

Austrian Development Agency  
NGO Cooperation & Humanitarian Aid Desk  
Zelinkagasse 2, 1010 Vienna  
E-mail: [nro.kooperation@ada.gv.at](mailto:nro.kooperation@ada.gv.at)

## Final Report



### Claiming Rights – Promoting Peace: Women's empowerment in conflict affected areas (Burundi, Uganda, Nepal)

**2007-2009**

NGO Framework Programme 1980-02/2007-/2009



**Organisation, project manager:** CARE Österreich

#### **Local partners:**

CARE Burundi and local partner organizations: Dushirehamwe, TPO Burundi, Tubyage; CARE Uganda and local partner organizations: Worudet, Fokapawa, Isis-Wicce, UWONET and Dok; CARE Nepal and local partners: Kalika Women Development Centre; Bal Samrakchan Sanstha and Rural Women Service Centre; and national level platforms: Shantimalika, Jagaran Nepal,



### Claiming rights - promoting peace:

#### Empowerment of women in conflict affected areas

Country/countries: Burundi, Uganda, Nepal and Austria	Region/locality: Northern Uganda – Pader district; Burundi – provinces of Bujumbura; Bubanza and Gitega; Nepal – Churia region in Mahottari, Makwanpur and Salrahi districts
Duration from: January 2007	to: December 2009
Report per (date):	Date of presentation: 30 <sup>th</sup> of April 2010

#### Financial statement per (date) (euros)

Total costs	Cleared items	Submitted for examination	Open items
2.997.625	1.668.978	1.298.211	30.436

#### Date, author of report:

25th of April, Barbara Kühhas and Tonka Eibs



## List of contents:

1.	Brief description of Programme progress	5
1.1.	Country level: relevance and effectiveness of holistic approach	6
2.	Achievements, visible effects and key outputs	7
2.1.	Some key outputs information for the individual country levels	7
3.	Overview on programme intervention progress for the entire duration (along Program Logframe)	10
4.	Narrative programme intervention progress for the entire duration along Programs Overall and specific objective, and the expected results	20
4.1.	Overall objective (Oberziel)	20
4.1.1.	Change of gender roles in favour of women (Indicator 1)	20
4.1.2.	Participation of women in Peace buliding Processes (Indicator 2)	22
4.2.	Program Objective (Programmziel)	23
4.2.1.	Women's self image positively changed (Indicator)	24
4.2.2.	Policies and bye-laws enacted to protect women's rights at the district, regional, national and regional level (Indicator 2)	25
4.2.2.	Police and justice system proactive and responsive to issues of rights violation (indicator 3)	25
4.2.3.	Participation of women in peace-building/ reconciliation/ conflict resolution increased (indicator 4)	25
4.2.4.	Community – Participation and decision making; Peace-building (Indicator 5)	26
4.3.	Expected Result 1: Enabling environment created where cultural impediments to women's rights will be addressed	26
4.4.	Expected Result 2: Women's psychosocial well-being strengthened by individual interventions and community support mechanisms which aim at preventing, treating and responding to women's rights violation	30
4.5.	Expected Result 3: Advocacy- Networks are promoting the implementation of UN SC Resolution 1325 at grassroots, local, national and international level and grassroots women's voices and perspectives are integrated in peace-building processes.	31
4.6.	Expected Result 4: Women have improved capacities to access and control resources for better economic security.	32
4.7.	Drawn lessons learnt/best practices whether integration of psychosocial aspects into programming will enhance impact on women empowerment	34



5.	Problems encountered and modifications	36
6.	Capacity Building, Sustainability	39
7.	Monitoring and evaluation	39
8.	Visibility and awareness raising	39
9.	Lessons learned, Perspectives	40
10.	ADA Cross-cutting issues	44
	List of Annexes	45

## 1. Brief description of programme progress

The multi-country CARE Österreich ADA Framework Programme (CÖAFP) was set up to improve the implementation of UN SC Resolution 1325 on "Women, Peace and Security"<sup>1</sup>. This should be reached through a tailored combination of interventions, to lead to sustainable women's empowerment in the post conflict countries of Burundi, Nepal and Uganda. As conflict provides an opportunity to create the space for a redefinition of social and gender relations; post-conflict peace and reconstruction efforts should not only focus on the heavy burden women must carry, but also take a chance in opportunities. In order to support this potential societal change, the program targeted grass-roots women in Burundi, Uganda and Nepal. The aim was, to enable them to participate at peace building processes at any level with a special focus on women living in rural areas. The program furthermore aimed at identifying and addressing social and cultural norms that impede women from claiming their rights effectively. The Programs' objectives have been formulated accordingly:

The program has created a total of 805 Solidarity Groups, getting 22.956 women and 6.024 men organized on grass-roots level.

More than 86.902 people have been reached through direct project interventions, and many more through media activities.

Overall Program Objective: Empowerment of women in conflict and post-conflict situations to enable active participation in decision making and peace-building processes to fully realize their rights

Specific Objective (= Overall objective of each project) By 2009 women in conflict affected countries (in the project regions of Burundi, Nepal and Uganda) have enhanced skills and capacities to exercise their rights by addressing the policy and cultural barriers that impede their empowerment and the implementation of UN SC Resolution 1325

Overall Program Hypothesis: In order to reach the desired objectives, a hypothesis on social change has been formulated

together with the local partners: "*The improvement of women's psychosocial wellbeing, economic security and the inclusion of women's voices in conflict resolution and peace building processes will lead to increased women's empowerment*". It has been assumed, that this combination of interventions would lead to long-lasting social change of gender relations and to individual and general women's empowerment in post-conflict situations.

The expected results formulated were:

- Expected Result 1: *Enabling environment created where cultural impediments to women's rights will be addressed*
- Expected Result 2: *Women's psychosocial well-being strengthened by individual interventions and community support mechanisms which aim at preventing, treating and responding to women's rights violation*
- Expected Result 3: *Networks are promoting the implementation of the UN SC Res 1325 at grassroots, local, national and international level and grassroots women's voices and perspectives are integrated in peace-building processes.*
- Expected Result 4: *Women have improved capacities to access and control resources for better economic security*
- Expected Result 5: *Drawn lessons learnt/best practices whether integration of psychosocial aspects into programming will enhance impact on women empowerment.*

The three projects in post-conflict countries- Kirumara: Let's create a favourable environment for Women's Rights (BURUNDI); WEP – Women's Empowerment for Peace (UGANDA) and Sakcham – Women's Empowerment for Transformation in Churia Area; and the CARE Austria Learning Component together formed the program from January 2007 until December of 2009. A total budget of 2.997.625 Euro was used for implementation.

<sup>1</sup> For the text pls see: <http://www.peacewomen.org/un/sc/1325.html>

**Objectives achieved**

With regard to the overall program objective and hypothesis, in all the three end of project evaluations, the combination of economic, psycho-social and women's rights awareness interventions was found highly relevant<sup>2</sup> and useful. The program as such, and the individual program interventions on country level could successfully reach its specific objectives to a huge extent, in some fields the results were even over the initial expectations.

In total, the three year ADA financed Program "Claiming Rights, promoting Peace: Empowerment of Women in conflict affected countries" has reached directly a total of 86.902 persons through the program interventions; out of which 28.980 persons are now organized in 805 Solidarity Groups.

**1.1. Country level: relevance and effectiveness of holistic approach**

In Uganda, the final evaluation found that the overall program hypothesis holds true and that the integrated approach was suitable for sustainable women's empowerment. The project has addressed gender inequality, which is attributed by Care's "Strategic Impact Inquiry" (SII)<sup>3</sup> as a root cause of poverty, in particular its impact on the capabilities of women.

"The WEP program approach embodied a holistic understanding of the wellbeing of individuals and took into consideration all needs of a person: the material, social and psychological ones. A review of project documents and in-depth interviews revealed that the project empowered women by focusing on the individual woman through provision of psychosocial support by the community support networks and through group therapies which made it possible for the individual to cope with traumatic experiences of war. The individual started to participate in economic and social activities through "Village, Savings and Loans Associations" (VSLA). Some of the women started participating in political processes and connecting with women in other areas through exchange visits. The women were motivated to break harmful cultural and traditional practices as a result of their empowerment and the numerous community sensitizations on women's rights." (Final evaluation WEP, p. 22)

In Nepal, the relevance of the overall program hypothesis has also been evaluated as appearing highly relevant and appropriate. However, considering the relatively short period<sup>4</sup> of actual (effective) implementation of SAKCHAM program activities in the field (with the Poor, Vulnerable and Socially Excluded –PVSE - women) it was described as hard to justify or falsify the hypothesis. Nevertheless:

"The SAKCHAM program has been able to significantly achieve empowerment of Poor, Vulnerable and Socially Excluded (PVSE) women by addressing their needs, aspirations and interests. Considering the level of confidence PVSE women now have in themselves, the way they presented themselves and put their case clearly (demanding their rights) showed the high level of empowerment they have achieved over the period of SAKCHAM project through various activities. It was also clear from their perception that the project had supported largely to address their needs, aspirations and interests." (Final evaluation Sakcham, page 14)

In Burundi, the final evaluation has evidenced, that the project has largely achieved its objectives and expected results. Women have started more income generating activities, their perception of gender relationships have changed considerably, not only in words but also in deeds. With regard to the relevance of the hypothesis, it is stated, that: „The evaluation of the implementation shows that the project scores well on the relevance of activities. All actions carried out were highly relevant as well in

<sup>2</sup> Social Welfare Council: Final evaluation of Sakcham; Nepal March 2010, pag10; De Broodt, Kristine: Final evaluation of Kirumara, Burundi 2010; p.41; Ayoo, Sandra: Final evaluation (Women Empowerment for Peace-WEP); January 2010 – Kampala, p22.

<sup>3</sup> The Strategic Impact Inquiry (SII) on Women's Empowerment was a three-year, multi-site, participatory and rigorous review of the impacts that CARE's worldwide programming is (and is not) having on women's empowerment. For more information pls check: <http://pqdl.care.org/sii/default.aspx>

<sup>4</sup> The target communities/groups were identified in March/April 2008 using the UCP tools. Then the regular discussion in PEC only started from May 2008 which meant only about 20 months of project time was used in the actual field activities with the target population.

women beneficiaries, their husbands, men of the communities, authorities, local councilors...”(Final evaluation Kirumara, p.41)

“The fact of working together on domestic violence, economic empowerment and women’s rights and gender for both women and men is a formula that is 'bold' and 'successful'. It is clear that all these aspects are linked together in the household. Solidarity groups have become at the same time economic sources (savings, credit assistance), sources of conflict resolution (advice, mediation) and learning environment (laws, rights, advocacy on gender)... Among the benefits cited by women related to participation in solidarity groups, access to credit remains the largest at personal level (69.7% of women). At the household level agreement (46%) and change of husband’s behavior (25.3%) are the most-cited benefits. At community level, it is in community relations (45.2%) and mutual assistance (30.3%). In the plain, women are clearly still at the stage of mutual agreement, a new thing that has come with solidarity groups, while women of the collines already mention more community relations, since solidarity groups have existed longer. These results confirm the analysis of indicators.

A good half of the husbands (55%) participated in awareness activities organized by Kirumara. A third of them participated once, and the others participated 2 times or more. The women are enthusiastic about the changes in behavior especially in the collines, 74.3% of men have changed a lot and 12.2% are Abatangamuco<sup>5</sup>, in the plain 54.6% of men have changed and 7.8% are Abatangamuco. It is a great result for 3 years of work that needs to be consolidated.” (evaluation Kirumara, p. 42)

## 2. Achievements, visible effects and key outputs

Qualitative and quantitative analysis of expected results and indicators listed in the application

In total, the three year ADA financed Program “Claiming Rights, promoting Peace: Empowerment of Women in conflict affected countries” has reached directly a total of 86.902 persons through the program interventions. Activities have been implemented with multiple local partner organizations - CARE Burundi and local partner organizations: Dushirehamwe, TPO Burundi, Tubyage; CARE Uganda and local partner organizations: Worudet, Uwonet, Fokapawa, Isis-Wicce, Dok; CARE Nepal and local partners: Kalika Women Development Centre; Bal Samrakchan Sanstha and Rural Women Service Centre; and national level platforms: Shantimalika, Jagaran Nepal.

The nucleus of starting the social mobilization process for the empowerment of women, has been the establishment of different forms of “Solidarity Groups” formed by women, and partly by men: They were formed as so-called “Popular Educations Centres” (150 PEC’s; 109 female, 41 male) in Nepal; and as “Village Savings and Loans Associations” in Burundi (198 VSLA’s, pure female groups) and in Uganda (457 VSLA groups). This portfolio of direct beneficiaries, reached through the program, and organized into the Solidarity Groups, comprises the impressive total of 22.956 women and 6.024 men, summing up together to 28.908 trained individuals; organized in 805 Solidarity Groups. This group of people has received intensive trainings on VSLA and income generating possibilities; on group reflection techniques<sup>6</sup> and finding solutions together; on women’s rights in the specific local and national context; on prevention of violence against women and how to access psychosocial assistance for people in need; as well as on peace-building and the provisions of UN SCR 1325 in the national context. Women members of these Solidarity groups have substantially changed their self-esteem, gained economic security and linked to peace-building on different levels (house-hold, community, and wider social mobilization). Men’s involvement in women’s empowerment was successfully tackled and is driven forward, tested and reflected by innovative approaches.

<sup>5</sup> “Abatangamuco” is a positive male role model, and based upon the traditional figure of Abatangahé (wise, old men). It was developed successfully in CARE Burundi. Documentation in the List of Annexes – film plus Action Research.

<sup>6</sup> In Nepal, the “Reflect” methodology was used, developed by the Brazilian Paolo Freire. It is a mediated community dialogue, aiming at discovering the problems, the root causes of poverty and to organize community action in order to reach social change in favor of the poor.

Many of the emerging leadership women stemming from these Solidarity Groups, were successfully linked up to local, district or national level platforms and organizations, dealing with women's rights and the implementation of UN SCR 1325. As the meaningful participation of women in political decision-making structures is also a crucial fact for sustainable structural change, CARE is supporting a next phase for the program (2010-2012) with ADA financial support.

## 2.1. Some key outputs information for the individual country levels:

In Nepal, the project had initially planned to reach total of 25,355 women and men (20,000 women and around 5,355 men) from 2,610 households. However the project has reached a total of 46,365 persons (34,709 women and 11,675 men) which is more than planned. (PIMS data system CARE Nepal; pls see individual country report). The project was expected to reach a total of 25,355 women and men (20,000 women and around 5,355 men) from 2,610 households through new and the existing NRM user groups and other groups. Looking at the direct members of PVSE women participating in 109 PECs it had been able to reach 2,871 households. However, the number of women and men it has reached directly is difficult to ascertain.

In many of the grassroots communities, women were empowered to get into local development committees and also into decision-making positions. In Nepal, a reported number of 381 PVSE women could get into key position of development committees (see Country report Project Log Frame); and 577 are executive members now, from where the women can participate in decision-making processes on local governance level. 1278 Local Resource Persons<sup>7</sup> have been trained and mobilized; 86 women groups increased women's participation in decision-making processes.. 3. 039 PVSE women got directly involved in advocacy initiatives; and 259 different cases of communal or individual women's rights issues were supported. 25 VDC level women networks formed, two Ilaka level and two district level women net work formed and linked with NFORWC at national level. 2589 households involved in land rights forum

66 women groups were supported by the project. 718 PVSE women are participating in Income Generating Activities (IGA); 1512 PVSE women and 318 PVSE men developed their skills in economic opportunities; 106 PECs started saving and credit and 12 cooperatives registered. 100 women groups are now able to access resources of their VDCs and 225 GBV/fire/flood/conflict cases have been responded to. 97 (3 out side district and 94 inter-side) exposure visits on Livelihood and advocacy issue

*Uganda – WEP:*  
*Total number of women organized in VSLA: 10.608*  
*Total of men organized in VSLA: 2.641*  
*Accumulated savings: 860 398 095 UGX*  
*(=309.743 EUR);*  
*Individual counseling: 4.076 clients; more than*  
*10.00 people in group therapy*  
*Trained peace-actors: 802 women*

53 Community Psychosocial Care workers have been (CPSCWs) are trained. 179 cases

are supporting by CPSCWs. 3 referral cases supported. 3 different psycho-social training materials developed<sup>8</sup>, 146 of clippings related to project media advocacy and 92 activities supporting the Violence Against Women (VAW) day ; 933 of 41 men PECs and masculinity training for 17 men campaigners. 41 men PEC formed. 476 Men and key family members (indirect target group) show support to targeted women at household and community level; 28 newspaper and radio program 11 times, 1 TV program

Uganda: Over the three years, the WEP project in conjunction with partners has provided psychosocial support services to survivors of Sexual and Gender Based Violence (SGBV) to a total of 4,076 clients have accessed counseling from the counseling units (social work support services as well as basic

<sup>39</sup> 31 Community Facilitators, 67 Women and Men Campaigners, 53 Psychosocial Care Workers, 86 Street Drama performers, 33 Disaster Focal Persons, 8 women in politic related district focal person, 14 enumerators \*The scale of increase is not measured in baseline survey therefore we don't have exact figure. However, till date 250 women have already demonstrated to increase their daily income (we need to do in-depth study)

<sup>40</sup> 2 Psychosocial training manual, 1 Popular Education training manual , project quarterly bulletin, 4 posters, 2 project briefing brochures and UNSCR 1325 leaflet



emotional support). More than 10,000 people have participated in group therapy sharing sessions. Under the livelihood component, 457 Village Saving and Loans Associations (VSLA) groups have been formed and a total of 13,249 (10,608 women and 2,641 men) were actively engaged in the VSLAs. The total cumulative saving for all the VSLA groups as of 15th December 2009 was at 860,398,695 Uganda Shillings<sup>9</sup>. During the three the years, human rights awareness trainings have been conducted targeting grassroots women, women leaders and partners. 90 peace-actors were trained, who reached out to a total of 802 female peace-actors in a trainer of trainers cascade, in order to advocate for INSCR 1325 through dramas, peace-debates and focus group discussions. No definite numbers were reported, but women are starting to strengthen their role in their communities and to participate more lively in community decision-making<sup>10</sup> – together with males.

Beneficiaries have also formed drama and music groups and have been engaged in community sensitization on human rights and peace building. Radio talk shows, spot messages have been ongoing to create awareness about women's rights and advocate for women's involvement in peace building. Around 30.000 persons are supposed to have listened the FM radio program on women and peace. Every year, WEP has carried out advocacy activities during the '16 days of gender activism' targeting communities, government institutions and key policy makers at various levels to create awareness about gender violence and influence for laws that address SGBV issues. This year, a news supplement was published in two daily English newspapers highlighting WEP's work and calling upon the government and stakeholders to address SGBV and support women's peace building initiatives. During the project period, a number of learning exchange visits were conducted where the project implementation team, partners and beneficiaries visited organizations and women groups in other areas and shared best practices and experiences. The lessons learnt from these visits will foster more effective project implementation strategies in the second phase of WEP. Among the places visited were Karamoja, Tororo, Fortportal and Burundi.

In BURUNDI the accumulation of the outputs of the activities shows the following picture:

- ✓ 3.849 women were reached instead of the planned 3.200,
- ✓ 198 Solidarity Groups, based on VSLA; established and 98 community persons trained in VSLA.
- ✓ An impressive number of training and awareness has been achieved in relation to psychosocial well-being, among them; community sessions on issues of violence have reached 10,518 people and 13,660 more people.
- ✓ Trained 198 community workers in psychosocial support.
- ✓ 1.843 home visits in cases of violence, 1.349 of preventive home visit, 322 women oriented to centers for physical abuse and 117 sexual abuses among other actions show the performance of the TPO team and the relevance of this action, the effectiveness of living in the communities.
- ✓ 182 training of SG members by the Dushirehamwe team on women's rights, human rights issues, advocacy skills, etc...
- ✓ Community administration and local councilors have been reached: 714 community leaders are able to explain the family code.
- ✓ Links were made between women and the basic national and provincial institutions. The Minister of gender has been touched. Alliances have been created among local councilors, police officers, administrators in favor of rights and change of behavior.
- ✓ Individually 31 women have received support for political participation and advocacy.
- ✓ Strong strategic national partner Dushirehamwe made connectin from grass-roots to national level possible

<sup>9</sup> Due to the Baseline, 91% of the WEP beneficiaries are below the poverty line of 1 USD a day; so the sum accumulated through VSLA is impressive.

<sup>10</sup> Very interesting insights could be obtained during the "Underlying Causes of poverty Analysis" action research, done in September 2009. Acholi culture provides also space for women through the female clan structures; conflict also had an impact on the clan system. Pls see: Bode, Brigitta (and Wu, Iredale, Businge and Kühhas): The Causes and Conditions of Poverty in Acholi Land, Northern Uganda; December 2009; p.12 and 33 f.

### 3. Overview on programme intervention progress for the entire duration (along Program Logframe)

<i><b>Projects</b></i> (in accordance with the program document forming part of the application)	<i><b>Status quo of implementation as planned</b></i>	<i><b>Real Status quo of implementation</b></i>	<i><b>Results expected</b></i> (Results expected / achieved) <i><b>Indicators</b></i>	<i><b>Reasons for Deviations</b></i>	<i><b>=&gt; Steering measures</b></i>
<b>PROGRAM LEVEL</b>					
<b>Overall Objective</b> Empowerment of Women in conflict and post-conflict situations to enable active participation in decision making and peace-building processes to fully realize their rights	All the three final project evaluations are stating the relevance of the program hypothesis to reach the goal and the effectiveness of the individual projects.  Change of gender roles could be reached in the projects regions of Burundi (Male/Female relationship); Uganda and Burundi (women's access to economic resources); and Nepal (women challenging traditional gender roles in communities).  Women's increased self-esteem through psychosocial interventions, economic empowerment and rights awareness trainings ahs lead to grassroots women's leadership participating in decision-making and getting into decision-making bodies in all of the three countries.		- Change of gender role in favour of women  - Participation of women in peace building processes	NO deviations:  Lessons learned: Sustainable empowerment of women in conflict affected regions can successfully be talked with the holistic approach used; but to ensure sustainability, a 3 year period is not long enough – therefore, CARE Österreich will support the program in the next phase to consolidate the outcomes and strive for impact.  A special importance has been given during project implementation to engaging men in women's empowerment; which is indispensable if gender roles should be changed. Cross –country learning was of huge importance for this process.	
<b>PROJECT LEVEL</b>			<b>Results expected</b>		
By 2009 women in conflict affected countries (Burundi, Nepal and Uganda) have enhanced skills and capacities to exercise their rights by addressing the policy and cultural barriers that impede their empowerment and the implementation of UN SCR 1325	End of project evaluations are stating huge progress in the capacities of women to address policies reaching from local to district level and national levels:  Close collaboration on elaboration of NAP on 1325 in Burundi, and in	In total, the three year ADA financed Program "Claiming Rights, promoting Peace: Empowerment of Women in conflict affected countries" has reached directly a total of 86.902 persons through the program interventions; out of which 28.980 persons	- Women's self image positively changed  - Policies/byelaws enacted to protect women's rights at the district, regional national and regional level	Women now express themselves freely and dear to speak out (final evaluations)  All the three projects identified women's rights issues and successfully advocated for change in the legal field (Domestic violence bill – Uganda; Buffer Zone Legislation	Lessons learned: Tackling culture and legal changes takes time; but the program is proud that over the period of three years in every country specific women's right issues around UNSCR 1325 – related to women's human rights – could successfully be tackled. An important

<b>Projects</b> (in accordance with the program document forming part of the application)	<b>Status quo of implementation as planned</b>	<b>Real Status quo of implementation</b>	<b>Results expected</b> (Results expected / achieved) <b>Indicators</b>	<b>Reasons for Deviations</b>	<b>=&gt; Steering measures</b>
	Nepal successfully advocated for the inclusion of women in "Buffer Zone Committees"; Sakcham used by GON as a best practice example for community development with a rights based approach; Uganda – successful linkage of grass-roots women's leadership to campaigning on engendering the PRDP and on lobbying for the change of the "Marriage relations Bill"; as well huge link in the filed of (S)GBV prevention.	are now organized in 805 Solidarity Groups. Cultural aspects have successfully been tackled more during last year of implementation; Participation of women in Peace building activities has increased in all project regions.(Uganda: 802 women Peace builders on grass-roots level; linked to national level; Nepal: 25 village Development Committees (VDC) women networks were formed, and two on district level;linked to national level; Burundi: 198 Community Workers trained on peace-building and 1325; linked to national women's network of Dishirehamwe)	- Police and justice system proactive and responsive to issues of rights violation  - Participation of women in peace building/ reconciliation/ conflict resolution increased	– Nepal; Burundi; of legalization marriages)  Police is often not responsive in cases of "domestic violence" (Burundi, Uganda), in Nepal high level cases of SGBV during conflict are withdrawn from courts as "politicized".  NO deviations	thing to have in mind is, that these changes take time; and need long-term support and flexibility for the program in order to be able to correspond to changing situations.  Successfully implemented bottom up approach; depends a lot on the country dynamics as such and the successful linkage with national social movements;
<b>ER 1</b> Enabling environment created where cultural impediments to women's rights will be addressed	to 1.4. are very successful in all the three countries.	1.5 is a challenge and needs a long-term perspective, as it is directly related to access	1.1. Men's and Women's knowledge of women's rights increased  1.2. Clearer understanding of	1.5.: Kinship and marital status defines female access to resources – need for legal anti-	Issues have been discussed in the 2 <sup>nd</sup> Learning Conference; and taken on board for the next three year

<b>Projects</b> (in accordance with the program document forming part of the application)	<b>Status quo of implementation as planned</b>	<b>Real Status quo of implementation</b>	<b>Results expected (Results expected / achieved) Indicators</b>	<b>Reasons for Deviations</b>	<b>=&gt; Steering measures</b>
		to property (land rights, inheritance, etc – kinship defines access to resources); change in kinship will lead to total restructuring or dilution of the traditional clan system (Africa) and in Nepal caste and gender discrimination are strongly embedded in cultural norms – especially with regard to the rights of widows, inheritance, marriage, etc.	prevailing constructs in communities  1.3. Positive/Negative cultural values/norms identified  1.4. Male attitude regarding gender roles and norms changed  1.5. <i>Pro-women changes in family/kinship norms and institutions achieved</i>	discriminatory laws – needs a medium to long-term perspective and depends on enabling political environment.	period.
<b>BURUNDI/Kirumara</b>	1.1., 1.2., 1.3. and 1.4. are on track	Burundi has elaborated a set of very interesting action research reports on several of the burning issues; Nepal has tackled the accusation of witchcraft as discrimination of Dalit women; and Uganda has gathered data on the cultural aspects and also edited the results in the “UCPV” analysis. The results expected could be reached and the technical support through CARE Ö GA and PS-Advisors was used and appreciated.  Also the cross-country learning opportunities, like the Learning Conferences in Nepal and Burundi, created a lot of interesting discussions among local partner organizations and CARE staff and created a real possibility for a in depth exchange on issues around result 1 ; as for all the country projects tackling culturally embedded impediments to women’s rights are the long-term issues. Here the CARE shift to the Program			
<b>NEPAL/Sakcham</b>	1.1., 1.2., 1.3., 1.4. has been talked during last year				
<b>UGANDA/WEP</b>	1.1., 1.2., 1.3. and 1.4. are worked with				

<b>Projects</b> (in accordance with the program document forming part of the application)	<b>Status quo of implementation as planned</b>	<b>Real Status quo of implementation</b>	<b>Results expected</b> (Results expected / achieved) <b>Indicators</b>	<b>Reasons for Deviations</b>	<b>=&gt; Steering measures</b>
		Approach is seen as very valuable, as it allows the Country Offices to develop 10 to 15 years perspectives and real in depth analysis of the underlying causes of poverty, discrimination etc.			
<b>Expected Result 2</b>  Women's psychosocial well-being strengthened by individual interventions and community support mechanisms which aim at preventing, treating and responding to women's rights violation	All three country projects have begun to work intensively around the psychosocial well-being of women on community and grassroots level. All have come up with very positive results due to the final evaluations.  Psychosocial guidelines were finalized by end of June 2009	All three country projects have begun to work intensively around the psychosocial well-being of women on community and grassroots level and have come up with very positive results. A referral system individual mental health support to women suffering severe complaints is implemented.  Psychosocial guidelines are work in progress,  Focus of program activities has not really developed around 2.3., rather on 2.1. specifically and in connection with 2.2 and 2.4 – which is a long term process.	2.1. Women's psychosocial wellbeing improved  2.2. Incidence of violence against women decreased  2.3. Women's freedom increased to control her own body  2.4. Institutions respond to women's rights violations	In all countries report improvements in 2.1., 2.2. in communities were projects work, no evidence could be found for 2.3. // 2.4. is depending on country; but generally very positive feed-back on PS component	Also here, the indicator 2.4. is the one with the long-term perspective.  The next three year period will support in claiming better responsiveness of institutions with regard to women's rights violations
<b>BURUNDI</b>	Work with TPO	TPO had a gap in gender awareness, and received a tailored			

<b>Projects</b> (in accordance with the program document forming part of the application)	<b>Status quo of implementation as planned</b>	<b>Real Status quo of implementation</b>	<b>Results expected</b> (Results expected / achieved) <b>Indicators</b>	<b>Reasons for Deviations</b>	<b>=&gt; Steering measures</b>
<b>NEPAL</b>	Work with community based psychosocial care workers (64); and with CIVICT (centre for victims of torture)	training on women's rights. Professional approach to counseling and psychiatric assistance has been ensured through the PS advisor. For growing request, even more CBPSCWs have been trained and result is a very intimate relationship of them with the PECs, which leads to social mobilization potential and the feeling of protection and solidarity; All points from 2.1. to 2.4 are positively perceived by beneficiaries (anecdotal evidence); 2.3. no data gathered	Results have been positively evaluated by the final evaluation, especially the increased self-esteem of women	More request then foreseen	Strengthening of PS component through hiring of Nepali Psychosocial Advisor and enlarging the community psycho social care worker in numbers
<b>UGANDA</b>	All three project partner organizations started a PS component, with main view of peace-building in the household; and the community level	Was evaluated as positive and relevant by final evaluation		No deviation	
<b>Expected Result 3</b>			3.1. Women and Men		

<b>Projects</b> (in accordance with the program document forming part of the application)	<b>Status quo of implementation as planned</b>	<b>Real Status quo of implementation</b>	<b>Results expected</b> (Results expected / achieved) <b>Indicators</b>	<b>Reasons for Deviations</b>	<b>=&gt; Steering measures</b>
Networks are promoting the implementation of the UN SC Res 1325 at grassroots, local, national and international level and grassroots women's voices and perspectives are integrated in peace-building processes.	Positive in all three countries	Positive in all three countries	are aware of UN SC Res 1325 3.2. Women join local advocacy initiatives 3.3. Women's leader participate in reconciliation processes at local and national level 3.4. GLAG initiative successfully implemented	In Uganda 3.3. was problematic; but it catches up enormously in year 2009  GLAG activities were stopped due to a funding Gap	Was focus in 2009, GA support and linking with Isis and UWONET; successful  Successful fundraising initiative; since end of 2009 again implemented through CARE INorway
<b>BURUNDI</b>	On track	Positive final evaluation			
<b>NEPAL</b>	On track	Positive final evaluation			
<b>UGANDA</b>	On track	MTR stated need for more targeted advocacy; cathed up during 2009		Lack of active networks in Northern Uganda (Pader), long distances.  Division of Women's Movement from North and South, needs new establishment of common interest (Study CI "1325 and the Juba Peace Talks")	CÖ GA supported advocacy plan for WEP in 2009 specifically, National level activities foreseen in 2009 to connect Northern and Southern Ugandan Women's Organizations successfully implemented (PRDP conference and 16 days campaign)
<b>Expected Result 4</b>			4.1. Women's influence in household decision	n.a.	n.a.

<b>Projects</b> (in accordance with the program document forming part of the application)	<b>Status quo of implementation as planned</b>	<b>Real Status quo of implementation</b>	<b>Results expected</b> (Results expected / achieved) <b>Indicators</b>	<b>Reasons for Deviations</b>	<b>=&gt; Steering measures</b>
Women have improved capacities to access and control resources for better economic security.	Status quo in all three countries positively reported in MTRs	Income Generating Activities (IGAs) in Nepal were not foreseen in a sufficient way in project design	making increased 4.2. Women's access to household resources increased 4.3. Knowledge about existing laws and policies in favor of women increased		
<b>BURUNDI</b>	Great success, over goal; question remains if very poor are able to participate	Better than envisaged, 3.849 women reached instead the planned 3.200 – 198 Solidarity Groups based on VSLA established.			Reflect upon the participation of the very poor and vulnerable in VSLA
<b>NEPAL</b>	IGA started in 2008, after formation of PECs	718 PVSE women are participating in IGA. 1512 PVSE women and 318 PVSE men developed their skills in economic opportunities 106 PECs started saving and credit and 12 cooperatives registered. 100 women groups able to access resources of VDCs	IGA was foreseen only after the formation of the PECAs and when they themselves would see it as a priority.	MTR stated, that IGAs need more specific technical support for a sustainability analysis; final evaluation stated that there was not enough funding foreseen for economic empowerment activities	CARE Nepal country Team worked on it; and could reach at 106 PECs founding VSLA groups.
<b>UGANDA</b>	VSLA s very successful (see Final evaluation)	Positive results, final evaluation: More than			



<b>Projects</b> (in accordance with the program document forming part of the application)	<b>Status quo of implementation as planned</b>	<b>Real Status quo of implementation</b>	<b>Results expected</b> (Results expected / achieved) <b>Indicators</b>	<b>Reasons for Deviations</b>	<b>=&gt; Steering measures</b>
		10.608 women and 2.641 men organized in 457 VSLA groups; accumulated savings were 860 398 095 UGX (=309 743 Euro).			
<b>Expected Result 5</b> Drawn lessons learnt/best practices whether integration of psychosocial aspects into programming will enhance impact on women empowerment				CHANGE OF STAFF. Gender Advisor changed in August 2008, new came in September 2008	
	5.1. Training and technical support in Monitoring & Evaluation (M&E) plans and research activities provided	M&E support provided; Trainings on new ADA Evaluation Guidelines and extensive support in elaboration of TORs given by CO GA	Coherent Framework on Program Level	Each CO used a different methodology for baselines, MTRs, CO has a new GA since September 2008 – closer harmonization for program level will be organized for next program period	GA has taken part in M&E workshops in Uganda for cooperation in M&E for Women's Empowerment (Impact measurement), close cooperation with Care Norway and CARE International; is linked to Impact and Outcome measurement on Global level.
	5.2. Best practice guidelines for psychosocial programming	Development of training curriculum in Nepal; PS Guidelines finalized	Best Practice Guidelines to be shared	PS Advisor (Wurzer) on maternity leave; new PS advisor (Eibs)	Successfully finalized by June 2009

<b>Projects</b> (in accordance with the program document forming part of the application)	<b>Status quo of implementation as planned</b>	<b>Real Status quo of implementation</b>	<b>Results expected</b> (Results expected / achieved) <b>Indicators</b>	<b>Reasons for Deviations</b>	<b>=&gt; Steering measures</b>
	based on practical field experience			successfully finalized	
	5.3. Study on cultural/social/and traditional norms positively or negatively affecting the implementation of UN SC Res 1325 in Burundi, Nepal, Uganda	Progresses reached	Comparative studies on impact of cultural norms on implementation of 1325	PIs refer to narrative section on the indicators	Learning conference in June 2009 provided good platform for exchange and understanding
	5.4. Lessons learnt captured, disseminated and used to improve action during project implementation	On track, each project held regular reflection meetings to adopt interventions if necessary	Learning Organization , Constant improvement of program standards through inclusion of Lessons Learnt	n.a.	n.a.
	5.5. Two international CARE conferences focusing on the research questions and additional burning questions emerging out of the programme implementation organised and workshop reports produced	One successful conference took place in September 2008 in Nepal; the other one in June 2009 in Burundi	Workshop reports produced and disseminated	n.a.	n.a.
	5.6. Grass-roots women voices participated at two international conferences at least	Grass-roots women leaders participated in Nepal and Burundi conference	Inclusion of grass-roots women's voices into decision-making processes	n.a.	n.a.
	5.7. Advocacy support in the context of the Great Lakes Advocacy	Gender Advisor (CÖ) supported international	Strengthening of women's empowerment	GLAG activities have been stopped due to	New start up at the end of 2009 through CARE

<b>Projects</b> (in accordance with the program document forming part of the application)	<b>Status quo of implementation as planned</b>	<b>Real Status quo of implementation</b>	<b>Results expected</b> (Results expected / achieved) <b>Indicators</b>	<b>Reasons for Deviations</b>	<b>=&gt; Steering measures</b>
	Initiative at regional and international level by inputting position papers and policy formulation	DRC advocacy initiative <sup>11</sup> in 2008 during uprising of conflict; Networking with European Peace Building Network and International Alert	through evidence based advocacy on national and international levels	funding gaps	Norway funding
	5.8. Innovative pilot projects identified	UCPV done in Northern Uganda	Action research and study finalized, is now basis for the whole Northern Uganda Programming	n.a.	n.a.
	5.9. Database on Women Empowerment (WE) experts and networks with a focus on East Africa and Himalaya region (Nepal) set up	Experts CVs sent to CO Expert datasystem	Will be done throughout 2009	n.a.	n.a.
	5.10. Database on East African and South Asian case studies and flagship projects re WE in conflict and post-conflict situations	Was not done In process	Due to time constraints, only anecdotal evidence could be gathered, but not database established	Was not a priority and not really seen as relevant	n.a.

<sup>11</sup> See Annex 4 for policy paper

#### 4 . Narrative programme intervention progress for the entire duration along Programs Overall and specific objective, and the expected results

##### 4.1. Overall objective (Oberziel)

*Empowerment of Women in conflict and post-conflict situations to enable active participation in decision making and peace-building processes to fully realize their rights;*

##### 4.1.1. Change of gender roles in favour of women (Indicator 1)

Generally, the change of gender roles takes time; as gender stereotypes are culturally defined and often also legally embedded. One lesson learned is, that in order to tackle a sustainable change of gender roles, a mid-term to long-term perspective is indispensable. The final evaluation of Kirumara for example describes the relevant step forward also as: *"Taboos are no longer taboo"* (p.3) Nevertheless, gender roles were successfully challenged and some first positive outcomes can be reported, as:

- ✓ Burundi: Abatangamucho – the male role model: In the project area, 70% of the women perceive that the gender relations have changed positively *"About 30% of men who participated (in Kirumara activities) have changed a little or not at all, but 70% has really changed. This shows the effectiveness of activities. Correlations show that the more men were involved in Kirumara activities; the more they also have changed their behavior. Overall we can say that 38% (55% x 70%) of husbands of female members of Solidarity Groups have significantly changed their behavior in response to the Kirumara activities. It is an extraordinary result. 3% (55% x 5.4%) are Abatangamucho, men whose change has been confirmed. It is a good start, because to be confirmed as Mutangamucho is not something done quickly. They have to go through the network of Abatangamucho, which operates at it's own pace. The network is currently in the process of establishing a protocol involving the community, to ensure real change in behavior of the candidate. It is quite correct to properly monitor the use of the term Mutangamucho to avoid 'the erosion of the title' . (Final evaluation Kirumara, p. 32)*
- ✓ Uganda and Burundi: Women do have access to economic resources through VSLA:  
In traditional Acholi culture (Northern Uganda); women are understood as being a property of men; women are exchanged between patri-clans through marriage relationships. Once a woman's is married and the husband's family (clan) has paid the bride-price, she physically belongs to him and his clan; and all her productive and reproductive power (=children) belongs to the clan and not to her individually. This is very much the same for the Burundian African culture. Therefore, the approach to work with women in Village, Savings and Loans Associations, had a deep impact in the programs operational regions. As a traditional leader said during the Mid Term Review: *"If a woman starts to own something, this changes culture"* (notes of Gender advisor in 2008 during the MTR).

The lessons learned around this women's economic empowerment are:

- Men were sabotaging women's participation partly at the beginning, and steering measures were necessary (Burundi planned the Abatangamucho, in Uganda: steering through start of of male VSLA activities and access to psychosocial support structures)
  - Then, over time, not men started to see the advantages of women contributing to the household income (school fees for children, food, clothes, etc); and women's esteem increased notably
  - Leads to a change in gender relations on household-level as women start to decide (together with husbands or alone) on what to spend their money, or to start up petty business
  - Steering necessary are/will be necessary in the case if men now start to overburden women with workload; and handing over all the tasks to her.
- 
- ✓ Women's rights awareness training lead to a significant decrease and reduction of Gender based violence (This holds true for Uganda, Burundi and Nepal – pls check in the final evaluations)

#### 4.1.2. Participation of women in Peace building Processes (Indicator 2)

Generally, the program was successful in supporting women's participation in Peace Building processes. Mostly, due to the grass-roots orientation, women within the Solidarity groups started to be mediators on household and community level. After a time, when female leadership emerged, these women were connected with networks and advocacy issues on district and national level.

➤ **Burundi: “Capacity building and advocacy on women's rights”**

Among the outcomes there are the active participation of CARE Burundi and Dushirehamwe in the elaboration of the Draft National action Plan on UNSCR 1325; as well as the organization of meetings of the women from the Solidarity Groups with women in decision-making positions, which now leads to the effect that many women are preparing for running for the elections in 2010.

*“Women have been strengthened in different skills: women rights, advocacy, conflict resolution, etc. Kirumara has organized meetings between women from solidarity groups and women among decision making positions to discuss together about women issues. This brought women to be aware of their right and to be motivated to exercise them. Many of them are currently preparing themselves the coming election of 2010, in which they pledge to elect and to be elected. In Kirumara zone, we have a number of women who have been registered as candidates. They are beginning to break the silence and demanding their rights. Women from Kirumara are now complaining against the injustices against them in court. The EC funded Iteka project is reporting several cases of women reporting in the court, which was not done before. Women from solidarity group have done a campaign for legalization of marriages. More than 800 couples have legalized their marriage. 9 women who have been chased from their household have regained their homes (household), because of the advocacy of women in solidarity groups. They intervene to manage and resolve conflicts in their community, especially conflict about violence against women in the community.” (Final Report, Kirumara 2010)*

➤ **Uganda: “Women leaders at community level actively engaged in peace building processes through networks”** (Information from Final Report, WEP 2010)

As part of its programming principles, CARE promoted non-violent conflict resolution in its approach to implementing the project. A total of 802 peace actors were trained on UN SCR 1325, mediation and negotiation skills, conflict sensitive programming and tools in facilitating community dialogue.

Training of women leaders/ councillors on UNSCR 1325 and formation of a women Peace coalition network that was able to articulate the gaps and challenges that women face in Pader. The Women have increasingly become confident in handling and negotiating cases of domestic violence, land wrangles, child neglect, reintegration of widows and their children following training in conflict management and transformation. They were also able to identify vulnerable individuals and refer them for support to various stakeholders and actors.

The women peace actors initiated and participated in visits to Karamoja and presented the issues affecting women in Pader to the women and leaders in Karamoja. They also engaged the leadership in Pader to encourage them to make peace with their neighbours in Karamoja.

The women have been able to engage with a number of National level networks and actors, creating avenues for engagement between women activists at the grassroots with those at the national level on issues of UNSCR 1325. Through the various initiatives, the women participated in several initiatives such as advocating for a gender sensitive Peace recovery and development Plan (PRDP) for Northern Uganda, the formation of the SGBV district ordinances in Pader, 16 days of gender activism organized by CARE, Pader Peace Week, and learning visit to Burundi in 2009.

One remarkable outcome of the 2009 16 days of activism was that CARE and Uganda Women's Network (UWONET) supported women activists to present a petition to the Speaker of Parliament urging the

Parliament to pass the Marriage Relations Bill that will protect the women and children (*WEP Interim Report June- September 09*)

CARE further worked with Isis-WICCE, a re-known women's organisation in the field of peace security, documentation and information to overcome gender inequality. This relationship was specifically on the Peace Recovery and Development Plan (PRDP) at the national level. Isis-WICCE organised a national workshop on 4<sup>th</sup> – 6<sup>th</sup> August 2009 for women leaders and activists on PRDP and other peace building and post-conflict recovery in Uganda. The workshop was attended by women leaders from 30 districts including Pader.

➤ **Nepal: Women Claim their Rights through Supportive Peace Building and Existing Committees and their Policies at National Level<sup>12</sup>**

Capacity Building of Local Resource Persons (LRPs): A major activity undertaken was the enhancement of the skills of the LRPs and <sup>13</sup>Campaigners. Numerous training and orientations on disaster preparedness at VDC and district level, as well as campaigner training involving issues pertaining to social mobilization, land rights, VAW and its consequences, psycho-social well being, advocacy on women's rights, UNSCR 1325, CEDAW Constituent Assembly processes, etc, have strengthened LRPs' capacities to help women within communities as well as within households. Gender and UNSCR 1325 training to NGOs, community social and political leaders, National level Women Network Formation took place. All these activities effectively highlighted the need and significance of peace within communities in relation to women's security and rights. A total of 109 events targeting 3.069 women and 378 men were undertaken.

Coordination Meeting Cost with Task Force and Stakeholders - 3 days (peace building, UNSCR 1325, social inclusion, psychosocial): The project has taken initiative on UNSCR 1325 in project districts, having the advantage of knowledge and lessons learned from CARE Nepal's work in this area. The aims of the initiative included promoting the inclusion of women in all steps and levels of the decision making process at local and national levels; harmonization of policy and programs in relation to UNSCR, women's participation in peace building process; advocating for protection for women and girls in the post-conflict situation; and enhancing capacity and awareness on the implementation and monitoring of UNSCR.

The project facilitated various programs such as orientations, media campaigns, song competitions, talk programs, orientation to social activists and occupational groups etc., in order to raise awareness of the issue and to control VAW.

Aside from the advocacy efforts numerous coordination meetings were undertaken for Women in Peace (WIP) at VDC and district level, Gender and UNSCR 1325 training to NGOs, community social and political leaders, National level Women Network Formation, National Level Psychosocial Conference and National Level PEC Conference. All these activities effectively highlighted the need and significance of peace within communities in relation to women's security and rights. A total of 109 events targeting 3069 women and 378 men were undertaken. The events successfully brought about realization and action for women's role in the peace building process, and that gender, social inclusion, peace and psycho-social well being of women are important components for women's empowerment.

Taskforce Coordination Meetings: The project has been providing backstopping support in activating the district level Gender and Child Rights Mainstreaming Coordination (GMCR) by organizing regular meetings and interactions. The GMCR is a district level mechanism responsible for mainstreaming gender, social inclusion and promoting women's and children's rights. These initiatives have strengthened the referral mechanisms and advocacy efforts. The coming together of Task Force members and stakeholders has helped to bring about common consensus and understanding on relevant issues. A Task Force was also formed to lead on GBV issues, UNSCR 1325 and women's entitlements. The meetings are helping to share information pertaining to NRM, GBV issues, measures to access support from law enforcers and health providers.

<sup>12</sup> Information taken from the Final Report of Sakcham (2010)-

<sup>13</sup> Social movement facilitator

## 4.2. Program Objective (Programmziel):

*By 2009 women in conflict affected countries (Burundi, Nepal and Uganda) have enhanced skills and capacities to exercise their rights by addressing the policy and cultural barriers that impede their empowerment and the implementation of UN SC Res 1325*

Effectively, the ADA financed program has lead to substantial change on different levels: The individuals themselves have been strengthened especially through the psychosocial support and the creation of solidarity groups, as well through economic empowerment. A total of 805 groups were established, with the direct membership of 22.956 women and 6.024 men.

Uganda: "Overall, the project interventions created noticeable impacts as seen from the positive changes in the lives of women and attitudes of men in the communities. Women interviewed said, the project enabled them to engage in making decisions about choices of their lives, such as on reproductive health and leadership roles in the communities. These changes were a result of improvement in women's psychosocial and economic wellbeing. Men who initially perceived women's organisations as creating disrespect in women towards men reported positive changes in their attitudes towards women and women's organisations. This change increased respect for women and created harmony between the women and men in the families. As a result of the project interventions, an increasing number of women now contribute to household incomes, hold political positions, vote and are voted to political positions. All these positive developments provide useful background for women to play a role in political decision making processes." (Final evaluation WEP p.22)

The final evaluation of Kirumara (Burundi) shows "that the project has largely achieved its objectives and expected results. Women have started more income generating activities, their perception of M/W relationships have changed considerably, not only in words but in deeds. The fact of working together on domestic violence, economic empowerment and women's rights and gender and this as well with women and with men is a formula that was both 'bold' as well as 'successful'. It is clear that all these aspects are linked together in the household. Solidarity groups have become at the same time economic sources (savings and credit, assistance), sources of conflict resolution (advice, mediation) and learning environment (laws, rights, advocacy on gender). The skepticism in the men gave way to a partisan attitude towards solidarity groups, because the effects at the household level are significant. It is clear that the Kirumara project no taboo has been bypassed, with the result that *taboos are no longer taboo*.

Community Empowerment, which was for the pure VSLA projects often the most visible aspect of women empowerment, because the household 'touched' very little except indirectly on the economic level, passes - although still important - in Kirumara, a little in the background compared to the significant changes taking place in households and affecting the lives of women on a daily basis." (final evaluation Kirumara, p..)

For Nepal, the final evaluation<sup>14</sup> shows that the originally defined objectives of SAKCHAM program appeared realistic to a large extent, however some of the assumptions did not come true (such as local election would take place) which also hindered the achievement of the project. However, the number of women holding key positions in various CBOs, CFUGs, networks, management committees have been achieved and increasing day by day. There had been an indication that this process will continue as more women are now aware of their rights and they are demanding it and are capable of pursuing their demand. The awareness level about the impeding factors to just and women friendly policies have increased significantly during the project tenure in the project area. The peace process in Nepal had taken place at the central level with the comprehensive peace agreement in November 2006 which also initiated the process of peace building and negotiation at district level. However, the peace committee formed at district level in most of the districts including the project districts had not been so active, which also limited the potential for the project participant especially

<sup>14</sup> Social Welfare Council (Bhatta, Binod; and team): Final evaluation of Women Empowerment for Transformation (SAKCHAM) Program in Churia Area; Nepal March 2010.

the women to be part of the process at that level. Nonetheless, the project participants had been active and capable in resolving various local and community level conflicts including some of the political conflicts as well. As mentioned earlier, the economic empowerment has been limited in the project probably due to limited funding available. The project has been able to create massive awareness about the UNSCR 1325 especially in the project districts and various relevant authorities and agencies at district level as well as in the communities.

The PEC as the starting point of intervention for PVSE women empowerment proved to be very effective. Moreover, the REFLECT approach to popular education and awareness creation had been very effective and successful venture of this project. This approach has also supported in building local institutions of PVSE women, while promoting their participation in various other institutions local as well as higher level. The PEC group had even evolved as an institution in themselves and had campaigned and advocated for several reforms. Such reforms included good governance in public institutions, establishing just norms in the society/community, equitable access to natural resources which have been in public domain or as common property. Increased psycho-social well being was also reported and perceived as a good and innovative intervention of the project.

Some of the crucial factors that contributed to the success of the project included the selection process of the target population, starting intervention through PEC following REFLECT method, wider and participatory consultation, transparent processes and procedure in partners selection, engagement of local stakeholders and authorities in the process of the project, men's engagement. Use of underlying causes of poverty (UCP) tools and methodology in identifying the target population/group of the project (PVSE women) through multi-stakeholder local participation had been the first critical factor at target group level which helped in the initiation of smooth relation with local communities. Another important factor had been the basic intervention for empowerment through the PEC using REFLECT method. The intervention related to psychosocial well being has been another crucial factor, unique and innovative to the project which further contributed to the success. Training and use of local resource persons (LRP) had been one more important factor in the success of this project contributing to the effectiveness and sustainability. Documentation of learning, and its sharing would definitely contribute to the sustainability of the experiences and lessons of this project for the future use by similar ventures in the future in Nepal and elsewhere.(Final evaluation Sakcham, p.15)

#### 4.2.1. Women's self image positively changed (indicator 1)

Positive outcomes have been reached by all the three projects –Kirumara, Sakcham and WEP; especially the combination of psychosocial support, the formation of “Solidarity Groups” (including also economic empowerment) and breaking the taboos, then topped with women's rights trainings have lead to increased self-esteem of the grass-roots women.

The maybe most simple, but also evident indicator related to increased self-esteem is the public speaking out of women (see eg final evaluation of Kirumara; where in comparison to the baseline today 80% of the women express themselves in public, whereas the figure at the beginning of the project was much lower; in Uganda manifold evidence has been found on the change of women's behaviour in public due to the projects intervention; and also in Nepal the women started to claim their rights, especially vis-à-vis the local government and local business owners – eg. Same salary for same work as men)

The evaluation of WEP found, that improvement in women's confidence and self-esteem was reflected by their participation in community meetings and contesting for elected positions. The project interventions have brought change in attitude and practices that used to discriminate against women and girls in the community. There has been increase in the number of women taking up leadership positions in political offices, in clan or cultural settings, and at wider community levels.”(Final evaluation WEP, p.22f)

A woman councillor in Puranga said:

*I dropped out of school in 1981/82 in P.7 because I got pregnant.....The project started in Puranga in 2007 and I joined VSLA group. I got training in the group on women's rights, savings, borrowing, and*



*counselling. People used to encourage me to contest in council elections but I despised myself that I could not become a leader since I had little education. Before the project started, I served in LCI as Women Councillor. I contested in the Opposition Party as Women Councillor III in 2006. I passed with 80% votes. In the Council, I was chosen as Deputy Speaker for the Sub-County for 2 years. Later the Council chose me in August 2009 as Secretary for Education because of my good work. Very many people are asking me to stand again in 2011. My plan is to get a permanent house and buy oxen out of my VSLA savings. I have already bought one and plan to buy a second ox in 2010. (Akongo Helen, LCIII Secretary for Education, Puranga)*

#### **4.2.1. Policies/byelaws enacted to protect women's rights at the district, regional national and regional level (indicator 2)**

Marriage Relations Bill in Uganda<sup>15</sup>: 16 days of activism against violence against women – In November 2010, 600 women from Northern Uganda were travelling to Kampala, were CARE Uganda and the Ugandan Women's Network (UWONET) supported women activists to present a petition to the Speaker of Parliament urging the Parliament to pass the Marriage Relations Bill that will protect the women and children.

Nepal: Inclusion of women in the Governance act on Forest Buffer Zone Management ; inclusion of women in executive committees successfully reached and implemented. (example)

Burundi: Successfully lobbied local government structure to provide legalization of marriage and registration of children free of charge for poor couples

#### **4.2.2. Police and justice system proactive and responsive to issues of rights violation (indicator 3)**

Conscientization session with the local governance systems have been undertaken; but "access to justice" could only partly be tackled; as it was not a direct aim of the individual projects – and to some extent the local justice system has not always responded. In Burundi, partly marriage registration could be reached to be free of charge; in Uganda many cases of GBV (157 cases; out of a total of 1.712 GBV survivors confidentially supported) have been reported to police – but this was rather a side-product of WEP's psychosocial support system; and in Nepal Solidarity Groups themselves have accompanied women (with the help of the local partner organizations) to the police in order to claim their rights. There is anatomical evidence, that local governance structure partly become more responsive through awareness raising and supporting individual cases at police and court; but it would need more support planned for to reach a quantifiable change.

#### **4.2.3. Participation of women in peace-building/ reconciliation/ conflict resolution increased (indicator 4)**

- ✓ 802 Peace actors in Uganda have been trained on UNSCR 1325 and its provisions; many of the activist were linked with Isis Wicce in Northern Uganda Peace and Recovery Development Plan Workshop (August 2009)<sup>16</sup>; were an advocacy paper was developed for integrating a gender perspective and women's needs in the Reconstruction efforts; weakness: only after the Mid Term evaluation the networking was intensified, linking grass-roots to national level challenging;
- ✓ Kirumara staff and the local project partner organization Dushirahamwe have directly participated in elaboration of National Action Plan on 1325 (link to presentation of Goretti); a presentation of the

<sup>15</sup> Concept Note for the 16 Days of Activism against Violence: Submitted to: CARE International in Uganda (Submitted by: Uganda Women's Network (UWONET) and "MOBILIZING COMMUNITIES AGAINST SEXUAL AND GENDER BASED VIOLENCE: THE NEED FOR A MULTISECTORAL APPROACH"

<sup>16</sup> IN the Annex you find: ORKSHOP REPORT: PEACE BUILDING AND POST-CONFLICT RECOVERY ARE WOMEN'S BUSINESS (Workshop for Women Leaders and Activists on the Peace, Recovery and Development Plan for Northern Uganda (PRDP) and other Peace Building and Post Conflict Recovery) Initiatives in Uganda Facilitated by Hope Chigudu; 4th - 6th August 2009 Seeta, Mukono, Uganda . Report prepared by Sandra Tumwesigye) and Recommendations for a genderresponsive Peace, Recovery and Development Plan for North and North Eastern Uganda (PRDP)

status quo<sup>17</sup> was shared with the participants of the “Second Program Learning Conference” (Burundi, June 2009); a total of 198 community workers have been trained on mediations skills on household and community level.

- ✓ Nepal: The PVSE women were successfully linked to village and district level activities of national women’s networks (like Jagaran Nepal and Shantimalika); for example in the participatory process around the Constituent Assembly and the inclusions of women’s rights and gender equality provisions<sup>18</sup>. 25 village Development Committees (VDC) women networks were formed, and two on district level; 3,470 PVSE women participated in voting exercises or the rights on the Constituent Assembly A 1325 report, plus participation in the CEDAW shadow report writing were done.

#### 4.2.4. Community – Participation and decision making; Peace-building (Indicator 5)

Also the right to speak out in public and to take part in local decision-making bodies changed women agency wise, and also of course in their access to political decision making. In all the three project areas grass roots women started to take over leadership and to get into local decision-making bodies.

Nepal: Through the project, a number of 381 PVSE women are now in key positions of land rights and village committees and 577 PVSE women are executive committee members; like eg the buffer-zone management committees in Nepal. These committees do decide over the natural resources of the village and how to distribute land.

Socio-Political Empowerment: PVSE women’s social and political empowerment is a primary project outcome. Social mobilization of 8,454 women and 3,383 men has been realized through 295 social mobilization events utilizing the REFLECT methodology, visible in the form of the *Popular Education Centers* (PECs). The heart of the socio-political empowerment lies in the mode in which grassroots level Women’s Network and People’s organizations have been mobilized and directly linked to national level networks to address critical equity and equality related issues.

Capacity building of PVSE women in the political arena has promoted district and community level formulation of policies and affirmative actions that increased their participation in decision making levels and peace building processes at various levels. Significant policy and grassroots based activities, embracing UNSCR 1325 and UNSCR 1820, facilitated 51 PVSE women to take up influential decision making roles in NRM groups and communities in the post conflict scenario.

The project advocacy campaigns in partnership with formal and informal media have enhanced people’s awareness on rights, gender stereo-types and negative portrayal of women in media.

#### 4.3. Expected Result 1

*Enabling environment created where cultural impediments to women’s rights will be addressed*

##### ➤ Men’s and Women’s knowledge of women’s rights increased

WEP – Uganda: The project created awareness on women’s rights through sensitising members of the VSLA groups and the communities through drama, debates, dialogues and radios. Overall, the final project evaluation found that 110 percent of direct beneficiaries had been sensitized on women’s rights and existing laws, thus exceeding the target of 80 percent.

<sup>17</sup> Pls refer to Annex: Goretti NDACAYISABA : APERCU SUR LA MISE EN ŒUVRE DE LA RESOLUTION 1325 AU BURUNDI (PPP), presented at Learning Conference, Gitega - June 2009.

<sup>18</sup> CARE Nepal – Advocating for implementing UNSCR 1325; PPP presented by Indu Pathmire (Gender advisor CARE Nepal), in Learning Conference in Gitega, June 2009.(refer to Annex )

The women are aware of measures to be taken when their rights are violated. However, legal redress is still weak due to institutional weaknesses in the police and judiciary. The project was also successful in actively engaging women leaders at community level in peace building processes through networks. The evaluation found that of the 90 targeted peace actors, a total of 802 peace actors were trained in all six sub-counties on aspects of UN SCR 1325, and mediation and negotiation skills. Overall, 90 percent of the targeted direct beneficiaries in VSLA groups are knowledgeable of UN SCR 1325.

The peace actors have sensitised the communities on 1325 and are very instrumental in resolving many disputes at the village and parish levels. They have handled cases of domestic violence, land wrangles, child neglect, reintegration of widows, and cross-border dialogue on cattle rustling. The project also facilitated creation of a district women's network for peace coalition that created a bridge between the women peace actors on the ground and women peace activists and organisations at the national level. The district coalition is participating in advocacy on UN SCR 1325 at district and national level through their linkage and connection with Isis-WICCE.

Burundi: The final evaluation shows, that women have gained confidence to speak out on themselves, to find support in case of their rights violations (especially SGBV) and that a huge percentage of men have changed through the community awareness raising sessions. Nevertheless the in-depth understanding of women's rights has not increased as much as anticipated; women's personal mobility has improved (70,9% of women in the plain and 80,9 collines do have a general permission to go and meet with other women) while 30-20% still ask for permission; the participation in community meetings has been rising for 9% during the project duration.

Nepal: The final evaluation of Sakcham states, that the project was able to promote democracy and human rights e.g. gender equality and social inclusion, cultivating respect for cultural background and environment to a large extent. The project had been able to eradicate the caste based discrimination in the community where it had been operational. Further it had been able to empower the PVSE women to demand their right to be included in most of the development efforts taking place at local level. Because of this now there are several PVSE women who are holding key positions (including executive members) in various community based organizations (CBO), community forest user groups (CFUG), right based committees and VDC level networks.

Natural Resources Management Based Empowerment for women: The greatest impact of SAKCHAM is visible in the competencies it has helped to develop in PVSE women - building their capacities to access, control and manage natural resources and leading to their improved livelihood. Despite inhabiting natural resource rich areas, most PVSE women and men remained ignorant of their rights. SAKCHAM support has resulted in 1,750 PVSE women initiating diverse livelihood initiatives, with 2,242 women and 504 men benefitting directly and indirectly. Impacts of improved livelihood of beneficiaries is evidenced through their enthusiastic claims of improved status within households and in communities, increased confidence and self esteem and the enhanced respect they are receiving.

SAKCHAM also successfully facilitated in promoting the rights of *Buffer Zone* population. Addressing these shortcomings, SAKCHAM directly collaborated with various *Buffer Zone* committees for addressing policy reforms. The Buffer Zone Policy Review undertaken by SAKCHAM served as a basis for developing a relevant advocacy plan, and SAKCHAM consistently provided technical natural resources management (NRM) skills, and training on buffer zone rules, regulations as well as disaster preparedness.

SAKCHAM program had been very particular in addressing the international agreements entered into by the GON related to the participation of women in the peace process and development such as CEDAW (1991), the Beijing Declaration 1995, UNSCR 1325 (2000), and MDG of promoting gender equality.

➤ **Clearer understanding of prevailing constructs in communities**

In order to better understand and analyses the local contexts, the program is operating in; each project and the program as a whole had foreseen an intensive learning agenda. The approach is the “Reflective Practice”, allowing to study in depth the reality on the ground the effectiveness of interventions and to redirect them, in case if found irrelevant or not appropriate.

*Studies and lessons learned documented*

Burundi has elaborated a set of very interesting studies around cultural gender stereotypes and how women are affected through them. The methodology used were participatory techniques with the grass-roots communities in action research, focus groups discussions and open interviews:

- ✓ *Care International Burundi: Legalizing Marriage and Women's Empowerment; what is the link? Action Research carried out by the Kirumara Project Team; September 2009 (Annex BDI)*
- ✓ *Care International Burundi: Men's involvement in women's empowerment Action Research carried out by the Kirumara Project Team; September 2009 (Annex BDI), November 2009*
- ✓ *Care International Burundi: Evaluation Report of changes produced by the Kirumara program activities in zone of action « plain »2009 (Annex BDI),*

Uganda has gathered evidence on cultural patterns with regard to gender roles in an empirical data gathering process on Acholi culture (pls refer to Annex UGA – Presentation R.Businge in 2<sup>nd</sup> Learning Conference in Burundi June 2009); and has gained deep insights during the participatory process of the “Underlying Causes of Poverty Analysis”. This study has been realized together with local partner organizations, CARE International staff and the Political Economist Brigitta Bode – and gives a clear picture on the importance of Clan Structures, women's role in the communities, the clan, the family and the household.

- ✓ *Annex UGA: Culture and Women's Empowerment in Northern Uganda: Baseline information on cultural practices and other social norms that impact on women empowerment for peace in Pader District, Northern Uganda (Richard Businge – CARE Uganda.)*
- ✓ *Annex UGA: Bode, Brigitta (Diana Wu, Jane Iredale, Richard Businge and Barbara Kühhas): The Causes and conditions of Poverty in Acholi Land, Northern Uganda (CARE International in Uganda), December 2009.*

➤ **Positive/Negative cultural values/norms identified**

Nepal has also worked on the positive and negative cultural values linked to gender; and found specific case in the accusation of witchcraft, which is mainly targeting women from the poor Dalit group; and exposing them to a multitude of human rights violations.

- ✓ *Annex NPL: Those who are weak are witches: Victimized women seek justice (CARE Nepal; Leaflet 2009)*
- ✓ *Annex NPL: Witchcraft: An Entrenched Form of Violence Against Women in Nepal (Short Report CARE Nepal; advocacy issues with national Justice System)*

➤ **Male attitude regarding gender roles and norms changed (indicator)**

As already mentioned before, the program has been successfully supporting male attitudinal change. Especially Burundi with the specific Abatangamucho approach can be highlighted and documentation has been elaborated:

- ✓ *Film: Abatangamuco (CARE Burundi): Those who bring the light where there is darkness (Zenon Studios)- upon request and also seeable on Youtube: <http://www.youtube.com/watch?v=6COuHkfxQXY>*
- ✓ *Learning via CARE Norway workshop (date:2009 ) Engaging Men as Allies in Women's Economic Empowerment: Strategies and Recommendations for CARE Country Offices; Prepared for CARE Norway by Gary Barker and Jennifer Schulte; International Center for Research on Women; April 9, 2010 (Annex CI)*

Burundi: Kirumara has considerable success in addressing gender roles and change: 70% of the men, who participated, have changed:

*"About 30% of men who participated have changed a little or not at all, but 70% has really changed. This shows the effectiveness of activities. Correlations show that more men were involved in Kirumara activities; also they have changed their behavior. Overall we can say that 38% (55% x 70%) of husbands of women members of solidarity groups have significantly changed their behavior in response to the Kirumara activities. It is an extraordinary result. 3% (55% x 5.4%) are Abatangamuco, men whose change has been confirmed. It is a good start, because to be confirmed as mutangamuco is not something done quickly. They have to go through the network of Abatangamuco, which operate at their own pace. The network is currently in the process of establishing a protocol involving the community, to ensure real change in behavior of the candidate. It is quite correct to properly monitor the use of the term mutangamuco to avoid 'the erosion of the title ' (P. 32 Final Evaluation Kirumara);*

When evaluating men's engagement for women's empowerment; the Burundi action research team found: *"Men have a good understanding of the factors that help or hinder women empowerment. They are aware that fighting violence against women that are rooted in culture, is not an issue for women alone but much more for men. In that they have a negative impact on the entire household Thus, the involvement of men in women empowerment emerges as an unavoidable way to minimize the negative effects of culture, the root cause of poverty of women in particular and household in general."*<sup>19</sup>

*Nepal - Felicitations:* To appreciate and encourage men who have challenged gender norms and demonstrated gender responsive behavior in households and community levels have been felicitated. Additionally, based on recommendations of PEC 43 who have jointly overcome traditional gender order was also felicitated. Additionally 10 couples who exhibited their equal relationship and 126 single who challenged status quo were felicitated This gained huge public attention, support and appreciation (Npl s. 19)

*Household decision-making and gender stereotypes:*

Access to economic resources for women through VSLA has been a definite change in Uganda, where women never owned property before. The opportunity to decide themselves over household expense, or to find decision-making tighter with their husbands, instead of being treated like a piece of property, empowered women remarkably. The same is true for Burundi; in Nepal women's attitudinal change was stronger linked to the sessions on women's rights.

### ➤ **Pro-women changes in family/kinship norms and institutions achieved**

Kinship structures have developed over many centuries in most of the cases and do reflect a local reality. In Africa, the project regions the program operates in, are specifically structured through Patri-clans<sup>20</sup>, dominated

<sup>19</sup> CARE Burundi, Kirumara Team: Men's involvement in women's empowerment (Action Research carried out by the CARE Burundi Women Empowerment Program), Burundi November 2009, p.21

<sup>20</sup> Definition: a group that claims but cannot trace their descent through the male line from a common male ancestor.

through the male Lineage and the property rights for males exclusively; which do have a strong influence on the individuals lives.

In Northern Uganda, the clan is the “owner” of the person, and the person belongs to the clan; membership to the clan is also the only way how to access land – the primary means of production for most of the people - specifically this is the case when women do leave their fathers clan (normally through marriage) and join the clan of her husband. With the payment of the bride-price, the young woman then belongs to the other clan and her productive and reproductive power as well, including the children she might give birth. *This means that women’s role and independence is strongly linked to the pattern of inheritance, which again is linked to land-rights<sup>21</sup>*. To address this issue, a long-term strategy is necessary; as in this case the CEDAW provisions and traditional structures are clearly contradictory; and national legislation is not very explicit, or strongly implemented.

CARE Burundi has sought evidence on the question of polygamy and which effect the legalization of marriage has on women’s empowerment: Differences were found between the people living in the Plains and the Collins The influence of the catholic church is very strong in the Collins, and thus polygamous households are strongly discriminated against and excluded from any social activity (like celebrations for a new-born, etc.) Therefore, registration of marriage is a benefit for the women, men rarely do openly live in polygamous relationships – second wives or lovers are rather hidden away. IN the Plains, this situation is somewhat different: The benefit of marriage only makes sense to women if they get property in case of divorce: meaning a piece of land, house, their children and a chance to raise them – but definitely evidence could be found, that there is no sense in marrying legally, if divorce doesn’t bring a share of the property rights<sup>22</sup> (page 6+8 of the study).

Especially the situation of the wives, who are traditionally married, but not legally, is precarious in polygamous households: once the man decides to marry one wife out of the group of wives he has – all the other women and their children loose all their rights (eg access to farming land).

#### 4.4. Expected Result 2: Psychosocial Well-being

Women’s psychosocial well-being strengthened by individual interventions and community support mechanisms which aim at preventing, treating and responding to women’s rights violation

Across the three countries there have been shared individual and community support approaches towards improving women’s psychosocial wellbeing: Psychosocial workers were located in the communities and were trained in basic listening skills and in providing emotional support. Furthermore they were enabled to do community based case management and to refer people in need for more specialized services to respective places. At the same time sensitization sessions were organized, women were helped to take part in solidarity groups and group activities were facilitated aiming at strengthening life skills, at issues of communication and at sharing of problems while the group is providing a series of possible solutions.

##### ➤ Women’s psychosocial wellbeing improved

Activities at various levels had the purpose of enabling women to (re)-gain trust in their own decisions, develop hope and a sense of freedom and control over their own life. At the same time various significant

<sup>21</sup> **Obstacles to access to property:** Although there are no laws preventing women from owning land in Uganda, the custom of male inheritance has resulted in the vast majority of women being excluded from land ownership. Whilst women do most of the agricultural work, it is estimated that they own only 7 percent of agricultural land. To counter this trend and curb the widespread dispossession of wives and widows, activists have campaigned for reforms to Uganda’s property laws to provide for spouses to be deemed co-owners of “family land,” ie. land on which the married couple lives and depends. ( For more information on women’s rights and the actions of the campaign in Uganda, see: [www.africa4womensrights.org](http://www.africa4womensrights.org))

<sup>22</sup> Care International Burundi: Legalizing Marriage and Women’s Empowerment; what is the link? Action Research carried out by the Kirumara Project Team; September 2009(p 6-8, p13)

stressors impeding women's psychosocial wellbeing, such as women's rights violations were tackled at the various intervention levels and with sensitization sessions.

Throughout the duration of the project as well as in the evaluations of the three country projects significant effects of the project on the participant's psychosocial wellbeing have been highlighted. It was indicated that the combination of all different activities helped the targeted women to feel supported, to relief the pressure from their heart, to get out of isolation, to feel as a useful member and to feel better in general. Within the holistic nature of our program it is foreseen to integrate psychosocial aspects and activities into the other activities. It is thus difficult to filter out effects and to attribute them to specific psychosocial support activities alone. However the overall positive effects of the psychosocial interventions have been obvious.

#### ➤ **Incidence of violence against women decreased**

On the perception of the community on the reduction in the occurrence of GBV, the evaluation found that there was a general decrease in GBV in the target communities. This was attributed to increased knowledge of women's human rights, respect for women because of their contribution to family well-being, and increased knowledge of conflict resolution as illustrated by the following testimonies:

*My husband used to beat me whenever there was a misunderstanding but now if there is a problem we sit down and discuss, Aceng Jenet, Ojur Parish, Lira-Palwo Sub-county.*

*Men no longer beat their wives in my village. The men and women now go together to drink and rarely use force in resolving disputes, Participant in a Focus Group Discussion in Uret Parish Puranga Sub-county.*

GBV<sup>23</sup> has notability decreased in Burundi and Nepal, as a result of the awareness raising activities and community sessions. In Burundi, the perception of relations between women and men has dramatically improved; a positive difference of 69% in the plains and 84,9% in the collines (..) the results show, that in terms of behaviour change there is also a great improvement" ( Final evaluation Kirumara, p. 10).

### **4.5. Expected Result 3: Advocacy**

Networks are promoting the implementation of UN SC Resolution 1325 at grassroots, local, national and international level and grassroots women's voices and perspectives are integrated in peace-building processes.

CARE Österreich has set up and chaired an informal "Group of Friends of UNSCR 1325" since mid 2008; a series of quarterly meetings have taken place where the group operated as a platform for in formations haring and an informal think-tank and meeting point for officials of GOA and NGOs. This supported on the one hand the understanding of UNSCR 1325, and on the other hand it linked up the different initiatives of the European Peacebuilding Liaison Office (EPLO), the Instraw-Focus (Norwegian) and the Austrian community in the field of Women-Peace and Security. CARE Österreich also shared the EPLO news and the Austrian findings with the wider international stakeholder group; a position paper has been developed around the Report of the Secretary General of the UN on "One year of UN SCR 1820".

The CÖ GA has actively taken place in several international conferences for supporting the implementation of UNSCR 1325:

- November 2008, FOKUS co-organised the conference "Women in the Land of Conflict" at Voksenaasen in Oslo to address women's situation in armed conflict and agency for peace-building.

<sup>23</sup> Uganda did not include GBV into the project interventions.

- Strengthening the Commission's response to the implementation of UN Security Council resolution 1325 on Women, Peace and Security through the development of indicators and monitoring mechanisms; Thursday, 12<sup>th</sup> February 2009, Bruxelles
- Cross-regional experiences of implementing SCR 1325: Sharing lessons and strategising for 2010; Friday, 13<sup>th</sup> February 2009, Brussels
- International Conference *Putting policy into practice: Monitoring the implementation of UN Security Council Resolutions 1325 and 1820*; Oslo May 2009.

The networking and exchange of information with other European NGOs and international networks has been highly useful for informing the Advocacy in Austria, as well as it helped to make the program visible to think-tanks and policy makers. The travel reports of these conferences are

Pls refer to **point 4.1.2. and 4.2.3. of this final report**, where all the relevant information of the implementation of this component in Burundi, Uganda and Nepal can be found.

The project expected results have been reached, with exception of the link to the Great Lakes Advocacy Initiative (CARE UK first, then funding gap) – as GLAG had to be closed down for a time, and was revived through CARE Norway only at the end of 2009.

#### 4.6. Expected Result 4: Economic security

Women have improved capacities to access and control resources for better economic security.

##### ➤ Women's access to household resources increased

Burundi: Women's access to household resources has greatly improved in Burundi: Among the benefits cited by women related to participation in solidarity groups, access to credit remains the largest at personal level (69.7% of women). At the household level agreement (46%) and change of husband's behavior (25.3%) are the most-cited benefits. At community level, it is in community relations (45.2%) and mutual assistance (30.3%). In the plain, women are clearly still at the stage of mutual agreement, a new thing that has come with solidarity groups, while women of the collines already mention more community relations, since solidarity groups have existed longer. These results confirm the analysis of indicators. (Information from Final evaluation Kirumara)

In Uganda, "the project was set out to increase participation of women and girls in decision-making at household level through income generating activities (IGAs) and activities that promote shared access and control of resources. The baseline study revealed that 91.75% of the population in WEP project area lived below poverty line or less than a dollar a day with the majority of the populations (53.7%) having a poor saving culture and no means of regular income. The control of household resources in the project area was by men (Learning and Reflection Meeting, December 4th – 6th 2007 in Pader).

Overall, the project formed 457 Village Saving and Loans Associations (VSLA) groups with a total of 13,249i (10,608 women and 2,641 men) actively engaged in the VSLAs. Data from DOK and WORUDET showed that 350 project beneficiaries were engaged in viable economic activities such as petty trade, long distance trade in produce, roadside vending, drug shops, and buying and rearing of cattle and goats.

For example, Jenifer, a 38 year old woman who lived with two of her three children in Paimol Mutto IDP camp lost her father, uncle and husband at different times during the LRA conflict. Jennifer joined FOKAPAWA women's group in 2006. Jennifer narrates how her life greatly changed as a result of WEP project.

When WEP came, I felt more relieved because there was money generated from among ourselves and one could borrow this money and return with profit. .... The group has helped me a lot, now I know if any of my



children are sick, I can go and borrow money from the welfare fund and take them to hospital. The money is returned without interest.

With the loan she got from their group savings, Jenifer bought lacede (small fish) sold and used the profit to cultivate a bigger garden of Simsim and beans. She intends to buy oxen from her savings to help her cultivate even more. She has also increased the quantity of the mandazis that she makes and sells in the local market and in Kalongo Town Council.

It was not possible for the final evaluation to establish the exact percentages of women engaged in viable economic activities and those with increased income due to inadequate baseline information and lack of tracking of this indicator by the partners. However, the project reported total cumulative saving for all the VSLA groups as of 15th December as 860,398,695 Uganda Shillings. A total of 645,483,350 million of this were loans given out to members. The evaluation analysis showed that that Acholibur and Lira Palwo had the highest group savings and loans compared to Lapono and Pajule that had the least.

The project targeted recognition of women in families and their roles in clans as indicator to show how the division of labour improved in favour of them. The evaluation found that over 90 percent of group chairpersons and treasurers were women. In addition, women had representation in clan meetings, started attending community meetings, engaging in businesses outside their homes while men started taking care of the children. A project beneficiary narrated how her leadership role had been recognized in her clan. Akello Terejina from Apwor Parish in Puranga Sub-county said:

I joined *Gen Kweri bol i cup* group when a friend told me about CARE project ..... I discovered that I could speak for my fellow women who could not present their problems. A month later, while attending a clan meeting I requested to make a contribution on a land issue that was being discussed. Most men were not comfortable to let me speak but the chairman allowed me. At first I panicked but gradually I explained my opinion giving reasons. .... I was later asked to represent women on the clan land committee. Today as I speak, I have participated in and successfully resolved three land disputes within the clan. We have another land issue with a neighbouring clan. .... I have to help my fellow women not only from my clan but the entire sub-county because women are mostly affected when there is a dispute in the community. When a family loses land, it is the woman who suffers most. I am happy that CARE has enabled me to know my rights and discover my ability. We now plan and decide on many issues with my husband." (Final evaluation WEP)

Nepal: "The economic empowerment was not the starting point for the creation of the Solidarity Groups. However, the project was able to address the issue of poverty reduction only to a limited extent if the level of poverty and vulnerability of the target women are considered. The project had provided about Nepali Rupees 10,000 to every PEC as a support (seed money) for income generation activities (to support their livelihoods). This amount was shared generally between two poorest members of the center who had taken this money as loan to enhance their livelihood opportunities. The other members of the group were also very poor and lacked opportunity (that is why they were selected as the member of the PEC and were among the most PVSE women in the community) but they had to wait until the first recipient will pay back their loan. Though the group also had some saving of their own, it was a small amount which can hardly support such needs." ( Final evaluation Nepal)

Nevertheless, 718 PVSE women are participating in IGA.1512 PVSE women and 318 PVSE men developed their skills in economic opportunities; 106 PECs started saving and credit and 12 cooperatives registered. 100 women groups able to access resources of VDCs

### ➤ **Women's influence in household decision making increased**

Women's influence in HH decision making has clearly increased in Uganda; in Burundi women reported that HH decision-making is now together with the partner; and in Nepal

#### 4.7. Expected Result 5: Learning

Drawn lessons learnt/best practices whether integration of psychosocial aspects into programming will enhance impact on women empowerment

➤ **Training and technical support in M&E plans and research activities provided (# of gendered power analysis, # action research methodology, etc.)**

All the three countries have embarked on the Underlying Causes of Poverty Analyses (=Power Analysis) and included gender as a cross-cutting issue; the list of Action Research done has been provided under point Expected Result 1" Enabling environment created where cultural impediments to women's rights will be addressed"; point: Clearer understanding of prevailing constructs in communities.

➤ **Psychosocial support as part of the program hypothesis:**

According to the program hypothesis, psychosocial wellbeing is one of the preconditions for women's empowerment. Going into more details the assumed necessity for integrating the psychosocial perspective into a program with the overall goal of women's empowerment for participation in peace processes is the following: Oppressing surrounding conditions can have a negative impact on people. Women affected by violations of their rights and women who have been hindered by systemic factors from taking initiative for a long time - can develop a low sense of control over their own prospect. But being convinced of ones ability to influence the own life is a crucial driving factor for taking up initiatives. Thus even if surrounding conditions ameliorate, it does not necessarily mean that people's perceptions, experiences and behavior change automatically. That is why CARE Österreich, Nepal, Burundi and Uganda decided, that the dimension of psychosocial wellbeing must be considered when aiming towards gender equality and women's empowerment.

There have been signs pointing out the positive correlation between psychosocial wellbeing and the overall goal in all three countries: Women stated that they were enabled internally to get a broader scope for their decision making and that individual empowerment on its part enables to actively participate in broader processes. These indications were drawn out of various interactions with the beneficiaries, the learning conference and the evaluations.

#### **Economic empowerment of women through VLSA (Burundi- Nawe Nuze Approach)**

"In the plain, psycho-social support was successful before the savings and credit activity, while in the colline it was the opposite. Experience in the project taught us that in the context of recent violence (as in the plains) psycho-social problems hinder the development of Solidarity Groups, we must therefore focus on the psycho-social support to open minds to other actions. In contrast, in a relatively stable situation, but of poverty, savings and credit activity arouses more interest of beneficiaries and the psychosocial problems are often associated with dysfunctional household but remove when trust is established between members. We must therefore adapt the approach (in the implementation of activities) to local context (colline and plain).

The Nawe Nuze system is mastered in a period of 8 months, but we observe, especially in the plains that a 2-year follow up is needed to establish solidarity group capable of managing relationships and internal conflicts, this is the result of the break in solidarity during the war, the presence of polygamy, something that continues to influence relations amongst women.

Kirumara had the virtue of accepting the advocacy of men to form male SGs. Moreover, male SGs failed. The men were eventually attracted through their female SG members, a strategy which allowed reaching many men in awareness-raising.

Men benefit more through their wives and the credit that they take. Joint management and reimbursement is a common practice especially after awareness-raising and behavior change. Certainly, the woman draws has certain power and pride in being the one facilitates access to household credit.”(Final evaluation Kirumara, Lessons learned)

➤ **Study on cultural/social/and traditional norms positively or negatively affecting the implementation of UN SC Res 1325 in Burundi, Nepal, Uganda**

The local partner organization of CARE Nepal, SHANTIMALIKA, has written a report on In 1325 implementation in Nepal.

Furthermore the CEDAW Shadow Report was coordinated by a group of national NGOs and networks and a report has been prepared. This effort was supported by UN System (UNICEF, UNFPA and UNIFEM) and CARE Nepal; who participated in various meetings workshops, reviewed report and provided feedback.

CARE Uganda has written a report on the Juba Peace Talks and the non-inclusion of women (2009) and one report on the absence of women in peace-building in Uganda (2007) – Women, conspicuously absent.(Annex XX)

➤ **Lessons learnt captured, disseminated and used to improve action during project implementation**

Each project had a internal learning agenda and documented the reflection meetings (available upon request).

➤ **Two international CARE conferences focusing on the research questions and additional burning questions emerging out of the programme implementation organised and workshop reports produced**

The first conference was held in September 2008 in Nepal, and the second conference was held in June 2009 in Burundi. They provided a excellent opportunity for the local project partners and care staff to exchange experiences across countries. It can be stated, that all the three projects benefitted from the strengths of the others, by also piloting innovative approaches to women’s empowerment or male engagement in women’s empowerment.

Reports:

- ✓ CARE Österreich (Barbara Kühhas and Tonka Eibs): Conference Report - Learning Conference: Women Empowerment: Claiming Rights – Promoting Peace; Burundi, 15th to 20th of June, 2009
- ✓ Barbara Kühhas and Agnes Otzelberger: Conference Report - Learning Conference: Women Empowerment: Claiming Rights – Promoting Peace, Nepal, 15th to 18th of September, 2008

➤ **Grass-roots women voices participated at 2 international conferences at least**

Local project partners participated at the two international Learning Conferences organized.

➤ **Advocacy support in the context of the Great Lakes Initiative at regional and international level by inputting position papers and policy formulation**

N.a. as funding failed

➤ **Innovative pilot projects identified**

UCPV study in Uganda financed. Report is in Annex.

➤ **Database on WE experts and networks with a focus on East Africa and Himalaya region (Nepal) set up**

Experts names and CVs forwarded to the CARE Österreich expert data base.

➤ **Database on East African and South Asian case studies and flag ship projects re WE in conflict and post-conflict situations**

This point did not really materialize, due to time constraints.

## 5. Problems encountered and modifications

- Problems in implementing the programme/programme intervention and impact on Framework Programme as a whole

### **The thorough understanding of the concept of psychosocial support:**

Community psychosocial support is a complex concept, its theoretical basis is the resilience approach aiming at strengthening coping mechanisms in order to deal with distressful conditions. The targeted persons thus are all persons living in hardship situations. The complexity of the concept also derives from the fact that all initiatives must be grounded in the culture. There is no recipe we can use for all countries, but processes can be defined in order to constantly learn from the cultures and to integrate these learning in the future steps. The community psychosocial approach has all too often been confused with mental health support to those suffering from mental symptoms and approached by negative definitions, for example with the absence of symptoms. In the three learning countries we have seen, that it has been difficult to capture the concept and also to integrate the component into the bigger program. At some points Psychosocial support was deemed to support survivors of SGBV, as reflected in the Baseline study from the Burundi project or during the implementation in Uganda, when a lot of staff has changed. By some staff involved in the projects within the three countries, psychosocial support was only assumed to be mental health support for those showing mental symptoms.

We thus learned that we need to set initiatives to support creating a constantly clear understanding among all the persons involved in the implementation about the scope of community based psychosocial support. Some initiatives have already been set and are now followed up and some are currently built up for the next phase:

Appointment of local psychosocial experts: The need for coherent controlling of the psychosocial component and its integration into the holistic program led to the appointment of the Psychosocial Supervisor in Nepal, a local Expert on psychosocial support and to the recruitment of the Program Advisor-Psychosocial in Uganda, which is currently undertaken.

Study on the meaning of psychosocial wellbeing of women in the respective program areas: In the next phase a study will be carried out grasping how women in the different contexts define their own psychosocial wellbeing. The study will involve implementing staff and the outcomes will inform the following activities. Furthermore the assessment will deliver indicators for women's psychosocial wellbeing in the respective areas.

An overall psychosocial strategy has been worked out for the framework program with input from all countries. It includes the different needs and aspects in our psychosocial support programming and it informed the programming of the next phase of the framework program. The details are depending on the realities in the respective areas, but overall the following components have been defined: 1. Mobilisation of local protective factors, mitigation of risk factors of psychosocial resilience 2. Ensuring technical quality, 3. Collaboration with traditional learders/healers, 4. Monitoring and evaluation, 5. Referral system, 6. Explanation of psychosocial wellbeing to the public – Psychoeducation, 7. Psychosocial support to staff, 8. Advocacy, 9. Active Integration of marginalized/isolated into the groups. The detailed explanations can be found in the new COAFP framework agreement.

The CÖ Advisor for Psychosocial Programs is working on further measures to ensure the understanding and facilitate the integration of community based psychosocial programming: She is going to work in close cooperation with the local psychosocial experts, will provide further trainings and workshops to different implementing staff and partners and is working on a an orientation guide on project management with regards to community based psychosocial programming.

- Change in external circumstances/conditions

In Nepal, the delay in the startup phase activities which went until November 2007 was one of the critical factors which limited the expected achievement to the fullest level possible. This delay had consequently affected almost all the activities of the project, as the major thrust of the project had been on the empowerment which in itself is a process oriented approach requiring significant time and mentoring support. This had shortened the operation and exposure of PEC groups. Another limiting factor had been the limited resources available for the economic empowerment which hindered the strong and lasting empowerment of the PVSE women who were ultra poor and most vulnerable. Though several skill oriented training were provided many of such skill still demand some basic capital which many of the PVSE women were unable to secure leading to the limited or no use of the training.

Another intervention envisaged by the project in the beginning to go through the NRM groups has also not been very effective. Though some target group members (PVSE women) have been linked to such groups, changing the whole system of NRM benefiting the PVSE women need further continuous efforts and engagement. The effect and efficacy of the presence of PVSE women in the NRM committees (CFUGs, WUAs, etc) has yet to be seen for any definite conclusion, though some positive symptoms are visible.

Also the frequent strikes and the bombing of one CARE office in the project region (2008) hindered implementation to some extent. After the bombing a specific part of the project region was not worked in for two months.

In Uganda, the constant movement of the IDP population was to some extent a challenging factor; as the distances to reach the people changed considerably during the implementation. Nevertheless, the project could successfully tackle the challenge by purchasing motorbikes for the local partners, in order to increase mobility

## 5. Cooperation with local partner organisations and other relevant actors

- Cooperation with local partners (strengths/weaknesses)

Local partners have been manifold: CARE Burundi and local partner organizations: Dushirehamwe, TPO Burundi, Tubyage; CARE Uganda and local partner organizations: Worudet, Fokapawa, Isis-Wicce, UWONET and Dok; CARE Nepal and local partners: Kalika Women Development Centre; Bal Samrakchan Sanstha and Rural Women Service Centre; and national level platforms: Shantimalika, Jagaran Nepal.

Basically we could observe, that in Uganda where each Local Partner implemented all the three components directly, the partners could easily get a good understanding of the interplay of the economic, psychosocial and rights awareness and advocacy interventions. During the Learning Conference, the combined, holistic women's empowerment approach was evaluated as very relevant. As all the partners received a lot of different trainings (pls refer to the individual country Final Reports) – the work with the partner organizations provides a huge step forward in supporting sustainable results.

Across the three countries though there have been major differences in the implementation. Within the holistic program the psychosocial component must be integrated in order to achieve synergetic effects. Integration of the project components was most visible in Nepal, where the components were fused to an integrated implementation. In Burundi though the integration of the project remains a challenge, as different partner organizations, professional organizations in their domain, are only assigned for one component and the interplay remains a challenge. The psychosocial component thus might be seen as disconnected to the other components and the interconnection at community level might not be seen. At the same time assigning professional organizations with their respective area ensures that referral pathways to mental health institutions are paved. Furthermore a thorough capacity building and follow up system for the psychosocial workers is ensured. In the design of the new framework program specific attention was thus given to ensuring quality in the provision of psychosocial support on the one hand and to effectively integrating of the different components with regards to the characteristics of the countries implementation.

- Impact of cooperation on partners' internal capacities

Through the integration of the psychosocial component partner organisations are more familiar with the psychosocial perspective. Particularly in Nepal and Uganda, where the program is more integrated partner organisations are trained in listening skills. In the next phase more attention will be given to organisational psychosocial support for frontline staff in order to help them to deal professionally with persons in distressful situations.

- Cooperation with other relevant actors, coordination with authorities

Psychosocial: Through regular exchange with the IASC reference group on the guidelines for psychosocial support and mental health, effective coordination and exchange on new developments and research is granted. Within the different countries CARE is participating in the respective mental health and psychosocial coordination groups in order to achieve synergy effects, work towards a strong referral system and to address gaps in the provision of mhps services.

- Coordination at policy level/lobbying activities

Pls refer to the chapter on women's inclusion in peace-building (point 4.1.2.) of the present report

## 6. Capacity building/sustainability

- What has been done to develop local capacities?

Psychosocial trainings for community based psychosocial workers consisted of listening skills and emotional support. Furthermore understanding and handling group dynamics and particularly facilitation skills has been trained. Trainings with regards to the actual needs have been conducted on topics such as SGBV and stigmatization of mental disorders. Furthermore trainings in Psychological First Aid have been conducted.

- What sustainable impact has there been on the local environment?

Solidarity Groups: The VSLA approach used is sustainable and can be perpetuated by the groups themselves; the same is true for the PECs – which means that the program has built a basis of 805 Solidarity Groups with almost 30.000 trained persons. They have gained increased self-esteem, they know their rights and they are starting to claim them vis-a-vis local governments or they also do prepare for running for elections. All the three final evaluations state, that the program had a considerable impact with regard to women's empowerment.

Work with community workers, community volunteers, and, but to a lesser extent, the community leader was an effective strategy for disseminating knowledge in all solidarity groups and communities. In addition it is a sustainable strategy because these people are in the community and have never been paid by the project. The involvement of authorities and local councilors is also an important strategy for sustainability. In communes and collines where the authorities are favorable to women's rights, actions such as registration of marriages, like the change of behavior of men, were more successful than elsewhere.

## 7. Monitoring/evaluation

M&E was supported through CARE Österreich; and the ongoing CARE International debate on the measurement of women's empowerment in the field of Outcomes and Impact has also informed the program.

Each Country Office has an own Monitoring system in place; data gathering and analysis was organized at the baselines (with external consultants), the endlines and final evaluations were done due to the new ADA regulations.

## 8. Visibility and public awareness raising

What public awareness raising activities have been carried out in connection with the programme/programme intervention (e.g. documentation in the form of photos, examples for folders)?

In Nepal the 15<sup>th</sup> of September a National Level Sharing Meeting on Psychosocial Approaches to Empower Women has taken place organized by CARE Nepal. All NGOs working in the area of mental health and psychosocial support were invited as well as relevant government authorities. During the meeting the unique approach of mainstreaming psychosocial support into a women's empowerment program was introduced and lessons learned were shared. Other approaches were discussed and further cooperation of different actors involved was initiated.

In a highly relevant study on 'Psychosocial Issues of Women affected by conflict in Churia Region of Nepal' CARE Nepal together with TPO Nepal found various distinct stressor women are facing as well as context specific coping strategies of women. The study has been published and has been presented at various occasions. The outcomes of the study inform our psychosocial activities.

In Uganda the 16 days of violence campaigns together with UWONET and the workshop on engendering the PRDP have been national level events, also reflected in newspapers.

In Burundi high level events with the Ministries have been organized, also giving a lot of public interest to the project. The film on Abtanganmuho is available.

CARE Österreich has produced a film on the implementation of UNSCR 1325 in Uganda "From the ashes" with Sancho Pansa Film Studios), which will be used for informing the interested public.

Apart from that, a multitude of information, education materials has been produced (a set of it will be handed over with a hard copy of the report and Annexes). Photos etc. are available upon request.

## 9. Lessons learnt/perspectives

Experience from implementation of programme/programme intervention; Steering measures identified (if applicable)

### 9.1. Psychosocial field:

#### **Guidelines on psychosocial programming within our women's empowerment program:**

The major learning with regards to psychosocial support as part of women's empowerment is reflected in the manual "Integrating the Psychosocial Dimension in Women's Empowerment Programming: A Guide for CARE Country Offices"<sup>24</sup> by Martha Bragin and Janine Wurzer. The guidelines provide an overview of the scope of community based psychosocial programming, its theoretical underpinnings, implications and some thematic areas and combines it with learning outcomes of the program. The guidelines are both, instruction material and reflection of the learning within our program. They are open towards the cultural diversity, but give guidance on how to apply psychosocial support by strengthening resilience in rural contexts under inclusion of local traditions.

The Guidelines have been handed out to the persons involved in implementation of the programs and trainings have been carried out in the content of the guidelines. In the psychosocial part of the learning conference was mainly based

<sup>24</sup> Bragin, M. & Wurzer, J. (2009). Integrating the Psychosocial Dimension in Women's Empowerment Programming: A Guide for CARE Country Offices.





on the guidelines. The trainings and references to the guidelines are going to be continued in the next phase of the program.

As expected the fact of **being member in a supportive group** has a major influence on the people's psychosocial wellbeing. It was reported by women in all three areas, that the program helped to get out of isolation and that this was one of the most powerful effects, as the women then were able to benefit from all social aspects of being a member of a group and supported by the members. A supportive social network is one of the strongest psychosocial coping strategies towards adverse conditions. This is why in the coming phase most of the psychosocial activities in all three countries are going to be directed towards whole groups and strategies are being worked on to even more detect and actively integrate isolated women into the groups.

**Supporting others:** When solidarity group members were asked what makes them feel well one factor highly associated with psychosocial wellbeing in all three countries, Nepal, Uganda and Burundi was to be able to support others, this makes people feeling human and confident, that they have the control over various aspects of their life and brings along even deeper connections to the social network. In our group approaches and psychosocial activities thus strategies should be developed together with the groups in order to actively integrate marginalized women. The group members shall thus be the main drivers in this process.

**Stigmatization and marginalization:** Stigmatization has a major effect on people's psychosocial wellbeing and can hinder respective persons to take active part in processes. It is in the nature of stigmatization, that stigmatized people are mostly not thought of as potential beneficiaries within the communities and they might be invisible for us. Reasons for stigmatization vary across societies due to attributions connected with the stigmatization. In some regions in Burundi and Uganda for instance epileptic seizures can be seen as a contagious illness and people are thus actively avoided. In some areas giving birth to a baby with mental disabilities or disorders can be associated with a punishment for a sin committed in the past. The whole family can thus be either stigmatized or the family might decide to hide the child in order to prevent stigmatization. Stigmatization of various attributes must be further assessed with innovative methods and understood and within the scope of our program further strategies to tackle these must be developed.

**Traditional healers and leaders:** Within each culture there are persons enjoying confidence within the communities. Particularly when it comes to psychosocial problems and needs, there are specific persons to turn to. These persons can be local leaders or persons holding specific functions in the communities, such as teachers or traditional birth attendants. Furthermore traditional healers often as well are turned to when it comes to psychosocial needs and in many cases their interventions have significant psychosocial effects. Building up parallel structures without recognizing the traditional functions of these community resource persons can be counterproductive and even create competition. At the same time harmful traditional practices committed by traditional healers have been reported in Uganda. Interestingly in Uganda government structures have recognized some traditional practices and learning and training structure is in place enabling

exchange of health professionals and traditional healers. The topic is a controversial one and often led to emotional discussions. Still discussions are mainly led by assumptions, but not by deep knowledge. Thus a communication system should be installed from the beginning of the next program which should enable mutual respective communication and learning for further programming.

***Psycho-Social Empowerment - Nepal:*** One of the most severe impacts of the conflict and post-conflict situation has been on the women. Besides the physical and visible injuries, women have also been suffering from the unseen and untold results of SGBV and other threats. These have been meted out within the households and outside the households as well, further aggravated by the fact that women have been unable to share their pains. SAKCHAM has succeeded in addressing this aspect of women's lives, believing women's empowerment will not be possible unless their psycho-social well being is taken into account.

The PECs have played a very important role in this aspect. CVICT has helped develop manuals and trained PVSE members in facilitating to bring out the issue as well as support those in need by working as pressure groups, counseling to each other, awareness. Street theatres have also been used to raise awareness on the SGBV issue as well as peace building. The effectiveness of the intervention can be measured by the increasing demand for support by the community based psycho-social care workers.

## 9.2. Engaging Men in Women's Empowerment

A general picture that could be evidenced was, that the conscientious, strategic engagement for men in women's empowerment is crucial for a "Do no harm approach" and the success in changing gender roles and attitudes:

Although "Working with men" was considered CARE Österreich program strategy in the field of women's empowerment; no specific actions have been initially foreseen or been budgeted for in Nepal (Sakcham); nor in WEP (Uganda).

"The evaluation found some negative impacts of the WEP project, including Exclusion of men from project activities: Some men are suspicious about the intention of the project by focusing too much on women. Men felt they were losing their "God given place" as bread winners in their families. Others alleged that the project has come to change the Acholi culture and status quo to disadvantage the men. These sentiments are indication of lack of conflict sensitivity as it re-enforced underlying tensions in some families due to what they perceived as the changing gender roles." (Evaluation WEP, P. 25):

WEP started to organize men, too in VSLA groups, in order to calm the situation down and as a counter measure men were also invited to visit the counselling centres. The Nepali Project staff was invited by our program, upon request, to participate in a Workshop of CARE Norway (Oslo) – on "Engaging Men" and after this started activities like the public "Felicitation of Men" who have publicly challenged gender norms and demonstrated gender responsive behaviour in households and on community level.

In Nepal, "the concept of engaging men to eliminate violence against women and enhance the psychosocial wellbeing has been a resounding success. This is a concept which has been used by only a few other organizations within the country and these too have been within limited capacities, such as participation in workshops and couple counseling. However, SAKCHAM successfully

demonstrates that empowerment of women can best be achieved when they have support from their male counterparts. The men's PECs have been a source of great support and advocacy for enhancing women empowerment in social, economic and psychological spheres, and promoting gender equality and VAW." (Final evaluation Sakcham)

### 9.3. Linking Grassroots women with greater social movements and national level advocacy:

Here a lot could be derived for the whole program from the Nepali experience: The ***Underlying Causes of Poverty Analysis (UCPA)*** Methodology was evaluated as: "The project adopted the *Underlying Causes of Poverty Analysis (UCPA)* to identify the impact groups and to mobilize communities to plan actions for addressing root causes of poverty and social injustice. This process has been initiated at the community levels at the very beginning of the implementation of the program to bring together community members in analyzing the economic, political and social structure that nurtures poverty and inequality. The social mobilization process has been proved to be instrumental to unreached communities. As result, government of Nepal's team of consultant who was assigned to find out and recommend best practices for social mobilization strategy visited SAKCHAM project area. The team visited some of the communities, interacted with impact groups, partners and observed the process and achievements of our social mobilization. The team convinced with the adopted process and strategies as a result include in bigger report as one of the best practice to be replicated (Local Governance and Community Development Program (LGCDP)<sup>25</sup>) ***Popular Education Centers (PECs)***: The PECs have proven to be a powerful entry point for effective social mobilization process from which women can be mobilized and PVSE community and women desired issues can be advocated. These forums have provided enabling environment to share experiences on SGBV and receive necessary support. It has been proved to be a very effective approach for the upliftment of the poor, dalits, ethnic groups and women. Implementation of this strategy has exemplified the fact that "one who is concerned should be the one who takes the initiative".(NPL S.28) ***Networking and Sharing of Practices and Lessons Learnt***: The project has taken care to constantly share its experiences among partners, government and non government stakeholders, community members, as well as with national and international level stakeholders. This has enabled SAKCHAM to learn from each other and adopt the most effective practices where applicable.

### 9.4. Change gender roles, and legal and cultural environment:

The program has celebrated a great success in effectively changing gender roles on the ground, especially in Burundi and then Nepal; not as much in Uganda. But it seems, that there are good possibilities in tackling the issue.

What takes much longer is taking influence on the underlying structures – like Patrilineal, marriage patterns, inheritance rights – as it touches the mere existence of a "culture" as such – mainly, as it is intrinsically linked patterns of distribution and redistribution of the means of production. The change of legal environments is

---

<sup>25</sup> The Local Governance and Community Development Program (LGCDP) is a national programme which is being implemented by the Ministry of Local Development and supported by a range of Development Partners. This program will be the national program framework for achieving improvements in the system of local governance.

possible only on the mid- to long-term and to a huge extent depending on the political will; and if it is possible to create the critical mass of people longing for change.

#### **10. ADC cross-cutting themes**

- Poverty reduction
- Democracy and human rights
- Inclusion of disadvantaged groups such as children, elderly persons, persons with disabilities
- Gender and environment

All the ADA cross-cutting themes from poverty reduction (economic empowerment) to democracy and human rights (rights awareness raising, human rights based approach), and the inclusion of disadvantaged groups have been on the forefront of the program as such.

During the first framework program first steps have been set in order to identify and actively include marginalized persons. Within the psychosocial component one area of focus is to sensitize and involve solidarity group members in the identification of vulnerable women and in the active inclusion into the groups. Because the membership in the solidarity groups offers a broad range of psychosocial benefits.



## 11. List of Annexes (available upon request)

### UGANDA.

Culture and Women's Empowerment in Northern Uganda: Baseline information on cultural practices and other social norms that impact on women empowerment for peace in Pader District, Northern Uganda (Richard Businge – CARE Uganda.)

Bode, Brigitta (Diana Wu, Jane Iredale, Richard Businge and Barbara Kühhas): The Causes and conditions of Poverty in Acholi Land, Northern Uganda (CARE International in Uganda), December 2009.

Concept Note for the 16 Days of Activism against Violence: Submitted to: CARE International in Uganda (Submitted by: Uganda Women's Network (UWONET) and "MOBILIZING COMMUNITIES AGAINST SEXUAL AND GENDER BASED VIOLENCE: THE NEED FOR A MULTISECTORAL APPROACH"

WORKSHOP REPORT: PEACE BUILDING AND POST-CONFLICT RECOVERY ARE WOMEN'S BUSINESS (Workshop for Women Leaders and Activists on the Peace, Recovery and Development Plan for Northern Uganda (PRDP) and other Peace Building and Post Conflict Recovery) Initiatives in Uganda Facilitated by Hope Chigudu; 4th - 6th August 2009 Seeta, Mukono, Uganda . Report prepared by Sandra Tumwesigye) and

Recommendations for a Gender responsive Peace, Recovery and Development Plan for North and North Eastern Uganda (PRDP)

Ayoo, Sandra: The Juba Peace Talks – from the perspective of UNSCR 1325, Kampala April 2009.

### NEPAL:

Social Welfare Council (Bhatta, Binod; and team): Final evaluation of Women Empowerment for Transformation (SAKCHAM) Program in Churia Area; Nepal March 2010.

CARE Nepal – Advocating for implementing UNSCR 1325; PPP presented by Indu Pathmire (Gender advisor CARE Nepal), in Learning Conference in Gitega, June 2009.

Those who are weak are witches: Victimized women seek justice (CARE Nepal; Leaflet 2009)

Witchcraft: An Entrenched Form of Violence Against Women in Nepal (Short Report CARE Nepal; advocacy issues with national Justice System)

### BURUNDI:

Goretti NDACAYISABA : APERCU SUR LA MISE EN ŒUVRE DE LA RESOLUTION 1325 AU BURUNDI (PPP), presented at Learning Conference, Gitega - June 2009.

Care International Burundi: Legalizing Marriage and Women's Empowerment; what is the link? Action Research carried out by the Kirumara Project Team; September 2009 (Annex XX)

Care International Burundi: Men's involvement in women's empowerment Action Research carried out by the Kirumara Project Team; September 2009 , November 2009

Care International Burundi: Evaluation Report of changes produced by the Kirumara program activities in zone of action « plain »2009

Film: Abatangamuco (CARE Burundi): Those who bring the light where there is darkness (Zenon Studios)- upon request and also seeable on Youtube: <http://www.youtube.com/watch?v=6COuHkfxQXY>

### **CARE Norwegen:**

*Learning via CARE Norway workshop (date: ) Engaging Men as Allies in Women's Economic Empowerment: Strategies and Recommendations for CARE Country Offices; Prepared for CARE Norway by Gary Barker and Jennifer Schulte; International Center for Research on Women; April 9, 2010*

### **CARE Österreich**

CARE Österreich (Barbara Kühhas and Tonka Eibs): Conference Report - Learning Conference: Women Empowerment: Claiming Rights – Promoting Peace; Burundi, 15th to 20th of June, 2009

Barbara Kühhas and Agnes Otzelberger: Conference Report - Learning Conference: Women Empowerment: Claiming Rights – Promoting Peace, Nepal, 15th to 18th of September, 2008

Film: From the aShes – Die Implementierung von UNSCR 1325 in Uganda, Dezember 2010.

