

Mid-term Review Report

**Gender Responsive Recovery for Sustainable Peace  
(GRRSP)**

in Kavre, Ramechhap and Sindhuli Districts

*Submitted by*  
**Gana Pati Ojha**  
**Kathmandu, Nepal**

*Submitted to*  
**UN Women**  
**Thapathali, Kathmandu, Nepal**

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## ACRONYMS AND ABBREVIATIONS

CAHW	:	Community Animal Health Worker
CVICT	:	Centre for Victim of Turture
DADO	:	District Agriculture Developmet Office
DCC	:	District Coordination Committee
DDC	:	District Development Committee
DLSO	:	District Livestock Services Office
FAO	:	Food and Agriculture Organization
FGDs	:	Focus Group Discussions
GBV	:	Gender-Based Violence
GEWG	:	Gender Equality Watch Group
GRRSP	:	Gender Responsive Recovery of Sustainable Peace
HH	:	Household
ILO	:	International Labor Organization
Logframe	:	Logical Framework
LPC	:	Local Peace Committee
MoAD	:	Ministry of Agricultural Development
MoPR	:	Ministry of Peace and Reconstruction
MoWCSW	:	Ministry of Women, Children and Social Welfare
MT	:	Metric Ton
MTR	:	Mid-Term Review
NAP	:	National Action Plan
NGOs	:	Non-governmental Organizations
NPR	:	Nepali Rupees
PSC	:	Project Steering Committee
QQT	:	Quantity, Quality and Time-bound
SESDEC	:	Sustainable Enterprise and Social Development Centre
SIDS	:	Sindhuli Integrated Development Service
SMART	:	Specific, Measurable, Attainable, Realistic, Time-bound
SSI	:	Semi-Structured Interview
UN	:	United Nations
UNDAF	:	United Nations Development Assistance Framework
UNSCRs	:	United Nations Security Council Resolutions
USD	:	United Sates Dollar
VAW	:	Violence Against Women
VDC	:	Village Development Committee
WHR	:	Women for Human Rights, single women group

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Gana Pati Ojha  
Consultant

## EXECUTIVE SUMMARY

### **Project Background**

UN Women has been continuously supporting peace process in Nepal through different projects, especially related to political, social and economic empowerment of women. Since 2012, UN Women, partnering with two other UN agencies - Food and Agriculture Organization (FAO) and International Labor Organization (ILO) - is supporting the peace process using innovative approach of integrating all three elements into a project “Gender Responsive Recovery for Sustainable Peace (GRRSP)”. The main aim of the project is at consolidating peace at local level focusing on two areas: (1) Promotion of co-existence and peaceful resolution of conflict, and (2) Early economic recovery and immediate peace dividends. It is expected that conflict affected women and their families are empowered through the recovery from psycho-social hardships and through the design and implementation of gender responsive community based economic recovery initiatives. Started in October 2012 for a period of 30 months, this pilot project has a total funds of 988,800 supported USD 898,800 by Peacebuilding Fund of the United Nations and USD 30,000 each from the executing three agencies. This project is implemented in three districts—Kavre, Ramechhap and Sindhuli in the Central Development Region of Nepal and intends to recover 2000 conflict affected women from psycho-social hardships through psychosocial counselling; and among them, 1000 from economic hardship through community level economic recovery initiatives, together with capacity enhancement of duty bearers to responsively implement United Nations Security Council Resolutions (UNSCRs) 1325 and 1820 in favour of right-holder conflict affected women.

The three UN agencies have divided interventions as per their comparative advantage. UN Women has been executing psychosocial and capacity enhancement part, FAO on agriculture and livestock development and ILO on entrepreneurial and vocational skills development for self/wage employment creation. All three agencies have worked through implementing partners: UN Women and ILO through the non-governmental organisations (NGOs) and service providers; and FAO through relevant government district agencies. The project’s collaborating national partners are Ministry of Peace and Reconstruction (MoPR), Ministry of Women, Children and Social Welfare (MoWCSW), Ministry of Agricultural Development (MoAD) and their district level line agencies.

One year after the completion of baseline survey in June 2013, the project commissioned an independent mid-term review with the aim of assessing the relevance, effectiveness and efficiency of the project and recommending the changes/revisions needed on project strategy, project outputs and activities in order to achieve the expected results. This is the report of the review carried out from July 7 to December 7, 2014.

The mid-term review was carried out by reviewing relevant documents, carrying out consultations, interview, focus group discussion and observing field activities. Altogether 14 documents were reviewed and 194 persons (127 women and 67 men) met through 14 semi structured interviews/consultations, and 4 focus group discussions. The data collected through these process were triangulated and analysed, and the findings are summarised below.

### **Major Findings**

Major findings of the review are summarised below using the evaluation criteria relevance, effectiveness and efficiency.

**Relevance:** The GRRSP project is found relevant from the perspectives of beneficiaries' prioritised needs; ethical and technical soundness; determination of appropriate beneficiary population and needs of the beneficiaries to be addressed; coherence of the programme design and the programme logic; correspondence of the project outcomes to the beneficiary requirements, country needs and priorities, donor's priority and national partners' policies; and present relevancy of the beneficiary needs identified in the past. In some cases, nevertheless, the more needy conflict affected women were missed out by the economic recovery initiatives of the project which need to be included preferably within the remaining period of the project, otherwise in the forthcoming project, despite that the target of the executing agencies are achieved.

**Effectiveness:** The project was found mixed in its effectiveness when judged achievements against the project reach to the beneficiaries; monitoring mechanism to measure progress towards results; on track in achieving its immediate objectives; and areas where project is less likely to demonstrate success, its reasons and steps to mitigate the impediments. It was found project has been successful in generating output level results (71.22%) but is quite low in producing results at outcome level (43.45%) when measured from the set indicators. Analysis revealed that though outcome level results are low, the likelihood of achieving the results by the end of the project is high as the outputs are gradually producing outcome level results. At the output level, output 1.1 (Increased access of conflict affected women to psycho-social services) and output 2.2 (Enhanced technical and entrepreneurial skills of conflict affected women and their families) have generated their targeted results when measured from the set indicators. In some cases, however, the output level achievement is low. These include output 1.3 (Enhanced capacity of conflict affected women on organizational leadership and social harmonization), output 2.1: (Improved knowledge and skills of conflict affected women and their families for improving agricultural productivity) and output 2.3 (Increased capacity of local bodies and concerned service delivery agencies for gender responsive planning and implementation mechanisms). Likewise, coordination at field level, especially with Local Peace Committee (LPC) need to be strengthened as it is at relatively low level at present. Similarly, some indicators of outputs are not very specific thereby making difficult to measure the results. Nonetheless, the project has attained the following commendable results:

- This project has given opportunities to the three agencies to use their comparative advantage in their respective areas with centre focus on women's empowerment.
- Stakeholders have started looking development through gender lenses. Those government officials who participated in UNSCRs 1325 and 1820 training are sensitized and started allocating resources for gender responsive initiatives.
- The conflict affected women who were isolated, were demoralized and did not dare to put their agenda are now more open, some are even vocal and have developed the capacity to articulate their needs and concerns.

**Efficiency:** The project was found being managed efficiently when looked from the angle of sufficiency of the funds to complete the project, extent to which the resources are strategically allocated; effective use of resources; contribution of the project to United Nations Development Assistance Framework (UNDAF) coordination mechanism which has ultimately contributed to the project efficiency; stimulation of national ownership by the management arrangement of the project; sufficiency of the human resources to deliver project objectives; and use of resources to justify the project. The gist of the finding

against these criteria is that the project was being strategically managed by practicing cost saving mechanisms such as sharing of financial and physical resources, pooling resources from other projects of the executing agencies to this project in some cases, especially the human resources. The expenses have not crossed the budget limit and were operating within the given flexibility. However, the UN agencies have not documented the expenses made in lieu of USD 30,000 that they have contributed to the project as per the agreement.

In addition, there were some procedural issues that were known during course of discussions with executing agencies, implementing partners as well as District Coordination Committees (DCC) and LPCs. These include: no written memorandum of understanding (MoU) between the partner organisations to carry over the success results, limited updating of project progress with incoming DCC and LPC members, and training materials on UNSCRs 1325 and 1820 being difficult to grasp at the grassroots level.

### **Lessons Learnt**

The project has produced some lessons which are summarised below:

- If appropriate intervention is designed and implemented with people's participation, despite their division to different conflicting powers during conflict can work together harmoniously in post-conflict situation.
- Likelihood of success of a project is high when government gives high priority.
- Multi agency approach can be successfully implemented.
- Short time period is not sufficient for the project that has different components to be executed and implemented through different agencies using integrated approach as longer time is required for preparatory phase for building trust and setting up procedures.
- Training supported with materials leads the participants toward using the knowledge and skills of a training or capacity development programme.
- Unlike other activities, agriculture related activities are season-based. If implementation is delayed even for a few days, the crops cannot not be grown for that season. Insensitive to the crop calendar, leads to loss of entire season.
- Indicators developed without taking consideration of specific characteristics of indicators such as SMART (specific, measurable, attainable, realistic and time-bound), QQT (quantity, quality and time-bound) etc. at the design phase make measurement of result difficult.

### **Good Practices**

- Project brought different stakeholders together through the mechanisms of Project Steering Committee (PSC) at central and DCC at the district/field level. This has given opportunities to know more about the progress on the implementation of National Action Plan (NAP) on the two resolutions. It has also helped sensitize and alert stakeholders on these resolutions.
- Participatory process was used by the project from the very start of the project to the implementation phase where people were facilitated for assessing their own needs, set priorities, choose women-friendly technology, and implement them. This process has increased ownership to the project as well as helped build beneficiaries capacity and increase confidence.
- The registration of the group with concerned government agencies has resulted in increased accessibility to the beneficiaries to the government's service providers which would be helpful also for getting sustainable services after project phase out.

- There has been value addition to the local resources such as nettle soup, powder making of turmeric, production and processing of honey, and making of leaf plate, soap and pickle as these products get higher prices after processing than selling them raw.

The overarching conclusion of these findings is that the project is on track in producing the stated results at both output and outcome levels, to a large extent. There are some issues which can be addressed within the project period as many of them are within the control of the project. The recommendations provided below will help the project address the identified issues.

### **Recommendations**

- Project should share the successful practices with stakeholders and request the related government agencies to support for the continuation of these practices from their resources. In the future projects of similar nature, Memorandum of Understanding (MoU) should be made between the project and the related government agencies (MoPR, MoAD in this case) and/or implementing partner at the time of project preparation or implementation so that the successful project interventions after end of project are carried-over by them.
- Project should include the households severely affected women in local economic recovery initiatives in the next phase (in a similar kind of project in future) that have been missed out due to technical reasons.
- Project should continue sharing progress reports submitted to donor to the relevant stakeholders including DCC and Local Peace Committee (LPC) and update the development with incoming committee members.
- To increase the level of coordination with various types of stakeholders, especially at district level, customized coordination mechanisms should be developed and information should be shared using both formal and informal mechanisms.
- Project should recommend MoPR and relevant civil society organisations (CSO) to refine the current training materials on UNSCRs 1325 and 1820 so that these are clearer than the existing ones that help simplify the implementation at the district level. The UN Women should recommend this to MoPR during the PSC meeting and NAP Implementation Committee meeting. Likewise, it should be done with CSOs at the time of NAP related consultations.
- Psychosocial counselling should take place on a longer term basis as short-term interventions is not adequate to heal the wounds of the victims sufficiently.
- Project implementation, in the next phases, should not be limited to respondents of the baseline survey conducted using sample selection method as it does not cover the whole population. In future, projects of similar kind should be flexible to include the left out beneficiaries.
- The contribution made by the executing agencies on USD 30,000 each as per their commitment in the project document should be documented. It should also document the technical support received from the technical specialists, regional offices and headquarters of the three executing UN agencies.
- On the basis of the good results that this project has generated in improving the livelihoods of conflict affected women in the selected wards/communities in 12 VDCs and two municipalities in Sindhuli, Ramechhap and Kavre within a short period of time, this mid-term review mission recommends that the project should be scaled up to other wards of the VDC, to other VDCs and also to some new

districts considering the lessons learned from and recommendations made above for a relatively longer period of five years.



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## 1. INTRODUCTION

### 1.1 Background

#### 1.1.1 Armed Conflict and Gender-Based Violence in Nepal

Nepal is in a transition phase after a decade old armed conflict launched by the Communist Party of Nepal (Maoist) in 1996 and ended in 2006 through a Comprehensive Peace Accord. During this period about 13,000 people are said to have been killed including about 8% women and girls. Whether during the conflict or post-conflict period, women have been affected significantly as reported in the Project Document citing an INSEC quarterly publication on Human Rights 2009. The positive effect during the conflict can be traced out some changes in the gender role that provided opportunity in the part of women empowerment. This achievement, however, was much less compared to the loss of family members, sexual harassment, gender-based violence, displacement and loss of livelihoods, habitat and infrastructure. There has also been increased foreign migration, especially of young men, that led to feminization of rural economy. The combined impact of these factors has been the adverse effect in the economy and ultimately in livelihood of people living in the rural areas [Nepal], which is predominantly agriculture and informal economy. Post conflict era, which is running through prolonged transition phase, has come up with some remarkable changes, especially in gender and social issues, at least in policy documents. Important among these are constitutional guarantee for, at least, one-third of the legislative positions to women, proportional representation of different nationalities in the legislature and other policy/decision-making bodies. Men and women are equal in all respects in the eyes of constitution. However, in practice, domestic and gender-based violence is still continuing, discrimination in employment has not ended and migration of youth in search of jobs to other countries is increasingly continuing as per the Project Document. More importantly, the wounds of conflict have not been recovered. Further, mutual suspicion, fear, anxiety, terror and sense of revenge which were prevalent at the time of conflict, are still continuing in a latent state in many communities, as reported by the baseline survey. These adversaries have affected entire family system of the victims impacting more on women.

#### 1.1.2 UNSCRs 1325 and 1820 and NAP

Nepal is a State party to several UN and international conventions and frameworks including Convention on the Elimination of All Forms of Discrimination against Women, the ILO Equal Remuneration Convention and Discrimination, the Beijing Platform for Action and UNSCRs 1325 and 1820. Among these, closely related to issues of women and girls during conflict and post conflict situations are reflected by the UNSCRs 1325 and 1820. The UNSCR 1325 is meant for inclusion of women in prevention and resolution of conflict and in peacebuilding. It calls for women's full participation in all aspects of peace-building, from negotiations to post-war reconstruction. It recognizes the contributions that women make to conflict prevention, peacekeeping, conflict resolution and peace-building, and emphasizes the importance of their equal and full participation as active agents in peace and security. UNSCR 1820 calls for ending sexual violence during conflict and post-conflict situation. The resolution 1325 requires States to increase participation of women at decision-making levels to resolve conflict and maximize peace processes. The resolutions 1325 and 1820 also require states to provide special attention to the needs of women and girls during repatriation and resettlement, to their rehabilitation, reintegration and post-conflict reconstruction. Related to these two resolutions other complimenting resolutions are UNSCRs 1888, 1889, 1960, 2106 and 2122 which are meant for re-enforcing UNSCRs 1325 and 1820.

As a signatory of these frameworks, Nepal has developed national policies, acts, regulations and plans of action for the empowerment of women. One of the national instruments to empowerment issues of women during conflict and peace process is the NAP on UNSCRs 1325 and 1820 that specifically addresses the issues raised by these resolutions. Approved by the Cabinet in 2011, NAP has five pillars: participation; protection and prevention; promotion; relief and recovery; and resource management, monitoring and evaluation.

### 1.1.3 Gender Responsive Recovery of Sustainable Peace (GRRSP) Project

The current project “Gender Responsive Recovery for Sustainable Peace (GRRSP)” was prepared to specifically support the provisions in NAP<sup>1</sup> focusing mainly on protection and prevention; and relief and recovery of NAP on UNSCRs 1325 and 1820. The project intends to benefit about 2,000 conflict-affected women and girls, including ex-combatants, through psycho-social counselling services. Among them 1000 beneficiaries receive community based economic recovery initiatives. It is expected that lessons and good practices generated from the project contributes to scaling up the implementation of key components of the NAP; and the policy feedback from the project helps address the challenges of feminization of agriculture that remains the main source of livelihood for the rural population in Nepal. Additionally, it is also expected that the project improves the entrepreneurial and vocational skills of conflict affected women and girls for self/wage employment. Further expectation from the project is that it contributes to consolidating peace locally in the three target districts, and nationally through the development and dissemination of knowledge products on good practices and evidence-based policy feedback.

GRRSP project is implemented in 14 VDCs and two municipalities of three districts: Kavre, Ramechhap and Sindhuli. There are three executing agencies: UN Women, FAO and ILO with lead role of UN Women. The implementing partners include Women for Human Rights, single women group (WHR), Centre for Victim of Torture (CVICT), Nepal Social Service Association (NSSA), Sindhuli Integrated Development Service (SIDS/Nepal), Human and National Development Society (HANDS) Nepal, Jiri Technical School (JTS), Sustainable Enterprise and Social Development Centre (SESDEC), Kantipur Manpower Development Center, Action for Development (P) Ltd., Skill & Know-how Imparted at local level (Skill Nepal), District Agriculture Development Office (DADO) and District Livestock Services Office (DLSO). The project’s collaborating national partners include MoPR, MoWCSW, and MoAD. Local bodies and LPC are the district level collaborating agencies. The project was started in October 2012 for a period of 30 months. The total funds of the project is USD 988,800. Major contributor of the fund is Peacebuilding Fund (PBF) with USD 898,800; and the remaining USD 90,000 contribution is made by UN Women, ILO and FAO (USD 30,000 each).

The project has two focus areas: (1) Promotion of co-existence and peaceful resolution of conflict, and (2) Early economic recovery and immediate peace dividends. It is expected that conflict affected women and their families are empowered through the recovery from psycho-social hardships and through the design and implementation of gender responsive community based economic recovery initiatives to the communities affected by conflict. The project has two outcomes and each outcome has three outputs. These outcomes and outputs are divided among the three executing agencies. All three outputs of outcome-1 are executed solely by UN Women. Three outputs in outcome-2 are executed by each executor, separately. This arrangement is given in table below:

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<sup>1</sup> NAP has five pillars: Participation, Protection and Prevention, Promotion, Relief and Recovery, Resource Management and Monitoring and Evaluation.

Table 1. Output distribution by executing agency

Outcome	Output	Responsible executor
<b>Outcome 1: Conflict affected women and their families are recovered from specific post conflict hardships</b>	Output 1.1: Increased access of conflict affected women to psycho-social services	UN Women
	Output 1.2: Increased community awareness on issues of violence against women (VAW), human rights and gender equality	
	Output 1.3: Enhanced capacity of conflict affected women on organizational, leadership and social harmonization	
<b>Outcome 2: Gender responsive community-based economic recovery initiatives are designed and implemented</b>	Output 2.1: Improved knowledge and skills of conflict affected women and their families for improving agricultural productivity	FAO
	Output 2.2: Enhanced technical and entrepreneurial skills of conflict affected women and their families	ILO
	Output 2.3: Increased capacity of local bodies and concerned service delivery agencies for gender responsive planning and implementation mechanisms	UN Women

The beneficiaries of the project are 2,000 conflict affected women and girls in the above given three districts. All of them will receive psychosocial counselling. Out of the 2,000 beneficiaries, 1,000 will benefit through economic recovery activities. The economic recovery activities are implemented by FAO and ILO. FAO focuses on agriculture related activities including livestock. Out of 1,000 beneficiaries under the category of economic activities, FAO will have activities with 796 farmers' households in the targeted VDCs. Besides, ILO will have entrepreneurial and vocational skills interventions with 485 and 190 beneficiaries respectively. Out of the 190 beneficiaries, there will be 150 trained in vocational skills, 10 in Quilt training and 30 in Community Animal Health Worker (CAHW). ILO activities are concentrated in two municipalities and 14 VDCs whereas FAO is in 14 VDCs only. These 1000 beneficiaries have also been benefitting from capacity development initiatives on gender, human rights, gender-based violence (GBV) against women and girls, UNSCRs 1325 and 1820, organizational leadership and social harmonization etc. These trainings have been carrying out by WHR, a partner of UN Women under the GRRSP project.

## 2. PURPOSE, OBJECTIVES AND SCOPE OF MID-TERM REVIEW

### 2.1 Purpose and Objectives

The Mid-term review (MTR) aims to determine the extent to which objectives of the project have been met; determine whether the project should be scaled-up and/or identify good practices and lesson learned for future use by project stakeholders in implementing similar or related initiatives, and assess and recommend the changes/revisions needed on project strategy, project outputs and activities in order to achieve the expected results. The objectives are as follows:

- Extent to which the project is significant addressing beneficiaries' needs, assess the overall relevance of the programme to national development challenges, national priorities, UNDAF, and the priorities of the three joint partners;

- Review of appropriateness of the design and implementation of the interventions and identifying and making recommendations for improvement, especially in terms of results- based management.

## 2.2 Scope of the MTR

The review covered all interventions of the project in the last 12 months (after the completion of the baseline survey in June 2013). The review also examined the strategy, capacity and resources available to deliver the project outcomes.

**Main components:** A review of the appropriateness and adequacy of the programme design, outreach/partnership and implementation performance, and operational assessment to report on progress being made on tangible outputs/outcomes directly resulting from project contributions.

**Geographical coverage:** The review focused on the three project districts including fourteen VDCs (4 in Sindhuli district, 5 in Ramechhap district and 5 in Kavre district) and two municipalities (Kamalamai in Sindhuli and Banepa in Kavre districts) within those three districts. The data compiled by the project from these districts, VDCs and municipalities were largely used for analysis with sample from two VDCs, two municipalities and district level agencies in two districts.

**Stakeholder coverage:** The review reached out to the stakeholders as stated in the GRRSP project document. The key stakeholders such as conflict affected women in three districts, government officials from local level line agencies including District Forest Office, DLSO, DADO, Army, Police, Hospital, Women and Child Development Office, District Education Office, and District Cottage and Small Industries and local bodies, including District Development Committee, DCC members, members of LPC, journalists, and advocates, were the key stakeholders covered under the review.

**Substantive scope:** The review analysed the relevance, effectiveness, efficiency of the project in order to assess whether the project objectives are addressing the overall need of the stakeholders and leading to any substantive changes amongst the stakeholders.

The review also considered the nature of the joint programme and its benefit in terms of addressing the economic recovery need of the conflict affected women in the three districts.

## 3. METHODOLOGY

In view of the aforementioned objectives and scope, the following methodology was used to assess the relevance, effectiveness and efficiency of the project. What follows below is the elaboration of the methodology.

### 3.1 Data collection methods

Multiple data collection methods were employed including document review, field visit and consultation. During the field visit semi-structured interviews and focus group discussions were held.

#### 3.1.1 Document review

The collection and review of documents and data continued throughout the evaluation-period. The reviewed documents included the project document, baseline study report, annual reports,

six-monthly reports, logical framework (logframe) progress, NAP on UNSCRs 1325 and 1820, Localization guideline, first year monitoring report and mid-year monitoring report of NAP of UNSCRs 1325 and 1820, UNDAF action plan and reports of UNDAF 2013. The list of documents reviewed are provided at the end of this report. .

### 3.1.2 Field visit

Based on the initial meeting with UN Women, FAO and ILO, the consultant visited Sindhuli and Kavre project districts and conducted interviews with the beneficiaries. The project is focused on addressing the economic, social and psychological hardships of conflict affected women and their families in three districts of central development region: Kavre, Ramechhap and Sindhuli. Therefore, they were integral part of the evaluation. Their understanding of the project, involvement in the project and benefit derived by them so far from the project were collected from them using both semi-structured interview (SSI) and focus group discussion (FGD). How the project has or is in the line of addressing their economic, social and psychological issues was central point of the study.

### 3.1.3 Semi-structured interviews

Fourteen semi-structured interviews were conducted with various stakeholders, including the staff of UN Women, FAO and ILO (3); implementing partners (2), DCCs (2), government agencies (1), LPCs (2) and psycho social counsellors (2), and conflict affected women beneficiaries (2).

### 3.1.4 Focus group discussions

Next to the semi-structured interviews, four focus group discussions were carried out with the beneficiaries/target groups. These were conducted with conflict affected women beneficiaries in Bhadrakali VDC, Sindhuli and Kushadevi VDC, Kavre. In the same VDCs, one each FGD was conducted with women who received psychosocial counselling.

### 3.1.5 Consultation

In addition to consulting with relevant staff of UN Women, FAO and ILO, the consultant also consulted with the relevant government stakeholders at the national level and the PSC's members such as MoPR, MoWCSW, and MoAD. In addition, a consultation was held with Institute of Integrated Development Studies (IIDS) which conducted the baseline survey of the project. The partners of the three agencies implementing the project at the local level were also consulted during the process.

### 3.1.6 Analysis

Analysis of findings was done by triangulating data gathered from various sources. Analytical framework is guided by evaluation questions under the relevance, effectiveness and efficiency as given in the ToR. Based on findings, lessons learned and good practices were identified under the project.

### 3.1.7 Information Collection Tools

The information collection tools were customised to the type of stakeholders either in the form of checklist or questionnaire. There were a total of eight information collection tools: Three checklists and five questionnaires. These provided in annex-4.

## 4. FINDINGS

The findings were organized along with the line of the key questions under the relevance, effectiveness and efficiency. These are presented below.

#### 4.1 Relevance

Relevance is broadly defined as the extent to which the objectives of a development intervention are consistent with beneficiaries' requirements, country needs, global priorities and partners' and donors' policies. In this review the relevance is assessed by looking at the suitability of the project to the priorities and needs of the beneficiaries; ethical and technical soundness of the project activities; determination of appropriate beneficiary population and needs of the beneficiaries to be addressed; coherence of the programme design that the project goal, outcomes and outputs show clear relationship; correspondence of the project outcomes to the beneficiary requirements, country needs and priorities, donor's priority and national partners' policies; and current relevancy of the beneficiary needs identified before.

##### 4.1.1 Is the project suited to the priorities and needs of the beneficiaries?

Beneficiary needs were collected from baseline survey. The beneficiaries expressed needs for free education, healthcare facilities, literacy programs, employment provision, self-employment opportunities, income generating programs, provision of agricultural inputs (fertilizer, seeds), training on modern techniques of agriculture; increased access to markets and cooperative services and psychosocial counselling. These needs that could be addressed by the GRRSP project were sorted out on the basis of nature of and the resource available with the project. The needs expressed by beneficiaries through baseline survey were scrutinised by respective agencies. In addition to baseline survey, FAO further assessed the needs and collected demand from each group on crops and livestock in order to design women friendly activities based on availability of resources of the project and natural resources available around them. Likewise, ILO conducted 'scoping potential business and income-generating opportunities for conflict affected women through participatory rapid market survey study. In Sindhuli, for example, agriculture related demands were improved cultivation of ginger in Bhadrakali and Amale VDCs, whereas turmeric was demanded by target group of Mahadevsthan and Ranichuri VDCs. In case of livestock, they demanded supports on goats, milking buffalo and cattle. Since resources were not adequate to provide funds for buffalo and cows, and that almost 90% farmers had some goats, productivity enhancement of goats through improvement on genetic, feed, health, and management practice was decided in consultation with the Government (DLSO). The FAO related support was for productivity enhancement through adaptation of improved technology.

With respect to ILO activities, the identified needs were entrepreneurship and skill development training for employment and income generation. More specifically, as reported in baseline, "Skills relating to tailoring, bamboo furniture making, and vegetable farming were reported to be in demand from beneficiaries in Kavre. In Ramechhap, skills in Dhaka cloth weaving and nettle powder making were reported to be in high demand from beneficiaries. In Sindhuli, tailoring and making bamboo furniture making, commercial vegetable production were reported to be in demand from beneficiaries". Based on the baseline survey results, ILO identified needs also looking at the market demand on the demand of the target group through its scoping study identified food processing, honey production, milk processing and product making, turmeric and ginger processing, tailoring, beautician, Dhaka weaving and building electrician.

For psychosocial counselling, the baseline survey reported the expressed needs as proper identification of conflict affected women and children, rehabilitation and reintegration, as well as recovery from psychological trauma.



The identified needs were prioritized by the beneficiaries themselves. Since the project is centred to address the above issues identified and needed by the beneficiaries, the project is found suited to the needs and priorities of beneficiaries to a large extent. The suitability of services provided by the project to the target group were as per the needs and demands of the beneficiaries as also revealed by the participants of FGDs conducted in Bhadrakali, Sindhuli and Kushadevi, Kavre carried out in connection of this review.

#### 4.1.2 Are the project activities ethical and technically sound?

Women friendly activities were designed and introduced while implementing the project. Many activities of the project were similar to the work that the beneficiaries have been doing including the crop cultivation and goat rearing. Though efforts have been made to improve the adopted techniques and technologies, there are some techniques and technologies introduced while implementing programme and activities. These were implemented to increase the productivity and add value. Many activities were selected on the basis of their demand. The beneficiaries were not forced to carry out the activities. In fact, the activities were selected consulting the beneficiaries and upon their acceptance to the activities. As project activities were selected with their demand and acceptance that these were not forced to use, the activities can be said were ethical. In case of psychosocial counselling, it was found that a greater level of attention was paid by the psychosocial counsellors to maintain confidentiality to the information provided by the clients, which is the fundamental ethical issue that a counsellor should respect. In some cases, the counsellors were hesitant to share some sensitive information of the clients even with this evaluation mission. This indicates that it is not only the activities that were ethical even the process, especially of psychosocial counselling, was ethically practiced.

As regards to the technical soundness of the project activities, most of the project activities related to goat productivity improvement (dipping, drenching, vaccination, breeding, and shed management), production of ginger, turmeric, off-season tomato and mushroom; training of CAHW, Start and Improve Your Business (SIYB) model for entrepreneurship development, technical skills training for product upgrading, and honey production were found technically sound. Participants in the interview, consultation and focus group discussion reported these activities thriving well. Actual observation of crops in some field such as tomato production using tunnel technology and entrepreneurial activities such as honey production in improved bee-hive by the evaluation mission supported the claim of the producers and service providers that the related activities were technically and economically sound. However, 40% mushroom failed due to high temperature were reported. The mushroom failure was due to high temperature by closing the ventilation which could have been avoided by maintaining right temperature while opening the ventilation facility. It was also reported that there was overdose of pesticide spread to control insects that prevented sprouting of mushroom. Therefore, project activities selected were technically sound and the failure cases were largely related to management practices.

#### 4.1.3 Has an appropriate beneficiary population been determined? What are beneficiary needs to be addressed?

The target group of this project is the conflict affected women including the ex-combatant in selected 12 VDCs and two municipalities of three districts of Sindhuli, Ramechhap and Kavre in the Central Development Region of Nepal. The total number of project beneficiaries is 2000. Out of this, 1000 population is targeted for economic recovery related activities, whereas psychosocial counselling is targeted to the total population of the project (2000). As the related project activities have already covered the large portion of the targeted population and that the beneficiaries were conflict affected women during the decade old conflict period of 1996 to 2006, the beneficiary population can be said to have been determined appropriately. However,

there are some conflict affected women who are left by the economic recovery initiatives of the project. In the field mission, this issue was also raised by the LPC and DCC members. The participating psychosocial counsellors also found some affected women being left out in the baseline list, in some areas. These left out farm households need to be included into the economic recovery initiatives preferably during the remaining part of the project. In case, the current project cannot cover all those left out severe cases, they need to be given priority by the forthcoming projects.

Regarding the beneficiary needs yet to be addressed, improvements are needed in technological package and management practices to equip beneficiaries and make them self-reliant especially in the area of tomato wilting, safe cultivation of tomato in tunnel technology, fungus growth in mushroom, maintenance of proper temperature within the mushroom chamber, linking the product to market, providing continuous counselling to the women severely affected by conflict, referring trauma cases to psychiatrist, group mobilization and leadership development as these are some of the needs of the target population which are yet to be addressed. In addition, as pointed out above, those women and girls of severely affected households by conflict who are left out by the economic recovery related project activities in the wards where project activities are carried out need to be included. Likewise, though the project is providing trainings to conflict affected women of project VDCs and district level government bodies and line agencies on UNSCRs 1325 and 1820 and the NAP; more trainings on these areas as per the local context particularly to conflict affected women are required at the VDCs. This was also pointed out by the local stakeholders.

#### 4.1.4 Did the activities address the problem identified?

Major problems reported by beneficiaries, as per baseline survey were lack of irrigational facility, unavailability of improved seeds, unavailability of chemical fertilizers, unavailability of pesticides, unavailability of agricultural labour force, possibly due to the migration of youth, and lack of market linkages for products. Similarly, other problems reported by them included lack of knowledge on improved methods of farming and lack of capital in order to adopt improved farming methods. Important problems reported by beneficiaries that are related to ILO included lack of: entrepreneurship skills, knowledge about profitable business, vocational skills capital and access to loan, access to market and equipment were the major problems. Major barriers to start new business were difficult access to funding/credit, inadequate infrastructure, lack of skilled worker, long distance to markets. Likewise, major problem related to UN Women was severe cases of conflict related sexual violence (CRSV) to recover from psychological trauma.

The identified problems were, to some extent, addressed by the project activities. Such problems addressed by the project include the capacity strengthening initiatives provided to conflict affected women on human rights, gender equality, organizational leadership and social harmonization, gender based violence against women and girls, NAP on UNSCRs 1325 and 1820 have also been benefitting the affected women. Likewise, support for irrigation through provision of materials and technology for rain water harvest, production of ginger, turmeric, beans, pea, groundnut, off-season vegetables, and mushroom as well as vegetable production through kitchen gardening were other activities. Similarly, support for livestock in the area of shed improvement, improved feed preparation, breeding through improved buck, vaccination, deworming and dipping were provided. In addition, training was provided on improved goat/pig farming, and mineral block preparation at local level. Supports were also provided for raising pig and establishing goat resource centres with provision to introducing boar buck for breeding purpose. Further, beneficiaries were trained on SIYB module for entrepreneurship development and vocational skills training. Other technical skills training and post-training equipment/tools support for self/wage employment through location specific enterprise development such as,

pickle making, honey production, milk processing, dhaka weaving, soap making, tapari (leaf plate) making, processing and packaging of turmeric and nettle powder, quilt production, dress making, snacks and sweets making, beauty parlour, building electrician and community animal health worker for business services market are some activities that are carried out to address the identified problem. Though results of some of these activities have started to come, many activities have not yet generated full-fledged income. Despite this, symptoms are visible that these activities would address the problem identified. Likewise psycho-social activities were found useful for healing the trauma of women severely affected by conflict, and increased their level of confidence, to a large extent, as described by such women in Bhadrakali in Sindhuli district and Kusha Devi in Kavre district.

#### 4.1.5 Is the programme design articulated in a coherent structure? Is the definition of goal, outcomes and outputs clearly articulated?

The project intends to contribute two priority areas: promotion of co-existence and peaceful resolution of conflict and early economic recovery and immediate peace dividends. The project is expected to contribute to these priority areas through two outcomes, six outputs and 20 major activities. The activities, outputs and outcomes are articulated into a coherent structure to contribute to the stated priority areas. The goal of the project is not explicit but outputs and outcomes are clearly articulated. The relationship between these is shown clearly in logframe of the project. The outcome 1 “WOMEN ARE EMPOWERED -Conflict affected women and their families are recovered from psycho-social hardships” has three outputs each of which has two activities. Likewise, outcome 2 “COMMUNITIES AFFECTED BY CONFLICT –Gender responsive community-based economic recovery initiatives are designed and implemented” has also 3 outputs. Outputs 3.1 and 3.2 have six activities each and output 3.3 has two activities. Though some indicators are not very specific, many are found developed following the SMART or QQT criteria. This shows that the structure is coherent and the goal, outcomes and outputs are clearly articulated to a large extent. The coherent structure of the design is provided in annex-1.

#### 4.1.6 To what extent do the project objectives/outcomes correspond to the beneficiary requirements, country needs and priorities, PBF priority and national partners' policies?

The requirements of the ultimate beneficiaries of the project, who are conflict affected women in the project communities, are additional income and engagement of the women into the income generating activities and provide them with psychosocial services. The process of engaging them is more important that they feel that they can perform their livelihoods activities even in the odd situation. On the basis of the results generated so far, (though the project is yet to generate the full-fledged results) the outcome/objectives are found corresponding to the requirements of the beneficiaries. Government of Nepal (GoN) has adopted NAP on UNSCRs 1325 and 1820 to ensure their meaningful participation at all stages of peace building. NAP has five pillars: Participation, Protection and Prevention, Promotion, Relief and Recovery, Resource Management and Monitoring and Evaluation. The Relief and Recovery Pillar clearly emphasizes the implementation of the relief and recovery related programming focusing on the needs of the conflict affected women and girls, targeting women from marginalized communities particularly badly affected by the conflict and mostly excluded from meaningful and informed participation in the mainstream development processes, economic opportunities, and sharing of benefits. Needs and priorities of GoN are to implement the NAP so that conflict affected women do participate meaningfully in the development process including in peace building process and economic recovery activities. The outcomes of the project thus are closely associated with the needs and priorities of Nepal. The project outcomes also correspond well to the Priority Area 2 –

Promotion of Co-existence and Peaceful Resolution of Conflict and Priority Area 3 –Early Economic Recovery and Immediate Peace Dividends of the Peace Building Fund.

National partners of the project are the two ministries: MoPR and MoAD. These ministries are responsible agencies for implementation of specific actions of NAP. MoAD is one of the responsible agencies to implement special skill oriented training and income generating programmes for the benefits of conflict affected women and girls based on their interests, ability and market potentials under the strategic objectives 1 of the NAP which is about formulation and implementation of relief and recovery programmes with the participation of women and girls affected by conflict as per their needs and condition. One of the MoAD policies is inclusive agriculture growth taking into account gender, disadvantaged groups, geographically disadvantaged people through appropriate mechanism that also ensure participation and accountability in the planning, implementation, and monitoring of the agriculture programmes as stated in the Agriculture Development Strategy 2014 which closely correspond to the project outcome 2 as well as actions mentioned before. MoPR is delineated for several actions including the meaningful participation of conflict affected women in the peacebuilding process and economic recovery activities. Since the project has addressed these policy issues related to peacebuilding and economic recovery of conflict affected women, it is highly relevant.

#### 4.1.7 Are the needs of stakeholders as identified at the beginning of the project still relevant?

The needs of conflict affected women were identified through a series of process including baseline survey, needs assessment, scoping study and prioritizing them based on market demand production potential. These need have been largely addressed by the project but the beneficiaries still are not fully confident for independently carrying them out. Different stakeholders including beneficiaries were of the opinion that the needs identified at the beginning of the project were still relevant. What they additionally, disclosed was that the market linkage needs to be more strengthened, capacity of beneficiaries in leadership development needs further enhancement, awareness on VAW needs to be increased, further campaign on UNSCRs 1325 and 1820 is necessary and more importantly, the repeated visit by psychosocial counsellors to the severely affected women by conflict who have not yet fully recovered is necessary.

## 4.2 Effectiveness

Effectiveness, as defined by OECD and accepted globally is the extent to which the development intervention's objectives were achieved, or are expected to be achieved, taking into account their relative importance. In this review, effectiveness is assessed by examining the project reach to the beneficiaries; monitoring mechanism to measure progress towards results; project on track in achieving its immediate objectives; and areas where project is less likely to demonstrate success, its reasons and steps to mitigate the impediments.

### 4.2.1 Is the programme effectively reaching all the targeted beneficiaries?

The project has a target of reaching 2000 conflict affected women by outcome 1 which is about recovery of conflict affected women and their families from psycho-social hardships. So far, as of September 2014, a little above of one-third (34.4%) of the target group is reached (Table 2) by the psycho-social programme mainly through the counselling process. The women reached through counselling process expressed during the field mission of this review that they have recovered much from the trauma as a result of counselling process. It was known, however that some of the severely affected women required more number of visits by the psycho-social counsellor to fully get recovered from the trauma. This indicates that the psycho-social counselling is largely effective to heal trauma of those reached by the counsellors. But almost

two-thirds of the target group is yet to be reached during the remaining period of the project. Because of this, the repeated visits to needy ones have been limited. This is doable but a challenging task as a large number of conflict affected women are required to reach in a short period of time by 12 counsellors as indicated by the counsellors that this review mission interacted with.

Another indicator to measure this outcome is compensation received by the 80% conflict affected women from the government against the baseline data of 12.2%. Progress in this indicator is just little over one-third (36.27%) of the target reminding that a lot has to be done. As much has to be done with the government policy to provide the compensation, project efforts need also to go for influencing the government through lobbying and advocacy to achieve the target set for this indicator.

The third indicator is reduction in GBV against women and girls by 20% from the baseline status of 0.7%. The recovery rate has reached simply 2% which is about 10% achievement of the target and 90% of the target is yet to be achieved. Despite this low achievement up to September 2014, for which data were provided for this review, information is available that some additional progress has been made during the process of this review<sup>2</sup>. Such progress include that registration and documentation of GBV against women and girls related cases at the Gender Equality Watch Group (GEWGs), an inclusive and advocacy group of conflict affected women in three districts that have been playing a crucial role in advocating for the issues of conflict affected women and girls also contributing to tracking changes with regard to social conflict at the VDCs, have been increasing. As per the baseline survey the GBV cases against women and girls used to be resolved through the mediation. However, after the formation of GEWGs, there is an increase in number of cases [in six monthly report (January – June 2014) there were 14 cases, in annual report (January-December 2014) there were 85 new cases)] that have started registering at the police and GEWGs. Most of these cases are related to domestic violence. This indicates that the project is progressing despite the low achievement within one year period.

Considering these three indicators together, the average achievement of this outcome is just 26.89% which is not encouraging. It was mainly because of a relatively a few months required in bringing the human resources on board and carrying out baseline survey. The discussion with the concerned personnel *indicated* that the outcome is achievable during the project period. During the review, it was also observed that the activities have been implementing smoothly in the districts and the project partners have been putting hard efforts for the achievements of the results.

Table 2: Outcome-1 achievement

Outcome-1: Conflict affected women and their families are recovered from psycho-social hardships

Indicator	Baseline	Target	Current situation	% of Progress against target <sup>3</sup>
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<sup>2</sup> This assessment is made on the basis of the information provided for the period from the start of the project to September 2014. Information provided thereafter is not considered in this review. It is learnt that some progress is made during the review process. This has not been included review. The final evaluation will take care of this.

<sup>3</sup> Percentage of progress is calculated by using the formula current situation/target\*100

2000 conflict affected women including ex-combatants recovered from psycho-social trauma by 2015	0	2000	688 <sup>4</sup>	34.4
80% (in total) conflict affected women received compensation from the government	12.2	80	29.02	36.28
Incidences of GBV against women and girls reduced by 20%	0.7	20	2	10
Average				26.89

With this outcome level achievement, what follows is the discussion on output level achievement of the outcome 1. There are three outputs and seven indicators under the outcome 1. The first output is “Increased access of conflict affected women to psycho-social services”. It has two indicators. Indicator 1 is about establishment and functioning of 3 counselling centres. All three counselling centres are established and smoothly running and well managed with 100% achievement. The trained counsellors have been providing counselling services through the centres in addition to providing services visiting door-to-door. The second indicator which is about the training and mobilization of 12 counsellors, has already reached set target that 12 women (one counsellor herself is a conflict victim) got a six-month training and they are now providing counselling services to conflict affected women of 12 VDCs and 2 municipalities, mostly to those conflict affected women who were in the sample of baseline survey and who have some recovery related economic activities.

Table 3: Output 1.1 achievement

Output 1.1: Increased access of conflict affected women to psycho-social services

Indicator	Baseline	Target	Current situation	% of Progress against target
Counselling centres established and functional	0	3	3	100
12 counsellors are trained and mobilized by 2014	0	12	12	100
Average				100

The second output of the outcome 1 is “Increased community awareness on issues of VAW<sup>5</sup>, human rights and gender equality”. It has three indicators. Indicator 1 of this output is about community members’ ability to identify VAW. There were 53.7% community members already able to identify VAW at the start of the project as indicated by the baseline survey and currently this figure has changed 62.6% against the set target of 80%. Second indicator of this output is about community members’ ability to identify human rights. There were only 3.4% community members able to identify human rights at the time of baseline survey. There are now 43% members able to do so. The third indicator is related to community members’ ability to identify key gender equality issues. 54.4% members were already able to identify key gender equality

<sup>4</sup> The project has informed that the counselling is now done with 2062 conflict affected women, but as the scope of this review is mandated for up to September 2014, the progress made thereafter is not accounted for this review.

<sup>5</sup> The project document, though mentions about the gender based violence (GBV), the third steering committee meeting has changed it to the Violence against Women (VAW) as the focus of the project is on women affected by conflict. Despite that GBV is in the project document, this review has respected the change made by the steering committee and has analysed it accordingly.

issues at the start of the project and target is set for 80% whereas achievement is 90%. Here, target has already been achieved (Table 4).

Table 4. Output 1.2 achievement

Output 1.2: Increased community awareness on issues of VAW, human rights and gender equality

Indicator	Baseline	Target	Current situation	% of Progress against target
80% community members are able to identify VAW by 2015	53.7	80	62.6	78.25
80% of community members are able to identify human rights	3.4	80	43	53.75
80% of community members are able to identify key gender equality issues	54.4	80	90	100.00
Average				77.33

Likewise, the third output is “Enhanced capacity of conflict affected women on organizational leadership and social harmonization”. It has 2 indicators. The first is related to establishment and functioning of 3 GEWGs with the leadership of women. All 3 Watch Groups have already been established and functioning well with 100% (Table 5) progress with increased access to government compensation, increased awareness of VAW and attainment of identity card by disabled women through the lobbying of the watch group. Another indicator is about the reduction of incidence of social conflict by 50%. There has been no change in this regard from the baseline situation of 7.9% as shown in the logframe progress of the project.

Table 5. Output 1.3 achievement

Output 1.3: Enhanced capacity of conflict affected women on organizational leadership and social harmonization

Indicator	Baseline	Target	Current situation	% of Progress against target
3 GEWGs established and functional with the leadership of women	0	3	3	100
Incidences of social conflicts reduced by at least 50%	7.9	50	7.9	0
Average				50

The output level average achievement under the outcome 1 is 75.78%. This can be rated as a good progress.

Table 6. Average achievement of the 3 outputs of Outcome 1

Output	% of Progress against target
Output 1.1: Increased access of conflict affected women to psycho-social services	100
Output 1.2: Increased community awareness on issues of VAW, human rights and gender equality	77.33
Output 1.3: Enhanced capacity of conflict affected women on organizational leadership and social harmonization	50

Average	75.78
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The second outcome, which is about designing and implementation of gender responsive community-based economic recovery initiatives, has fared at the moment at 60% (Table 7) achievement against target when measured through the set indicators. The reason for low achievement is that the indicators are result-based but the full-fledged results are yet to be generated by the activities performed. The first indicator is about 25% increase in family income of 1000 conflict affected households through the activities of the project which are largely related to agricultural production and entrepreneurship. The achievement in this indicator is too early to assess as the production stage is yet to happen for many crops that are planted. However, some cases of success have been recorded. One example is that 30 women farmers have generated Nepalese Rupees (NPR) 630,000 from the sale of 4.2 metric ton (MT) of mushroom. Some income has been generated also from pickle in Kushadevi, Kavre. Tunnel farming of tomato also in Kushadevi has good crop and sale has been started. The record, however, is yet to be obtained. This means that evidences of increased income are already visibly present but the exact amount is not known at this stage which made the achievement of this outcome numerically low.

Second indicator is about 30% increase in employment incidence including self-employment. The achievement has reached 26% from the baseline data of 20% against the 26% target.

The third indicator is about allocation of 25% budget for gender responsive initiatives by local bodies and service providing agencies. The base line data shows that they had already 10% budget allocated. No change has been recorded thereafter in this indicator. During the field mission discussion, it was known in one place that some agencies are willing to appropriate more fund for gender responsive initiatives, especially those who took related training from the project. District Development Committee (DDC) Sindhuli has allocated NPR 50,000 for single women group where conflict affected single women are also the members. Other agencies also told that they have allocated some budget but could not specify the actual amount. The overall achievement of Outcome 2 is low but likelihood of increasing it is high with the results of agricultural activities and enterprises are obtained. However, allocation of 25% of the total budget of the concerned stakeholders to gender responsive initiatives seems to be non-achievable unless there is a strong instruction from the concerned ministries to the district line agencies in this regard. Therefore, the project needs to bring this agenda to the PSC for exploring the possibility if concerned ministries can provide further instructions to their district offices to earmark 25% budget for gender responsive initiatives.

Table 7: Achievement of outcome 2

Outcome 2: Gender responsive community-based economic recovery initiatives are designed and implemented

Indicator	Baseline	Target	Current situation	% of Progress against target
Income of at least 1,000 conflict affected families increased by 25%	119842	149802.5	119842	80
Incidence of employment (including self-employment increased by 30%)	20	26	26	100
25% of budget of local bodies and concerned service delivery agencies allocated for gender responsive initiatives	10	25	10	0



Average				60
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The above analysis is at outcome level. Below is provided output level achievement under the outcome 2. There are three outputs under this outcome 2. Output 2.1 is “Improved knowledge and skills of conflict affected women and their families for improving agricultural productivity”. Out of 2 indicators that this output has, the first indicator is about adoption of recommended agricultural practices by 50% of the target households against the baseline adoption by 9% target households. The logframe progress shows that 67.5% of the target households have practiced recommended agriculture technologies with full technical and input support of the project (Table 8). The practice with funding support of the project should not be regarded as adoption. Adoption is continuation of the practices after the phase out of the project. It is not known at this stage what percentage of farmers that are practicing recommended agriculture technology with project support would be adopting or adapting the technology after the phase out on their own expenses or with the regular support of the government<sup>6</sup>. It can be, at this stage, assumed that they would more likely to adapt those technologies that benefit them. It is, however, important that continued technical support would be required from the government agencies. To ensure this, it would better that FAO makes an MoU with the MoAD. Next indicator is related to agriculture productivity increase of target community by 30%. The actual assessment cannot be made at this stage as crop harvests are not completed. Therefore, an estimate based on the baseline information against the target is made. Since, actual data of increased productivity is yet to be obtained, this is rated zero change at this stage, despite that some changes were observed in the field on some crops including tomato. The second indicator does not specifically say whether it is total agricultural productivity in the target communities or only the agricultural productivity of those crops/livestock which are promoted by the project. Since the indicator is not specific, its attainability is also in question. This is discussed separately in the “Lessons Learnt” section of this report. As this indicator was not formulated with SMART criteria, project may think of revising it.

Table 8. Achievement of Output 2.1

Output 2.1: Improved knowledge and skills of conflict affected women and their families for improving agricultural productivity

Indicator	Baseline	Target	Current situation	% of Progress against target
50% of target householders adopts recommended agriculture practices	9	50	67.5	100
Agriculture productivity of target communities increased by 30%	14.4	18.85	14.4*	0
Average				50

(Note: \* Calculation of achievement in the 2<sup>nd</sup> indicator is made assuming that the current situation is the same as it was at the time of baseline survey).

The Output 2.2 is “Enhanced technical and entrepreneurial skills of conflict affected women and their families”. There are two indicators of this output. The first is about technical and entrepreneurial skill development by 50% target group. The entrepreneurial and technical skill enhancement training was provided to 520 beneficiaries out of 1000 beneficiaries to which

<sup>6</sup> The indicator need to be changed in a way that it is measurable within project time bound.

economic recovery is targeted. This makes 52% achievement which is more than the set target of 50% (Table 9). Another indicator is for employment of the 50% women trained in the labour market. Out of the 596 beneficiaries trained on SIYB (485) and technical skill enhancement (30 CAHW, 10 quilt making) , there are 375 women who are self-employed for about 4 hours per day in activities like making of turmeric power, leaf plate, soap, pickle, nettle soup, quilt product and processing of milk. This makes more than 100% achievement against the target. Other 150 women are in a three month training course who will be graduating in this November (71) and December (79). They are taking 390 hours training regarding dress making, beautician, and snacks making. Agreement is made with training institutions that the institutions have given guarantee of self/wage employment of 50% trainees. Since these women are on training course, the likelihood of them being employed is high as per the agreement with the training institutions. In an average, this output has already achieved 100% of the target which is highly satisfactory.

Table 9: Output 2.2 achievement

Output 2.2: Enhanced technical and entrepreneurial skills of conflict affected women and their families

Indicator	Target	Current situation	% of Progress against target
50% of target groups provided with appropriate technical and entrepreneur skills	500	520	100
Of the women trained, at least 50% are employed in the labour market	260	375	100
Average			100

Output 2.3 is “Increased capacity of local bodies and concerned service delivery agencies for gender responsive planning and implementation mechanisms”. It has two indicators. One is related to allocation of 20% programme budget by local bodies and concerned agencies to women. They had already allocated 10% at the time of project start. No data is available for this indicator thereafter. Last year, NPR 50,000 was allocated for single women by DDC but this year there is no such budget allocated. Though there is no separate budget allocated for women, agencies do involve women in their activities. Training participants of Cottage and Small Industries, for example, are more than 50% women. This indicates that some changes are taking place on the ground, though these cannot be put in quantitative terms exactly as per indicator. Next indicator is about capacity development and sensitization of 50% of staff of local bodies and concerned agencies for using gender responsive tools for programming and budgeting in Sindhuli and Ramechhap districts. The achievement is 60.5% against 50% target (Table 10). The government agencies in Sindhuli indicated that their capacity in this respect has been grown well with training by a good trainer on UNSCRs 1325 and 1820.

Table 10: Achievement of output 2.3

Output 2.3: Increased capacity of local bodies and concerned service delivery agencies for gender responsive planning and implementation mechanisms

Indicator	Baseline	Target	Current situation	% of Progress against target
20% of programme budget of local bodies and concerned agencies is	10	20	10	0

allocated to women				
50% of staff of local bodies and concerned agencies are sensitized and trained and are capable of using gender responsive tools for programming and budgeting	37	50	60.5	100
Average				50.00

The average achievement of the three outputs under the outcome 2 is given below. The progress on these outputs when measured against the target to be achieved by March of 2015 is 66.67% (Table 11). This progress is not bad as some activities are due to yield the results within the project period.

Table 11: Average achievement of 3 outputs of outcome 2.

Output	% of Progress against target
Output 2.1: Improved knowledge and skills of conflict affected women and their families for improving agricultural productivity	50
Output 2.2: Enhanced technical and entrepreneurial skills of conflict affected women and their families	100
Output 2.3: Increased capacity of local bodies and concerned service delivery agencies for gender responsive planning and implementation mechanisms	50
Average	66.67

The output level average achievement of the project is 71.22%. Out of six outputs, three outputs have satisfactory progress, whereas remaining three outputs have 50% progress (Table 12). This progress at the mid-term of the project should be considered satisfactory. More importantly, the progresses on these outputs are continuing indicating that these are at the right direction of achieving largely the set target.

Table 12. Average achievement of outputs of both outcomes

Outputs	% of achievement
Output 1.1: Increased access of conflict affected women to psycho-social services	100
Output 1.2: Increased community awareness on issues of VAW, human rights and gender equality	77.33
Output 1.3: Enhanced capacity of conflict affected women on organizational leadership and social harmonization	50
Output 2.1: Improved knowledge and skills of conflict affected women and their families for improving agricultural productivity	50
Output 2.2: Enhanced technical and entrepreneurial skills of conflict affected women and their families	100

Output 2.3: Increased capacity of local bodies and concerned service delivery agencies for gender responsive planning and implementation mechanisms	50
Average	71.22

Overall progress of the two outcomes is a little below 50% (Table 13). The average achievement of the outcomes substantially below the average output level achievement (71.22%) indicates that outputs are yet to produce full-fledged effects or change in the development condition. The significantly low average achievement (26.89) of outcome 1 has made the overall achievement of the project at the outcome level low when measured the progress up to September 2014 against the set indicators. However, there has been much progress after September 2014 as informed by the project manager which is not accounted here as it is not within the scope this review. Nevertheless, this indicates that project is moving toward achieving the targeted outcomes. Despite that the increased access of the conflict affected women to psychosocial services, increased community awareness on GBV against women and girls and human rights and enhanced capacity of theirs, only a few of the conflict affected women and their families have recovered from psychosocial hardship. The reason is that the recovery from psychosocial hardship is a time taking process requiring continuous services. Looking at the nature of the issue and continuing progress, the current level of the achievement should be taken positively. Regarding the outcome 2, the current achievement is at satisfactory level and likelihood of attaining 100% achievement by the end of the project is high as economic recovery activities are at the stage of providing income.

Table 13. Average achievement of outcomes of the project.

Outcome	% of Progress against target
Outcome 1: Conflict affected women and their families are recovered from psycho-social hardships	26.89
Outcome 2: Gender responsive community-based economic recovery initiatives are designed and implemented	60
Average	43.45

In addition, the project brought three different UN agencies together to support the implementation of NAP on UNSCRs 1325 and 1820. This has given opportunities to the three agencies to use their comparative advantage in their respective areas with centre focus on gender empowerment.

Stakeholders have started looking development through gender lenses. Those government officials who participated in UNSCRs 1325 and 1820 training are sensitized and started allocating resources for gender responsive initiatives. NPR 50,000 allocation for women's activities found in Sindhuli DDC is an example. Others were found in favour of allocating funds in gender responsive interventions with some encouragement from the project.

The conflict affected women who were isolated, were demoralized and did not dare to put their agenda are now more open, some are even vocal and have developed the capacity to articulate their needs and concerns. The bargaining capacity in articulating their needs and concerns of the target beneficiaries has been increased.

#### 4.2.2 Does the programme have effective monitoring mechanisms in place to measure progress towards results?

The project has special arrangement made for monitoring through joint monitoring and monthly progress review and sharing. Each executing UN agency has staff for both technical support and monitoring. FAO has recruited 2 technical specialists who have performed both technical support as well as monitoring. ILO is working through service providers i.e. NGOs and has been monitoring activities through the National Programme Coordinator. The National Programme Coordinator monitors implementing partners based on work plan, budget plan and field activities. All service providers have recruited coordinator for implementation and monitoring of project activities. The Board members of the implementing partner NGOs also monitor the field activities regularly. UN Women has been monitoring activities and progress through the Project Manager. The Manager monitors the two partner NGOs (CVICT and WHR) who are based in Kathmandu. Each NGO has one coordinator for the GRRSP project at the centre. CVICT monitors activities of psychosocial counsellors. WHR has a district coordinator in each district. The central coordinator monitors the activities of district coordinator and who subsequently coordinates field activities.

There is also a mechanism for joint monitoring that three executing agencies have made joint monitoring of the project by jointly visiting project sites. They also conduct participatory review meeting with active participation of the target groups to strengthen ownership of all the concerned stakeholders. In the review meeting, they review progress, document lessons, identify constraints faced during implementation and come up with possible solutions to resolve those constraints. The proceedings of review meetings are also regularly shared with the district and national stakeholders and also in the PSC meetings. There is also a mechanism for joint monitoring by DCC members. It has not been conducted as of October 16, 2014. The management is working on organising joint monitoring of DCC members. A joint monitoring of Kavre district DCC members is planned for 5th of November 2014 and according to project management, they are working organising such joint monitoring to other two districts also.

All three agencies monitor both program and finances. Financing monitoring is generally done through checking of reports and attachment of necessary documents including bills and vouchers, and field verification. The finance monitoring is done by finance officer/assistant in the respective agency. Both finance and technical reports come from district level implementing partners: DADO and DLSO in case of FAO. In case of ILO, they come from the three district level NGOs and three skills service providers. UN Women gets these reports from CVICT and WHR. Monitoring include field visit, telephone call, email as well as review of quarterly report of the partners including the Project Monitoring Framework (PMF). UN Women also holds monthly meeting jointly with WHR and CVICT. Though the agency has also invited FAO and ILO in some of the meetings, however, due to the other crucial priorities, two agencies have not been able to attend it on a regular basis. The monthly meeting also takes place between UN Women, FAO and ILO where project progress, challenges and upcoming plan are shared and discussed. In addition, result tracking system of UN women and field mission follow up are also mechanisms used for monitoring of programme and finances.

The monitoring report thus received from the implementing partners is reviewed by the respective coordinators of three agencies and a joint report is prepared under the coordination of project lead. The report then is reported to the concerned officials of the respective agency. This means that there are a several points that provide opportunity to check, get feedback and improve the report.

The required data demanded by the evaluation were made quickly available. This indicates that the data management is sound with the implementing agencies. The logframe results were found regularly updated so were the data on financial aspect. It is also good to be informed that the financial data are recently organised based on outputs. In general, the project is monitored from various levels and data are managed by implementing partners which should also be included in the database system of the executing agencies.

#### 4.2.3 To what extent the project is on track to achieving its immediate objectives?

The project has not specifically stated the immediate objectives. Therefore, rephrasing of the two outcomes of the project could be considered as the immediate objectives. The outcomes are, as already stated above, (1) to recover conflict affected women from psychosocial hardship and (2) to design and implement the gender responsive community-based economic recovery initiatives. These objectives are likely to be achieved during the project period (See reasons under 4.2.1 above). The output and outcome level achievements which are almost 83% and 46% respectively indicate that the project is on track to achieve the above outcomes/immediate objectives.

#### 4.2.4 In which areas is the project less likely, or has not, demonstrated success? Why is this and what the likely (or actual) impediments? What steps have been/will be taken to mitigate these impediments?

Reduction in violence against women and gender responsive budgeting are less likely to achieve the set target. Though Women have started coming to GEWG and documentation of cases at GEWG have been improved, not all cases were reported and registered. One should understand that VAW is related with the structural issue, it takes relatively a long time to minimise the number of VAW related cases. Women who are victim of violence, hesitation to register cases of violence against them is a common phenomenon. Even if the target is not met as set, it should not be taken negatively as women have started coming to GEWG and as it requires long term efforts in minimizing the number as well as reporting the cases.

Gender responsive budgeting was practiced last year by DDC but not by other agencies in Sindhuli. Even DDC that allocated budget for women development activities last year, did not practice the same thing this year. The reason was that the advocacy and lobbying carried out by concerned agencies were not effective to the required level. UN Women's recent step to forge partnership with LDTA for the establishment of gender responsive budgeting committees (GRBC) in GRRSP districts and also integrating NAP activities in the regular plan of the DDC might be helpful to motivate concerned agencies to go for gender responsive budgeting. This can be brought again in practice through stronger lobbying and advocacy by the project partners mainly the district branches of WHR or similar organisations in the district. Despite this, 25% budget by the concerned district line agencies might not be allocated, though there might be some increase, within the project period. This will require stronger lobbying and advocacy not only at the district level but also at the central level so that the concerned ministries provide instruction to the district line agencies along this line. In addition, increase in 30% agriculture productivity of the target community is also a challenging task from two perspectives. First, the agriculture productivity is a non-specific term. It is not clear whether the productivity of entire agriculture that includes various crops grown as well as livestock kept in the community or only the crops and the livestock that the project has intervention is sought. In case the indicators about the entire agriculture, it does not seem to be achievable within the project period. If it is about the specific crop or livestock, it seems to be achievable with some exceptions, though currently the progress is low due to that the results of the technology which will be obtained during the project period are not yet fully obtained. However, in some specific cases, problems

are reported including ginger failure in Bhadrakali, Sindhuli due to rhizome rot, which may hinder the increase in 25% in ginger productivity, if it is not effectively controlled. On-field trials about how to control the disease are carried out in farmers' field that might give some results to mitigate the risks.

Strengthened coordination of the project with LPC has been a challenging task. Routine change of the members in LPC which often happens in each six months is one of the main reasons that has affected the level of coordination. The coordination was found high in the beginning of the project. This got gradually diluted with change of the membership in the committee. At the time of the review, the coordination was better in Sindhuli that the Committee has provided Counselling Centre within its premise, than in Kavre where the situation was quite different. Coordination with DCC was also not appreciative in Kavre, though it was comparatively better in Sindhuli. Though better coordination was there at the central level, coordination at field level was not noticed at par among the partners of the three executive agencies. The district partners of all the three UN agencies were found concentrated on their own activities and the part of coordination between and among them was not at the desired level. It is good to note that the Project Manager has realized it and given on-the-spot instruction for better coordination. The coordination between FAO and ILO was comparatively better but needs improvement. The activities of FAO and ILO are complementarily carried out in many places but lack such complementary arrangements in some areas.

#### 4.3 Efficiency

Efficiency is generally understood as a measure of how economically resources/inputs (funds, expertise, time, etc.) are converted to results. In this review, the efficiency is measured looking at sufficiency of the funds to complete the project, extent to which the resources are strategically allocated, and areas of improvement in resource allocation; effective use of resources; contribution of the project to UNDAF coordination mechanism which has ultimately contributed to the project efficiency; stimulation of national ownership by the management arrangement of the project; sufficiency of the human resources to deliver project objectives; and use of resources to justify the project.

##### 4.3.1 Are there sufficient funds to complete the programme? Is the programme cost effective? To what extent resources (financial, human, institutional and technical) have been allocated strategically? Where improvements could be made in the allocation of resources?

The total funds of the project is USD 988,800, excluding the USD 30,000 from each of the three executing agencies. Budget spent is USD 637,451 (70.92%) as of September 2014. Compared to the activity implemented, the budget spent about 71% is along the line of expectation.

Table 14. Budget and expenses

Agency	Budget	Expenses	Remaining	% of expenses
<b>FAO</b>	265,000	234,225	30,775	88.40
<b>ILO</b>	293,540	187,121.73	106,418.27	63.75
<b>UN Women</b>	340,260	216,104	124,156	63.51
<b>Total</b>	898,800	637,450.73	261,349.27	70.92

Among the three agencies, FAO has spent larger percent (88.4%) of allocation, followed by ILO (63.75%) and UN Women (63.51) just equal % to what ILO has spent. The budget has been spent according to the nature of activities. Though executing agencies expressed that the

project has more activities for low budget compared to other projects, the funds are allocated strategically in a way that the planned activities get completed within the given budget. In some cases, the contribution of beneficiaries is appropriated more due to the low budget of the project. Support for goat shed construction, for example, was much less than the actual cost. The shed construction for 6-8 goats costs about NPR 10,000 in Bhadrakali, Sindhuli; whereas the support for a shed is NPR 3,500. Likewise, dipping of goats was done from the regular budget of the DLSO as the project funds were not adequate.<sup>7</sup> This indicates that the project is cost effective.

In some cases, human resources were used for this project without costing this project. FAO, for example, does not charge cost for project Operation Manager and Admin/Finance Person. Similarly, ILO does not charge cost of admin/finance person in the project budget. Vehicles were also used in a more economical way. Rather than plying three vehicles, one of each agency, cases of three or two agencies going together in the field in a vehicle were observed. There are some activities planned and operated with funds shared by each agency. Visual documentary preparation was sponsored by all three agencies to minimise the cost rather than each agency preparing the documentary. These are some examples to fairly assess that the project funds were managed effectively and strategically. Though the project is less costly, the cost could have gone even lower if more number of the training and workshops were done in the available facilities of the public sector or civil society organisations than organizing them in hotels, despite that some activities are done in such facilities.

#### 4.3.2 What measures have been taken during planning and implementation to ensure that resources are effectively used?

There were several round of consultations held among the three implementing partners regarding overall management of the project including effective management of the resources. One of the decisions that they rightly made was selection adjoining district and corridor approach for project implementation. This avoided scattering activities to different geographies which would have eventually made the project more costly for supervision, monitoring as well as implementation.

The central level PSC and district level DCC as well as joint monthly meeting of the three implementing partners are the mechanisms that not only ensure effective implementation of the activities but also the effective use of resources. Timely collection of supporting documents of expenses is another important strategy for maintaining transparency and effective use of resources. This was found done effectively. However, the reports prepared by the implementing partners were not shared with the PSC and DCC thereby not giving opportunity to them to make their comments on the report. Even if these were shared through the project link to the chairperson and member secretary of the DCC, there was not a mechanism developed to handover the documents from outgoing members to the incoming members of the Committee. A complaint made by the DCC members was that they were not aware of detail of the budget that is tied with the activity, though they were aware of the total budget which has been presented to them through power point presentation.

#### 4.3.3.1 To what extent has the project contributed to strengthen UNDAF coordination mechanism that has further contributed to the efficiency of the project?

The three agency coordination has advanced the harmonisation and simplification of UN business processes by sharing information and resources. The vehicle sharing while in the field

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<sup>7</sup> Though hard data are not available for this claim, there is a reason to believe as the information is provided by the responsible person. Please ensure the fonts throughout the document



between and among the executing agencies, cost sharing for example for the preparation of documentary, joint monitoring visit have contributed to the UNDAF coordination mechanism thereby avoiding duplication and overlap as well as carrying out activities in a complementary way. The psychosocial counselling with UN Women support and agriculture activities of FAO as well as training for self-employment and employment are provided by ILO to the same group of people, to a large extent. They have a clear plan of action with distinct roles and responsibilities. These initiatives have advanced the harmonisation thereby contributing to UNDAF coordination. In Kushadevi, for example, conflict affected women farmers have planted tomato using tunnel technology supported by FAO, they are selling tomato with improved market skill and making tomato pickle as they learned from the training provided by ILO implementing partners and they also got psychosocial counselling, training on human rights and UNSCRs 1325 and 1820 from NGOs contracted by UN Women. This way, the beneficiaries have developed leadership capability and gradually healing from the trauma on the hand and generated or are in the process of generating income from tomato production and value addition to this. This indicates that the project on the one hand has contributed to enhance UNDAF coordination mechanism which has contributed to the project effectiveness.

The joint monitoring processes and mechanisms that the project has planned and practiced has strongly aligned with national monitoring systems where such joint monitoring systems are encouraged and practiced by the government. This has contributed to strengthening the coordination between executing partners and orienting their implementing partners to operate the respective intervention in a complementary way. This has helped avoid duplication and overlap thereby contributing to the efficiency of the project. The PSC at the central level and DCC at the district level have members from a wide range of stakeholders. These committees provide guidance to the project at respective level. In addition, these are the venues to share project information, discuss, review and change approach and strategy, if needed. Participation of the wide range of stakeholders who are involved also in developing and implementing policies have encouraged project partners to use resources more strategically thereby contributing to project efficiency.

#### *4.3.3.2 To what extent has the management arrangements of the project stimulated the national ownership to the project?*

The project's management arrangement includes the steering committee at the central level, DCC at district level and three UN agencies' operating systems. There were consultations held with these committees right from the beginning of the project. In fact, as disclosed by the Steering Committee members the idea of this project was generated from the members of Steering Committee. The UN agencies, especially the UN Women was requested by one of the decisive members in the steering committee, who was in-charge of supporting the MoPR for the implementation of NAP on UNSCRs 1325 and 1820, to help formulate and look for funding a project to support the implementation of NAP on these resolutions. The members in the Committee are in the opinion that there should be another project to support implement the NAP at larger scale learning from the lessons of this pilot project. This indicates not only the national ownership to the project but also need for such projects following this project.

The PSC at the central level and DCC at the district level have contributed to effective coordination with the government for the implementation of the NAP on UNSCRs 1325 and 1820, to which the project is contributing. The PSC has also enabled a sense of ownership amongst the government counterparts, and other stakeholders. The PSC meetings take place every six months. These meetings are found effective in terms of helping the PSC members to understand the project and see their contribution for the effective implementation of the project.

The chairperson of the PSC has been actively involved in the project. He even made a field visit during the crucial time when DCC members would have to make decisions to select the project VDCs. His visit facilitated the district line agencies (DLAs) to provide more positive support to the project. The general trend in the district is that the government officials and other stakeholders behave more positively in favour of project when a senior central government official participates in the district meeting.

#### 4.3.4 Is the existing allocation of human resources sufficient to deliver project objectives?

This question was repeatedly asked to the concerned staff and stakeholders at various levels. They suggested that they can implement all planned activities with the current human resources. The psycho-social counselling, however, requires more time to repeatedly visit the women severely affected by conflict as one visit is not adequate. The project is being implemented with support from the executing agency staff that are in the payroll of different project. This has to be done to adjust with the low funds of the project compared to size of the filed activities.

#### 4.3.5 To what extent resources have been used in order to justify the project?

Human resources were found used appropriately. First they were provided with orientation training and also basic training to those who required to deliver services. The 12 counsellors were provided with six month's basic training as were 30 CAHWs for 35 days' training and 15 service providers' staffs were trained to deliver services to the beneficiaries. The trained human resource was given the task to deliver duties. These field level staff are supported and monitored by central level staff. FAO, for example, has two central level staff who spend 80% time in the field for technical support to field staff and beneficiaries. Likewise, psychosocial counsellors, after the six months' training are working in the field who are supported and monitored by concerned organization CVICT. The counsellors are working very hard to meet the counselling target for 2000 conflict affected women. Three NGOs have deputed staff in the field for building entrepreneurship capacity of beneficiaries through training and counselling.

Like human resources, physical resources were also used properly. However, cases of processing machine remaining idle for a few months in the year were report due to low volume of the raw materials as well as seasonal nature of the products. Efforts, however are being made to use the machine for multipurpose that would bring the idle period down.

In case of financial resources, out of the total budget of USD 898,800 (which would be USD 988,800 if USD 30,000 from each executing agencies is considered as per agreement) almost 71% is spent in an average ranging from 63.51% by UN Women to 88.4% by FAO and 63.75% by ILO. About 29% budget left for the remaining 6 month period is fine. The budget is spent as per plan not limiting provision of 20% adjustment that can be made internally.

#### Other Issues

In addition, there were some procedural issues that were known during course of discussions with executing agencies, implementing partners as well as DCCs and LPCs. These include: no written MoU between the partner organisations to carry over the success results after the project phase out, limited updating of project progress with incoming DCC and LPC members, and training materials on UNSCRs 1325 and 1820 being difficult to grasps at the grassroots level.

- It is an implicit assumption that successful interventions would automatically be carried out by the beneficiaries. However, this assumption, does not hold true in several occasions. To get the successful interventions continued, an enabling environment should continuously be present. One of the enabling environment is to create a space within the implementing agencies to make the intervention as a part of their regular programme. In the absence of written understanding, chances of institutional memories to be lost are high, especially when human resources are transferred. Though some agencies such as FAO and DADO/DLSO in project districts has some verbal understanding to put the agriculture related successful project interventions into their regular programme, written agreement was not made.
- One of the complaints of the DCC and LPC members was that the new DCC and LPC members did not have adequate updating of project information including its progress and expenses. As these are the important district level stakeholders, sharing of project information with them would be helpful to increase project ownership which would ultimately lead also for continuation of successful intervention.
- Beneficiaries at focus group discussion informed that the training materials on UNSCRs 1325 and 1820 were difficult to understand. This was also supported by government agencies in Sindhuli and DCC members in Kavre. This demands the simplification of the training materials.

## 5. LESSONS LEARNT AND GOOD PRACTICES

### 5.1 Lessons Learnt

- If appropriate intervention is designed and implemented with people's participation, despite their division to different conflicting powers during conflict can work together harmoniously in post-conflict situation. It was clearly observed in Bhadrakali VDC in Sindhuli district that some participating women in the project were affected by the security forces, some by the then Maoists insurgents and some by both. These women, in the GRRSP project, were working together, were in same group and committee without visible contradiction. Since the project has psychosocial counselling, that helped them to move ahead healing gradually from the physical as well as mental wound that they had from the conflict.
- Likelihood of success of a project is high when government gives high priority. The GRRSP project was a high priority project of the MoPR as it was the first project designed and implemented to contribute NAP implementation. The project has generated some good results which could be attributed partly to the ownership taken by the MoPR and MoAD at the central level and DCC including DADO and DLSO at the district level.
- Multi agency approach can be successfully implemented. This project provided an example that the different UN agencies can work together successfully utilizing their comparative advantages. The reason behind the success is that the three agencies were involved from the inception stage of the project, had clearly divided roles and responsibilities, selected complementary activities and approach, respected to each other and exhibited persistent commitment to achieve the stated results.
- Short period time is not sufficient for the project that has different components to be executed and implemented through different agencies using integrated approach as longer

time is required for preparatory phase for building trust and setting up procedures. It is truer when executing agencies have different nature of implementing partners. It is further true when the components in a package do not have temporal and longitudinal history of being in a package. The GRRSP project has three executing agencies (UN Women, FAO, and ILO), ten implementing partners; and the four different components such as psychosocial counselling, human rights, self/wage employment creation as well as agriculture productivity enhancement. As the nature of project is more complex, requiring longer time in the initial phase of the project is a natural process.

- Beneficiary ownership increases when they are part in the process from the very beginning of an intervention. The GRRSP project involved beneficiaries from the start-up of the project in identifying demands, needs, prioritization, and selected activities based on the priority of the grassroots beneficiaries. This has made project to implement intervention easy and some good results are found even in a short project period.
- Presence of the representatives of the central government in the district increases positive response from different type of stakeholders belonging to both state and non-state sectors. When officials from the MoPR participated in the joint monitoring in Sindhuli district in 2013, for example, the participation of local level stakeholders was more and it was more meaningful participation as district level decision makers were present.
- Training supported with materials, tools and equipment leads the participants toward using the knowledge and skills of a training or capacity building programme. Unlike in other project where materials, tools and equipment are generally provided after the training, this project provided materials, tools and equipment during the training period. This motivated the participants to immediately use the materials, tools and equipment with fresh knowledge and skills learned.
- Unlike other activities, agriculture related activities are season-based. If implementation is delayed even for a few days, the crops cannot not be grown for that season. Insensitive to the crop calendar, leads to lose entire season. GRRSP though signed in July 2012, commenced officially in October in 2012 and field work started after the baseline study that was completed in June 2013. Group formation, needs assessment and orientation conducted after the baseline survey as well as arrangement for inputs made actual start of crop to lose another season.
- Indicators developed without taking consideration of specific characteristics of indicators such as SMART, QQT etc. at the design phase make measurement of result difficult. One of the indicators of output 2.1 is not specific as it is stated “agriculture productivity of target community increased by 25%”. It is not clear whether it is the average of all crops grown/all animals raised in the community or only of those crops/animals that the project has intervened.

## 5.2 Good Practices

- Project brought different stakeholders together through the mechanisms of PSC at central and DCC at the district/field level. These both mechanisms are involved in reviewing and approving project plans, budgets, and progress reports and provide overall advice and guidance for the implementation of the project; review project targets, criteria and arrangements to ensure that project benefits reach the target groups; and ensure inter-agency coordination. This has given opportunities to know more about the progress on the

implementation of NAP on the two resolutions. It has also helped sensitize and alert stakeholders on these resolutions.

- The participatory process used by the project from the very start of the project to the implementation phase where people were facilitated for assessing their own needs, set priorities, chose women-friendly technology, and implement them. This process has increased ownership to the project as well as helped build beneficiaries capacity and increase confidence.
- The registration of the group with concerned government agencies has resulted in increased accessibility to the beneficiaries to the government's service providers which would be helpful also for getting sustainable services after project phase out.
- There has been value addition to the local resources such as nettle leaves, turmeric rhizome and saal leaves by processing these to nettle soup, powder making of turmeric, and making of saal leaf plate. Similarly, soap making and honey processing have also values addition to raw products which have gained higher prices than if they were sold without processing.
- UN Women's new initiative through the Local Development Training Academy is planned to have more work with the DDC. This initiative will support in functioning of the GRBC committee in three districts and integration of NAP activities into the regular plan of the DDCs in three districts.

## 6. CONCLUSION AND RECOMMENDATIONS

### 6.1 Conclusion

The overarching conclusion of this review is that GRRSP project is highly relevant primarily to conflict affected women, including the girls; it is executed and implemented effectively and efficiently, to a large extent.

The project was found relevant to the prioritised needs and requirements of the beneficiaries, requirements of the government of Nepal, priority areas of executing agencies.

- The context specific needs of the primary beneficiaries were identified and prioritised by themselves which were largely addressed by the project. In general, the requirements of the ultimate beneficiaries of the project, who are conflict affected women in the project communities, are associated with additional income and self/wage employment and psychosocial services. The project has corresponded to the requirements of the beneficiaries while putting these three components in a package.
- Likewise, the GoN has adopted the NAP on UNSCRs 1325 and 1820 to addresses five different pillars which include among other aspects peacebuilding process and economic recovery activities. The project has addressed these priority areas of the government strongly.
- As regard to the priority areas of the three executing agencies, their main task is to support the policies and programmes of the government of Nepal using their comparative advantage. Their involvement in the project is also accordingly to support the related government/civil society

agencies in implementing the project interventions. FAO's support to agriculture activities, ILO's support for entrepreneurship and skills development for self/wage employment, and UN Women's support for gender responsive initiatives of the project are along the line of their comparative advantages. Therefore, the project is also relevant from the perspectives of the three partner UN agencies.

- When it comes to the effectiveness, the average of output level achievement is 83.07% which is significantly high. However, the outcome level average achievement is significantly low with below 50% (46.27%). The psychosocial counselling is found to have been largely effective to heal trauma of those reached by the counselling services. However, their reach is only a little above of one-third (34.4%) of the target group which is 2000 conflict affected women. As two-third of the target group is yet to be reached during the remaining period of the project, the repeated visits to needy ones have been made only with a limited number. In some severe cases, it has to do with several repeated visits. This is doable but a challenging task.
- In terms of capacity enhancement of conflict affected women on organizational leadership and social harmonization, 3 GEWGs have been established and are functional, however, there has not been any change in the reduction of incidence of social conflict.
- Likewise, the progress in the designing and implementation of gender responsive community-based economic recovery, when looked from the income perspective, is remarkably low at this moment but is likely to achieve the set target as the initiatives are in the fruition stage. Some of the results such as cash earnings of NPR 630,000 from the sale of 4.2 MT mushroom by a group of 30 women provide some base to predict that the project would be able to increase earning level of the target groups once the crops that are in the field produce the yield.
- Regarding increase in employment incidence including self-employment, already 375 women are self-employed for about 4 hours per day in project supported activities.
- About the allocation of 25% budget for gender responsive initiatives by local bodies and service providing agencies, it is likely that there will be some increase in budget allocation for gender responsive initiatives, if concerted efforts from the implementing and executing agencies are made at central and district level.
- The coordination has a mixed situation. Though there is good coordination among three executing agencies, coordination among the implementing partners of these three UN agencies in the districts need improvement. Project coordination with DCC and LPC is not to the desired level though excellent coordination of the project is observed with PSC.
- The project is on track to achieve its stated outputs leading to immediate objective. However, reduction in VAW and gender responsive budgeting are less likely to achieve the set target within the project period.
- As far as efficiency is concerned, the total funds of the project is USD 988,800, excluding the USD 30,000 from each of the three executing agencies. Budget spent is USD 637451 (70.92% PBF) as of September 2014. Compared to the activity implemented, the budget spent about 71% is along the line of expectation. The funds are allocated strategically and managed effectively in a way that the planned activities get completed within the given budget. This has been possible due to several round of consultations held among the three implementing partners regarding overall management of the project including effective management of the

resources. The three agency coordination has advanced the harmonisation and simplification of UN business processes by sharing information and resources. These mechanisms have avoided duplication and overlap. Many activities are implemented in complementary way that has contributed to increased efficiency.

## 6.2 Recommendations

- Executing UN agencies should share the successful interventions with implementing agencies, including the respective government agencies; request and lobby them to make the interventions regular part of their programme. In the future projects of similar nature, MoU should be made between the project and the concerned government agencies (MoPR, MoAD in this case) and/or implementing partner at the time of project preparation or implementation so that the successful project interventions are carried-over by them even after project is phased out.
- Implementing economic activities only with those conflict affected households that are listed in the baseline is not fair as baseline survey was done on sample basis and did not cover entire conflict affected households within a ward. Therefore, it is important that project, in the remaining time, if possible, involves those severely conflict affected but left out households in economic recovery initiatives of the same ward where the project has such initiatives even though they are not in the list of baseline survey. If it is not possible in this project, executing agencies should include them in new or extended project. This should be done by consulting VDC/municipality level LPCs and staff of the implementing partners.
- Sharing information as much as possible to the concerned stakeholders is critical for building trust and harness support for project implementation and sustaining the useful results. Though project has been sharing general information and periodic progress report with major stakeholders, the current committee members of DCCs and LPCs are not well informed of reports as sharing culture between outgoing members and incoming members has not been well established yet. Since sharing these reports helps strengthen coordination, increase national and local ownership to project as well as promote transparency and accountability thereby leading to sustainability of useful results, project should continue sharing such reports to the above mentioned and other relevant stakeholders and update the development with incoming committee members.
- There is a need for improving the level of coordination at the district level between the project and DCC, project and LPC as well as among implementing agencies. To increase the level of coordination with various type of stakeholders, customized coordination mechanisms specific to the local condition should be developed and used keeping in view the different level of coordination in different project districts. In this respect project should develop district-wise coordination mechanism putting more weight to the district where desired level of coordination is low. Use both formal and informal channels of communication. Keep the record of the communication, where possible.
- DCC is a coordinating body for the implementation of the NAP on UNSCRs 1325 and 1820 at the district level, but the members are not clear enough to implement these resolutions. Therefore they need clear guidance from the central level for the implementation of the NAP at the district level with simplified training materials. UN Women should recommend MoPR and related civil society organisations (CSO) to refine the current training materials on UNSCRs 1325 and 1820 so that these are clearer than the existing ones that help

simplify the implementation at the district level. The UN Women should recommend this to MoPR during the PSC meeting and NAP Implementation Committee meeting. Likewise, it should be done with CSOs at the time of NAP related consultations.

- Psychosocial counselling should take place on a longer term basis. Short term intervention is not sufficient to heal the wounds of the victims adequately. In future, UN Women should consider a long-term intervention for psychosocial counselling in the projects of similar nature.
- In upcoming projects, interventions should not be limited to respondents of the baseline survey conducted using sample selection method as it does not cover the whole population. It might be easy for the executing/implementing agencies to limit the project activities to the baseline respondents, the overall impact of the project in the society might go to the negative direction; project might not work as a connecting but a dividing force. In future, keep the projects flexible to adjust the missing population.
- The contribution made by the executing agencies on USD 30,000 each as per their commitment in the project document should be documented as this documentation provides evidence of the level of compliance in financial commitment made by the agencies at the time of project agreement. The three executing UN agencies should also document the technical support received from the technical specialists, regional offices and headquarters.
- On the basis of the symptoms of good results that this project has generated in improving the livelihoods of conflict affected women in the selected wards/communities in 12 VDCs and 2 municipalities in Sindhuli, Ramechhap and Kavre districts within a short period of time, this mid-term review mission recommends that the project should be scaled up to other wards of the VDC, to other VDCs and also to some new districts considering the lessons learned from and recommendations made above for a relatively longer period of five years. The scale-up should be done taking into consideration strengthened market linkage, enhanced capacity of beneficiaries to register cases of violence to GEWGs and concerned other offices, increased awareness on VAW, more campaigns on UNSCRs 1325 and 1820, intensive repeated visits to the severely affected women by conflict who have not yet fully recovered.



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## Annex-1: Coherence between Outputs-outcomes

**Priority Area 2** – Promotion of Co-existence and Peaceful Resolution of Conflict

**Priority Area 3** – Early Economic Recovery and Immediate Peace Dividends

**OUTCOME 1: WOMEN ARE EMPOWERED** - Conflict affected women<sup>10</sup> and their families are recovered from psycho-social hardships

**Output 1.1:** Increased access of conflict affected women to psycho-social services

**Activity 1.1.1:** Support training to develop local psychosocial counsellors

**Activity 1.1.2:** Establish counselling centres at VDC level and provide operational support to run counselling centres

**Output 1.2:** Increased community awareness on issues of VAW, human rights and gender equality

**Activity 1.2.1:** Community awareness raising activities on social, cultural and economic issues that affect women's lives

**Activity 1.2.2:** Support capacity development of LPCs on areas of gender responsive process and procedures, mediation skills and conflict management

**Output 1.3:** Enhanced capacity of conflict affected women on organizational, leadership and social harmonization

**Activity 1.3.1:** Support formation and strengthening of GEWG to lobby and advocate for accountability of stakeholders towards gender equality

**Activity 1.3.2:** Facilitate linkages among LPCs, local bodies and GEWG

**OUTCOME 2: COMMUNITIES AFFECTED BY CONFLICT** – Gender responsive community-based economic recovery initiatives are designed and implemented

**Output 2.1:** Improved knowledge and skills of conflict affected women and their families for improving agricultural productivity

**Activity 2.1.1:** Support implementation of farmer's field school for vegetable and vegetable seed production and short-duration fruits

**Activity 2.1.2:** Conduct technical trainings/workshops (nutrition improvement, farm production/water management to marketing) for the target groups

**Activity 2.1.3:** Conduct trainings/ workshops in group management and resource mobilization

**Activity 2.1.4:** Facilitate implementation of leasehold forestry involving target groups for forage and fodder cultivation

**Activity 2.1.5:** Establish small livestock resource centre for supply of improved small livestock to target group

**Activity 2.1.6:** Promote in-kind revolving scheme for small livestock production

**Output 2.2:** Enhanced technical and entrepreneurial skills of conflict affected women and their families

**Activity 2.2.1:** Training need assessment of target groups for promotion of entrepreneurial and vocational skills

**Activity 2.2.2** Mapping of BDS Providers/Vocational Training Institutions/MFIs

**Activity 2.2.3:** Support training on entrepreneurship and vocational skills development

**Activity 2.2.4:** Facilitate linkages with business service providers including micro finance institutions

**Activity 2.2.5** Post training support (tool kits/equipment)

**Activity 2.2.6:** Sensitization and training on gender equality, VAW, sexual harassment at the workplace

**Output 2.3:** Increased capacity of local bodies and concerned service delivery agencies for gender responsive planning and implementation mechanisms

**Activity 2.3.1:** Support training/ workshops for gender sensitization of local bodies and government line agencies

**Activity 2.3.2:** Support training/workshops for local bodies and government line agencies on gender responsive planning, implementation and monitoring mechanisms

## Annex-2 Terms of Reference



### Terms of Reference

For Individual Consultancy to conduct Mid-term Review of Gender Responsive Recovery for Sustainable Peace (GRRSP) project: A Joint Project of UN Women, FAO and ILO.

VA Number	UNW/SSA/NPL/2014/005
Location :	Nepal
Duty Station :	Work offsite
Application Deadline :	16-May-14
Additional Category	Women's Empowerment
Type of Contract :	SSA
Post Level :	National Consultant
Languages Required :	English
Starting Date :	
<i>(date when the selected candidate is expected to start)</i>	
Expected Duration of Assignment :	80 working days spread over three months from May-July, 2014

#### Background

To address the security concerns specific to women and adolescent girls, and to ensure meaningful participation of women in all stages of peace building, the Government of Nepal (GoN) adopted the National Action Plan (NAP) on implementation of the United Nations Security Council Resolutions (UNSCRs) 1325 and 1820 in February 2011. The NAP presents the contextual framework and analysis of the peace and security situation paving the way for the implementation of UNSCRs 1325 and 1820. Nepal, as a member state of the UN, is accountable for implementation of these particular resolutions, and developed the NAP as its main implementation tool.

The NAP contains five pillars: Participation, Protection and Prevention, Promotion, Relief and Recovery, Resource Management and Monitoring and Evaluation. The Relief and Recovery Pillar clearly emphasizes the implementation of the relief and recovery related programming

focusing on the needs of the conflict affected women and girls, targeting women from marginalized communities particularly badly affected by the conflict and mostly excluded from meaningful and informed participation in the mainstream development processes, economic opportunities, and sharing of benefits.

In order to reinforce the ongoing efforts, especially with respect to the implementation of the NAP on UNSCRs 1325 and 1820, a joint project of UN Women, FAO and ILO Gender Responsive Recovery for Sustainable Peace (GRRSP) is being implemented. The project is led by UN Women. The project was developed to strengthen the implementation of national commitments to women's empowerment and gender equality in the context of Nepal's peace building process.

The project is focused on addressing the economic, social and psychological hardships of conflict affected women and their families in three districts of central development region: Kavre, Ramechhap and Sindhuli. It is being funded by UN Peace Building Fund (UNPBF). The duration of the project is 30 months.

The GRRSP project intends to benefit 2000 conflict affected women, including female ex-combatants through capacity development of the local stakeholders, including the government line agencies for improved and targeted economic and social services to the conflict affected women. Approximately 1,000 of them will be recipients of economic initiatives both in agriculture and non-agriculture sectors.

The lessons learned and good practices generated from the project will contribute to scaling up the implementation of pillars of the NAP, and the policy feedback from the project will help address the challenges of feminization of agriculture and rural enterprise that remains the main source of livelihood for the rural population in Nepal. The project will thus contribute to consolidation of peace locally in the three target districts, and nationally through development and dissemination of knowledge products on good practices and evidence-based policy feedback.

The project officially started in October 2012 and the work plan requires a mid-term review in April (after about 18 months of project initiation), 2014. A Baseline of the project has been established from December 2012-April 2013.

Mid-term review aims to determine the extent to which objectives of the project have been met; and assess and recommend the changes/revisions needed on project strategy, project outputs and activities in order to achieve the expected results.

UN Women as the lead agency of the joint project, is conducting the mid-term review. In this context, service of relevant consultant is needed to carry out the mid-term review. The consultant would work with the concerned programme staff, partners and other stakeholders to develop mid-term review report of GRRSP project.

## 2. Purpose and Objectives

The overall objectives of this mid-term review are to assess:

Relevance: extent to which the project is significant addressing beneficiaries' needs, determine whether the project should be scaled-up and/or identify good practices and lesson learned for future use by project stakeholders in implementing similar or related initiatives, assess the overall relevance of the programme to national development challenges, national priorities, UNDAF, Millennium Development Goal, and the priorities of the three joint partners

Effectiveness: Review of appropriateness of the design and implementation of the interventions and identifying and making recommendations for improvement, especially in terms of results-based management

Efficiency: measure of how resources/inputs (fund) are used

### 3. Use of the review report

The review findings will be used as guidance if there are any amendments in the project design to be made after the review.

The mid-term progress will guide the project to track the project result during the final evaluation.

### 4. The scope of the review

The review will cover all interventions of the project in the last 12 months (after the completion of the baseline survey). The review will also examine the strategy, capacity and resources available to deliver the project outcomes. Basically, the review scope has two main components: the first involves a review of the appropriateness and adequacy of the programme design, outreach/partnership and implementation performance, the second component is an operational assessment to report on progress being made on tangible outputs/outcomes directly resulting from project contributions.

Geographical coverage: The review will focus on the three project districts including fourteen Village Development Committees (4 in Sindhuli district, 5 in Ramechhap district and 5 in Kavre district) and two municipalities ( Kamalamai in Sindhuli and Banepa in Kavre districts) within those three districts. The number of VDCs to be covered under the project will be decided randomly upon discussion between UN Women, FAO and ILO.

Stakeholder coverage: The review will reach out to the stakeholders as stated in the GRRSP project document. The key stakeholders such as conflict affected women in three districts, government officials from local level line agencies and local bodies, District Coordination Committee (DCC) members are the key stakeholders to be covered under the review.

Substantive scope: The review will analyze the relevance, effectiveness, efficiency of the project in order to assess whether the project objectives are addressing the overall need of the stakeholders and leading to any substantive changes amongst the stakeholders.

The review will also consider the nature of the joint programme and its benefit in terms of addressing the economic recovery need of the conflict affected women in the three districts.

## 5. Role of the Implementing Agencies

GRRSP is a joint project of UN Women, FAO and ILO. UN Women is the lead agency in terms of implementing the project. The review will be led by UN Women.

As all the three agencies working with the similar groups in the district, FAO and ILO will play coordination role to carry out the review. The two agencies will ensure that their partners and staffs at the local levels are consulted during the review.

FAO and ILO will also provide substantive inputs in terms of finalizing the review report.

### Review Questions

The review will be based on the standard OECD DAC evaluation criteria and UNEG HR/GE guidance (<http://www.uneval.org/papersandpubs/documentdetail>). The mid-term review will be based on three evaluation criteria—relevance, effectiveness and efficiency. The review questions are intended to make the criteria more precise and accessible, thus optimizing the focus of the review. The choice of review questions determines the subsequent phases of information and data collection, methods of analysis, and derivation of final judgements discussed in the following sections.

The review questions and their rationale will be refined by the consultant in consultation with UN Women. The proposed key review questions are described in Table 1 below.

Table 1: Review Questions

Q 1 Relevance
1.1 Is the project suited to the priorities and needs of the beneficiaries?
1.2 Are the project activities ethical and technically sound?
1.3 Has an appropriate beneficiary population been determined? What are beneficiary needs to be addressed?
1.4 Did the activities address the problem identified?
1.5 Is the programme design articulated in a coherent structure? Is the definition of goal, outcomes and outputs clearly articulated?
1.6 To what extent do the project objectives/outcomes correspond to the beneficiary requirements, country needs and priorities, PBF priority and national partners' policies?
1.7 Are the needs of stakeholders as identified at the beginning of the project still relevant?
Q. 2 Effectiveness
Is the programme effectively reaching all the targeted beneficiaries?
2.2 Does the programme have effective monitoring mechanisms in place to measure progress towards results?
2.3 To what extent the project is on track to achieving its immediate objectives?
2.4 In which areas is the project less likely, or has not, demonstrated success? Why is this and what the likely (or actual) impediments? What steps have been/will be

taken to mitigate these impediments?
Q 3 Efficiency
3.1 Are there sufficient funds to complete the programme? Is the programme cost effective? To what extent resources (financial, human, institutional and technical) have been allocated strategically? Where improvements could be made in the allocation of resources?
What measures have been taken during planning and implementation to ensure that resources are effectively used?
Is the existing allocation of human resources sufficient to deliver project objective?
To what extent resources have been used in order to justify the project expenditure?

#### Existing Information Sources

Existing information sources include GRRSP project’s project document, six monthly and annual reports submitted to the donors. The other documents include the narrative reports submitted by the partners to the respective agencies among others.

#### Methodology and process

An initial meeting with the consultant will be organized jointly by three agencies (led by UN Women) to determine the methods and develop a feasible joint work plan. The work plan should describe detail how the review will be carried out, suggest further clarification on the applied methodology, roles and responsibilities of the participants, specify field visits and outline the timeframe for conducting these actions.

The suggested methods for the review include analyses of various sources of information, including in-depth desk review of the relevant documents (project document, baseline study report, donor report, National Action Plan on UNSCRs 1325 and 1820 etc.), advocacy products among others.

Based on the initial meeting with UN Women, FAO and ILO, the consultant will visit the project districts to conduct interviews with the stakeholders. The consultant will also identify best practices and lessons learnt under the project.

The consultant will also consult with the relevant government stakeholders at the national level and the Project Steering Committee’s members such as Ministry of Peace and Reconstruction (MoPR), Ministry of Women, Children and Social Welfare (MoWCSW) etc. during the process.

The partners of the three agencies implementing the project at the local level will also be consulted during the process.

#### Outputs/Deliverables

The expected key outputs will include:



An agreed inception report. The inception report should detail the consultant’s understanding of what is being reviewed and why, showing how each review question will be answered by way of: proposed methods; proposed sources of data; and data collection procedures. The inception report should also include a proposed schedule of tasks, activities and deliverables.

Review tools (finalized in consultation with UN Women, FAO and ILO)

Draft mid-term review report summarizing key findings and recommendations

A power point presentation on the initial review findings and recommendations to be presented to UN Women, FAO and ILO

A draft comprehensive report (including the progress against the results) to be submitted by UN Women incorporating the inputs/comments received from the three agencies

An analytical and comprehensive final review report not exceeding 30-35 pages in hard and soft copy to be submitted to UN Women

Contributing to the DRF/OEEF Outputs and UNDAF Outcomes

DRF Output 4.1.1: Government officials (MoPR, MoWCSW and DCC) have capacity to implement and monitor NAP on UNSCRs 1325 and 1820 commitments at the national and local level in collaboration with CSOs

DRF Output 4.1.2: Conflict affected women in select districts have increased capacity and opportunity to influence local decision making processes to sustain peace and demand accountability

OEEF Output 2.3: A clear evidence base generated from high quality evaluations of AWP implementation for learning, decision-making and accountability.

UNDAF Outcome

Outcome 9: National actors and institutions have managed conflict risk and are progressively consolidating the peace

Management of the Review The consultant will work in close collaboration with UN Women, FAO and ILO and management structure as per the table below:

Who: Actors and Accountability	What: Roles and Responsibilities
Deputy Representative, UN Women	Safeguard the independence of the review exercise and ensure quality of the review Responsibility of management responses to the review
Unit Manager, UN Women	Provide overall guidance to the review process Provide inputs in finalization of the review report Facilitate a management response to review and ensure the implementation of committed actions in the management response
Project Manager of GRRSP Project, UN Women	Get engaged from the beginning till end of the overall review process

	Provide all the document information sources the consultant requires Clarify questions raised during the review Safeguard the independence of the review exercise and ensure quality of review Coordinate overall process both at national and district level during the review Ensure timely submission of the reports by the consultant to UN Women Help arrange the travel to the project site and other logistic issue Provide inputs/comments in finalization of the mid-term review report
Focal persons from FAO and ILO	Get engaged from the beginning of the overall review process Coordinate with the local partners for field level meetings/interviews during the review process Provide inputs/comments in finalization of the mid-term review report
Implementing partners of the three agencies at the local level	Support in coordinating the meetings of the consultant with the stakeholders
Review consultant	Project document review Baseline study report review Preparation of format/questionnaire for the mid-term review Field test of the questionnaire Interview and meetings with beneficiaries and relevant stakeholders Debrief UN Women Programme Management Team on review progress and milestones Submission of the mid-term review report Presentation of the final review report to key stakeholders

#### Team Composition

The review will be conducted by one consultant. The expert will be recruited based on the requirement outlined below.

The consultant is expected to lead the process and work closely with UN Women, FAO and ILO team related to the project. The consultant is expected to manage review in timely manner and overall responsible for writing and producing the final mid-term review report.

She/he will also conduct desk review and interview in order to ensure substantive inputs to the report.

## Time Frame

Number of effective working days: 80 working days spread over three months from May-July, 2014

## Qualification or Specialized Knowledge/Experience Required

Master's Degree with minimum 7 years of work experience in the area of strategic planning and programming, programme management, monitoring and evaluation, especially in the area of gender, women's economic empowerment and gender equality

Strong background in Human Rights Based Approach programming and Results Based Management

Extensive knowledge of, and experience in applying, qualitative and quantitative research and evaluation methods

Experience on qualitative research methods, for example: document reviews, in-depth interviews, focus groups, direct and participatory community-based observation experience with participative evaluation techniques, such as 'the most significant change' evaluation approach, "making the case" and other

A strong record in designing and leading reviews and evaluations

Data analysis skills

Process management skills such as facilitation skills

Experience in gender analysis and human rights.

Knowledge of the role of the UN and its programming is desirable

Excellent analytical skills and communication skills

Demonstrated excellent report writing skills in English

Experience on women, peace and security issue would be an added advantage

## Language and Computer Skills

Excellent oral and analytical writing skills in English and Nepali

Excellent computer skills in MS Word and Excel

## Reporting Modality

The Consultant will work under the overall guidance and supervision of Deputy Representative of UN Women with project specific guidance provided by the Unit Manager of Peace and Security Unit and Project Manager of the GRRSP project. The Consultant will work from home and will require partial presence at UN Women Office over the assignment period.

## Ethical Code of Conduct

The review shall be conducted in accordance with the principles outlined in both United Nations Evaluation Group (UNEG) Norms and Standards for Evaluation in the UN system and UNEG "Ethical Guidelines for Evaluation". A consultant is required to read the Norms and Standards and the guidelines and ensure a strict adherence to it, including establishing protocols to

safeguard confidentiality of information obtained during the review. The UNEG Ethical Guidelines can be found here:

[http://uneval.org/papersandpubs/documentdetail.jsp?doc\\_id=102](http://uneval.org/papersandpubs/documentdetail.jsp?doc_id=102). The UNEG Code of Conduct for Evaluation in the UN system can be found here:

[http://uneval.org/papersandpubs/documentdetail.jsp?doc\\_id=100](http://uneval.org/papersandpubs/documentdetail.jsp?doc_id=100).

### Annex-3: List of Persons Met

	Name of participants	Female	Male	Organisation	District
1	Rachana Bhattarai	F		UN Women	Kathmandu
2	Deepak Ale		M	UN Women	Kathmandu
3	Nabin Kumar Karna		M	ILO	Kathmandu
4	Dr. Sita Acharya	F		FAO	Kathmandu
5	Sri Ram Pudasaini		M	Communication Center	Kathmandu
6	Manohar Neupane		M	Communication Center	Kathmandu
7	Jay Lal Tiwari		M	MoWCSF	Kathmandu
8	Bidya Pandey	F		MoAD	Kathmandu
9	Khim Kabi sharma		M	IIDS	Kathmandu
10	Sadhu Ram Sapkota		M	MoTT	Kathmandu
11	Full Maya Tamang	F			Kavre
12	Dhana Kumari Sapkota	F			Kavre
13	Bidur Thapalia		M		Kavre
14	Nirmala Kafle	F		WHRD	Kavre
15	Srijana Kafle	F		WHR	Kavre
16	Ram Devi Tamang	F		WHR	Kavre
17	Laxmi Shah	F		WCO	Kavre
18	Sita BK	F		Sunakhari	Kavre
19	Shubodh Gurung		M	SKILL-Nepal	Kavre
20	Babita Timalisina	F		SKILL-Nepal	Kavre
21	Krishna BK		M	SESDEC	Kavre
22	Kanchha Ram Thing		M	SESDEC	Kavre
23	Kalpana BK	F		SESDEC	Kavre
24	Ganga Rimal	F		SESDEC	Kavre
25	Sarita Bajgain	F		Psychosocial counsellor	Kavre
26	Asmita Tamang	F		Psychosocial counsellor	Kavre
27	Anita Tamang	F		Psychosocial counsellor	Kavre
28	Tulku Lama		M	LPC-Coordinator	Kavre
29	Rajendra KC		M	LPC	Kavre
30	Purna Singh Tamang		M	LPC	Kavre
31	Tulasa Bajgain	F		Kushadevi-9	Kavre
32	Thuli Maya Tamang	F		Kushadevi-9	Kavre
33	Sunu Maya Tamang	F		Kushadevi-9	Kavre
34	Sunita Lama	F		Kushadevi-9	Kavre
35	Suna Tamang	F		Kushadevi-9	Kavre
36	Sharada Adhikari	F		Kushadevi-9	Kavre
37	Shanti Sapkota	F		Kushadevi-9	Kavre

38	Sangita Lama	F		Kushadevi-9	Kavre
39	Rina Lama	F		Kushadevi-9	Kavre
40	Parbati Sapkota	F		Kushadevi-9	Kavre
41	Maya Tamang	F		Kushadevi-9	Kavre
42	Manju Tamang	F		Kushadevi-9	Kavre
43	Laxmi Tamang	F		Kushadevi-9	Kavre
44	Laxmi Lama	F		Kushadevi-9	Kavre
45	Kumari Tamang	F		Kushadevi-9	Kavre
46	Kopila Lama	F		Kushadevi-9	Kavre
47	Ganaga Mai Sapkota	F		Kushadevi-9	Kavre
48	Dilli Tamang		M	Kushadevi-9	Kavre
49	Chunta Mai Sapkota	F		Kushadevi-9	Kavre
50	Bishnu Maya Lama	F		Kushadevi-9	Kavre
51	Bishnu Maharjan		M	Kushadevi-9	Kavre
52	Bimala Tamang	F		Kushadevi-9	Kavre
53	Pramila Tamang	F		Kushadevi-4	Kavre
54	Uma Adhikari	F		Kushadevi-3	Kavre
55	Sushila Thapa	F		Kushadevi-3	Kavre
56	Sumitra Thapa	F		Kushadevi-3	Kavre
57	Subhadra Thapa	F		Kushadevi-3	Kavre
58	Sumitra Thapa	F		Kushadevi-3	Kavre
59	Saraswati Karki	F		Kushadevi-3	Kavre
60	Ruku Thapa	F		Kushadevi-3	Kavre
61	Rita Thapa	F		Kushadevi-3	Kavre
62	Mandira Thapa	F		Kushadevi-3	Kavre
63	Mai Rani Tamang	F		Kushadevi-3	Kavre
64	Kedar Paudel		M	Kushadevi-3	Kavre
65	Kanchhi Thapa	F		Kushadevi-3	Kavre
66	Kamala Thap	F		Kushadevi-3	Kavre
67	Ishwari Adhikari	F		Kushadevi-3	Kavre
68	Indira Adhikari	F		Kushadevi-3	Kavre
69	Asha Shrestha	F		Kushadevi-3	Kavre
70	Ram Krishna Sapkota		M	Kushadevi-1	Kavre
71	Sharada Sapkota	F		Kushadevi-	Kavre
72	Sarita Thapa	F		Kushadevi-	Kavre
73	Rupa Thapa	F		Kushadevi-	Kavre
74	Rup Devi Tamang	F		Kushadevi-	Kavre
75	Ram Kumari Tamang	F		Kushadevi-	Kavre
76	Prem Kumari Tamang	F		Kushadevi	Kavre

77	Gopal Lama		M	ILO	Kavre
78	Sita Aryal	F		FAO	Kavre
79	Sarita Sapkota	F		DPOWCSC	Kavre
80	Jaya Karmacharya Ram		M	DLWB	Kavre
81	Samjhana Kafle	F		DLSO	Kavre
82	S.P. Humagain		M	DADO	Kavre
83	Mukunda KC		M	DADO	Kavre
84	Man Kumari Ranjit	F		CVSJ Victim	Kavre
85	Susmita Tamang	F		CVICT-Nepal	Kavre
86	Maiya Devi	F		CVICT-Nepal	Kavre
87	Binod Paudel		M	CVICT-Nepal	Kavre
88	Batuli Gautam	F		CVICT-Nepal	Kavre
89	Rita Dhakal	F		Conflict affected	Kavre
90	Kedar Neupane		M	CDO	Kavre
91	Ram S. Sing		M		Sindhuli
92	Maya Devi Karki	F			Sindhuli
93	Bishnu Maharjan	F			Sindhuli
94	Tara Devkota	F		WHR	Sindhuli
95	Reshama Thapa	F		WHR	Sindhuli
96	Mina Baniya	F		WHR	Sindhuli
97	Sulochana	F		WCO	Sindhuli
98	Shiva Kala Gurung	F		Sindhuli Awareness Social	Sindhuli
99	Uttam Kumar		M	Sindhuli Hospital	Sindhuli
100	Meena Tamang	F		Sindhuli Hospital	Sindhuli
101	Nutan Soni Karna		M	SIDS Nepal	Sindhuli
102	Dibakar Pokhrel		M	SIDS Nepal	Sindhuli
103	bimala shrestha	F		SIDS Nepal	Sindhuli
104	Krishna b Thapa		M	Shree Chandi Lal BN	Sindhuli
105	Bhanu Darshandhan		M	Shree Chandi Lal BN	Sindhuli
106	Bishnu Katiwada		M	Ra Pra Pa, LPC	Sindhuli
107	Ujjwal Baral		M	LPC	Sindhuli
108	Sushila Thing	F		LPC	Sindhuli
109	Prakash Pokhrel		M	LPC	Sindhuli
110	Pabita Shrestha	F		LPC	Sindhuli
111	Mina Lindong	F		LPC	Sindhuli
112	Man B. Lo		M	LPC	Sindhuli
113	Ganga Dahal	F		LPC	Sindhuli
114	Dirgha Raj shrestha		M	LPC	Sindhuli

115	Chandra shakya Kumari	F		LPC	Sindhuli
116	Ashok Das		M	LPC	Sindhuli
117	Uddhav Thap		M	Kamalamai Municipality	Sindhuli
118	Dwarika Kafle		M	Journalist	Sindhuli
119	Turendra Angdembe		M	HOQ Brigade	Sindhuli
120	Ganaga Dahal	F		Hamro Prayash Nepal	Sindhuli
121	Shyam kmr Mahato		M	DPO, DSP	Sindhuli
122	Khil Kumari Rawat	F		DPO	Sindhuli
123	Binod Kafle		M	DPO	Sindhuli
124	T.B. Thapa		M	DLSO	Sindhuli
125	Min B Thapa		M	DLSO	Sindhuli
126	Dr. Hari Kumar Raghu Shrestha		M	DLSO	Sindhuli
127	Man Mohan Kumar shrestha		M	Dist Soil Cons Office	Sindhuli
128	Dr. Chhabi Lal Thapa		M	DHO	Sindhuli
129	RajKishor Prasad Shankar		M	DFO	Sindhuli
130	Nawa Raj Baral		M	DEO	Sindhuli
131	Sudip KC		M	DDC	Sindhuli
132	Sagar K. Dhakal		M	DDC	Sindhuli
133	Kapil Thapa		M	DDC	Sindhuli
134	Bishnu P Pokharel		M	DAO, CDO	Sindhuli
135	J. Sharma		M	DAO	Sindhuli
136	Dev Raj Adhikari		M	DADO, Plant Protection Officer	Sindhuli
137	Jwahan B Karki	F		DADO	Sindhuli
138	Sunita Sharma	F		CVICT	Sindhuli
139	Sarita Thapa	F		CVICT	Sindhuli
140	Padam kumari Pakhrin	F		CVICT	Sindhuli
141	Nirmala Thapa	F		CVICT	Sindhuli
142	Narayan Koiral		M	CSI DB	Sindhuli
143	Dilip Kumar Shrestha		M	CSI DB	Sindhuli
144	Posh raj Pahadi		M	CPADP	Sindhuli
145	Ful Kumar shrestha		M	Bhadrakali VDC	Sindhuli
146	Dhwaj B Limdeng		M	Bhadrakali VDC	Sindhuli
147	Shushila Karki	F		Bhadrakali VDC	Sindhuli
148	Januka Gautam	F		Bhadrakali VDC	Sindhuli
149	Uma Devi Karki	F		Bhadrakali VDC	Sindhuli



150	Nirmala	F		Bhadrakali VDC	Sindhuli
151	Jaya Devi	F		Bhadrakali VDC	Sindhuli
152	Prem Kumari gautam	F		Bhadrakali VDC	Sindhuli
153	Juna Devi Chaulagain	F		Bhadrakali VDC	Sindhuli
154	Yashoda Gautam	F		Bhadrakali VDC	Sindhuli
155	Sanu Maya Dhakal	F		Bhadrakali VDC	Sindhuli
156	Tika Kumari Dimdong	F		Bhadrakali VDC	Sindhuli
157	Tara Laxmi	F		Bhadrakali VDC	Sindhuli
158	Sukumaya Nepali	F		Bhadrakali VDC	Sindhuli
159	Som Maya Dimdong	F		Bhadrakali VDC	Sindhuli
160	shanta Shrestha	F		Bhadrakali VDC	Sindhuli
161	Shanta Nepali	F		Bhadrakali VDC	Sindhuli
162	saru	F		Bhadrakali VDC	Sindhuli
163	Sarita Dimdong	F		Bhadrakali VDC	Sindhuli
164	Sanu Maya Lama	F		Bhadrakali VDC	Sindhuli
165	Rewati Shrestha	F		Bhadrakali VDC	Sindhuli
166	Ratna Kumari Muktan	F		Bhadrakali VDC	Sindhuli
167	Rama Kumari	F		Bhadrakali VDC	Sindhuli
168	Raj kumari	F		Bhadrakali VDC	Sindhuli
169	Pemba Yonjan		M	Bhadrakali VDC	Sindhuli
170	Parbati Dimdong	F		Bhadrakali VDC	Sindhuli
171	Padam kumari	F		Bhadrakali VDC	Sindhuli
172	Nirmala Shrestha	F		Bhadrakali VDC	Sindhuli
173	Nirmala Gautam	F		Bhadrakali VDC	Sindhuli
174	Nara Maya Shrestha	F		Bhadrakali VDC	Sindhuli
175	Masi	F		Bhadrakali VDC	Sindhuli
176	Mangali Maya	F		Bhadrakali VDC	Sindhuli
177	Lila Devi	F		Bhadrakali VDC	Sindhuli
178	Khina Kumari Dahal	F		Bhadrakali VDC	Sindhuli
179	Khadka Maya Shrestha	F		Bhadrakali VDC	Sindhuli
180	Januka Shrestha	F		Bhadrakali VDC	Sindhuli
181	Hasta Maya	F		Bhadrakali VDC	Sindhuli
182	Ganga B Lo		M	Bhadrakali VDC	Sindhuli
183	Full Maya	F		Bhadrakali VDC	Sindhuli
184	Durga kumari Gautam	F		Bhadrakali VDC	Sindhuli
185	Dor Maya	F		Bhadrakali VDC	Sindhuli
186	Chandra Maya Gautam	F		Bhadrakali VDC	Sindhuli
187	Bishnu	F		Bhadrakali VDC	Sindhuli
188	Batu Maya	F		Bhadrakali VDC	Sindhuli

189	Artha B. Dong		M	Bhadrakali VDC	Sindhuli
190	Anita Lo	F		Bhadrakali VDC	Sindhuli
191	S. Lama		M	Army Barrack	Sindhuli
192	Binod Sharma		M	Armed Police Force (APF)	Sindhuli
193	Prabhu N Chaudhary		M	APF	Sindhuli
194	Krishna Karki		M	APF	Sindhuli
195	Hira Lal shaha		M	APF	Sindhuli
196	D.B. Thapa		M	APF	Sindhuli
197	Bhoj B. Karki		M	APF	Sindhuli
198	Prakash Dhakal		M	CSI DB	Sindhuli,
	Total	128	70		

Annex-4: Information Collection Tools

**Annex: 4.1**  
**Checklist for Focus Group Discussion with Beneficiaries**

1. Knowledge of beneficiaries about the GRRSP project
2. GRRSP Project activities in the community
3. Other agencies organising similar activities in the community
4. Need and priority of the community
5. Suitability of the project in the community as per their needs
6. Participation of target group
7. Activities and approach that worked well and those that did not and reasons
8. Staff/counsellor visit to community
9. Suitability of advice of the staff /counsellors
10. Additional income as a result of participation in the project
11. Perception about Duty bearers' behaviour
12. Problems not yet resolved and Factor of hindrance of success
13. Suggestions for mitigating problem

## **Annex: 4.2**

### **Checklist for Consultation with Project Steering Committee Members**

1. Appropriateness of the project
2. Appropriateness of members in the project steering committee
3. Proper representation in the meeting
4. Information sharing by the project lead to the PSC
5. Implementation PSC decision by executing and implementing agencies
6. Level of satisfaction over the performance of the project
7. Areas of improvement (program, finance, linkage mechanism, etc)

## **Annex: 4.3**

### **Checklist for Consultation with National Stakeholders**

1. Alignment of the GRRSP project to the policy, strategies of the agency (Ministry)
2. Specific arrangement to support the project within the agency
3. Additional resources spent to support the project (Financial, human, physical)
4. Perceived as supportive or burden to regular work (ownership)
5. Participation in project (planning, implementation/reviews)
6. Takeover of the related component of the project after the project termination
7. Suggestion for remaining period of the project

#### **Annex: 4.4**

### **Questionnaire for Consultation with Staff of Project / Implementing Partners, UN Women, FAO, ILO**

1. What are the needs and priorities of the beneficiaries?
2. How do the project activities fit with the needs and priorities of the beneficiaries?
3. How does the project fit into the work of the UN system in the context of the UNDAF and emerging issues at national level?
4. How does GRRSP relate to UN Women's Strategic Note and broader programmatic approach in Nepal?
5. How does it complement other work of UN Women in this area and how can the focus be enhanced for greater complementarity with other projects?
6. To what extent are the project activities technically sound?
7. Which technologies were/are working well? Which technologies were not giving expected results?
8. What are the needs of the beneficiaries yet to be addressed?
9. How do you monitor the project activities?
10. How often do you visit to the beneficiaries?
11. What is your main observation with the beneficiaries?
12. What is your assessment about the achievement of the target of the project? Which target will not be achieved as per plan? Why?
13. In which areas is the project less likely, or has not, demonstrated success? What are the factors that have hindered the success of the project? What steps are required to take?
14. Are there sufficient funds to achieve the programme?
15. What are the areas that need improvements in the allocation of resources?
16. What measures have been taken during implementation to ensure that resources are effectively used?
17. How effective are the coordination mechanisms at various level? How about activity harmonisation among the 3 executing agencies? How is this arrangement aligned with UN common country programme structure?
18. To what extent has the management arrangements of the project stimulated the national ownership to the project? How have they contributed/stimulated/influenced for national ownership of the project?
19. What are non-project arrangements that have stimulated national ownership of the project? What are other projects working on the needs and priorities of the beneficiaries the project area?
20. How sufficient is human resource to deliver project outputs and outcomes?
21. To what extent have resources been used in comparison to the progress of the project? How much is spent so far? How much income is generated so far?
22. What activities are required to further enhance the capacity of implementing partners to carry out the project effectively, efficiently and responsively?

## **Annex: 4.5**

### **Questionnaire for Semi-structured Interview/Key Informant Interview with Government Agencies**

1. What are the GRRSP project activities that you have participated in?
2. Did you participate in any training programme?
3. How relevant was the training to your work?
4. What have you used and what you have not that the training programme discussed about? Why?
5. What is the situation of conflict affected persons in the project area as compared to the situation before the project?
6. How could have the GRRSP been more relevant?
7. How could have the project been more effective?
8. How could have it been less costly?
9. What specifically must be done differently that the project activities and results are taken over by you after the phase out of the project?
10. What are your suggestions to improve the project for its remaining part?



## **Annex: 4.6**

### **Questionnaire for Semi-structured Interview/Key Informant Interview with District Coordination Committee and Local Peace Committee**

1. How relevant do you think is this project from the perspective of the needs and priority of conflict affected people?
2. How could have been it more relevant?
3. How is the level of coordination among the stakeholders?
4. What are the best practices that others should learn from the coordination approach of yours?
5. What should be continued for remaining part of the project?
6. What should be stopped among the activities that you did in enhancing coordination?
7. How effective do you rate this project and why?
8. How could have it been more effective?
9. How could have it been implemented with lower costs, although the project cost is already low? Or what could be the cost saving mechanism?
10. What are your suggestions for strengthening partnership among the executing 3 agencies? Among implementing partners?

## **Annex: 4.7**

### **Questionnaire for Semi-structured Interview with Counsellors**

1. What are the counselling activities that you are involved now?
2. How many participants have you provided counselling?
3. What approaches have you taken to reach the participants?
4. Have you noticed any change in the behaviour of participants as a result of your counselling? Please provide some examples.
5. How can your counselling harness better results?
6. How useful is the training that you received on counselling?
7. What practical difficulties have you faced to translate learning of counselling into practice?
8. What areas have you identified that was not covered in the training which is more important in practice?
9. What suggestions do you provide for better counselling? and for your further needed capacity enhancement in counselling?

## **Annex: 4.8**

### **Questionnaire for Semi-structured Interview with Ex-combatant (If available)**

1. What support have you received from the GRRSP project?
2. What similar support have you received from other agencies since you came back to the community?
3. What are the GRRSP project activities that you are involved in?
4. What benefits have you derived from the project activities?
5. To what extent are you satisfied with the services of the project?
6. What could have been done differently for ex-combatants by the project to get more benefit from the same level of resources?
7. What changes have you experienced in your and your family's condition as a result of participation in psychosocial counselling and economic activities? (Dealing with real situation, attitude towards community, respect by community, membership in community groups)

Annex-5 Indicator Based Performance Assessment: Using the Project Results Framework

	<b>Performance Indicators</b>	<b>Indicator Baseline</b>	<b>End of project Indicator Target</b>	<b>Current indicator progress</b>	<b>Reasons for Variance/ Delay (if any)</b>
<b>Outcome 1</b>	<b>Indicators</b>	<b>Indicator baseline</b>	<b>Indicator target</b>	<b>Indicator progress</b>	
Conflict affected women and their families are recovered from psycho-social hardships	<p>Indicator 1.1: 2000 conflict affected women including ex-combatants recovered from psycho-social trauma</p> <p>Indicator 1.2: All the district level LPCs and at least 80% of VDC level LPCs in the project areas have adopted gender responsive institutional practices</p>	<p>Indicator baseline 1.1: 0</p> <p>Indicator baseline 1.2: 12.2% conflict affected women received compensation from the government by 2013</p>	<p>Indicator target 1.1: 2000 conflict affected women including ex-combatants recovered from psycho-social trauma by 2015</p> <p>Indicator target 1.2: 80% (in total) conflict affected women received compensation from the government in three project districts by 2015</p>	<p>Indicator progress 1.1: 688 (648 from the group and 40 from outside of the group) conflict affected women have been provided psycho-social counselling by 12 counsellors in 3 districts</p> <p>Indicator progress 1.2: 29.02% (12.2% data from baseline + 16.82% increased number) conflict affected women have access to compensation entitled by government in Ramechhap and Sindhuli districts. The number of conflict affected women receiving the compensation has</p>	

	Indicator 1.3: Incidences of GBV in the project area reduced by 20%	Indicator baseline: 1.3: Incidences of GBV reduced by 0.7% as of 2013	Indicator target 1.3: Incidences of GBV reduced by 20% by 2015	Indicator progress 1.3: Incidences of GBV have been reduced by 2% (0.7% baseline data+1.3% GBV reduced in this quarter). In comparison to baseline results it has reduced by 1.3% in this quarter.	increased by 16.82% in this reporting period.
Output 1.1 Increased access of conflict affected women to psycho-social services	Indicator 1.1: At least 3 counselling centers established and functional	Indicator baseline 1.1: 0 counselling centers established as of 2013	Indicator target 1.1: 3 counselling centers established and functional by 2015	Indicator progress 1.1: 1 counselling center established under the premises of safe house being run by WCO office in Kavre district.	Reason for variance: Transfer of district level government authorities in Ramechhap and Sindhuli districts and the new authorities are requesting for allocating them some time to understand the project adequately. Discussion with

					the local authorities underway.
	Indicator 1.2: At least 12 counsellors are trained and mobilized	Indicator baseline 1.2: 0 counsellors are trained as of 2013	Indicator target 1.2: 12 counsellors are trained and mobilized by 2014	Indicator progress 1.2: 12 counsellors are trained and mobilized in 3 districts	
Output 1.2 Increased community awareness on issues of GBV, human rights and gender equality	Indicator 1.2: At least 80% of community members are able to identify GBV	Indicator baseline 1.2: 53.7% community members are able to identify GBV as of 2013	Indicator target 1.2.: 80% community members are able to identify GBV by 2015	Indicator progress 1.2: 62.60% community members are able to identify incidences of GBV. The percentage has been increased by 8.9% (62.60%-53.7% data of baseline) in second quarter in comparison to baseline data.	
	Indicator 1.3: At least 80% of community members are able to identify human rights	Indicator baseline 1.3: 3.4% community members are able to identify human rights by 2015	Indicator target 1.3: 80% community members are able to identify human rights by 2015	Indicator progress 1.3: 43% community members are able to identify human rights	
	Indicator 1.4: At least 80% of community members are able to identify key gender	Indicator baseline 1.4: 54.4% community members are able to identify key gender equality issues as of 2013	Indicator target 1.4: 80% community members are able to identify gender equality issues by 2015	Indicator progress 1.4: 90% community members are able to identify key gender equality issues	

	equality issues				
Output 1.3  Enhanced capacity of conflict affected women on organizational leadership and social harmonization	Indicator 1.3:  3 GEWGs established and functional with the leadership of women	Indicator baseline 1.3:  0 GEWG established as of 2013	Indicator target 1.3:  3 GEWGs established and functional by 2015	Indicator progress 1.3:  3 GEWGs established and functional from December 2013 in three districts. 14 cases have been reported in GEWG as of now.	
	Indicator 1.4:  Incidences of social conflicts reduced by at least 50%	Indicator baseline 1.4:  Incidences of social conflicts reduced by 7.9% as of 2013	Indicator target 1.4:  Incidences of social conflicts reduced by at least 50% by 2015	Indicator progress 1.4:  No incidences of social conflict recorded till date	
Outcome 2  Gender responsive community-based economic recovery initiatives are designed and implemented	Indicator 2.1:  Income of at least 1,000 conflict affected families increased by 25%	Indicator baseline 2.1: Income of 1,000 conflict affected families NPR 119,842 as of 2013	Indicator target 2.1:  Income of 1,000 conflict affected families increased by 25% by 2015	Indicator progress 2.1:  30 conflict affected women farmers have earned additional NPR 630,000 (USD 6517) from the sale of mushroom alone (4.2 MT). Other crops are yet to be harvested and marketed. Further data on HH income will be revealed in next reporting period.	
	Indicator 2.2	Indicator baseline 2.2	Indicator target 2.2	178 beneficiaries	

	<p>Incidence of employment (including self-employment increased by 30%)</p> <p>Indicator 2.3</p> <p>At least 25% of budget of local bodies and concerned service delivery agencies allocated for gender responsive initiatives</p>	<p>20% conflict affected women are self-employed as of 2013</p> <p>Indicator baseline 2.3</p> <p>10% of programme budget allocated for women as of 2013</p>	<p>26% conflict affected women initiated self-employment activities by 2015</p> <p>Indicator target 2.3</p> <p>25 % of budget of local bodies and concerned service delivery agencies allocated for gender responsive initiatives by 2015</p>	<p>initiated enterprise at the community level</p>	
<p>Output 2.1</p> <p>Improved knowledge and skills of conflict affected women and their families for improving agricultural productivity</p>	<p>Indicator 2.1:</p> <p>At least 50% of target householders adopts recommended agriculture practices</p>	<p>Indicator baseline 2.1:</p> <p>9% ( 72 HHs)</p>	<p>Indicator target 2.1:</p> <p>41 % ( 327 HHs) adopts recommended agriculture practices</p>	<p>Indicator progress 2.1:</p> <p>In total, 796 HHs are involved in crops and livestock production. In which, a total of 611 HHs (67.5 %) are adopting recommended practices in crops (ginger-110, turmeric-305, mushroom-30, tomato-25, potato-101, groundnut-15</p>	<p>Reason for variation:</p> <p>Variations among HHs in using recommended technology is typically observed in potato, ginger and turmeric cultivation. Some of the HHs have</p>



				<p>and green bean -25) until this reporting period</p> <p>In case of goat and pig rearing, a high majority of HHs are following recommended practices</p>	<p>denied planting in ridges/rows. In case of mushroom and off-season tomato cultivation, major parts of technical recommendation are adopted.</p> <p>Number of goats per HH varied with available HH labor force, economic status, and availability of feed materials.</p>
	<p>Indicator 2.2: Agriculture productivity of target communities increased by 30%</p>	<p>Indicator baseline 2.2: 14.5 MT/ha</p>	<p>Indicator target 2.2: Agriculture productivity of target communities increased by 18.85 MT/ha</p>	<p>Indicator progress 2.2: Crops grown with improved practices are still in growing stage. Based on crop statures an increased production is expected. Mushroom farmers have harvested 4.2 MT fresh mushroom from the total area of 450 Sqm. Data on</p>	<p>Reason for variation: The HHs are shifting from traditional system of cereal crops to high-value commodities production.</p>

				productivity will be obtained and presented in next reporting period.	
Output 2.2: Enhanced technical and entrepreneurial skills of conflict affected women and their families	Indicator 2.2. At least 50% of target groups provided with appropriate technical and entrepreneur skills	Indicator baseline 2.2.: 17% of target groups provided with appropriate technical and entrepreneur skills	Indicator target 2.2.: At least 50% of target groups received appropriate technical and entrepreneur skills	Indicator progress 2.2.: - 485 beneficiaries received entrepreneurship training -178 beneficiaries received business startup training in various enterprise with equipment and other supports -30 beneficiaries trained on CAHW for animal health pay for service	
	Indicator 2.3 Of the women trained, at least 50% are employed in the labour market	Indicator baseline 2.3: 11% of women are employed in the labour market as of 2013	Indicator target 2.3.: At least 18% of women are employed in the labour market by 2015	Indicator progress 2.3.: Data yet to be collected as of now	
Output 2.3: Increased capacity of local bodies and concerned service delivery	Indicator 2.3 At least 20% of programme budget of local bodies and concerned agencies is	Indicator baseline 2.3: 10% of programme budget allocated for women	Indicator target 2.3.: At least 20% of programme budget allocated for women as of 2015	Indicator progress 2.3.: Sixty four (64) government officials (Ramechhap (men 20, women 14) and Sindhuli (men 27 and women 3) have been	

agencies for gender responsive planning and implementation mechanisms	allocated			sensitized on using gender responsive tools for programming and budgeting in Ramechhap and Sindhuli districts.	
	Indicator 2.3 At least 50% of staff of local bodies and concerned agencies are sensitized and trained and are capable of using gender responsive tools for programming and budgeting	Indicator baseline 2.3: 37% staff of local bodies and concerned agencies are sensitized and trained and are capable of using gender responsive tools for programming and budgeting as of 2013	Indicator target 2.3: At least 50% of staff of local bodies and concerned agencies are sensitized and trained and are capable of using gender responsive tools for programming and budgeting by 2015	Indicator progress 2.3: 60.5% staff of local bodies are sensitized, trained and capable of using gender responsive tools for programming and budgeting. In line with baseline information, this has been an increase of 23.5%	