



**Women's Active Participation in Preventing and Response  
to Violent Extremism and Terrorism in Kenya**

**Report for the Evaluation Period: 5/3/2018 - 5/4/2018**

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## Acronyms

CAP	County Action Plan
CBO	Community Based Organization
CEDAW	Convention on the Elimination of all Forms of Discrimination against Women
CSO	Civil Society organization
CVE	Countering Violent Extremism
FGD	Focus Group Discussion
GERAAS	UN Women Global Evaluation Reports Assessment and Analysis System
HURIA	Human Rights Agenda
ICE	Information Communication and Education
IP	Implementing Partner
KDF	Kenya Defense Forces
KII	Key Informant Interviews
MTG	Moving the Goal Post
MUHURI	Muslims for Human Rights
M&E	Monitoring and Evaluation
NCTC	National Counter Terrorism Centre
NSCVE	National Strategy for Countering Violent Extremism
P/CVE	Preventing/Countering Violent Extremism
PSS	Psycho Social Support
PTSD	Post-Traumatic Stress Disorder
UN	United Nations
UNEG	United Nations Evaluation Group
UNSR	United Nations Security Council
UNSCR	United Nations Security Council resolution
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
VE	Violent Extremism

## Executive Summary

This report presents the main findings of the UN Women's intervention on women's active participation in prevention and response to violent extremism and terrorism in Kenya. The evaluation looks at the work carried out between April 2017 and March 2018 in four counties that are vulnerable to radicalization recruitment and attack namely; Mombasa, Kwale, Kilifi and Wajir. The project had two key outcomes i) Strengthening evidence base on understanding the drivers and impacts of terrorist/extremist violence on the lives of women and girls ii) Actively involving women and women groups in efforts to prevent and counter terrorist / extremist violence in Kenya. The budget of the project was USD \$ 835,000.

Findings of the evaluation exercise indicate the intervention was relevant given the prevalence of Violent Extremist attacks (VE) and recruitment incentives in the target areas. The target of the intervention was women who are still underprivileged in many sectors of the Kenyan society such as security and have often been left out or participated in Prevention/Countering Violent Extremism (P/CVE) programmes as part of other target groups. Although better integration of debates on gender equality and more men's involvement could have benefited the intervention more, women gained understanding of VE issues such as early warning signs of radicalization, gained skills on trauma healing and entrepreneurship and how to intervene in P/CVE. The knowledge products produced were also relevant, as they will benefit women by guiding future gender sensitive interventions. The groups involved in the intervention comprised both duty bearers and rights holders, making it diverse. The fact that most Implementing Partners (IPs) engaged were local organizations that understood their communities well, added to the significance of the intervention.

The intervention was effective in achieving expected outcomes. Two research products were produced containing multilevel recommendations that can lead to better conditions for women hence their increased role in P/CVE. Other components were effective in enhancing awareness and involvement of women in different sectors such as peace and security, trauma healing, entrepreneurship, all of which contribute to building their resilience to VE. Women have also gained knowledge about their human rights albeit a lot remaining to be improved especially on how the capacity building sessions were conducted. Challenges such as selection of the right beneficiaries and time constraints were encountered but they did not hinder programme implementation. Other challenges included security concerns, Kenya's patriarchal norms and unforeseen factors, namely the prolonged election campaigns. UN Women provided regular technical support to Implementing Partners (IPs) coupled with commitment and prior project management knowledge and P/CVE experience ensured the intervention was effective in achieving its goals. Also, multiple layers of networks have been established between beneficiaries and other stakeholders that can lead to effective partnerships.

Efficiency in the use of allocated resources ensured the intervention was a success. Although some IPs reported slight shortages during the last phase of their projects implementation, the amount of resources allocated was largely enough and had all been well utilized by the end of the intervention's funding period. This was facilitated by prior project management experience amongst IPs, dedication, clearly stipulated roles and responsibilities and regular UN Women technical support through two newly hired

programme analysts and one finance associate. IPs were also local organizations that had good networks of their environments which contributed to the efficiency of the intervention. Sub-contracting by an IP of a local organization and other logistical issues however presented challenges to the efficiency of the intervention and should have been avoided.

Different sustainability measures have been established that will continue to be useful to beneficiaries beyond the end of the intervention. The knowledge products contain recommendations that can have long-term benefits if implemented; similar to livelihood activities such as Psycho-Social Support (PSS) and entrepreneurship skills and capacity building on VE and P/CVE issues that has seen some women getting involved in the peace and security sector. Although insufficient time allocation posed an obstacle to the intervention, the prevalence of VE attacks and recruitment to al-Shabaab, goodwill from the community, commitment amongst different stakeholders to put acquired knowledge to use as a result of their sense of responsibility, will make the intervention sustainable.

The intervention was implemented in consideration of gender equality and human rights concerns albeit not in depth. Women and girls were a majority in most components of the intervention not only because they were a priority given their minimal number in the security sector, but also given the effects of the scourge of VE on them. Their positive turnout can partly be credited to the global Countering Violent Extremism (CVE) discourse and that on gender equality, as well as women's own incentive. Capacity building content comprised elements of gender equality and human rights principles, as stipulated in the various national and international treaties, human rights based approaches, early warning signs of radicalization to VE among others that have impacted on women. The gender analysis of the National Strategy for Countering Violent Extremism (NSCVE) if implemented will have a positive impact on the lives of women and girls. However, more detailed content on gender equality and human rights Vis a Vis VE should have been deeply interrogated including the inclusion of more men to the debate.

## Background

### Purpose and use of the evaluation

The purpose of the evaluation was to determine the extent to which the ‘Women’s Active Participation in the Prevention and Response to Violent Extremism and Terrorism in Kenya’ programme achieved its stated outcomes, documented lessons learned and good practices with the view to scaling up activities in future programming. It is done to assess the project’s overall goal of “promoting and advancing women’s active participation in efforts to prevent and respond to extremist violence in Kenya while ensuring their human rights are protected and promoted”. It was based on the theory of change that research and data on drivers of violent extremism, its impact on women and girls and on community resilience and giving women access to skills to participate in and inform responses to preventing and countering violent extremism are fundamental in enhancing more peaceful and gender equal societies that are resilient to the impacts of extremist violence. This is because when they are economically and socially more empowered women drive peace and security and inclusive societies tend to be more stable. Broadly, this evaluation will serve the following purposes:

- a. Learning and improved decision-making in support of development of new programmes on Women and CVE;
- b. Accountability for the implementation of the project and analysis of the effectiveness of the programme;
- c. Advocacy for engendering of CVE efforts, capacity building and mobilization of national peace and security stakeholders to advance gender equality and the empowerment of women in CVE efforts.

The evaluation process ensured participation of stakeholders at all its stages from its inception to the production of the final report as stated in the work plan with a particular emphasis on rights holders and the representatives. Its findings and recommendations were thoroughly discussed with the UN Women and partners and validated through engagement with stakeholders in any suitable form of engagement. UN Women provided the structure of the final report. Intended users of the final product of this evaluation include:

- Relevant staff, including technical units and heads of units in participating UN-agencies;
- UN-agency headquarters;
- Development partners, including donors;
- Implementing partners, especially CSO’s engaged in this programme;
- Relevant staff in target ministries, local government and targeted government institutions, including the National Counter Terrorism Centre (NCTC).

### Objectives

The Evaluation process had the following objectives;

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

- b) Assess effectiveness and organizational efficiency in progressing towards the achievement of women's participation in preventing and countering violent extremist in Kenya;*
- c) Assess the sustainability of the intervention in achieving sustained engagement of women in preventing and countering violent extremist in Kenya;*
- d) Analyze how human rights approach and gender equality principles are integrated in the implementation of the project;*
- e) 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;*
- f) Provide actionable recommendations with respect to the UN Women intervention.*

### **Evaluation criteria and priority questions**

The evaluation sought to answer a set of overarching questions and sub-questions as shown below. These criteria allowed the evaluation exercise to assess the relevance, efficiency, effectiveness and sustainability of the UN Women's P/CVE programme.

The most recent United Nations Security Council Resolution 2242 (2015) provides the strongest pronouncement of the linkages between countering violent extremism and women, peace and security. It specifically calls for greater integration of member states and the UN of their agendas on women, peace and security, counterterrorism, and countering violent extremism that can be conducive to terrorism. The resolution also places an emphasis on responses that prevent extremist violence and that women and women groups are given meaningful opportunities to participate in these processes particularly at senior levels, where prevention and counter strategies are designed and implemented. The programme, was implemented within this framework in order to contribute to preventing and responding to growth of violent extremism in Kenya. They correspond with the set of criteria that will be prompted together with the evaluation questions, set for the three expected outcomes of the project. They include:

#### **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-holder's 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 realization 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 oversight systems were established).

**Gender equality and human rights:**

- To what extent have gender and human rights considerations been integrated into the project design and implementation;
- How has attention to integration of gender equality and human rights concerns advanced women's participation in preventing and countering violent extremism in Kenya.

**Programme Description and Context**

Violent extremism in Kenya has been on the rise in the past few years. Although the country's insecurity emanates from both internal and external threats, with varying forms and dynamics<sup>1</sup>, and shaped by diverse factors such as political suppression, economic marginalization, growing militarism, endemic corruption among others, the most recent major threat has been the activities of al-Shabaab. These different forms of insecurity, besides being the greatest threat to peace and security, have diverse negative impacts on the lives of women and girls such as sex and gender-based crimes, restriction on formal education, access to healthcare and participation in public life. There is evidence to suggest that gender norms have strategically been used and manipulated for violent extremism purposes such as use of gender stereotypes for recruitment, perpetration by women and their roles that facilitates their evasion from counter-terrorism measures. For example, male al-Shabaab fighters have reportedly disguised themselves as women to avoid arrest in carrying out suicide bombers targeted

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<sup>1</sup> Institute for Security Studies, *The nature and drivers of insecurity in Kenya* (April 2015).



assassinations.<sup>2</sup> There is also a long history of women planning and executing terrorist attacks and acting as facilitators, recruiters and fundraisers for terrorist and violent extremist groups in the region. Reports of Kenyan women journeying to Somalia and ISIS-controlled territories are increasing. It is no less important to consider the influence that social media has in the recruitment of women engaged in violent extremism.

As 2017 was an election year, the programme sought to explore the intersection between al-Shabaab violence and other election related violence in order to support inclusive participation of all citizens in the electoral process. Some of the concerns during the election period include increased funding for al-Shabaab in order to take advantage of the political contention, the fear of high profile and targeted isolated attacks in key hotspots, the fear that voters would not be able to vote and political aspirants, especially women would be under constant threat in public spaces in some of the counties that are susceptible to violent extremism. These highlighted the need to strengthen the community participation and the preparations of national security agencies during the period leading to the elections.

Moreover, Kenyan women have engaged in peace keeping and building, conflict prevention and resolution. The exemplary work of women from Wajir in brokering peace between warring communities remains one of the best gender integrated peace processes. The reality however remains that women are not involved in decision making processes, particularly at senior levels where strategies to prevent and counter violent extremism are designed and implemented. Women often lack access to safe spaces where they can share critical information that could serve as early warning signs in combating radicalization. Their capacities to mentor, negotiate and mediate have been largely untapped. This is despite a growing evidence base, which accelerate economic development and reduce the likelihood of relapse into violence and is therefore critical to prevention efforts. The women peace and security agenda provides a critical framework for understanding and responding to violent extremism. Founded on the principle that peace is inextricably linked to gender equality the agenda highlights how violence, including extremist violence is underpinned by gender inequality. This means a gender perspective is required in order to prevent and counter terrorism and violent extremism effectively. If stakeholders do not recognize or engage with the gendered underpinnings of extremist violence, the ability to respond effectively will also be hampered.

The programme therefore sought to address root causes of extremist violence through integrated responses and strengthen women's participation in prevention and countering violent extremism efforts and building an evidence base on the effectiveness

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<sup>2</sup> Human rights watch report, Harsh War, Harsh Peace Abuses by al-Shabaab, the Transitional Federal Government Government, and AMISOM in Somalia (April 2010); Hugh Macleod & Annasofie Flamland, Fleeing Somalia, Women Recount Tales of Terror, BBC News, Oct. 7, 2010, available at <http://www.bbc.co.uk/news/world-africa-11437595>.

and positive impact of integrating gender in these efforts; by creating an urgent need in the following programme objectives:

1. Strengthening evidence base on understanding the drivers and impact of terrorist /extremist violence on the lives of women and girls.
2. Actively involving women in efforts to prevent and counter terrorist/ violent extremist violence in Kenya.

## **Evaluation Methodology and Limitations**

### **Evaluation design**

The evaluation of the project result and impact employed different qualitative methods that were used in different phases, relying on a cross-section of information sources such as stakeholder groups, intervention implementers and beneficiaries. The choice of these methods was influenced by their suitability and done in consultation with the client. The process comprised three main phases. The first phase mainly involved review of project documents including regular programme monitoring and field visits reports as well as the client's implementing partner's quarterly reports. All these documents were supplied by the client and were reviewed continuously throughout the evaluation process. This phase complemented the second phase that comprised ten semi-structured key informant interviews (KII) and eleven focus group discussions (FGD) undertaken in all areas of programme implementation with key partners, project IPs and project beneficiaries. The KIIs were administered on IPs while FGDs were administered on the various project beneficiaries and was a representative of all projects implemented.

These methods were suitable for the evaluation process given the desire to go deep and understand the impact of the implemented programme. KII is particularly suitable for respondents who have good knowledge of the subject matter of discussion while focus group discussions are good for observing dynamics of interaction in a group setting of about 6-8 people sharing common characteristics. A number of questions were developed to guide these discussions building on the criteria already provided by the client as well as information in the log frame. The client through the CVE Evaluation Reference Group and the consultant coordinated mobilization and selection of respondents.

Analysis of collected data and reporting comprised the third phase of the evaluation process and was done as per the evaluation criteria whereby information/themes from respondents that were found to be repetitive was considered important and therefore incorporated into the findings of this final report. In addition, primary data was triangulated with secondary data and project documents during the last phase of this evaluation exercise.

The final product is presented in form of this report, comprising a title page, executive summary, background and purpose of the evaluation programme description and context, evaluation methodology and limitations, findings, conclusions and recommendations. The terms of reference for the evaluation, list of document reviewed, list of agencies and partners interviewed without direct references to individuals,

evaluation matrix, data collection instruments and any other relevant documents are all included in the annex part of the report. The evaluation exercise including the final evaluation report was guided by UN Women standards that are outlined in the UN Women Global Evaluation Reports Assessments and Analysis System (GERAAS)<sup>3</sup>. After the submission of this draft evaluation report, UN Women will draft a management response for the implementation of its recommendations in UN Women's future interventions.<sup>4</sup> The report will be made publicly available on the [UN Women GATE website](#).<sup>5</sup>

### Sample Selection

The selection of the various respondents was done using purposive sampling technique, a type of non-probability sampling method where the sample is selected based on their characteristics, availability and the objective of the study as opposed to representativeness. Key informants are implementing partners who have unique knowledge of their projects while project beneficiaries have unique knowledge by virtue of having been involved in the various projects. This and the fact that the subject of VE/ and P/CVE is still a sensitive one, involving a specific type of people as opposed to the entire society justifies the use of purposive sampling in which a few participants were selected from a list of project IPs and beneficiaries. Selection of the latter was done in cooperation with the various IPs.

In each component of the intervention an average of two KII was done with project IPs while up to three FGDs was done with project beneficiaries (Please refer to annex iii on list of agencies and partners interviewed). The consultant also participated in the final IPs review meeting and held discussion with the various project IPs, NCTC and UN Women staff.

In contrast to a quantitative evaluation design that emphasizes on numbers, this evaluation will emphasis on quality; i.e. going deep into the subject with lesser number of respondents to ensure the subject of discussion is tackled in-depth.

### Limitation to the Evaluation

One limitation that might have affected the evaluation outcome of this evaluation was time. The allocated time for all tasks was 30 days including time for collection of primary data. Given the quantity of information made available, both secondary (project documents) and primary data (diverse respondents), the allocated time was not enough. Initially, one FGD and a maximum of two KII had been planned for per project but this was amended to allocate more time for data gathering in response to the consultant's concern that these may be few. To mitigate this shortcoming, the consultant worked around the clock on a daily basis until the report was submitted. Another limitation that was encountered was on coordination of beneficiaries through

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<sup>3</sup> GERAAS standards are available in the [UNW Evaluation Handbook](#), p. 156 and at [UN Women GERAAS evaluation report quality checklist](#).

<sup>4</sup> [UNW Evaluation Handbook](#), p. 93

<sup>5</sup> <http://gate.unwomen.org/>

IPs. While some IPs were efficient in coordinating their teams and making them available during agreed appointments with the consultant, in some case this was not the case. The consultant mitigated this by making her schedule flexible. Some IPs could also not be available for interviews, which was mitigated through technology whereby the consultant had to Skype with some IPs.

Some respondents preferred to use their local language (such as Somali and Swahili) that introduced the element of translation to English hence a probability of loss of meaning. To intervene, the consultant applied her multi-lingual and intercultural skills to ensure translation does not distort meaning.

### **Ethical considerations**

High standards of ethics were adhered during the evaluation exercise. The consultant sought permission from respondents before engaging them in discussions and introduced herself and her objectives. She also ensured respondents of confidentiality in handling their data including anonymity where necessary. Ethical principles and standards established by the United Nations Evaluation Group (UNEG) <sup>6</sup> guided the process. Additionally, during the execution of the entire task and particularly during fieldwork, the evaluation consultant was in regular communication with the client's CVE reference group to update on progress and raise any matter of concern as deemed necessary.<sup>7</sup>

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<sup>6</sup> <http://www.unevaluation.org/document/detail/1914>

<sup>7</sup> (Note: For details of the time frame and fieldwork schedule see appendices)

## Findings:

### Relevance

#### *a) Relevance of intervention to the needs and priorities as defined by beneficiaries:*

**Finding 1: The programme was relevant in all the areas selected for implementation given the prevalence of VE in these areas and practices that disadvantage women. It however could have benefited from deeper debate on gender equality and on the role of women beyond motherhood; and if more men had been integrated especially in parenting forums and capacity building sessions on early warning signs of VE.**

The intervention ‘Women’s active participation in preventing and response to violent extremism and terrorism in Kenya’, was relevant to the needs and priorities as defined by beneficiaries. This is due to the prevalence of instances of violent extremism in the targeted areas and so the vulnerability of these locations to recruitment and VE attacks. The programme was implemented in Wajir, Kilifi, Mombasa, and Kwale counties; areas worst affected by the scourge of VE and other security challenges. Also, in patriarchal societies like Kenya’s, women sometimes have to endure being treated as second-class citizens and their opinions ignored. The fact that the intervention specifically targeted women is commendable. As narrated by an IP, most common P/CVE programmes had targeted other beneficiaries other than women such that women comprised part of a whole;

*“In most interventions that I know of, it is clear that men are the target because of the perception that they are the most vulnerable to al-Shabaab recruitment; but the same is the case for women. Many of them have also been arrested, which means we, as social workers should adjust our focus. This is what this project was about; to tap into the woman’s diverse potentials. She is the mother and custodian of her family. She is the caretaker of her children and so by empowering her, she can prevent and counter VE.” IP in Wajir*

In the different components of the intervention, men were also integrated – similar to other community stakeholders such as village elders, religious leaders, various county government officials and youth. Also, the different components addressed vital issues in the VE debate. Empowering the community for example on early warning signs of VE, on human rights based approaches to security, giving PSS or training of media professionals on gender sensitive reporting of VE issues and counter narratives were all significant given the relevance of these factors Vis a Vis VE. The intervention did not solve all issues associated with the problem of VE but it contributed to solutions. Based on feedback from beneficiaries, the different components of the intervention had impacts such as empowering them to better understand what VE is and thereby their role in prevention and providing livelihood avenues. An FGD participant highlighted:

*“I am a changed person now. All along, I had only been hearing about al-Shabaab violence but I was not able to understand what it was all about and why the group attacks innocent people. I assumed it was something to do with our soldiers in Somalia. Now I know that the problem is right here*

*with us, I have a role to play in preventing it. I am excited to have been invited to the forum where I also met significant people that I can reach out to whenever I need support.” FGD participant in Mombasa*

The intervention also contributed to uplifting the status of women, in areas affected by VE despite the risk of engaging in P/CVE activities still being high. Overall, it led to empowerment of women and more awareness creation around VE and P/CVE issues. The fact that UN Women engaged local/ grassroots stakeholders is commendable and contributed largely to ownership and success of the intervention, similar to the involvement of significant stakeholders such as media professionals. This was the right thing to do. However, it could have benefited from deeper debates about gender equality by looking at women beyond stereotypical roles such as ‘‘mothers’, ‘custodians of culture/society’ etc. Also, if more men had been integrated in the capacity building sessions on early warning signs of VE such as in the village parenting forums, the intervention could have been more beneficial in challenging gender discriminative norms. Almost all respondents alluded that it was necessary to involve both men and women in such interventions, given that both sexes naturally complement each other and have equal family responsibilities.

***b) Relevance and appropriateness of the Theory of Change underlying the project;***

**Finding 2: The theory of change was found relevant and the components of the TOC guided initiatives on women empowerment towards P/CVE. However, the theory of change could have benefited from the inclusion of broader debate on gender equality into its P/CVE intervention. Engaging men alongside women could have yielded better results.**

The intervention’s theory of change made significant contribution in P/CVE through research and empowerment of disadvantaged Kenyan women. The fact that in Kenya, women still largely suffer under different forms of oppressive patriarchal practices largely makes the intervention significant. In all the areas of intervention, it was evident that women had understood not only P/CVE related issues through capacity building and awareness and creation but they have also been empowered to understand their human rights and capabilities through for example entrepreneurship and psychosocial support skills. The intervention also involved men in its various components, an aspect that is vital for more inclusive hence stable societies. It was also evident that the knowledge was trickling down into the society, both formally and informally. In addition, evidence was also generated on the long – term effects of trauma, community resilience against violent extremism and the importance of women in the P/CVE debate. Although it is yet to be shared with significant stakeholders in the security sector for action, the knowledge products, handbook for journalists and other IEC materials can contribute towards understanding the drivers and impact of terrorist/ extremist violence on the lives of women and girls and actions that will uplift their status and the larger society.

*c) UN Women's role in strengthening rights holder's participation and duty bearer's accountability;*

**Finding 3: Rights bearers' participation and duty bearers accountability was evidently strengthened in most components of the intervention despite the limitation of time.**

In most components of the interventions, different stakeholders were involved despite the ultimate target having been women. They fell under the categories of either duty bearers or rights holders and comprised individual men and women, female role models and women leaders of CSOs and CBOs, survivors of violent extremism, security officials (police and prison officials) religious leaders and elders, media personnel, entrepreneurship and psychosocial support mentors, teachers, pupils and students. These groups play different roles in the society ultimately to the service of rights holders. For duty bearers, capacity building on human rights based approaches and how this can be incorporated into their work was fostered. Discussion forums often brought together duty bearers and rights holders to discuss security challenges and how to improve service delivery in the sector in order to win trust and cooperation of the community and thereby making duty bearers' work easier. A good case in point to highlight this was the cross-exchange learning visit organized at the end of the intervention by UN Women in partnership with NCTC. It brought together women victims and survivors of VE, women who are part of VE causes and groups and women leaders engaged in VE mitigation including the various projects' IPs to share lessons learned, build synergies and for grassroots women to engage NCTC on opportunities for future programming. This approach evidently led to improved relations and empathy, where each side had the chance to look at things from the other's perspective. It was vital given evidence that hard security approaches, specifically among police officers, drives VE in Kenya. Women peace cafes held in communities vulnerable to VE recruitment present an ideal example (see Annex vi). Building the capacity of other duty bearers such as Amani club patrons, women leaders, religious and community leaders, media practitioners also served to strengthen their responsibility towards rights holders. Community members (rights holders) on their part gained awareness about their rights and the feeling that their opinion mattered, something that ultimately contributed to improved relations. The intervention could have however benefited from more time allocation to the capacity building sessions and dialogue forums.

### **Effectiveness**

*a) Achievement of the expected outcomes and the role of UN Women;*

**Finding 4: The Intervention was effective in promoting women's participation in P/CVE in Kenya. Support from UN Women and IPs was highly significant.**

**However, time constraints and challenges in reaching the right beneficiaries were experienced in some components of the intervention.**

The three different outcomes are discussed separately below:

***Outcome 1:** Evidence based is strengthened and understanding the drivers and impact of terrorist/extremist violence on the lives of women and girls.*

Under this outcome, two knowledge products were produced, namely, a review/ gender analysis of the NSCVE strategy to incorporate a gender pillar and a research on Post Traumatic Stress Disorder (PTSD) amongst security personnel. The gender analysis comprised sex disaggregated data and multi-level recommendations catering to the needs of women and enhancing their role in P/CVE including the need for a gender-responsive M & E framework for NCTC's policies and programmes. The process of the production of the gender analysis was consultative and ensured women's voices were heard by visiting and listening to their views in the grassroots which were later incorporated into the recommendations of the report. Although it may be early to judge its impacts, its recommendations to include a gender pillar in the NSCVE strategy is a huge success as it can be a key driver for future gender sensitive national engagements in P/CVE. The review process of the knowledge product was also led by women.

The second knowledge product was the report on PTSD amongst security formations. The Kenya Defense Forces (KDF) was its initial target given the military's exposure to traumatic conditions in the Somalia war but its focus later changed to the Kenya Police Service and Kenya Prisons Service given time and logistical challenges. This change of focus however did not present any obstacle because negative effects of VE also affect the police and prisons service. Given dominance of men in the security sector, there were more men in the number of research respondents than women. A gender consultant was however part of the research team. If the report's recommendations are adopted, it can benefit women by contributing to the understanding of VE and its effects on the lives of women and girls. Also, an empowered and healthy security sector in the long term can indirectly benefit women and the entire public. Both knowledge products were produced in collaboration with the NCTC that is mandated to among others, coordinate all national P/CVE activities, a strategic position that is an advantage for the implementation of the reports' recommendations. Like the other interventions, UN Women gave its necessary management support through regular supervisory visits and prompt feedbacks that was vital in ensuring success.

***Outcome 2:** Women and women groups are actively involved in efforts to prevent and counter-terrorists /extremist violence*

Following the intervention under this outcome, 8,422 individuals and have become aware of VE. IPs engaged their beneficiaries in capacity building on VE and P/CVE to create the necessary awareness. Despite some challenges faced, this component was largely successful. ICE materials, handbook for journalists and media messages were useful for mass awareness creation amongst the wider public given that some beneficiaries had only heard about VE in catchy news headlines. Various FGD participants therefore expressed their gratitude for the opportunity as evident in the following comment;



*“We had only heard about al-Shabaab recruitment in passing and thought that it was an issue for the police and so we did not concern ourselves with it; but after the meeting at White Sands hotel when we met Madam Khadija, an al-Shabaab returnee who narrated her experience, and the sessions from an NCTC representative, we noticed how vulnerable we all are. Since then we try to talk to our peers about the dangers of VE. We are thankful for this opportunity and request for more so that we can understand VE issues better and further extend our support to our peers who are alienated deep in the grassroots.” A group of teenage girls Kilifi, Mombasa and Kwale Counties*

Evidence from the evaluation process also indicates that beneficiaries and especially women have either informally spread the acquired knowledge among their peers or voluntarily applied it in their professional lives (*See Annex vi on Hala’s story*). This can be counted as an achievement given that women are often left out of societal issues. The categories of women engaged included those working in the security sector, teachers, parents, PSS givers, direct and indirect victims of VE, women professionals /community role models and women leading CBOs and NGOs – all broadly falling in the categories of either rights holders or duty bearers. Women in the security sector and media gained from capacity on human rights based approaches that are useful for P/CVE. Women also benefited from entrepreneurship training in conjunction with P/CVE training and were linked to business mentors and micro-financial institutions such as banks that have the potential to give them financial support.

In other elements of the intervention, aspects of individual rights and responsibilities as stipulated in various national and international documents such as the constitution and UNSCR 1325 (and its national action plan), 2242, 2250, CEDAW and the Beijing Platform for Action were included. Responses from beneficiaries of entrepreneurship skills training shows that a good number of them have resorted to opening small businesses while some have registered CBOs aimed at peace building. Similarly, 607 community PSS givers benefited from PSS training and received paralegal certification that has enabled them to officially engage in PSS with victims of VE both on voluntary and as an income generating activity. As a result, some of the women have become financially independent and built support groups amongst themselves, something that can be linked to their resilience to VE due to the enhanced feeling of solidarity. Women have also been involved in security matters as a result of synergies built between various stakeholders during capacity building and discussion forums. For example, although the specific number was not determinable, it was reported that some women who benefited from the intervention are now part of different community policing (Nyumba Kumi) structures, district peace committees and other security structures because of their acquired skills. Also, synergies emerged that are useful for future engagement of women following the end of programme cross-exchange learning visit organized by UN Women in partnership with NCTC. Furthermore, good relationship has been fostered between the central and county government structures as well as the community and media as a result of the intervention. The fact that different components of the intervention included men was a good move in ensuring stability, particularly because more formal structures such as the security sector is still male dominated, and so the engagement of men in these domains translates to a form of goodwill for women, trust and support as was repeatedly narrated both by beneficiaries and IPs.

In general this component of the intervention was largely successful. However, questions remain open such as on the method employed in selection of some beneficiaries and whether the right target groups were reached. In one component for example those that were engaged were considered to be ‘vulnerable’ or ‘at risk’ of VE – bringing to question the definition of being ‘at risk’ and ‘vulnerable’. Another question concerns the length of some training sessions, some of which were short to the extent that they could have compromised the purpose of the activity.

*Outcome 3: Successful management of the programme*

Feedback from beneficiaries and IPs indicated overall satisfaction with the implementation of the intervention that can be credited to prior knowledge on project management and on VE and P/CVE that most IPs possessed coupled with UN Women support throughout the intervention. Apart from one IP all others are grassroots organizations that are based within the area of project implementation and therefore they understand their environment well, which placed them at strategic positions to design interventions. The UN Women as the overall manager, specifically, the UN Women Finance Associate and programme staff provided prompt and useful feedback that was needed to make things function. Overall, all activities that was set for implementation were done as had been anticipated without major challenges.

*b) Enabling and hindering factors in achieving the results:*

**Finding 5: The intervention was successful in achieving results. UN Women technical support, IPs’ prior experience and goodwill from the community were vital in ensuring success. However, some obstacles and unforeseen hindrances were experienced but they did not hinder implementation. A more thorough consideration of these challenges before implementation could have been more beneficial.**

Prior knowledge of VE and P/CVE issues possessed by some IPs and their experience in project management made the intervention a success. This is coupled with the fact that most of them are community based and so they understood their environment and the problems better. It also provided the opportunity to practice lessons learnt from their past implemented projects. The two projects implemented in Wajir are a good case in point; given the closed nature of the society and the fact the VE issues is still sensitive due to security concerns, engaging local organizations in P/CVE intervention was a commendable strategy as it also facilitates the winning of acceptance from the community. This is similar to the engagement of local journalists who better understand community problems but may lack necessary reporting skills. Support from UN Women was also useful in ensuring IPs achieve their goals. Feedback from KIIs indicate a well-coordinated management process involving team work and timely feedback in financial and programming issues that in the process, strengthened the capacity of IP that will continue to benefit them beyond the end of the programme. Besides encouraging collaboration amongst beneficiaries, UN Women also discouraged replication of ideas by the six implementing partners and so each partner’s work was unique. This was a positive action to maximize results. The goodwill received

from beneficiaries and the communities at large and the fact that the different communities did not object to the various interventions; also contributed to ensuring the intervention was a success. To facilitate this, most IPs organized induction meetings bringing together their stakeholders such as security actors, religious and community leaders to ‘bless’ the project and share their comments on the interventions before its commencement.

Some hindering factors were however experienced. VE remains a sensitive issue and a threat to security in the region given the clandestine nature of al-Shabaab and attacks that have in the past been lodged against CVE practitioners. For this reason, IPs could only push as far as they were sure there was no threat to them and their staff. For example, as asserted by the UN Women programme specialist, the intervention had initially been designed to cover Mandera County but this was dropped due to security concerns. FGDs with beneficiaries also revealed that some of them had received ‘warnings’ from unknown people that they “were being watched” that led them to slow down on their work. Patriarchal norms that tend to be intolerant to women’s empowerment was another hindering factor recorded. It was reported that some women beneficiaries had received threats in form of ‘polite appeal’ to cease from their engagements because it was against religious and cultural practice, something that breeds fear and discouragement. In exceptional cases however, this led to more resilience as reflected in the following statement:

*“These issues that we engage ourselves in are sometimes quite dangerous but we have the motivation to continue because we are doing it for our children. The other option is to step back and watch calamities unfold. We must rescue our children and be active because a mother is everything. Even if they call us by names such as “mnoko” to mean something like stubborn or evil (mnafik), we try hard not to be demotivated although it is a dangerous business as you can never be sure who is watching and following you.” A group of women entrepreneurship beneficiaries from Mombasa, Kwale and Lamu*

The prolonged campaign period that brought with it uncertainty on the stability of the country was also a hindering factor because IPs had to wait for an uncertain period of time before implementing their activities, something that later led to delays and rushed activities. Similarly, the frequent cancellation of initially agreed appointments especially with individuals holding senior positions was also a problem as IPs had to reschedule their plans that sometimes involved incurring extra costs. One IP alluded that last minute cancellations are exhausting because it translates to starting a long process afresh.

### *c) Effective partnerships and strategic alliances*

#### **Finding 6: The intervention facilitated the development of useful partnerships at multiple levels.**

The intervention managed to bring together multiple P/CVE stakeholders, some of who were meeting for the first time. This led to exchange of contacts and building

multilayers of synergies that are useful both to IPs and beneficiaries. UN Women also encouraged IPs to support each other such that their capacities were complementary. For example, an officer of HURIA was called upon to facilitate forums organized by MTG given HURIA's experience in P/CVE. MTG also worked with MUHURI in some of their activities, similar to NCTC and HURIA. Media practitioners were also linked with media focal points from NCTC. Given the strategic position of the media in the society, this could contribute to more awareness of gender and VE. In addition, IPs were all invited to the CVE colloquium that was organized by HURIA. Although such collaboration was happening at project implementation levels, evidence from the evaluation process indicates that these alliances will continue to benefit both IPs and beneficiaries even after the project's end. The opportunity to build synergy with the UN Women was also useful beyond the end of the programme funding. Through training and mentorship of women in entrepreneurship skills, women were exposed to significant partners, such as their trainers and mentors. Participants of FGDs narrated that they were free to contact their mentors and IPs in case of queries or need of further support. Micro finance institutions such as banks were also linked with project beneficiaries that led to some receiving loans to start businesses. In one case, an organization was reported to have offered seed money to a group of women as a result of the linkage. Women groups have also emerged that are used to share ideas and marketing of each other's products.

Involvement of women in peace and security matters has also been enhanced as a result of the intervention. Not only have synergies been built between the rivaling national and county governments, women have also been integrated in community policing structures, chief's forums (barazas) and district peace committees. The involvement of women in these structures has various benefits, among them the diversity of ideas such that a gendered approach to security is incorporated. A group of women FGD participants highlighted that they had gathered useful P/CVE knowledge from the intervention that they thought it wise to form a women leader's caucus aimed at PVE. Key to highlight also is the cross-exchange learning visit organized at the end of the intervention by UN Women in partnership with NCTC. The event brought together women victims and survivors of VE, women who are part of VE causes and groups and women leaders engaged in VE mitigation including the various projects' IPs to share lessons learned, build synergies and for grassroots women to engage with. This was a good opportunity for the different groups to better understand each other's work and explore opportunities for future engagement. In addition, NCTC with its mandate to coordinate P/CVE in Kenya in alignment with the NSCVE and the fact that it is part of the programme steering committee puts it at a strategic position that stand to benefit its partners. Overall, patterns of interactions and alliances have been useful in uplifting the status of women. According to NCTC, formalizing its cooperation with UN Women in form of a memorandum of understanding would enhance collaboration in P/CVE such as working together to institutionalize county action plans for P/CVE.

## Efficiency

- a) *Adequacy of allocated financial resources and efficiency in converting of resources/inputs (funds, expertise, time, etc.) to strategic results.*

**Finding 7: All components of the intervention were relevant and so resources were put to good use. Financial resources had all been utilized by the end of the funding period despite minor unforeseen challenges.**

The total budget of the programme was USD \$835,000 that was used for the implementation of various activities including; capacity building and mentorship, discussion forums, production of IEC materials and journalists' handbook, PSS and research. Each activity was allocated its share of the funds that had all been utilized by the end of the funding period. Based on feedback from IPs the resources allocated were relatively sufficient for all activities but not in some. However, in some situations, some shortages were incurred; for example some IPs indicated that they had covered expenses for a number of final activities using their own funds. Others expressed the feeling that more had been achieved with fewer resources given the remoteness of some locations, insecurity, high cost of living and higher turnout than had been expected as expressed the following sentiments:

*“The money was not enough to cover all the activities. We had to minimize costs as much as we could especially on salary. Our Executive Director for example worked pro bono. Had the budget been remained as we had initially proposed, the funds could have been sufficient. The cost of living has gone up and so it could have been better if the package had been increased.” IP in Wajir*

*“The money was not enough because we had to use our own funds to cover some final activities. We are dealing with serious issues that demand more resources to ensure our safety. Also, sometimes when people become aware of our activities, it could happen that turn out is larger than expected, yet we cannot send people back.” IP in Mombasa*

*“The resources were not enough because we had to cover our M&E expenses on our own.” IP in Nairobi*

Most projects were however implemented as had been planned since there were not any major challenges encountered apart from the long rainy season and the prolonged presidential elections campaign period that strained the eight months programme. Some activities therefore had to be rushed to beat deadlines, something that might have compromised efficiency. An FGD with UN Women staff highlighted that in some instances, two disbursements had to be done at a go as a result of the prolonged campaign period.

Regardless, all the selected projects were relevant for CVE in the respective areas and so the resources were well utilized and have started to bring back results. Whereas the majority of implementing partners demonstrated local knowledge and prior experiences of VE and P/CVE, others did not have this experience. Their projects however qualified as P/CVE given their thematic expertise; a case in point is the PSS intervention that was relevant based on positive beneficiaries' feedbacks.

Facilitators and those involved in the various projects were qualified and went through the proper procurement procedures to be hired. As already highlighted, majority of IPs were not new in the area of P/CVE, something that was useful especially in terms of networking. For example, it takes time to build rapport with stakeholders such as the office of the county government. Having had this in place already for most IPs had the merit of not only making things move faster but also easier. Individuals involved in the management of the various projects demonstrated adequate skills of VE and P/CVE and project management. Specific to highlight is the good relationship between the IPs and their beneficiaries. In addition, the UN Women standard of management was helpful for IPs coupled with technical support; specifically the role of the two programme analysts and financial officer was fundamental as it enabled regular monitoring and supervision visits to the ground and prompt feedbacks – customized for each IP that ensured adherence to standards. As a result, an opportunity for mentorship and capacity building in management and financial issues emerged. Furthermore, the fact that these standards and UN Women deadlines had been made clear from the beginning facilitated smooth running of the whole intervention.

At the IPs level, regular procedures of accountability such as expenses tracking and having more than one signatory for banking transactions was fundamental for good management of resources. One obstacle was however encountered, namely; the incorporation of a local organization to support an IP with mobilization and coordination of activities in the grassroots. The IP had expertise on conflict management, and specifically in the provision of psycho-social support to those affected by conflict but was based in Nairobi and did not understand the P/CVE space at the coastal region well. This led to a situation where the contracted organization ‘stole the show’ and utilized the opportunity to market itself at the expense of the IP. It could have been more beneficial if the IP had adopted itself to the local context prior to the intervention.

*b) Effectiveness of implementation mechanisms in the management of the programme;*

**Finding 8: Management of the programme both at the UN Women and IPs levels was efficient. Most IPs had prior knowledge on project management and P/CVE issues which was complimented by UN Women prompt technical support. However, the intervention could have better benefited from more efficient management of logistics.**

The management of the entire programme was done well both at UN Women level and IPs/ project level with clearly stipulated roles and responsibilities. At the projects level, those engaged were the right partners and had either specific thematic expertise and/or experience in P/CVE work. Some IPs are ‘big players’ who are well established in the P/CVE space and understand the environment they are working in well. This expertise directly benefited the intervention. Prior P/CVE experience also allowed for lessons learnt from previous projects to be implemented, something that was an added advantage for the intervention. Feedback from both IPs and beneficiaries indicate dedication on the part of the IPs to go an extra mile in ensuring project implementation was a success as reflected in the comment below:

*“We highly appreciate for the opportunity to learn so much. The knowledge we have acquired is quite useful for our betterment. Look, now I have my own business and understand my rights. I even look younger because I am less stressed as I have learnt how to better manage my problems and myself. They (IPs) are our friends; they are always there for us even in the most difficult circumstances. We will always be thankful and support them back in their initiatives,”* FGD with women beneficiaries from Kwale, Kilifi and Mombasa counties

Management of the different projects was enhanced through UN Women technical support and regular supervision and monitoring visits. In addition, the fact that an induction meeting for IP’s was held before commencement of implementation enabled the different projects to be launched and different stakeholders to meet including the introduction of UN women in the grassroots. This also presented an opportunity for them and the community at large to understand the aims and missions of the intervention. The induction meeting was significant in that it gave the projects the crucial goodwill and support particularly from the community besides enabling IPs to grasp UN Women standards and procedures. Similarly, the end of project peer review meeting was also useful for reviewing of partner’s progress and offering support where needed, and also for going through final steps of the project implementation to ensure that everything was efficiently managed. The UN Women also encouraged IPs to cooperate amongst themselves, share experiences and borrow good practices from one another besides discouraging replication hence efficient utilization of resources.

However could have benefited more if particular organizational elements could have been managed slightly differently. In one project where beneficiaries were required to attend capacity building sessions daily for a number of days, it could have been better if commuting of participants had been avoided as it leads to wastage of time and unnecessary deflections from the learning process. Some beneficiaries also presented their preference to receive participation allowances as opposed to accommodation in ‘luxurious hotels’ yet depart empty handed after the sessions as reflected in the following comment;

*“It is very kind of the IP to have given us this opportunity. I highly appreciate it, but perhaps it could have been better for the organizers to take us to a less luxurious place in order to save the money and give us allowances. If we had been asked, we also could have arranged our own accommodation so as to make savings.”*

## **Sustainability**

### ***a) Benefits of the intervention to its targets beyond the end of the project:***

**Finding 9: Components of the intervention have high potential of sustainability in the long term. This is partly because of the prevalence of VE attacks and recruitment incentives.**

Most components of the interventions will continue to be of use to beneficiaries beyond the end of the funding period. This is because effort was dedicated to activities that

generally have the potential for long-term use. The fact that VE continues to be a problem underlines the need of the interventions even after the end of the various projects. Activities that were implemented include; CVE capacity building and awareness creation, psychosocial support, entrepreneurship training, production of IEC materials and handbook for journalists and research.

Although men were also integrated in capacity building workshops, majority of beneficiaries were women who were trained on, among others entrepreneurship, human rights, VE and CVE. Other groups that benefited from capacity building include Amani club patrons, media professionals, women leaders and CVE champions, parents, women victims of VE and other stakeholders such as religious leaders. Acquired knowledge will continue to be of use, as long as beneficiaries continue to utilize it for P/CVE. This was evident from the numerous FGDs and KIIs held. The acquired knowledge on entrepreneurship will continue to benefit women in different ways as they have found an income generating activity to sustain them that could also shield them from VE recruitment. This is an indication of the intervention's sustainability.

1,025 women were provided with skills in various income generating activities such as soap and hat making was taken to the next level such that some of the women engaged have started their own businesses and organizations. For example, plans are said to be underway to register the Wajir women CVE champions as a CBO, similar to the network of women who received PSS and are now supporting fellow women. Furthermore, associations and small groups have also been formed. These different layers of networks emerging from the intervention are long term and will continue to be beneficial as long as interest exists to keep them alive. Beneficiaries also met strategic contacts such as representatives of the NCTC, their elected leaders, UN Women staff among others and built synergies on CVE and beyond.

Members of the different county security structures such as the Kenya police and prisons departments also benefited from capacity building on human rights approaches that has the potential to translate to better treatment of citizens and thereby contributing to curbing one of the drivers of VE. A prison officer participating in an FGD expressing his gratitude for having been included in the human rights based approaches training for security officials, narrated that following the intervention, he had gathered practical knowledge crucial for his work that would permanently change his old approach. Besides, women have also been included in security infrastructure such as district peace committees and community policing as a result of the intervention. Like other activities, their participation is not dependent on donor funding and will continue as long as they are willing to remain active. One member of a community security structure highlighted:

*“I really like issues of security. I feel responsible as a leader to support my community because I believe that I have a role to play to ensure that our children do not engage themselves in crime that has become the new normal these days.”*

Others that benefited from capacity building included religious leaders who said they had utilized the knowledge to improve on their sermons and media practitioners whose capacity on gender sensitive reporting of VE and counter narratives was enhanced and is applicable in their profession. This in the long term, contributed to a conducive



environment for women to live and enjoy their rights. The induction meeting that was organized at the beginning of each project, bringing in different stakeholders ensured goodwill from the community besides providing the platform for interaction and networking. The fact that these stakeholders were involved from the start was a positive step as it facilitated situating the project and its relevance in the long term hence commitment from stakeholders. Security officers involved in the research on post-traumatic stress disorders (PTSD) were also involved from the beginning that makes it easier for them to acknowledge and implement its findings. Similarly, the cross-exchange learning visit held at the end of the intervention provided a platform for sharing lessons learned and for grassroots women to engage NCTC on opportunities for future programming. If this happens, it will lead to continuity of the intervention. Beneficiaries also demonstrated dedication and willingness to give back to the IPs and the society at large especially given the threat of VE against their community and so the likelihood that they will continue to spread the acquired CVE knowledge whether as part of other ongoing projects or on voluntary basis. During KIIs with IPs, some of them indicated that they were already engaged in raising funds to continue the projects. Other projects were already part of ongoing programmes and so they will continue as mentioned by an IP: *“Our mentors have contracts with us and so our activities will continue beyond this project without disruption.”* Also the fact that most IPs are located in the same locality as beneficiaries, some having other projects running, allows the former to make follow-ups and to continue to engage the beneficiaries in other activities something that presents the opportunity for the acquired knowledge to prevail.

The research reports produced on PTSD amongst security formations in Kenya and the gender analysis of the NSCVE strategy are both knowledge products that will continue to be useful for P/CVE work far beyond the UN Women funding period. They contain long and short-term recommendations that when implemented can have impact. This coupled with political will from NCTC will ensure the knowledge products are beneficial in the long run, not only to women but the entire society. The intervention led to the production of IEC materials and information that are usable in multiple projects namely; list of VE hot spot areas, CVE curricula and lexicon, handbook for journalists on UNSCR 2242, T-shirts, bags etc. The fact that in most projects, IPs allowed the community to own the processes of project implementation was helpful in ensuring sustainability. Similarly, IPs that were new to the CVE space have now claimed their place, something that will be useful for them in case of implementing another P/CVE project.

*b) Capacity development and sustainability of efforts and benefits;*

**Finding 10: The intervention was successful in building useful capacity, beyond the end of the project. However, it could have benefited from more time allocation.**

The intervention integrated different components of capacity building namely; human rights based approaches for security personnel (police and prison officers), CVE training for parents, teachers, students, Amani club patrons, media practitioners, women leaders, elders, religious leaders, youth, girls at risk of VE, survivors and

victims of VE, PSS and entrepreneurship. Participation of beneficiaries in discussion and sensitization forums also contributed to capacity building. From the different FGDs held with beneficiaries, it is clear that although the intervention was coming to an end, the former had benefited. Not only had they gained directly through skills in income generating activities, most beneficiaries have also owned up the acquired skills as expressed by one FGD participant:

*“This problem has taught us that we can no longer be quiet if we want to see something good coming out of our children. A woman is the society, and therefore we have to take up the responsibility especially since men have been overpowered by Khat addiction. This activity has opened our eyes. We have our special ways of passing messages in the marketplace because these days you can never know who the enemy really is.”* An elderly FGD participant and community leader in Wajir

Another participant expressed a similar sentiment:

*“We are thankful for this training that opened our ways and taught us that Amani clubs can be taken to the next level, which is what we did. As a result, VE and P/CVE talks have become popular in our schools such that there were complains of students flocking to Amani clubs. We will continue to do our homework and if similar workshops are organized in future, we would be glad to participate again so as to gain more from them.”* Beneficiary from Kwale

This was also the case for girls and women considered who said that it had been their first time to hear and learn about VE and CVE. An FGD participant who benefited from entrepreneurship training and now owns a basket business narrated her experience in an abusive relationship that she endured because she did not know her rights. However, after the intervention, she said she had now understood them and had changed her behavior for the better.

It was also significant to build the capacity of women leaders who are seen as role models in the society. The fact that they live within the same community with those they are expected to mentor, places the responsibility in them to continue their mentorship. Similarly, training of members of the security structures, such as prison officers, police officers, chiefs and members of security committees was also sustainable because the knowledge is useful for them in their daily work routines. Engagement of media practitioners in the interventions also ensured continuity in terms of sensitization and CVE information dissemination through a gender sensitive lens. Journalists are strategically placed to disseminate information to a large audience and so when encountered with VE issues, the knowledge gained through the intervention can be useful for them to report more responsibly. Selection of the right duty bearers ensured continuity of the intervention. Most of those engaged in capacity building have their own roles and responsibilities in the society and so the knowledge is likely to trickle down to the specific fields. Furthermore, facilitators and other experts procured for the specific project components understood VE and CVE issues relatively well. At the start of the intervention, UN Women held induction meetings that contributed to

building the capacity of the IPs including regular follow-up technical support by taking partners through different versions of their narrative reports and financial documents.

However, besides the gains, the capacity building opportunities could have been more beneficial if more time had been allocated. In some situations, training sessions took only half a day, which was not enough to grasp complex VE and P/CVE issues and to contribute to productive discussions. One beneficiary narrated that no sooner had they started to enjoy the sessions than it was time to conclude. Media practitioners and women leaders expressed the same concern. Another group of beneficiaries mentioned of a ‘very short’ stakeholders meeting that they attended, in which VE and P/CVE issues were mentioned to them for the first time. It is at this meeting where they got to meet women victims/ returnees narrating their experiences, something that made them realize the seriousness of the issue. Their wish was to have another opportunity to learn more about VE and P/CVE.

*c) Securing the benefits of the intervention for rights holders:*

**Finding 11: Measures to ensure efficient utilization of resources were taken from the start of implementation to the end that ensured intervention success.**

Feedbacks from the evaluation exercise indicate that a number of measures were taken that ensured efficient use of resources and that the benefits of the intervention was secured. Most IPs management staff of the projects were relatively well versed in VE and CVE/PVE issues; crucial to ensuring the project achieved its goals. Prior experience in project management also ensured that money was efficiently spent and for what it had been allocated. Making maximum use of little resources to achieve more outputs was the case with most IPs, including strict adherence to donor financial and management standards such as regular monitoring and self-evaluation. This can be credited to the IPs own initiatives topped up with capacity building sessions held with UN Women representatives. In addition, most projects were implemented according to the contract with the donor. This is a good measure to prove accountability. Furthermore, all IPs started off on the right foot by involving their stakeholders right from the beginning, something that allowed IPs to win goodwill from the community required for the smooth running of the projects as well as promoting a sense of accountability and ownership by the community. The fact that most IPs are in close contact with their beneficiaries enables them to continually engage the latter hence putting to use already acquired capacity.

## **Gender Equality and Human Rights**

*a) Integration of gender and human rights considerations into the project design and implementation;*

**Finding 12: The principle of gender equality was integrated in the various components of the intervention. However, more time allocation and detailed content could have brought more benefit to the intervention as well as integration of more female journalists given the strategic position of the mass media in society.**

In all the implemented projects, women and girls were a priority not only because it is UN Women's focal area but also because of the under privilege that women continue to endure in Kenya. Women remain underrepresented in multiple arenas, one of them being the security sector, which is still perceived as a male domain. Evidence however exist to demonstrate that involving women brings with it merit for more stable societies. Furthermore, women have been victims of VE and so their role in P/CVE cannot be overlooked. The special needs of women also warranted their integration.

Various components therefore integrated women accordingly. One IP specifically targeted women for PSS whereby those who were already involved in adhoc counseling received formal training and paralegal certification as counselors. This helped build confidence of the women to continue to support victims and survivors of VE, whose numbers are relatively high in the targeted areas and beyond. One beneficiary of this intervention narrated of the high number of women victims and survivors of VE, namely returnees and those who had lost their relatives to VE respectively, and who could not share their experiences due to trauma. They only trusted fellow women in their close circles and therefore by targeting these women caregivers and enhancing their knowledge in PSS, the intervention was highly effective. Other interventions such as capacity building workshops, discussion and sensitization forums, also ensured that women benefited in learning about their human rights as well we VE and P/CVE as stipulated in various significant documents as the constitution and international treaties such as UNSCR 1325, 2242, 2250 and the Kenya's plan of action for UNSCR 1325. Besides, both duty bearers and rights holders including men in strategic positions such as the mass media, security sector and religious and community leaders were included in the intervention. This was in sync with gender equality principles because they hold strategic positions and when they understand the rationale of gender equality and human rights and women's needs, it becomes easier to change perceptions. The gender analysis of the NSCVE strategy, one of the knowledge products produced and the handbook for journalists on UNSCR 2242 were specifically aimed at enhancing gender mainstreaming, similar to the research report on PTSD within security personnel that can indirectly benefit women once implemented.

Despite the intervention's strength in attempting to integrate gender equality and human rights concerns, its components could have benefited more from detailed content of the selected topics coupled with allocation of more time and resources. For women's agency to be tapped into and to have them becoming active in peace and security (P/CVE), it is imperative for them to understand in depth about the topic and where they situate themselves. They also need to be well empowered and convinced about cultural norms that promote discrimination of women and how to curb them. Given the strategic position of mass media, involvement of more female journalists can enhance gender sensitive awareness creation on P/CVE given their experiences

***b) Attention to gender equality and human rights concerns Vis a Vis women's participation in P/CVE in Kenya.***

**Finding 13: Beneficiary turnout was high with women affirming their role in curbing the scourge of VE. This follows from the trickling down effect of both the global CVE discourse and on gender equality. The debate on gender equality and human rights however needs to be taken to the next level and linked with P/CVE issues. More men need to be involved especially given the power that they hold such as in the security sector.**

The different components of the intervention ensured women participated accordingly because the target was to tap into the role of women in P/CVE. As a result, women from different walks of life were engaged, falling under the two categories of either duty bearers or rights holders. Those that were involved in the intervention were individual girls and women, women leaders of CBOs, teachers and community role models, care givers (counselors), media practitioners and security officials. Based on FGD discussions with beneficiaries, these women have taken up the skills acquired and customized it to their specific contexts for P/CVE. The two case studies in *annex vi* serve as examples even though it may be a bit too early to examine impacts. The global discourses on CVE in the past three years and on gender equality emphasizing the need for empowerment of women also contributed to high turnout. The role of women in P/CVE has particularly gained prominence and could also have contributed to more women getting interested in the topic. A group of women FGD participants also highlighted that women were more active and quick to take up opportunities compared to their male counterparts. There is evidently increased interest amongst women to understand VE and to be involved in P/CVE. However, given Kenya's patriarchal culture and in consideration of imbalances in terms of numbers of men versus women in the security sector, the intervention could have benefited from more involvement of men in certain components.

## **Conclusions**

The intervention by UN Women to engage women in prevention and response to VE in Kenya has been a valuable contribution. Going forward, the priority will be to consolidate lessons learnt and mobilize resources for future programming.

### **a) Relevance:**

The intervention that was aimed at active participation of women in prevention and response to violent extremism in Kenya was relevant given the prevalence of women subordination practices emanating from patriarchal norms. In the past three years, the discourse on CVE has seen the emergence of several interventions to counter the scourge of VE, but women had not been placed as priority in any major one. The UN Women programme therefore had this strategic advantage, also given its mandate. The locations selected for implementation were areas that have been affected by VE either as a result of attacks or recruitment to al-Shabaab. The fact that the security sector is still a male dominated sphere, underlines the usefulness of the programme, whose different components contributed not only to P/CVE but also in uplifting the living standards of beneficiaries. Some components however required the full engagement of men alongside women for them to be successful. Despite the fact that women are often at a disadvantage in Kenya, in specific situations success can be better achieved if both men and women are integrated in gender empowerment initiatives including P/CVE.

The over emphasis of women's roles as being better placed to understand their children and therefore to prevent and counter violent extremism serves to ignore perspectives of professional women who less engage in domestic work due to professional obligations and so it risks promoting gender stereotypes. Furthermore it is not the sole responsibility of mothers to raise their children and so men should be part of the discussion on early warning signs of radicalization and VE. Components of the intervention were all relevant in the P/CVE as they enabled the empowerment of both duty bearers and right holders.

#### **b) Effectiveness**

The programme was effective in contributing towards women's participation in P/CVE. The knowledge products produced include the views of women and multi-level recommendations that when applied, can impact on women's wellbeing and enhance their engagement in P/CVE. Women have also gained skills in different areas both for their livelihood activities and thereby contributing to PVE efforts but also skills useful for direct engagement in CVE such as capacity building on human rights approaches and CVE mentorship skills. Support groups have also been formed as well as increased engagement of women in security structures all of which have led to increased awareness of VE among women. To some extent, women's capacity on their human rights as stipulated in the Kenyan constitution and other international treaties was enhanced. The management process both at UN Women – IPs – beneficiaries' levels was useful in ensuring the intervention was successful. UN Women support that entailed regular and prompt feedback was particularly useful, as well as goodwill from the community and prior experience in project management amongst IPs. Criteria for selection of beneficiaries for some components of the intervention was however not clear. Also, beneficiaries could have better benefited from more in depth capacity building sessions and enough time allocation that also serve to accommodate uncertainties such as last minute cancelation of appointments, and unforeseen factors such as the prolonged election campaigns. Security concerns was reported in some areas given the fact that VE is still a sensitive issue. Nevertheless, the intervention has enabled multilayers of networks to be created that are useful both to beneficiaries and IPs.

#### **c) Efficiency**

The programme was worth USD \$835,000 and had all been used by the end of the project implementation period. Although some IPs reported having topped up the budget with their own funds, the money was largely sufficient for implementation of all planned activities also given that it was agreed upon between the various IPs and UN Women before implementation. No any major hindrance was encountered besides the prolonged election campaign and rainy season in some areas. UN Women technical support entailing regular and prompt feedback and capacity building to introduce IPs to UN standards was useful to ensure resources were well spent. Two programme analysts were hired specifically for the intervention and who were in regular contact with IPs and responded to their needs. The efficiency of the intervention can also be credited to good practices such as regular reporting, dedication from both IPs and UN Women teams and the fact that IPs were not entirely new to issues of project management and so they were able to integrate lessons learnt from their past projects.

Furthermore, most IPs are community based, and so they were better placed to understand their communities and had good local contacts, necessary during implementation except for one exception whereby an IP received support from a local organization given that the former did not have experience of the local context of project implementation. This brought with it its own challenges. Another challenge was on the management of logistics such as accommodation and allowances for beneficiaries, otherwise all activities implemented were relevant and so the financial and human resources employed did not go to waste.

#### **d) Sustainability**

The intervention prioritized projects that have the potential for long-term impacts. Capacity on human rights based approaches, entrepreneurship skills, PSS among others are applicable in the beneficiaries' daily lives. Evidence from the evaluation exercise suggested that members of the security structures for example, had shown interest to apply the acquired knowledge in their work. Similar to religious leaders who highlighted how the knowledge acquired had led to an improvement of their mosque sermons. Women have also formed groups and registered their businesses; a positive sign that the intervention will continue to benefit them. Networks emerging from the intervention are likely to grow and even generate new synergies. Women have also been included in different security structures.

It was a positive initiative to involve community members from the beginning of the intervention as this ensured goodwill and sense of ownership that is useful for continuity of voluntary work beyond the end of funding. This is coupled with commitment from beneficiaries and IP to look for alternative funds to continue the projects. Other projects such as Amani clubs were part of ongoing programmes tied to different IPs and so they will continue be implemented. The IEC materials and knowledge products produced can also have long-term benefits if their recommendations such as inclusion of the gender pillar in the NSCVE strategy are implemented. Furthermore the prevalence of VE attacks means that P/CVE activities will continue to be relevant.

#### **e) Gender Equality and Human Rights**

The intervention's target was women. This is also UN Women's focal area that is complimented by the need to uplift the rights of women and girls in Kenya who are still at a disadvantage. Women have been affected by the prevalence of VE, which underline their role in initiatives to prevent and counter the vice. This was reflected in the intervention such that most of the components of the intervention had women as a priority. Women duty bearers in the security sector and community leaders also benefited from the intervention aimed at empowering them in order to benefit others (women right holders). Furthermore, men were also involved albeit in small numbers. Some components of the intervention also engaged in the capacity of women in VE and P/CVE as well as provisions on their rights as stipulated in various local documents such as the constitution and in international treaties. The gender analysis of the NSCVE is specifically aimed for gender equality. Besides, women have utilized their own agency and taken up available opportunities despite the discourse on VE that has led to increased awareness and the need for women's involvement in P/CVE efforts.

## Recommendations

The evaluation has identified twelve recommendations that are critical for UN Women's contribution to P/CVE. These recommendations are based on evidence collected after the implementation of the programme; *“Women's Active Participation in Preventing and Response to Violent Extremism and Terrorism in Kenya.”*

### Relevance:

- a) UN Women should strengthen its theory of change and engage the broader debate on gender equality into its P/CVE intervention in order to prevent the risk of enforcing women's stereotypical roles as mothers and custodians of their children and society and so better placed to prevent and counter VE. When women alongside men are empowered on their human rights and engaged in broad discussions about social issues (such as co-existence), their agency can contribute to P/CVE.

### Effectiveness

- b) Given the popularity of P/CVE programming activities in Kenya, UN Women should enhance its role in ensuring that the right beneficiaries are targeted by its interventions as opposed to random selection. For example, definitions for 'vulnerable' and 'at risk' groups should be made clear and well justified.
- c) Given the importance of the implemented activities to communities affected by the scourge of VE, enough time should be allocated for capacity building to enable more in depth knowledge sharing about VE and on gender equality. This means going deeper and merging women's human right issues as stipulated for example in CEDAW and the Beijing Platform for Action with women and P/CVE issues as stipulated in UNSCR 1325, 2242, 2250 and the National Action Plan for the implementation of UNSCR 1325. Enough time allocation will also serve to cater for unforeseen factors such as prolonged election campaigns and ensure that activities are eventually not rushed to beat deadlines.
- d) VE is still a major security threat that demands subtle approaches both in research and project implementation. Engaging in P/CVE should therefore be carried out in a manner that ensures the safety of all those involved, particularly those based deep in the communities. Women need to be protected not only from physical violence but also emotional and verbal attacks emanating from their choices. Presenting women as the ones with the most information about the society and “their” radicalized children could put their lives at risk.
- e) The inclusion of a gender pillar in the NSCVE is a great success in the struggle for gender equality in P/CVE. To ensure gender is mainstreamed UN Women can support the implementation of the NSCVE by promoting coordination, cooperation and sharing of experiences between national and county levels structures (NSCVE and CAPs respectively) so that gains made in the NSCVE trickles down to the counties and for both governance structures speak the same language. UN Women can also support efforts by NCTC to advocate for the



allocation of resources for implementation of the various CAPS in order to institutionalize it as well as capacity building for stakeholders.

- f) Relationship between security agents and members of the community (including women) should be improved by careful cultivation of trust and dialogue between the two entities on issues of concern such as heavy-handed security measures. This could take the form of intercultural training to build empathy, story telling to share of experiences from both sides or simulation exercises. For example, security agents can share challenges in implementing their work as well as their success stories (See annex on success stories), while members of the community can narrate their experiences with security structures. UN Women can support these platforms and even engage mass media to air unique sessions as well as capacity building for security structures on issues emerging from the platforms.

### **Efficiency**

- g) Resources allocated for an intervention should be based on needs assessment to avoid shortages. Logistics should also be organized such that the needs of the beneficiaries is taken into account and is driven by contextual considerations. A needs assessment analysis can be helpful for this purpose.
- h) IPs knowledge and experience of the local context should be mandated as a way of preventing subcontracting and the challenges that come with it.
- i) UN Women can use the existing contacts/networks emerging from the intervention to its advantage and build synergies for its future interventions. This will facilitate continuity of past knowledge among beneficiaries and IPs and increase chances of UN Women ‘being recognized as an authority on the women, peace and security agenda’ in different communities.

### **Gender equality and human rights**

- j) Barriers to gender equality should be deeply interrogated in the various capacity building components of the intervention coupled with allocation of more time and resources. Both men and women’s agencies on gender equality should be built, such as against prevalent cultural norms that promote discrimination of women and how it is linked to the broader ideological component of VE. UN Women can support learning circles of small influential groups/ centers of power in communities such as mass media, open-minded religious leaders, teachers, women among others on the rights of women and VE ideology with the aim of curbing hate campaign against women and cultivating tolerance.
- k) UN Women can play a role in ensuring that facilitators on issues of gender equality issues have good credentials so as not to replicate stereotypes based on their own religious or cultural convictions.

- 1) Given the strategic position of mass media in society, capacity building and engagement of media practitioners was commendable including the method employed of targeting grassroots journalists, separate sessions for editors and reporters and case by case analysis. UN Women can further promote critical journalism on gender equality issues and gender sensitive reporting of VE issues. More female journalists should be engaged on a long-term basis in form of a 'working group' in order to promote sustainability.

## Annexes:

### Terms of Reference

(Attached separately)

### List of documents reviewed

- a) Terms of Reference for M&E Consultant
- b) Schedule for M&E Consultant
- c) Summary of IP Work
- d) Report of the Gender Analysis of the NSCVE
- e) Guidance Note on How to Mainstream Gender in NSCVE
- f) IP Project Proposals, Budgets, Log Frames, and Quarterly Reports
- g) End of Project Evaluation Report for “Engaging Women In Preventing and Countering Extremist Violence in Kenya” UN Women Project 2016-17 funded by the Government of Japan
- h) Knowledge Products produced by the Institute for Security Studies with support from UN Women in 2016-17 funded by the Government of Japan namely “Preventing Violent Extremism in Kenya: Why Women’s Needs Matter”, “The Role of Women in Violent Extremism in Kenya”, and “Violent Extremism in Kenya: Why Women are a priority”
- i) End of Project Review Power Point Presentations by UN Women and IP’s
- j) UN Women semiannual report submitted to the Government of Japan

### List of agencies and partners interviewed

	Agency	Appointment Dates	Evaluation respondents
1.	WWFP	3 <sup>rd</sup> - 6 <sup>th</sup> April	<ul style="list-style-type: none"> <li>- 2 Staff members (KII)</li> <li>- 7 Haweenka members from all 6 implementation sub-counties (FGD)</li> <li>- 11 composition of religious leaders, women, youth, and government officials from all 6 implementation sub-counties (FGD)</li> </ul>
2.	WPDA	3 <sup>rd</sup> - 6 <sup>th</sup> April 2018	<ul style="list-style-type: none"> <li>- 1 Staff member (KII)</li> <li>- 5 Parenting forum and VE survivors beneficiaries (FGD)</li> <li>- 6 Champions (FGD)</li> </ul>
3.	HURIA	9 <sup>th</sup> -16 <sup>th</sup> April 2018	<ul style="list-style-type: none"> <li>- 1 Staff member (KII)</li> <li>- 2 Members of the women Barazas (KII)</li> <li>- 6 beneficiaries (mix of teachers and prison officers from the 3 counties of project implementation.</li> </ul>
4	JCCP	9 <sup>th</sup> -16 <sup>th</sup> April 2018	<ul style="list-style-type: none"> <li>- 2 Staff members (KII)</li> <li>- 11 beneficiaries of business skills development in the areas of implementation (FGDs)</li> <li>- 1 Family support beneficiaries- 2 members of a family (FGD)</li> </ul>

5.	MTG	9 <sup>th</sup> -16 <sup>th</sup> April 2018	<ul style="list-style-type: none"> <li>- 1 Staff member (KII)</li> <li>- 6 business skills mentees from the three counties of implementation (FGD)</li> <li>- 7 Religious and community leaders.</li> </ul>
6.	MUHURI	9 <sup>th</sup> -16 <sup>th</sup> April 2018	<ul style="list-style-type: none"> <li>- 3 Staff members (KII)</li> <li>- 10 Women Victims from the areas of project implementation (FGDs)</li> <li>- 1 Security actors from Mombasa and Kwale (KIIs)</li> </ul>
7.	NCTC	20 <sup>th</sup> and 25 <sup>th</sup> April 2018	<ul style="list-style-type: none"> <li>- 2 Implementing partners (FGD)</li> <li>- 1 Implementing partner (KII)</li> </ul>
8.	UN Women Team	19 <sup>th</sup> April	<ul style="list-style-type: none"> <li>- 1 Programme Specialist and 2 programme analysts</li> </ul>

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### *Evaluation Matrix*

<b>Evaluation Criteria</b>	<b>Key Question (s)</b>	<b>Sub-question(s)</b>	<b>Indicator (s) data</b>	<b>Collection method</b>	<b>Data source</b>	<b>Assumptions</b>
Relevance	To what extent is the intervention relevant to the needs and priorities as defined by beneficiaries?	What are some of the components of this intervention? and how was it organized?	Extent to which the beneficiaries can identify with the project components	Document analysis, Key Informant Interviews (KII)	Various Project Implementer, UN Women Staff in Kenya involved in the programme, UN Women Website, Other secondary website, Project Documents	Implementing partners will cooperate, Information is available, Project locations are safe

		Was this intervention necessary?	Alignment with the needs of the beneficiaries	Document analysis -Key Informant Interviews (KII)	Various Project Implementers, UN Women Staff in Kenya involved in the programme, UN Women Website, Other secondary websites, Project Documents	Implementing partners will cooperate, Information is available, Project locations are safe
		Why did you decide to participate in this intervention?		Document analysis -Focus Group Discussions (FGDs)	Various Project beneficiaries, UN Women Website, Other secondary websites, Project documents	Project beneficiaries will cooperate, Information is available, Project locations are safe
		Compared with other P/CVE projects, how would you rate this project?		Document analysis, Focus Group Discussions (FGDs)	Various Project beneficiaries, UN Women Website, Other secondary websites, Project documents.	Project beneficiaries will cooperate, Information is available, Project locations are safe
Effectiveness	To what extent were the expected outcomes achieved and how did UN Women contribute	How many people benefited from this intervention?	Number of people reached	Document analysis, Key Informant Interviews (KII)	Various Project Implementers, UN Women Staff in Kenya involved in the programme, UN Women Website, Other secondary websites, Project Documents	Implementing partners will cooperate, Information is available, Project locations are safe

	towards these?					
	In what ways was this intervention successful in responding to the problem of violent extremism?	Appropriateness of the strategies used	Document analysis, Key Informant Interviews (KII)	Various Project Implementers, UN Women Staff in Kenya involved in the programme, UN Women Website, Other secondary websites, Project Documents	Implementing partners will cooperate, Information is available, Project locations are safe	
	Have you been able to build any effective partnerships and strategic alliances as a result of this intervention?	Existence of partnerships and its strengths	Document analysis, Key Informant Interviews (KII)	Various Project Implementers, UN Women Staff in Kenya involved in the programme, UN Women Website, Other secondary websites, Project Documents	Implementing partners will cooperate, Information is available, Project locations are safe	
	Was the UN Women support of the entire project useful?	Existence of technical support from UN Women	Document analysis, Key Informant Interviews (KII)	Various Project Implementers, UN Women Staff in Kenya involved in the programme, UN Women	Implementing partners will cooperate, Information is available, Project locations are safe	

					Website, Other secondary websites, Project Documents	
		In what ways did you benefit from this intervention?	Evidence of effective results and consultation with key partners	Document analysis, Focus Group Discussions (FGDs)	Various Project beneficiaries, UN Women Website, Other secondary websites, Project documents	Project beneficiaries will cooperate, Information is available, Project locations are safe
		Did this intervention respond to the problem of VE? If not how could it have been done better?	Evidence of intended effects of UN Women (positive or negative), including on excluded/ more vulnerable groups and men/boys	Document analysis, Focus Group Discussions (FGDs)	Various Project beneficiaries, UN Women Website, Other secondary websites, Project documents	Project beneficiaries will cooperate, Information is available, Project locations are safe
		Are you likely to participate in such an intervention and by the same partner in future?		Document analysis, Focus Group Discussions (FGDs)	Various Project beneficiaries, UN Women Website, Other secondary websites, Project documents	Project beneficiaries will cooperate, Information is available, Project locations are safe

		What measures were put in place to ensure project implementers receive the support they need in their implementation of the projects?	Evidence of technical support to partners	Document analysis, Key Informant Interviews (KII)/Focus Group Discussions (FGDs)	UN Women Management Staff	UN Women staff will be available
		What measures were put in place to ensure programme partners and beneficiaries are free to interact with UN Women management staff on their queries?	Extent to which communication, networking and knowledge sharing was enhanced	Document analysis, Key Informant Interviews (KII)	UN Women Management Staff	UN Women staff will be available
		Are there any challenges faced during the intervention? How did you mitigate?		Document analysis, Key Informant Interviews (KII)	UN Women Management Staff	UN Women staff will be available
Efficiency	How efficiently were resources/Inputs (funds, expertise, time, etc.) converted to strategic results?	What amount of resources was invested in this intervention?	Extent to which value for money was realized in the project	Document analysis, Key Informant Interviews (KII)	Various Project Implementers, UN Women Staff in Kenya involved in the programme, UN Women Website, Other secondary websites, Project Documents	Implementing partners will cooperate, Information is available, Project locations are safe
		In what way was the allocated resources utilized?	Effective utilization of resources	Document analysis, Key Informant	Various Project Implementers, UN Women Staff in Kenya	Implementing partners will cooperate, Information is



				Interviews (KII)	involved in the programme, UN Women Website, Other secondary websites, Project Documents	available, Project locations are safe
		What shortages/excesses in resources expenditure were recorded and why?		Document analysis, Key Informant Interviews (KII)	Various Project Implementers, UN Women Staff in Kenya involved in the programme, UN Women Website, Other secondary websites, Project Documents	Implementing partners will cooperate, Information is available, Project locations are safe
		In what ways has this intervention affected you? (Positively or negatively)	Evidence of results (positive and negative)	Document analysis, Focus Group Discussions (FGDs)	Various Project beneficiaries, UN Women Website, Other secondary websites, Project documents	Project beneficiaries will cooperate, Information is available, Project locations are safe
		Were the allocated resources sufficient to achieve the programme objectives?	Cost effectiveness of project interventions	Document analysis, Key Informant Interviews (KII)	UN Women Management Staff	UN Women staff will be available
		What shortages/excesses in resources expenditure were recorded by partners and why? How did you mitigate/offer support in this?	Evidence of financial monitoring	Document analysis, Key Informant Interviews (KII)	UN Women Management Staff	UN Women staff will be available

		How did UN Women ensure programme partners are able efficiently utilize the resources allocated?	Evidence of project monitoring	Document analysis, Key Informant Interviews (KII)	UN Women Management Staff	UN Women staff will be available
Sustainability	To what extent was capacity developed in order to ensure sustainability of efforts and benefits beyond the end of the project funding?	To what extent is this intervention beneficial to its targets beyond the end of the project?	Evidence and Integration of sustainability measures in project design	Document analysis, Key Informant Interviews (KII)	Various Project Implementers, UN Women Staff in Kenya involved in the programme, UN Women Website, Other secondary websites, Project Documents	Implementing partners will cooperate, Information is available, Project locations are safe
		What measures have you put in place to ensure that the gains made through this intervention are sustained?		Document analysis, Key Informant Interviews (KII)		
		Are there any measures put in place to ensure that the gains made through this intervention are sustained by the programme partners beyond the programme funding?	Evidence of sustainability mechanism	Document analysis, Key Informant Interviews (KII)	UN Women Management Staff	UN Women staff will be available

		Are there any accountability and oversight measures established to secure the benefits of the intervention?	Evidence of project accountability and monitoring	Document analysis, Key Informant Interviews (KII)	UN Women Management Staff	UN Women staff will be available
Gender Equality and Human rights	To what extent has gender and human rights considerations been integrated into the project design and implementation;	How many men, women and other minority groups were involved in this intervention and how was it organized?	Extent to which gender equality was considered in the identifying beneficiaries	Document analysis, Key Informant Interviews (KII)	Various Project Implementers, UN Women Staff in Kenya involved in the programme, UN Women Website, Other secondary websites, Project Documents	Implementing partners will cooperate, Information is available, Project locations are safe
		Did the approach (to adhere to gender equality) lead to more women participation in this intervention?	Evidence of use of human rights based approach	Document analysis, Key Informant Interviews (KII)	Various Project Implementers, UN Women Staff in Kenya involved in the programme, UN Women Website, Other secondary websites, Project Documents	Implementing partners will cooperate, Information is available, Project locations are safe
		In what way did this intervention ensure that beneficiary's know, understand, enjoy and are even able to fight for their human rights?	Alignment to human rights based approach	Document analysis, Key Informant Interviews (KII)	Various Project Implementers, UN Women Staff in Kenya involved in the programme, UN Women Website, Other secondary websites, Project Documents	Implementing partners will cooperate, Information is available, Project locations are safe
		In what ways did this intervention ensure those in positions of	Alignment to human	Document analysis, Key	Various Project Implementers, UN Women	Implementing partners will cooperate, Information

		authority understand and respect the human rights of the beneficiaries?	rights based approach	Informant Interviews (KII)	Staff in Kenya involved in the programme, UN Women Website, Other secondary websites, Project Documents	mation is available, Project locations are safe
		How did the number of men, women and other minority groups compare in this intervention? Was gender equality considered?	Extent to which gender equality was considered in the identifying beneficiaries	Document analysis, Focus Group Discussions (FGDs)	Various Project beneficiaries, UN Women Website, Other secondary websites, Project documents	Project beneficiaries will cooperate, Information is available, Project locations are safe
		How were considerations of gender equality useful (or not) during this intervention?	Extent to which gender equality was considered in the implementation of the project	Document analysis, Focus Group Discussions (FGDs)	Various Project beneficiaries, UN Women Website, Other secondary websites, Project documents	Project beneficiaries will cooperate, Information is available, Project locations are safe
		To what extent are you now aware of your rights as a result of the intervention?		Document analysis, Focus Group Discussions (FGDs)	Various Project beneficiaries, UN Women Website, Other secondary websites, Project documents	Project beneficiaries will cooperate, Information is available, Project locations are safe
		In what ways are you now conscious of citizen's human rights as a result of the intervention and how does it translate to actions?	Evidence of integration of gender equality and human rights in the project	Document analysis, Focus Group Discussions (FGDs)	Various Project beneficiaries, UN Women Website, Other secondary websites, Project documents	Project beneficiaries will cooperate, Information is available, Project locations are safe.

		In what way was gender equality and human rights considerations emphasized in the work of the implementing partners?	Evidence of integration of gender equality and human rights in the project	Document analysis, Key Informant Interviews (KII)	UN Women Management Staff	UN Women staff will be available
		How was this followed up to ensure it is implemented?		Document analysis, Key Informant Interviews (KII)	UN Women Management Staff	UN Women staff will be available

*Data collection instruments*

**List of evaluation questions for Results 1&2**

**A. Relevance:** *(Was this intervention necessary?)*

**Implementing partners**

- Was this intervention necessary?
- What are some of the components of this intervention? and how was it organized?
- Were there components that were not relevant?
- In what ways is this intervention a P/CVE measure?
- In what ways was this intervention sensitive to local cultural and religious beliefs?

**Beneficiaries:**

- Why did you decide to participate in this intervention?
- Is this intervention in line with your values and cultural/religious beliefs?
- Is there any way that this intervention could have been better organized?
- Compared with other P/CVE projects, how would you rate this project?

**B. B. Effectiveness:** *(Were the expected outcomes achieved and how did UN Women contribute towards these? What strategic partnerships were built?)*

**Implementing partners:**

- What has been achieved as a result of this intervention?
- How many people benefited from this intervention?
- How were those involved selected?
- Have you been able to build any effective partnerships and strategic alliances as a result of this intervention?
- How significant are these partnerships?
- Was the UN Women support of the entire project useful?
- Is there anything that you could have done differently?
- Are there any challenges faced during the intervention? How was this mitigated?

**Beneficiaries:**

- In what ways did you benefit from this intervention?
- Did this intervention have an impact on you/your work? In what ways?
- Did this intervention respond to the problem of VE? If not how could it have been done better?
- Are you likely to participate in such an intervention in future? And why?

**C. Efficiency:** *(How were inserted resources/inputs (funds, expertise, time, etc.) been converted to strategic results?)*

**Implementing partners:**

- What amount of resources was invested in this intervention?
- In what way was the allocated resources utilized?

- Were the allocated resources sufficient to achieve the project objectives?
- What shortages/excesses in resources expenditure were recorded and why?

**Beneficiaries:**

- In what ways has this intervention affected you? (both positively or negatively)

**D. Sustainability:** *(To what extent was capacity developed in order to ensure sustainability of efforts and benefits?)*

**Implementing partners:**

- To what extent is this intervention beneficial to its targets beyond the end of the project?
- What measures have you put in place to ensure that the gains made through this intervention are sustained?
- What accountability and oversight measures did you establish to secure the benefits of the intervention?

**E. Gender Equality and Human Rights** *(To what extent has gender and human rights considerations been integrated into the project design and implementation?)*

**Implementing partners:**

- How many men, women and other minority groups were involved in this intervention and how was it organized?
- Did the approach (to adhere to gender equality) lead to more women participation in this intervention?
- In what way did this intervention ensure that beneficiary's know, understand, enjoy and are even able to fight for their human rights?
- In what ways did this intervention ensure those in positions of authority understand and respect the human rights of the beneficiaries?

**Beneficiaries**

- How did the number of men, women and other minority groups compare in this intervention? Was gender equality considered?
- How were considerations of gender equality useful (or not) during this intervention?
- To what extent are you now aware of your rights as a result of the intervention?
- In what ways are you now conscious of citizen's human rights as a result of the intervention and how does it translate to actions?

### **List of evaluation questions for Results 3**

#### **A. Effectiveness:**

- How many staff were recruited for the programme
- How significant was the role of the gender and VE analyst (UNV) in the entire programme implementation?
- How significant was the role of the programme analyst (SB4)?
- How much was the direct staffing cost for peace and security specialist?
- How much was the direct staffing cost for finance associate?
- How many supervision mission reports have been written as a result of supervision missions?
- Was the programme M&E and communication developed? How effective were they?
- What measures were put in place to ensure project implementing partners receive the support they need in their implementation of the projects?
- What measures were put in place to ensure programme partners and beneficiaries are free to interact with UN Women management staff on their queries?
- Are there any challenges faced during the intervention? How did you mitigate?

#### **B. Efficiency:**

- Were the allocated resources sufficient to achieve the programme objectives?
- What shortages/excesses in resources expenditure were recorded by partners and why? How did you mitigate/offer support in this?
- How did UN Women ensure programme partners are able efficiently utilize the resources allocated?

#### **C. Sustainability:**

- Are there any measures put in place to ensure that the gains made through this intervention are sustained by the programme partners beyond the programme funding?
- Are there any accountability and oversight measures established to secure the benefits of the intervention?

#### **D. Gender Equality and Human Rights**

- In what way was gender equality and human rights considerations emphasized in the work of the implementing partners?
- How was this followed up to ensure it is implemented?



## **Success Stories**

### **Case 1: Woman Champion from Wajir – WPDA beneficiary**

*“My name is Hala (not real name) and I am 29 years old. I am a teacher by profession and the head of department of the guidance a counseling club in the school where I teach. Recently I was involved in a discussion forum organized by a local NGO in which we discussed among others about VE issues, the NSCVE and the various CVE action plans, VE effects on mothers and youths and the early warning signs of radicalization to VE. Some of these signs include: an individual’s abrupt withdrawal from the society and change of behaviour, frequent talks about jihad, engagement in violence, disobedience of parents, sudden display of wealth in form of expensive phones and reporting home late. The forum fostered experience sharing and emphasized soft approaches against VE. Through it, I was also able to meet important people that I had never imagined I would meet such as representatives from NCTC.*

*I am perceived to be a role model in my society and so I engage myself in voluntary work to support especially the youth and women. Perhaps that is the reason why I was selected to participate in the forum. I do it by participating actively in community activities such as in the ‘abay abay’ gatherings, that traditionally involved village women meeting every Sunday under an acacia tree to recite the Qur’an- an event that climaxed with a goat slaughtering session. As an active participant of the gatherings in different villages such as Gerille and Konton, I have managed to introduce elements of VE and P/CVE discussions in order to enlighten women on the prevalence of VE and their role in preventing and countering the vice. At another level, I engage students in my school during pastoral programmes /life skill sessions in discussions about VE and other issues such as stress management during adolescence. We also hold school assemblies every Wednesdays in which I have introduced a few minutes of discussions about issues of peace, the issue of VE being one of them. I think I am a proud teacher because I have seen the fruits of my work. This is my motivation to engage even more. Thanks to WPDA for expanding my knowledge”*

### **Case 2: Woman police officer from Mombasa – MUHURI beneficiary**

*My name is Kouka (not real name) and I am a 49 years old senior police officer working in Mombasa. I consider myself a fighter for women and child rights that I integrate in my work. Given the prevalence of problems affecting the youth and women, particularly violence, I developed interests to solve the problem through change of strategy. This idea came into my mind when I was once invited to an event organized by MUHURI in which different human rights based approaches to security were discussed, which was my turning point. Since then I continued to be invited to their forums where I have learnt a lot of significant strategies that I have employed in my work that seem to be working. I first changed my attitude and learnt to wear a friendly face in order to appeal to the public. In my place of work and in any public gathering that I am invited to, I share my contacts and encourage members of the public, especially women and youth to contact me and to feel free to explain their problems so that we can find solutions together. I also emphasize to them that challenges are part and parcel of life; the most important thing being to learn from them. My experience is that people land in trouble because there is much ignorance about the law something that I also try to educate them about whenever I have the opportunity. From the engagements that I have had, I have noticed people opening up to me, including in sensitive issues. Among my colleagues, I also try to encourage them to perceive the public and law breakers as fellow human beings and in case of riots, to disperse them peacefully. With this approach, I find more fulfilment and despite its challenges, I go to bed happy every day, knowing that I might have saved someone out there. The good news is that it can also be rewarding: the county government of Mombasa recently awarded me for my efforts during the International Women’s Day 2018. I have also heard that MUHURI has nominated me for an award as the ‘best police officer in coastal region’. Isn’t that cool? Well, am not sure I fit that title but I am thankful to MUHURI and its supporters for the golden opportunity.”*

*(This story was documented in a feature aired by the channel ‘Der Spiegel’ and can be watched on:*

<http://www.daserste.de/information/politik-weltgeschehen/weltspiegel/videos/kenia-frauen-terror-video-100.html>