

Annexes

Annex A – Terms of Reference

Terms of Reference

Independent Evaluation of DFAT's Challenging Violence Against Women (EVAW) Program in Pakistan

1. Background

Australia commenced a 4 year (\$7.46 million) program in June 2014 to eliminate violence against women (EVAW) in targeted communities of Sindh and Khyber Pakhtunkhwa (KP). The program builds on an existing Trócaire program supported by Irish Aid, valued at €1.1 million over four years (2012-16). The strategic objectives of the DFAT funded program are to:

- To strengthen Gender Based Violence (GBV) survivors' access to quality support services for selected partners in Khyber Pakhtunkhwa and Sindh
- To promote reduced tolerance to GBV and action to address violence against women, among women, men and youth
- To support advocacy efforts with key stakeholders to enable passage and full implementation of key legislation relating to GBV
- To improve EWAV Program partners' capacity to support sustainable change in targeted communities.

Key program activities include improving support services for women affected by violence, including through funding for shelters, counselling, legal aid and medical services, and income generation support to help survivors reintegrate back into their communities. In addition, the program engages women, men, girls and boys, religious and community leaders to challenge attitudes and behaviours that tolerate violence against women. The program is also working to strengthen the capacity of police, medical institutions, the judiciary and female parliamentarians to respond to cases of violence and to pass and implement policy and legislation to protect women from violence.

The principal program partner is Irish NGO, Trócaire, with implementation conducted by five local NGOs, with selection of two new advocacy partners and a technical partner to support the local body representative leadership component currently in process:

- Association for the Betterment and Development of Human Beings (ABAD)
- Noor Education Trust (NET)
- Sindh Development Society (SDS)
- Aiming for Change Tomorrow (ACT)
- Pakistan Village Development Programme (PVDP)

This program represents the first time the Australian Government has engaged in the EVAW sector in Pakistan, and has enabled a significant scale-up of Trócaire's existing activities, beneficiaries and geographic reach. It was designed as a four year investment (2014-18), with detailed and costed

implementation plans initially outlined for the first two years. A mid-term review was originally planned to inform the third and fourth year activities and budgeting (valued at approximately \$4 million in years three and four, subject to adjustment). The review would examine lessons learnt in the first two years and ensure that operations continued to be in line with Australian government gender policy priorities, with potential minor activity amendments pending the outcomes of the evaluation.

The program has now been under implementation for over 2 years starting from May 2014. A number of activities were delayed due to the discontinuation of one partnership resulting in the need to identify new partners and re-plan some strategies and activities. However there have been a number of significant achievements in the first year of operations including:

- establishment of a new shelter in Sindh and 2 new helplines in Sindh and KP
- followed by assessments and analysis of service delivery at new and existing shelters, strengthening of services in program run shelters and scale up of services in government run shelter in Hyderabad;
- continued focus on increasing women's awareness of their rights through active engagement with community groups and launch of media campaign;
- development of innovative strategies to increase men's role in preventing violence against women, including through support to research projects at various universities and SASA! (Start, Awareness, Support, Action).

To date, program activities have resulted in:

- 3,183 survivors accessing services with 99 per cent of survivors reporting satisfaction with the quality of services;
- 18 survivors reintegrated as a result of livelihood opportunities, 6 through the provision of small grants and 11 through orders received from designers/shop keepers or sale their products;
- 1,045 officials trained including 656 Police Officers (84 female, 572 male), 60 Medico-Legal Officers (26 female, 34 male), 141 Judge (53 female, 88 male), 28 pro-bono lawyers (5 male, 23 female) and 160 government officials (105 males, 55 females);
- 41 per cent of targeted men, women, girls and boys taking actions to prevent or respond to GBV; Six public service messages (PSM) produced and shared using television, print, radio and social media. 26 national and regional newspapers with circulation figures of 1,308,278 covered the launch event whilst PSMs for both phases were aired 216 times on five television channels and 1,000 times on seven radio stations. The same messages were also displayed in provincial and national newspapers.
- increased collaboration with government departments, including the Department of Social Welfare and the drafting/signing of a number of MoUs to formalise continued collaboration; and
- the establishment of strategic partnerships with National and Provincial Commissions on the Status of Women (NCSW and PCSW), which will enable Trócaire to support the strengthening of the national and provincial bodies as well as collaborate on research and advocacy initiatives;

The investment has been assessed as performing very well in the 2015-16 DFAT Annual Aid Quality Check process. A monitoring visit to the Sindh operations was conducted in late 2015. This visit identified particular challenges in strengthening police capacity and women's access to legal institutions and facilities. It is expected that the evaluation will consider program progress and challenges and will inform program approaches in the remaining years of the program.

2. Purpose

The evaluation will:

- assess progress to date against objectives by examining the efficiency, effectiveness, sustainability, risk management and monitoring & evaluation arrangements of the program, and
- identify lessons learnt and recommendations to inform the remainder of the investment, and a potential next phase of Australian support.

3. Evaluation Questions

The evaluation will respond to the following key questions:

1. How effective is the program in achieving its expected outputs and short term outcomes as outlined in the design?
 - a. What factors are influencing progress and why?
 - b. To what extent are the different components aligning to achieve program-level outcomes/results as stated in the program results framework?
 - c. How effectively is the program working in partnership with local police and the judiciary?
 - d. Is the Theory of Change sound? What adjustments, if any, are recommended?
2. How efficient and effective are governance and management arrangements?
 - a. Are engagement and coordination arrangements with partners and government appropriate at provincial, district and national level?
 - b. Is the program sufficiently harmonised (at a policy and implementation level) with other donors and key sector stakeholders?
3. To what extent is sustainability being maximised through the program's design and implementation?
 - a. What evidence is there that the program is influencing relevant policy and legislative reform processes?
 - b. What evidence exists of awareness and behavioural change as a result of this investment?
 - c. How effective has livelihoods training been in enabling women to access economic opportunities and reintegrate into the community?
 - d. How effective are partners' capacity development and to what extent are partners managing risks to their effectiveness and sustainability? Which areas require greater attention over the remainder of the program?
4. How robust are the program's risk management systems and are key risks effectively being identified and managed?
5. How robust and fit-for-purpose is the M&E system and data collected at the whole-of-program and individual partner level?
 - a. Does the M&E system adequately capture data on gender domains of change - access to resources and services; policies and laws; awareness/agency; social norms and practice?
 - b. To what extent is data being used to inform decision-making in program implementation and management?

Under each criterion the evaluation should provide a description and analysis of progress to date, lessons learnt and recommendations for improvements.

4. Evaluation Process

The process for the evaluation team to conduct the evaluation will consist of the following main stages of work:

- briefing with the DFAT project team
- development of an evaluation plan
- desk review and appraisal of key documents
- in-country data collection and analysis
- debrief with DFAT and implementing partners
- development of the aide memoire
- drafting of an evaluation report, appropriate for publication
- DFAT will develop a management response and conduct learning activities as appropriate

5. Timing and Duration

The in-country component of the evaluation will take place in late November – early December 2016 involving an Independent Team Leader (TL) and a Gender Expert (GE). The below table outlines number of days anticipated for each role with a maximum of 11.5 working days in Pakistan for the TL and GE, plus international travel days as required. The schedule and division of days for different tasks is subject to discussion following receipt of the Evaluation Plan, however should include the following activities:

<u>Activity</u>	<u>Timing (per person)</u>	<u>Location</u>	<u>Date</u>	<u>Responsibility</u>
Planning				
Initial briefing with DFAT Pakistan Desk/Post	2 hours – TL 2 hours - GE	Virtual	8 Nov (TBC)	All team members
Undertake a desk-based assessment of all relevant project documents	3 days – TL 3 days – GE	Virtual	Early Nov	All team members
Prepare an evaluation plan including the methodology and tools which will be adopted to meet evaluation requirements	2 days – TL 1 day - GE	Virtual	By 9 Nov	TL, GE
Revise evaluation plan on the basis of feedback	1 day- TL	Virtual	By 16 Nov	TL
Arrange NOCs for travel to proposed locations		ISL	Early Nov	DFAT Post to arrange.
Total	TL – 6.5 days GE –4.5 days			
In-Country Evaluation - In country data collection and preliminary analysis				
Initial meeting with TL	2 hrs – TL 2hrs - GE	ISL	Sunday 20 Nov	TL and GE
Security Brief and Meeting with HOM and DHOM	2 hours – TL 2 hours – GE	ISL	Monday 21 Nov	All team members. DFAT Post to arrange.

Briefing with DFAT project team on the project and review expectations	2 hrs – TL 2 hours – GE	ISL	Monday 21 Nov	All team members DFAT Post to arrange.
Briefing with Trocaire, Islamabad on the purpose, scope and schedule of the evaluation	4 hrs – TL 4 hrs – GE	ISL	Monday 21 Nov	All team members DFAT Post to arrange.
Briefing with other local implementing partners in Islamabad on the purpose, scope and schedule of the evaluation	4 hrs – TL 4 hrs – GE		Tuesday 22 Nov	All team members DFAT Post to arrange.
Sindh and KP Operations – Post and Team to determine duration/schedule/dates.	7.5 days – TL 7.5 days - GE	Hyderabad / Peshawar	22 - 30 Nov (Sunday rest day)	DFAT Post to assist. Post/Trocaire to advise most suitable locations.
Analysis and preparation of presentation / aide memoire; Brief DFAT Post/Desk and implementing partner on preliminary findings and recommendations	2 days – TL 2 days – GE	ISL	1-2 Dec	All team members DFAT Post & CBR to participate
Total	TL – 11.5 days GE – 11.5 days			
Following in-country evaluation				
Follow up data collection (if necessary)	GE – 3 days			TBD at DFAT debrief
Analysis and drafting of the evaluation report (plus finalisation of Aide Memoire document if necessary)	5 days - TL 2 days - GE	Virtual	by 22 Dec 16	TL, GE
DFAT to consider draft and provide comments	3 days	CBR and ISL	By 20 Jan 17	Desk and Post
Finalise Report	1.5 days - TL	Virtual	By 3 Feb 17	TL
Attend DFAT debrief	2 hours - TL		Jan/Feb 17	TL
Attend learning activities as required	0.5 days – TL	Canberra	From Feb 17	TL
Total	TL – 8 days GE – 5 days			
Maximum time	TL – 26 days GE – 21 days			

6. Deliverables

The Team Leader is responsible for the following deliverables:

- An evaluation plan that confirms the process of evaluation and includes key evaluation questions and methodology (and which meets the requirements set out in Standard 5 of the DFAT M&E Standards);
- An Aide Memoire outlining the preliminary findings and indicative recommendations of the independent evaluation;
- A debrief session for DFAT and Trocaire at the end of the in-country visit.

- d) A Draft Report with executive summary provided to DFAT in electronic version within fourteen working days of completion of the mission which meets the requirements set out in Standard 6 of the DFAT M&E Standards and is appropriate for publication; and
- e) A final report of no more than 20 pages in length (excluding annexes), with a standalone executive summary of no more than 4 pages provided to DFAT in MS Word format within seven working days of receipt of DFAT comments on the draft report and which meets the requirements set out in Standard 6 of the DFAT M&E Standards. This report should be appropriate for publication.
- f) 2-3 vignettes/case studies on positive examples of change by the EVAW Program.

7. Team Composition and Responsibilities

The evaluation team will comprise of the independent team leader and a gender expert. DFAT staff in Canberra and Islamabad will provide support to manage the logistics of the mission. Responsibilities of team members would be as follows.

- a) **Independent Team Leader:** The Team Leader will have experience on conducting evaluations; a strong understanding of gender equality and women's empowerment; an understanding of DFAT EVAW program; understanding of Australian aid program to Pakistan; and understanding of the Pakistani operating environment. The Team Leader will lead drafting the evaluation plan; managing data collection/interviews and for coordinating drafting and quality control of the report in accordance with DFAT's M&E Standards. The Team Leader will provide direction to the team and will coordinate all team input as the contact point for the Evaluation Team with the Pakistan program. The Team Leader may also undertake a learning event following the evaluation.
- b) **Independent Gender Expert:** This team member will have strong analytical skills and expertise in gender equality and women's empowerment in Pakistan, particularly in the field of EVAW. The Gender Expert will be Pakistani and will be fluent in English and Urdu. They will provide input into the evaluation plan, work with the Team Leader to arrange stakeholder consultations and meetings; conduct and support interviews; collate and triangulate data and analysis; undertake follow up data collection and analysis following the in-country visit if required, draft sections of the Evaluation Report (likely to be approximately six to eight pages) and Aide Memoire, provide input into the recommendations; and remain available to respond to any follow-up questions on the report after feedback from DFAT is received.

A translator who speaks Urdu, Pashto, Sindhi and English will be provided by DFAT or the program partner (Trocaire). It is anticipated that meetings with most government counterparts and Trocaire will be conducted in English with many stakeholder and beneficiary consultations likely to be conducted in Urdu, Pashto and/or Sindhi.

Representatives from Irish Aid and DFAT may observe some parts of the evaluation as determined by the Team Leader and as appropriate to maintain the independence of the evaluation.

Team members travelling from outside Pakistan will be responsible for arranging their own travel to Pakistan. They will also be required to have undertaken the necessary security training to travel to "reconsider your need to travel" and "do not travel" locations, and are required to liaise closely with DFAT Canberra and Islamabad on logistics prior to arriving in country. DFAT Islamabad will assist with managing security requirements and logistics while in-country.

8. Key documents

Key documents will be provided by DFAT to the Evaluation Team at commencement of the assignment as below:

- Program design document (with final Annexes 1-14)
- DFAT Gender Equality and Women's Empowerment Strategy
- SWD Gender Equality and Women's Empowerment Strategy
- Post Gender Equality Booklet
- Six-monthly Reports and Annual Reports from Trócaire
- DFAT's M&E Standards
- Pakistan Summary Narrative Report (draft) and attachments
- Pakistan Gender Review, Action Plan and Scorecards
- DFAT Aid Investment Plan for Pakistan
- DFAT Aid Program Performance Report 2014-15
- 2015-16 Aid Quality Check for Challenging Violence Program
- Report from 2015 Monitoring Visit to Sindh.

Annex B – Evaluation Plan

Evaluation Plan Pakistan Challenging Violence Against Women Program

9. Introduction

Australia supports \$7.46 million aid investment (2014-18) in Pakistan to challenge violence against women in targeted communities of two provinces, Sindh and Khyber Pakhtunkhwa. This is the first time the Australian Government has engaged in the Ending Violence Against Women (EVAW) sector in Pakistan.

The strategic objectives of the investment are:

- to strengthen Gender Based Violence (GBV) survivors' access to quality support services for selected partners in Khyber Pakhtunkhwa (KP) and Sindh
- to promote reduced tolerance to GBV and action to address violence against women, among women, men and youth
- to support advocacy efforts with key stakeholders to enable passage and full implementation of key legislation relating to GBV; and
- To improve EVAW Program partners' capacity to support sustainable change in targeted communities

Key program activities include improving support services for women affected by violence, including through funding for shelters, counselling, legal aid and medical services, and income generation support to help survivors reintegrate back into their communities. In addition, the Program engages women, men, girls and boys, religious and community leaders to challenge attitudes and behaviours that tolerate violence against women. The Program is also working to strengthen the capacity of police, medical institutions, the judiciary and women parliamentarians to respond to cases of violence and to pass and implement policy and legislation to protect women from violence.

The EVAW Program is implemented by Irish NGO Trocaire, in collaboration with five local implementing partners (Association for the Betterment and Development of Human Beings (ABAD), Noor Education Trust (NET), Sindh Development Society (SDS), Aiming for Change Tomorrow (ACT), and Pakistan Village Development Programme (PVDP).

The investment has been assessed as performing very well overall in the 2015-16 DFAT Annual Aid Quality Check (AQC) process. The AQC identified challenges in areas related to effectiveness and sustainability - policy dialogue/advocacy, legislative impact, behaviour change, reintegration of survivors, partnerships with the police and judiciary, and disability inclusiveness. A monitoring visit to the Sindh program was also conducted in late 2015 by the AHC team. This visit identified particular challenges in strengthening police capacity and women's access to legal institutions and facilities in Sindh.

10. Purpose

The evaluation has two key purposes:

- to assess progress to date against objectives by examining the efficiency, effectiveness, sustainability, risk management and monitoring and evaluation (M&E) arrangements of the program, and
- to identify lessons learnt and recommendations to inform the remainder of the investment, and a potential next phase of Australian support.

11. Evaluation Questions

There are five key questions for this evaluation, with a number of sub-questions. In addition to an analysis of progress and issues in each of the areas, the evaluation will identify lessons learnt and provide recommendations to inform the remainder of Phase One and potential future support. Annex B interprets these questions for the various stakeholders. Note that question four below has been changed to become question 2c. Disability inclusiveness has also been added under question five part a.

6. How effective is the Program in achieving its expected outputs and short-term outcomes as outlined in the design?
 - a. What factors are influencing progress and why?
 - b. To what extent are the different components aligning to achieve program-level outcomes/results as stated in the program results framework?
 - c. How effectively is the Program working in partnership with local police and the judiciary?
 - d. Is the Theory of Change sound? What adjustments, if any, are recommended?
7. How efficient and effective are governance and management arrangements?
 - a. Are engagement and coordination arrangements with partners and government appropriate at district, provincial, and/or national level?
 - b. Is the Program sufficiently harmonised (at a policy and implementation level) with other donors and key sector stakeholders?
8. To what extent is sustainability being maximised through the Program's design and implementation?
 - a. What evidence is there that the Program is influencing relevant policy and legislative reform processes?
 - b. What evidence exists of awareness and behavioural change as a result of this investment?
 - c. How effective has livelihoods training been in enabling women to access economic opportunities and reintegrate into the community?
 - d. How effective are partners' capacity development and to what extent are partners managing risks to their effectiveness and sustainability? Which areas require greater attention over the remainder of the Program?
9. How robust are the Program's risk management systems and are key risks effectively being identified and managed?
10. How robust and fit-for-purpose is the M&E system and data collected at the whole-of-program and individual partner level?
 - a. Does the M&E system adequately capture data on gender domains of change - access to resources and services; policies and laws; awareness/agency; social norms and practice?

- b. To what extent is data being used to inform decision-making in program implementation and management?

12. Methodology

The evaluation will consist of the following main stages of work:

- briefing with the DFAT project team
- development of an evaluation plan
- desk review and appraisal of key documents
- in-country data collection and analysis (2 weeks)
- debrief with DFAT and implementing partners, and
- learning activities following the evaluation.

This evaluation is largely a forward-looking, formative evaluation (to inform work going forward), with some summative elements (to assess progress to date). The evaluation will use a strength-based approach that will build on progress to date. It will provide time and space for collective reflection and learning by stakeholders involved in the Program, with the aim of fostering mutual understanding of progress to date, remaining challenges, lessons learnt and future action to improve outcomes. It will be focused on utilisation by providing practical suggestions to improve the program and to meet DFAT requirements. This approach is appropriate given the high performance of the investment to date (according to internal quality checks, AQC's), the nature of the investment (addressing a sensitive issue in a challenging environment), and the nature of stakeholders (local NGOs as implementing partners).

The evaluation team will use primarily qualitative methods to inform the evaluation. During the in-country visit, the team will meet with all the implementing partners, a range of stakeholders and conduct semi-structured interviews (based on Annex B) and focus group discussions. The team will facilitate discussion among stakeholders, guiding them through an exploration of the successes, issues, and potential ways forward. A draft visit schedule is at Annex A.

Building rapport and trust with interviewees will be important for this approach. Security protocols will make this more challenging, and the team will be guided by the AHC and local partners to minimise the effects of this. The evaluation team will also limit numbers of AHC/Trocaire staff in some meetings to create a more comfortable dynamic.

Do No Harm considerations will be paramount in this evaluation mission due to its focus on violence against women, a highly sensitive issue in Pakistani society. The high profile nature of the evaluation team's security entourage will draw (possibly unwanted) attention to the implementing partners' work and stakeholders involved in the provincial programs. This will be a significant issue in both Sindh (police escort at all times) and KP (police escort and close personal protection. Ongoing, close consultation with Trocaire and implementing partners will be required to minimize and mitigate these risks. For example, bringing Swat community members and implementing partner staff to Islamabad instead of Peshawar is preferable, as they will have more anonymity in Islamabad compared to Peshawar. Consideration should also be given to meeting with survivors of violence and shelter staff in a separate location (not at the shelter), to avoid drawing attention to shelter locations. It would be advisable to avoid visiting shelters altogether. If the team does visit shelters in Sindh and KP, escort vehicles and security personnel should remain as far away as possible from the entrance. As little information as possible on the shelter locations will be provided to the police. Proposed questions for survivors of violence will be cleared through Trocaire prior to interview.

Given the sensitivity of the issue, consent to participate in the evaluation will be sought verbally, rather than in written form - see Annex C.

Project documentation and quantitative data gathered by the program will be used as supplementary evidence and for triangulation purposes.

Regarding case studies, it is requested that the visit schedule include meetings with individuals who could potentially provide vignettes about how the program has positively affected their lives, this will enable the evaluation team to collect quotes and data. It is envisaged that these vignettes/case studies will take a similar form to the beneficiary stories provided in Trocaire's progress reports.

13. Reporting and Deliverables

At the conclusion of the in-country visit, the evaluation team will provide a debrief to AHC and Trocaire on the initial findings and proposed recommendations of the evaluation. This will be an opportunity to test findings with them and prompt further discussion that will assist in firming up the findings and recommendations. An Aide-Memoire (cleared by HOM) will be developed for Trocaire and Government of Pakistan stakeholders, providing a summary of where the evaluation team went, who they met with, and the initial findings and proposed recommendations.

An evaluation report will be drafted by end December 2016. This will be finalised in January 2017 for publication. The proposed table of contents is:

- 1) Executive Summary (2 pages)
- 2) Introduction (1 page)
- 3) Purpose and Methodology (2 pages)
- 4) Context (2 pages)
- 5) Findings (10 pages)
- 6) Lessons Learnt, Conclusions and Recommendations (3 pages)
- 7) Annexes: TOR, Evaluation Plan, Schedule of Visit, List of Organisations and People met, Aide Memoire, Summary Responses to Review Questions, 2-3 vignettes/case studies, list of references/documents consulted, list of laws passed in Sindh and KP.

14. Interpretation of Questions for the Various Stakeholder Groups

Questions:	Relevant to:	Expressed As:
How effective is the program in achieving its expected outputs and short term outcomes as outlined in the design?	All Stakeholders AHC Staff, Service Providers, Community Members, Advocacy Partners, Implementing Partners	What is your assessment of how the different components of the program are progressing? Which parts are progressing well? Which components are more challenging? Please describe how this program has assisted you. Do you have any recommendations to improve the support provided by the program?
What factors are influencing progress and why?	AHC Staff, Service Providers, Advocacy Partners, Implementing Partners	What specific factors have affected the program's progress and performance to date? Are there any key lessons emerging from the project so far?
To what extent are the different components aligning to achieve program-level outcomes/results as stated in the program results framework?	AHC Staff, Government Partners Implementing Partners, Advocacy Partners Program Documentation Trocaire	What are the key successes/results of the program thus far?
How effectively is the program working in partnership with local police and the judiciary?	Service Providers – Police, Bar Council, pro-bono lawyers Implementing Partners Trocaire	Can you describe the work you are undertaking specifically with the police & judiciary and how this is progressing?
Is the Theory of Change sound? What adjustments, if any, are recommended?	Implementing Partners, National Advocacy Partners, Project Documentation AHC Staff Trocaire	Have there been any unintended consequences of the project (positive or negative)? Do you have any recommendations for the program approach – is it working well or are there any additional aspects that should be added or strengthened? Would you recommend modifying the approach for greater impact?
How efficient and effective are governance and management arrangements?	AHC Staff, Implementing Partners	Does your current management arrangement with Trocaire work well? How could it be improved?
Are engagement and coordination arrangements with partners and government appropriate at provincial, district and national level?	Service Providers, Advocacy Partners, Implementing Partners	How do you keep in touch with government and partners at the national, provincial and district level?
Is the program sufficiently harmonised (at a policy and implementation level) with other	AHC Staff, Advocacy Partners, Implementing Partners Donors	Can you explain how this program complements other EAW work in Pakistan, and the mechanisms used to coordinate

donors and key sector stakeholders?		with key stakeholders in the sector?
How robust are the program's risk management systems and are key risks effectively being identified and managed?	AHC Staff, Implementing Partners	What risk management processes do you use? How do you mitigate against potential harm to women and survivors of GBV as a result of program activities?
To what extent is sustainability being maximised through the program's design and implementation?	Implementing Partners AHC Staff Trocaire	Is the current design of the program sustainable in the long term? Provide examples.
What evidence is there that the program is influencing relevant policy and legislative reform processes?	AHC Staff Advocacy Partners, Trocaire (national level) Implementing Partners (provincial level)	What evidence, if any, do you see of the program's effectiveness in influencing policy and law at the provincial and/or national level?
What evidence exists of awareness and behavioural change as a result of this investment?	Implementing Partners Advocacy Partners Community members	Have you noticed any changes in attitudes or behavior around the issue of VAW in people involved in the program? How has this program affected your understanding of the rights of women? Have you changed your views or behavior in any way as a result of this program? Please give examples.
How effective has livelihood training been in enabling women to access economic opportunities and reintegrate into the community?	Community members - GBV survivors, women Avicenna Consulting Service Providers	Have you had training under this program? What has been the benefit to you? Would you recommend this to others? Would you recommend changes to the support provided?
How effective are partners' capacity development and to what extent are partners managing risks to their effectiveness and sustainability? Which areas require greater attention over the remainder of the program?	Implementing partners, Program documentation AHC Staff Trocaire	What have been the major capacity development interventions? In which areas does the Program need to give more attention?
How robust and fit-for-purpose is the M&E system and data collected at the whole-of-program and individual partner level?	AHC staff Program documentation Implementing Partners Trocaire	How do you collect data and who does this? (partners) Does the M&E system provide you the information you need to report on quality and progress of the activity?
Does the M&E system adequately capture data on gender domains of change?	Service Providers, Community Members, Advocacy Partners, Implementing Partners Program Documentation	To what extent is the program promoting gender equality, women's empowerment and disability-inclusive development? Does the M&E system

		adequately collect data and evidence on these aspects.
To what extent is data being used to inform decision-making in program implementation and management?	Trocaire Implementing Partners	Can you provide any examples of where you have adjusted your approach based on the data collected?

Agreement to Participate in Review of the Challenging Violence against Women Program in Pakistan

You are being asked to take part in a review of the support that the Australian Government provides to the Challenging Violence Against Women Program in Pakistan.

Today we will ask you some questions about your experience with the program. First, we will tell you about what will happen to the information you tell us. Then we will ask if you are happy to take part in this meeting. If so, we ask whether you agree to take part. If you say yes, this will be taken as verbal consent. If you say no, that is fine – we understand your decision.

Please take your time making your decision. You can ask us or someone else to explain any words or information you do not clearly understand.

The review is being undertaken to help improve the program. The review gives us all an opportunity to think about this work, what it has achieved, and what it might do in the future. We place a lot of value on hearing and understanding the views of people who have direct experience of the work of the program.

If you agree to take part, we would like to know about your experiences and your organisation's engagement or involvement with the program. We will ask you a few questions and write down your answers. Then we will write some of the information you tell us in a report to DFAT and the program team. We will not mention your name in the report.

Annex C – Itinerary

Schedule of In-Country Mission

GBV Programme Evaluation Mission (Islamabad/Sindh/KP) 20 November – 2 December 2016		
Date	Time	Activity/Meeting
Saturday 19 November	22:30	Evaluation team leader arrives Islamabad, DFAT vehicle collects from Airport & transfer to Transit House
Sunday 20 November	14:30-18:00	Meeting with gender specialist
Monday 21 November	09:15	Separate security briefings
	09:45	Evaluation team& DFAT program team meeting
	11:10	Depart for Trocaire office
	11:30 -14:00	Meeting& working lunch with TrocaireGBVteam
	14:00	Meeting Avicenna Consulting
	15:25	Depart for Aurat Foundation Office
	15:50 -17:15	Meeting Aurat Foundation
Tuesday 22 November	9:00 -10:30	Meeting with Shirakat/MenEngageAlliance members -Rozan, ACT& Plan International Pakistan
	10:30	Depart for Parliament House
	11:00- 12:00	Meeting Women’s Parliamentary Caucus Representatives
	12:00	Return to AHC
	13:00	Depart for airport - flight at 1500hrs
		Arrive in Karachi
	19:30	Dinner meeting Afiya Zia, member Women’s Action Forum
		Overnight in Karachi
Wednesday 23 November	08:00	Depart for Hyderabad
	11:15	Arrive in Hyderabad
	11:30	Visit GBV helpline(Police 15 in charge, &2 ABAD helpline staff)

	12:30	Meeting Deputy Inspector General (DIG) Police
	14:15	Visit ABAD Shelter (separate meeting with 2 residents of shelter)
	15:45	Visit ABAD Advice & Legal Assistance Centre; meeting ABAD staff members& separate meeting with reintegrated survivors
	18:30	Check-in Indus Hotel
	19:00- 20:30	Meeting Trocaire
Thursday 24 November	08:30	Travel to Jamshoro
	09:00– 12:30	Visit to SDS Gender Resource Centre (GRC) &separate meetings with women beneficiaries; Avicenna coordinator & male community stakeholders
	12:30	Working lunch with SDS staff at GRC
	13:30	Visit Learning Resource Centre; meeting women beneficiaries & meeting SASA! team
	17:00	Depart for Hyderabad
	17:30- 19:00	Meeting Trocaire
Friday 25 November	09:00	Meeting ABAD
	10:15– 13:00	Visit DarulAman Hyderabad, meeting Supervisor
	13:10	Depart for Karachi
		Overnight in Karachi
Saturday 26 November	09:00	Team meeting
	10:30	Depart for airport, Islamabad flight 1300
Sunday 27 November		Rest Day
Monday 28 November	07:00	Depart for Peshawar
	10:00- 11:30	Visit Drop In Centre; meet NET staff; visit District Bar Council; meet members of Peshawar Bar Association& pro bono lawyers
	11:30	Depart for SWD
	12:00	Meeting Director and staff of Social Welfare Department
	14:30-17:15	Visit NET Shelter; separate meetings with staff; survivors; & 1 reintegrated survivor
	19:00-20:30	Meeting Rahim Bangash&Awais Khan, NET

Tuesday 29 November		Overnight Peshawar
	07:45	Depart for Nowshera
	09:00	Meeting WISE women & girls group, ACT
	10:30	Depart for Mardan
	11:30	Meeting ACT staff & WISE men's group from Jamodar Kali, at ACT Mardan office
	13:30	Lunch meeting with ACT staff at Mardan office
	14:30	Male stakeholders meeting at ACT Mardan office
	15:45	Depart for Islamabad
Wednesday 30 November	09:00-10:00	Meeting Trocaire
	10:00 -13:30	Meeting 7 staff members from Swat PVDP; male representatives from Swat advocacy group & working lunch
	14:00 -16:00	Meeting GBV donors & international NGOs
	17:30-19.30	Meeting Safiullah Khan, Trocaire
Thursday 1 December	09:00– 15:45	Working on debrief presentation
	16:15- 17:30	Debrief with AHC project team
	18:00-20:00	Working on debrief presentation
Friday 2 December	9:00 -10:00	Debriefing Australian Head of Mission
	11:00 -13:00	Debrief for AHC & Trocaire
	13:45	Depart AHC
	14.30-18.30	Finalizing debrief presentation & report outline
	23:30	Evaluation team leader departs Islamabad

Note: On 7th December as a follow up to the in-country mission RR met with the Trocaire finance team and with the CEO and Director Marketing of Shazia Abbasi Consulting in Islamabad.

Annex D – List of References and Documents Consulted

Trocaire Documents

1. Assessment of Medico-Legal Services from a Gender Perspective: A National Study November 30, 2015; commissioned by Trócaire in Pakistan and in collaboration with the Ministry of Human Rights and the National Commission on the Status of Women by Dr. Ayesha Khan, Research and Development Solutions, Islamabad.
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4. Monitoring and Evaluation Operational Plan, GBV Program, Pakistan by M. Zahid, Manager M&E, Trocaire, February, 2015.
5. Challenging GBV Program Trócaire, Pakistan PROGRESS REPORT June – November 2014.
6. Challenging GBV Program Trócaire Pakistan, ANNUAL PROGRESS REPORT 1 June 2014 – 28 February 2015.
7. Challenging GBV Program Trócaire, Pakistan PROGRESS REPORT June - November 2015.
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10. Annual Program Update, March 2014 – February 2015, Trocaire Newsletter.
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14. Investment Design for Challenging Gender Based Violence in Khyber Pakhtunkhwa and Sindh, Pakistan, September 2013, DFAT.
15. Challenging GBV Revised Budget Y2, March 2016, DFAT.

16. Aid Quality Check for INL236 - Pakistan Ending Violence Against Women Program, DFAT, April 2016.
17. Child Protection Policy for the Australian Government's aid program, DFAT, originally released January 2013 and reprinted June 2014.
18. Gender equality and women's empowerment strategy, Australian Government, DFAT, February 2016.
19. Aid Investment Plan Pakistan 2015/16 to 2018/19, DFAT.
20. DFAT Pakistan Country Program Gender Assessment and Action Plan for 2015-2016, Annemarie Reerink Senior Sector Specialist – Gender Equality (MPD), DFAT.
21. Promoting Gender Equality in Pakistan: Empowering women and girls for the future, Australian Government, Australian Aid, March 2016.
22. Safe homes and safe communities – Australia's commitment to ending all forms of violence against women and girls, Australian Government, DFAT, January 2016.

Program Partner Documents

23. Establishment of GBV Helpline at Directorate of Social Welfare, Special Education and Women Empowerment KP, ACT PowerPoint Presentation, 28 November, 2016.
24. Technical Proposal - Establishment of Helpline Services for GBV victims and survivors, Directorate of Social Welfare and Women Empowerment, KP, March, 2016.
25. Establishment of a toll free Helpline for Needy Women and Children, MOU between ACT and Social Welfare, Special Education and Women Empowerment Department, Government of Khyber Pakhtunkhwa, August, 2016.
26. GBV Prevention through Social Mobilization and Advocacy, ACT PowerPoint Presentation, 29 November, 2016.
27. GBV Telephone Directory, Mardan, Swabi, Nowshera (English and Urdu), ACT.
28. 16 Days of Activism Campaign Report 2015, ACT, 2016.
29. "MeraGhar" Shelter and Response Program, NET PowerPoint Presentation, 28 November, 2016.
30. NET Situational Analysis Report of Women Crisis Centre, Peshawar, prepared by NET Peshawar, April, 2016.
31. NET Disability Equality Training 18-19 October, 2016 Action Plan.
32. MOUs between NET, Peshawar and i) Regional Directorate of Human Rights, Peshawar, Government of Pakistan; ii) District Bar Association, Peshawar; iii) Peace & Justice Network; and iv) AAWAZ District Forum.
33. A Policy Brief – Research on Medico-Legal Policy and Practice in Khyber Pakhtunkhwa, NET.

34. Noor Education Trust Stands for Women and Children Protection Program, NET booklet.
35. Guideline for Standard Operating Procedure ABAD Shelter Home, ABAD, June, 2014.
36. Protection of Beneficiaries and Participants, ABAD, July 2016.
37. Preventing and Addressing GBV through Assistance, Support and Capacity Building, ABAD PowerPoint Presentation, 23 November, 2016.
38. ABAD Profile.
39. AAGAH [Challenging Gender Based Violence] Project, Swat, Khyber Pakhtunkhwa, PVDP PowerPoint Presentation, 30 November, 2016.
40. Community Activist Identification – Progress, PVDP, 2016.
41. SAC Work Plan Phase I and Phase II, SAC, November, 2016.
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43. Empowerment of Women for Reduction of Gender Based Violence in District Jamshoro, SDS PowerPoint Presentation, 24 November, 2016.
44. Gender and Law – A Criminal Justice System Handbook Facilitator’s Guide – Handbook for Judiciary and Police, Aurat Foundation, January, 2015. (Available in Urdu as well)
45. An Overview of Vocational Training Component of “Challenging GBV Programme”, Avicenna Consulting & Bin Anwar PowerPoint Presentation, 21 November, 2016.

Other Documents

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47. MenEngage Alliance Pakistan Profile, Plan International Pakistan and Shirakat.

Annex F – Aide Memoire

AIDE MEMOIRE: INDEPENDENT EVALUATION

CHALLENGING GENDER BASED VIOLENCE IN PAKISTAN, DECEMBER 2016

The Australian Government recently undertook an evaluation mission to assess progress of one of its aid investments, the Challenging Gender-Based Violence in Pakistan (GBV) Program. In-country data collection was undertaken from 20 November to 2 December 2016. During this period, the team¹ met with a range of stakeholders in Islamabad, Sindh and Khyber Pakhtunkhwa (KP). The evaluation findings will be used to further improve the GBV Program, and to inform potential future support to reduce violence against women in Pakistan. The evaluation team is grateful to representatives of the Government of Pakistan, UN and bilateral agencies and non-governmental organisations (NGOs) who generously shared their experiences and insights to inform the evaluation findings and recommendations. In particular, the team would like to thank the Women's Parliamentary Caucus in Islamabad, the Police Department in Hyderabad, *Darul Aman*² in Hyderabad and the Social Welfare Department in Peshawar, for their time during this mission, and for their ongoing support and collaboration.

The GBV Program (\$7.46 million, 2014-2018) focuses on three districts in Sindh and five districts in KP. The program takes a holistic, integrated approach to reducing gender-based violence, involving close collaboration between the Government of Pakistan, the Sindh and KP Provincial Governments, civil society organisations and donors. The program, managed by Irish NGO Trocaire, has four objectives:

1. to strengthen Gender Based Violence (GBV) survivors' access to quality support services for selected partners in Khyber Pakhtunkhwa and Sindh;
2. to promote reduced tolerance to GBV and action to address violence against women, among women, men and youth;
3. to support advocacy efforts with key stakeholders to enable passage and implementation of key legislation relating to GBV; and
4. to improve program partners' capacity to support sustainable change in targeted communities.

Preliminary Evaluation Findings

Significant steps are being taken to address violence against women in Pakistan, in particular through a number of laws and policies having been passed by National and Provincial Parliaments in recent years. However, there have been significant delays to pass domestic violence and other relevant legislation in KP, and implementation challenges remain in both provinces. Women continue to

¹ The evaluation team consisted of:

- Ulla Keech-Marx, Performance and Gender Specialist, Australian Department of Foreign Affairs and Trade
- Rukhsana Rashid, Development Consultant (Gender Specialist)

The team was accompanied at times by the following staff from the Australian High Commission Islamabad:

- Stacey Greene, First Secretary (Development Cooperation)
- Najma Khan, Program Manager, Gender
- Humaira Ibrahim, Program manager Performance and Quality

² Government shelter facility

experience gender-related violence, including reported instances of domestic violence, forced and child marriage, sexual assault and honour killings.

The evaluation team found that overall the GBV Program is progressing well towards its objectives. In particular, Objectives one, two, and four are performing strongly. Trocaire is considered a valued partner by all stakeholders as it is delivering results and is responsive to partner needs. NGO partners are working at the community level in three districts in Sindh and five districts in KP to build awareness of gender based violence among women, men, girls and boys. The Program is achieving significant outcomes in this area, with evidence of both attitudinal and behavioural change.

The Program works with a number of partners to provide a range of services to female survivors of violence, such as legal aid, psycho-social counselling, medical aid, police support and helplines. Australian aid supports the privately managed women's shelters in both Hyderabad (ABAD) and Peshawar (NET), which are providing critical services to survivors of violence. Strong linkages already exist between the private shelter and the *Darul Aman* in Hyderabad; steps have been taken to form links with the Women's Crisis Centre (WCC) in Peshawar and the *Darul Aman* in Swat, however these relationships can be strengthened. Training modules have been developed and training has been provided to police at different levels. Progress towards objective three has been delayed, as Trocaire has struggled to find provincial level advocacy partners. Trocaire have recently engaged Strengthening Participatory Organization (SPO) in Sindh, and discussions are underway with potential advocacy partners in KP. At the national level, the program has partnered with the National Commission on the Status of Women (NCSW), the Women's Parliamentary Caucus, and Aurat Foundation.

While there are some strong partnerships in place at the provincial and district level with the Government of Pakistan (for example, with the Deputy Inspector General (DIG) of Police in Hyderabad, the Director of Social Welfare and Women Empowerment Department Peshawar, and the *Darul Aman* in Hyderabad), there is potential to strengthen links with Government at all levels and to ensure the program is fully integrated with the Governments' work in this area. The evaluation report will also recommend exploring linkages with the Sindh Human Rights Commission, with the provincial women parliamentarians in both Sindh and KP, and ongoing relationship building with the National and Provincial Commissions on the Status of Women.

Furthermore, the evaluation report will recommend increased opportunities for program partners to share their approaches, experiences, challenges and lessons.³ The Pakistan EVAWG Alliance could be better utilised as a mechanism to coordinate efforts by the various actors (government, national and provincial assemblies, civil society, private sector, media, academia), to share learnings and to document effective approaches. Trocaire and the Australian High Commission should continue to support these efforts to leverage outcomes.

³The five NGO partners are:

- Association for the Betterment and Development of Human Beings (ABAD) – Hyderabad, Sindh
- Noor Education Trust (NET) – Peshawar, KP
- Sindh Development Society (SDS) - Jamshoro, Sindh
- Aiming for Change Tomorrow (ACT) – Mardan, KP
- Pakistan Village Development Programme (PVDP) – Swat, KP

Next Steps

The evaluation team presented preliminary findings to the Australian High Commission (AHC) and Trocaire in Islamabad on 2 December 2016. The team has drafted an Evaluation Report which includes findings, lessons learnt and recommendations. It is intended that the final report, along with a management response from the AHC will be published on the Australian Department of Foreign Affairs and Trade (DFAT) website. The Australian Government looks forward to continued collaboration with the Government of Pakistan, the Sindh and KP Provincial Governments, members of national and provincial assemblies and civil society to reduce violence against women and to promote gender equality in Pakistan.

Annex G – National, Sindh and Khyber Pukhtunkhwa Laws Related to Women and Gender Based Violence

National Laws

1. The Guardians and Wards Act, 1890.
2. The Foreign Marriages Act, 1903.
3. Child Marriage Restraint Act, 1929.
4. The Dissolution of Muslim Marriages Act, 1939.
5. The Pakistan Citizenship Act, 1951, partially amended in 2000.
6. The Muslim Family Laws Ordinance, 1961.
7. West Pakistan Rules under the Muslim Family Laws Ordinance, 1961.
8. The Muslim Family Laws Ordinance, 1961 and West Pakistan Family Court Act, 1964.
9. West Pakistan Family Court Rules, 1965.
10. Dowry and Bridal Gifts (Restriction) Act, 1976 and Dowry & Bridal Gifts (Restriction) Rules, 1976.
11. The Hudood Ordinances, 1979.
12. Qanun-e-Shahadat Order, 1984 (Law of Evidence).
13. Prevention and Control of Human Trafficking Ordinance, 2002; in 2004 Federal Government formulated Prevention and Control of Human Trafficking Rules, to exercise powers conferred by section 12 of the Ordinance.
14. Amendments in Family Courts Act for Khula etc., 2002.
15. The Criminal Law (Amendment) Act, 2004 (on honour crimes).
16. Protection of Women (Criminal Laws Amendment) Act, 2006.
17. Child Marriage Restraint (Amendment) Act, 2009.
18. The Protection against Harassment of Women at the Workplace Act, 2010.
19. Criminal Law (Amendment) Act, 2010 (on sexual harassment).
20. The Acid Control and Acid Crime Prevention Act, 2010 (Criminal Law Act Second Amendment 2011).
21. Prevention of Anti-Women Practices (Criminal Law Act Third Amendment), 2011.
22. The Women in Distress and Detention Fund (Amendment) Act, 2011.
23. Prevention of Anti –Women Practices (Criminal Law Amendment) Act, 2011.
24. Domestic Violence (Protection and Prevention) Act, 2012.
25. The Anti-Rape Laws Act, 2013.
26. On 2nd March 2015, Senate of Pakistan unanimously passed three Private Member's Bills:
 - i. Anti-Honour Killing Laws (Criminal Laws Amendment) Bill, 2014.
 - ii. Anti-Rape Laws (Criminal Laws Amendment) Bill, 2014.
 - iii. The Torture, Custodial Death and Custodial Rape (Prevention and Punishment) Bill, 2014.
27. The Hindu Marriage Act, 2016.

Sindh

1. Jirga and Panchayat ruling by Sindh High Court, 2004.
2. Protection against Harassment of Women at Workplace Act, 2010.
3. Domestic Violence (Prevention and Protection) Bill, 2013.
4. Child Marriages Restraint Act (Amended), 2013.
5. Sindh Minorities' Rights Commission Bill, 2015.
6. Sindh Abolition of Dowry Act, 2016.
7. Sindh Acid Control and Acid Crimes Prevention Act, 2016.

Khyber Pakhtunkhwa

1. The Khyber Pakhtunkhwa Prevention of Hindus Bigamous Marriages Act, 1946.

2. Provincial Commission on the Status of Women established under NWFP Act XIX, 2009.
3. Establishment of Commission on the Status of Women Act, 2009.
4. Child Protection and Welfare Act, 2010.
5. Zakat and Ushr Act, 2011.
6. Enforcement of Women Ownership Rights Act, 2012.
7. Elimination of Custom of Ghag Act, 2013.
8. The Khyber Pakhtunkhwa Senior Citizens Act, 2014.

Annex I – Budget Allocation and Expenditure – Pakistan GBV Program

ORGANISATION	Trocaire
PROJECT TITLE	Challenging GBV
COUNTRY	Pakistan
FUNDING AGENCY	AUS Government
Agreement Ref .No	70340
Project Period	June 2014-May 2018

Budget Lines	Total Budget for 2 Years (June2014-May,2016) AUS \$	% Budget Allocation for Objectives Against Total Budget	Total Expenditure up to 31 May 2016 AUS \$	% Expense Allocation for Objectives against Total Expenditure
Programme Management & Support Cost				
Trócaire Staff Cost	202,421	6%	198,403	7%
Trócaire Staff Benefits	37,283	1%	40,227	1%
Trócaire Partner Personnel Costs	802,938	23%	739,538	26%
Office Costs	27,340	1%	30,320	1%
Travel Cost	8,793	0.3%	7,036	0.2%

Equipment's & Supplies	31,403	1%	31,508	1%
Recruitment & Staff Training	12,036	0.3%	10,463	0.4%
Program Activities Cost				
Programme Outcome 1: GBV survivors are accessing quality support services from partners	714,743	21%	662,635	23%
Programme Outcome 2: Women, Men and Youth in target areas have reduced tolerance of GBV and are taking action to prevent and respond to GBV	655,484	19%	529,521	18%
Programme Outcome 3: Strengthened GBV related laws and policies in place and being implemented	202,243	6%	105,321	4%
Programme Outcome 4: Partners have improved capacity on programme implementation and Monitoring and Evaluation (M&E)	346,468	10%	278,703	10%
Trócaire-Programme Planning & Monitoring & Evaluation	83,707	2%	43,317	1%
Contingency Cost	113,840	3%	-	0.0%
7% Organisational Admin Cost	218,740	6%	218,740	8%
Total Budget	3,457,439	100%	2,895,733	100%

Note: Organizational cost in this working comes to 6 percent which is of total budget however 7 percent organizational cost is 7 percent of program activities and program management and support cost excluding contingency cost.