

# EVALUATION REPORT: GENDER-RESPONSIVE CLUSTER EVALUATION

UN Women Ukraine  
2021

## ANNEXES

## Annex 1. Rated Evaluation Matrix

Table 5: Rated Evaluation Matrix

RELEVANCE: EVALUATION QUESTIONS	INDICATOR	INDICATOR RATING
1. To what extent were the intervention's design, and its results relevant to the needs and priorities of the individual and institutional beneficiaries?	<p>1.1 Relevance of choice of interventions to address priority needs of target groups (<i>individual &amp; institutional levels</i>)</p> <p><i>Rating Scale:</i></p> <ol style="list-style-type: none"> <li>Not relevant (did not address any of needs and priorities that target groups identified)</li> <li>Addressed only a few of target groups' situations</li> <li>Addressed main needs and priorities that target groups identified</li> <li>Addressed all of needs and priorities that target groups identified</li> </ol>	<p><b>Indicator: 1.1</b></p> <p>1.1 = <b>2</b>- <u>At individual level</u> addressed only a few of target groups' situations (needs and priorities); specifically, misalignment with identification regarding economic security</p> <p>1.1 = <b>3</b>- <u>At institutional level</u> addressed need to localize NAP (stated need/priority of GoU); also to support decentralization reform by community mobilization that empowered women to participate in local decision making; also supported reform of police sector by contributing to creation of unified police curriculum that integrated HR and GBV issues.</p>
	<p>1.2 Gender and human rights principles and strategies integrated into project design and implementation (i.e., there is a shared vision for results delivery)</p> <p><i>Ratings Scale:</i></p> <ol style="list-style-type: none"> <li>No integration and implementation/budgeting (project documents had no mention of GE and/or HR principles and no budgeted activities contribute to GE/HR principles)</li> <li>Little integration and implementation/budgeting (project documents mentioned only a few of key GE and/or HR and only a few budgeted activities contribute to GE and/or HR principles)</li> <li>Good integration and implementation/budgeting (project documents strategy description integrated the majority of GE and HR principles)</li> </ol>	<p><b>Indicator 1.2 = 3</b> with regard to <b>project design</b> there was good integration and implementation/budgeting (project documents strategy description integrated the majority of GE and HR principles into project documents and the majority of budgeted activities contribute to GE/HR principles)</p> <p><b>GRB (implementation) = 2</b> ET found more limited integration of GE and HR in local level budgets and sometimes no real link between budgeted activities and a means of contributing to GE and/or HR principles), particularly as budget systems still not set up to track GE specific expenditures</p> <p><b>Governance, Leadership and Equality = 2</b> CME increased women's voice and participation at local level but was not set up to generate change that was gender transformative in nature</p>

RELEVANCE: EVALUATION QUESTIONS	INDICATOR	INDICATOR RATING
	<p>into project documents and the majority of budgeted activities contribute to GE/HR principles)</p> <p>4. Full integration (project documents strategy description fully addressed all key GE and HR principles thoroughly and all budgeting activities contribute to GE and/or HR principles)</p> <p>1.3 Relevant analysis (e.g., gender and human rights-based analysis, socio-cultural and political analysis and conflict assessments etc.) commissioned and/or utilized to inform design</p> <ol style="list-style-type: none"> <li>1. Relevant analysis conducted but no evidence that this information influenced project design</li> <li>2. Relevant analysis conducted and informed project design or post award design process to limited extent</li> <li>3. Relevant analysis conducted and informed project design or post award design process in most relevant areas</li> <li>4. Relevant analysis conducted and informed project design or post award design process in all relevant areas identified</li> </ol>	<p><b>WPS (for design and initial implementation stage) = 3</b> in local action WPS action plans developed, good coverage of GBV prevention, majority of budgeted activities designed to contribute to GE/HR principles. However, actual results related to GE and HR pending actual implementation of local action plans and confirmation that funds available to implement them</p> <p><b>Indicator 1.3 = 3</b> Relevant analyses conducted and informed project design or post award design process in most relevant areas; some exceptions in regards to adaptation of community-level approaches.</p> <p>ET was looking both the study had been conducted and that it was used to inform design/implementation.</p>
COHERENCE: EVALUATION QUESTIONS	INDICATOR	INDICATOR RANKING
<p><u>Internal Coherence:</u></p> <p>2. What are the synergies and inter-linkages between the two interventions and with</p>	<p>2.1 Project approaches align with UNW's Strategic Plan (and its interrelated threefold mandate) and contribute to relevant outcomes in UN Women's Strategic Note</p> <p><i>Rating scale:</i></p> <ol style="list-style-type: none"> <li>1. Project approaches never contribute to the outcomes in the UNW Strategic note</li> </ol>	<p><b>Indicator 2.1 = 2</b> - Project approaches only contribute to a few outcomes in the UNW Strategic Notes (SN)</p> <ul style="list-style-type: none"> <li>• Outcome 1: increased participation and voice for women at community level but not much evidence of GE or HR related actions taken by them</li> </ul>

COHERENCE: EVALUATION QUESTIONS	INDICATOR	INDICATOR RANKING
other UN Women interventions? <sup>1</sup>	<ol style="list-style-type: none"> <li>2. Project approaches only contribute to a few outcomes in the UNW Strategic note</li> <li>3. Project approaches contribute significantly to outcomes in the UNW Strategic note</li> <li>4. All of project approaches contribute to outcomes outlined in the UNW SN</li> </ol>	<ul style="list-style-type: none"> <li>• Outcome 2: GBV prevention measures included in local WPS action plans, but not yet implemented; development of unified police curriculum; increased awareness of responses possible to GBV at SHG level and increased access to police services related to DV and GBV (FGDs for latter point)</li> <li>• Outcome 3: WPS local action plans developed but not yet implemented, still need consolidation of local capacity to do this independently</li> </ul>
<p><i>External Coherence:</i></p> <p>3. To what extent do the interventions reflect Ukraine's national plans and priorities on gender equality and women's empowerment (GEWE) as well as the country's international obligations and national commitments (including those related to WPS and EAW)?</p>	<p>3.1 The two projects share approaches and learnings in their design and implementation</p> <p><i>Rating Scale:</i></p> <ol style="list-style-type: none"> <li>1. Project teams never meet to share experiences, best practices, and lessons learned</li> <li>2. Project teams meet infrequently to share experiences, best practices, and lessons learned</li> <li>3. Project teams frequently meet to share experiences, best practices, and lessons learned</li> <li>4. Project teams always meet to share experiences, best practices, and lessons learned</li> </ol>	<p><b>Indicator 3.1 = 2</b> Project teams meet infrequently to share experiences, best practices, and lessons learned</p>

<sup>1</sup> Please note: The Evaluation Team considered that all external coherence questions in the original TOR are covered by EQs 2 and 3 and related indicators.

COHERENCE: EVALUATION QUESTIONS	INDICATOR	INDICATOR RANKING
	<p>3.2 Project approaches align with international, regional and national agreements on GEWE.</p> <p><i>Ratings Scale:</i></p> <ol style="list-style-type: none"> <li>1. Project approaches have not contributed to international, regional and national agreements on GEWE.</li> <li>2. Project approaches only contribute to a limited degree to international, regional and national agreements on GEWE</li> <li>3. Project approaches contribute significantly to international, regional and national agreements on GEWE</li> <li>4. All of project approaches contribute to international, regional and national agreements on GEWE</li> </ol>	<p>5. <b>Indicator 3.2 = 3</b> Project approaches contribute significantly to international, regional and national agreements on GEWE</p>
	<p>3.3 Project interventions align with Ukraine’s UN Partnership Framework (UNPF) and nationalized SDGs</p> <p><i>Ratings Scale:</i></p> <ol style="list-style-type: none"> <li>1. Project’s interventions do not align with UNPF and SDGs (never)</li> <li>2. A few of project’s interventions are aligned with UNPF and SDGs</li> <li>3. Most of project’s interventions are significantly aligned with UNPF and SDGs</li> <li>4. All of project’s interventions all aligned with UNPF and SDGs (always)</li> </ol>	<p><b>Indicator 3.3 = 3</b> Most of project’s interventions are significantly aligned with UNPF and SDGs</p>

COHERENCE: EVALUATION QUESTIONS	INDICATOR	INDICATOR RANKING
<p>4. To what extent does UN Women possess a comparative advantage in the projects' areas of work vis-a-vis other UN entities and key partners in Ukraine?</p>	<p>4.1 UN Women provides innovative programming that is not offered by other UN entities and key partners in the zone of implementation (ZOI) (score 1 – 4)</p> <p><i>Definition of what constitutes a comparative advantage:</i></p> <ul style="list-style-type: none"> <li>• Are UNW's approaches and results gender-transformational<sup>2</sup>? (Y/N)</li> <li>• Is UNW the only entity implementing these interventions in Ukraine or in the ZOI? (Y/N)</li> <li>• Is UNW viewed by key national and local stakeholders as the key expert and leader with regard to project sectors? (Y/N)</li> <li>• Has UNW developed new approaches which are viewed as best practices by other institutions? (Y/N)</li> </ul>	<p><b>Indicator 4.1 = Qualitative description below</b></p> <p><b>Score = 3</b></p> <p><b>Qualitative descriptive Analysis</b></p> <ul style="list-style-type: none"> <li>• Both UNDP and UNW apply CME programming, UNW is adding gender profile to community profile process in selected oblasts but these have inconsistent quality and are not designed to lead to gender transformative change beyond increasing women's participation.</li> <li>• UNW is the only organization working on development of local 1325 action plans. Actual implementation being done by Ukrainian CSO with UNW methodology.</li> <li>• The GRB work is innovative but not yet fully institutionalized and there are some concerns about its effectiveness to date.</li> <li>• GE prevention work limited thus far; Security Working Groups led by UNDP and shelters and referral services by UNFPA. UNW role lies in prevention of GBV work. But not yet led to significant change. Success with contributing to unified police curriculum related to GBV and HR but not the only entity contributing to this work.</li> </ul>

<sup>2</sup> Leads to changes in power relations between women and men, significantly more participation of women in decision-making practices, etc.

COHERENCE: EVALUATION QUESTIONS	INDICATOR	INDICATOR RANKING
	<p>4.2 UNW coordinates effectively with other actors to avoid duplication of efforts with UN partners and other development actors in Ukraine</p> <p><i>Ratings Scale:</i></p> <ol style="list-style-type: none"> <li>1. UN Women projects are poorly coordinated with other UN entities and key partners and there is overlap /duplication of efforts in key areas of project intervention.</li> <li>2. There is some coordination on one or two smaller initiatives but not on work in the overall sector and most approaches used are fairly similar to those undertaken done by other UN entities and key partners</li> <li>3. UN Women and other UN entities and key partners have coordinated at least half of their main work in the project sectors with UN Women responsible for providing innovative or unique approaches compared to other interventions in this sector.</li> <li>4. UN Women’s projects are well-coordinated with other UN entities and key partners in Ukraine and the majority provide innovative and unique solutions to key issues identified in project sector.</li> </ol>	<p><b>Indicator 4.2 = 2.5</b></p> <p>UN Women and other UN entities and key partners have coordinated at least half of their main work in the project sectors. But UN Women only provide limited <b>degree of innovative or unique</b> approaches compared to other interventions in this sector, mainly related to decentralization of WPS.</p>
EFFECTIVENESS: EVALUATION QUESTIONS	INDICATOR	INDICATOR RANKING
<p>5. To what extent have the expected results of the interventions been achieved at both outcome and output levels?</p>	<p>5.1 The current level of achievements of the specified project objectives, outcomes, and outputs</p> <p><i>Rating Scale:</i></p> <ol style="list-style-type: none"> <li>1. Project results are largely unachieved (less than 25%)</li> </ol>	<p><b>Indicator 5.1 = 4</b> All or almost all of project results have been achieved and are on target (76-100%)</p> <p>Notes:</p> <ul style="list-style-type: none"> <li>• Gender budgeting not sufficiently developed yet, but still a very important Component (KII – Local gov’t)</li> </ul>

EFFECTIVENESS: EVALUATION QUESTIONS	INDICATOR	INDICATOR RANKING
	2. Only between 25-50% of project results have been achieved or are on target 3. The majority of project results have been achieved and are on target (51-75%) 4. All or almost all of project results have been achieved and are on target (76-100%)	<ul style="list-style-type: none"> <li>Local Gender Coordination Councils: UWF's mid-term assessment found a low level of SHG members in these councils (24%)</li> </ul>
	5.2 Either positive or negative unforeseen results occurred  <i>Descriptive indicator/information:</i> <ul style="list-style-type: none"> <li>Identification of any achievements not captured in project M&amp;E frameworks.</li> <li>Positive or negative for which groups?</li> </ul>	<b>Indicator 5.2:</b> No negative results reported Higher level than expected of SHG members going on to set up CSOS – expected 5, got 34 Local elections - 70 members of SHGs and CMs ran and 25 won
6. What are the reasons for the achievement or non-achievement of any intended results?	6.1 Effectiveness of selected strategies and approaches in achieving results (e.g., CME, HRBA. etc.)  <i>Rating Scale:</i> <ol style="list-style-type: none"> <li>Project approaches are largely ineffective (less than 25%)</li> <li>Project approaches are rarely effective (25-50%)</li> <li>Project approaches are somewhat effective (less than 50-75%)</li> <li>Project approaches are largely effective (less than 75-100%)</li> </ol>	<b>Indicator 6.1 = 3</b> - Project approaches are somewhat effective (between 50-75%) but limited ability of ET to understand the effectiveness of approaches due to limits of M&E systems in relation to measurement of outcome-level change.
	6.2 Ways in which obstacles or shortcomings were overcome  <i>Descriptive indicator/information:</i>	<b>Indicator 6.2</b>  <b>Qualitative Descriptive Analysis</b> COVID led to a few delays. UNW responded by developing online strategies and processes to maintain training, contact and



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	Strategies/approaches used, funding/resources allocated, etc.)	meetings – cited as innovative practice by KIIs. Lack of evidence of strategies to deal with high-level of GoU stakeholder turnover as a result of elections.
7. Have the projects introduced innovative good practices to achieve results?	<p>7.1 Types of innovative good practices introduced in the project to achieve results</p> <p><i>Descriptive</i> <i>Definition of Innovative approaches:</i> New approaches viewed as best practices by other institutions and which contribute to results that are gender-transformative.</p>	<p><b>Indicator 7.1</b></p> <p><b>Qualitative Descriptive Analysis</b></p> <ul style="list-style-type: none"> <li>• CME good practices introduced were innovative for Ukraine but piloted in Moldova first in UNDP and UNW collaboration. However, they focus on community mobilization as opposed to fostering gender transformative change beyond increasing women’s participation at community level and in local decision-making</li> <li>• Re communications innovative practices:</li> <li>• Good adaptation of digital communications practices, particularly within context of COVID and for GBV messaging.</li> <li>• Rapid gender assessment of COVID was both innovative and useful for multiple donors, UN agencies and Ukrainian stakeholders.</li> <li>• Adaptation of Promundo Images research to focus on security and defence sector – has nt been done anywhere else globally</li> </ul>
8. How well did the interventions succeed in involving and building the capacities of rights-holders, duty-bearers, as well as the project partners?	<p>8.1 Type and extent of changes to individual capacities of rights-holders</p> <p><i>Rating scale:</i></p> <ol style="list-style-type: none"> <li>1. No changes in individual capacities of rights holders related to participation in decision-making, advocacy, gender-equitable attitudes, and empowerment</li> <li>2. Limited changes in individual capacities of rights holders related to participation in decision-making,</li> </ol>	<p><b>Indicator 8.1 = 3</b></p> <p>Some changes in individual capacities of rights holders related to participation in decision-making, advocacy, gender-equitable attitudes, and empowerment (SHG members now know how to identify vulnerable groups of pop., can identify their needs, and can do gender profiles of the hromada, and conduct a detailed analysis in terms of access to services, statistics, HR and GE needs and priorities and recommendations re what has to be done) UWF KII – <i>indicates perception of higher level of skills and</i></p>

EFFECTIVENESS: EVALUATION QUESTIONS	INDICATOR	INDICATOR RANKING
	<p>advocacy, gender-equitable attitudes, and empowerment</p> <p>3. Some changes in individual capacities of rights holders related to participation in decision-making, advocacy, gender-equitable attitudes, and empowerment</p> <p>4. Significant changes in individual capacities of rights holders related to participation in decision-making, advocacy, gender-equitable attitudes, and empowerment</p>	<p><i>understanding than evident in the FGD comments and actual gender profiles on part of responsible party)</i></p>
	<p>8.2 Type and extent of changes to individual capacities of duty bearer</p> <p><i>Rating scale:</i></p> <p>1. No changes in individual capacities of duty bearers related to participation in decision-making, advocacy, gender-equitable attitudes, and empowerment</p> <p>2. Limited changes in individual capacities of duty bearers related to participation in decision-making, advocacy, gender-equitable attitudes, and empowerment</p> <p>3. Some changes in individual capacities of duty bearers related to participation in decision-making, advocacy, gender-equitable attitudes, and empowerment</p> <p>4. Significant changes in individual capacities of duty bearers related to participation in decision-making, advocacy, gender-equitable attitudes, and empowerment</p>	<p><b>Indicator 8.2</b></p> <p><b>A. Local Authorities on CME== 2.5</b> With regard to recommendations presented by SHGs - Some changes in individual capacities of duty bearers related to participation in decision-making, advocacy, gender-equitable attitudes, and empowerment (adopted recommendations made by SHGs, 7.5% (Building democratic, peaceful and gender equal society in Ukraine project) and more aware of need for gender profiles but SHGs still encountering resistance to recommendations related to women’s empowerment</p> <p><b>B. Local Authorities – GRB = 2</b> Limited changes in individual capacities of duty bearers with regard to being able to develop gender-responsive budgets independently without external consultant assistance; budget processes still not set up to track expenditures on gender-related activities. Some hromadas also don’t clearly understand how much money they have and what they can and can’t budget for- (all linked to decentralization).</p>

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		<p><b>C. Local Authorities – 1325 Local Action Plans = 2.75</b> No. of costed local action plans in place with good representation of GBV prevention measures.</p> <p><b>D. Local Police/Security Working Group Members = 2.5</b></p> <p><b>E. National Police of Ukraine = 2</b> Limited changes in individual staff capacity with regard to the collection and analysis of qualitative data</p> <p><b>F. National Police of Ukraine = 3</b> Some changes in individual capacities of duty bearers related to participation in decision-making, advocacy, gender-equitable attitudes, and empowerment (Development and adoption of unified police curriculum to include materials on DV and GBV and Human Rights)</p>
	<p>8.3 Changes in responsible party capacity as a results of project interventions</p> <p>Rating scale:</p> <ol style="list-style-type: none"> <li>1. No changes in partner capacities</li> <li>2. Limited changes in partner capacity</li> <li>3. Some changes in partner capacity</li> <li>4. Significant changes in partner capacity</li> </ol> <p><i>Qualitative Changes Assessed/Reviewed:</i></p> <ul style="list-style-type: none"> <li>• Financial management capacity – ability to plan budgets and disburse funds in a timely fashion with credible accountability processes in place</li> </ul>	<p><b>Indicator 8.3 = 3</b> Some changes in partner capacity</p> <p>No RP mentioned increased capacity in terms of financial management.</p> <p>No RP had received a training or capacity building on M&amp;E.</p>

EFFECTIVENESS: EVALUATION QUESTIONS	INDICATOR	INDICATOR RANKING
	<ul style="list-style-type: none"> <li>• Technical capacity (i.e., ability to implement innovative approaches and deliver planned results)</li> </ul>	
<p>9. How effectively did UN Women react to changing country context and address the challenges?</p>	<p>9.1 UN Women reacted to changing country context when challenges arose</p> <p><i>Ratings scale:</i></p> <ol style="list-style-type: none"> <li>1. UN Women did not react in timely manner to changing country context when needed and its implementation and funding arrangements were not flexible</li> <li>2. UN Women reacted in timely manner to changing country context when needed but was limited in extent it could do this due to limitations of implementation and funding arrangements in place</li> <li>3. UN Women reacted in timely manner to changing country context when needed the majority of the time and had flexible implementation and funding arrangements in place</li> <li>4. UN Women reacted in timely manner to changing country context every time this was needed and had flexible implementation and funding arrangements in place</li> </ol> <p><i>Qualitative</i> Indicator 2.3 <i>Definition of ranking criteria:</i> Effectiveness refers to ability of organization to respond to changing context and challenges in a timely way and having flexible implementation and funding arrangements in place.</p>	<p><b>Indicator 9.1 = 2.75</b></p> <p>UN Women reacted in timely manner to changing country context when needed but was limited in extent it could do this due to limitations of implementation and funding arrangements in place</p>

EFFICIENCY: EVALUATION QUESTIONS	INDICATOR	INDICATOR RANKING
10. Have resources (financial, human, technical support, etc.) been strategically allocated among the responsible parties to achieve the intended outcomes?	<p>10.1 Outputs of the interventions delivered in a timely manner</p> <p><i>Ratings scale:</i></p> <ol style="list-style-type: none"> <li>1. Project outputs never delivered on time</li> <li>2. A minority of project outputs delivered on time (less than 25%)</li> <li>3. Project outputs often delivered on time (50-75%)</li> <li>4. Project outputs almost always delivered on time (75-100%)</li> </ol>	<p><b>Indicator 10.1 = 4</b> Project outputs almost always delivered on time (75-100%)</p> <p>Main source of delay was COVID and need to re-engage with newly elected senior officials following national and local elections.</p>
	<p>10.2 Adequate resources allocated to actors most strategically placed to affect changes project(s) designed to achieve</p> <p><i>Ratings Scale:</i></p> <ol style="list-style-type: none"> <li>1. Inadequate resources allocated and actors selected do not have capacity or authority to affect anticipated changes</li> <li>2. Limited resources allocated and actors selected do not have capacity or authority to affect anticipated changes</li> <li>3. Adequate resources allocated actors selected have authority to affect anticipated changes, but still need increased capacity to do so</li> <li>4. Adequate resources allocated and actors selected have capacity and authority to affect anticipated changes</li> </ol>	<p><b>Indicator 10.2 = 3</b> Adequate resources allocated, actors selected have authority to affect anticipated changes, but still need increased capacity to do so</p>
11. How efficiently and effectively has UN Women coordinated the work of its	11.1 Clear coordination, communication and accountability mechanisms in place in work with partners and contractors	<p><b>Indicator 11.1 = 2.75</b> UNW has coordinated the work of most of its different partners and contractors efficiently and effectively. However, there is</p>

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different partners and contractors (and with other projects)?	<p><i>Ratings Scale:</i></p> <ol style="list-style-type: none"> <li>1. UNW has only coordinated the work of its different partners and contractors to very limited extent</li> <li>2. UNW has coordinated less the work of less than half of its different partners and contractors efficiently and effectively</li> <li>3. UNW has coordinated the work of most of its different partners and contractors efficiently and effectively</li> <li>4. UNW has coordinated the work of all of its different partners and contractors efficiently and effectively</li> </ol>	reported duplication, especially among UN entities. Also, some exceptions, particularly with regard to work of RPs at oblast level.
12. Does the project have effective monitoring mechanisms in place to measure progress towards results?	<p>12.1 M&amp;E system adequately resourced</p> <p><i>Ratings Scale:</i></p> <ol style="list-style-type: none"> <li>1. M&amp;E system inadequately resourced</li> <li>2. M&amp;E system partially resourced</li> <li>3. M&amp;E system mostly resourced</li> <li>4. M&amp;E system fully/adequately resourced</li> </ol>	<p><b>Indicator 12.1 = 3</b></p> <p>M&amp;E system mostly resourced adequately, but could benefit from greater documentation of effectiveness of innovative approaches at the medium- and long-term phases.</p> <p>Need for M&amp;E officers to be assigned to field team, particularly for pilot programs.</p>
	<p>12.2 M&amp;E system well designed and used to adapt project implementation</p> <p><i>Rating scale:</i></p> <ol style="list-style-type: none"> <li>1. Monitoring mechanisms poorly designed so difficult to apply them effectively</li> <li>2. Monitoring mechanisms adequately-designed but the monitoring data only occasionally used to adjust implementation</li> </ol>	<p><b>Indicator 12.2 = 2</b></p> <p>Monitoring mechanisms adequately-designed but the monitoring data only occasionally [not always] used to adjust implementation</p>

EFFICIENCY: EVALUATION QUESTIONS	INDICATOR	INDICATOR RANKING
	3. Monitoring mechanism well designed and applied at regular and consistent intervals and monitoring data used most of the time to adjust implementation 4. Monitoring mechanisms fully functional and used to adjust the implementation as necessary	

SUSTAINABILITY: EVALUATION QUESTIONS	INDICATOR	INDICATOR RANKING
13. To what extent have capacity building efforts contributed to changes in institutional processes, practices and annual budget allocations that support more inclusive practices for local development and governance (i.e., among duty bearers)?	13.1 Institutional changes in relation to institutional policies/processes  <i>Ratings scale:</i> 1. Project interventions did not result in any institutional processes/practice changes 2. Project interventions only resulted in limited institutional processes/practice changes 3. Project interventions resulted in significant institutional processes/practice changes 4. Project interventions resulted in institutional processes/practice changes that have adopted by other institutions	<b>Indicator 13.1 = 2.5</b>  Project interventions resulted in significant institutional processes/practice changes- especially in regards to 1325 localization, but not yet clear how widely these can be implemented due to resource constraints.
14. To what extent have the interventions succeeded in building individual capacities of rights-holders?	14.1 Changes in individual capacity are contributing to more inclusive local development and governance practices  <i>Ratings scale:</i> 1. Changes in individual capacities did not result in any more inclusive development/governance practices 2. Changes in individual capacities resulted in limited increase of inclusive development/governance practices	<b>Indicator 14.1 = 3</b>  Changes in individual capacities resulted in a significant increase of inclusive development/governance practices.

	<ol style="list-style-type: none"> <li>3. Changes in individual capacities resulted in a significant increase of inclusive development/governance practices</li> <li>4. Changes in individual capacities resulted in increase of inclusive development/governance practices all of the time</li> </ol>	
<p>15. To what extent has UN Women Ukraine been able to promote replication and/or up-scale the successful practices these projects developed?</p>	<p>15.1 Interventions have been successful in making national and/or local/regional linkages and agreements that would ensure continuation of work on WPS, EVAW and Governance and Participation, including communications processes.</p> <p><i>Ratings scale:</i></p> <ol style="list-style-type: none"> <li>1. No interventions successful in creating national, local/regional linkages, agreements or partnerships established to ensure continuation of work</li> <li>2. Only one or two interventions successful in creating national, local/regional linkages, agreements or partnerships established to ensure continuation of work</li> <li>3. Half of the interventions successful in creating national, local/regional linkages, agreements, or partnerships established to ensure continuation of work</li> <li>4. All interventions successful in creating national, local/regional linkages, agreements, or partnerships established to ensure continuation of work</li> </ol>	<p><b>Indicator 15.1= 3</b>  Half (<i>or more</i>) of the interventions successful in creating national, local/regional linkages, agreements, or partnerships established to ensure continuation of work</p>



	<p>15.2 Key national partners including women’s movements and women’s organizations etc. had a voice and influence within project implementation.</p> <p><i>Ratings Scale:</i></p> <ol style="list-style-type: none"> <li>1. Key national partners did not have a visible voice or influence within project implementation.</li> <li>2. Voice and influence of key national partners in project implementation quite limited.</li> <li>3. Voice and influence of key national partners in project implementation clearly visible.</li> <li>4. Voice and influence of key national partners in project implementation highly visible and significant.</li> </ol>	<p><b>Indicator 15.2 = 3</b></p> <p>Voice and influence of key national partners in project implementation clearly visible.</p>
<p>16. How effectively have the interventions generated national, regional/local ownership of the results achieved to ensure sustainability of efforts and benefits?</p>	<p>16.1 Number and type of UN Women-initiated approaches replicated by other UN agencies, donors and/or expanded by UN Women to other regions (extent)</p> <p><i>Ratings Scale:</i></p> <ol style="list-style-type: none"> <li>1. No project interventions replicated or scaled up by UN Women or other entities</li> <li>2. Only a minority of project or scaled up by UN Women and/or other entities</li> <li>3. interventions were rarely replicated</li> <li>4. Majority of project interventions were replicated or scaled up by UN Women and/or other entities</li> <li>5. All project interventions were either replicated or scaled up by UN Women and/or other entities</li> </ol>	<p><b>Indicator 16.1= 3</b></p> <p>Majority of project interventions were replicated or scaled up by UN Women and/or other entities</p>

## Annex 2. List of Persons/Organizations Interviewed

**Table 6: List of Reference Group Members**

No	Name	Role/Agency	Notes
<b>Donors and Independent consultants</b>			
1	Hilde Austad	Norwegian Ministry of Foreign Affairs- Senior Adviser, Section for Eastern Europe, Central Asia and Regional Organisations	
2	Caroline Bilde Lichtenberg, Mogens Blom	Denmark donor	
<b>Responsible Parties</b>			
3	Olesia Bondar	Director of Ukrainian Women’s Fund (UWF)	
4	Tamara Ogorodova	Director, NGO “Unity for the Future”. Responsible Party – NOR	
5	Halyna Skipalska	President, Ukrainian Foundation for Public Health (UFPH)- NOR and DK	
<b>Governmental counterparts and community leaders</b>			
6	Olga Perunova	Ministry of Internal Affairs	National Level
7	Ihor Korkhovyi	Ministry of Community Development and Territories	National Level
8	Eleonora Polishchuk	Head of the Department of Social protection of the Population of the Luhansk Regional State Administration	Regional Level
9	Nadiia Zaiats	Deputy Head of Komyshevakha Territorial Community, Zaporizhzhia region, NOR	Local Level
10	Anastasiia Katasonova	Village elder (starosta) in Yakovlivka, Soledar Territorial Community, Donetsk region, NOR	Local Level
11	Natalia Petrenko	Head of Shulhinka Territorial Community, Lugansk region, NOR	Local Level
12	Iryna Korliakova	Deputy Mayor of Svatove City, Luhansk region, DK	Local Level
13	Iryna Kovalenko	Deputy Mayor of Siversk City, Donetsk region, DK	Local Level

**Table 7: Other Key Informants**

No	Name	Role/Agency	Notes
<b>Responsible parties and contractors</b>			
14	Tetiana Ivanina	Bureau for Gender Strategies and Budgeting	Contractor for enhancing capacities of authorities on gender mainstreaming and gender-responsive budgeting
15	Mariia Tyshchenko	NGO “Poruch”	Contractor for the baseline capacity assessment of the Ministry of Communities and Territories Development staff. Decentralisation and Law

No	Name	Role/Agency	Notes
			Enforcement Reforms project related
16	Brian Heilman	"Promundo"	UN Women's CSO partner for conducting the survey <i>Masculinities in the Security and Defense Sector</i> , in partnership with Ministry of Interior. Building democratic, peaceful and gender equal society project related
17	Andriy Kulakov	"Internews"	Contractor for media literacy and gender-sensitive reporting trainings. Can provide key information regarding media role in addressing GBV issues
18	Iryna Demchenko	"SocioConsulting"	Contractor for conducting the end-line survey on GBV against women ( <i>only for Building democratic, peaceful and gender equal society project, for the other project the contractor was involved in baseline survey on GBV in 2018-2019</i> )
<b>Governmental counterparts and community leaders</b>			
19	Olena Dashutina	National Police of Ukraine	National Level. The two projects' partner
20	Vyacheslav Androsiuk	National Academy of Internal Affairs	National Level. Building democratic, peaceful and gender equal society project. Survey "Masculinities in the security and defense sector in Ukraine"
21	Olga Drozdova	Deputy Head of the Social Protection Department and Head of GE Subdivision of Zaporizhzhia Oblast Administration	Regional Level. Representatives of regional state administrations have benefited from capacity development actions under the project, in particular on gender mainstreaming, localization of WPS agenda ( <i>only Building democratic, peaceful and gender equal society project</i> )
22	Lilia Zolkina	Donetsk Region, Deputy Director of the Department - Head of the Department for Family and Youth Affairs of the Department of Family, Youth and Sports of Donetsk Regional State Administration	Regional Level. See above
23	Vera Merkulova	Head of the Department of Information, Internal Policy, Communication of Oleksandrivka community, Donetsk Oblast	Local Level. Group on Gender-Responsive Budgeting established within work with the Bureau for Gender Strategies and Budgeting

No	Name	Role/Agency	Notes
24	Natalia Bushlya	Department of Education, Lozno-Oleksandrivka Amalgamated Territorial Community, Luhansk region	Local level. Group on Gender-Responsive Budgeting established within work with the Bureau for Gender Strategies and Budgeting
25	Valentina Kharkivska	Deputy Head of the Executive Committee of Pryvillia Village Council,	Local Level. Head of the Community Security Working Group
26	Dmytro Kobzar	Head of the Department of Housing and Communal Services, Volnovakha City	Local Level. Council, Head of the Community Security Working Group
27	Svitlana Reznikova	Department of Finance, Siversk Amalgamated Territorial Community, Donetsk region	Local level. Group on Gender-Responsive Budgeting established within work with the Bureau for Gender Strategies and Budgeting
<b>Small Grantees for Institutional Capacity Building</b>			
28	Anna Chernova	Zaporizhzhia Regional Charity Fund “ <b>Child Smile</b> ”; works with IDPs, affected population, single parents etc.	The applicant aims to strengthen the financial sustainability by providing budget trainings for its team; developing and implementing a communication strategy and brand identity
29	Volodymyr Shcherbachenko	“ <b>East-Ukrainian Center for Civic Initiatives</b> ”, Human-rights organization promoting democracy and rule of law through education, research and advocacy	Provides qualified and timely support to women survivors of GBV caused by conflict in Donbass by improving its organizational processes, purchase of equipment, staff training
30	Nataliya Vyshnevetska	“ <b>D.O.M.48.24</b> ”; Ivano-Frankivsk-based human rights CSO established by IDPs from Donbas and Crimea, working on gender-based violence in collaboration with patrol police, on social cohesion, with single mothers and widows of service man	Aims to refine the brand platform to use it for external communications, prepare its strategic plan for 3 years and develop communication strategy with the community it works with
<b>Donors</b>			
31	Olena Trapeznikova	Gender Equality Officer, GAC (Global Affairs Canada)	
32	Olga Sedova	Swedish MFA	
33	Pavlo Zammostian	UNFPA	
34	Benjamin Moreau and Hanna	OHCHR	
35	Victor Munteau	UNDP	
<b>UN Women staff</b>			
36	Erika Kvapilova	Head of Country Office	
37	Tetyana Kudina	Programme Coordinator	
38	Tetiana Shapkovska	Programme Coordinator /Project Manager	
39	Anastasiia Kalashnyk	Programme Specialist	

No	Name	Role/Agency	Notes
40	Uliana Bila	Programme Analyst	
41	Oleksandr Bai	Programme Analyst	
42	Nadejda LUTENCO	International Project Manager, Programme Specialist – Governance, Women, Peace and Security	
43	Ganna Bryedova	Communication Specialist	

### Annex 3. Semi-structured Interview Guides for Key Informant Groups

The ET piloted the semi-structured interview guides for all key informant categories during the first two days of the data collection process and revised the questions and the order in which they were presented slightly for greater effectiveness. The guides below represent the final versions of the semi-structured interview guides. The interview guides were shared with all key informants prior to their interviews.

Each guide is prefaced by the following background information section:

Project: Norway \_\_\_\_\_ Denmark \_\_\_\_\_  
Date:  
Person Interviewed:  
Role in Project/Position:  
Female \_\_\_\_\_ Male \_\_\_\_\_ Other (self-identified) \_\_\_\_\_  
Location:

#### **A. For UN Women Ukraine Project Personnel**

1. What were the key results achieved by this project in 2020? (EQ5, EQ8, EQ 13, EQ14)
2. How are these relevant to the needs and priorities of the individual and institutional beneficiaries the project targeted? (EQ 1)
3. Are there any planned results that it has not been possible to achieve? If so, which ones and why? (EQ6)
4. Have there been any unexpected results (either positive or negative)? (EQ 6)
5. How has this project built the capacities of rights-holders, duty-bearers and project partners? (EQ8, EQ 13, EQ 14)
6. In your view, what does UN Women offer with regard to the design and implementation of this project that is different from the work done by other Ukrainian-based organizations? (EQ 3)
7. In what ways has UN Women helped this project adapt to the changing situation in the country and address any related challenges? (EQ 9)
8. Have you found that project resources (financial, human, technical support, etc.) have been allocated among the different responsible parties to be adequate and strategically placed to achieve this project's intended results? (EQ10)
9. What are the synergies and inter-linkages between the two projects and with other UN Women interventions? (EQ 4)
10. In what ways has UN Women coordinated the work of this project with your different partners and contractors? (EQ11)
11. What are the monitoring mechanisms and resources you and the project's responsible parties have in place to measure progress towards project results? (EQ 12)
12. In what ways has the project generated national ownership of the results achieved? (EQ 15)
13. Has this project introduced any innovative good practices? If so, which ones and what makes them innovative or a good practice? (EQ7)
14. Have any of these good practices been replicated or up-scaled in Ukraine or elsewhere? (EQ16)

15. Is there anything you would do differently if you were planning this project again?

**B. For Donors (for project funders)**

1. Why did you select UN Women Ukraine as your partner for this project? (EQ 3)
2. To what extent the project (results) contributes to the development aid goals strategy and goals of your country?(EQ1)
3. What have been the key results achieved by this project? (EQ5, EQ8. EQ 13, EQ14)
4. Are there any planned results that it has not been possible to achieve? If so, which ones and why? (EQ6)
5. Has this project introduced any innovative good practices? If so, which ones and what makes them innovative or a good practice? (EQ7)
6. Have you observed any synergies and inter-linkages between the two projects and other projects in Ukraine? (EQ 4)
7. Has UN Women been able to help this project adapt to the changing situation in the country and any related challenges? (and how?) (EQ 9)
8. Do you think UN Women has allocated project resources (financial, human, technical support, etc.) strategically allocated among the responsible parties to achieve this project's intended outcomes? (EQ10)
9. How well do you think that UN Women has coordinated the work of this project among its different partners and contractors? (EQ11)
10. What monitoring mechanisms are there in place to measure project progress? (EQ 12)
11. Have you experienced any challenges related to transparency of information sharing from the projects team?
12. Do you think the project has generated a sense or process of national/regional/local ownership of the results achieved? (EQ 15)
13. Do you now if any of this project's approaches or good practices been replicated or up-scaled in Ukraine or elsewhere or does your government have any future plans to do so? (EQ16)
14. Is there anything you would do differently if you were planning this project again?

## **B.2 Other Donors/UN Agencies**

1. What kind of work does your organization do on gender in Ukraine, particularly Eastern Ukraine?
2. Do you work with UN Women Ukraine on any projects? (EQ 3) If so, why did you select them as a partner?
3. How do you coordinate your organization's work with that of UN Women? (EQ11)
4. Are there any areas of overlap? If so, does this create any particular challenges?
5. Have you observed any synergies and inter-linkages between the work you are doing and that being done by UN Women? (EQ 4)
6. What has your organization had to do to adapt to the changing situation in the country and any related challenges? (EQ 9)
7. Do you have a sense of whether UN Women has allocated project resources (financial, human, technical support, etc.) strategically among the different Ukrainian partner organizations it works with? (EQ10)
8. Do you think that UN Women has been able to generate a sense or process of national/regional/local ownership of the results achieved through its work in Eastern Ukraine and with the Ministry of the Interior? (EQ 15)
9. Are you aware of any innovative good practices that UN Women has introduced in its work in Ukraine? If so, which ones and what makes them innovative or a good practice? (EQ7)
10. Do you know if any of these good practices been replicated or up-scaled in Ukraine or elsewhere? (EQ16)
11. Are there any good practices related to gender and democratic reform or ending GBV that your organization has developed that you would like to share?
12. Is there anything you would recommend that UN Women do differently in their work to support democratic reform and to end gender-based violence in the future?

## **C. For Responsible Parties /Contractors:**

1. What key changes do you see as result of the projects' implementation?" (EQ5, EQ8. EQ 13, EQ14)
2. Are there any planned activities or results that it has not been possible to achieve? If so, which ones and why? (EQ6)
3. Were there any unexpected results/changes (either positive or negative) (EQ5)?
4. Has the project contributed to your organization's capacity in any way? If so, how? (EQ 8)
5. In your view, what does UN Women offer with regard to the design, implementation and support of this project that is different from the work done by other Ukrainian-based organizations or donors working in this sector? (EQ 3)
6. Are there any synergies or inter-linkages between this project and any others currently working on similar themes funded by UN Women or other donors? (EQ 4)
7. How well has UN Women coordinated this work with other organizations working in this sector or with other UN Women projects?(EQ11)



8. Has this project introduced any innovative good practices? If so, which ones and what makes them innovative or a good practice and relevant for the Ukrainian context and target groups? (EQ7, EQ1)
9. How has this project adapted to the changing situation in the country and addressed any related challenges? (EQ 9)
10. Do you think the project's resources (financial, human, technical support, etc.) have been adequately and strategically allocated among the different partners working to achieve this project's intended results? Why or why not? (EQ10, EQ 11)
11. What monitoring mechanisms do you have in place to measure project progress? (EQ 12)
12. In which ways has the project generated a sense or process of national ownership of the results achieved among the different actors involved? (EQ 15)
13. Have any of this project's approaches or good practices been replicated or up-scaled in Ukraine or elsewhere? Which ones and why? (EQ16)
14. Is there anything you would do differently if you were planning this project again?

#### **D. For Government of Ukraine Stakeholders**

1. What have been the key results or changes achieved by this project? (EQ5, EQ8. EQ 13, EQ14)
2. Were there any key activities or planned results that it has not been possible to achieve? If so, which ones and why? (EQ6)
3. Were there any unexpected results/changes (either positive or negative) (EQ5)?
4. How has this project built the capacities of the government personnel involved? (EQ1, EQ8, EQ 14)
5. Has this project introduced any innovative good practices? If so, which ones and what makes them innovative or a good practice within the Ukrainian context and for the target groups you want to reach? (EQ7, EQ1)
6. In your view, what does UN Women offer with regard to the design and implementation of this project that is different from the work done by any organizations you are working with on similar themes? (EQ 3)
7. In what ways has UN Women coordinated the work of this project with the different levels of government? (EQ11)
8. Are there any synergies or inter-linkages between this project and any others currently working on similar themes funded by UN Women or other donors? (EQ 4)
9. In what ways has UN Women helped this project adapt to the changing situation in the country and address any related challenges? (EQ 9)
10. Do you think that resources (financial, human, technical support, etc.) been strategically allocated for the work you are doing with UN Women to achieve this project's intended results? (EQ10)
11. What monitoring processes do you have in place to measure project progress? (EQ 12)
12. Do you plan to continue supporting the project's key approaches and activities once the project is completed or applying them anywhere else in Ukraine? (EQ 15, EQ 16)
13. Is there anything you would do differently if you were planning this project again?

## Annex 4. Semi-structured FGD Guide

Project: Norway \_\_\_\_\_ Denmark \_\_\_\_\_

Date:

Names of FGD Participants (and sex):

Role in Project (**select one**):

1. Local Gender Coordination Councils
2. Self-Help Groups
3. Community security and social cohesion working groups

Location:

1. Please tell us a bit about your role in the project and the work your group does in the community.
  - a. What training, resources, guides did you receive as part of this group?
2. **What has changed for you as a result of your participation in the xxx group?** [*make sure to note and mark the different responses of male/female where applicable*]
3. **What has changed for women/girls in the community as a result of the work your group has done?**
  - a. What about for men and boys?
4. What made these changes possible?
5. How much did you engage with local authorities in your work related to this group?
6. What work will continue after the funding from (Norway/Denmark/UN Women) ends? Why?
7. What do you think worked well about the xxx groups? What would you like to change?
8. Do you have any other things you would like to add about your experience with this group?

## Annex 5: Summary of Project Results against Log Frame Indicators

**Table 10: Results Summary - Decentralisation and Law Enforcement Reforms: Transformative approaches to Gender Equality and Women's Empowerment in Ukraine" 2019 and 2020 (Denmark)10**

Results Anticipated (Outcomes/Output)	Indicators	Results Reported/Achieved	Observations
Outcome 1. The decentralization and law enforcement reforms are compliant with the international standards on gender equality and are informed by the results of the gender-responsive regional and local pilot initiatives.	<p><b>Indicator 1.1:</b> # of new adopted or revised policy decisions compliant with CEDAW and other HR standards</p> <p><b>Target (2022):</b> 5  Target (2018): 1  Target (2019): 1  Target (2020): 1  Target (2021): 1</p>	<p>2019: The MCTD Strategy on Gender Equality 2019- 2021, developed through the project's technical assistance and policy advice to the Ministry, was endorsed in 2019. Strategies of Development and their Action Amendment to the MCTD Order #79 on "Methodology of Development, Conducting the Monitoring and Evaluation of Performance of Regional</p> <p>Status = 2</p>	Surpassed 2019 target
<b>Output 1.1.</b> Ministries of Regional Development and Interior have enhanced capacity to analyze, formulate and execute gender-responsive reforms	<p><b>Indicator 1.1.1.:</b> Number of staff of the Ministry of Regional Development and Ministry of Interior with increased in-house technical capacity on gender-responsive policy making, planning and programming</p> <p><b>Baseline:</b> 0 (as of April 2017)  <b>Target (2022):</b> 100  Target (2018): 20  Target (2019): 20  Target (2020): 20</p>	<p>2019: 32 staff (23 women, 9 men) of the MCTD increased capacity on gender-responsive policy making, planning and programming. 5 staff of the MCTD increased knowledge on gender data through 2-days workshop on list of indicators development. 52 staff (34 women, 18 men) of the Ministry of Interior and its CEBs increased capacity on gender-responsive policy making, planning and budgeting.</p>	Surpassed target

Results Anticipated (Outcomes/Output)	Indicators	Results Reported/Achieved	Observations
		<p>Status = 89 2020: <b>Target:</b> 20 in 2020 (100 by 2022) <b>Status:</b> 124</p> <p>5 staff (4 women, 1 man) of the MCTD strengthened their capacity on gender-responsive regional strategies development.</p> <p>119 staff (67 women, 52 men) of the Mol and its CEBs increased capacity on gender responsive policy making, planning and budgeting, including application of gender approach in training processes.</p>	
<p><b>Output 1.2.</b> Local governments of amalgamated hromadas in conflict-affected areas have, knowledge and tools for participatory gender-responsive planning and budgeting</p>	<p><b>Indicator 1.2.1.:</b> # of local plans/programmes with specific gender-responsive objectives and budgets developed <b>Baseline:</b> 0 <b>Target (2022):</b> 4 Target (2018): 0 Target (2019): 1 Target (2020): 1</p>	<p>2019: Local authorities of Svatove (Luhansk oblast) adopted the “City complex social programme for 2020”, in December 2019, which for the first time incorporates specific goals and objectives related to equal rights and opportunities</p> <p>One local social programme for 2020 with specific gender-responsive objectives and budget.</p> <p>Target Status by 2019 = 2</p> <p><b>2020: Target:</b> 1 in 2020 (4 by 2022) <b>Status:</b> 1</p>	<p>Surpassed target</p>

Results Anticipated (Outcomes/Output)	Indicators	Results Reported/Achieved	Observations
		A gender-responsive 'Programme for the development of culture, gender policy, youth and sports on the territory of the Siversk City Council for 2020-2022' was developed and approved in 2020 by Siversk community, Donetsk region.	
	<p><b>Indicator 1.2.2:</b> # of Local Gender Coordination Councils established in target hromadas</p> <p><b>Baseline:</b> 0</p> <p><b>Target (2022):</b> 4</p> <p>Target (2018): 0</p> <p>Target (2019): 1</p> <p>Target (2020): 1</p>	<p>2019: Local authorities in Siversk (Donetsk oblast) and in Svatove (Luhansk oblast) established Local Gender Coordination Councils (LGCC) with the aim of improving their performance and overall accountability towards equal rights and opportunities among women and men = 2</p> <p>2019 status = 2</p> <p>2020:</p> <p>Target: 1 in 2020 (4 by 2022)</p> <p>Status: 0</p> <p>In progress.</p>	<p>Surpassed target by 1 in 2019</p> <p>Target not yet met in 2020</p>
		<ul style="list-style-type: none"> <li>31 local officials (26 women, 5 men) from the target communities improved their capacities for gender-responsive local planning and budgeting by approximately 48%</li> <li>Increased accountability for and commitment to gender equality by the</li> </ul>	Additional Results listed in progress report – activities contributing to the output.

Results Anticipated (Outcomes/Output)	Indicators	Results Reported/Achieved	Observations
		<p>local authorities resulted from their increased knowledge.</p> <ul style="list-style-type: none"> <li>• Following the trainings, 40 representatives (27 women, 13 men) of the target hromadas - including deputies of the cities and settlements' heads, deputies of local councils, starostas, the staff of financial, economic, social, education and culture departments - established working groups on GRB</li> <li>• 45 representatives of the target communities (39 women, 6 men) increased their knowledge of the powers, standing orders on establishment and ways of enhancement of local gender coordination councils as advisory bodies, through training held respectively in each target community</li> <li>• 26 representatives (22 women, 4 men) from target communities in Luhansk oblast, as well as from the State Regional Administration of Luhansk oblast, reinforced their knowledge of the rights of persons with disabilities and the barriers they face in exercising their individual rights.</li> </ul>	

Results Anticipated (Outcomes/Output)	Indicators	Results Reported/Achieved	Observations
Output 1.3 Women and GE advocates have enhanced capacity to participate in decision making and demand accountability for GEWE commitments and to access justice for violations of these rights	<b>Output Indicator 1.3:</b> # of gender-sensitive recommendations provided by women’s groups adopted by the local authorities <b>Baseline:</b> 0 <b>Target (2022):</b> 20 <sup>3</sup> Target (2018): 4 Target (2019): 4 Target (2020): 4	Gender-sensitive programmes were provided by women’s groups and adopted by the local authorities of 4 target communities. 12 gender-sensitive recommendations adopted by local authorities.	Surpassed target
	<b>Output 1.3.</b> Local women have knowledge and skills to meaningfully participate in local development planning and budgeting	<ul style="list-style-type: none"> <li>151 representatives (137 women, 14 men) from target communities were mobilized into 18 SHGs within the CME cycle and, for the first time, advocated with the authorities on the gender-specific needs and priorities in their communities. The representation of vulnerable groups in SHGs is mainly from older people, unemployed people, single mothers and/or mothers of many children, IDPs, people with disabilities, women-caregivers of children with disabilities or other members of the family with disabilities, parents of children with disabilities, representatives of ethnic minorities, etc.</li> <li>Women and men from SHGs in the target</li> </ul>	Activities that contributed to Output 1.3.1

<sup>3</sup> At least 1 recommendation annually in each of the 4 target communities

Results Anticipated (Outcomes/Output)	Indicators	Results Reported/Achieved	Observations
		<p>communities enhanced their capacities through a series of training: on human rights (80 women, 13 men); advocacy (40 women, 3 men); and leadership (40 women).</p> <ul style="list-style-type: none"> <li>22 representatives (19 women, 3 men) of CSOs of people with disabilities, from Donetsk and Luhansk oblasts, were given knowledge of the rights of women with disabilities and on the incorporation of recommendations from GAA into local programmes and budgets</li> </ul>	
	<p><b>Indicator 1.3.1:</b> # of gender-sensitive recommendations developed by women for local policies and programs  <b>Baseline:</b> 0  <b>Target (2022):</b> 100<sup>4</sup>  Target (2018): 20  Target (2019): 20  Target (2020): 20</p>	<p>2019: 12 of 47 recommendations for local policies and programmes developed by women from SHGs and presented during dialogue meetings in Olek sandrivka and Siversk, Donetsk oblast, and in Svatove and Lozno-oleksandrivka, Luhansk oblast were adopted by local authorities.</p> <p>2020;  <b>Target:</b> 20 in 2020 (100 by 2022)  <b>Status:</b> 32  32 recommendations developed and 8 adopted.</p>	Surpassed target

<sup>4</sup> At least 5 recommendations annually in each of the 4 target communities



Results Anticipated (Outcomes/Output)	Indicators	Results Reported/Achieved	Observations
<p><b>Outcome 2.</b> Local authorities, law enforcement and women’s community groups jointly develop and implement GBV prevention and response strategies and action plans in line with international human rights standards</p>	<p><b>Indicator 2.1:</b> # of GBV prevention and response interventions integrated into local action plans and budgets of 4 pilot hromadas</p> <p><b>Baseline:</b> 0</p> <p><b>Target (2022):</b> 8 Target (2018): 2 Target (2019): 4 Target (2020): 6 Target (2021): 8</p>		
<p><b>Output 2.1.</b> Law enforcement bodies in the target communities have knowledge and skills to prevent and respond to gender-based violence in public spaces</p> <p><b>Baseline:</b> 0</p> <p><b>Target (2022):</b> 8 Target (2018): 2 Target (2019): 4 Target (2020): 6</p>	<p><b>Indicator 2.1.1:</b> % of local law enforcement officers with improved knowledge and skills on prevention and response to GBV in public spaces</p> <p><b>Baseline:</b> 0<sup>5</sup></p> <p><b>Target (2022):</b> 50% Target (2018): 10% Target (2019): 20% Target (2020): 30%</p>	<p>2019</p> <ul style="list-style-type: none"> <li>10 district police and juvenile prevention officers from target communities improved their knowledge of and skills for the prevention of and response to GBV and gender-based discrimination, through an updated 5-day training programme on GBV in an interactive room at Dnipro National Institute of Internal Affairs.</li> <li>25 senior management staff of the NPU in Donetsk oblast improved knowledge and skills for the prevention and response to GBV, through training on human rights,</li> </ul>	<p>Surpassed target in 2019 Below target – 2020 (COVID)</p>

<sup>5</sup> Since the communities will be new for UN Women

Results Anticipated (Outcomes/Output)	Indicators	Results Reported/Achieved	Observations
		<p>gender equality and prevention of GBV and development of NPU indicators of GBV response quality</p> <p>Status 25%</p> <p>2020:</p> <p><b>Target: 30% by 2020 (50% by 2022)</b></p> <p><b>Status: 10%</b></p> <p>53 staff (22 women, 31 men) of NPU Departments in eastern Ukraine, increased their knowledge on gender mainstreaming as a tool for effective integration of gender equality priorities into their work and on prevention and respond to GBV in midst of COVID-19 pandemic through the online trainings.</p>	
	<p><b>Indicator 2.2.2. (SN Ind) # of changes suggested to be introduced into the oblast and community level plans and programs to prevent GBV</b></p> <p><b>Baseline: 0</b></p> <p><b>Target (2022): 520</b></p> <p>Target (2018): 4</p> <p>Target (2019): 4</p> <p>Target (2020): 4</p>	<p>2019:</p> <ul style="list-style-type: none"> <li>Changes based on the new national policy doc 33 <b>Progress Report to the Government of Denmark</b> documents adopted in 2018 (The State Social Programme on Ensuring Equal Rights and Opportunities for Women and Men up to 2021, NAP CEDAW, NAP 1325) were suggested to the Development Strategies. Suggestions for prevention of and response to GBV were provided by women's groups to the</li> </ul>	<p>Surpassed target in 2019</p> <p>On target for 2020</p>

Results Anticipated (Outcomes/Output)	Indicators	Results Reported/Achieved	Observations
		<p>authorities of target communities based on Gender profiles during advocacy meetings.</p> <p>Status 8</p> <p>2020:  <b>Target:</b> 4 in 2020 (20 by 2022)</p> <p><b>Status:</b> 4</p> <p>4 sets of recommendations to local authorities of all four target communities were provided by women from SHGs at the Dialogue meetings.</p>	
<b>Output 2.1 (3.1.1). Women, girls, men and boys at community level are mobilized in favor of respectful non-violent relationships, gender equality and safety in public spaces</b>	<p><b>Indicator 2.2. (SN Ind)</b> Number of GBV prevention interventions implemented jointly by law enforcement, authorities, and women’s groups</p> <p><b>Baseline:</b> 0</p> <p><b>Target (2022):</b> 8  Target (2018): 2  Target (2019): 4  Target (2020): 6  Target (2021): 8</p>	<p>4 GBV prevention interventions implemented in target communities in the form of awareness raising events.</p> <p>4 GBV prevention and response interventions were integrated into the local action plans and budgets of 4 target communities based on recommendations provided in Community Profiles and expert support by UFPH</p>	Met targets
<b>Output 2.2.</b> Women, girls, men and boys in communities are mobilized in favor of respectful	<b>Indicator 2.2.1:</b> Number of local initiatives led by gender equality advocates on promotion of gender equality, enhancing	<p>2019</p> <p>1 local initiative on Campaign ‘16 Days of Activism against Gender-Based Violence’, led</p>	<p>Met target in 2019</p> <p>Below target in 2020</p>

Results Anticipated (Outcomes/Output)	Indicators	Results Reported/Achieved	Observations
relationships, gender equality and safety in public spaces	community security and safety in public spaces <b>Baseline:</b> 0  <b>Target (2022):</b> 4 <sup>6</sup> Target (2018): 0 Target (2019): 1 Target (2020): 2	by gender-equality advocates, was organized in Svatove, Luhansk oblast, and supported by the State Regional Administration of Luhansk oblast. Status 1  2020: <b>Target:</b> 1 in 2020 (4 by 2022)  <b>Status:</b> 1 1 local initiative on an online Interactive Dialogue for teachers dedicated to the 16 Days Campaign against GBV, led by gender-equality advocates, was organized in Oleksandrivka community, Donetsk region, and supported by the local council.	
<b>Output 2.3.</b> Local media has knowledge and skills for reporting to address adverse attitudes to GBV	<b>Indicator 2.3.1 (SN Ind)</b> Number of media representatives with increased knowledge on gender-sensitive and human rights-based reporting (annually) <b>Baseline:</b> 0 <b>Target (2022):</b> 60 Target (2018): 15 Target (2019): 15 Target (2020): 15	2019 9 representatives (33 women, 6 male) of local media of Donetsk and Luhansk oblasts increased their knowledge of gender equality, gender-based discrimination and violence and gender-sensitive reporting, through a series of trainings and regional media forum supported by UN Women. Status – 39  2020:	Surpassed targets in 2019 and 2020

<sup>6</sup> At least 4 community awareness initiatives on prevention of GBV and safety in public spaces implemented by community groups.

Results Anticipated (Outcomes/Output)	Indicators	Results Reported/Achieved	Observations
		<p><b>Target:</b> 15 yearly (60 by 2022)</p> <p><b>Status:</b> 20</p> <p>20 media representatives (17 women, 3 men) from Donetsk and Luhansk regions increased their knowledge on gender-sensitive and human rights-based reporting through participation in a tailored training for journalists from conflict-affected regions and engagement to the Donbas Media Forum in 2020.</p>	
	<p><b>Indicator 2.3.2:</b> Share of respondents who changed attitudes towards zero tolerance to GBV</p> <p><b>Baseline:</b> 0</p> <p><b>Target (2022):</b> 10%</p>	<p>Overall tolerance to violence decreased from 5 to 2 %. 18% of men and 6% of women still think it is justifiable for a man to beat his wife in the case of adultery. Most do not tolerate physical violence.</p> <p>Those who think the most important role of a women is to care of the family decreased by 5%</p>	<p>This reflects some change over just a 2 year period, which is a short period of time to effect social norms changes.</p>

**Table 11: Results Summary - “Building democratic, peaceful and gender-equal society in Ukraine.” (Norway)**

<b>Results Anticipated (Outcomes/Output)</b>	<b>Indicators</b>	<b>Results Reported/Achieved</b>	<b>Observations</b>
<b>Outcome 1</b> Women and girls affected by conflict in three eastern oblasts equally participate in and benefit from recovery, peace and security processes	# changes introduced in the regional and local plans and programs to enforce implementation of the WPS commitments  <i>Baseline:</i> 0 (in 2017) <i>Target:</i> 15 (5 per year)	56 regional and local plans incorporated gender differentiated priorities related to safety and security, good governance, and recovery, including points such as fighting gender stereotypes, promotion of equal rights and opportunities, improving human security and addressing women differentiated safety and security needs.	Exceeded target
<b>Output 1.1.</b> Regional and local authorities in three eastern oblasts have knowledge and tools for effective implementation of gender equality and women, peace and security commitments in recovery processes and reforms	<b>Indicator 1.1.1.</b> Number of regional/local authorities with increased knowledge on gender-responsive planning and accountability (disaggregated by sex)  <i>Baseline:</i> 253 (in 2017) <i>Target:</i> additional 450 (by 2021) =150 per year	Additional 550  (50 men and 500 women) Measurement of increased knowledge not the same or consistently measured in regards to a measurable increase of knowledge	Exceeded target.

Results Anticipated (Outcomes/Output)	Indicators	Results Reported/Achieved	Observations
	<p><b>Indicator 1.1.2.</b> Existence of monitoring, evaluation and reporting framework on gender equality and women's empowerment commitments in regional and local plans</p> <p><i>Baseline:</i> 0 (in 2017) <i>Target:</i> 6 (by 2021)</p>	<p>12</p> <p>Done both for local action plans on 1325 and local socio-economic development strategies 27 monitoring, evaluation and reporting frameworks on gender equality and women's empowerment commitments exist in regional and local plans: 10 M&amp;E frameworks in local AP on 1325 till 2020/21; 1 M&amp;E framework in the second NAP on 1325; 3 M&amp;E frameworks in Luhansk and Zaporizhzhia Regional Action Plans on 1325 till 2020 and Donetsk Regional Development Strategy; 3 Local Development Strategies; 8 local and 2 regional newly adopted Action Plans 1325 for the period of 2021-2025.</p>	<p>Exceeded target</p>
	<p><b>Indicator 1.1.3.</b> Number of GE, WPS and GBV-related provisions in the annual local plans supported by budgets</p> <p><i>Baseline:</i> 0 (in 2017) <i>Target:</i> 30 (15 in 2019 and 15 in 2020)</p>	<p>177 GE, WPS and GBV related provisions integrated in 33 regional and local policy documents supported by budgets.</p>	<p>Exceeded target- some missing data/evidence of budget allocations; but evidence</p>

Results Anticipated (Outcomes/Output)	Indicators	Results Reported/Achieved	Observations
			sufficiently provided for target of 30
<b>Output 1.2:</b> Women (including vulnerable women) have knowledge and skills to meaningfully participate in decision-making on recovery and decentralized regional/local development and planning in three eastern target oblasts	<b>Indicator 1.2.1.</b> Number of recommendations provided by women for regional/local strategies, plans and programmes (annually)  <i>Baseline:</i> 76 (in 2017) <i>Target:</i> additional 30 (2020) 10 annually	345	Far exceeded targets – follow-on programs should seek to improve quality of prioritization of recommendations.
	<b>Indicator 1.2.2.</b> Number of women-led advocacy initiatives conducted (disaggregated by IDP status and other vulnerability criteria) <i>Baseline:</i> 0 (in 2017) <i>Target:</i> 3 by 2020 (1 annually)	40	Met target but no clear evidence that these have been led by vulnerable group as disaggregation by vulnerability was not provided. M&E documents indicate that vulnerability disaggregated data collection is a challenge.



Results Anticipated (Outcomes/Output)	Indicators	Results Reported/Achieved	Observations
<b>Outcome 2.</b> Law enforcement and women's community groups in three pilot oblasts jointly develop and implement GBV prevention and response strategies as a part of local community security	Number of GBV prevention and response interventions integrated into local action plans and budgets of target hromadas  <i>Baseline:</i> 0 (early 2018) <i>Target:</i> 15 or more (1 per target community)	18	Exceeded set target
<b>Output 2.1</b> Law enforcement authorities in three eastern oblasts have increased capacity to effectively engage with regional/local authorities and women's groups to prevent and respond to cases of GBV	<b>Indicator 2.1.1.</b> Number of GBV prevention interventions implemented jointly by law enforcement bodies, local authorities and communities  <i>Baseline:</i> 0 (in 2017) <i>Target:</i> 6 by 2021 (2 per year)	75	Exceeded set target
	<b>Indicator 2.1.2.</b> Number of SOPs on GBV prevention and response developed by the project and applied by the law enforcement bodies  <i>Baseline:</i> 0 (in 2017) <i>Target:</i> 1 by end of 2020	1 SOP developed The Guidelines were used by the National Police during the training for and work of district and patrol police officers on GBV prevention and response.	Achieved
<b>Output 2.2.</b> Women and girls, men and boys at community and individual levels in three eastern oblasts are mobilized in favour of respectful relationships and gender equality/ GBV	<b>Indicator 2.2.1.</b> Percentage of people who think it is justifiable for a man to beat his wife disaggregated by sex in target locations.  2.2.1B - Additional proposed indicator: Percentage of people who believe in traditional	After the Baseline Survey was conducted, it was suggested to add an additional indicator: Indicator 2.2.1B: Percentage of people who believe in traditional gender roles of	

Results Anticipated (Outcomes/Output)	Indicators	Results Reported/Achieved	Observations
	<p>gender roles of women and men, disaggregated by sex in target locations.</p> <p><i>Baseline:</i> 17% of men and 6% of women (in case of adultery) for additional indicator: 77%</p> <p><i>Target:</i> 15% of men and 4% of women for additional indicator: 65%</p>	<p>women and men, in target locations.</p> <p>Baseline: 77% (2018) Target: 65%</p> <p>Results:</p> <p>2.2.1A final: 18% of men and 6% of women (2020)</p> <p>2.2.1A status: No change</p> <p>2.2.1B final: 72% (2020)</p> <p>2.2.1B status: Good progress but target not achieved.</p>	
	<p><b>Indicator 2.2.2.</b> Number of community-led GBV prevention initiatives</p> <p><i>Baseline:</i> 0 (in 2017) <i>Target:</i> 15 by 2021</p>	<p>36</p> <p>36 community led GBV prevention initiatives conducted during project implementation. This included: A.) 6 GBV prevention initiatives in schools B.) 30 women-led community-based initiatives, implemented by SHGs.</p> <p>The 6 GBV prevention initiatives in schools involved 239 boys and 335 girls aged 14-17. The aim of these initiatives was to raise awareness</p>	<p>30 additional examples for examples, however, out of those, 16 are not GBV prevention specific initiatives (i.e., focus on disability access, etc.)</p>

Results Anticipated (Outcomes/Output)	Indicators	Results Reported/Achieved	Observations
		<p>on gender stereotypes, zero tolerance for GBV, the application of Safe Route methodology, and to conduct a discussion on safety and security concerns for girls and boys in communities. The project developed the concepts for these sessions and facilitated their execution together with local partners.</p>	
	<p><b>Indicator 2.2.3.</b>            Number of media representatives with increased knowledge of gender-sensitive and human rights-based reporting (disaggregated by sex)</p> <p><i>Baseline:</i> 36 (in 2017)  <i>Target:</i> 120 by 2021</p>	<p>141            In the pre and post tests, 70% of the media representatives demonstrated an average increase of knowledge on gender-sensitive and human rights-based media reporting by more than 50%.</p>	<p>Just under target.</p>

## Annex 6: List of Documents Reviewed

Agreement between UN Women and the Government of Denmark on the implementation of “*Decentralisation and Law Enforcement Reforms: Transformative Approaches to Gender Equality and Women’s Empowerment in Ukraine*” and Annex A to it (ProDoc).

UN Women. 2021. Building Democratic, Peaceful and Gender Equal Society in Ukraine – Final Donor Report.

UN Women, 2021, Stakeholder analysis – Norway+Denmark projects

Ukrainian Women’s Fund. June 2020. NARRATIVE PROGRESS REPORT FROM RESPONSIBLE PARTY: Advancing Human Rights and Gender Equality through Community Mobilization for Empowerment.

UN Women. 2020. Narrative progress reports by Ukrainian Foundation for Public Health on the project *Promoting Community Security and Prevention of GBV in Public Spaces in Eastern Ukraine* (3 reports covering the period of 01/2020 to 09/2020)

UN Women and Norwegian Ministry of Foreign Affairs. June 2020. “Amendment 2 to the specific agreement between UN Women Ukraine and Norwegian Ministry of Foreign Affairs for implementation of the project *Building democratic, peaceful and gender-equal society in Ukraine.*”

UN Women. 31 May 2020. Interim Financial Donor Report, Government of Norway: Building democratic, peaceful and gender equality society in Ukraine.

UN Women. May 2020. Progress report to the government of Norway: PROJECT “BUILDING DEMOCRATIC, PEACEFUL AND GENDER EQUAL SOCIETY IN UKRAINE: June 2019- May 2020”

UN Women. 2019. Progress report to the Government of Denmark: DECENTRALIZATION AND LAW ENFORCEMENT REFORMS: TRANSFORMATIVE APPROACHES TO GENDER EQUALITY AND WOMEN’S EMPOWERMENT IN UKRAINE (1 Jan 2019- 31 Dec 2019).

UN Women. 2018. Annex 1: Results and Resources Framework for Denmark project *Decentralisation and Law Enforcement Reforms.*

UN Women. 2018 - 2020. Narrative progress reports by “Unity” for the Future charitable organizations on the project *Advancing WPS Agenda through localization and implementation of NAP on UNSCR 1325 in Eastern Ukraine* (6 reports covering the period of 10/2018 to 06/2020)

UN Women. 2018. Progress report to the Government of Denmark: DECENTRALIZATION AND LAW ENFORCEMENT REFORMS: TRANSFORMATIVE APPROACHES TO GENDER EQUALITY AND WOMEN’S EMPOWERMENT IN UKRAINE (1 Jan 2018- 31 Jan 2018).

UN Women and Government of Denmark. 2018. Agreement between UN Women and the Government of Denmark: *Decentralisation and Law Enforcement Reforms: Transformative approaches to Gender Equality and Women’s Empowerment in Ukraine Project*

UN Women. 2017. Results framework: Annex 2\_ Democratic peaceful and GE society Norway.

UN Women. December 2017. Ukraine Project Document (ProDoc). "Building democratic, peaceful and gender-equal society in Ukraine."

UN Women. 2012. Evaluation policy of the United Nations Entity for Gender Equality and the Empowerment of Women.

UN Women Ukraine. n.d. "UN Women Ukraine Strategic Note 2018-2022 Theory of Change"

UN Women. n.d. Project Concept "*Decentralisation and Law Enforcement Reforms: Transformative Approaches to Gender Equality and Women's Empowerment in Ukraine.*"

#### **For Data Collection and Analysis Phase:**

Abramsky, Tanya, et al. 2014. "Findings from the SASA! Study: A Cluster Randomized Controlled Trial to Assess the Impact of a Community Mobilization Intervention to Prevent Violence against Women and Reduce HIV Risk in Kampala, Uganda." BMC Medicine, vol. 12, no. 1. ([Link](#)).

Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), UN Women, and UNDP. 2017. *Concluding Observations on the Eighth Periodic Report of Ukraine.* ([Link](#)).

Community Mobilization for Empowerment (CME) in Ukraine: A Practitioners Guide.

Gonchar, Iuliia & UN Women. December 2019. NATIONAL CONSULTANT TO SUPPORT THE PUBLIC BROADCASTING COMPANY OF UKRAINE TO INTEGRATE GENDER AND THE WOMEN, PEACE AND SECURITY AGENDA IN THEIR WORK.

Government of Ukraine – United Nations Partnership Framework for 2018-2022. ([Link](#))

"SASA!" Raising Voices, ([Link](#)).

Spotlight Initiative. TECHNICAL GUIDANCE NOTE ON THE SIX PILLARS OF SPOTLIGHT THEORY OF CHANGE ([Link](#)).

UKAID. 2017. What Works Evidence Review: Social norms and violence against women and girls. What Works. ([Link](#))

UKAID. 2017. Effectiveness of interventions to prevent violence against women and girls: A Summary of the Evidence. What Works. ([Link](#))

UN Women. 2021. Compendium of CME Success Stories

UN Women. 2021. CME Consultant Final Report by Simon Forrester, 21.04.2021

UN Women. 2021. Database of SHGs

UN Women. 2021. Database of SHGs inclusion in consultative bodies letters to local authorities

UN Women. 2021. Database of CSOs created by SHGs

UN Women. 2021. RESEARCH SUMMARY: INTERIM SURVEY OF PUBLIC PERCEPTIONS AND ATTITUDES TOWARDS GENDER-BASED VIOLENCE AGAINST WOMEN IN DONETSK, LUHANSK AND ZAPORIZHZHIA OBLASTS.

UN Women. May 2021. ANALYTICAL REPORT (DRAFT) on the findings of INTERIM SURVEY OF PUBLIC PERCEPTIONS AND ATTITUDES TOWARDS GENDER-BASED VIOLENCE AGAINST WOMEN IN DONETSK, LUHANSK AND ZAPORIZHZHIA OBLASTS.

UN Women. October 2020. TRAINING FOR MEDIA ON GENDER-SENSITIVE REPORTING DURING ELECTION Evaluation report.

UN Women. May 2020. *Effective response by authorized bodies National Police of Ukraine on domestic violence.*

UN Women. April 2019. TRAINING FOR MEDIA ON GENDER-SENSITIVE AND HUMAN RIGHTS-BASED REPORTING Evaluation report.

UN Women. May 2019. ADVANCED COPY OF PROGRESS REPORT TO THE GOVERNMENT OF NORWAY FOR CONSULTATIONS: PROJECT “BUILDING DEMOCRATIC, PEACEFUL AND GENDER EQUAL SOCIETY IN UKRAINE: June 2018- May 2019.”

UN Women. 2019. Particularities of the implementation of Community Mobilisation for Empowerment Methodology in communities on the contact line. Ukrainian Women’s Fund, April 2019

UN Women. May 2018. Progress report to the government of Norway: PROJECT “BUILDING DEMOCRATIC, PEACEFUL AND GENDER EQUAL SOCIETY IN UKRAINE: 4 December 2017 – 31 May 2018.”

UN Women. n. d. Infographic: WHAT PROVOKES VIOLENCE AGAINST WOMEN AND GIRLS? Basic Survey on Public Perceptions and Attitudes Towards Gender-Based Violence Against Women was conducted in Donetsk, Luhansk and Zaporizhzhia regions.

Videos produced and promoted within the Did She Provoke? (Sprovokovala?):

- Stalking is not love: <https://www.youtube.com/watch?v=NIEEe6pNQZA>
- A woman is not just a caregiver: <https://www.youtube.com/watch?v=Zt-fXwFxA3Y>
- Harassment is not a compliment: <https://www.youtube.com/watch?v=FIlseXo3OZA>
- There is no boys’ or girls’ sport: <https://www.youtube.com/watch?v=vKioi6EwKmw>

#### **Local Action Plans:**

UN Women. 2020. Hirsivka Village Council, Zaporizhzhia oblast. Plan of interventions for the implementation of National Action Plan on the execution of UN Resolution 1325 “WPS” until 2020. 12.12.2020;

UN Women. 2020. Komysh-Zoria Town Council, Zaporizhzhia obl. Plan of interventions for the implementation of National Action Plan on the execution of UN Resolution 1325 “WPS” till 2020

UN Women. 2020. M&E Plan of Shulhinka Town Council (Luhansk obl) for the implementation of National Action Plan on the execution of UN Resolution 1325 “WPS” for 2020-22

UN Women. 2020. Novodonetska Town Council, Donetsk obl. Plan of interventions for the implementation of National Action Plan on the execution of UN Resolution 1325 “WPS” till 2020, December 2019

#### **Workshop reports:**

UN Women, 2020. 15 reports on workshops “*Violence has no excuses*” for men held in 2020 in different hromadas of 3 oblasts by UFPH within the framework of the project «Promoting community security and prevention of GBV in public spaces in Eastern Ukraine»;

UN Women, 2020. 15 reports on webinars for women “*Rights of women who survived DV, GBV and access to services on prevention and combating DV and GBV*” held in 2020 in different hromadas of 3 oblasts by UFPH within the framework of the project «Promoting community security and prevention of GBV in public spaces in Eastern Ukraine»;

#### **Recommendations to/exchanges with local authorities:**

UN Women, 2020. Recommendations to communities on GBV included into local strategies and programmes. 03.01. 2020 (*A summary table showing UFPH’s recommendations that were included into local strategies and programmes in 9 pilot communities*)

UN Women, 2020. 15 sets of recommendations by UFPH to local authorities on prevention and reaction to GBV and DV (*presented by UFPH to local authorities and CSOs in 15 communities within the framework of the project «Promoting community security and prevention of GBV in public spaces in Eastern Ukraine»*)

UN Women, 2020. Recommendations to the local authorities through official letters 2020 (*A summary table enlisting 24 SHGs from Donetsk and Luhansk oblasts that received support letters from local authorities on helping with/budgeting local initiatives*)

UN Women, 2020. Letters to/from local authorities:

- 4 request letters by local CSOs/village councils to local authorities (2020);
- 3 support letters (responses) by the authorities local CSOs/village councils on supporting local initiatives (2020);

#### **Newly adopted regional and local action plans:**

UN Women. 2021. Luhansk Regional State Administration. Plan of interventions for the implementation of National Action Plan on the execution of UN Resolution 1325 “WPS” till 2025 in Luhansk oblast, 19 April 2021

UN Women. 2021. Zaporizhzhia Regional State Administration. Regional Action Plan for the implementation of National Action Plan on the execution of UN Resolution 1325 “WPS” till 2025, 6 April 2021

UN Women. 2021. Donetsk Regional State Administration. Regional Action Plan for the implementation of National Action Plan on the execution of UN Resolution 1325 “WPS” till 2025 in Donetsk oblast, 31 March 2021

UN Women. 2021. Bilenke Village Council, Zaporizhzhia oblast. Plan of interventions for the implementation of National Action Plan on the execution of UN Resolution 1325 “WPS” till 2025, 19 April 2021;

UN Women. 2021. Starobilsk Town Council, Luhansk oblast. Plan of interventions for the implementation of National Action Plan on the execution of UN Resolution 1325 “WPS” till 2025, 05 April 2021



## Annex 7: Initial Evaluation Questions from the TOR

### **Evaluation Approach, Purpose, Objectives and Use**

The Cluster Evaluation will assess the progress made by the assessed interventions towards the achievement of the outcomes and goals set under the CO's Strategic Note, analyze the results achieved and challenges encountered, adjust the implementation modalities as needed and recommend any modifications to the approaches for the projects' components for the remaining implementation period of the SN. The evaluation will focus on two projects - "Building democratic, peaceful and gender equal society in Ukraine" and "Decentralisation and Law Enforcement Reforms: Transformative approaches to Gender Equality and Women's Empowerment in Ukraine".

Specifically, the objectives of this Cluster Evaluation are to:

- Analyse and review the Theory of Change and key assumptions made in light of the current context.
- Analyse the relevance of the UN Women's approach in the implementation of the initiatives at the national, regional and local levels against the outcomes of the UN Women Strategic Note;
- Assess effectiveness of the projects' intervention on the target regions and communities;
- Assess organizational efficiency and coordination mechanisms in progressing towards the achievement of the projects' results as defined in the intervention;
- Analyse and harvest any outcomes towards transformative gender changes at i) individual level and ii) systemic level;
- Assess the intended sustainability of the results and the intervention in advancing gender equality in the regions and communities;
- Identify and document lessons learned, good practices and innovations, success stories and challenges to inform future work of UN Women in the areas of Governance and Participation; Elimination of Violence against Women and Girls (EVAWG); and Women, Peace and Security (WPS);
- Identify strategies for replication and up-scaling of the identified best practices of the interventions during the implementation of the remaining period of the Ukraine's CO SN.

The findings of the Cluster Evaluation are expected to contribute to effective programming, organizational learning and accountability.

Targeted users of the evaluation are the management and staff of UN Women CO in Ukraine, Government of Norway and Government of Denmark (projects' donors), the responsible parties, and the government counterparts at local and national levels, CSOs, and other UN agencies, donor community and development partners in Ukraine, and the project beneficiaries. The evaluation should also provide specific recommendations as to the priority areas that should be considered to inform future programming in this area in Ukraine. This would include interventions that require continued support, successful interventions for expansion, and recommendations on prioritizing interventions to maximize impact in the strategic areas to be evaluated. It should also define recommendations to improve project management and maximize ownership by partners. The information generated by the evaluation will moreover be used to engage policy makers and other stakeholders at local, national and regional levels in evidence-based policy dialogues and to advocate for gender-responsive strategies, Women, Peace and Security localization, prevention of Gender-Based Violence, and to inform national reforms with a particular focus on gender equality, human rights, and Women, Peace and Security at local, national and regional levels.

### ***Evaluation Criteria and Key Evaluation Questions***

The Cluster Evaluation will address the OECD-DAC evaluation criteria of relevance, coherence, effectiveness, efficiency, and sustainability. More specifically, the evaluation will address the following key questions under each of the criterion.

The evaluation will address the following questions (subject to further discussion with UN Women):

#### **Relevance:**

1. To what extent was the design of the intervention and its results relevant to the needs and priorities of the beneficiaries?
2. Was the choice of interventions relevant to the situation of the target group?
3. To what extent is the intervention consistent with the national development strategies in the area of gender equality and women's empowerment, and reflect national priorities and commitments on WPS and EVAW?
4. To what extent has gender and human rights principles and strategies been integrated into the project design and implementation?
5. To what extent does the UN Women possess the comparative advantage in the programme's project's area of work in comparison with other UN entities and key partners in Ukraine?
6. To what extent the interventions are contributing to the implementation UN Women Strategic Note's relevant outcomes?
7. Do the interventions reflect and align to Ukraine's national plans on gender equality as well as the country's internationally undertaken obligations and/or best practices?
8. To what extent the interventions are aligned with Ukraine's UN Partnership Framework (UNPF) 2018- 2022 and nationalized SDGs?
9. To what extent are the interventions aligned with international, regional and national agreements and conventions on gender equality and women's empowerment, and more particularly on ending violence against women and girls?
10. To what extent does the design and implementation process of the interventions include a collaborative process, shared vision for results-based delivery?
11. Is the implementation based on quality analysis, including gender and human rights-based analysis, risk assessments, socio-cultural and political analysis?
12. To what extent the interventions have been flexible to adapt to the changes in the reform processes at the national, regional and local levels?

#### **Coherence:**

##### *Internal coherence:*

1. To what extent does the interventions fit within UN Women's Strategic Plan and interrelated threefold mandate?
2. Are there any synergies and inter-linkages between the interventions and also with other interventions of UN Women?

##### *External coherence:*

3. To what extent are the interventions consistent with the national development strategies in the area of gender equality, gender mainstreaming and women's empowerment, and reflect national priorities and commitments on GEEW?
4. To what extent the project is in complementarity, harmonized and coordinated with the interventions of other actors' interventions in the same context?
5. To what extent the implementation of the project ensures synergies and coordination with Government's and key partners relevant efforts while avoiding duplications?

6. To what extent are the interventions achieving synergies with the work of the UN Country Team?
7. What is UN Women's comparative advantage in Ukraine in the thematic areas of work?
8. To what extent is project aligned with the UN Development Partnership Frameworks and nationalized SDGs?

**Effectiveness**

1. To what extent have the expected results of the interventions been achieved on both outcome and output levels?
2. What are the reasons for the achievement or non-achievement of the intended results? Has project achieved any unforeseen results, either positive or negative? For whom?
3. What are the good practices and the obstacles or shortcomings encountered?
4. How were they overcome?
5. How effective have the selected strategies and approaches been in achieving results?
6. How well did the interventions succeed in involving and building the capacities of rights-holders, duty-bearers, as well as the project partners?
7. To what extent are the interventions' approaches and strategies innovative for implementation of its interventions?
8. What -if any- types of innovative good practices have been introduced in the project for the achievement of the results?
9. How adaptably and rapidly did UN Women react to changing country context and address the challenges? Have the interventions led to complementary and synergistic effects on broader UN efforts to achieve GEEW in Ukraine?

**Efficiency:**

1. Have resources (financial, human, technical support, etc.) been allocated between the responsible parties strategically to achieve the intended outcomes?
2. Has there been effective leadership and management of the programme including the structuring of management and administration roles to maximize results?
3. Where does accountability lie?
4. Have the outputs of the interventions been delivered in a timely manner?
5. Does the project have effective monitoring mechanisms in place to measure progress towards results?

**Sustainability:**

1. To what extent the interventions succeeded in building individual and institutional capacities of rights-holders and duty-bearers to ensure sustainability of benefits and more inclusive practices to local development and governance?
2. How effectively have the interventions generated national ownership of the results achieved, the establishment of partnerships with relevant stakeholders and the development of in-country capacities to ensure sustainability of efforts and benefits?
3. To what extent have the interventions been successful in making the linkages and agreements that would ensure the continuation of work on WPS, EAW and Governance and Participation?
4. What factors are/will be critical to sustainability?
5. To what extent has UN Women in Ukraine been able to promote replication and/or up-scaling of successful practices?
6. Do key national, regional and local partners including women's movements and women's organizations etc. have voice and influence in the context of the implementation of the initiatives?

7. To what extent key national, regional and local partners were involved in the conceptualization and design process of the initiatives?
8. To what extent the modality led to improved communication, coordination and information exchange within the relevant stakeholders?

These are preliminary questions. During the evaluation's inception phase, it is expected that the Evaluation Team will develop an evaluation matrix, which will relate to the questions above (and refine them as needed), the areas they refer to, the criteria for evaluating them, the indicators and the means for verification as a tool for the evaluation. Final evaluation matrix with revised and refined evaluation questions will be validated and approved in the evaluation inception report.

## Annex 8: Parity, Participation, Equality and Rights Framework

The change results with each of the four key change categories are based on a results chain that examines:

1. **Results at the outputs level.** The types of changes that can take place in the shorter term and which are more likely to affect individuals or staff within an institution as opposed to representing widespread societal or institutional change.
2. **Results related to changes in policies and practices** – represents an intermediate level change and tends to be more institutionally focused. Changes in practices, however, can also refer to changes in social norms and behaviours based on these norms and thus reflect wider spread changes at a more societal or community level. It can also refer to changes in institutional culture and practice that contribute to increased gender equality.
3. **Results at the outcomes level related to changes in status and/or state.** Represents longer term change in which there is more substantive and sustainable change related to gender equality for both individuals and institutions that are contributing to significant changes in women and men’s status, power relations and state. This can be with regard to changes in social norms across a community, institution or society in general, the full enjoyment of rights by individual groups of women and men (boys and girls) as well as by specific ethnic and age groups, etc. It also refers to substantial changes in the economic, social, physical and psychological well-being and state of specific groups of women and men (girls and boys) and their ability to fully participate in different aspects of society and governance at the household, community and institutional levels.

While all three results levels within each change category contribute to increased empowerment, the status/state results level represents changes related to empowerment that cuts across all four results (parity, participation, equality and rights). As such, each category contributes to increased empowerment with regard to gender equality. Thus, empowerment represents a form of cross cutting change within this framework. Change/results within each category are also inter-related, i.e., each can contribute to gender equality-related change in another category. However, the change categories are not necessarily linear in nature.

Ideally, there should be progress on related results in all four change categories in any intervention to effect increased empowerment for under-represented groups of women and men at the economic, social, physical, psychological levels and institutional levels. The ET has applied PPER lens to its assessment of the cluster evaluation findings as one analytical tool.

**Table 11: Parity, Participation, Equality, and Rights (PPER) Framework** (© Kartini International)

Gender Equality Impact Results Categories	Gender Equality Outcome Results within sector/program/policy intervention area
<b>1.0 Parity (quantitative change)</b> Proportional (equitable) representation of underrepresented groups (including women/men with intersecting identifies in relation to age, gender identity and	<b>1.1 Changes in Participation of Under-Represented Groups</b> <ul style="list-style-type: none"> <li>• Increase in numbers of individuals from under-represented groups of women and men participating in community/ institution or government decision-making processes</li> <li>• Increase number of individual women and men who understand the benefits of inclusive participation from</li> </ul>

<b>Gender Equality Impact Results Categories</b>	<b>Gender Equality Outcome Results within sector/program/policy intervention area</b>
<p>sexuality, income, geographic location, able-bodiedness, and ethnicity, etc.) relative to the population in a specific economic/social sector or key decision-making institution or process.</p>	<p>underrepresented groups within a community, institution, decision-making structures or economic/social sector.</p> <ul style="list-style-type: none"> <li>• Increase in numbers of women and men from under-represented groups with the knowledge of how they can participate in decision-making processes within a community, institution, decision-making structures or economic/social sector.</li> </ul> <p><i>1.2. Changes in Policy/Practices</i></p> <ul style="list-style-type: none"> <li>• Development and adoption of consultation, selection and/or recruitment policies and practices that foster inclusive representation of underrepresented groups within a community, institution, decision-making structures or economic/social sector.</li> </ul> <p><i>1.3 Changes in State/Status</i></p> <ul style="list-style-type: none"> <li>• Increased parity/gender balance of diverse groups of women and men (or boys and girls where applicable) in decision-making positions or representation within relevant decision-making structures, institutions or economic/social sectors.</li> </ul>
<p><b>2.0 Participation (Qualitative change)</b> Traditionally under-represented or marginalized groups of diverse male / female groups (by age, ethnicity, income level, etc.) with regard to decision-making and resource allocation are able to actively and effectively engage in strategies and processes that provide them with equitable chances to make decisions about and benefit from sector, program or institutional/national/community resources</p>	<p><i>2.1 Changes in Self Belief</i></p> <ul style="list-style-type: none"> <li>• Capacity building and participatory processes that foster self-confidence and belief among members of under-represented groups that they both can and have the right to participate in decision-making and have equitable access to resources</li> <li>• Changes in the type and quality of participation of under-represented groups at community/institutional level/government level.</li> <li>• An increased understanding/awareness about the benefits of equitable inputs/participation in decision-making structures (both formal and informal)</li> </ul> <p><i>2.2. Changes in Policy/Practice</i></p> <ul style="list-style-type: none"> <li>• Processes adopted that promote active inclusion of under-represented groups in community/institutional/government decision-making related to policy, programmatic, or sectoral priorities and subsequent resource allocation</li> </ul> <p><i>2.3 Changes in State/Status</i></p> <ul style="list-style-type: none"> <li>• Individuals from traditionally under-represented groups gain increased voice and influence in community/ institutional/ government decision-making structures and processes on issues that directly affect them</li> <li>• Increased participation leads to influence on the advancement of gender equality and women’s rights in plans and budget and related decision-making.</li> </ul>
<p><b>3.0 Equality</b> Women and men from diverse population groups and</p>	<p><i>3.1 Changes in Individual Equality</i></p> <ul style="list-style-type: none"> <li>• Men and women (boys and girls) from diverse population groups and with intersecting identifies (or project target</li> </ul>

Gender Equality Impact Results Categories	Gender Equality Outcome Results within sector/program/policy intervention area
<p>conditions in life experience the same level of opportunities, benefits, access to resources under the law and in practice and are able to realize their full positions and status in life</p>	<p>groups) in life experience more equal access to opportunities, benefits, access to community, private sector and/or government resources (may be expressed as increased access to these resources at outputs level)</p> <p><i>3.2 Changes in Policy/Practices</i></p> <ul style="list-style-type: none"> <li>• Inclusion of priority gender equality considerations in community, institutional or national policy, program and budget allocations</li> <li>• Revision of and/or reduction in laws and practices that foster or reinforce gender discrimination and differential access of women and men or boys and girls to resources, opportunities and benefits</li> </ul> <p><i>3.3 Changes in State/Status</i></p> <ul style="list-style-type: none"> <li>• Women and men’s priority needs are addressed in policy and/or program design and budget allocations</li> <li>• Increased equitable access to and control over productive resources and other assets (public services, land, capital/credit, technology, skills training, time, income, education, mobility, etc.) by women and marginalized men (and girls and boys where applicable) over</li> </ul>
<p><b>4.0 Rights</b> Women and girls and marginalized groups of men from diverse population and age groups and conditions in life are able to realize their rights and freedoms equally under the law and in practice.</p>	<p><i>4.1 Changes in Practices</i></p> <ul style="list-style-type: none"> <li>• Improved capacity of duty bearers to respond to gender-specific constraints on rights or rights violations as well as to enforce existing rights</li> </ul> <p><i>4.2 Changes in Decision-Making/Policy</i></p> <ul style="list-style-type: none"> <li>• Development and adoption of laws, policies and related regulations that promote and incorporate human rights, particularly women’s human rights.</li> </ul> <p><i>4.3 Changes in State/Status</i></p> <ul style="list-style-type: none"> <li>• Increase in numbers of women and men (boys and girls) from specific population groups as well as within the population at large able to realize their rights and freedoms.</li> </ul>

## Annex 9: Additional Supporting Evidence for Key Findings

### Relevance

#### Key Finding #3:

Examples of trainings for which needs assessments were conducted included:

- Capacity needs assessment to inform a capacity building plan with the MCTD and the MIA;
- Capacity assessment(s) among regional and local authorities on gender equality, gender analysis and gender-responsive budgeting, WPS, etc.;
- A study on Understanding of Masculinities in the Security and Defense Sector based on the International Men and Gender Equality Survey (IMAGES) methodology; and
- Capacity needs assessment among patrol, district police and juvenile prevention officers on GBV prevention and response and partnering with communities.

### Coherence

#### Key Finding # 5:

The project aligns with the following international agreements:<sup>7</sup>

- The State Social Programme on Ensuring Equal Rights and Opportunities for Women and Men up to 2021<sup>1</sup>, which builds on the Beijing Platform for Action (BPfA)
- The National Action Plan on Implementation of UNSCR 1325 Women, Peace and Security till 2020<sup>2</sup> (NAP 1325), adopted with revisions in September 2018
- UNSC Resolutions on Women, Peace and Security
- CEDAW and its subsequent national action plan (NAP)
- Donor priorities in regards to WPS and GBV There is lesser degree of alignment in terms of gender equality
- CSW 61 Political Declaration (Beijing+20) and Sustainable Development Goals;
- CSW 60 agreed conclusions on the gender-responsive implementation of 2030 SDG Agenda

The project aligns with the following national and regional agreements:<sup>8</sup>

- NAP 1325 and subsequent action plan on the implementation of UNSCR 1325 (MIA)
- State Programme on Equal Rights and Opportunities for Women and Men (2017-2021)
- State Programme on Recovery and Peacebuilding (2017 – 2020).
- Human Rights Strategy and Action Plan (through 2020)
- Regional development strategies including state program on family and youth
- Programme on Recovery and Peacebuilding (2017 – 2020)
- The Law of Ukraine "On Prevention and Action against violence (2017);
- Ministry of Internal Affairs of Ukraine Composite Action Plan on Gender Equality till 2021 (UN team indicated it is aligned with the projects);
- Regional Plan for implementation of the National Action Plan "Women, Peace and Security" in Luhansk Oblast
- The Law of Ukraine "On Violence in the Family" (2001)
- National Human Rights Strategy 2020 and its Action Plan

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<sup>7</sup> UN Women. December 2017. Ukraine Project Document (ProDoc). "Building democratic, peaceful and gender-equal society in Ukraine." & UN Women. n.d. Project Concept "*Decentralisation and Law Enforcement Reforms: Transformative Approaches to Gender Equality and Women's Empowerment in Ukraine.*"

<sup>8</sup> Ibid.



**Key Finding # 6:**

The projects have also been working on contributing to more respectful relationships at the community level by providing diverse training to SHG members and by actively working to involve both male and female youth in the 16 Days of Activism against VAW campaign. Related change has been measured through the use of a perception survey on people's attitudes towards DV, GBV and women's roles in society.

A perception survey shared by the different UN Women projects working in eastern Ukraine was conducted at the beginning of the projects and then again just over two years later. The survey does not show a significant change on several key questions.

There is also potentially a need to consider using a different approach since mass sensitization has not proven to be an effective tool elsewhere.<sup>9</sup> The SHG FGDs indicated that members still encounter considerable resistance from the men in their communities, particularly with regard to discussion of GBV and DV issues. More informally UN Women staff and the RPs reported that male and female youth were quite interested in participating in the 16 Days campaign.

**EFFECTIVENESS****Key Finding # 10:**

For example, the small grants cited by SHG FGD participants included funds for:

- Construction of sidewalks
- Renovation of a centre for a folk-art school
- Water filtering
- Remodelling of a facility to provide a space for recreational parties, creative evenings, and activities for children
- A mini-training for pensioner women on how to make online payments of bills for electricity, gas, etc.
- Purchase of 8 wheelchairs for seniors

One GE provision listed for the Building democratic, peaceful and gender equal society project (Indicator 1.1.3) was the "*provision of general secondary education by secondary schools to girls and boys, taking into account the place of residence. Effective indicators of the budget program are disaggregated by sex and age both for the students and the teaching staff.*" Though this is a commendable effort for sex and age-disaggregated educational data, it does not relate specifically to GE, WPS, or GBV.

**Key Finding #12:**

The ET observed that for indicator 2.2.2 on the number of community-led GBV prevention initiatives for the Building democratic, peaceful and gender equal society project for 2019 there may be either a need for further clarification of what is meant by GBV prevention initiatives or for some of the initiatives outlined as contributing to this indicator to be

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<sup>9</sup> See: Effectiveness of interventions to prevent violence against women and girls: A Summary of the Evidence. What Works. ([Link](#)) (2017) and What Works Evidence Review: Social norms and violence against women and girls. What Works. ([Link](#)) (2017). Awareness-raising campaigns are generally not sufficient to permanently shift change attitudes or norms. They can be useful as a platform for activism and within more robust programming but require high levels of exposure and intensity to have impact. Training service providers is important for improving services and can contribute to a process of change, but it must be accompanied with other strategies in order to have a transformative impact for prevention.

allocated to a different output. Of 10 initiatives listed under this output indicator for Donetsk the ET only found five that directly contributed to (or mentioned) GBV prevention and only 3 of 13 fell into this category for Luhansk. One initiative listed, for example, focused on survivors of breast cancer. What appears to have been counted are community-led initiatives that address priority community needs, but not necessarily solely GBV prevention. These initiatives represent a definite achievement, just always not the one defined by the indicator.

Additionally, evidence for indicator 2.2.3 on increased knowledge of media representatives in gender-sensitive and human rights-based reporting for the Building democratic, peaceful and gender equal society project does not show pre/post-test measurements.<sup>10</sup> The indicator is based on number of media representatives trained, with self-evaluations of knowledge versus pre- and post-test measurements. There is also, a need to examine what these successes mean from a more nuanced perspective than the admirable achievement of almost all anticipated targets.

Lastly, the Building democratic, peaceful and gender equal society project's indicator 1.2.2 on the number of women-led advocacy initiatives was supposed to be disaggregated by vulnerable group, specifically IDP. Met target but no clear evidence that these have been led by vulnerable group as disaggregation by vulnerability was not provided.

For example, in the Decentralisation and Law Enforcement Reforms Project in 2019, local authorities of Svatove in Luhansk adopted the "city complex social program for 2020" which incorporated specific goals and objectives related to equal rights and opportunities for the first time. Also in 2019, another local social program for 2020 included specific gender-responsive objectives and budget. In 2020, the Siversk City Council adopted a gender-responsive 'Program for the development of culture, gender policy, youth and sports on the territory of the Siversk City Council for 2020-2022' in Donetsk.<sup>11</sup> In the areas covered by the Building democratic, peaceful and gender equal society project in 2020, there were 81 provisions for gender equality, WPS or GBV included in 26 local government planning documents as well as in 3 regional strategies and 2 regional action plans with several plans accompanied by budgets.<sup>12</sup>

#### **Key Finding # 16:**

##### ***Communications Innovations***

The CO also contributed to the actions taken following the results of the COVID gender rapid assessment by increasing information on GBV and working with the police to find ways to encourage people to talk to law enforcement authorities. In its work with the police the Ukraine CO developed online booklets that helped address their need to provide better GBV response services immediately.

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<sup>10</sup> Gonchar, Luliia & UN Women. December 2019. NATIONAL CONSULTANT TO SUPPORT THE PUBLIC BROADCASTING COMPANY OF UKRAINE TO INTEGRATE GENDER AND THE WOMEN, PEACE AND SECURITY AGENDA IN THEIR WORK.

<sup>11</sup> UN Women – Ukraine CO, 2019 Annual Progress Report: *Decentralization and Law Enforcement Reforms: Transformative approaches to Gender Equality and Women's Empowerment in Ukraine – Denmark*; and 2020 Draft Annual Progress Report: *Decentralization and Law Enforcement Reforms: Transformative approaches to Gender Equality and Women's Empowerment in Ukraine – Denmark*.

<sup>12</sup> UN Women – Ukraine CO, 2019 Annual Progress Report: *"Building democratic, peaceful and gender-equal society in Ukraine"* (Norway); Log frame. 2020.

The Ukraine CO also saw that in the general information support in the country about front line workers, the elder population and other vulnerable groups the situation was presented as being equal for everyone. In response, the CO disaggregated this information by gender and showcased how women were particularly negatively affected. In its GBV work, the aim of the communications strategy was also to make visible the people who could not get support and needed information. The CO also initiated talks in the media and new activities related to the gendered impacts of gender.

The CO also took the traditional global UN Women 16 Days campaign online, working with bloggers mostly focused on youth. The CO also developed a series of interactive online videos which featured real life stories about women who had experienced GBV and gave viewers the option to follow different endings to the stories by providing opinions as to whether the women should stay, leave or call the police.

The CO also adapted a digital storytelling methodology first tried out by New York times, and applied this for the first time in Ukraine. In this the CO showcased digital stories of four women in eastern Ukraine and the challenges they face. Viewers can read the text, watch a video story and take part in an interactive element so that they feel they are part of the stories themselves.

**Key Finding #23:**

Currently UN Women holds quarterly donor coordination meetings at the national level in collaboration with the Governments of Canada and Sweden as the two co-chairs of a donor working group on gender equality (3 Donor/UN Agency KIIs, 2 UN Women KIIs, Apr 2021). This does not serve to coordinate the project work in question however, and is a more a general GEWE working group. UN Women also holds regular bilateral meetings with other

UN agencies and with UNDP develops joint workplans for its work in Eastern Ukraine.<sup>13</sup> At the national level, a couple of donors and other UN agencies highlighted the work UN Women did to help map the work the different donors were doing related to gender equality and women’s empowerment. While not under purview of the two projects covered by the cluster evaluation, this action was seen to have made a positive contribution to donor coordination efforts related to gender overall.

The Decentralisation and Law Enforcement Reforms Project ‘s 2018 annual progress report also noted that there is a UN Eastern Team, Donors’ Coordination Councils chaired by Donetsk and Luhansk Regional Administrations, and humanitarian cluster groups that share information about planned, on-going and accomplished initiatives. The project staff in the Donetsk and Luhansk oblasts also regularly attend UN Joint Recovery Peace Building Program coordination meetings and joint staff meetings, to ensure better coordination in the field.<sup>14</sup>

**Section 5.4 Key Finding # 24:**

For example, the Decentralisation and Law Enforcement Reforms Project log frame currently reads as follows for Output 2.1.

<p><b>Output 2.1.</b> Law enforcement bodies in the target communities have knowledge and skills to prevent and respond to gender-based violence in public spaces</p> <p><b>Baseline:</b> 0  <b>Target (2022):</b> 8  Target (2018): 2  Target (2019): 4  Target (2020): 6</p>	<p><b>Indicator 2.1.1:</b> % of local law enforcement officers with improved knowledge and skills on prevention and response to GBV in public spaces</p> <p><b>Baseline:</b> 0<sup>15</sup>  <b>Target (2022):</b> 50%  Target (2018): 10%  Target (2019): 20%  Target (2020): 30%</p>
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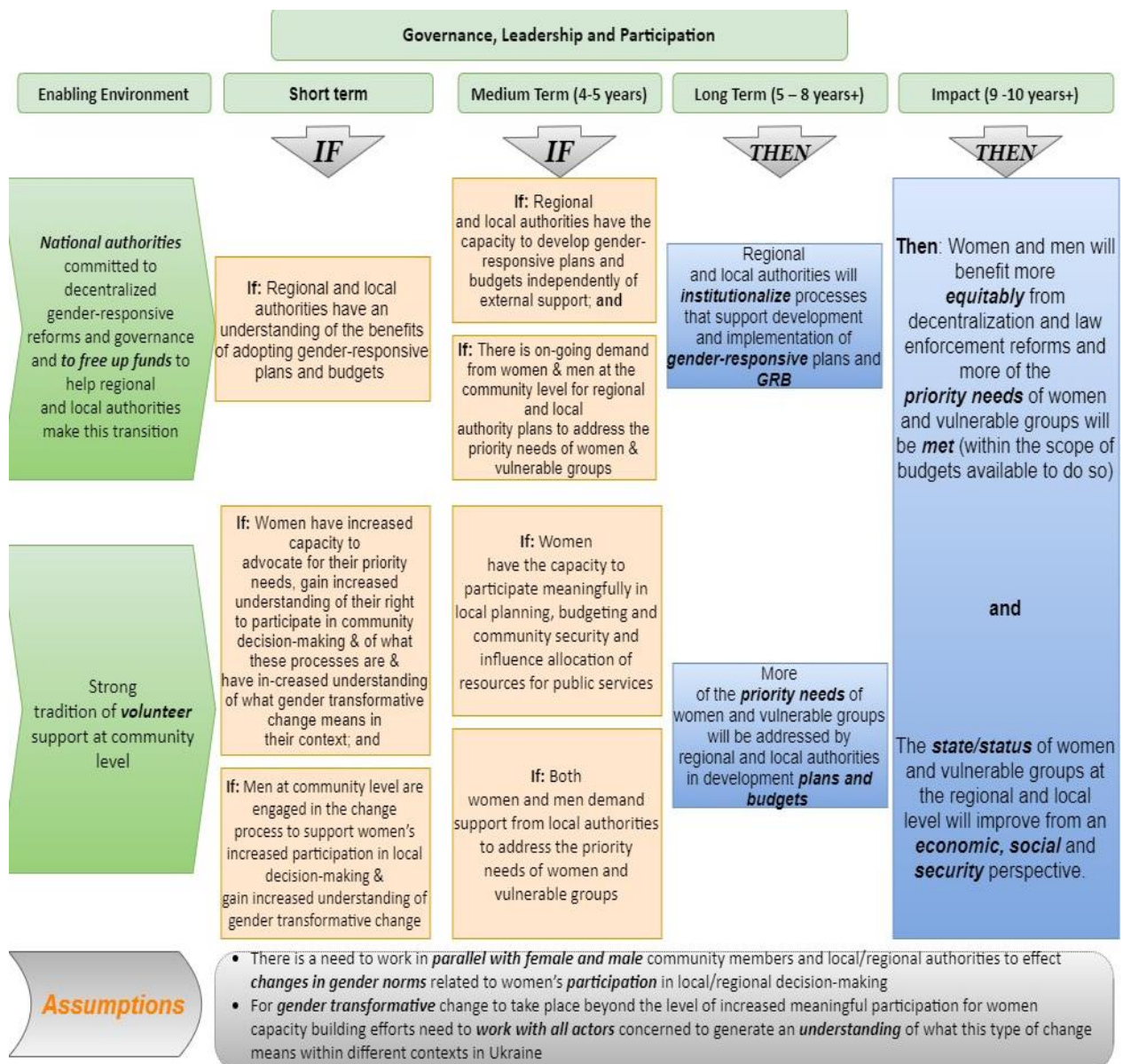
This result is supposed to directly contribute to changes related to Outcome 2 “Local authorities, law enforcement and women’s community groups jointly develop and implement GBV prevention and response strategies and action plans in line with international human rights standards”. However, there is a gap with regard to assessing the next level of change that the capacity building outlined in Output 2.1 should be generating to contribute to the changes described for Outcome 2 indicator - “the # of GBV prevention and response interventions integrated into local action plans and budgets of 4 pilot *hromadas*.” Typically, there would be additional changes stemming from the improved knowledge and skills of local law enforcement officers about prevention and response to GBV in public spaces that would serve as the foundation for the Outcome 2. This could include results such as improved reporting on DV and GBV; increase in the number of charges laid against perpetrators of DV and GBV, etc.

<sup>13</sup> As reported in KIIs with 3 donors /UN agencies and 1 RP.

<sup>14</sup> UN Women, 2018 Annual Progress report for “Decentralisation and Law Enforcement Reforms: Transformative approaches to Gender Equality and Women’s Empowerment in Ukraine”, 2018, p. 28.

<sup>15</sup> Since the communities were new for UN Women.

## Annex 10: Proposed Revised Theories of Change





**Eliminating Violence against Women and Girls**

Enabling Environment      Short term      Medium Term (4-5 years)      Long Term (5 – 8 years+)      Impact (9 -10 years+)

**IF**

**IF**

**THEN**

**THEN**

**National level** authorities have increased **capacity** to understand underlying **causes of GBV** and how to improve both GBV survivor services and **GBV prevention** measures

Regional and local **authorities**, including law enforcement, have **increased capacity** to understand underlying **causes of GBV** and how to **improve** both **GBV survivor** services

Regional and local **authorities** are able to **increase** social work **staffing** within the scope of their existing budgets

There is on-going **demand** from women and men at the community level for regional and local authorities to **provide** more **gender-sensitive GBV response** for diverse groups of women and **vulnerable groups**

Diverse groups of **women and vulnerable** groups will have **increased access** to more **gender-sensitive** DV and GBV response services

There will be a higher level of **political will** to provide on-going **improved services** for GBV survivors and for the **prevention of GBV**

**THEN**

Regional, local **authorities** will include increased **support** for **DV and GBV response** services in their annual **budgets**

Strong tradition of **volunteer** support at community level

**Women** and girls, **men** and boys at the community and individual levels are **mobilized** in favour of more **respectful and non-violent** relationships and **increased** gender equality

Both **women and men** **demand** support from regional local **authorities** to provide improved **DV and GBV response** and **prevention** services for women and **vulnerable groups**

Both **women and men's attitudes** towards and perceptions of **DV and GBV** to a belief that it is **less acceptable** at a societal and institutional level to **condone or ignore GBV**

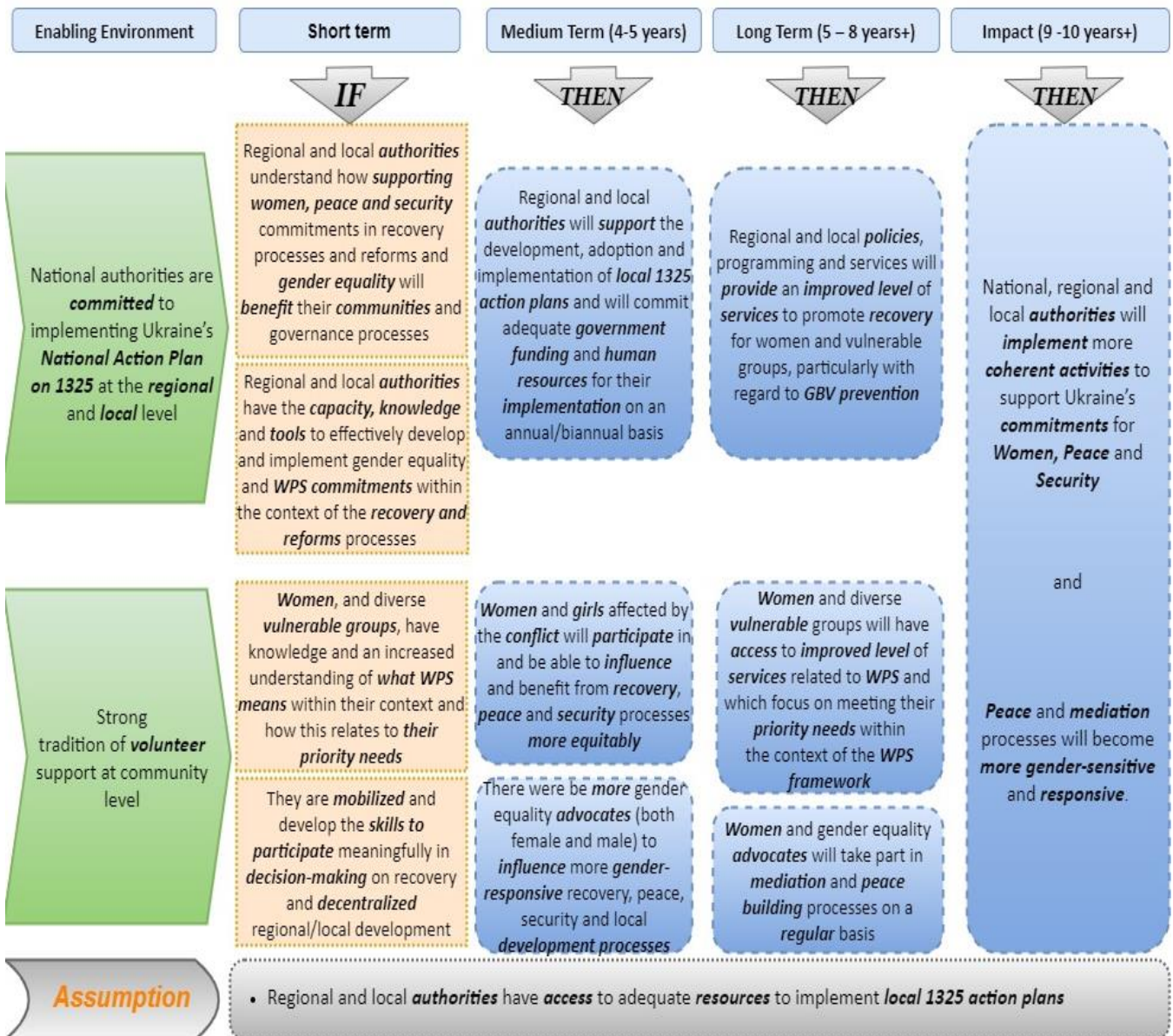
and  
There will be a **reduction** in the amount of **DV and GBV** and **reduced impunity** for these crimes

**Men and boys** at the community level are actively **engaged** in the change process to **support** positive change related to **DV and GBV**

**Assumptions**

- **Changes in gender norms** require a **longer term** approach (5 to 10 years)
- There is a **need** to work in **parallel** with both **female and male** community **members** and local/regional **authorities** to effect **changes** in gender norms related to **DV and GBV**

## Women, Peace and Security



## Annex 11: Evaluation Practices Followed

### **COVID-19 Considerations**

To ensure the safety of all those involved in the evaluation process, all KIIs and FGDs were held remotely using the communications platform of choice for each key informant and set of FGD participants. The need to work remotely restricted the size of the FGDs to 6 persons instead of the more standard 8 to 10 participants. The ET agreed with the responsible party the best means of setting up the FGDs in each oblast to maintain a combination of safety and confidentiality as well as optimize internet connectivity.

### **Protection of Informant Information**

At the beginning of every semi-structured interview or focus group, the research team ensured that it obtained free and prior informed consent at the organizational and individual levels. This included:

- An explanation of the purposes of the research, how long it will take, and the procedures to be followed;
- A description of any risks to the person participating (if relevant);
- A statement describing whether the data will be anonymous or stored confidentially;
- Contact details for the person to get in touch with if they have questions or concerns regarding the research;
- A statement that participation was voluntary, that refusal to participate will involve no penalty, and that the subject may stop participating at any time.

The research team took measures to ensure confidentiality when scheduling the interviews and not to cite names of respondents in the evaluation report. Specifically, the research team obscured or did not record any personal identifying information, including names, ages, organizations, and even times and dates of interviews. The appropriate data recording method was determined on a case-by-case basis in line with ethical data collection protocols.



## Annex 12: Comparison of Theories of Change of Projects Evaluated

**Table 13: Comparison of Theories of Change of Projects Evaluated**

Decentralisation and Law Enforcement Reforms Project	Building Democratic, Peaceful and Gender Equal Society in Ukraine
<b>Assumptions - If:</b>	<b>Assumptions – If:</b>
1. Regional and local authorities have increased capacity to integrate gender-responsive plans and budgets;	1. Regional and local authorities have knowledge and tools for effective implementation of gender equality and women, peace and security commitments in recovery processes and reforms;
2. National authorities have enhanced capacities to analyse, formulate and execute gender-responsive decentralization and law enforcement reforms, informed by workable local solutions;	2. Law enforcement authorities have increased capacity to effectively engage with local authorities and women’s groups to prevent and respond to cases of GBV;
3. Law enforcement bodies have increased knowledge and skills to prevent and respond to GBV through community security measures	3. Women, including vulnerable women, have knowledge and skills to meaningfully participate in decision-making on recovery and decentralized regional/local development;
4. Women have increased capacity to demand for their rights and participate meaningfully in local planning, budgeting and community security;	4. Women and girls, men and boys at the community and individual levels are mobilized in favour of respectful relationships and gender equality/GBV.
5. <b>Then</b> women will benefit equally from the decentralization and law enforcement reforms	5. <b>Then</b> women and girls affected by the conflict will equally participate in and benefit from recovery, peace and security processes;
6. <b>Because</b> decentralization and law enforcement reforms will integrate gender equality measures that address women’s priority needs, and prevent and respond to GBV at national, regional and local levels.	6. <b>Because</b> more commitments for Women, Peace and Security are implemented by regional and local authorities, and more gender equality advocates influence recovery, peace, security and local development processes