Protection and Support of Enabling Environments for Women and Human Rights Defenders in Liberia

1

FINDINGS AND LESSONS-LEARNED FROM THE UNPBF FUNDED PROJECT: Protection and Support of Enabling Environment for Women Human Rights Defenders and LGBTQI Rights Defenders in Liberia – PROSEED (2021-2022)

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Contents

2

Abbreviations

HRD	Human rights defenders
LGBTQI+	Lesbian Gay Bi-Sexual Transgender Questioning Intersex Plus
LIWEN	Liberian Women Empowerment Network
LIPRIDE	Liberia LGBTQI+ Coalition
LEGAL	Lesbian and Gay Association of Liberia
PROSEED	Protection and Support of Enabling Environment for Human Rights Defenders in Liberia
TOC	Theory of Change
UNPBF	United Nations Peacebuilding Funds
WHRD	Women Human Rights Defenders

3

Executive Summary

In 2019 with funding from UNPBF Kvinna till Kvinna began funding the first of three projects that aimed to strengthen the protection and support of Enabling Environment for Women's human rights' defenders and LGBTQI Rights' defenders in Liberia.

This report includes the findings of an evaluation of the PROSEED project funded by UNPBF. The evaluation will also inform future PBF (and other institutional and bilateral donors) investments in these areas in Liberia.

The aim of this evaluation was to:

a) Assess the relevance of the thematic priorities and project focus within a Liberian context, the effectiveness and efficiency of the project's implementation, and its impact and sustainability.
b) Review and assess the progress that was/has been made towards the planned outcomes, understand how the project contributed to the outcomes achieved and to determine the contribution of external factors.
c) Provide lessons-learned and highlight good practices that may inform and inspire Kvinna till Kvinna and its partners' future work as well as the design of the next phase of the project.
d) The evaluation will also inform future PBF (and other institutional and bilateral donors) investments in these areas in Liberia.
e) The evaluation will inform and inspire Kvinna till Kvinna's future work in Liberia as well as the Peace Building Fund (and other institutional and bilateral donors) investments in these areas in Liberia.

Findings:

The evaluation found a discrepancy between the project, as described in the project documents and the project, as implemented on the ground. The evaluation found that the relevance of the project *design,* with its focus on national advocacy and promotion of the rights of LGBTQI+ persons and women's rights, is questionable overall.

However, the project *as implemented on the ground is highly relevant*. It contributes to promoting an understanding among community members and formal and informal leaders in four counties (see annex I) of what a human rights-based approach is, and how it can be applied in practice by community leaders and influencers, among women and community members and among members of grassroots human rights groups established by the project. The evaluation found that this work is fully in line with the UN Peace Building Fund's priorities (Women's empowerment, Youth political engagement and socio-economic empowerment, Rule of law, transitional justice and human rights, Prevention, and peaceful management of land-related conflicts) and contributes to 'building peace from the bottom up'.

The evaluation found that the project has contributed to strengthening some women's ability to claim their right to access resources; such as land, and to participate in decision making at the household or community levels. It has also helped introduce peaceful mechanisms for conflict resolution, and to reduce

mob violence in reaction to criminal acts. It has helped diminish prejudices and strengthen tolerance towards minorities, including HIV/Aids survivors and LGBTQI+ persons as human beings, but not as human rights defenders or people with a specific identity or special needs or rights.

Yet, the evaluation did not find that the project has contributed to a situation where LGBTQI+ persons at community level can openly declare their sexual identity and advocate for their rights. Neither did the evaluation find that protecting and supporting an enabling environment for women, human rights, and LGBTQI+'s rights' defenders in Liberia to openly advocate for their rights was the project's primary focus, although this was the purpose stated in the project document. [1]

The evaluation explains this with a context (characterised by poverty, a general deterioration of the social fabric, mistrust, prejudices and fear) which renders initiatives that address LGBTQI+ initiatives openly, less relevant if not outright dangerous for those engaged. However, the stronger understanding and support for a human rights-based approach to co-existence, which the project has contributed to at the community level, does *also* benefit LGBTQI+ groups.

The evaluation finds that Kvinna till Kvinna's grant to LEGAL – one of three partners implementing the project, and the partner focusing on the rights of LGBTQI+ persons, contributed to LEGAL's gaining acceptance and recognition in the donor community. The integrated security training for LEGAL's staff/activists and activists, provided by the two other implementing partners, CHI and LIWEN, contributed to strengthening staff' understanding of what a human rights-based approach is, how it can be introduced to communities, and how staff can care for their own security and wellbeing to avoid risks and burnout.

Therefore, it is likely that the training on a human rights-based approach and the positive relationship between Kvinna till Kvinna and its partners contributed to the positive outcomes achieved at the community level. Multiple factors contributed positively to the outcomes achieved. For example, the fact that both CHI and LIWEN already had a long-standing cooperation with the communities targeted and had earned their trust in advance. Also, that CHI and LIWEN responded to communities' basic needs for healthcare and that the project was implemented in respect of and actively used the existing networks and power structures within communities to spread their message.

Although the evaluation finds that the project's partners did a good job in promoting respect for human rights, including the rights of women and minority groups, such as sex workers, HIV/AIDS survivors and LGBTQI+ persons, the project's effectiveness and dialogue with donors could be significantly improved if Kvinna till Kvinna and partners invest time and resources into:

- Formulating project documents that match the language used on the ground, and which include clear definitions, terminologies and narratives that leave no doubt about what is being done and why.

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[1] The approach of implementation was confirmed to be used for this project by implementors as the risk assessment performed at the initial stage of the project showed safest approaches to be used to keep the programme staff safe.

- Strengthening both Kvinna till Kvinna and partners' ability to formulate outcomes and their understanding of how outcomes can be 'measured' or 'just' observed during visits and trainings to communities.
- Facilitating joint discussions between Kvinna till Kvinna staff and partners about the outcomes that the projects produce, how these outcomes are produced, what the lessons-learned are from these findings and realisations and how this can feed into future projects.

The evaluation strongly recommends that Kvinna till Kvinna and its partners continue implementing projects that strengthen communities' understanding of what a human rights-based approach is and how it can be used to promote non-violent conflict resolution, the inclusion of minorities and marginalised groups, and to support women's and LGBTQI+ persons' rights. However, if Kvinna till Kvinna follows this recommendation, it is strongly advised that the following adjustment to the project implementation (and de facto design) should be considered:

➢ for community follow-up to support members, who know that their rights are violated but who are unable to resolve the problem themselves. Deliberate efforts to engage informal community influencers such as family counsellors, health and service providers might be considered.
➢ training in conflict resolution and advocacy skills to inform community leaders and community influencers and to help them further practice a rights-based approach to conflict resolution and conflict management.
➢ linking community human rights' groups to national networks and organisations to 'strengthen their voice' and their legitimacy as a 'natural part' of the human rights sector.

6

If, on the other hand, Kvinna till Kvinna wishes to (also) implement an advocacy project with a narrower focus on the rights of LBGTQI+ persons, then it is advised that the project document clearly describe:

- The issue and policy process that the project wishes to influence.
- An analysis of the relevant decision makers and shapers, what they know about the topic, their interest in it and their attitude towards it.
- The advocacy strategy to be applies by the project (lobbying, public campaigning, alliance building or a mix of these).
- Realistic objectives and outcomes (influencing policy processes often takes many years and the project to be funded must present results that are realistic and speak to the time and financial resources that funding can offer).
- A risk assessment to protect activists

1. Background

Women's human rights defenders (WHRDs) and LGBTQI+ rights' defenders (LGBTQI+ RDs) are subject to the same types of risk as any human rights' defenders but are further exposed to gender- and sexual-identity-specific threats and violence. Often the work of these activists is seen as challenging the traditional notions of family and gender roles, which can lead to hostility from the authorities, faith-based groups, families, and community members.

In addition, and according to a study conducted by Kvinna till Kvinna (Kvinna till Kvinna), defenders of women's human rights and LGBTQI+ rights', who report incidents to law enforcement authorities, are frequently met with mistrust. Moreover, fragile, and under-resourced law enforcement institutions make it difficult to address incidents involving 'threats only'.

The situation for the defenders of LGBTQI persons is more difficult again, than that for women's human rights' defenders, reports Kvinna till Kvinna[2]. LGBTQI+ persons are often perceived as "demonic and immoral", primarily because they are seen to challenge moral and religious values and traditional beliefs. Consequently, and in general, community members perceive LGBTQAI+ RDs as people who are striving to change the culture of the society by infusing 'imported and western culture' such as same-sex relationships.

Harassment, discrimination, and impunity for perpetrators reduce the voice and space for women's human rights' defenders and sexual and other minorities to defend their equal rights, participate in and shape the future of Liberia.

This situation prompted Kvinna to Kvinna to launch several, complementary and likeminded projects, all with the overall aim of protecting and support the rights of women and LGBTWQI human rights' defenders in Liberia.

These included:

- A pilot project funded by Irish Aid, entitled 'Protection and Support of Enabling Environment for Women's human rights' defenders and LGBTQI Rights' defenders in Liberia'. The project was implemented between June 1, 2019, and September 30, 2021. The approved grant for the project was € 115,546.58.

- A 2021 grant from the United Nation's Peace Building Fund (PBF), of USD 495.000 to Kvinna till Kvinna in Liberia and its three partners, the

> **The four priorities of the UN Peace Building Fund (PBF)**
>
> **Women's empowerment:** the PBF supported strengthening gender taskforces within the military and police and the operation of women's peace huts as the venues of local dispute resolution.
>
> **Youth political engagement and socio-economic empowerment:** the PBF supported a large-scale effort to involve youth in the 2017 elections and post-elections, and socio-economic empowerment of ex-combatant and marginalised youth in Monrovia and in targeted rural areas.
>
> **Rule of law, transitional justice and human rights**: the PBF supported the implementation of Liberia's community policing policy and is providing support to protect the rights and empower marginalised groups, such as the LQBTQI+ community and women's human rights' protectors.
>
> **Prevention and peaceful management of land-related conflicts: the** PBF brought national and local government institutions, affected communities, civil society and the concession companies together in concession zones to discuss and resolve land issues, which are one of the root causes of conflicts within the country. Another priority has also been to empower women and youth within the communities to enable more inclusive and human rights-based customary land formalisation.

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[2] End of Project Narrative Report, Report # 3 - June 2020 to September 2021

Liberian Women Empowerment Network (LIWEN), Community Healthcare Initiative (CHI) and the Lesbian and Gay Association of Liberia (LEGAL).

- A follow-up initiative to the 2019 pilot project, funded once again by the Irish Embassy and called 'Enhancing Empowerment and Protection of Women and LGBTQIA+ Human rights' defenders in Iberia (EPOWLD). The project's implementation period is 01/11/2021—30/8/2022, and it has a budget of € 150,000.00. Both the pilot and the 10-month follow-up grant are covered by this evaluation.

The projects targeted 7 communities in 3 counties: Grand Bassa County/ Margibi County/ Montserrado County

Annex I provide an overview of the three projects.

All three projects aimed to contribute to defenders of women's and LGBTQI persons' rights and activists being better protected and thereby better able to safely claim rights and undertake effective participation in an inclusive and peaceful democratic governance of Liberia.

Other vulnerable groups, such as sex workers, women living with HIV/AIDS, women with disabilities and groups of youth also seem to have benefitted from the interventions.

This evaluation report focuses first and foremost on the UNPBF FUNDED PROJECT: Protection and Support of Enabling Environment for Women Human Rights Defenders and LGBTQI Rights Defenders in Liberia – PROSEED (2021-2022).

2. Purpose, use and users

Based on the OECD's Development Assistance Committee's (DAC) criteria, Kvinna till Kvinna commissioned an evaluation of the three projects, to:

a) Assess the relevance of the thematic priorities and project focus within a Liberian context, the effectiveness and efficiency of the project's implementation, and its impact and sustainability.

b) Review and assess the progress that was/has been made towards the planned outcomes, understand how the project contributed to the outcomes achieved and to determine the contribution of external factors.

c) Provide lessons-learned and highlight good practices that may inform and inspire Kvinna till Kvinna and its partners' future work as well as the design of the next phase of the project.

The key evaluation questions to be answered by the evaluation are[3]:

a) How relevant is the program to the context, women, LGBTQI persons and human rights' defenders, as well as their needs and aspirations?

b) How well does the intervention complement and comply with other initiatives operating within the same space, with relevant the national frameworks and policies as well as with other on-going reconciliation and peacebuilding initiatives supported by the UN's PBF in Liberia?

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[3] The key evaluation questions demonstrate a slight revision of the questions in the Terms of Reference. They were revised to ensure that they were evaluative.

c) How well was the program implemented and to what extent were partner organisations' interventions consistent with the intended objectives of the project?

d) How good, valuable, and important are the outcomes and impacts – short-term, medium-term, and long-term; intended and unintended, for both the communities, the human rights' defenders and the duty bearers targeted?

e) How institutionally and structurally sustainable are the outcomes achieved?

f) Based on the findings, what can the evaluation recommend improving Kvinna till Kvinna's work in the future?

Annex II gives an overview of the link between the evaluation questions, the DAC criteria of merit used, the proposed 'indicators of achievement' and the possible sources of data collection.

3. Key evaluation questions:
The evaluation questions were clustered into the following five, overall key evaluation questions.

Key evaluation questions	Questions from the terms of reference
1. What was the relevance and quality of the program's content/design and how well was it implemented?	• How relevant to the advancement of WHRDs and HRDs rights was the project's framework and objectives? • Are partner organisations' interventions consistent with the intended objectives of the project? • Was the choice of partner organisations and activities relevant and strategic to the achievement of the goals and expected results? • Were the projects aligned with the national frameworks and policies and other on-going reconciliation and peacebuilding initiatives supported by UNPBF in Liberia?
2. How valuable were the outcomes (intended and unintended) to communities, partners and women and LBGTQI+ persons at risk?	• To what extent has the project achieved its expected outcomes and how likely is it that the targets will be achieved by August 2022?
3.What were the barriers and enablers that made the difference between successful and disappointing implementation and outcomes?	• What has contributed to any changes observed?
4. How strong is the program's sustainability? Can it survive/grow in the future with limited additional resources?	• To what extent are the partner organisations' interventions likely to be sustainable in the long run?
5. What else was learned (about how or why the effects were caused/prevented, what went right/wrong, lessons for next time)?	• Suggest improvements for the process and the ways of working in terms of the methods used by Kvinna till Kvinna and its partner organisations. • Which would be the most critical areas for Kvinna till Kvinna to take into consideration for a future project phase?

4. Methodology

The evaluation team used an Outcome Harvesting approach to answer the evaluation questions and to assess the project's outcomes and impact.

Outcome harvesting is a methodology designed for situations where organisations are interested in learning about *achievements* rather than activities, and about *effects* rather than implementation. It is especially useful when the aim is to understand the *process of change* and how the intervention, as well as other factors, contributed to this change, rather than simply to accumulate a list of results. At the same time, it offers a useful methodology within contexts and situations where the intervention does not or is unlikely to 'deliver' predictable and standard outcomes.

Therefore, the Outcome Harvesting approach is well-suited to answering the questions listed in the terms of reference, concerning the program's contribution to outcomes related to women's agency, relations between stakeholders, changes in perceptions and narratives related to sexual identities and women's human rights' defenders, as well as changes in partner organisation's capabilities that may have resulted from the technical support provided by Kvinna till Kvinna. Outcome harvesting is an approach familiar to Kvinna till Kvinna and is used by the organisation to gather and reflect on results at the end of a project's completion too.

In addition, Outcome Harvesting is an approach that enables evaluators and program managers to identify, formulate, verify, and make sense of all outcomes (changes) – positive or negative, planned or unplanned – to which an intervention has contributed, and to determine **how** the intervention, as well as other factors and actors, contributed to the change (outcome). It can be used to assess how – or to what extent – outcomes in an LFA or plan were achieved. At the same time, it embraces all the other outcomes that no-one imagined at the planning stage.
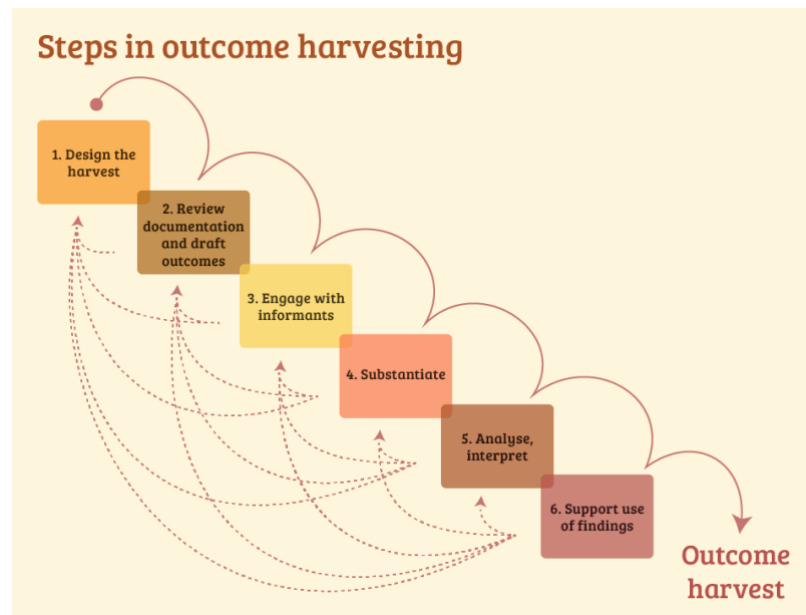
Figure 1 Steps in an Outcome Harvesting approach

Finally, as the approach focuses on *what* has changed and *how* it changed, it was well-situated to provide inputs into and recommendations for Kvinna till Kvinna's next interventions. Figure 1 outlines the key steps in an Outcome Harvesting approach.

The evaluation applied a data collection approach that is inspired by feminist and transformative principles. This means that the team of evaluators strove to 'actively engage' women and community members in the evaluative processes- Consequently, the evaluation was based on a recognition that:

- Gender is a social and cultural construct, that there are many different gender identities and that the project itself is part of a power dynamic.
- Time was needed to build trust and understanding among the different target groups and between the groups and the evaluators.
- Power dynamics between Kvinna till Kvinna, the project participants and partners affected the participants' interaction with the project and with Kvinna till Kvinna.
- Change is non-linear and complex and is perceived under different perspectives and manners depending on position/ role and social trajectory.
- Evaluation is not value-free and has a political dimension.

4.1 Limitations

The evaluation process was hampered by the following factors:

Limited focus on results in the project management

Although the Outcome Harvesting process was designed and described in the inception report, the review of project reports (Step 2, Figure 1) and the early encounters with Kvinna till Kvinna and partners – conducted through an outcome harvesting workshop (Step 3, Figure 1) – provided little information about any outcomes that the evaluation team could substantiate through interviews with community members and opinion makers. (Step 4, Figure 1).us

This challenge was the result of several factors. Firstly there was a strong focus on project implementation and the execution of activities in the progress reports, rather than a focus on results. There were also limited or insufficient procedures for data collection about results and joint reflections between Kvinna till Kvinna staff and partners about results/outcomes and the lessons-learned. Finally, the project officers and partners shared a limited understanding about what an 'outcome' was and how to formulate outcomes.

Consequently, the evaluation team had to identify, and substantiate, outcomes at the same time, during their field visits and interviews with direct participants and targets. They were also forced to rely on the triangulation of information provided by several field sources on order to substantiate any outcomes (Step 4, Figure 1).

Overview of the informants met

Informants interviewed for the UNPBF project	93	Data collection methodology
Partner representatives CHI team LIWEN Team Legal team Lipride Liberia coalition	9	Semi-structured interviews
Human Rights Group representatives	60	FGDs
Community influencers and leaders	20	FGDs- Interviews
Kvinna till Kvinna staff	4	Semi-structured interviews

Time constraints: Time constraints, framed by the resources available for the evaluation itself, and a heavy workload on Kvinna till Kvinna staff, prevented Kvinna till Kvinna staff from engaging intensively with the evaluation team during the evaluation process. Although the evaluation team is very grateful for Kvinna till Kvinna staff's efforts to overcome or mitigate these limitations and for one program officers' accompaniment to the communities visited, the Kvinna till Kvinna team's heavy workload did seem to adversely affect the team's time and ability to engage in processes of learning and reflection and did represent a missed opportunity to fully use the evaluation process as a learning event.

Determining causal relationships between interventions and outcomes identified: Although the evaluation team was able to identify outcomes and to establish causal relationship (contributions) between the project and the outcomes identified, the time and resources made available for the evaluation process did not enable the evaluation team to determine the project's exact *attribution.* Nor did it allow them to determine how other factors, including other interventions implemented by partners in the same project areas, or the trust built between partners and community members ahead of the project, influenced the outcomes achieved.

Given the diversity of outcomes that the evaluation identified, it might be important to consider such issues in future evaluations, to strengthen learning and strategizing.

The role of advocacy in project implementation

As national advocacy is a new component in Kvinna till Kvinna and its partners' work, the outcomes and effects of the project's national advocacy efforts are not included in the evaluation. The evaluation team understands that this will be included in future evaluations.

5. The context

Liberia has enjoyed nearly two decades of peace and stability, since the second civil war ended in 2003. During this time, the country has made considerable progress in rebuilding government capacity, re-establishing the rule of law, and ensuring the political rights and civil liberties of its citizens. The year, 2017 saw the first peaceful transfer of power between leaders since 1944, and today, Libera has a democratically elected government led by President George Manneh Weah[4].

However, the country's violent past continues to plague Liberia as do a deterioration of the social fabric, mistrust in the ruling authorities, widespread poverty, corruption, and a disregard for human life. This has resulted in a situation where community's members generally defer to their traditional informal leadership to resolve conflicted issues such as ethnic disputes, discrimination, land conflicts, insecurity, and crime. This situation frames the context wherein Kvinna till Kvinna's projects to protect the rights of LGBTQI and women's rights' defenders are implemented.

Economic and financial environment: Incomes are low in Liberia and the economy is heavily dependent on remittances from the Liberian diaspora, as well as on foreign assistance. By 2020, the poverty rate is

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[4] Freedom House 2021, Liberia Country Report

projected to have risen to 52 percent. Non-monetary poverty indicators such as access to healthcare, education, electricity, and basic utilities continue to be low by regional and international standards, with rural/urban and gender disparities exacerbated by unequal access to productive assets, infrastructure, public services, and markets[5].

Furthermore, Liberia faces a high risk of illicit flows, including drug trafficking and money laundering. Consequently, doing legitimate business is a huge challenge in this country.

Maternal Health and HIV challenges: The health infrastructure in Liberia was already poor before the civil war and has only deteriorated since. Hospitals and the health system cannot adequately respond to people's daily healthcare needs, particularly during health emergencies such as the Ebola pandemic in 2014—2016 and the COVID-19 pandemic of 2020—2021. Liberia also has one of the highest maternal mortality rates in the world, according to UNICEF, at 1,072 maternal deaths for every 100,000 births. The mortality rate of new-borns – within the first 28 days of life – is also high; 37 for every 1,000 live births[6].

Within Liberia's population of 5.1 million, approximately 47,000 (1.5%) people (aged 15—49) live with HIV/AIDS, including 3,600 children. In 2019, UNAIDS published an extensive report detailing the spread and impact of HIV/AIDS within the country. The report states that only 33% of people living with HIV are on antiretroviral therapy, a daily drug that reduces HIV in the system. Prejudice and fear characterise the public's perception of HIV/AIDS victims, According to UNAIDS' 2019 report, roughly 53% of those surveyed in Liberia answered 'no' when asked if they would purchase produce from a vendor who was HIV positive.

Criminal justice and security: Liberia's justice system has severe capacity gaps in the form of insufficient numbers of prosecutors, public defenders and judges, and their ensuing high workload contributes to the very slow progress of court cases. Furthermore, most Liberians seek justice outside of the formal legal channels because they do not trust the legal system to produce results, believing that proceeding through formal mechanisms requires costly bribes. Furthermore, the system is overloaded, and long pre-trial detention is common, which leads to prison overcrowding under poor conditions7. Therefore, informal leaders play an important role in resolving disputes and administering justice at the community level in Liberia's informal justice system.

Within Liberian communities, distrust in the police and the judicial system frequently leads to the recourse of an informal trial and mob violence in response to criminal acts and often results in (further) deaths and injuries.

Social discrimination and violations of human rights

Gender-based violence: Liberia ranks 177th out of 188 nations on the gender inequality index and sexual and gender-based violence continues to be a major challenge to Liberia's recovery after the war. The most

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[5]https://documents1.worldbank.org/curated/en/099348204262224243/pdf/IDU0ca7b24860b022043f408b91035bd50ed0820.pdf

[6] https://www.unwomen.org/en/news/stories/2017/7/feature-maternal-health-gets-a-new-boost-in-liberia

[7] https://ocindex.net/country/liberia

common types of sexual and gender-based violence within communities are early marriage, rape, abusive sexual assault, forced prostitution, women's inheritance and forced servitude. Overall, teenage pregnancy stands at 31 percent.

Child abuse and early marriage: Child abuse is a persistent problem, and numerous cases are reported, including sexual violence against children. Many orphans received little to no assistance. According to UNICEF, in 2020 (the most recent data available), 9 percent of girls were forced to marry before the age of 15 and 36 percent before the age of 18.

Persons with disabilities: Persons with disabilities face discrimination in employment, housing, access to all levels of education, and healthcare. Some persons with disabilities suffer inhuman or degrading treatment or punishments, and few children with disabilities have access to education.[8]

Abuses based on sexual orientation and gender identity: The law prohibits consensual same-sex sexual conduct, and "voluntary sodomy" is a misdemeanour that carries a penalty of up to one year's imprisonment. Lesbian, gay, bisexual, transgender, queer, and intersex (LGBTQI+) activists reported LGBTQI+ persons faced difficulty obtaining security and justice because of their sexual orientation. There were several reports from activists that property owners refused housing to members of the LGBTQI+ community. Hate speech is also an ongoing problem, with influential figures making homophobic and discriminatory public statements.

6. The Project

According to the project document, the project's focus is to contribute to a situation where women's and LGBTQI+ person's rights and activists being better protected and thereby better able to safely claim rights and undertake effective participation in an inclusive and peaceful democratic governance of Liberia.

On this basis the project is officially based on the rationale (theory of change) that *if:*

> ➤ Informal religious and community leaders are identified and engaged in training tailored to address their perceptions and cultural beliefs
> ➤ And if they meet in peer groups and support each other and are supported by the intervention

Then

> ➤ informal leaders will pledge their support and realise pledges to promote non-discrimination and the inclusion of marginalised groups, including LGBTQI persons and the women and activists defending their rights.

This is so, because the process allows them to engage in their 'own process of change' as trendsetters.

At the same time, informal leaders will be held accountable to their pledges if:

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[8] https://www.state.gov/wp-content/uploads/2022/03/313615_LIBERIA-2021-HUMAN-RIGHTS-REPORT.pdf

> ➢ Local community groups of women, LGBTQI persons, and other marginalised groups mobilise and address informal leaders as part of their advocacy for equal rights for all.

This rationale is reflected in the project's result framework. Textbox two outline the outcomes and outputs of the UN-funded project.
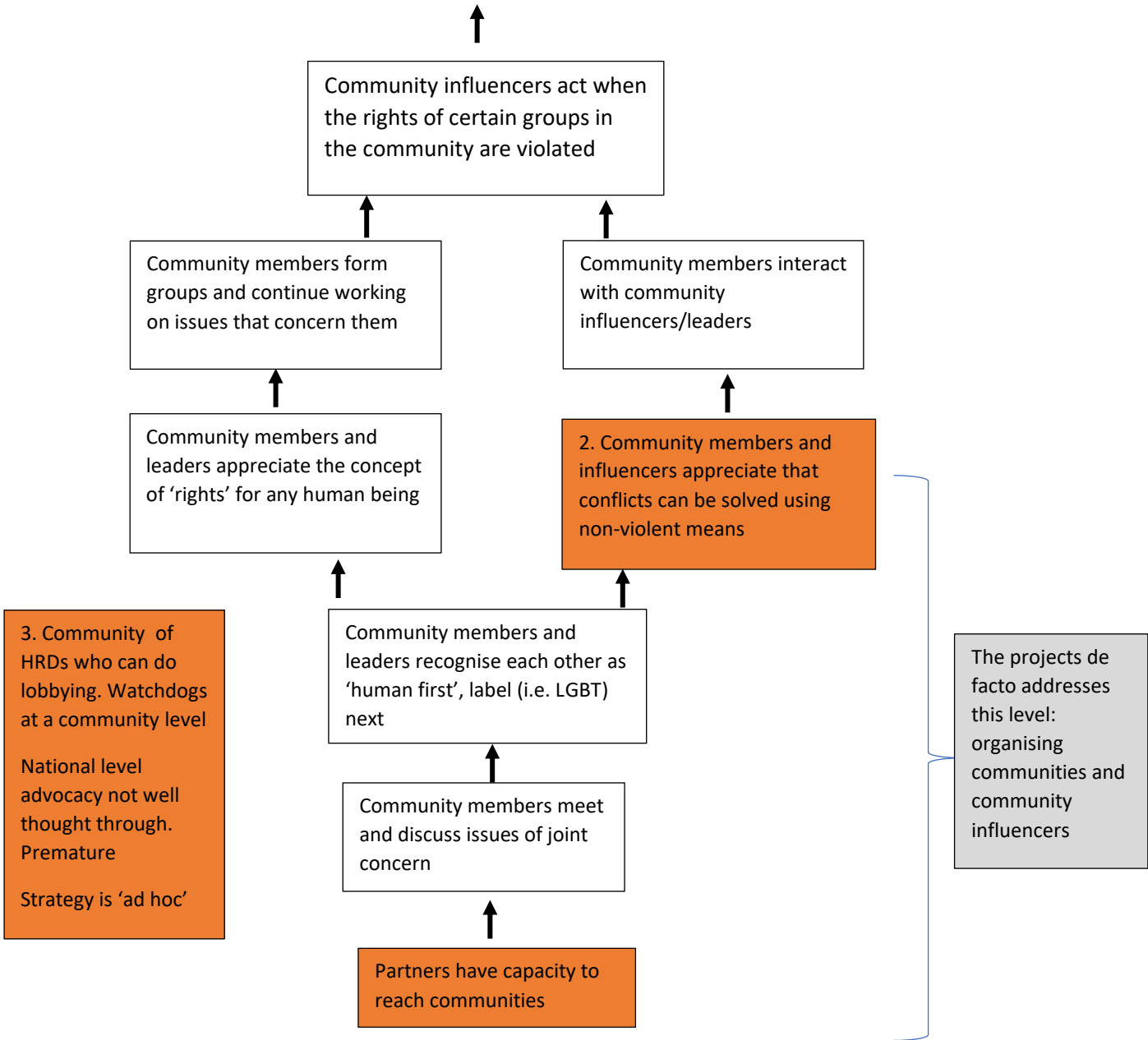
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Protection and Support of Enabling Environment for Women Human Rights Defenders and LGBTQI Rights Defenders in Liberia - PROSEED*. (United Nation's Peace Building Fund)*

Outcome 1: Strengthened protection and resilience of women human rights' defenders and LGBTQI rights' defenders to claim human rights for all safely and to challenge current patriarchal structures

> ➢ *Output1.1: WHRD and LGBTQI rights' defenders are provided with tools to understand and assess risks, vulnerabilities and capacities as well as with strategies for integrated security to safely and effectively claim their space and defend rights-holders rights.*
> ➢ *Output 1.2: Increased understanding of HRBA and acceptance and active protection of WHRD and LGBTQI rights' defenders by community, traditional and religious leaders.*
> ➢ *Output 1.3: Women, girls and boys (including sexual minorities) analyse, understand and respond to GBV, Harmful traditional practices and other violations of their rights.*

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The evaluation found that the rationale described above and reflected in the project document did not fully match the activities implemented by the partners within the target communities as described below. Although the project that was funded and described in the project application to the UN Peacebuilding fund focused (narrowly) on women's and LGBTQI+ human rights' defenders and their 'space' to articulate their rights, the project that was implemented de facto had a wider scope and focus and addressed the deteriorated social fabric at community level, as described in Section 5 (Context) above. The project and Kvinna till Kvinna's partners worked with community members to restore the lines of communication and trust between leaders/influencers and community members and – as part of this – to re-establish their ability to recognise each other as 'human beings' regardless of gender, sexual orientation, or health condition. This was done to facilitate processes, where a dialogue between community leaders and community members could be strengthened so that issues of joint concern to community members could be solved peacefully. Within that renewed space of respect and peaceful dialogue, space for women's and LGBTQI human rights' defenders could also be found. This rationale is illustrated graphically in *Figure 2,* below.

Equal rights for all community members, including LGBTQI and Women human rights' defenders

Community influencers act when the rights of certain groups in the community are violated

Community members form groups and continue working on issues that concern them

Community members interact with community influencers/leaders

Community members and leaders appreciate the concept of 'rights' for any human being

2. Community members and influencers appreciate that conflicts can be solved using non-violent means

3. Community of HRDs who can do lobbying. Watchdogs at a community level

National level advocacy not well thought through. Premature

Strategy is 'ad hoc'

Community members and leaders recognise each other as 'human first', label (i.e. LGBT) next

The projects de facto addresses this level: organising communities and community influencers

16

Community members meet and discuss issues of joint concern

Partners have capacity to reach communities

Fundamental challenges addressed:

➢ Disintegrated social fabric, poor communication between leaders and community members. Disrespect for human rights overall. High rate of crime and violence.
➢ Absence of state services: health, justice, protection and insecurity.
➢ Leadership based on informal rules and norms, rather than formal legislation. Conflict resolution is subject to community leaders' judgement. Community members not educated.

7 Findings

7.1 Evaluation question 1: What was the relevance and quality of the project's design and implementation

The evaluation finds that the project 's design and implementation differed (as described in section 6 above). Therefore, the relevance of the design and implementation must be assessed separately.

Design: the evaluation finds that the relevance of the project's design is questionable overall. The design is based on a concept – engaging and committing community influencers and creating human rights groups to promote human rights – which has proven effective in other situations. In addition, the strategy of creating women's rights' groups and human rights' groups consisting of ordinary citizens and representatives of other power groups is highly relevant indeed and is consistent with the informal governance that is practiced in Liberian communities (as a response to a situation where the formal structures of governance are largely absent).

However, the evaluation finds that the design's narrow focus on women and LGBTQI human rights' defenders is less relevant within a Liberian context, where prejudices and violations of these groups' rights is a symptom of a wider deterioration of the mechanisms for non-violent conflict resolution and of a disrespect for human rights in general, as described in Section 5 above.

It is therefore hardly surprising that the project's partners de facto targeted a much wider group, including women's human rights' defenders, LGBTQI, youth, HIV/AIDS survivors, and sex workers, with the aim of reducing the stigmatisation and marginalisation of all these groups, and that the evaluation team found a mismatch between the design – as reflected in the project documents – and what partners did.

The mismatch might also be partly explained by a lack of accuracy in, and definition of the terminology used in the project documents. One example is where the project document uses the term 'human right groups' without explaining that these groups are not groups of activists but members of the community. Furthermore, the project documents refer to 'informal leaders', without explaining who they are and why it is relevant to target them.

The vague or missing definitions of concepts and targets might have contributed to a situation where the project designs seem to be wanting too much in too short time – with the result that the design falls 'between two chairs.

> ➢ On one hand, the project design wants to address the rights of LGBTQI+ and women's rights' defenders, plus youth and people living with HIV/AIDS. However, the interests and needs of these groups vary significantly and are hard – if not impossible – to embrace within the framework of one, joint advocacy strategy. This might explain why the envisaged strategies to promote the needs and interests of women's human rights' defenders, LGBTQI+, and other groups at national and regional levels were poorly articulated in the project's design.

> ➢ On the other hand, the project design aims to build alliances (between LGBTQI+ and women's rights' groups) and to mobilise human rights activists. Again, after a limited analysis of the interests and needs of each group and of the possibility that these needs can be embraced in a joint alliance.
> ➢ Finally, the design reflects an ambition – within a limited period 18 months) – to change community norms and perceptions about women and LGTBQI+ persons within a context where the perception

of 'rights' is under pressure from the lack of trust in the law enforcers who were supposed to protect these rights. Rights are also pressured by poverty and a profound lack of fulfilment of the basic needs, as well as a historical heritage that nourishes a general disrespect for human rights and peaceful practices for resolution of conflicts and disputes.

To strengthen the design of future projects, textbox three, below, outlines and focuses on three different types of projects, each with its own, distinct strategic approach. The activities and focus of each of these projects are currently merged into the design of each of the three projects implemented by Kvinna till Kvinna, although financial resources and time severely restrict opportunities to fulfil the projects' planned outcomes and although the strategies to reach these goals are poorly articulated.

The time and resource constraints are further aggravated by the fact that the concerned communities are distant from each other and difficult to reach, even by car. That makes the monitoring and implementation of activities challenging and sometimes risky.

Project design options for future projects

Option 1: The LGBTQI+ Women's Human rights 'only' project: A project that focuses narrowly on strengthening LGQTQI+ and women HRD's integrated security and their capabilities (either jointly or separately) to conduct national advocacy around one or two specific issues.

Option two 2: Restoring the social fabric and understanding of human rights at a community level: A project that resembles the current project, as implemented (but not designed). Promoting community members' understanding of what 'human rights' are and building platforms and procedures for dialogue and the peaceful resolution of conflict, ultimately to the benefit of all community members, including LGBTQI+ and women human rights defenders.

Option 3: Promoting the voices of several marginalised groups in a few communities (as resources are limited). This project will focus on mobilising marginalised groups; e.g., HIV/AIDS survivors, sex workers, LBGTQI+ persons, youth etc. in human rights' groups and will help them to build advocacy strategies that inform their local work.

Finally, the evaluation finds that the project's rationale is based on assumptions that were not thoroughly assessed in the planning phase and which the evaluation team finds were partially flawed. These include:

- the willingness of LGBTQI and women's human rights' defenders to collaborate. As it turned out, the situation of these two groups is very different, as are their needs and – partly – interests. therefore, any cooperation between the two groups, or even joint training, turned out to be less relevant than was initially envisaged, although there are issues where women and LGBTQI+ persons share the same interests.
- The time needed to affect the desired changes. The funded project was designed to achieve its desired outcomewithin 18 months – a period that was too short to obtain the ambitious outcomes planned.

Implementation: The evaluation finds that the focus of the *project implementation* was relevant overall. As described, the project de facto supports Liberian communities to reduce violence and to promote a culture of peaceful conflict resolution and respect of human rights for all. This benefits women's human rights'

defenders and LGBTQI persons. The evaluation finds the project timely, because it offers training on positive and peaceful communication which helped participants to resolve their conflicts. These conflicts often lead to violence, and this was even more true during the pandemic time, when fear and poverty increased.

However, the implementation was challenged by the severe rates and depth of poverty within the targeted communities. As the community members are poor and struggle to feed their children, their time is scarce, and food (not rights) seems to be their first and most profound priority. This did affect the interventions' efforts to mobilise and engage community members on issues of rights. It raises the question of whether projects that combine strengthening community members capacity to meet their basic needs are more relevant and realistic than projects focusing 'solely' on rights?

Partners
The evaluation found that the choice of partners was highly relevant to the aims and strategy of the project.
The partners had expertise in human rights and women's rights, even before the start of the project (LIWEN and CHI in particular), and were able to conduct community-based analysis, identify community leaders and mobilise community members, etc. Thanks to their understanding of the dynamics within the communities, and the trust that they had built among the members of the community – amongst others – by attending to some of their basic health needs, the adaptation of the project was effective.

- (CHI), the Community Health Initiative has a strong capacity to mobilise and empower community members, especially women's groups. They are trustworthy and well-connected with the communities in which they work.

- (LIWEN), the Liberian Women Empowerment Network-LIWEN has strong local connections with a wide network of volunteers. They are very trusted by community members because of their strong commitment to delivering much-needed health services in the communities and because of their long-term support for HIV survivors.

- (LEGAL), the Lesbian and Gay Association of Liberia. Despite their lack of project management expertise, they are closely linked to LGBTQI+ groups in the intervention communities. LEGAL have a good understanding of the situation of LGBTQI+ groups, their needs, and the best strategies for targeting and engaging them. The choice of LEGAL is also strategic, in that the LGBTQI+ community must feel represented in an entity for greater validation, recognition and visibility.

All three partners demonstrated an understanding of the various communities in which they operate. They were able to adapt the project strategy to different dynamics and power configurations within the communities. The results, as observed and recorded during the evaluation, show that these implementation strategies are effective, even in the time of Covid-19 time. However, the lack of monitoring data, the absence of systematic reflection and lessons-learned makes it difficult to assess their relevance.

19

7.2 Evaluation question two, three and four: How valuable were the outcomes achieved (intended and unintended)and what were the factors affecting outcomes

As the project's implementation and differs from the project design and hence intended outcomes, this section outlines both the planned/intended and the unanticipated/unintended outcomes identified by the evaluation. This assessment is based on a review of the documentation provided by Kvinna till Kvinna and partners and the data collected through interviews with community members, leaders, and partners.

Annex III offers and overview of outputs and outcomes planned and realised

7.2.1 Outcomes for partners and LGBTQI+ activists

Outcome 1: LGBTQI+ activists and WR and HR activists cooperate

Picture 1 August 2022, CHI in collaboration with the LEGAL Association of Liberia completed peer-to-peer learning, networking, and exchanges to help promote and create an enabling environment for human rights activists

All the interviewed partners testified that liaison, training, and joint activities between defenders of the LGBTQI+ community and women's associations, meaningfully contributed to positively changing the mindsets of acceptance and respect between these actors from different civil society organisations.

Feminist activists are now more friendly and inclusive of women with a different, sexual orientation, and ready to strengthen collaboration and integrate LGBTQI+ issues into women's organisations' reflections and activism when the agendas and interests of the two groups overlap.

The representatives of women's organisations who were interviewed by the evaluation team stated that the joint training had strengthened their willingness to collaborate with LGBTQI+ groups and to adopt an intersectional approach – for example – targeting members of the LGBTQI+ community in their new projects and emphasising their specific needs.

How valuable is the outcome? This stronger cooperation and acceptance are highly valuable for LEGAL, as carrying out joint activities widens its space to promote the interests of LGBTQI+ persons, access support and draw on the knowledge, expertise and resources of other organisations.

Outcome 2: Partners and human rights activists care for their own safety and wellbeing

The evaluation found that the training in the human rights approach and integrated security strengthened the partners understanding of what a human rights approach was and how it could be applied when working with communities.

The integrated security training helped participants to cope during periods of extreme stress and to protect themselves from burnout or from situations that could put their health and safety at risk. Through the training, the activists realised the importance of their own security, and the need to set realistic boundaries, to protect themselves and maintain a good balance.

Most of the partners included the security component into their organisational strategy and way they work; LEGAL scheduled a yoga routine among team members and is considering reducing working hours.

Members of the CHI team explained that they are applying the training's advice to their daily life management and that they have a better understanding of activist burnout as a serious problem.

How valuable is the outcome?: The evaluation team found this outcome highly valuable, as it strengthened the effectiveness of partners' work and reduced the risk of burnout and/or of activists putting themselves in danger.

Outcome 3: Partners introduce LGBTQI+ issues in a sensitive way to community

The two women's organisations selected have extensive experience in community mobilisation and building communities that support the rights and interests of women and HIV/AIDS survivors. However, these issues are not as sensitive and as much in direct conflict to societal and cultural norms, as the LGBTQI+ cause – although they are sensitive too.

The evaluation finds that the project's field work and exposure to diverse dynamics and challenging communities helped strengthen the partners' understanding of how sensitive issues can be presented and discussed while considering communities' leadership configurations and formal and informal rules, and in appreciation of communities' own urgent needs and priorities.

In line with this, the evaluation finds that LEGAL's capacity to deal with community groups and introduce LGBTQI+ issues to a reluctance audience increased significantly using a rights-based approach.

How valuable is this outcome? This is very a valuable outcome, because it has strengthened the effectiveness of the partners' dialogue and cooperation with community members, as well as their ability to establish a relationship of trust and to reduce resistance to change among community members.

21

7.2.1.1 Factors Affecting the Outcomes Achieved
Enabling factors: The evaluation team finds that the positive partnership between Kvinna till Kvinna and its partners has enabled the outcomes achieved.

KVINNA TILL KVINNA offers its partners great flexibility and works closely with them to support them when they duplicate training and implement project activities. The bonds of trust, collaborative spirit, active and positive communication, and the availability of the KVINNA TILL KVINNA team were all praised by the partners interviewed.
The partner's strong engagement to defend human rights issues and their willingness to cooperate were also contributing factors.

Disabling factors: The lack of an appropriate capacity building plan, to address the different partners' capacities and training needs, is a limitation that is likely to affect any outcomes related to partners' capacity building and opportunities to use what they have learnt.

Similarly, there was a lack of resources for monitoring (time and funding), and an absence of space and opportunities for learning and feedback sharing amongst partners and the KVINNA TILL KVINNA teams.

The evaluation team finds that partners' capacity to systematise and document their interventions, conduct risk analysis, adapt strategies and report on progress towards objectives, also remains weak and might be negatively affected by heavy workloads.

7.2.2 Outcomes for community members

Outcome 1: Community members (men and women) change their mindset towards respect for human rights.

Several informants, from various villages, who were interviewed by the evaluation team, reported that the project had contributed to reducing violence, crime, child marriage, gender-based violence, domestic violence and child abuse and other forms of discrimination. However, interviews with community members did not leave the impression that the project had addressed or benefitted the LGBTQI+ community directly. Notwithstanding, interviews with community members led the evaluation team to conclude that the project had made a significant contribution to promoting a non-violent culture, and to countering all forms of discrimination, including that based on sexual orientation.

''As a result of this project, I totally changed my beliefs about women. Prior to this project, I regarded women as slaves to their husbands. Now I believe they are human beings with rights.''
Male community member, 47-year-old, Cortroe Village

How valuable is this outcome? Although this is not an outcome that was reflected in the project's results framework, the evaluation team finds that it is highly valuable, as it changes the negative ideas and perceptions that are at the root of discrimination and lays a foundation for dialogue and non-violent resolutions of disputes and conflicts at the community level.

Outcome 2: Community members treat each other with more care, respect and tolerance.

The testimonies of the community members interviewed further confirmed the project's impact on the way they treat each other and the ethics they apply.

The human rights-based approach that was introduced to community members was seen as a guide to ethical conduct and respect for all human beings and led participants to think more about how they interacted with each other, the boundaries between people, judgment effects and the best way to solve conflicts.

The participants interviewed reported that because of the training they adopted a wider perspective on human rights. They revised their positions towards discriminated groups, and some of them changed the way they communicated with others and became friendlier and more responsible. Others changed their behaviours and became less violent towards their most vulnerable family members (children, women).

How valuable is this outcome? This outcome is very significant, because it reinforces a culture of respect, peace and care for vulnerable groups in the targeted communities.

‘'My sister is an HIV survivor. When I found out, I rejected her. She lived alone and received no medicine as a result. After the training, I realised that I had done something wrong.
I have learned that it is wrong to discriminate.
I've made peace with her. Now I'm taking care of her, and I helped her get over it.
A 52-year-old Woman,
Cotton Tree Community

23

Outcome 3: Communities members resolve conflict peacefully

In the absence of a legal framework and access to justice, conflicts are often solved in informal tribal fora. At times mobs – often groups of younger males – resort to 'mob justice' and strike or kill those individuals suspected of a crime, giving them no chance to explain their case. This may even be endorsed by community leaders. The evaluation finds that the project has contributed to reducing instances of mob justice, as the training has led to a realisation among community members that conflict can be resolved without violence.

How valuable is this outcome? The evaluation team finds this outcome highly significant. Learning to manage problems peacefully, without resorting to physical abuse, is a very practical way of countering violence and of promoting a culture of peace that transcends any formal peace agreements. The informants interviewed said that the commitment to solve conflicts peacefully had had a direct and immediate effect on the reduction of violence and mob justice against criminals, family violence and violence against children.

Outcome 4: Female community members claim their rights

The female informants interviewed told the evaluation team that the training had changed their perception of their own rights as well as their assertiveness and confidence to stand up against inequality and inequity

in the distribution of resources and wealth. They now have a better understanding of the patterns of discrimination, stigmatisation and social pressure.

One woman interviewed said that the training had inspired her to claim her legal right to inherit and own land, while several other women interviewed said that the training had encouraged them to claim a role in decision-making and financial management of their household.

Other informants said that the training had encouraged them to engage in local governance and become a community leader, and yet other women had been encouraged by the training to educate girls on their rights and how to prevent sexual abuse, child marriage and pregnancy. Some of the participants mentioned that they were more critical about whether they were respected and safe in their relationships.

How valuable is this outcome? The evaluation team finds that the outcome is very valuable overall. Although some women and youth interviewed stated that the training had strengthened their awareness of their rights 'only', but not enabled them to claim these rights, other informants shared examples of how the training and knowledge gained had helped them widen their space and claim their right to participate in decision making and access resources.

The fact that not all community members were able to claim their rights – which might lead to more frustration if they know their rights are being violated – stresses the need to offer follow-up and fora, where community members can seek help in case their rights are indeed being violated.

7.2.2.1 Factors affecting outcomes achieved

Enabling factors: Important factors contributed to the results achieved at a community level; for example, sutural sensitivity in introducing a rights-based approach, the strong trust built between community members and partners ahead of the project – which was partly nourished by the partners' ability to respond to communities' basic health needs.

Disabling factors: Limiting factors included the absence of a support system for community members (women and youth in particular) who were aware of their rights but unable to claim them and/or were overwhelmed by the resistance they faced when trying to do so.

7.2.3 Outcomes for religious and traditional leaders and other community influencers

Every community in Liberia has its own power and governance configuration. To respond to these different configurations, the project de facto influenced many different and diverse power groups in the communities. Including community influencers (who don't hold any formal power but do influence community members) and community religious and traditional leaders (who hold formal powers). This is a deviation from the project document, which merely states that the project should target traditional and religious leaders.

Communities influencers

24

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This section describes the outcomes achieved for formal and informal community leaders and influences.

Outcome 1: Community influencers integrate a human-rights approach into their discourses and own behaviour

As with other trainees interviewed, community influencers, informal communities' leaders, religious, traditional, oldest wone leaders, youth and women groups representatives, etc, stated that the training had improved their understanding of what a human-rights approach is.

Therefore, community influencers are more aware of the severity of discrimination, human rights' violations, gender-based violence, domestic violence and child abuse and of their responsibility, as actors of change, to address rights' violations and to promote peace and respect for human rights.

The informants interviewed told the evaluation team that community leaders with decision-making authority used to violate human rights themselves, by ordering communities' members to strike or kill criminals, by ordering the exclusion of certain community members – such as members of the LGBTQI+ community or survivors of HIV/AIDS – and by refusing the complaints of women victims of violence.

The influencers and informal leaders that were interviewed acknowledge that – as results of the training received – they now make a deliberate effort to respect human dignity and rights for all, when they make judgements and that they strive to incorporate a human rights-based approach to conflict resolution and providing guidance to community members. Some of them explained that they now refer to the human rights-based approach as a moral and religious reference.

How valuable is this outcome? The outcome is significant as community members often look to leaders and follow their example, and because some leaders have formal power to act based on a rights-based approach

Outcome 2: Influencers promote human rights and non-discrimination amongst their groups and communities

The evaluation found that most of the influencers interviewed expressed their determination to promote a human-rights approach among other members of their groups. Some of them have also taken initiatives (individually or collectively) to sensitise community members to the importance of the human-rights approach and non-violent communication.

The evaluation found that, in some cases, influencers had organised themselves to plan awareness-raising and advocacy activities to promote human rights values. Many influencers admitted that they had already used their powers and social networks to solve conflicts without violence, and to support victims of discrimination in having their rights recognised.

''Since March 2022, We, the religious representatives of the community, have been gathering once a week to plan our outreach campaign. We've been doing door-to-door every day for the past month. We are educating people on the importance of non-violent communication and human rights.''
Religious leader, Cortroe Village

How valuable is this outcome? This outcome is the realisation of a sub-project's objectives, which were to influence the discourse of informal leaders to pledge in favour of human right. The outcome is significant, as community members often look to leaders and follow their example, and because some leaders have formal power to act based on a rights-based approach

Outcome 3: Influencers publicly support human rights groups including LGBTQI+ rights' defenders

Influencers play an important role in supporting new human rights' groups (consisting of community members) and by endorsing them publicly, as this enhances their influence among community members.

The evaluation found that some community influencers had shared their resources and contacts with new human rights groups in the community and thereby had facilitated those groups' mission to support victims of discriminations. The evaluation team also found examples of how influencers had stood alongside human rights' defenders, including the LGBTQI+ rights' defenders to protect them in conflict situations.

How valuable is this outcome? The outcome is valuable as community members often look to leaders and follow their example, and because some leaders have formal power to act based on a rights-based approach. This outcome is the realisation of a sub-project's objectives, which was to influence the discourse of informal leaders to pledge in favour of human rights.

7.2.3.1 Factors affecting outcomes achieved
Enabling factors: The partners' cultural sensitivity when introducing a rights-based approach, the strong trust built between community members and partners ahead of the project – which was partly nourished by partners ability to respond to communities' basic health needs – were all important factors that contributed to the outcomes achieved among community influencers and leaders. These factors strengthened leaders' willingness to engage in the project activities and to listen to the ideas and thoughts shared by partners The project's respect for the leadership configuration and the local power dynamics was also highly likely to have contributed to positive outcomes, as the project did not represent a threat to anyone's position.

At the same time, the project represents a tangible response to a situation where community influencers face enormous challenges in maintaining peace and solving problems in their communities, due to the absence of formal governance powers and authorities. The project has equipped them with tools to respond to this challenge and facilitated connections to human rights' groups that are ready to promote peace within the community and to prevent violence.

Disabling factors: The project had no intention of systematically identifying security providers, health providers, family counsellors and teachers, although they too could have made a meaningful contribution to the outcomes achieved and to reaching out to women and youth who were struggling to claim their rights.

At the same time, advocacy training or training in community engagement was not provided. The evaluation team finds that this could have been meaningfully included with a few additional resources and planned activities; for example, to strengthen community leaders and influencers' understanding of effective conflict resolution practices and the legal frameworks that support a human rights-based approach in Liberia.

7.2.3 Outcomes for newly created HR and women's rights groups at community level

During the project period, Kvinna till Kvinna and its partners formed 6 women's rights and human rights' groups (2 in Montserrado County (Congo Town Rock Hill and Truwin Communities) and 4 in Grand Bassa County (Water Tower Community and God Bless You community).

The training, human rights' forums and leadership structures that were created as part of this work, and the provisioning of small grants that could support income-generating activities for certain women's groups contributed to attracting women to the groups and engaging them in the effort to defend human, women and LGBTGQI+'s rights

Outcome 1: "New'' HR and WHRD engaged to promote the culture of peace and defend the rights of all, including the rights of the LGBTQI+ community

The evaluation found that group members were both proud of their membership and engaged in the groups' work. Several groups interviewed plan and implement outreach activities with community members.

These groups also function as peace negotiating groups and contribute to the peaceful settlement of disputes. They also protect victims of violence in the event of an accident. Often they used their social networks and the limited financial means at their disposal to do this work.

> *''I am very proud to say that I am an advocate for human rights.*
> *I am committed to fighting violence in my communities and to promoting equal rights for all.''*
> *A 55-year-old Women*
> *A new human rights' defender*

Several members of these groups belonged to other power groups, as well. They pointed out incidences of violence towards their colleagues and advocated for their support, to address abuse and discrimination within communities. This included LGBTQI+ rights.

How valuable is this outcome? The evaluation finds that this outcome is of great value, as it contributes to creating a 'grassroot structure' for conflict resolution and protection of rights for (all) vulnerable groups.

7.2.4.1 Factors affecting outcomes achieved

Enabling factors: The main contributors to outcomes achieved were the project's focus on creating human rights' groups, the quality of training provided to these groups and the culturally sensitive approaches applied when contacting communities and delivering the training.

So too was the willingness of the selected HRD and WHRD to act in the general interests of their communities and to combat violence and discrimination, included towards LGBTQI+ persons.

Disabling factors: Poverty and a lack of financial support severely limited the effectiveness of the groups' work. For example, HRD and WHRD could not afford the costs of transportation and communication, when there was a need to take a victim of violence to the police station or to the hospital. This is particularly severe when the victim has no money themself.

The lack of official authority, legitimacy and 'power' for newly established HRD and WHRD groups is also a challenge to the group's work and time and resources are still needed to strengthen their legitimacy and connect them with other influential groups, including official authorities in the community. The evaluation found that HRG and WRG do not connect to any national HR networks as the Liberian Coalition for Human Rights' Defenders. Doing so might strengthen their sense of belonging and contribute to giving them a voice, even beyond their own community.

7.3 Evaluation question 6: How strong is the program's sustainability?

The evaluation team finds that the project's sustainability is debatable as concerns the achievements made at a community level. Although the project has helped established community structures that can inspire a human-rights thinking and practice, these structures are still weak, few and based on the time and human resources volunteered by community members who – for the time being – has the energy and motivation to engage.

As the official project objective is to create an enabling environment for HR, WHRD and LGBTQI defenders, numerus project participants and partners emphasised that there was still a long way to go.

The same applies, if the aim is to create sustainable grassroot structures at a community level, which will promote a human rights-based approach and the inclusion of all minorities and marginalised groups within the community.

The evaluation finds that a lack of funding in the medium – to long-term is a major threat to the empowerment and the continuity of the HGR and WRG groups. So too if the absence of a systematic plan to empower those groups and to link them to other networks working for human rights, security and health.

Sustainability appears more promising at the partner level. The partners are very responsive to the issue of LGBTQI+ rights and expect to include an intersectional approach in their future strategies and projects.

The training provided by Kvinna till Kvinna took the form of train the trainers, and KVINNA TILL KVINNA is seriously committed to transferring expertise and resources to its partners. Therefore, it is expected that the partners will continue to use HR and security training for their teams and other projects.

At the individual level: WHRD and the HRD are likely to provide support and mentoring to marginalised communities, even if funding is unavailable. There are stories of HR and WHRD using their newly acquired skills, personal resources and networks to support victims of discrimination.

At the same time, once influential members are publicly engaged to support discriminated groups, it will be difficult for them to change their position because they will jeopardize their credibility and legitimacy in relation to community members.

8 Recommendations

Project design
Recommendation 1: Align the project design and implementation and ensure that the design is informed by evaluation and monitoring findings about 'how change happens (see also recommendations on monitoring below) and by a genuine consideration of the implementation's context and the challenges it presents.

Recommendation 2: Consider – in dialogue with donors – the relevance of a narrow focus on the LGBTQI+ issue (with a disregard for how other factors such as extreme poverty and unsafety affect community members)[9] . This is particularly important in a context where cultural norms, extreme poverty, safety, access to health and justice undermine the protection of all community members and weaken existing procedures for conflict resolutions. The current implementation appears to focus more on peacebuilding and the promotion of the value of human rights and less on the promotion of a supportive environment for the LGBTQ+ community.

Recommendation 3: Harmonise project ambitions with the time and financial resources available, as illustrated in Textbox 4. Although it might be tempting to articulate ambitious goals (many communities, many groups) and although donors may push for this, overambitious goals can be counterproductive and potentially damaging, in the absence of the resources and time needed to fulfil the planned outcomes. It might even lead to a situation where Kvinna till Kvinna and its partners risk disappointing both the donors and the communities.

Recommendation 4: To avoid a mismatch between design, implementation, and expectations, schedule a co-design workshop between Kvinna till Kvinna the partners and donors, so that all of the stakeholders can agree on the project's terminologies and the definitions used, and so stakeholders are sure they share the same understanding and expectations of the project.

29

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[9] Concern for intersectionality

Project monitoring and evaluation

Recommendation 5: Kvinna till Kvinna and donors allocate additional funds for evaluations of future projects to strengthen Kvinna till Kvinna and its partners' opportunities for learning and to inform future project strategies.

Recommendation 6: Kvinna till Kvinna strengthens Kvinna till Kvinna staff and implementing partners' capabilities to identify, report and reflect on outcomes as part of their ongoing monitoring and project reporting and to incorporate findings and lessons-learned into the project management

Recommendation 7: Kvinna till Kvinna develops procedures that support joint and regular reflections, together with its partners, about project findings and lessons-learned and that it ensures that Kvinna till Kvinna has the required human resources to engage in such processes.

Recommendation 8: Kvinna till Kvinna unites all projects under the framework of a joint country program. Doing so will:

- Provide an opportunity to quality assure the strategic framework and conceptualise Kvinna till Kvinna's work
- Provide a 'strategic template' that can inform the formulation of project applications to individual donors.
- Ease Kvinna till Kvinna's efforts to communicate how each project contributes to a wider program and to thoroughly articulated and described strategic framework.
- Provide a framework for the formulation of outcomes and indicators for each project.

30

Project implementation

Recommendation 9: Consider follow-up support for community members, who know that their rights are being violated but who are unable to resolve the problem themselves. Deliberate efforts to engage informal community influencers, such as family counsellors, health and service providers, might also be considered.

Recommendation 10: Consider offering training in conflict resolution and advocacy skills to inform community leaders and community influencers and to help them further practice a rights-based approach to conflict resolution and conflict management.

Recommendation 11: Consider linking community human rights' groups to national networks and organisations to 'strengthen their voice' and their legitimacy as a 'natural part' of the human rights sector.

Recommendations to donors

Recommendations to the UN Peace Building Fund:

Continue funding the project and its focus on restoring the lines of communication and trust between leaders/influencers and community members and re-establish community members' ability to recognise each other as 'human beings' regardless of gender, sexual orientation or health conditions, so that issues of

joint concern to community members can be resolved peacefully. The evaluation finds that this focus is fully online with the UN Peace Funds' priorities in Liberia and as outlined in the textbox on page 6.

9 Conclusion

In 2019, and 2020, with funding from UNPBF, Kvinna till Kvinna began funding the first of three projects that aimed to strengthen the protection and support of Enabling Environment for Women's human rights' defenders and LGBTQI Rights' defenders in Liberia.

The project was initiated within a context of widespread poverty, a deterioration of the social fabric at community and national levels, and weak and corrupt institutional and structural mechanisms for conflict resolution and the protection of individuals' rights.

In response to this situation, Kvinna till Kvinna and its partners worked – first and foremost – to build an understanding among *all community members*, men and women, youth and adults, marginalised and 'mainstream' groups, informal and informal leaders about what a human rights-based approach is and how it can be used to show empathy, care for and listen to each other and solve conflicts peacefully. As such, the project does not *directly* address the specific needs of LBGTQI+ and women's human rights' defenders beyond the integrated security training provided to a limited number of activists. Doing so – and openly advocating for LGBTQI+ persons rights at community or national level would most likely have brought activists and advocates in danger.

31

Instead, the project has worked to build a grassroots infrastructure of human rights' groups that could intervene and support all people in need, as well as those whose rights are violated. It has also worked to mobilise formal and informal leaders to publicly declare their support for a rights-based approach to conflict resolution and to rights for all community members irrespective of their gender, age, religious or sexual orientation.

As such, the evaluation finds that the project *as implemented*, was highly relevant and address key questions related to human rights-based violence, including violations against LGBTQI+ persons and the lack of space for marginalised groups to engage with informal leaders and community members to access and benefit from their support or justice.

The project design does not fully capture this reality but focuses on supporting an enabling environment for women and LGBTQI+ human rights' defenders in Liberia to openly advocate for *their* rights specifically. This narrow focus appears less relevant, or even feasible, in a context where most of the population struggles with deep poverty, a lack of trust in each other, poor levels of education and insecurity.

The real and broad focus of the project on community cohesion and understanding of what 'rights are', raises an important question; namely, if the most effective strategy for promoting the rights of marginalised groups, such as LGBTQI+ people, is indeed to mainstream the fight for their rights and interests into a broader struggle for the rights and interests for all poor, marginalised and discriminated population groups.

This is exactly what the project has done. And in the case of Liberia, this approach seems to have overcome stigmatisation and the sensitive nature of homosexuality and present LGBTQI+ people as they are; human beings just like any other human beings.

Lessons-learned:

- Liberian communities face many challenges in dealing with violence, discrimination and human rights' violations in addition to lack of basic housing, education and health needs. While these are all factors that affect human rights and the opportunities to address the rights of LGBTQI+ people, future projects might consider coordinating with other similarly-focused projects to produce an effective and lasting effect.

- Informal governance systems differ from one community to another. A good analysis and understanding of the community governance systems are key to identifying the key influencers and to ensure that all key influencers are on board to deal with the key community challenges, including those of violence and discrimination.

- Building news groups for human and women's rights groups to raise awareness about human rights, including LGBTQI+ rights is a very relevant strategy, but it needs long-term investment and more resources to be effective and sustainable.

- The terminology used in the project materials is addressed to donors and external partners in a common technical language, which may not be accurate to the realities of the projects' contexts and communities. Work to define terminology is important, to ensure that all stakeholders are on the same page.

Annex I Projects implemented to protect the rights of women and LGBTQI human rights' defenders

Funder	Implementing partners (advocacy not included	Coverage	Key areas of intervention
UNPBF: Protection and Support of Enabling Environment for Women's human rights' defenders and LGBTQI Rights' defenders in Liberia – PROSEED 18 months: $ 495 000	➢ Liberian Women Empowerment Network (LIWEN) ➢ Community Healthcare Initiative (CHI) ➢ Lesbian and Gay Association of Liberia (LEGAL)	1) **Grand Bassa County:** Communities Gornigar Town, Gorzohn, Cortroe 2) **Margibi County:** Kakata, Harbel, Dolos Town and Kpans Town 3) **Montserrado County:** Low-cost Village, Chicken soup Factory 4) **Rivercess County:** Gbardea's town, Sand Beach Adam & Eve Creek.	Integrated security training Mobilisation of and engagement with traditional and religious leaders Mobilisation of community groups (women and youth)
Irish Aid: Enhancing Empowerment and Protection of Women and LGBTQIA+ Human Rights' defenders in Liberia (EPOWLD) 11months (ending September 2022) € 150,000.	➢ Community Healthcare Initiative; (CHI) ➢ Liberian Women Empowerment Network (LIWEN); Lesbian and Gay Association of Liberia (LEGAL)	Montserrado Country – two communities - Congo Town rock Hill community and Truwin, New Kru Town, New EPOWLD Community Grand Bassa Country – two communities Jecko's Town Water Tower Community and God Bless you community	Integrated security training Engagement with traditional and religious leaders Mobilisation and engagement of community members National advocacy and policy engagement (not included in the evaluation.
Irish Aid: Protection and Support of Enabling Environment for Women's human rights' defenders and LGBTQI+ Rights' defenders in Liberia. **2020, June 1 - 2021 September 30**	➢ Liberian Women Empowerment Network (LIWEN) and Community Health Initiative (CHI)	**Grand Bassa County** (LIWEN): Jacko's Town and Kpanny Town **Montserrado County** (CHI): Peace Island and Logan Town	Research of threats and risks faced by WHRDs & LGBTQAI+ RDs and their protection strategies; Integrated Security training Piloting sustained engagement with traditional and religious leaders to enhance their acceptance and protection of WHRDs & LGBTQI+ RDs.

33

Annex II Evaluation matrix

Key evaluation question	Criteria	Component	Indicators	Sources
How relevant is the program to the context, women, LGBTQI persons and human rights' defenders, as well as their needs and aspirations?	Relevance	Support to human rights' defenders. Organisational and direct financial support to partners. Evaluation matrix.	HRDs expressions of their ability to make use of the support received. Examples of how organisations benefitted from support received.	Survey/focus groups with HRDs. Focus group with partner representatives.
How well do the interventions complement and comply with other initiatives operating in the same space, with relevant national frameworks and policies and with other on-going reconciliation and peacebuilding initiatives supported by the UN PBF in Liberia?	Coherence	Mobilisation of duty bearers. Community mobilisation. National advocacy. Partner support. Support human. rights' defenders	Knowledge of what other actors do. Coordination with other actors. Referrals to policy frameworks and strategies.	KII with Kvinna till Kvinna staff and partners. KII with other, likeminded actors. Desk review of policy frameworks and other relevant documents.
How well was the program implemented and to what extent were partner organisations' interventions consistent with the intended objectives of the project?	Effectiveness	Mobilisation of local duty bearers. Community mobilisation. National advocacy. Partner support. Support to human rights' defenders.	Duty bearers' knowledge and motivation. Community members' knowledge, motivation and cooperation. Decision makers supporting national partners.	KIIs with local duty bearers. Focus groups with community groups. KIIs with national decision makers. Focus groups with partners. Focus groups with HRDs.
How good, valuable, and important are the outcomes and impacts – short-term, medium-term, and long-term; intended and unintended, for both the communities, the human rights' defenders and the duty bearers targeted	Impact	**Changes in:** Local duty bearers' actions. Community group's advocacy . National duty bearers' commitment and policies.	Examples shared by duty bearers and community members. Policy proposals shared or publicised.	KIIs with local duty bearers. Focus groups with community groups and local duty bearers.

			Statements from HRDs.	KIIs with national decision makers and partners.
		HRDs commitment and reduced levels of stress.		
			Changes in reporting, strategies or procedures.	Online survey to HRDs.
		Partners' institutional practices.		
				Partner interviews/interviews with Kvinna till Kvinna staff.
How institutionally and structurally sustainable are the outcomes achieved	Sustainability			

35

Annex III: Initial project rationale (Theory of change)

Text marked in green has been achieved

Needs	Activities	Outputs	Outcome	Objective
Component 1: Engage and mobilise communities in support of 'equal rights for all'	Identify informal leaders (men/women) who are positive towards change Conduct participatory Vulnerability Analysis, power analysis and dialogue sessions with informal leaders Tailor and conduct trainings for religious and other community leasers Establish a peer forum among community leaders Follow-up with community leaders.	Partners and activists understand the belief systems and social norms in the 11 targeted communities and among their religious and other leaders. Partners and activists identify topics that can be addressed and discussed with leaders in each community. (Not linked to LGBTQI issues, however) Group of 160 + 140 informal and community leaders identified and trained (for each project) Informal leaders feel supported in their work	Targeted leaders develop pledges for action to enforce non-discrimination and are committed to implement pledges made.	Moral duty bearers support LGBTQI and women's rights' defenders.
Component 2 Marginalised groups 'have no voice'	Conduct needs assessment among marginalized groups in 11 communities Support the groups to set-up 11 forums and leadership structures, covering 360 individuals Support the groups develop action plans for advocacy Provide small grants Facilitate community dialogues between communities and informal duty bearers	Needs assessment 11 community forums established or strengthened Local groups know how to raise awareness on women's and LGBTQI rights		Women and LGBTQI HR defenders and youth have the courage and space to advocate for their rights.
Component 3 Women and LGBTQI defenders at risk of 'burning out	Conduct integrated security workshops for Women and LGBTQI rights' defenders Facilitate networking between human rights' defenders	24 Women and LGBTQI rights' defenders understand how to assess risks and develop strategies to protect themselves. Women and LGBTQI rights' defenders have knowledge about advocacy.	Women and LGBTQI rights' defenders cooperate and create a safe and supportive community. Women and LGBTQI defenders advance their individual protection strategies. Women groups, youth groups, women sex workers, LGBTQI etc. develop effective advocacy strategies.	Women HRDs continue their work and are influential.
Component 5				

CHI, LIWEN, LEGAL needs?	Capacity support and training (by Kvinna till Kvinna) including:	12 staff members from INHRC and 6 members from the women's HRD network know how to conduct integrated security training	Partner organisations conduct integrated security training on their own at the community setting	?
Need for capabilities to support constituencies and members organisations strengthen their security	ToT in integrated security and human rights-based approach. Reporting, accountability and leadership training Spot Checks Support the convening of joint semi or annual meetings with women's human rights' defenders and LGBTQI rights' defenders.	LIPRIDE Coalition has knowledge and skills to lead advocacy and policy engagement for the protection of LBGTQIA+ human rights' defenders and improved services for LGBTQIA+ persons	Partner organisations comply with reporting requirements	

Assumptions:

- Communities and duty bearers are willing to cooperate.
- Women and LGBTQI activist are willing to cooperate and share resources
- Partners are more committed to intersectional gender equality
- Community members consider community leaders are legitimate
- The project periods (12 and 18 months respectively) are sufficient to reach a change in communities' perception of the project and to challenge/ change communities' attitude towards the rights of women and LGBTQI persons and activists

Annex IV Evaluation Questions and Answers

Questions from the terms of reference	Answers
• How relevant to the advancement of WHRDs and HRDs rights was the project's framework and objectives? • Are partner organisations' interventions consistent with the intended objectives of the project? • Was the choice of partner organisations and activities relevant and strategic to the achievement of the goals and expected results? • Was the project aligned with the national frameworks and policies and other on-going reconciliation and peacebuilding initiatives supported by UNPBF in Liberia?	• The project, as implemented, is relevant to promoting human rights for all community groups within the targeted communities. The term 'human rights defender' is partly misleading as – de facto – all people targeted by the project (community members, members of grassroot groups, formal and informal leaders) can identify themselves using the terminology, after a successful implementation of the project. Although the target groups formally fall under UNHCR's definition of a human right defender *as individuals or groups who act to promote, protect or strive for the protection and realization of human rights and fundamental freedoms through peaceful means* most readers are likely to associate the terminology with people to spend a significant amount of time doing so, and not people, who engage occasionally • Partner organisations' interventions are only partially consistent with the intended objectives of the project. The partners have done a good job in promoting rights and peaceful coexistence at community level; therefore it is recommended that the project objectives be revised and aligned with the work on the ground. • The choice of partners was strategic and relevant and the fact that two of the three partners have already responded to the basic needs of communities entailed that they had to earn the communities' trust ahead of the project's implementation. • The project as implemented (but not described) in line with the UN Peace Building Funds' priorities and contribute to building peaceful co-existence from the bottom-up.
• To what extent has the project achieved its expected outcomes and how likely is it that the targets will be achieved by August 2022?	• The project has done a great job in promoting an understanding – at the community level – of what human rights are and how they can translate into every-day behaviour. Given the level of poverty and the weakness of the authorities it is unlikely that the project's targets will be achieved by August 2022. The question is difficult to answer with more precision as the official target – according to the project document – are 'human rights' defenders', but no definition is given for who these are.
• What has contributed to any changes observed?	• The partners' positive relationships with communities, the sensitivity with which concept and ideas have been applied and the respect for existing community structures are key contributing factors to the outcomes achieved.

• To what extent are the partner organisations' interventions likely to be sustainable in the long run?	• If Kvinna till Kvinna and the UN Peace Building Fund continue to support the intervention, as currently implemented, then some structural sustainability might be achieved in the long run, provided that a new armed conflict does not destroy the current community structures, which are used to solve conflicts.
• Suggest improvements for the process and the ways of working in terms of the methods used by Kvinna till Kvinna and its partner organisations. • Which would be the most critical areas for Kvinna till Kvinna to take into consideration for a future project phase?	• Strengthening project planning and monitoring and thoroughly engaging partners in the formulation of new project documents.

39

PROSEED Project Results Framework

Outcomes	Outputs	Indicators	Means of Verification/ frequency of collection	Indicator milestones
Outcome 1: Strengthened protection and resilience of Women Rights Defenders and LGBTQI Rights Defenders to safely claim human rights for all and challenge current patriarchal structures (Any SDG Target that this Outcome contributes to) SDG5: Targets 5.1 End all forms of discrimination against all women and girls everywhere, 5.2, Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation 5.3, Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life SDG16: Targets 16.3, Promote the rule of law at the national and international levels and ensure equal access to justice for all 16.10,Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements 16.b Promote and enforce non-discriminatory laws and policies for sustainable development (Any Universal Periodic Review of Human Rights (UPR) recommendation that this Outcome helps to implement and if so, year of UPR) Recommendations from UPR 2015 (2020 scheduled for November 2020) • Australia's recommendation that Liberia repeal laws that discriminate against human rights defenders; • Costa Rica's call for Liberia to strengthen the Independent National Commission on Human Rights established in 2011, in particular to increase its budget to enable it to effectively work to protect human rights defenders, and for the immediate release of arbitrarily imprisoned individuals; • The Netherlands' recommendation for Liberia to bring its legal and policy framework in line with its international obligations, including the UN Declaration on Human Rights Defenders, and to repeal all laws and policies that restrict the rights and activities of human rights defenders, including defamation and Libel laws end defamation, harassment and stigmatisation of civil society; and • France's recommendation that Liberia amend laws to protect peaceful		Outcome Indicator 1a: % of HRDs who report one concrete example of how the project has contributed to them feeling more secure in their work (disaggregated by sex, age, location and stakeholder group) Baseline: 0 Target: 50%	Evaluation report	50% by end of project
		Outcome Indicator 1b: % of leaders who report having developed pledges for action (disaggregated by sex, age, location and stakeholder group) Baseline: 0 Target: 20%	Evaluation report	20% by end of project
		Outcome Indicator 1c: % of participants who report participating in developing advocacy plans in their communities (disaggregated by sex, age, location and stakeholder group) Baseline: 0 Target: 30%	Evaluation report	30% by end of project
	Output 1.1 WHRD and LGBTQI Rights Defenders are provided with tools to understand and assess risks, vulnerabilities and capacities as well as with strategies for integrated security to safely and effectively claim their space and defend right-holders' rights. List of activities: 1.1.1 Organisation of "Integrated Security Workshops" for WHRD and LGBTQI RDs. 1.1.2 Networking and exchange between human rights defenders. 1.1.3 Capacity building of partner organisations	Output Indicator 1.1.1 Increased knowledge on risk assessment and integrated security strategies among WHRDs and LGBTQI RDs (24 participants, expected 18 self-identifying as women, 6 self-identifying as men) Baseline: TBD by pre-test Target: 30% average increase on level of knowledge on risk assessment and integrated security strategies among WHRDs and LGBTQI RDs participating in training.	Training report Attendance Sheets Pre/Post Test on Integrated Security Evaluation (Frequency of collection: after each training)	30% by end of training 1.1.1
		Output Indicator 1.1.2 Increased capacity to conduct training on risk assessment and Integrated security strategies among 6 staff of INHRC (3 women, 3 men) and 6 staff of the Women Human Rights Defenders Network (6 women); through the training of trainers Baseline: 0% of participants report having sufficient knowledge of the methodology and feeling confident to roll-out	Training report Attendance Sheets Pre/Post Test on Integrated Security Training Evaluation (After Action Review) Evaluation (Frequency of collection: after the training)	75% by end of training 1.1.1

demonstrations and civil society space. • Recommendation to implement provisions in the National Human Rights Action Plan for the protection of vulnerable individuals which includes LGBT persons. However, Liberia noted another recommendation concerning the decriminalisation of consensual same-sex activities between adults and the prevention of discrimination against them. • Sweden´s recommendations to ensure human rights for women and girls by combatting gender-based violence and prohibit Female genital mutilation.		trainings on the Integrated security approach Target: 75% of trained participants report having sufficient knowledge of the methodology and feeling confident to roll-out trainings on the Integrated security approach		
		Output Indicator 1.1.3 # of WHRDs, LGBTQI RDs and youth between 15-29 years, participating in the networking event. Baseline: N/A 0 Target: 20 WHRDs (female), 20 LGBTQI RDs (10 male, 10 female) and 40 youth (20 men, 20 women) participate in the networking event.	Networking event report, attendance sheet, evaluation and follow-up after event. Evaluation	After completion of activity 1.1.2
		Output Indicator 1.1.4 % of WHRDs, LGBTQI RDs and youth between 15-29 years, participating in the event have coordinated after the event. Baseline: N/A 0 Target: 50% of WHRDs, LGBTQI RDs and youth participating in the event report having coordinated between them at least once after the event.	Networking event report, attendance sheet, evaluation and follow-up after event. Evaluation	3-6 months after networking event.
		Output Indicator 1.1.5. Partner organisations have addressed gaps (in terms of policies and systems) Baseline: Organisational assessments Target: at least 2 key organisational gaps (in terms of policies and systems) are addressed by each of the partner organisations.	Training report, Attendance Sheets, regular follow-up and dialogue with partner organisations on the implementation of policies and systems. Evaluation	After completion of activity 1.1.3
	Output 1.2 Increased understanding of Human Rights Based approach and acceptance and protection of WHRDs and LGBTQI Rights Defenders by community, traditional and religious leaders List of activities: 1.2.1 Participatory needs assessment 1.2.2 Dialogue sessions with influential leaders 1.2.3 Trainings with traditional & community religious leaders 1.2.4 Follow-up dialogues and monitoring visits	Output Indicator 1.2.1 # Dialogue sessions conducted with traditional & community leaders and religious leaders, 65% men, 35% women. Baseline: N/A 0 Target: 8 Dialogue sessions conducted with community members	Participatory needs assessment tool Dialogues' notes, Training reports, Knowledge, Attitudes and Practices (KAP) pre-post survey	After completion of activity 1.2.2
		Output Indicator 1.2.2 Increased knowledge on HRBA and HR-related content among project participants Baseline: TBD by pretest of participants Target: 20 % average increase on level of knowledge on HRBA and HR-related content among project participants	Training reports, Knowledge, Attitudes and Practices (KAP) pre-post survey Evaluation	20% end of project
		Output Indicator 1.2.3	Training reports, Knowledge,	20% end of project

41

		Increased acceptance of WHRDs and LGBTQI RDs among project participants Baseline: TBD by pretest of participants Target: 20 % average increase on acceptance level of WHRDs and LGBTQI RDs among project participants	Attitudes and Practices (KAP) pre-post survey	
	Output 1.3 Women, girls and boys (including sexual minorities), analyse, understand and respond to GBV, Harmful Traditional Practices, and other violations of their rights. List of activities:	Output Indicator 1.3.1 Rightsholders´ forums and groups report having improved their leadership and structures. Baseline: TBD during needs assessment in communities. Target: 70% of forums and groups report having improved their leadership and structures as a result of this project.	Participatory needs assessment tool Dialogues' notes, Training reports, Attendance Sheets, regular follow-up and dialogue, Knowledge, Attitudes and Practices (KAP) pre-post survey Evaluation	After completion of activity 1.1.1
	1.3.1 Needs assessment and dialogue 1.3.2 Support the groups to set up their forums and leadership structures. 1.3.3 Support to established forums and community groups to develop action plans 1.3.4 Support implementation of action plans on advocacy and awareness raising	Output Indicator 1.3.2 The targeted rights-holder groups have increased knowledge and skills to raise awareness on women's rights and/or LGBTQI rights in their own communities. Baseline: TBD after assessments with the rightsholders groups. Target: 30% average increase on level of knowledge and skills to raise awareness on women's rights and/or LGBTQI rights among rightsholders´ groups.	Participatory needs assessment tool Dialogues' notes, Training reports, Attendance Sheets, regular follow-up and dialogue, Knowledge, Attitudes and Practices (KAP) pre-post survey Evaluation	30% end of project
	1.3.5 Follow-up and monitoring visits	Output Indicator 1.3.3 The targeted community groups have seen the pledges of action partially or substantially completed. Baseline: TBD after assessments with the rightsholders groups Target: At least 70% of the 11 communities have seen the pledges of action partially or substantially completed.	Participatory needs assessment tool Dialogues' notes, Report and meeting notes, Knowledge, Attitudes and Practices (KAP) pre-post survey Evaluation	70% end of project

42