

Call for Proposals Final Evaluation

Enabling Equality: Promoting Women's Empowerment in South Sudan

Organization:	Women for Women International (WfWI)
Donor:	European Commission
Location:	Yei, Lainya, and Morobo Counties, Central Equatoria State, South Sudan
Evaluation budget:	20,000 USD
Duration of contract:	May 1 st – August 31 st , 2023 (120 estimated working days, excluding public holidays, weekends, and movement days to the project areas)
Deadline for proposals:	April 9 th , 2023

Background information

Women for Women International (WfWI)

WfWI works with the most marginalized women in conflict-affected countries to help them move from poverty and isolation to self-sufficiency and empowerment. Through our “Stronger Women Stronger Nations” (SWSN) economic and social empowerment core program, we aim to provide participants with a combination of knowledge, skills, and resources to increase their self-confidence and capacity to create sustainable change in their lives and those of their families and communities. Since 1993, WfWI has served over 550,000 women in Afghanistan, Bosnia and Herzegovina, the Democratic Republic of Congo, Iraq, Kosovo, Nigeria, Rwanda, and South Sudan.

RECONCILE International

The Resource Centre for Civil Leadership (RECONCILE) International is an indigenous South Sudanese NGO established in 2003 to mitigate conflicts between communities, tribes and states in South Sudan and the region, and to promote peace and reconciliation. Past wars and human rights violations have had traumatizing effects upon the people of South Sudan and Sudan, including displacement, disenfranchisement, and a lack of trust between communities. RECONCILE aims to remedy this through interfaith dialogues, networking, and advocacy. It offers training in conflict transformation, psychosocial rehabilitation, trauma awareness, trauma healing, leadership, good governance, civic education, and democratization to help create an environment for a healthy, peaceful, democratic society and improved quality of life.

Project to be evaluated

Project Timeframe: March 15, 2021 – September 14, 2023 (30 months)

Total Project Budget: 1,118,765 USD

Location of Project: South Sudan (Yei, Lainya, and Morobo Counties, Central Equatoria State)

WfWI and RECONCILE International are implementing a project with funding from the European Commission through the Project entitled “Enabling Equality: Promoting Women's Empowerment in South Sudan” in Yei, Lainya, and Morobo counties of Central Equatoria State, South Sudan. Bringing together years of combined experience, WfWI and RECONCILE addressed the economic and social needs of the most vulnerable survivors of conflict, including survivors of sexual and gender-based violence (SGBV),

internally displaced persons, and disabled women, to meet the overall objective of this Project: to promote vulnerable women's social and economic empowerment and a more equitable and enabling environment at household and community levels for their voices to be heard.

To work towards this objective, WfWI recruited 2000 highly vulnerable women in Yei County to participate in its 12-month SWSN program (covering topics ranging from gender equality, health and wellness, leadership, and conflict resolution and peacebuilding), followed by a 6-month mentorship period. Of the women who completed the SWSN program in Year 1 of the Project, 100 women, or "Change Agents," were trained in advanced leadership and advocacy to mobilize positive change at the community level in Year 2 of the Project. Additionally, WfWI targeted 1000 men in Yei to participate in its 3-month Men's Engagement Program (MEP); this group was comprised of husbands and other male relatives of the women enrolled in the SWSN program, as well as male community leaders (e.g., traditional and religious leaders, community mobilizers, etc.).

RECONCILE recruited 250 women in Morobo and Lainya (125 in each county) to participate in its 2-year social and economic empowerment program (including trainings in income generation, business skills, peacebuilding, conflict management, mental health awareness, and trauma healing), as well as 100 of their husbands, other male relatives, and community leaders (50 in each county) to participate in its 2-year gender equity, peacebuilding, and GBV prevention program.

The following outcomes were expected as a result of activities implemented among target groups:

- Outcome 1: Vulnerable women in Yei, Lainya, and Morobo have increased savings, income, and access to livelihood opportunities
- Outcome 2: Vulnerable women in Yei, Lainya, and Morobo have improved agency, self-efficacy, social support, and resilience
- Outcome 3: Local communities in Yei, Lainya and Morobo provide increasingly enabling environments for women's social and economic participation, influence, and decision making

The project's logic pathway is as follows: *If we invest directly in marginalized women by reinforcing their financial literacy skills, business, and market-based skills, then graduates will be skilled and resourced to develop savings, pursue income-generating activities, and expand their livelihood opportunities (Outcome 1). If we increase women's knowledge and promote behavior change related to rights, decision making, leadership and health, and they gain access to services via referrals, then they will have improved agency, self-efficacy, social support, and resilience (Outcome 2). If male leaders and male partners are more supportive and emerging women leaders are equipped to advocate for change, then local communities will provide increasingly enabling environments for women's social and economic participation, influence, and decision making (Outcome 3). Through the achievement of our output and outcomes, we will see vulnerable women being socially and economically empowered to participate in a more equitable and enabling environment at household and community levels.*

Please see **Annex I** for the full description of activities implemented and list of indicators for this Project.

Overview of the Evaluation

WfWI proposes a final evaluation strategy that combines review and analysis of internal monitoring and outcome data (secondary data) with data captured directly by an external, independent evaluator (primary data) at the conclusion of the project. The final evaluation will be used to enhance WfWI's understanding of implementation successes and challenges, reinforce WfWI's commitment to accountability and learning, as well as provide lessons and guidance for the broader sector, particularly actors working towards women's empowerment in conflict-affected settings.

The evaluation has the below explicit objectives:

- I. Assess the appropriateness of the intervention design and approaches in addressing the identified problems considering context, adaptability in the context of conflict and displacement and reaching the interventions to the target groups (**Relevancy**);
- II. Measure the extent to which the interventions have been achieved or its likelihood to achieve its intended, immediate results, the outputs (**Efficiency**) and the outcomes (**Effectiveness**);
- III. Measure the extent to which the intervention has achieved or contributed to the project goal (**Impact**) and the project's wide scope;
- IV. Assess the synergies between the project and other WfWI and RECONCILE interventions in the project locations, as well as the projects of partners operating in the same locations and context (**Coherence**);
- V. Assess the potential for our contributions and progress made in achieving lasting solutions and behavioral changes with major focus on (**Sustainability**) and the extent to which net benefits of the interventions continue or are likely to continue; and
- VI. Identify key lessons learnt, best practices, challenges and draw evidence-based recommendations for future similar projects, feedback, and complaints mechanism handling process and resolutions.

Evaluation Questions

The evaluator(s) should respond to the questions below. WfWI will work with the evaluator(s) to agree on the evaluation methods and approach.

1. To what extent was the intervention successful in terms of OECD-DAC evaluation criteria¹ (Relevance, coherence, effectiveness, efficiency, impact, and sustainability)?
 - a. **Relevance:** Did the intervention do the right things?
 - b. **Coherence:** How well did the intervention fit?
 - c. **Effectiveness:** Did the intervention achieve its objectives?
 - d. **Efficiency:** How well were resources used?
 - e. **Impact:** What difference did the intervention make?
 - f. **Sustainability:** Is project impact long-term?
2. How effective was the partnership between WfWI and RECONCILE in achieving the project's targeted outcomes? What complementarities – known or yet unknown - should these organizations leverage for future women's empowerment work in Central Equatoria State?
3. To what extent did men's engagement components (i.e., WfWI's 3-month program and RECONCILE's 24-month program) contribute to target outcomes for women's empowerment (e.g., community participation, household decision-making, GBV prevention, etc.)?
4. To what degree did the intervention's community-oriented activities (e.g., Change Agents, peacebuilding and conflict management training, radio shows, etc.) affect women's participation and decision-making in household and community-level social and economic activities?

Evaluation Methods

Evaluation methods should be rigorous yet proportionate and appropriate to the context of the project. Evaluator(s) may suggest approaches that draw on locally hired, remotely managed support personnel in each country. The evaluator(s) will operate at their own risk and is/are encouraged to propose an evaluation design that minimizes harm to themselves and others, particularly interview respondents.

A participatory, mixed-methods approach is recommended, combining qualitative data to provide an

explanation of ‘why’ and ‘how’ the project has achieved the type and scale of results that are observed. Precise methodology is open to proposal from applicants; at a minimum, evaluator(s) must propose methods that are sufficient for gathering conclusive data addressing the evaluation questions. More specifically, WfWI anticipates that the evaluator(s) may use some or all of the following tools:

Document Review

- Project proposal;
- Project logframe;
- Annual reports and comments provided by European Commission;
- Project budget and budget revisions;
- Community assessments;
- Description of M&E processes, project-specific baseline and endline data, and South Sudan program-wide graduate follow-up data;
- Internal monitoring reports;
- Case studies;
- Training curriculum; and/or
- Any relevant WfWI internal policies and procedures.

Primary research with key stakeholders

- Focus group discussions with beneficiaries and community members;
- Life History interviews with a small selection of beneficiaries;
- Small sample survey of beneficiaries; and/or
- Stakeholder analysis of the political economy surrounding marginalized women’s outcomes in program locations.

The evaluator(s) should make use of data already available from WfWI (such as monitoring data and project reports) and complement this with data collection methods that will allow for triangulation and a deeper understanding of the questions. All project data, reports, and research results will be made available to the evaluator(s) upon evaluation kick-off.

Budget

The maximum total budget available for the evaluation is USD 20,000. This should include all evaluator(s) time, travel and subsistence costs, any costs associated with field-level data collection (e.g., data collectors, translators, etc.), communications, taxes and fees, feedback to WfWI, and any other costs associated with delivering the evaluation report. We expect a summary budget highlighting the main cost categories to be presented as part of the application, and applications will be assessed on whether the proposed costs are adequately justified.

Management Arrangements

The selected evaluator(s) will work closely with WfWI (who is commissioning this evaluation and is based in Washington, DC); WfWI South Sudan (based in Yei, South Sudan); and RECONCILE International (based in Yei, South Sudan) to design the evaluation, ensure the delivery is on schedule, and produce the final report. WfWI can support the evaluator(s) to identify and access key stakeholders on the ground. The evaluator(s) will be assumed to be responsible for organizing their own travel and accommodation as needed for field visits, in coordination with WfWI as able and appropriate.

Timeline and Deliverables

The table below outlines the key activities and deliverables and their corresponding deadlines.*

Activity or Deliverable	Date
Deadline for proposals	April 9, 2023
Evaluator(s) appointed	By April 15, 2023
Evaluation kick-off call	May 1, 2023
Monthly check-ins calls/meetings	3 months to conduct evaluation and produce draft report
Create inception reports, tools	
Field work, data collection	
Draft report submitted to WfWI	Early August
Feedback provided by WfWI	Mid-August
Deadline for final report (40 pages) to be submitted to WfWI	August 31, 2023
Final payment	September 1, 2023

**Dates to be discussed in more detail with WfWI*

Report

The final report must be submitted to WfWI (who, in turn, will submit it to the Fund Manager) according to the timeline outlined above. The main body of the report (draft and final version) must be limited to 40 pages (excluding annexes). The following structure should be used for reporting:

1. Executive Summary
2. Introduction
 - a. Purpose of the evaluation
 - b. Organization context
 - c. Logic and assumptions of the evaluation
 - d. Overview of European Commission funded activities
3. Evaluation Methodology
 - a. Evaluation plan
 - b. Strengths and weaknesses of selected design and research methods
 - c. Summary of problems and issues encountered
4. Findings (organized by Evaluation Question)
 - a. Evaluation Question 1
 - b. Evaluation Question 2
 - c. Evaluation Question 3
 - d. Evaluation Question 4
5. Conclusions
 - a. Summary of achievements against evaluation questions
 - b. Overall impact and value for money of European Commission funded activities
6. Recommendations
7. Annexes, such as:
 - a. Independent final evaluation terms of reference
 - b. Evaluation research schedule
 - c. Evaluation framework
 - d. Data collection tools
 - e. List of people consulted
 - f. List of supporting documentary information
 - g. Details of the evaluation team
 - h. WfWI management response to report findings and recommendations (to be added after final draft approved)

Evaluator Profile

The Independent Evaluator should be a suitably qualified and experienced consultant or consulting firm. Interested firms or individuals may be based anywhere, provided they demonstrate the capacity to collect information from all project areas in South Sudan. The consultant profile should include:

- An evaluation specialist with a minimum of 7 years' experience in program/project evaluation in an international development context;
- Experience in results-based monitoring and evaluation;
- Ability to design and plan evaluation approaches and research methodologies, including quantitative and qualitative research methods;
- Relevant subject matter knowledge and experience in women's rights, GBV, and women's social and economic empowerment, to ensure the evaluation design and research methods are as relevant and meaningful as possible;
- Ability to manage a complex evaluation and research process in a conflict-prone setting.
- Ability to design, manage and implement primary research in challenging, unstable, environments, including previous experience in at least one East African country;
- Ability to understand sampling, data cleaning, and statistical analysis conducted using SPSS and STATA, and demonstrate experience using these tools in their past work;
- Fluency in English;
- Excellent written skills; and
- Ability to meet strict/tight deadlines.
- No conflicts of interest with ongoing WfWI activities

To Apply

Please submit:

- A proposal with:
 - Evaluation methodology and justifications;
 - Proposed data collection methods;
 - Proposed approach to field work;
 - Team roles and responsibilities;
 - Timeline for work being undertaken;
 - Issues you would like to flag; and
 - Budget (in USD).
- CVs of the lead evaluator and any other key members of your team.
- A list of relevant evaluations that the evaluator(s) have previously conducted and submission of at least one report from a similar previous evaluation, with an explanation of your role in the evaluation design, implementation, and write-up.

Please submit your proposal by **April 9th, 2023** to research@womenforwomen.org and Stanley Ifekandu (sifekandu@womenforwomen.org).

ⁱ Additional guiding questions for each criterion include:

Relevance: Did the intervention do the right things?

- i. Were the project interventions relevant to the needs of the key stakeholder groups?
- ii. Did the ToC respond well to the gender dynamics that are at a play among stakeholders in the causal pathway?
- iii. Were the project objectives and implementation strategies consistent with global, regional, national issues and needs?

Coherence: How well did the intervention fit?

1. To what extent those interventions linked with local institutions and power structures
2. To what extent have the project managers engaged in available coordination mechanisms?

Effectiveness: Did the intervention achieve its objectives?

1. Which key stakeholders were key for creating change at the different steps of the causal pathway? Are there any other stakeholder groups that could have been included to strengthen the causal pathway?
2. Which project outputs (or combination of project outputs) are most essential for achieving its project's direct outcomes? What are the minimum inputs required for each project output (or combination of project outputs) to successfully contribute to achieving project outcomes?
3. Have the changes to the M&E framework made it more relevant to tracking the progress of the project in delivering the direct outcomes? How has it been used over the project lifetime to adapt and improve project implementation.

Efficiency: How well were resources used?

1. Which project management and programmatic roles were crucial in delivering project outputs and pushing change along the different causal pathways? Where were the gaps?
2. To what extent has the project leveraged local partnerships?
3. How has there been a duplication of programming in the in the intervention locations/
4. To what extent does the project provide value for money?

Impact: What difference did the intervention make?

1. How effective was the project in achieving its direct outcomes, and were all necessary drivers and critical assumptions considered?
2. To what extent have the long-term outcomes been met?

Sustainability: Is the project impact long-term?

1. Are changes at the outcome level sustainable? Has WfWI incorporated enough interventions from output to impact level to sustain changes? Where are the gaps?
2. To what extent has the project built the long-term capacity of local partners?

Annex I: Detailed description of activities implemented

Project Objective: Vulnerable women are socially and economically empowered to participate in a more equitable and enabling environment at household and community levels.

This objective will be achieved through three primary outcomes:

Outcome 1: Vulnerable women in Yei, Lainya, and Morobo have increased savings, income, and access to livelihood opportunities.

Outputs for Outcome 1: WfWI will conduct **three** local community and market assessments, one for each project location. Viable vocational skills/IGA tracks in Yei, Morobo, and Lainya are identified. **2,000 women in Yei** (1,000 per year) will have improved numeracy skills, business skills, and vocational skills, and be members of VSLA groups. **250 women in Lainya and Morobo** will form 16 IGA groups after completing Reconcile’s training in income generation and business skills and receiving start-up capital to form income-generating (IGA) groups.

Detail of Activities under Outputs 1: Economic Empowerment activities to be implemented by Women for Women International-South Sudan:

Local Community and Market Assessments: At the start of the project, WfWI and Reconcile will conduct a Community Assessment in their respective target locations to introduce communities to the project, gather important contextual information around traditional beliefs and practices and other challenges, and to begin the process of identifying eligible participants for the trainings. Community Assessments are done alongside local market assessments at the onset of project implementation to inform project context and vocational skills/IGA track selection. Survey tools (key informant interviews, questionnaires, focus group discussion guides, etc.) will be developed and administered by WfWI and Reconcile staff, supplemented by hired data collectors if needed. Local community mobilizers will also assist in the process and will be provided with refreshments-incentives.

Cash Transfer: Each woman enrolled in the 12-month social and economic empowerment program in Yei will receive a cash stipend of \$10 per month. The cash stipend enables women to put in practice some of the things they learn in the training program such as the importance of savings, having a household financial plan, and investing in their own small businesses. Most women typically use the cash stipend for household consumption, training-related expenses, seed capital for business investments, and to start building formal savings. For women who are customarily excluded from economic decisions, this provides them with an important opportunity for control over their own money.

Economic Empowerment Training: For WfWI’s 12-month social and economic empowerment program in Yei, 2000 vulnerable women (1000 each year) will be enrolled and formed into groups of 25 to attend weekly classes together throughout the 12-month period. In these groups the women form close bonds with one another, and with their trainers, creating an important “safe space” for women to share thoughts and experiences around sensitive and important topics that effect their daily lives. Our experience over the years in Yei has shown that even after graduation, the women’s groups remain in close contact and continue to provide peer support to one another. WfWI uses comprehensive and well-tested curricula – contextualized for each country where we work – for Social Empowerment (SE) and Economic Empowerment (EE) training. The curricula were updated in 2019 and have been tested and adapted to the unique context of vulnerable women in Yei. Over the 12-months, training modules are implemented in a sequential fashion that builds on and reinforces topics to form a holistic package. WfWI prioritizes hiring staff from the localities where they will be training, to ensure that they understand the unique local context and can communicate effectively and directly with enrolled women.

The 12-month **Economic Empowerment** curriculum is comprised of five modules, as below:

- 1. Numeracy:** learning to read, write and count numbers, simple arithmetic, measurements. (6 classes of 2 hours each)
- 2. Savings Groups:** introduction to Village Savings & Loan Association (VSLA), group formation, operations, meetings, governance. (4 classes of 2 hours each, with ongoing support and mentoring over the full 12 months.) Each of the enrolled groups of women forms into a VSLA group in the second or third month of the training program and receives ongoing support and mentorship from WfWI over the course of the year. Based on our experience in Yei in 2019, the VSLA groups that were formed during the training program have remained very active even after graduation – and even despite the COVID-19 lockdown measures the groups have continued to thrive and increase savings and loans almost three-fold.
- 3. Business Skills:** understanding the market; developing a business idea; entrepreneurship; setting priorities and planning; attracting customers; financing; record keeping. (12 classes of 2 hours each.) Many of the enrolled women are already engaged in some kind of income generating business. The classwork reinforces important financial literacy skills and WfWI staff visit the women’s business premises to provide additional coaching and mentorship on ways in which they can increase profitability and overcome challenges. A number of the IDP women enrolled in our program in Yei Town in 2020 have saved up their monthly cash stipend to set up individual or group businesses; examples include a beauty salon and selling of vegetables grown in their home gardens.
- 4. Cooperatives:** collective action of cooperative members; group business planning (2 classes of 2 hours each). IDP women who form our primary target group in Yei are very open to group businesses and see the value of working together to maximize limited resources.
- 5. Vocational Skills:** women choose from a menu of options based on a local market assessment. WfWI conducted a local market assessment in Yei in mid-2020 and identified the most viable vocational tracks to offer were: Bakery; Beauty Care/Hairdressing; and Tailoring. It is likely these same tracks will be offered to enrolled women in 2021-22, although we will carry out another rapid assessment at the start of the project to corroborate and/or change those tracks. Women attend weekly vocational skills classes over 5-6 months.

Detail of Activities under Outputs 1: Economic empowerment activities to be implemented by co-applicant, Reconcile: Reconcile’s integrated livelihood training for Income Generating Activities (IGA) will target 250 vulnerable women in Lainya and Morobo counties (125 in Lainya and 125 in Morobo). The women will be formed into 16 groups of 15-16 members each (8 groups in Lainya, 8 groups in Morobo). The training will be conducted in two phases of 5 days each: phase one in year one of the project and phase two in the second year, as refresher, and to provide follow up technical and moral support to the IGA groups. The content of the training will include definition of socio-economic empowerment, business ideas generation, personal skills development, business management skills, entrepreneurship, financial and resources management, record keeping, customer care, business and family, challenges in business management among other relevant topics. At the end of the first phase of training, the 16 groups of women will identify businesses of their choice. Each group will receive an amount of €1250 as start-up capital for the businesses they have identified based on their area’s needs. The amount will be given in two instalments: €804 when they complete phase one of the training and start up their group IGA activities and €446 when they receive phase two refresher training in the second year. Reconcile will closely monitor the progress of their businesses and provide continuous mentoring. The groups will be guided to select leaders among themselves such as chairpersons, secretaries, and treasurers. The money will be signed for by each group’s chairperson in witness by all the group members and Reconcile will issue receipts.

Outcome 2: Vulnerable women in Yei, Lainya and Morobo have improved agency, self-efficacy, social support, and resilience.

Outputs for Outcome 2: 2,000 women in Yei (1,000 per year) have improved knowledge of their rights and gender equality, health and wellness, value of women’s work, women’s leadership, solidarity and networking, conflict resolution and peacebuilding, and how to influence change in their communities. Attending weekly classes in small groups, these **2,000 women** will build social networks and peer support groups and will learn where to go for additional support and services, particularly related to incidents of GBV. Over 2 years, the **250 women in Lainya and Morobo** will receive training and mentorship from Reconcile and develop increased capacity in peace building and conflict management. The same 250 women in Lainya and Morobo will have increased capacity to recognize the need for mental health and psychosocial support, and develop effective community-based stress relief and trauma healing techniques.

Detail of Activities under Outputs 2: Social Empowerment activities to be implemented by Women for Women International-South Sudan: The same groups of 25 women that undergo Economic Empowerment training also go through 12-months of Social Empowerment training. As with our Economic Empowerment staff, WfWI prioritizes hiring Social Empowerment staff from the localities where they will be training, to ensure that they understand the unique local context and can communicate effectively and directly with enrolled women. The training approach for the Social Empowerment curriculum is highly participatory, meeting women where they are and providing support and encouragement tailored to each woman’s unique circumstances and abilities. Since the majority of enrolled women are illiterate, the classes take full advantage of methods like role play, interactive group discussions, and question and answer. The **Social Empowerment** curriculum, updated and adapted to the unique context of vulnerable women in Yei in 2019, is comprised of five modules, as below, with some examples of individual class topics:

- 1. Women’s Solidarity:** Building & Maintaining Effective Social Networks; The Importance of Leadership; Conflict & Peacebuilding; Overcoming Conflict through Healthy Communication & Negotiation. During this module, marginalized and isolated displaced women learn the value of working with each other, develop close knit peer support groups and social networks, and start to engage in the community.
- 2. Valuing Women’s Work:** The Gender Division of Labor; Developing Women’s Skills for Household Financial Management; Making Plans to Save; Promoting Women’s Productivity for Economic Self-Sufficiency; Setting Personal Goals for Income Generation. In this module the women recognize the value of women’s work and the importance of savings and expenditure plan.
- 3. Health & Wellness:** Personal and Family Hygiene & Nutrition; Good Mental & Psychosocial Health; Reproductive Health; Family Planning & Birth Control; Disease Prevention including HIV/AIDS. In this module, women learn how to manage their health, manage stress, prevent disease, and practice good hygiene and nutrition for themselves and their families. They also receive information on referrals to health care providers.
- 4. Gender Equality, Rights & Decision Making:** Gender Roles and Perceptions; Gender-Based Violence; Child Abuse; Women’s Rights and Family Law (inheritance, divorce, child custody). In this module, women learn about their fundamental rights, gender equality, and conflict management, both at household and community level. Many of the enrolled women in our program in 2019 and 2020 were affected by domestic violence and other forms of GBV. Within the “safe space” classroom environment women are able to share sensitive information that they may have kept bottled up for years and trainers and fellow participants provide important moral support and counseling. We are closely linked to the GBV referral network in Yei and provide our

women trainees with information on where they can seek health care, counseling, legal, or other assistance.

5. Women Influencing Decisions in their Communities: Understanding Power; Active Citizenship; Developing Advocacy Skills; Effective Communication for Change. In this final module, women begin to develop advocacy skills, express their voice, and gain confidence and skills to actively participate in civic affairs.

Graduation Ceremony: a formal graduation ceremony will be conducted for the women in Yei upon completion of their 12-month social and economic empowerment program. Men who completed the MEP training will also attend the graduation ceremony – in that way, wives and husbands can celebrate their achievement together. Certificates are given to each graduate. Invited guests include family members and VIPs from local government and community leaders.

Detail of Activities under Outputs 2: Social Empowerment activities to be implemented by co-applicant, Reconcile: The conflict transformation and peacebuilding training will target the same 250 vulnerable women (125 in Lainya, 125 in Morobo) who undergo the integrated livelihoods training. Women will be formed into groups of approximately 40 participants to undergo a 5-day intensive training course. The training aims to increase knowledge and skills to manage resource-based conflict at community level and to improve social relationships that have broken down during the many years of war. The training content will include identifying conflict, how to analyze and categorize conflict, causes of conflict at family and community levels, conflict mitigation strategies, how to engage in conflict resolution, peace building, peace negotiation skills, reconciliation, forgiveness, and various healing process techniques. The trainings in Morobo will take place in Kindi Boma within Morobo town and in Kilikili Boma six miles outside of town. The trainings in Lainya will be conducted in Lainya town and Logwili Boma, four miles outside of town. The same 250 women will also undergo a 5-day trauma healing awareness training aimed at increasing knowledge and skills to manage and support community-based trauma healing process, in addition to improving social cohesion in the communities. The training focuses on restoring hope, dignity, mental and social well-being, and a sense of normalcy. By equipping individuals with tools and resources, it enables and empowers communities to collectively heal, engage in localized peace building, and strengthen systems of support. The training content includes understanding and identifying trauma, causes of trauma, and effects of trauma. These trainings will be conducted by the Project Officer for Psychosocial.

Outcome 3: Local communities in Yei, Lainya and Morobo create increasingly enabling environments for women's social and economic participation, influence, and decision making.

Outputs for Outcome 3: 100 local community advocates, otherwise known as “Change Agents”, in Yei will have increased capacity to conduct advocacy at the community level, specifically on rights, conflict and GBV. Change Agents will each design and implement local community action plans to challenge gender inequality and GBV. **1,000 men in Yei** (500 per year) will complete a 3-month **Men's Engagement Program (MEP)** under WfWI to become allies in promoting women's rights. Reconcile will train **100 men** over 24 months across Lainya and Morobo to become champions of gender equity, peacebuilding, and prevention of GBV. WfWI, Reconcile, Change Agents, and participants will facilitate **16-20 community engagement activities**, such as community forums and couple's dialogues. WfWI and project participants will conduct bi-weekly **radio talk shows** to raise awareness across the broader community.

Detail of Activities under Outputs 3: Enabling Environment activities to be implemented by Women for Women International-South Sudan and co-applicant, Reconcile:

Men's Engagement Program (MEP): In each of the two years, WfWI will recruit 500 husbands/male family members of enrolled women and male community leaders (village chiefs, pastors, local officials) in Yei to undergo a 3-month training program to challenge unequal power and gender relations and harmful

traditional beliefs and customs, and to promote women's social and economic role in the family and society. Men are formed into groups of 25 and attend 12 weekly classes of 2 hours each. Examples of class topics in the MEP training include:

- Gender identity, perceptions, gender roles, gender division of labor.
- Women's rights around ownership of assets, inheritance, marriage, divorce, child custody.
- Sexual and Gender Based Violence including domestic violence and early/forced marriage; relationship between power and violence and positive masculinity.
- Understanding conflict and overcoming conflict through healthy communication and negotiation.
- Joint decision-making on managing household finances, making plans to save, parenting.
- HIV/AIDS education and family planning; personal family hygiene and nutrition.

The men enrolled in the 3-month MEP training in Yei will be given a "transport allowance" of SSP 500 (approx. \$2) for every session attended, paid at the end of each month. Our experience with MEP training in Yei in 2019 and 2020 has shown that the transport allowance provides an important incentive for men to attend the classes and to offset transport costs to/from the training venue.

Reconcile will deliver Men's Engagement Training to 100 men in Lainya and Morobo (50 in each location) in year one of the project. The Reconcile training format is different, it follows an intensive workshop approach whereby men will attend a 4-day training in a hired conference hall and provided with lunch and refreshments. The course content is much the same as the WfWI training content, centering around gender equality, promoting women's social and economic participation, and preventing GBV, with additional emphasis on conflict resolution and peacebuilding, which is Reconcile's special area of expertise. Reconcile will conduct a 2-day follow-up training/mentorship session with the graduated men in the second year of the project to assess how the men are supporting women in economic empowerment initiatives, family and community level decision making, and GBV prevention.

Change Agents: In year two of the project, WfWI will recruit 100 women who graduated from WfWI's social and economic training program in year one to serve as "Change Agents" in their communities. The women will be selected based on their performance during the training program, their enthusiasm and ability to mobilize at the community level, and their ability and willingness to commit to the role. The women will go through a 3-month training in advanced leadership and advocacy skills, followed by 3 months of designing and implementing community action plans for promoting women's rights, preventing GBV, addressing discrimination, and building peaceful coexistence and social cohesion across communities. WfWI will hire a qualified Advocacy Trainer to deliver the training and coach the women through the follow up action planning and implementation phase. Each Change Agent will receive a cash stipend of \$10 per month as an incentive and to offset training-related expenses.

The Change Agents will also facilitate 4 Community Forums and 4 Couple's Dialogues to challenge social and economic gender inequities and underlying causes of conflict and violence in their communities. The Couple's Dialogues have proven to be especially impactful, bringing husbands and wives together in small groups to share experiences and challenges, often using role play and drama skits to illustrate issues that are sometimes difficult to express publicly. Such forums provide a "safe space" for people to challenge their own individual perceptions, beliefs and practices and to start to develop new techniques and approaches to drive change at household and community level that enables full and equal participation of women in social, economic and civic affairs.

Radio Talk Shows: WfWI staff will conduct bi-weekly radio talk shows in Yei throughout the two-year project, covering topics of women's social and economic empowerment in order to reach a wider audience. WfWI has been conducting radio talk shows in Yei throughout 2019 and 2020 and they have proven to be extremely popular, with many listeners calling in with questions and comments. WfWI has

been highly commended by local leaders in Yei for these shows and has been requested to continue them as an effective tool for community development. The shows are broadcast at the prime time hour of 6-7pm on Fridays, on Spirit FM radio station, whose frequency covers the entire Yei River County and beyond into neighboring counties. At each of the shows, WfWI will recruit co-presenters, drawing from the current cohort of women trainees and/or local experts on the topic being presented. In the second year, Change Agents will co-present the shows with WfWI staff. In this way, the women themselves gain a sense of ownership over grassroots advocacy efforts to create a more equitable, peaceful and prosperous society.

Cross-cutting issues: This project places **gender equality** and **human rights** at the center of the intervention and addresses the root causes of marginalization at individual, household, and community levels. This project will provide skills, resources, and opportunities that measurably boost women's individual access to rights and social and economic participation. WfWI and Reconcile will engage men as gender equality champions to influence their peers and communities. As the project will contribute towards the building of more gender-equitable communities, it will also support the **building of more democratic communities** with a greater sense of co-responsibility and civic participation that are key aspects of **good local governance**. Women and men will develop skills in **peacebuilding, trauma healing, and conflict resolution**, which will allow them to have impactful participation in community matters. Participants will build a sustainable culture of collective action to serve as an example for younger generations.

Project Indicators by Outcome/Output

Outcome/output	Indicator
Objective: WfWI and RECONCILE will promote vulnerable women’s social and economic empowerment and a more equitable and enabling environment at household and community levels for their voices to be heard.	
Outcome 1: Vulnerable women in Yei, Lainya, and Morobo have increased savings, income, and access to livelihood opportunities	% Of women engaged in income-generating activities by graduation (disaggregated by trained vocational skill)
	% Of women who report setting aside savings by graduation
	% Of women who report having equal say in household economic decisions by graduation
<i>Output 1.2: 2,000 women in Yei have improved numeracy skills, business skills, and vocational skills</i>	% Of women who demonstrate knowledge of trained numeracy, business skill, and vocational skill concepts according to skill tests
Outcome 2: Vulnerable women in Yei, Lainya, and Morobo have improved agency, self-efficacy, social support, and resilience	% Of women who report having improved self-efficacy
	% Of women who report practicing stress management techniques
	% Of women who report having a safe place to go to when there is an emergency
	% Of women who report having equal say in household decisions (sending kids to school, how many children to have, etc.)
<i>Output 2.1: 2,000 women in Yei have improved knowledge of their rights and gender equality, health and wellness, value of women’s work, women’s leadership, solidarity and networking, conflict resolution and peacebuilding, and how to influence change in their communities.</i>	% Of women who demonstrate improved knowledge of rights, conflict resolution, health and wellness by graduation
	% Of women requesting health or legal assistance that are referred to appropriate service providers
<i>Output 2.2: 2,000 women in Yei actively participate in social networks and peer support groups</i>	% Of women who report participating in any kind of social group by end of training
<i>Output 2.3: 250 women in Lainya and Morobo have increased capacity in peace building and conflict management.</i>	% Of women who demonstrate improved knowledge of peace building and conflict management
<i>Output 2.4: 250 women in Lainya and Morobo have increased capacity to recognize the need for mental health and psychosocial support and developed effective community-based stress relief and trauma healing techniques.</i>	% Of women who demonstrate knowledge of available psychosocial support, trauma healing and coping mechanisms by end of training

Outcome/output	Indicator
Outcome 3: Local communities in Yei, Lainya and Morobo provide increasingly enabling environments for women’s social and economic participation, influence, and decision making	% Of women who report having spoken out in public against GBV
	% Of trained men who report taking actions in support of women’s rights and participation
	% Of women and men who agree that conflict must not always be resolved with violence
	% Of women and men who believe that women should hold leadership positions in the community
<i>Output 3.1: 100 Change Agents in Yei have increased capacity to conduct effective local advocacy at the community level</i>	% Of trained women who demonstrate knowledge of advocacy skills
<i>Output 3.3: 1,000 men in Yei are enabled to become allies in promoting women’s rights and empowerment</i>	% Of trained men who correctly demonstrate knowledge of women’s rights and what constitutes gender-based violence (GBV)
<i>Output 3.4: 100 men in Lainya and Morobo are trained in gender equity, conflict management, and preventing gender-based violence.</i>	% Of trained men who correctly demonstrate knowledge of women’s rights and what constitutes gender-based violence (GBV)