



## **Engaging Women as Agents of Change Against VAW and Poverty in Afghanistan, DRC and Nigeria** *Year 3 Annual Report*

### **I. Introduction**

Under the Funding Leadership and Opportunities for Women (FLOW) 2016-2020 programme, Women for Women International (WfWI) was awarded a five-year grant to work with women across Afghanistan, Democratic Republic of Congo (DRC) and Nigeria, to tackle poverty and violence in their communities and nationwide. Our programme vision is for marginalised women to live free of violence and determine the course of their lives through a multi-dimensional process of change that combines advances in their social and economic capabilities with support from the environment in which they live. In this way, the project will address the root causes of women's disempowerment. Our vision is supported by the achievement of two overarching programme objectives: (1) Improved agency, self-reliance and well-being of marginalised women; and (2) Improved enabling environment for marginalised women's economic participation and prevention of violence against women (VAW).

This report summarises Year 3 (January to December 2018) progress against our outcome-level indicators; reviews the relevance of the current context and underlying premises for our Theory of Change (ToC); and reflects on lessons learnt in the second year of the project. It supplements our quarterly reports published through the year via IATI, which focus on activities and outputs.

### **II. Outcome results and progress**

The table below outlines outcome-level results from Year 3 of the project, with notes explaining how we assessed these and to what extent they met our planned targets. The majority of results are reported as averages across all three target countries, with a breakdown by country provided in the notes where specific results are divergent or notable. Overall, the outcomes for the women in our programmes this year show strong progress across both social and economic indicators and an overall improvement between Year 1 and 2 results. Of our quantitative indicators, 12 out of 18 are either met or exceeded, with notable increases in women's self-reported self-efficacy, knowledge on health and rights, economic activity, and access to savings.

Anecdotally, WfWI country office teams attribute some improvements in overall outcomes for the women to the joint impact of the 12-month social and economic empowerment programme, men's engagement activities and the Change Agents' advocacy activities in the communities. For example, the positive outcomes observed for women's participation in household decision-making may be attributable to women learning about decision-making and leadership during their training sessions, reinforced by men in their community learning about women's right to have a say in important decisions and Change Agents' awareness-raising activities in community. In particular, the role of Change Agents as role models for women has been highlighted this year. Through qualitative data gathered through focus groups discussions (FGDs) and interviews, both women and men report significant changes in their lives and perspectives. Notably, women report positive improvements in their financial stability as a result of receiving a stipend, practicing saving and deploying their new vocational skills. Further, both men and women report improved household and spousal dynamics following training, with male trainees taking on more supportive roles in households and families.

In addition, the 2018 Mid-Term Evaluation offered WfWI a welcome opportunity for reflection and learning regarding our strategy, implementation and monitoring under this project. The final report of the evaluation indicated that the project overall follows an efficiently delivered holistic approach. In addition to highlighting areas of strength, the report also provided a broad range of recommendations to further refine and improve on outcomes. These recommendations are currently being reviewed in more detail. *See sections IV and VI below for more detail.*



| Long-term Outcome 1: Improved agency, self-reliance and well-being of marginalised women           |   |         |   |
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| Short- and Medium-term Outcomes  | Targets   | Results | Notes   |
| <i>Strategic Intervention 1: Comprehensive women's empowerment training</i>                        |   |         |   |
| Women have improved self-confidence  | 20% increase from baseline score on self-efficacy index   | 40%     | To measure women's self-efficacy (belief in own's ability to achieve goals), WfWI uses the General Self-Efficacy Scale <sup>1</sup> , which comprises a series of statements with which they are asked if they agree or disagree with. Responses are scored on a scale and summed across all self-efficacy statements for each respondent. This year's results against our target of a 20% increase was exceeded in all countries and were also higher than our Year 2 results. However, the results were not uniform across the three countries, with Nigeria's (63%) results higher than Afghanistan (31%) and DRC (25%).   |
| Women have improved knowledge of their rights, VAW and how to care for their health and well-being | 50% increase from baseline score on knowledge test that has objective questions on health and well-being  | 41%     | To measure women's knowledge in this area, respondents are asked a series of questions on health and wellbeing. At baseline, women in Afghanistan, DRC, and Nigeria scored 52%, 60%, and 46%, respectively. On average, women's score on the health and wellbeing questionnaire increased by 41%, which is slightly below our target of 50%. However, it represents a significant rise from Year 2, where the average increase was 27%. The largest knowledge increase was in Nigeria (83%), whereas Afghanistan (33%) and DRC (13%) were lower, which may be due to their higher baseline scores. In DRC, other potential factors include translation challenges, as the test was administered in a dialect of Swahili that may not have been as clear to participants. The M&E team in DRC are investigating whether this contributed to confusion. |
|  | 50% increase from baseline score on test that has objective questions measuring knowledge of and attitudes towards rights in given national context | 73%     | The increase in the score for the test measuring knowledge of and attitudes towards rights including Violence Against Women (VAW), exceeded the target. We note that women in Nigeria and Afghanistan both have very high increases (117% and 93% respectively) whereas DRC's results are slightly lower. As above, this may be in part due to confusion created due to different variants of Swahili spoken in the communities versus what was used in the test.<br><br>As noted in our Year 2 report, we have revised survey questions concerning knowledge and attitudes about health and well-being as well as legal rights. While the changes are not reflected here (due to the schedule of revision roll-out), the new survey is currently being   |

<sup>1</sup> The General Self-Efficacy Scale is a 10-item scale that is designed to assess optimistic self-beliefs to cope with a variety of difficult demands in life.



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|                                 |   |  | administered to Year 4 programme enrolees. These revised questions are more aligned to the programme curriculum, particularly topics such as women’s right to divorce and scenarios that constitute violence against women. We consistently find that, on average, women’s knowledge of these specific topics tends to be relatively high upon programme enrolment. Thus, we have also added survey questions to gauge whether women are actively sharing new knowledge and information with others in their communities. In the Year 4 report, we will share the survey results under this indicator.  |
| Women influence decision-making | <p><b>50%</b> increase from baseline levels in women reporting involvement in decision-making of various kinds in the household</p> <p>Gap between share of beneficiaries’ secondary school-aged boys in school and share of secondary school-aged girls in school decreases by 5 percentage points</p> | <p><b>79%</b></p> <p><b>9pp gap decrease</b></p> | <p>To measure changes in household decision-making power, respondents are asked which member(s) of their households have direct involvement in the final decision on issues such as household finances or family planning decisions. Overall, women reported 79% increase in involvement in household decision-making, exceeding the target of 50%. However, the outcomes vary across the three countries, with the results from Nigeria significantly higher (197%) than those in Afghanistan (53%) and DRC (23%). WfWI-Nigeria are attributing the high results achieved this year to the joint impact of men’s engagement activities (specifically targeting women’s spouses and other male family members), Change Agents’ community advocacy activities, and women’s improved economic status. In DRC, the results represent a significant increase from last year (7%), which the team are also attributing in part to the impact of Change Agent activities in their communities.</p> <p>Our results for this target are a significant improvement on Year 2 outcomes. We note once again the diversity across the three countries, with women in Nigeria reporting a 18% decrease in the gap. Meanwhile, the results from Afghanistan are also an improvement on the target (7%) whereas DRC comes out below (1%). Change Agents in DRC have identified early marriage and pregnancy amongst girl children as a key challenge in their communities and a priority for further advocacy activities. This may be one part of the explanation for these results.</p> |
| Women challenge violence        | 25% increase from baseline score in women reporting action taken to stop violence   | <b>10%</b>                                       | For this indicator, respondents are asked a set of questions on the frequency with which they take action to stop violence. The results from all three countries come out below the 25% increase set as our target. The biggest increase, and almost on target, is amongst women in Nigeria (23%). In DRC we see a smaller increase (7%) that represents an improvement on Year 2 results (3%). In Afghanistan, 30% of women reported taking action to stop violence at baseline and 30% reported the same at endline, meaning there was a 0% increase. WfWI-Afghanistan report that they are anecdotally seeing changes in women’s willingness and ability to challenge  |



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|  |   |  | <p>VAW sometime after graduation from the 12-month programme, specifically amongst women trained as Change Agents.</p> <p>Further, as noted in our Year 2 report, we recently revised the wording of questions regarding “taking action” to stop violence. Despite having knowledge – and in most cases increased agency – we are seeing evidence that women may not have the social opportunity or ability to stop an act of violence from occurring. Thus, in recognition of the contexts we are working in, we are now including “comforting victim” as a type of positive action women can report taking. These revised questions are not reflected in our Year 3 results but will be included in our Year 4 report. We also note that we may need to readjust expectations of this indicator’s target achievement and will continue to analyse both quantitative and qualitative information collected to better understand women’s opportunities and constraints when it comes to confronting VAW.</p>  |
| Women have improved ability to be economically self-sufficient | <p>60% of women reporting vocational skills adoption</p> <p>50% increase in time spent by women on self-employment or employment activities</p> <p>50% decrease in women reporting incidence of food running out in past four weeks</p> <p>Women’s measurement of a shift in financial stability and shift in living conditions (qualitative)</p> | <p><b>74%</b></p> <p><b>79%</b></p> <p><b>73% decrease</b></p> <p><b>Qualitative</b></p> | <p>At endline, on average 74% of women across the three countries reported using their vocational skill to earn an income, exceeding the target.</p> <p>Women reported a 79% average increase in time spent on self-employment or employment activities.</p> <p>To gauge respondents’ level of household food security, women are asked how frequently in the past four weeks there was no food in their household due to a lack of resources. At baseline, 9% of women in Afghanistan, 50% of women in DRC, and 22% of women in Nigeria report an incidence of food insecurity. By graduation, all three country offices report a marked decrease in the incidence of food running out.</p> <p>Year 3 graduates provided testimony on changes in their financial stability and living conditions through in-depth personal interviews and focus group discussions (FGDs) held near the time of graduation. Data for this indicator was provided by women in Afghanistan (8 in-depth interviews), DRC (48 women in FGDs), and Nigeria (10 women in FGD). Overall, women reported improvements in their ability to afford household items they previously lacked, such as new clothing, dishes, and even new roofing for their homes. Women most consistently noted having purchased household durables and livestock within the past year. FGD respondents noted that the \$10 stipend provided monthly during the 12-month programme, as</p> |



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|  |   |   | well as participation in savings groups, helped fund the purchase of these items. Women in DRC specifically reported the ability to pay for their children’s school fees with ease. This testimony is consistent with that of graduates from Years 1 and 2, who reported similar upward shifts in household economic stability. One Nigerian FGD respondent stated: “I can now contribute financially to my community and that is because I have improved my economic status and it has in turn improved my social [standing]”. Some interview respondents in Afghanistan expressed that while their material well-being had improved following practice of new vocational skills, they consider themselves less financially stable than their neighbours. Interviews with Afghan women also reinforced the frequency with which economic shocks, such as sudden illness and death in the family, natural disaster, or nearby conflict occur and has a profound impact on women’s lives. |
| <i>Strategic Intervention II: Establishment of women-led informal savings and lending groups (self-help groups, VSLAs)</i> |   |   |  |
| Women have increased savings and access to credit  | \$750 in total savings per group<br><br>\$500 in total credit circulation per group | <b>\$1,054<sup>2</sup></b><br><br><b>\$2,823</b><br>(DRC and Nigeria) | Savings groups reported average total savings per group of \$499 in Afghanistan, \$1,208 in DRC and \$1,454 in Nigeria.<br><br>The average total credit per group was reported as \$4,247 in DRC and \$1,399 in Nigeria. This is the cumulative sum of individual loans granted to members. Data is not included for Afghanistan as due to Sharia law groups do not practice loans/credit.   |

| <b>Long-term Outcome 2: Improved enabling environment for marginalised women’s economic participation and prevention of VAW</b>   |   |   |   |
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| <b>Short- and Medium-term Outcomes</b>  | <b>Targets</b>  | <b>Results</b>  | <b>Notes</b>  |
| <i>Strategic Intervention IV: Training and engagement with men on women’s rights and gender equality, VAW and decision making</i> |   |   |   |
| Men have increased knowledge of and more supportive attitudes towards women’s rights, economic participation and challenge VAW    | <b>50%</b> increase in men’s knowledge according to score on a knowledge test<br><br><b>25%</b> increase in score on the Gender Equitable Men (GEM) scale | <b>43%</b><br>(Afghanistan and Nigeria)<br><br><b>25%</b> | At enrolment and graduation, participants in the men’s engagement training are asked a series of questions aimed to assess knowledge of women’s rights, women’s economic participation and VAW. Our average result from participants in Afghanistan and Nigeria is lower than the target of 50%. However, in Afghanistan, men’s average scores exceeded the target: 62%. Data is not included for DRC, as they did not carry out direct training during the reporting period.<br><br>Men’s attitudes towards gender equity are measured using the GEM scale <sup>3</sup> . We met this target this year, with men in Nigeria showing a 36% increase in knowledge and men in Afghanistan |

<sup>2</sup> US Purchasing Power Parity

<sup>3</sup> The Gender-Equitable Men (GEM) scale is a sector-wide and publicly available tool, used to directly measure attitudes toward 'gender-equitable' norms.



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|  |  | (Afghanistan and Nigeria)   | increasing their score by 15%. WfWI-Afghanistan report that the data for this indicator was collected early and included only male leaders trained and not the community members reached during step-down training. Data is not included for DRC, as they did not carry out direct training during the reporting period.  |
| Men support women’s rights, economic participation and challenge VAW | <p><b>30%</b> increase in share of male participants who report taking action in support of women’s rights and participation</p> <p>Women report on their perception of male family member’s view on women’s rights and related actions<br/><i>(qualitative)</i></p> | <p><b>27%</b><br/>(Afghanistan and Nigeria)</p> <p><b>Qualitative</b></p> | <p>In Afghanistan and Nigeria there was a 27% increase in the share of participants reporting taking action in support of women’s rights and participation. Data is not included for DRC, as they did not carry out direct training during the reporting period.</p> <p>Testimonies collected during FGDs from Year 3 graduates indicate positive shifts in attitudes and behaviours of women’s male relatives following men’s training. Data for this indicator was provided by women in Afghanistan (8 in-depth interviews), DRC (48 women in FGDs), and Nigeria (10 women in FGD). Of the female respondents who had spouses complete training, the majority stated that these men participated more often in household tasks and contributed to improved relationships with other household members. Women reported that men helped with fetching water, supporting their children’s education (paying school fees) and agricultural work while providing greater financial support for the purchase of household necessities. Women also reported that spouses were more respectful to them following training. One FGD respondent in Nigeria stated, “[The men’s training] has led to better treatment I receive from my husband. He has positively changed the way he perceived things and I now feel like a queen.” Across all countries, the majority of women spoke of the improved relationship with their spouse following the training, and how this contributed to an improvement in household stability.</p> <p>Women’s testimony corroborates men’s feedback on ways in which they have implemented lessons from the training. For example, men in Afghanistan reported being more respectful to their wives and daughters, as well as supporting fair inheritance for their daughters and female relatives. Men in Nigeria most commonly reported helping with household chores and supporting the practice of family planning. Among Year 3 male training graduates, a large share reported sharing information with other male community members in addition to changing behaviours within their households.</p> |



| <i>Strategic Intervention V: Building women's leadership by supporting marginalised women to become Change Agents</i>   |   |            |   |
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| Change Agents build knowledge in rights, leadership and advocacy  | <b>30%</b> increase in Change Agents' knowledge of rights in given national context                                 | <b>33%</b> | Pre- and post-training tests were developed to align to our Change Agent curricula in each country. On average, participants of the Change Agent training demonstrated a 33% increase in knowledge of their rights. The highest increase was seen in Afghanistan, which saw women increase their knowledge by 65%.  |
|   | <b>30%</b> increase in Change Agents' reported leadership and advocacy skills                                       | <b>25%</b> | We are slightly below the target cumulatively across countries for this indicator. Change Agents in DRC and Nigeria reported an average 40% increase in leadership and advocacy skills, exceeding the 30% target. In Afghanistan, the average increase was 8%, which we believe is in part due to deep cultural constraints on Afghan women's ability to nominate themselves for leadership positions which may have an impact on their self-reported level of skill in this area and lead to their answers to the questions used to measure this indicator coming out lower than the more knowledge-based questions.                                     |
| <i>Strategic Intervention VI: Referrals to government, private sector and NGO services: health, legal, economic</i>   |   |            |   |
| Women benefit from institutional resources  | <b>30%</b> of women report improved knowledge of government / private sector / other NGO services available to them | <b>32%</b> | Overall, 32% of women across the countries reported improved knowledge of services available, slightly exceeding the target.  |
|   | 500 referrals provided to women (by Year 5)   | <b>267</b> | DRC referred 99 women to health and 5 to legal services while Nigeria referred 147 to health and 16 to legal services. In Afghanistan, information on health services was shared with 717 women.  |
| <i>Strategic Intervention VIII: WfWI and local NGOs implement joint-advocacy strategies to combat VAW and/or improve women's economic participation in communities.</i> |   |            |   |
| Communities are less tolerant of VAW and more supportive of women's economic participation  | 70% of VAW and WEE advocacy objectives that are fully/partially met, which seek to engage with community members    | <b>67%</b> | On this indicator, which measures fulfilment of advocacy objectives at community-level work with partners, we are slightly below target overall. While all objectives were fully or partially met (100%) in DRC and Nigeria -- we did not meet any of our advocacy objectives at the community level in Afghanistan, resulting in a 0% result there. As noted in the "lessons learnt" section below, there were some significant challenges with advocacy partners across countries this year, in Afghanistan this resulted in us bringing a new community-level advocacy partner on board at the end of 2018, which may yield better results for Year 4. |



### III. Context for the programme

Overall, the contextual analysis completed for the FLOW 2 project is still relevant. In all three countries where this project is delivered, women continue to face formidable obstacles to equality and justice. In **Afghanistan**, an entrenched culture of impunity for perpetrators of VAW continues, with honour-killings, invasive “virginity tests” and jail time for “moral” crimes remaining common place.<sup>4</sup> The parliamentary elections of October 2018 were denounced by the Taliban and a surge in deadly attacks marked the end of the year. Additionally, the increasing numbers of internally displaced people and refugee returnees in many regions of the country are putting an immense strain on humanitarian aid resources, exacerbated by the worst drought in decades and the deportation of thousands of Afghans from Iran. In **DRC**, the largest displacement crisis in Africa remains critical, with 4.5 million people uprooted. Many are facing hunger as a result of economic shocks<sup>5</sup> and the lead up to the December 2018 elections saw widespread repression and serious human rights violations against political and human rights activists, journalists, and peaceful protesters.<sup>6</sup> In **Nigeria**, the delayed 2019 presidential elections were preceded by a year of unrest and political insecurity. Despite successes in government military action against Boko Haram, the militant terror group remains active and continues to carry out attacks on civilians, including suicide bombings and kidnappings. Inter-communal violence between herders and farmers continue to threaten peace and security and heighten religious tensions between Christian and Muslim groups in the North-eastern region. The consequences of such crises became starkly apparent in 2018 as Nigeria overtook India as the country with the most people in extreme poverty.<sup>7</sup> With appropriate precautions, the political and security situations in all our target countries still allow for our work.

At the **global level**, 2018 saw a surge in conversations on women’s rights, reflected in the #MeToo movement – that began with revelations of sexual abuse and misconduct in Hollywood, sweeping across workplaces worldwide and forcing the removal of many high-profile men from positions of power.<sup>8</sup> Dialogues around the gender pay gap have been brought to the forefront, and positive steps have been made towards pay equality, such as Iceland becoming the first country to make it illegal to pay men more than women. The representation of women in politics has also been a positive trend in 2018, with a record number of women elected to congress in the United States, the first female president elected in Ethiopia, and Rwanda increasing the already impressive number of women-held seats in parliament to 67.5%.<sup>9</sup> However, 2018 also saw an escalation of violent conflicts and a record 69 million refugee and displaced people worldwide. Although some gains have been made for women over the past year, across the world women are affected by extreme poverty, discrimination, VAW and limited life chances, especially in fragile and conflict-affected states. While there is increasing global recognition that governments’ foreign and national policy must be gender-sensitive there is still a critical need to champion the advancement of women’s economic participation, and work to prevent VAW and other issues hindering women’s access to their rights.

### IV. Gender analysis and premises underlying the theory of change

WfWI’s original gender analysis examined the prevalence and impact of poverty and VAW in each of the countries where our project is focused – Afghanistan, Nigeria and the DRC – and has been updated every year, highlighting the challenges women face in terms of gender inequality, poverty and VAW. In addition to publicly available research and data from external sources, WfWI also sees the same trends in our own M&E data. Across the three countries, 46% of the women we serve have

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<sup>4</sup> <https://www.hrw.org/world-report/2019/country-chapters/afghanistan>

<sup>5</sup> <https://www.wfp.org/content/global-report-food-crises-2018>

<sup>6</sup> <https://www.hrw.org/world-report/2019/country-chapters/democratic-republic-congo>

<sup>7</sup> <https://www.brookings.edu/blog/future-development/2018/06/19/the-start-of-a-new-poverty-narrative/>

<sup>8</sup> <https://www.reuters.com/article/us-global-women-rights-yearender/the-fight-for-rights-five-gains-and-five-losses-for-women-in-2018-idUSKCN1OK048>

<sup>9</sup> <http://www.konbini.com/ng/lifestyle/women-now-make-68-parliament-rwanda/>



no formal education; in Afghanistan this is true of 90% of women. On average, 66% of all participants have no demonstrable literacy, including 86% of Afghan participants. Further, women consistently report that they are left out of household decisions, including decisions that necessarily involve them, such as whether to have another child: only 31% across all three countries report involvement in these decisions at baseline (only 15% of women in Nigeria). Social isolation further affects the women we serve: at baseline barely 1% of women in Afghanistan report membership in any type of social or community group. This year, we also have published results from the baseline survey of our randomised controlled trial impact evaluation in Afghanistan under the What Works to Prevent Violence Against Women consortium. The paper, published in *MBC Public Health* (2018)<sup>10</sup>, provides detail on women's lives before they start the 12-month programme, including prevalence of intimate partner violence (IPV) for the women we serve in Afghanistan. Out of the 935 currently married women studied, we found that 23.1% experience both emotional and physical IPV, with an additional 11.8% experiencing emotional IPV only.

In addition to better understanding the challenges women face through improvements to our own Monitoring & Evaluation and data collected under our RCT, we also conducted the Mid-Term Evaluation of the FLOW 2 programme this year, which has helped us better understand the problems facing the women we serve. In the first half of 2019, we will undertake a full review of the programme's ToC to ensure we are reflecting the lessons we are learning about women's realities and the impact of our interventions. These reviews will focus on outcomes at national level as a result of advocacy efforts. A report will be shared with the Ministry of Foreign Affairs in May 2019.

## V. Lessons learned

WfWI continues to refine our activities and innovate under this project. This year, in addition to our ongoing evaluation and learning, the Mid-Term Evaluation offered further opportunities to reflect on and improve specific elements of the project. For example:

- **Advocacy “levels of change”:** Advocating for change at a national-level, has been challenging in both DRC and Nigeria. In part, this is due to the project being based away from the countries' capitals where national debates are heard. In Afghanistan we have found greater success with national-level advocacy, in part due to our main office being located in Kabul which also has a more positive enabling environment for women than the provinces. The unique political contexts in each country influences what is achievable for national advocacy targets. We are currently working on revisions to our assessments and support for women's advocacy at the local, regional and national levels, reflecting learnings and findings of the Mid-Term Evaluation.
- **Advocacy partnerships:** We have experienced challenges with our advocacy partnerships in all three countries where this project is delivered. These challenges have delayed advocacy efforts at community and, to a lesser extent, national level. As a result, we have reviewed the partnership agreements, expectations and plans for 2019 to better account for different partners' strengths and areas for improvement. We have also brought new partners on board to cover areas where there were some gaps in capacity.
- **The future for Change Agents:** As previously reported, there has been some confusion around expectations of the Change Agents, for example leading to Change Agents acting as “case managers” for vulnerable women in their communities, without training. In 2018, we have provided additional trainings and ongoing conversations with the Change Agents to support them to more effectively identify and manage risks. In 2018, we also became aware that the first cohort of Change Agents (trained in 2017) were beginning to face backlash from community

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<sup>10</sup> <https://www.womenforwomen.org.uk/file/3168/download?token=0PmKUTse>



members as their confidence and activism grew, particularly in Nigeria. This feeds into the changes in our approach to Change Agents going forward, which will focus on supporting the Change Agents to make best use of allies in their communities and identifying what is achievable without WfWI's ongoing support, to prepare for programme completion in 2021.

## VI. Changes to the strategy

The Mid-Term Evaluation provided a great opportunity for reflection and learning. In response, WfWI developed a plan for 2019, to make specific changes to our strategy under the FLOW 2 project. During Q1 2019, country offices and our HQ and UK teams are holding internal discussion sessions to review findings and recommendations. Together, we are consolidating the response on accepted or adjusted recommendations, as well as clarifications on those we do not find applicable. Action steps for each accepted recommendation will be incorporated into a plan for all teams to take forward. The strategy changes, based on the recommendations, will be presented to the Ministry in May.

## VII. Key performance questions

WfWI's 2018 scoring against the Ministry of Foreign Affairs' Gender Corporate Indicators:

| Corporate Indicator  | Domains | WfWI corresponding indicators   | Scoring to date <sup>11</sup> |
|--|---------|---|-------------------------------|
| <b>Number of civil society organisations with stronger capacity to advance women's rights and gender equality</b>  |         | Number of partners who, following baseline capacity assessments, report documented progress against at least 2 of the 5C's in one year. | 5                             |
| <b>Number of effective changes in the enabling environment promoting women's rights and gender equality to which civil society organisations have contributed.</b> | E2      | Increase in score on self-efficacy index  | 5                             |
|  | E2      | Increase in score on test measuring knowledge of and attitudes towards rights in given national context                                 | 3                             |
|  | E3      | Increase in women reporting involvement in decision-making of various kinds in the household  | 3                             |
|  | E3      | Increase in women reporting action taken to stop violence   | 1                             |
|  | E3      | Increase in time spent by women on employment activities  | 3                             |
|  | E3      | Increase in women's self-reported access to assets  | 3                             |
|  | E2      | Change in men's score on the GEM scale  | 2                             |
|  | E3      | Change in share of male participants who report taking action in support of women's rights and participation                            | 1                             |
|  | E3      | Percentage of Change Agents who report having played a leadership role in their communities   | 2                             |
|  | E3/4    | Number of agreements adopted by the community with actionable steps to combat VAW and improve women's economic participation            | 4                             |
| <b>Total</b>   |         |   | <b>32</b>                     |

## VII. Conclusion

We are pleased with the results achieved for the women we serve this year, including increased financial stability, social participation and self-efficacy. Further, our advocacy work has developed and grown significantly this year. The year 2018 has offered WfWI opportunities for learning, reflection and the ability to refine and develop our programmes under FLOW 2. We look forward to implementing the lessons from this year in the final two years of the project.

<sup>11</sup> Per corporate indicators agreed with the MFA FLOW team in April/May 2017; on the basis that 1 = increase meeting/exceeding target per country and 0 = increase not meeting target, unchanged or decrease.