Girls to join Extremism

11. ISS Inception report

12. NCIC Activity reports

13. CVE Training and capacity building reports

14. Terms of reference for Audit report-The consultant notes that this report will be required for review to provide input in the final evaluation report

15. NCIC Quarterly progress report

16. Letter of Agreement between NCIC and the UN Women

17. NCIC Budget

18. Revised CVE and CSO evaluation timelines

Annex 3: Lists of institutions interviewed or consulted and sites visited (without direct reference to individuals)

Annex 4: Indicators for Performance and Analytical results Framework

OVERALL GOAL: Promote and advance women's active participation in efforts to prevent and respond to violent extremis and terrorism in Kenya

OUTCOME 1: Evidence base is strengthened on understanding the drivers of extremist violence in Kenya.

Indicator: Research reports that provide an evidence base for future programming with sex disaggregated data (B: 0; Target: 2)

Output and indicators	Results	Data Source	Implementing partners
Output 1.1: Gender sensitive research and sex-disaggregated data on the drivers of extremist violence in Kenya is available.			
Indicator 1.1.1: Research reports on drivers of extremist violence with sex disaggregated data (B: 0; Target: 1)	**A gender sensitive research has been conducted by the Institute for Security Studies and a draft report prepared and submitted to UN Women. The report is yet to be finalized, validate, disseminated. There is no policy brief developed**	**Desk Review, Key Informant Interviews**	Research Institutions National Counter Terrorism Centre, National Cohesion and Integration Commission, National Cohesion and Integration Commission, UN-ITF/UNCT, Government Representatives
Indicator 1.1.2: Gender analysis of counter terrorism law and policies (specific countries and region) (B: 0; Target: 1)	**There was no** gender analysis of national counter extremism/terrorism laws, policies and programmes and the impacts on women done		
RESULT 2: Women and women's groups are actively involved in efforts to prevent and counter extremist violence in Kenya.			
Output 2.1: Strengthened capacity of women's civil society groups to advance the rights of women and girls in efforts to counter violent extremism.			
Indicator 2.1.1: Establish and validated a database of women civil society and practitioners working in CVE, peace and security in the targeted Counties	A data base of 169 women CSOs and networks established and validated in the five counties; 62 in Mombasa, 33 in Kilifi, 36 in Kwale, 25 in Mandera and 15 in Wajir County	Desk Reviews Focus Group Discussions, Key informant Interviews, Program Reports	Women's Organizations, CSO, Religious organizations, Count Government, National Cohesion and Integration Commission, UN Women
Indicator 2.1.1: Number of women trained in early warning to detect signs of radicalization in 7 counties (B:	**500 trained**	Desk Reviews Focus Group Discussions,	

Output and indicators	Results	Data Source	Implementing partners
0; Target : 500)		Key informant Interviews, Program Reports	
Indicator 2.1.2: Number of women trained in counter messaging in 7 counties *(B: 0; Target: 350)*	**175 women trained**		
RESULT 3: Successful management of the programme			
Indicator: % of the result framework implementation (B: 0% in 2015; Target : 95% by March 2017)			

Output and indicators	Results	Data Source	Implementing partners
Output 3.1: Programme coordination is efficient			
Indicator 3.1.1: Number of staff recruited for the programme: (B: 0; Target 2)	One Peace and Security Analyst recruited	Program Document Reviews Focus Group Discussions, Key informant Interviews, Program Reports	UN Women
	One Programme Analyst recruited		
	Technical Support provided by Peace and Security Section Division in New York and peace and coordination department in NCIC.		
	Project Finance Associate Recruited		
	One Planning, Monitoring and Evaluations Specialist Recruited		
Number of supervision mission reports (B: 0; Target: 2)			
Number of published reports on the programme (B: 0; Target: 1)	Not yet		