AWARENESS | AGENCY | ADVOCACY | ACCOUNTABILITY

Terms of Reference
External End Evaluation

Young Women for Awareness, Agency, Advocacy & Accountability Programme

15 January 2024

Summary ToR External End Evaluation

Assignment:	External End Evaluation of the Young Women for Awareness, Agency, Advocacy & Accountability (YW4A) Programme
Responsible to:	World YWCA- YW4A consortium lead
Programme implementation countries :	Egypt, Kenya, Palestine, South Sudan
Total programme budget:	€ 11,153,066.35
Programme implementation period:	1 January 2021 - 31 December 2025
Evaluation start date:	Mid-March 2025
Evaluation end date:	December 2025
Evaluation purpose:	End-term evaluation that covers the whole YW4A programme implementation period, to evaluate the programme from a programmatic and a partnership collaboration perspective
Evaluation objectives:	1. To assess the coherence, effectiveness and sustainability of the YW4A programme in its efforts to strengthen the advocacy capacity of women's rights organisations and faith-based organisations, to promote the leadership of young women, and to catalyse changes in social norms, laws and policies toward greater fulfilment of young women's rights, in Egypt, Kenya, Palestine and South Sudan, between 2021 and 2025.
	2. To assess the validity of the causal pathways linking strategies, short-term outcomes and intermediate outcomes in YW4A's Theory of Change, as well as its underlying assumptions and its adequation to the different country contexts.
	3. To assess the collaboration between partners at different levels, including consortium, technical and implementing partners, women's rights organisations, faith-based organisations, the Ministry of Foreign Affairs and the Embassies, and the extent to which the collaboration was lead from the South, locally owned and centred on the young women.
	4. To identify lessons that can inform the sustainability of the changes the programme has contributed to, and the design and implementation of future programmes on young women's rights and participation.
Evaluation target audience:	YW4A consortium, implementation and technical partners will use the learnings from the evaluation to inform future proposals and interventions.
	Young women in the target countries and areas, especially those who are members of the Young Women Reference Groups, will use the insights generated by the evaluation to reflect on their own experiences with the programme and how to leverage potential changes achieved.
	The Dutch Ministry of Foreign Affairs will use the evidence generated by the evaluation to inform themselves about the outcomes of the programme and the functioning of the partnership.
Methodology:	Contribution Analysis, or other evaluation methodology appropriate to assess the causal pathways of the programme's Theory of Change, using feminist, gender transformative, participatory and mixed methods approaches, and a variety of data sources.
Total evaluation budget:	€ 65,000.- (including VAT)
Deadline to submit applications:	17 February 2025; 5 PM CET

Introduction

The [Young Women for Awareness, Agency, Advocacy, and Accountability (YW4A)](#) Programme is funded under the [Power of Women](#) (PoW) instrument of the [Strengthening Civil Society](#) policy framework of the Ministry of Foreign Affairs of the Netherlands (MoFA). The YW4A programme is being implemented from 1 January 2021 until 31 December 2025 in Egypt, Kenya, Palestine, and South Sudan.

The YW4A programme is implemented by the following eight partners, who work in partnership with MoFA and the Dutch Embassies in the four countries:

- Four consortium partners: [World Young Women's Christian Association](#) (World YWCA) – the consortium lead; [Equality Now](#); [YWCA Palestine](#); and, [YWCA Kenya](#);
- Two implementing partners, [Christian Agency for Peace and Development](#) (CAPAD)[1] and [Ibrahimia Media Center](#);
- Two technical partners, [KIT Institute](#) and [Faith to Action Network](#) (F2A).

YW4A aims to strengthen and diversify young women's participation and amplify their voices to effectively influence decision-making towards gender-just laws, policies, norms, and practices related to their bodily integrity and equal participation. YW4A focuses on the following two objectives of Power of Women:

1. Prevention and elimination of sexual and gender-based violence (SGBV) against women and girls;

2. Strengthening women's leadership and women's participation in (political) decision-making.

YW4A takes on a holistic approach, aiming to create more conducive environments for promoting gender equality and women's rights. This is addressed by multiple approaches, including by working with Women's Rights Organisations (WROs) and Faith-based Organisations (FBOs) to support the building of a strong civil society, by enhancing young women's leadership to engage in collective action and decision-making in public, private, and civic spaces, by working with (young) men as allies to challenge harmful norms and practices that inhibit the protection of young women's dignity, bodily integrity, and participation in decision-making, for example through Positive Masculinities and community dialogues, as well as by advocating for improved laws and policies that promote gender equality, young women's leadership and eliminate sexual and gender-based violence (SGBV).

The programme is founded on a feminist approach. It is not only based on the belief of the universality of human rights for all women and girls and the protection of those rights, but it also questions, and challenges existing power relations based on gender, norms, and inequalities at all levels, pleading for social change on gender norms. Young women's leadership, voice, and agency are at the centre of this process of transformative change, together with women's rights organisations advocating for social, legal, and policy norm change.

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[1] In September 2024, the initial partner YWCA South Sudan was replaced by the Christian Agency For Peace and Development (CAPaD) as the country lead.

In order to assess the achievements of the programme and derive recommendations that can inform future interventions in favour of young women's participation and influence in decision-making, **YW4A requests the services of an independent evaluation team to conduct an External End Evaluation (ETE)**. This evaluation will take place from March to December 2025. This Terms of Reference set out the scope of the evaluation and contain all the information to develop a proposal.

Context

Across various regions, women - and especially young women - face systemic barriers to participating in decision-making processes, both in private and public domains. Discrimination based on gender and age further restricts young women's roles in leadership. These challenges are particularly pronounced in low- and middle-income countries, including East and Sub-Saharan Africa and the MENA (Middle East and North Africa) region, where women's participation remains limited despite some progress in gender equality.

In these regions a "gender paradox" persists. Although educational achievements, life expectancy, and fertility rates for women have improved, disparities remain in women's ability to make household decisions and hold political office. Despite global trends showing greater public participation by women, economic and political engagement in MENA and East Africa remains among the world's lowest. Restrictive laws, cultural norms, institutional barriers, and inequitable access to education, healthcare, and resources limit women's leadership opportunities and authority.

Young women face additional hurdles such as structural and cultural biases favouring male leadership, age-based prejudices questioning young women's legitimacy as leaders, and a lack of community support and leadership programs tailored for young women. Other power dynamics, such as authoritarianism and lack of democratic structures and North-South power imbalances, also constitute barriers for young women's leadership. Initiatives like the Rise Up! Model and World YWCA's Safe Spaces Model aim to address these barriers by promoting young women's leadership through peer collaboration and community-driven programmes.

Despite a strong women's movement, young women in Palestine face social and cultural restrictions that limit their civic and familial roles. Male-dominated attitudes often prevent women from leading in their communities, and women's political representation remains minimal. According to 2018 statistics, women made up only 17.3% of judges, 21.2% of local council members, and 18% of public prosecutors. While legal provisions mandate at least one-third female representation in local councils, male leaders frequently resist these measures. Occupation and political fragmentation also contributes to hindering women's leadership. Awareness campaigns targeting local leaders are essential to encourage women's inclusion in decision-making.

Women's underrepresentation in Kenya's political sphere disproportionately affects marginalized groups such as single mothers, persons with disabilities, and women living with HIV/AIDS. After the 2017 elections, women held 23.3% of seats in the National Parliament, a modest improvement from 19.6% in 2013 but still below the constitutional mandate for one-third representation. At the county level, women's representation remains even lower, increasing marginally from 5.5% in 2013 to 6.6% in 2017. These gaps limit women's ability to influence

national policies and programs. More initiatives are needed to empower women to contest competitive seats and address systemic gender biases.

Young women in South Sudan form a significant portion of the population but are undervalued as agents of change. Limited mentorship opportunities and systemic discrimination prevent trained young women from assuming leadership roles. The 2018 Revitalized Agreement mandated 35% representation of women in government, yet implementation has been incomplete; only 1 out of 10 governors is a woman. Although gender equality is enshrined in South Sudan's legal frameworks, men dominate decision-making, hindering progress toward inclusive governance.

Historically, Egyptian women have faced significant barriers to political participation. The 2011 revolution marked a turning point, empowering women to demand rights and participate in public life. Young women activists established movements such as the Free Women of Egypt Movement, addressing harassment and promoting political engagement. Legislative reforms, including articles in the 2014 Constitution, sought to protect women's rights to public positions. However, representation remains limited: women comprise less than 15% of Parliament and under 10% of local government bodies. Socioeconomic constraints and discriminatory norms continue to perpetuate unequal power dynamics.

Despite pervasive challenges, young women's involvement in decision-making is critical to advancing gender justice. Programs like YW4A's Theory of Change aim to foster young women's leadership and amplify their voices in political and public arenas. Addressing barriers such as restrictive norms, lack of mentorship, and unequal representation is vital to achieving gender equality.

Description of the intervention

YW4A works with an overall Theory of Change (ToC), which was developed following a context and problem analysis during the proposal design phase. Each country also has its specific country-level ToC. These ToCs are available in Annex 1. The ToC is regularly reflected upon by the partners, including during the Mid-Term Review (MTR) in 2023, resulting in some minor changes to the ToC (see the updated visual ToC in Annex 2).

The ToC is accompanied by a results framework, including specific indicators and respective targets for each of the outcome indicators (see Annex 3 for the summary).

The **long-term outcome** that YW4A aims to contribute to is: Strengthened and diversified young women's participation and amplified their voices to effectively influence decision-making towards gender-just laws, policies, norms, and practices related to their bodily integrity and equal participation.

The programme has sought to contribute to this long-term outcome through four interrelated pathways, each one with its intermediate outcomes (IO) and short-term outcomes (STO), which is presented below.

Pathway 1: Advocacy capacity of Women's Rights Organisations

- IO1: Strengthening the advocacy capacity of up to 27 women's rights organisations (WROs)[2] to amplify young women's voices in Egypt, Kenya, Palestine, and South Sudan by 2025
  - STO 1.1 Enhanced capacity to apply commitment, skills, and organizational resources to develop and implement short- and long-term strategies for advocacy, critically addressing internal power relations and security of young women.
  - STO 1.2 Demonstrated continuous commitment to issues of diverse groups of young women.
  - STO 1.3 Greater access to advocacy opportunities and power structures, through partnerships and coalition building.
  - STO 1.4 Collectively, WROs and young women identify national advocacy priorities, objectives, and strategies.

Strategies: Organizational assessment and capacity building plan; capacity building towards enhancing strategic advocacy skills (general advocacy); capacity building for legal advocacy skills; tailored training, coaching, and mentoring of WROs; coalition building, networking, and good practices sharing opportunities; legal and policy analysis; and capacity building to learn, innovate, and adapt (based on the M&E framework).

Pathway 2: Young women's leadership

- IO2: Enhancing the leadership of 13,700 young women to effectively engage in collective action and decision-making in public, private, and civic spaces in Egypt, Kenya, Palestine, and South Sudan by 2025.
- IO2a: Strengthened leadership of 13,700 young women (individual)
- IO2b: Strengthened collective leadership of young women with peers and coalitions.
  - STO 2.1 Strengthened individual agency and social capital.
  - STO 2.2 Evidence on young women's diverse realities and challenges generated and used for policy, legal, and social norms transformation.

Strategies: World YWCA Young Women Leadership 'Rise Up!' Model (capacity strengthening); World YWCA Feminist Consultation Methodology; and World YWCA Safe Space Model.

Pathway 3: Social norms change

- IO3: Transforming social norms and practices of 18 faith-based organisations (FBOs) that constrain young women's rights in Egypt, Kenya, Palestine, and South Sudan by 2025.
  - STO 3.1 Faith actors mobilized and capacitated to challenge gender-discriminatory social norms and promote women's rights.
  - STO 3.2 Gender transformative norms promoted through local social and behavioural change communication by faith champions, opinion leaders and groups.
  - STO 3.3 Men and boys practicing positive masculinities to secure young women being safe and heard.

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[2] Amongst these WROs are also 6 faith-based organisations.

Strategies: Faith-led advocacy strategy by faith-based women's rights champions; interfaith coordination and coalition building spaces; engagement of faith authorities along the implementation process to achieve structural changes within faith institutions and to leverage for legal/policy reform of religious laws; Social and Behavioural Change Communication (SBCC) Plan; and promoting positive masculinities.

Pathway 4: Legal and policy reform

- IO4: Influence the adoption, amendment, withdrawal or effective utilization and implementation of 21 laws and policies towards promoting young women's rights to leadership, participation and ending SGBV in Palestine, Egypt, Kenya and South Sudan by 2025.
    - STO 4.1 National level decision makers' positive responses to demands by young women and their diverse allies. (At the national and sub-national level)
    - STO 4.2 Young women and their allies hold governments accountable through advocacy initiatives including engagement with national, regional, and international decision-making spaces.

Strategies: National advocacy for legal and policy reform; technical support and accompanying country partners in legal advocacy; capacity enhancement to engage in media advocacy for legal reform; and capacity development and technical support to engage with national, regional, and international accountability platforms.

The **assumptions** underlying these pathways and the linkages between outcomes and strategies within them, are:

- The security situation despite being volatile, in some countries, allows the programme to implement its strategies.
- WROs, faith and social leaders, politicians and decision makers, as well as media, are willing to participate in the different activities proposed by YW4A at different levels.
- The political context permits WROs, FBOs and young women to advocate for women's rights and political participation.
- WROs, faith-organisations and young women are willing to engage with and commit to the YW4A programme activities.
- Young women are taken as valid interlocutors by faith actors and community leaders.
- WROs and young women do not face additional risks as a result of their participation in the programme due to YW4A approaches.
- The WROs and FBOs are open and willing to work together.
- Amplifying a constructive faith voice in international spaces helps establish pluralist discourses on women's rights and can contribute to breaking a conservative monopoly on religion.
- Engaging men and boys through the programme reduces cultural resistance amongst the marginalized communities towards the active involvement of young women in decision making.
- Advocacy campaigns serve to pressure decision makers at different levels.
- There is a conducive political environment to engage in legal advocacy.
- With or without COVID-19, YW4A successfully implement the programme's activities due to the mitigation measures undertaken.

Purpose, objectives and scope

The **purpose** of the External End Evaluation is to assess the YW4A programme in its **programmatic dimension** (including ToC validation, effectiveness, and sustainability) and in terms of **partnership collaboration** (coherence between partners, with MFA, Dutch embassies, and national and local actors). The evaluation will cover the full programme implementation period, from January 2021 to December 2025, and all four implementation countries, namely Egypt, Kenya, Palestine and South Sudan.

It will address three of the OECD-DAC evaluation criteria: **coherence, effectiveness and sustainability.**

The objectives of the External End Evaluation are:

Knowledge objectives

1. To assess the coherence, effectiveness and sustainability of the YW4A programme in its efforts to strengthen the advocacy capacity of women's rights organisations and faith-based organisations, to promote the leadership of young women, and to catalyse changes in social norms, laws and policies toward greater fulfilment of young women's rights, in Egypt, Kenya, Palestine and South Sudan, between 2021 and 2025.

2. To assess the validity of the causal pathways linking strategies, short-term outcomes and intermediate outcomes in YW4A's Theory of Change, as well as its underlying assumptions and its adequation to the different country contexts.

3. To assess the collaboration between partners at different levels, including consortium, technical and implementing partners, WROs, FBOs, the Ministry of Foreign Affairs and the Embassies, and the extent to which the collaboration was lead from the South, locally owned and centred on the young women.

Action objective

4. To identify lessons that can inform the sustainability of the changes the programme has contributed to, and the design and implementation of future programmes on young women's rights and participation.

The **scope** of this evaluation focuses on the short-term, intermediate and long-term outcome levels of the YW4A Theory of Change, and MFA's SCS and Women's Rights and Gender Equality basket indicators[3], in the four implementation countries, for the period 2021-2025. Given the programme outcomes and strategies, gender and youth are cross-cutting issues for the programme and hence for the External End Evaluation.

Evaluation questions

The ETE will be guided by specific evaluation questions, which will focus on assessing the implementation of the YW4A programme from a programmatic and a partnership collaboration perspective. The specific questions are aligned with the three objectives of the End Evaluation as well as the requirements from MFA. The evaluation will cover three of the OECD-DAC criteria,

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[3] See Annex 3 - outcome MEL framework for the correspondence between MFA's Women's Rights and Gender Equality basket indicators and the YW4A programme indicators.

from which evaluation questions have been derived. These criteria are coherence, effectiveness and sustainability.

YW4A proposes the following ETE questions. These can be further finetuned during the inception phase, and in close agreement with the Reference Group.

Coherence

1. To what extent was YW4A compatible with other interventions related to the rights and participation of young women, such as international, regional, national or sectoral policies, programmes or strategies, or other programmes or projects funded by MFA through the SCS strategic partnership or through the embassies?
2. Was the collaboration between partners coherent and synergistic at the various levels, including consortium, technical and implementing partners, WROs, FBOs, the Ministry of Foreign Affairs and the Embassies?
3. To what extent to was the collaboration adapted to the country contexts, lead from the South, locally owned, and centred on the communities and on the young women?
4. To what extent was there coherence between the intervention, the budget received and the way it was allocated and spent across the various pathways and strategies?

Effectiveness

5. To what extent did YW4A achieve effects, both intended and unintended, regarding the strengthening of the advocacy capacity of WROs and FBOs, the leadership of young women, and the promotion of changes in social norms, laws and policies towards greater fulfilment of young women's rights?
6. How have these effects been achieved and to what extent did the collaboration between partners contribute to them? How are these effects related to activities, strategies and outcomes along YW4A's ToC pathways, or to other factors, internal or external?
7. To what extent was the ToC effectively adapted to each specific country context and were the assumptions underlying the ToC pathways valid in those contexts?
8. Did the programme successfully reach young women from the most marginalized sectors (for example, in terms of ethnicity, socio-economic position, disabilities, etc.) in the various implementation countries?

Sustainability

9. How likely are the achievements of YW4A to be sustained beyond the duration of the programme, in terms of local and international partnerships, coalitions and structures, as well as in terms its effects and outcomes regarding young women's capacity and leadership, organisational advocacy capacity, and changes in social norms, laws and policies?
10. What measures could be taken to enhance sustainability and leverage the potential for the replicability and scalability of the programme?

Methodology

The YW4A welcomes the consultants to propose an appropriate methodology for this External End Evaluation, based on their expertise and experience. The proposed methodology should adhere to a number of elements as presented below, in order to adhere to MFA SCS End Evaluation criteria and the IOB evaluation criteria.

Approach

The evaluation should use a **mixed-methods approach** that combines:

1. **Desk review of programme documentation**, with particular attention to the YW4A Programme Proposal, Outputs and Activity Framework, M&E Framework and Mid-Term Review Report.
2. **Analysis of secondary data** that can contribute to the assessment of the effectiveness of the programme and the validation of its ToC, including:
    1.1. **Analysis of annual reports, monitoring data and internal Pathway endline studies** to collect data on outcomes and their linkages to activities and outputs.
    1.2. **Literature review:** To validate the Theory of Change, the ETE consultant will conduct a literature review on the key assumptions underpinning the ToC.
    1.3. Mapping of funding, looking into the budget received by the partnership, and what the budget was spent on (e.g., activities vs. overhead, the various programme partners, various pathways and strategies).
3. **Primary data** collected with a diverse sample of stakeholders from the various countries where the Programme was implemented.

We encourage the use of feminist, gender transformative and participatory MEL approaches, in accordance to the principles and approaches that have guided the programme's own monitoring and learning. The application of a feminist and gender transformative approach to the end evaluation implies an examination of the extent to which the programme has worked toward the transformation of gender inequalities and the underlying structures, legal and policy frameworks and social norms that contribute to perpetuate them. These approaches recognize young women as the agents leading these transformation, as well as the role of men and boys and other community and institutional actors as allies in such transformative processes. In accordance to these perspectives, the evaluation team should reflect critically on the potential influence of inequalities based on gender and other axes of power on the programme and the evaluation process itself. The team should take measures to ensure the meaningful participation of young women, particularly those from marginalized groups, throughout the evaluation process.

For the evaluation of effectiveness, we suggest the use of a **Contribution Analysis** approach or a similar approach that can adequately assess the causal pathways in the programme's Theory of Change. Using Contribution Analysis, we encourage the evaluation team to establish the changes that may be directly attributed to the program. However, it is important to note the final methodology proposal will be up to the external evaluation team. The evaluation, applied methods and corresponding evaluation report should abide by the IOB evaluation quality criteria.

Sample
The evaluation should cover all four implementation countries. The sample should include internal stakeholders (such as staff from partner organisations, WROs and FBOs, and young

women and other community members involved in the programme) as well as external stakeholders (such as external experts and government counterparts). Within each implementation country, the sample must reflect a representation of stakeholders from the diverse interventions and geographical regions. The sample will be independently selected by the external evaluation team and should include as many external independent sources as possible. The methodology should contemplate an online participatory validation session with a broad representation of the programme stakeholders, where participants can provide feedback and contribute to making sense of its findings.

While the evaluation should include all four implementation countries, the External Evaluation team may propose a selection of intervention sites within each country. The methodology developed by the evaluation team must clearly outline the criteria and rationale used in the selection of sites. The table below presents the geographic scope of the programme that could serve as a basis for that selection.

Country	Geographic scope YW4A
Egypt	Cairo, Giza, Alexandria
Kenya	Nairobi (capital) and the counties Kisii, Meru, Migori
Palestine	Jerusalem, Ramallah, Bethlehem, Salfeet, Hebron
South Sudan	Central Equatoria (Juba, Yei, Terekeka) and Western Equatoria (Yambio Mundri)

Research ethics

Since the YW4A programme is implemented in a number of conflict prone settings, as well as one of the key target groups is young women aged 15-30 years old, conflict sensitivity and do no harm principles underly the programme and partner's work. We invite the consultants to present their plan for taking these principles as well as research ethics into account in this evaluation. We would especially like to see concrete steps that will be taken to ensure anonymity, confidentiality and safety of the evaluation informants, particularly of the young women that will be involved, how data will be securely stored, and in what ways the consultants will consider conflict sensitivity, cultural norms and values in the programme countries as well as individual backgrounds and needs.

Tentative timeline and deliverables

The main output of this External End Evaluation will be a final YW4A ETE report. This report will need to be delivered in English. MFA recommends a final ETE report of approx. 50-60 pages and country-specific chapters of approx. 10 pages per country. During the inception phase, YW4A and the ETE team will determine the appropriate length of the ETE report.

An indicative timeline is presented below. YW4A expects the inception report to be delivered by end of April 2025. The deadline for submitting the final ETE report is 7 December 2025. Further details and deadlines are to be agreed upon by the commissioner and the consultants.

Activity / deliverable	Dates
Call for proposals	15-01-2025 to 17-02-2025
Deadline for submitting questions about the Terms of Reference	26-01-2025
Deadline for submission of applications	17-02-2025; 5 PM CET
Proposal selection	18-02-2025 to 07-03-2025
Communication of selection results	07-03-2025
Contracting	07-03-2025 to 14-03-2025
Kick-off meeting	3rd week of March
Desk review of programme documentation and preparation of inception report	17-03-2025 to 30-04-2025
Inception report (including methodology and tools) (deliverable)	**30-04-2025**
Review of inception report	01-05-2025 to 15-05-2025
Revisions to inception report	15-05-2025 to 31-05-2025
Implementation of the evaluation: secondary and primary data collection[4] and analysis, and reporting	01-06-2025 to 31-10-2025
Presentation and validation of preliminary findings (online session)	30-09-2025
Draft report (deliverable)	**31-10-2025**
Feedback to draft report	01-11-2025 to 14-11-2025
Presentation and validation of draft report (online session)	Second week of Nov
Revision of report	15-11-2025 to 07-12-2025
Final report (deliverable)	**07-12-2025**
Presentation of final report	Week of 7 December
Review and approval of final report	15-12-2025

Set-up of the External End Evaluation

The External Evaluation team will be commissioned by the World YWCA as lead of the YW4A consortium. After receiving the consultancy proposals, the proposals will be reviewed and scored according to the selection criteria presented below. The proposals and the review and scoring matrix will be presented to the Reference Group, which will meet virtually to make the final selection of the winning proposal.

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[4] Actual primary data collection should start from 2nd half of 2025 (MoFA guidance), though the team can start preparations for the primary data collection once the inception report is approved.

The World YWCA will be the first point of contact of the External Evaluation team, and will provide them with the programme documentation and the contact information of the various actors they need to communicate with for the evaluation process. However, the External Evaluation team will directly communicate and coordinate with the various actors involved in the evaluation, and will independently design the methodology and tools for the evaluation, select the evaluation participants and data sources, conduct the collection, review and analysis of data, and prepare the report. The External Evaluation team will receive feedback from the Reference Group and the YW4A MEL Working Group at key stages of the evaluation process.

The role of the Reference Group is to guide the evaluation process in terms of content and quality, review the inception report and the draft report, and advise on the signing off on the inception report and final report. The Reference Group consists of 7 members, representing the various YW4A stakeholders and countries, and including two external independent members. The chair of the Reference Group will convene and moderate the meetings with the External Evaluation team.

Qualifications

The YW4A programme wants to contract a team of specialists or a consultancy firm, organisation or institute to conduct this External End Evaluation. We encourage diversity in the team composition and applications from teams based in the Global South, in line with the intersectional feminist and Leading from the South principles of the programme.

The Evaluation Team is expected to be multi-disciplinary and to have a designated Team Lead, who will coordinate the evaluation process and team.

The evaluation team should be independent and impartial, and therefore should not have been involved in any way in the design or implementation of the YW4A programme.

Qualifications of the Team Lead:

- Master's degree in social sciences, international development or other relevant field.
- At least 10 years of experience in (complex) development programme evaluations, including experience in evaluations of programmes on young women's rights, participation, leadership and lobby & advocacy.
- Demonstrated experience of leading multi-country and multi-stakeholder evaluations.
- Demonstrated experience with mixed-methods evaluations, contribution analysis or other relevant evaluation approaches, as well as in feminist, gender transformative and participatory MEL approaches.
- Thematic expertise in gender equality and young women's rights programmes in various countries. Experience in the countries where YW4A is implemented would be an asset.
- Excellent interpersonal communication skills, demonstrated ability to work cooperatively with clients, and ability to liaise tactfully as coordinator of and member of a multicultural team
- Previous experience in the implementation regions, and excellent understanding of cultural differences, gender dynamics, intersectionality and inclusivity
- Excellent command of English, both oral and written.

Qualifications of team members:

- Master's degree in social sciences, international development or other relevant field

- Previous experience in programme evaluations. Experience in evaluations of programmes on young women's rights, participation, leadership and lobby & advocacy is a plus.
- Thematic expertise in gender equality and young women's rights programmes in various countries. Experience in the countries where YW4A is implemented would be an asset.
- Excellent interpersonal communication skills, demonstrated ability to work cooperatively with clients, and ability to liaise tactfully as a member of a multicultural team
- Previous experience in the implementation regions, and excellent understanding of cultural differences, gender dynamics, intersectionality and inclusivity
- Excellent command of English, both oral and written. At least one team member should have excellent command of Arabic, both oral and written. The teams should include members with excellent command of the other languages spoken in the implementation countries, or otherwise budget for translation during the data collection activities, to ensure language justice and equal participation of stakeholders.

Budget

The proposed budget should not exceed € 65,000.- and should include VAT and all other applicable taxes, all consultancy fees and travel costs.

How to apply

If you are interested in applying, please submit your proposal to Thabani Sibanda, World YWCA at thabani.sibanda@worldywca.org, with CC to YW4Aevaluation@kit.nl, by February 17, 2025 (5 PM CET).

Proposals should include:

- Cover letter (1,000 words max.) highlighting the relevant experience and why the team is a good fit for the assignment.
- Technical proposal (3,000 words max.)
- Financial proposal with clear breakdown of budget lines (fees and working days, data collection costs, travel costs, etc.)
- CVs of team members (2-3 pages max. per CV).
- Sample report of previously completed evaluation.
- Contact details of two references (only checked for short-listed candidates).

Application deadline: 17 February 2025; 5 PM CET

Communication of selection results: 7 March 2025

Consultancy period: 17 March 2025 – 15 December 2025

For any questions related to these Terms of Reference, please email YW4Aevaluation@kit.nl before **26 January 2025**. We will respond to all questions the latest by 30 January 2025.
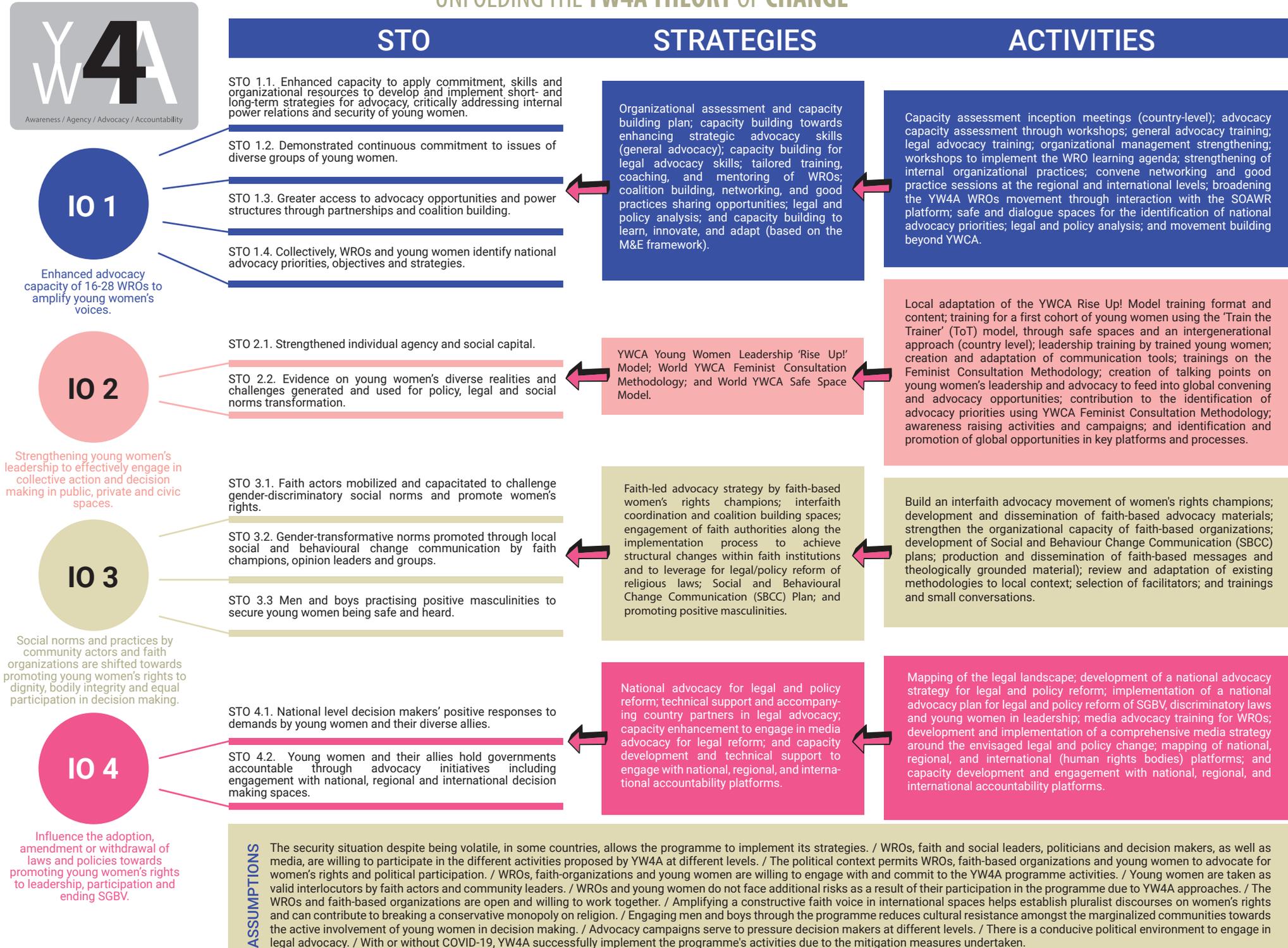
Selection criteria

Criteria	Points
Technical criteria: • Technical proposal does not exceed the 3000 word limit • Clear understanding of the evaluation scope, objectives, criteria and questions • Adequation of research design to the evaluation objectives and questions • Appropriate methodology to assess YW4A's effects, their link to the ToC and the validity of its assumptions • Sampling strategy that results in a diversity of data sources, including independent and external sources • Gender, intersectional and inclusion approaches • Adequation to the diverse national, cultural and linguistic contexts • Compliance with IOB's quality criteria for evaluations • Understanding of the principles underlying and informing the YW4A design	50
Team composition and experience: The team meets the required qualifications in terms of training, skills and experience with: • Independence (no involvement with design or implementation of YW4A) • Multi-country evaluations • Mixed-methods evaluations, contribution analysis or other relevant evaluation approaches, as well as in feminist, gender transformative and participatory MEL approaches. • Young women's rights, participation, leadership & advocacy programmes • Gender, intersectionality and inclusivity • Language qualifications (mainly English and Arabic) • Collectively present strong expertise in the four countries of implementations and its region (MENA and East Africa) • High quality example report	30
Financial criteria: • Does not exceed the budget ceiling • Clear breakdown of budget lines (fees, travel costs, other expected costs for the data collection) • Adequation between evaluation activities and allocated budget	20
Total	**100**

Annex 1 Global ToC and country-level ToCs

Graphic 8. Intermediary Outcomes (IO), Short-Term Outcomes (STO), Strategies and Main Activities from YW4A Theory of Change

UNFOLDING THE **YW4A THEORY** OF **CHANGE**

YW4A
Awareness / Agency / Advocacy / Accountability

STO	STRATEGIES	ACTIVITIES

IO 1
Enhanced advocacy capacity of 16-28 WROs to amplify young women's voices.

STO 1.1. Enhanced capacity to apply commitment, skills and organizational resources to develop and implement short- and long-term strategies for advocacy, critically addressing internal power relations and security of young women.

STO 1.2. Demonstrated continuous commitment to issues of diverse groups of young women.

STO 1.3. Greater access to advocacy opportunities and power structures through partnerships and coalition building.

STO 1.4. Collectively, WROs and young women identify national advocacy priorities, objectives and strategies.

Organizational assessment and capacity building plan; capacity building towards enhancing strategic advocacy skills (general advocacy); capacity building for legal advocacy skills; tailored training, coaching, and mentoring of WROs; coalition building, networking, and good practices sharing opportunities; legal and policy analysis; and capacity building to learn, innovate, and adapt (based on the M&E framework).

Capacity assessment inception meetings (country-level); advocacy capacity assessment through workshops; general advocacy training; legal advocacy training; organizational management strengthening; workshops to implement the WRO learning agenda; strengthening of internal organizational practices; convene networking and good practice sessions at the regional and international levels; broadening the YW4A WROs movement through interaction with the SOAWR platform; safe and dialogue spaces for the identification of national advocacy priorities; legal and policy analysis; and movement building beyond YWCA.

IO 2
Strengthening young women's leadership to effectively engage in collective action and decision making in public, private and civic spaces.

STO 2.1. Strengthened individual agency and social capital.

STO 2.2. Evidence on young women's diverse realities and challenges generated and used for policy, legal and social norms transformation.

YWCA Young Women Leadership 'Rise Up!' Model; World YWCA Feminist Consultation Methodology; and World YWCA Safe Space Model.

Local adaptation of the YWCA Rise Up! Model training format and content; training for a first cohort of young women using the 'Train the Trainer' (ToT) model, through safe spaces and an intergenerational approach (country level); leadership training by trained young women; creation and adaptation of communication tools; trainings on the Feminist Consultation Methodology; creation of talking points on young women's leadership and advocacy to feed into global convening and advocacy opportunities; contribution to the identification of advocacy priorities using YWCA Feminist Consultation Methodology; awareness raising activities and campaigns; and identification and promotion of global opportunities in key platforms and processes.

IO 3
Social norms and practices by community actors and faith organizations are shifted towards promoting young women's rights to dignity, bodily integrity and equal participation in decision making.

STO 3.1. Faith actors mobilized and capacitated to challenge gender-discriminatory social norms and promote women's rights.

STO 3.2. Gender-transformative norms promoted through local social and behavioural change communication by faith champions, opinion leaders and groups.

STO 3.3 Men and boys practising positive masculinities to secure young women being safe and heard.

Faith-led advocacy strategy by faith-based women's rights champions; interfaith coordination and coalition building spaces; engagement of faith authorities along the implementation process to achieve structural changes within faith institutions and to leverage for legal/policy reform of religious laws; Social and Behavioural Change Communication (SBCC) Plan; and promoting positive masculinities.

Build an interfaith advocacy movement of women's rights champions; development and dissemination of faith-based advocacy materials; strengthen the organizational capacity of faith-based organizations; development of Social and Behaviour Change Communication (SBCC) plans; production and dissemination of faith-based messages and theologically grounded material); review and adaptation of existing methodologies to local context; selection of facilitators; and trainings and small conversations.

IO 4
Influence the adoption, amendment or withdrawal of laws and policies towards promoting young women's rights to leadership, participation and ending SGBV.

STO 4.1. National level decision makers' positive responses to demands by young women and their diverse allies.

STO 4.2. Young women and their allies hold governments accountable through advocacy initiatives including engagement with national, regional and international decision making spaces.

National advocacy for legal and policy reform; technical support and accompanying country partners in legal advocacy; capacity enhancement to engage in media advocacy for legal reform; and capacity development and technical support to engage with national, regional, and international accountability platforms.

Mapping of the legal landscape; development of a national advocacy strategy for legal and policy reform; implementation of a national advocacy plan for legal and policy reform of SGBV, discriminatory laws and young women in leadership; media advocacy training for WROs; development and implementation of a comprehensive media strategy around the envisaged legal and policy change; mapping of national, regional, and international (human rights bodies) platforms; and capacity development and engagement with national, regional, and international accountability platforms.

ASSUMPTIONS
The security situation despite being volatile, in some countries, allows the programme to implement its strategies. / WROs, faith and social leaders, politicians and decision makers, as well as media, are willing to participate in the different activities proposed by YW4A at different levels. / The political context permits WROs, faith-based organizations and young women to advocate for women's rights and political participation. / WROs, faith-organizations and young women are willing to engage with and commit to the YW4A programme activities. / Young women are taken as valid interlocutors by faith actors and community leaders. / WROs and young women do not face additional risks as a result of their participation in the programme due to YW4A approaches. / The WROs and faith-based organizations are open and willing to work together. / Amplifying a constructive faith voice in international spaces helps establish pluralist discourses on women's rights and can contribute to breaking a conservative monopoly on religion. / Engaging men and boys through the programme reduces cultural resistance amongst the marginalized communities towards the active involvement of young women in decision making. / Advocacy campaigns serve to pressure decision makers at different levels. / There is a conducive political environment to engage in legal advocacy. / With or without COVID-19, YW4A successfully implement the programme's activities due to the mitigation measures undertaken.

GLOBAL/REGIONAL LEVEL

MAIN PROBLEMS

- Violence against young women and their exclusion form public and private decision-making are profound manifestations of gender inequalities and limited civic spaces.
- The different forms of violence against women and girls (VAWG) overlap or intersect with each other, and at the same time intertwine with discriminatory social norms and legal frameworks.[I]
- In low and middle-income countries, particularly in East and sub-Saharan Africa, there is a broad concern regarding the marginalization and invisibility of women in decision-making processes within the household and in the public domain.[II] In the case of the MENA region, the so-called 'gender paradox' is still prevalent.[III]

ASSUMPTIONS

- Safe spaces, peer networks, intergenerational leadership, promotion of rights, and local communities' support drive young women's leadership.
- An ecosystem approach to transforming formal and informal norms and behaviours at all levels is key to end young women's exclusion from decision-making and exposure to SGBV.
- The security situation, despite being volatile, allows the programme to implement its strategies.
- The political context permits WROs, faith organizations, and young women to advocate for women's rights and political participation.
- WROs, faith organizations, and young women are willing to engage with and commit to YW4A programme activities.
- Young women are taken as valid interlocutors by faith actors and community leaders.
- WROs and young women do not face additional risks as a result of their participation in the programme due to YW4A approaches.
- The WROs and faith organizations are open and willing to work together.
- Amplifying a constructive faith voice in international spaces helps establish pluralist discourses on women's rights and can contribute to breaking a conservative monopoly on religion.
- Engaging men and boys through the programme reduces cultural resistance among the marginalized communities towards the active involvement of young women in decision-making.
- Advocacy campaigns serve to pressure decision makers at different levels.
- There is a conducive political environment to engage in legal advocacy.
- WROs, faith and social leaders, politicians, and decision makers, as well as the media, are willing to participate in the different activities proposed by YW4A at different levels.
- With or without COVID-19, YW4A successfully implement the programme's activities due to the mitigation measures undertaken.

TRANSAVERSAL ACTIVITIES

All Partners

- **AGT 0 Programme management activities:** all activities that do not fall into the other defined codes and which are related to the management of the following dimensions; scope, acquisitions, quality of deliverables, time management, stakeholder management, logistics, accountability, finance and administrative management.

World YWCA

- **AGT 1 Annual planning meetings:** three-day annual planning and review meetings with consortium, technical and implementing partners to share progress, agree on implementation goals for the upcoming year, and develop a performance framework for the year (including action plans).
- **AGT 2 Annual Steering Group meetings:** one-day in-person meeting per year, plus online meetings convened at least twice a year to review the project effectiveness and efficiency in fulfilling roles against set agreements. Participants are the GS/ED from each consortium, technical and implementing partners, representative from the Dutch MFA, and the World YWCA Programme Lead.
- **AGT 3 Monitoring:** Overall programme output and compliance monitoring against the approved work plans.
- **AGT 4 Development of global communication strategy:** production of communication and visibility products for the overall programme.
- **AGT 5 Development and approval of SEAH policies:** this activity ensures that all consortium partners and implementing partners that do not have SEAH policies in place develop them by December 2021.

Equality Now

- **AGT 6 Programme management.**

Faith to Action

- **AGT 7 Financial capacity assessment:** F2A will do a detailed assessment as part of F2A's due diligence procedure to ensure that financial systems are in place.
- **AGT 8 Technical support:** based on the result from the financial capacity assessment, F2A will provide technical support to six local faith organizations to manage funds and the programme effectively.

YWCA Kenya

- **AGT 9 National (in-country) Steering Committee meetings:** YWCA Kenya will coordinate and host partnership and steering committee meetings of project partners in the country to peer review progress of project implementation.
- **AGT 10 Contingencies and unforeseen events:** YWCA Kenya will conduct ad-hoc meetings of in-country implementation partners to establish action plans and strategies in response to significant situations that warrant change in programming.

KIT

- **AGT 11 Programme management Y1**
- **AGT 12 Programme management Y2-Y5**
- **AGT 13 P/E/K/S Participatory design of M&E framework** (P = Palestine, E = Egypt, K = Kenya, S = South-Sudan)
- **AGT 14 P/K/E/S Coordination baseline studies** (P = Palestine, E = Egypt, K = Kenya, S = South-Sudan)
- **AGT 15 Baseline methodology workshop**
- **AGT 16 P/K/E/S Coordination Mid-term review** (P = Palestine, E = Egypt, K = Kenya, S = South-Sudan)
- **AGT 17 Coordination internal end-term studies** (P = Palestine, E = Egypt, K = Kenya, S = South-Sudan)
- **AGT 18 Young-women led cross-country end-term learning workshop**
- **AGT 19 Facilitation of global learning agenda**

ACTIVITIES IO1:

Equality Now

AG 1.3.1.1 Participation of WROs in regional learning groups: Equality Now will facilitate the participation of WROs in regional learning groups in MENA and Africa regions. This participation will focus on cross-learning while exploring potential synergies and movement building opportunities.

AG 1.3.1.2 Annual good practices sharing sessions at the global level: Equality Now will convene virtual annual global good practice sharing sessions among WROs drawn from all the programme countries. These sessions will focus on consortium-wide cross-learning, identification of good practices and advocacy opportunities for global partnership building.

AG 1.3.1.3 Partnership and coalition building: Equality Now will support the involvement of young women leaders in the Solidarity for African Women's Rights (SOAWR) platform to develop their coalition and movement building capacities while simultaneously availing a thriving regional platform (SOAWR) to enhance their advocacy.

ACTIVITIES IO2:

World YWCA

AG 2.1.1.1 Creation and delivery of training for partners, WROs, and young women: training in principles, approaches, and instruments of the feminist consultation methodology, which can be used across pathways and programme to seek meaningful engagement and output from young women.

AG 2.1.1.2 Creation and delivery of training for partners, WROs, and young women: training in principles, tools, and adaptation of Rise Up! Model.

AG 2.1.1.3 Adaptation of the Rise Up! model: The Rise Up! model will be adapted to the context of the four countries to create training materials and delivery of training will be provided to key cohort of young women (in combination with training in the feminist consultation methodology).

AG 2.1.1.4 Creation and adaptation of communication tools: creation and adaptation of tools and resources for young women advocacy, communication, and engagement (including on social media).

AG 2.1.1.5 Initial integration of tools available for MEL: young women leadership and advocacy, annual review, and update of integration.

AG 2.2.1.1 Creation of dedicated training materials for young women themselves to use with other young women: The materials will be used for the delivery of training to key cohorts along the STO 2.1 (includes update and expansion of materials in year 2).

AG 2.2.1.2 Creation of storytelling training materials: fine-tune and further develop platforms for storytelling and sharing.

ACTIVITIES IO3:

Faith to Action

AG 3.1.1.1 Dialogue spaces to constructively advocate for women's rights and gender equality from a Muslim perspective: Facilitate a series of 10 online meetings between 30 Islamic scholars on women's rights and gender equality from a Muslim perspective.

AG 3.1.1.2 Production of authoritative document on Women's Rights and Islam: Produce one outcome document signed by authoritative Muslim centres of knowledge including Al Azhar University.

AG 3.1.1.3 Organize a high-visibility physical meeting with 20 participants where the outcome document is published and broadcasted: high-visibility event which serves as a signal to faith leaders and faith-inspired decision makers that women's rights and gender equality are compatible with Islam.

AG 3.1.2.1 Dialogue spaces to constructively advocate for women's rights and gender equality from a Protestant and Orthodox perspective: facilitate eight regional online consultative meetings on women's rights and gender equality from a Protestant and Orthodox perspective with 80 participants.

AG 3.1.2.2 Organize one physical consultation including an experiential field trip with 30 participants. the online consultative process will culminate in a physical meeting. This will be a safe space allowing participants to address contentious issues and engage in deeper transformative discussions.

AG 3.1.2.3 Production of best practices document: produce one document with best practices in faith-based gender justice advocacy with actionable recommendations on how to promote women's rights and gender justice within a Protestant and Orthodox context.

ACTIVITIES IO4:

Equality Now

AG 4.1.1.1 Media advocacy: Equality Now will use its established platforms at regional and international levels to amplify identified country-level campaigns from YW4A in Palestine, Egypt, Kenya, and South Sudan.

AG 4.1.1.2 Media advocacy training and technical support for country leads in the development of national media strategies: Equality Now will support all partners in the elaboration and implementation of the development of a media strategy proposed by the different programme actors at the country level which will be supported at the regional and international level.

AG 4.2.1.1 Capacity development of young women and WROs: this activity engages with identified regional/international platforms through identified processes.

AG 4.2.1.2 Connecting WROs and young women with human rights bodies: ongoing hands-on support of identified WROs/young women in engaging regional/international human rights bodies through support with relevant mandates and development of relevant submissions.

AG 4.2.1.3 Support WROs and young women to raise their voices: Facilitate and accompany selected young women and WRO representatives, guiding them to navigate and advocate in identified regional/international human rights bodies.

AG 2.2.1.3 Selection and identification of global opportunities: creation of talking points, boilerplate language on young women's leadership and advocacy to feed into global convening and advocacy opportunities, as well as facilitation of global opportunities with participation of partners and young women.

AG 3.1.3.1 Coordination meetings for a faith-based advocacy agenda: host regular meetings between 16 faith-based advocates at the national level in Egypt, Kenya, Palestine, and South Sudan to contribute to a globally coordinated faith-based advocacy agenda.

AG 3.1.3.2 Teleconferences to strategize a faith-based advocacy strategy: host 20 quarterly global advocacy teleconferences with four national focal points from Egypt, Kenya, Palestine, and South Sudan and 20 focal points from other countries to determine joint advocacy objectives, messages, and high-visibility events.

AG 3.1.4.1 Annual interfaith meetings about national advocacy strategies, progress, and learnings: organize five annual interfaith meetings, where faith-based women's rights activists meet with like-minded people from other countries, where they share challenges, strategize, discuss lessons learnt, and express solidarity with each other.

AG 3.1.5.1 Develop and implement a global communication plan: YW4A will develop a detailed communication plan, outlining communication activities and responsibilities and highlighting specific events which can be used as communication hooks. Synergies and complementarities will be coordinated with other large-scale communication campaigns on women's rights and gender equality.

OUTPUTS IO1:

Equality Now

OP 1.3.1 Good practices shared and movement building opportunities availed among WROs and young women leaders.

OUTPUTS IO2:

World YWCA

OP 2.1.1 Young women have strengthened individual agency, leadership competencies towards private and public leadership, and advocacy along peers.

OP 2.2.1 Young women and allies in the project access and engage with relevant global advocacy platforms and processes.

OUTPUTS IO3:

Faith to Action

OP 3.1.1 Influential Islamic scholars have participated in a series of meetings on women's rights and gender equality in Islam.

OP 3.1.2 Women's rights activists from Protestant and Orthodox churches have participated in a series of exchange meetings on women's rights and gender equality in Christianity.

OP 3.1.3 12 faith-based advocates from Egypt, Kenya, Palestine, and South Sudan have coordinated their advocacy on women's rights globally with 20 faith hubs from other countries.

OP 3.1.4 Five annual interfaith meetings organized as a safe space for dialogues.

OP 3.1.5 Global communication plan implemented and monitored.

OUTPUTS IO4:

Equality Now

OP 4.1.1 WROs media advocacy is amplified.

OP 4.2.1 Young women and WROs actively engage with and in regional and international accountability platforms.

| ST01.1 | ST01.2 | ST01.3 | ST01.4 |

| ST02.1 | ST02.2 |

| ST03.1 | ST03.2 | ST03.3 |

| ST04.1 | ST04.2 |

IO1	IO2	IO3	IO4

LONG TERM OUTCOME

STRENGTHENED AND DIVERSIFIED PARTICIPATION AND AMPLIFIED VOICES OF YOUNG WOMEN THAT EFFECTIVELY INFLUENCE DECISION-MAKING TOWARDS GENDER-JUST LAWS, POLICIES, NORMS AND PRACTICES RELATED TO THEIR BODILY INTEGRITY AND EQUAL PARTICIPATION.

[I]UN Women (2019). Progress of World's Women 2019—2020. Families on a changing world. P 124.

[II]Ilesanmi, O. O. (2018). Women's Visibility in Decision Making Processes in Africa—Progress, Challenges, and Way Forward. Frontiers in Sociology, 3, 38. Retrieved from https://www.frontiersin.org/articles/10.3389/fsoc.2018.00038/full

[III]The gender paradox refers to the discrepancies between the improvement of women's educational indicators, life expectancy, fertility rates, and their real decision-making capacity within the household and their political representation.

Graphic 10. Unfolding the ToC for Palestine
PALESTINE

MAIN PROBLEMS

- High level prevalence of SGBV: 29% of women who have ever been married have been exposed to psychological, physical, or sexual violence by their husbands[i], around 37% of women experience SGBV (2011), and 51% of them are SGBV victims in the Gaza Strip. UN Special Rapporteur on Violence against Women stated that the phenomenon is determined by two interrelated factors: traditional social norms and values as well as the long-established Israeli occupation.

- The civic space for young women is repressed due to continuous de-legitimation and restriction when they defend their rights.

- In addition, in the last legislative elections women won less than 13% of the seats in the Legislative Council when 46% of the voters were women.[III]

- While many Palestinian local and national NGOs are working on initiatives related to the implementation of UNSCR 1325, the absence of mechanisms at district/governorate-level and within networks/coalitions limits the potential for collaborative work and effective and systematic influence into the national structures.

- Conservative social attitudes, cultural norms, and parental restrictions continue to limit young girls and women from participating in decision-making in their families and communities.

- The legal frameworks on family law and personal status laws for Muslims and Christian denominations draw on conservative interpretations of faith sources which has contributed to the institutionalization of women's inequality within current legislations.[IV]

- In Palestine, attitudes hampering gender equality remain common among men: 80% of men stated that women's most important role is to take care of the home and they were less likely to be in favour of women in leadership positions.[V]

- Women still lack legal protection since domestic violence, marital rape, and sexual harassment are not criminalized. According to the personal status laws, early marriage, male guardianship over women, and polygamy are permitted while marriage, divorce, inheritance, and guardianship of children contain discriminatory provisions against women.[VI]

- Although the State of Palestine has adopted various international human rights commitments without reservations, including the CEDAW, the ICESCR, and the ICCPR, progress in the compliance of the norms and values enshrined in these treaties has been very slow.

ASSUMPTIONS

- The political context allows WROs and their allies, including faith organizations, to have common spaces to learn, coordinate, and advance their agenda on women's rights.
- WROs and faith organizations are open and willing to participate in joint capacity building and are committed to work together against discriminatory civil and religious laws that promote SGBV and limit women's participation in decision-making spaces.
- Young women are open and committed to attend training.
- Through snowball methodology, the programme will ensure the achievement of the target number of young women and will benefit those in marginalized groups with limited or no access to the internet.
- The documentation of young women's realities and challenges will serve to transform legal and social norms.
- Bringing young women leaders together will create an open safe space for discussion.
- Communities are able and willing to initiate dialogue on discriminatory civil and religious laws and are receptive towards influential faith leaders' messages.
- Muslims and Christian faith leaders are open to have interfaith dialogue and are interested in joining the coalition.
- Engaging men in training and other activities reduces cultural resistance amongst the marginalized communities towards the active involvement of young women.
- Decision makers will be influenced to amend some existing family laws and procedures if the recommendations come from community actors and influential faith leaders.
- National level decision makers are willing and ready to take up their role in reviewing discriminatory laws.

ACTIVITIES 101:

AP 1.1.1.1 Kick off meeting to ensure that all local partner organizations understand the project and what the expected outcomes are, as well as to clarify roles and responsibilities, ways of working together, and communication lines.

AP 1.1.1.2 Capacity assessment inception meeting: conduct individual inception meetings with five WROs and one FBO with KIT experts for the design of an inclusive capacity assessment process including methodology design.

AP 1.1.1.3 Focal point ToT: focal points from WROs/FBO staff will attend an online ToT to be oriented and trained in the capacity assessment tool and their role in facilitating the process with their organizations.

AP 1.1.1.4 Advocacy capacity assessment through workshops: one-day virtual meeting with each WRO/FBO (six virtual days) to explain the capacity assessment process.

ACTIVITIES 102:

AP 2.1.1.1 Partnerships with universities and academia to target young women (under this pathway) and young men (under pathway 3).

AP 2.1.1.2 Introductory workshops within universities to present project goals and objectives.

AP 2.1.1.3 Assessment of interest to select young women (240 young women at the six targeted communities) who will join the ToT training.

AP 2.1.1.4 Local adaptation of the YWCA Rise Up! training format and content: World YWCA will train the country lead and focal points from WROs/FBO in concepts related to YWCA Rise Up! model. World YWCA will work with them in preparing the material for the ToT, in consultation with other partners.

ACTIVITIES 103:

AP 3.1.1.1 Creation of the interfaith advisory group which will help to coordinate the coalition through regular communication and meetings for joint strategizing, planning, and review of faith-based advocacy.

AP 3.1.1.2 Creation and reactivation of the coalition in support of women's rights through interfaith spaces for women's rights champions to exchange and coordinate efforts on women's rights (Task force for Gender Justice for Palestine).

AP 3.1.1.3 Participation in other coalitions and alliances to advocate for women's rights and gender equality: this is likely to include events with ACT Alliance, UN Women, MIFTAH, and others.

AP 3.1.2.1 Development of research on family laws and other subjects of interest to produce evidence-based documents to inform the advocacy action that will be implemented in STO 3.2 (mappings of family laws, research papers, and dissemination of successful experiences on law reforms, among others).

ACTIVITIES 104:

AP 4.1.1.1 Capacity assessment on legal advocacy and policy reform: conduct capacity assessment for the five WROs and one FBO on reinforcement mechanisms (legal advocacy and policy reform) for norms. Linked to pathway 1.

AP 4.1.1.2 Development of national advocacy strategy for legal and policy reform: this includes all advocacy priorities for legal and policy reform related to discriminatory laws with implications for GBV, SGBV: family status law, penal code, and family protection bill.

AP 4.1.1.3 Development, design and translation of training legal advocacy manual, plans and materials: this activity builds on the general advocacy training and contextualization, whereby a more specialized training manual with a focus on legal advocacy will be developed.

AP 4.1.1.4 Ongoing hands on support to national advocacy campaign WROs: Equality Now will follow up on the national advocacy campaigns following the training sessions and throughout the duration of the campaign.

AP 1.1.1.5 Capacity assessment report on advocacy capacity and status and WRO partnership.

AP 1.1.1.6 Virtual workshop on the capacity assessment results on advocacy capacity and status or WRO partnership: one-day virtual workshop for all WROs/FBO to discuss capacity assessment results and to work together on the capacity assessment plans.

AP 1.1.1.7 General advocacy training which will cover topics related to strategic advocacy planning and advocacy tactics.

AP 1.1.1.8 Legal advocacy training: Equality Now conducts an annual legal advocacy training that targets a team from five WROs and one FBO in addition to volunteers from the young women who receive the ToT.

AP 1.1.1.9 Workshops to implement the WRO learning agenda: the WROs and FBO will participate in reflective monitoring and adaptive learning workshops (one day x two workshops).

AP 1.1.1.10 Development, design and translation of advocacy manual, plans and materials: a training manual on general advocacy will be developed and made available in both English and Arabic for use in the face to face training on advocacy.

AP 1.1.1.11 Contextualization plus production of assessment report: this activity builds on the context legal assessment to deepen the understanding of the legal, political, security, societal, and economic context in which Palestinian WROs operate. The result is an assessment report that will inform the national advocacy plan.

AP 1.1.1.12 Legal context assessment: one-day online capacity building workshop for 20 persons on legal advocacy and methodologies to inform subsequent advocacy.

AP 1.2.1.1 Virtual workshop to discuss organizational learning and innovation: topics of the workshop: capacity to learn, innovate and adapt, and organizational assessment.

AP 1.2.1.2 Capacity assessment reports on organizational management, learning, and innovation: KIT will develop capacity assessment reports for each organization based on the capacity assessment results related to organizational management, learning, and innovation.

AP 1.2.1.3 Virtual workshop on findings of organizational management, learning, and innovation assessment.

AP 1.2.1.4 Organizational management strengthening: four days collective training for the five WROs/one FBO in topics related to organizational management.

AP 1.2.1.5 Strengthening of internal organizational practices: coaching sessions to selected organizations on organizational development and management. Topics will include addressing internal power relations, the security of young women, and acquiring the necessary financial and human resources to sustain advocacy.

AP 1.3.1.1 Partnership and coalition building: the mapping will identify the different coalitions in Palestine that crosscut with the project objective in combating gender-based violence (GBV) and SGBV.

AP 1.3.1.2 Participate in networking and good practice sessions at the regional and international levels: Equality now will convene two good practice sharing sessions annually targeting WROs and young women leaders to facilitate cross-learning networking and coalition building.

AP 2.1.1.5 Training for a first cohort of young women using the 'Train for Trainer' (ToT) model: conduct ToT for the first group of 120 young women (and staff from the WROs/FBO) to enhance their capacities and skills in the YWCA Rise Up! model, safe spaces, and training facilitation.

AP 2.1.1.6 ToT for a new group: conduct TOT for a new group (120 young women) to enhance their capacities and skills in the Rise Up! model, safe spaces, and training facilitation.

AP 2.1.2.1 Advocacy activities and campaigns (First group): after finalizing the ToT, young women will work on implementing advocacy initiatives/campaigns that respond to issues related to GBV/SGBV.

AP 2.1.3.1 Leadership training by trained young women (First Group) for other young women in each of the six targeted communities (the total number of women that will be trained under this activity is 1,900).

AP 2.1.3.2 Leadership training by trained young women (Second Group) for other young women in each of the six targeted communities (the total number of women that will be trained under this activity is 1,900).

AP 2.1.4.1 Advocacy activities and campaigns (Second group): women trained under AP2.1.3.1 develop and implement 10 advocacy campaigns where they initiate dialogues with decision makers to advocate for their rights with a focus on GBV and SGBV.

AP 2.1.4.2 Creation and adaptation of communication tools: tools and resources for young women's advocacy, communication, and community engagement, including resources and tools on social media will be created and integrated with pathway 3 and 4 on SBCC and advocacy.

AP 2.2.1.1 Training sessions in the Feminist Consultation Methodology: World YWCA will provide training sessions to YWCA-Palestine country leads and WROs/FBO (who will transfer this knowledge at the country level) on the implementation of the Feminist Consultation Methodology by young women. Adapting this methodology will contribute to the identification of advocacy priorities.

AP 2.2.1.2 Connecting young women with local coalitions: connect and present the cohort of young women trained in ToT with the local coalitions of which WROs are members (overlapping with pathway 1).

AP 2.2.1.3 Dissemination of documentaries, creation of talking points on young women's leadership, and advocacy to feed into global convening and advocacy priorities: the trained young women, using the Feminist Methodology, will construct talking points and produce and share documentaries that reflect their own challenges and realities.

AP 2.2.1.4 Theatre performances: design and implement two theatre performances that represent the GBV cases, so the voices are heard in the wider community (regionally and internationally).

AP 3.1.3.1 Enhancing influential faith-based actor's and women's rights champions' capacities, skills, and knowledge through three cycles of training.

AP 3.2.1.1 Development and implementation of advocacy and communication plan for faith organizations to advocate and promote policy reform and gender transformative norms.

AP 3.2.1.2 Production of films and videos with the testimonies/voices of female faith champions: this will be carried out by using the defined Social and Behaviour Change Communication through faith-based arguments and messages from the communication plan.

AP 3.2.2.1 Development of theme-oriented community media plans to combat GBV and SGBV, to amplify women voices, and to enhance agency participation.

AP 3.2.2.2 Implementation of 20 community campaigns using media tools at local and national levels.

AP 3.3.1.1 Safe spaces for faith leaders and young couples to discuss non-violent relationships between young men and women and gender equality in the private sphere.

AP 3.3.2.1 Safe spaces for male and female judges in Shari'a and Ecclesiastical Courts to analyse family laws against holy scriptures and international human rights conventions and the impact of discriminatory family laws on women's lives.

AP 3.3.3.1 Conduct one-day participatory workshop with different project stakeholders to identify gaps and advocacy priorities related to civic and religious discriminatory laws in Palestine.

AP 3.3.3.2 Conduct ToT for young men to enhance their capacities and skills in training facilitation, safe spaces, and using the YWCA's production of guides and training packages in UNSCR 2250 and 1325.

AP 4.1.2.1 Implementation of the national advocacy plan for legal and policy reform of SGBV discriminatory laws and young women in leadership of the legal campaign: based on the national advocacy plan, the aim of this campaign is to address legal and political gaps that lead to the absence of accountability of those responsible for GBV.

AP 4.1.3.1 Media advocacy training for WROs: conduct training in media strategy development for legal reform including audience mapping, key messaging development, and mapping of media channels.

AP 4.1.3.2 Media strategy: development and implementation of a comprehensive media strategy informed by the pre-ascertained needs of the targeted five WROs and one FBOs. It will include the development of key messaging targeted at influencing state actors.

AP 4.1.3.3 Development, design and translation of training media advocacy manual, plans and materials: development of media advocacy training manual that teaches basics of using the media effectively in advocacy campaigns.

AP 4.1.3.4 Ongoing hands on support to national media advocacy campaign for WROs: Equality Now will follow up on the national media advocacy campaigns following the training sessions and throughout the duration of the campaign.

AP 4.2.1.1 Mapping of regional and international platforms (human rights bodies) including CEDAW Committee, UN Working Group on the discrimination against women in law and in practice, HRC, Committee for Mother and Child—MENA/Arab league, and relevant regional and international Special Rapporteurs.

AP 4.2.1.2 Coaching and engagement with national, regional, and international accountability platforms: coach 20 young women leaders and build their capacity to engage with different accountability platforms, as well as provide training and technical support to the young women in how to develop relevant submissions and reports.

AP 1.3.1.3 Broadening the YW4A WRO movement through interaction with the SOAWR platform: during the project period, young women rotationally attend the coalitions' meetings or join their task forces that work against GBV and SGBV.

AP 1.3.1.4 Technical support to national WROs groups and engaging young women leaders in movement building-coalition/collaboration/movement building: three one-day online meetings/country for all partner WROs plus remote follow up.

AP 1.4.1.1 Key interviews for gaps verification: three interviews with influential actors (Ministry of Women's Affairs, UNWOMEN, etc.) to verify the gaps in the discriminatory civil and religious laws.

AP 1.4.1.2 Legal and policy assessment: conduct a context assessment to identify the legal and policy gaps in legal obligations in Palestine with a focus on discriminatory civil laws on GBV and SGBV (Research and technical methodology by Equality Now expert).

AP 1.4.1.3 Safe dialogue spaces for the identification of national advocacy priorities related to civic and religious discriminatory laws in Palestine. Through focus groups with young women in the six targeted communities and a workshop with the different project stakeholders (influential actors, WROs, FBO, women leaders).

OUTPUTS IO1:

OP P 1.1.1 Five WROs and one FBO assessed their organizational and advocacy capacity and developed an improvement plan.

OP P 1.2.1 Five WROs and one FBO enhanced their advocacy vitality through improving organizational management, learning, and innovation capacity.

OP P 1.3.1 Strengthened partnerships and maintained representation of the five WROs at the coalitions to combat VAW.

OP P 1.4.1 Gaps and advocacy priorities identified in the civil and religious laws that influence GBV and SGBV in Palestine.

OUTPUTS IO2:

OP P 2.1.1 ToT conducted for 240 young women on leadership skills and on discriminatory civic and religious laws in Palestine.
OP P 2.1.2 Advocacy initiatives/campaigns are implemented by 240 young women in the targeted communities.

OP P 2.1.3 3,800 diverse young women are trained by other young women in their communities and develop their confidence, capacity, and skills.

OP P 2.1.4 3,800 diverse young women are engaged in dialogue with decision makers to advocate for changes in legislation, policies, and practices aimed at achieving equality and eliminating GBV and SGBV.

OP P 2.2.1 Eight Reports and documentaries on cases of violence related to GBV and SGBV using media tools are implemented.

OUTPUTS IO3:

OP P 3.1.1 Women's rights champions from 10 faith organizations successfully mobilize faith actors in support of women's rights through a strong civic space.

OP P 3.1.2 Evidence-based advocacy materials are developed to enhance the relevance of the advocacy campaign.

OP P 3.1.3 30 influential faith rights champions are equipped with knowledge and skills on women's rights from a theological perspective.

OP P 3.2.1 7 Faith institutions use their existing platforms to disseminate gender equality and women's right messages.

OP P 3.2.2 Diverse young women are engaged with the WROs in utilizing traditional and social media to promote the advocacy priorities regarding civil and religious laws that mostly affect GBV and SGBV (linked to pathway 2).

OP P 3.3.1 Faith leaders promote non-violent relations in private and public spheres.

OP P 3.3.2 Five Male and female judges in Shari'a and Ecclesiastical Courts are engaged with tackling GBV cases in the private sphere.

OP P 3.3.3 60 young men are engaged with the targeted young women in defining advocacy priorities and in implementing advocacy campaigns concerning discriminatory civic and religious laws.
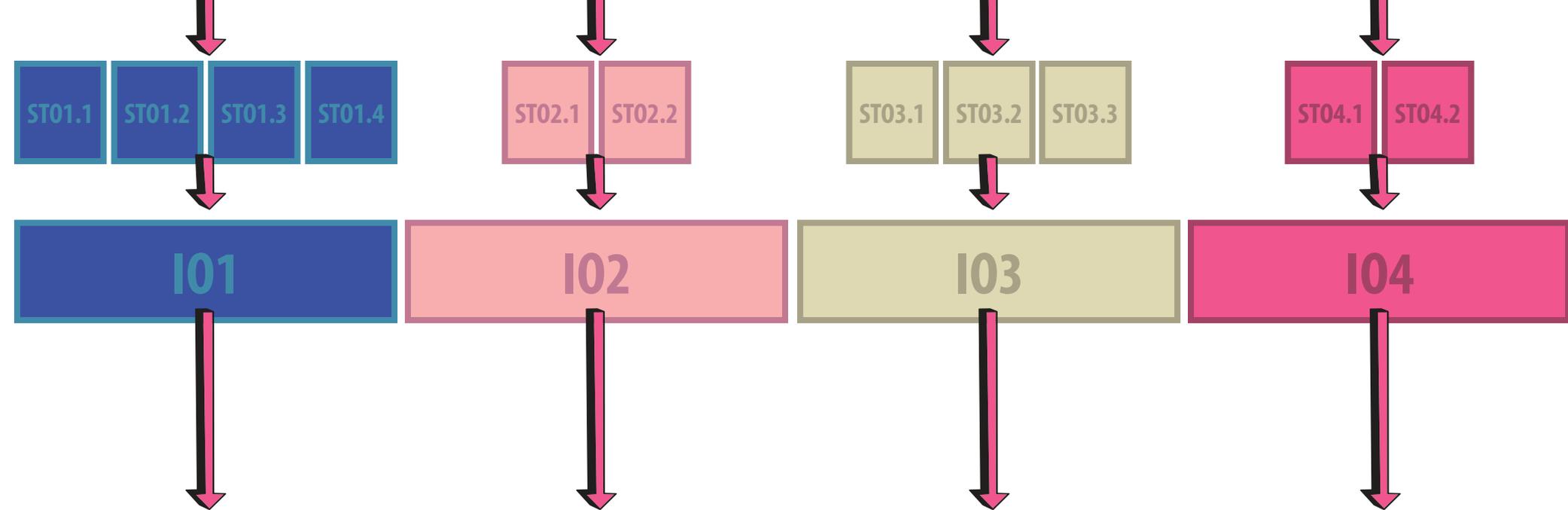
OUTPUTS IO4:

OP P 4.1.1 National Advocacy Plan for Palestine, that includes all advocacy priorities for legal and policy reform.

OP P 4.1.2 National Advocacy Campaign is implemented.

OP P 4.1.3 Comprehensive media strategy developed and implemented.

OP P 4.2.1 Effective engagement of young women with the identified accountability platforms.

| ST01.1 | ST01.2 | ST01.3 | ST01.4 | | ST02.1 | ST02.2 | | ST03.1 | ST03.2 | ST03.3 | | ST04.1 | ST04.2 |

| I01 | I02 | I03 | I04 |

LONG TERM OUTCOME

STRENGTHENED AND DIVERSIFIED PARTICIPATION AND AMPLIFIED VOICES OF YOUNG WOMEN THAT EFFECTIVELY INFLUENCE DECISION-MAKING TOWARDS GENDER-JUST LAWS, POLICIES, NORMS AND PRACTICES RELATED TO THEIR BODILY INTEGRITY AND EQUAL PARTICIPATION.

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[III]Women, Political Participation and Decision making by UN Women: http://palestine.unwomen.org/en/digital-library/publications/2013/12/unw-fact-sheet-political-participation

[IV]UNDP (2018). P 19.

[V]UN Women (2017). Understanding Masculinities: International Men and Gender Equality Survey (IMAGES) – Middle East and North Africa. Retrieved from https://imagesmena.org/wp-content/uploads/sites/5/2017/05/IMAGES-MENA-Multi-Country-Report-EN-16May2017-web.pdf

[VI]UNDP (2018). Palestine Gender Justice & The Law. Retrieved from https://palestine.unfpa.org/sites/default/files/pub-pdf/Gender%20Justice%20and%20The%20Law.pdf

EGYPT

- Although Egypt has carried out legislative reforms and policies aimed at guaranteeing the rights of women in the political, social, and economic spheres[i], there is low female participation in the workforce—22.8% compared to 73.2% for men[ii]—and in decision-making spaces.

- High prevalence of sexual harassment and other forms of SGBV. Sexual harassment often occurs on the street or public transportation to the point that 64% of men admitted to engaging in sexual harassment.[iii] Furthermore, 26% of women and girls have experienced physical or sexual intimate partner violence in their lifetime.[iv] Domestic violence and FGM are also common reported manifestation of SGBV.[v]

- Massive sexual harassment with no adequate responses from authorities has been repeatedly used (2005, 2006, and 2011) as a political weapon against young women, especially activists.

- A civic space under threat with some WROs having been forced to reduce their activities, while others are facing security menaces, and some have closed operations.[vi] Deregistration, freezing of bank accounts, revoking of work permits, and enactment of laws with sweeping powers in the name of national security are some of the tactics used to restrict the activities of WROs.[vii]

- The level of female representation in the Egyptian Parliament remains below 15%, while in local government bodies women have never represented more than 10% of its members. This outlook has been fostered by women's socio-economic status and by discriminatory gender norms.[viii]

- As Shari'a is an integral part of Egypt's legal system, it guides the principles of family law regulating personal status issues. The interpretation of the Shari'a legitimizes patriarchal hierarchies and obstructs the participation of women and girls as leaders and decision makers.

- The relation between Christians and Muslims in the country is conflictive due to the still fragile interfaith context and their opposite vision regarding interfaith marriage, divorce, conversion, inheritance, and custody regulations.[ix]

- Egyptian young men still maintain inequitable views regarding gender roles, which may be the result of a general climate of religious conservatism combined with the country's challenging economic circumstances that reduce men's chances to find a job to fulfil their traditional role as financial providers.[x]

- The socio-political situation allows YW4A to implement its activities, as well as young women to raise their voices.
- Young women are heard within WROs and respected as valid interlocutors in civic spaces shared with community and faith actors.
- WROs succeed to connect young women with national decision makers.
- Young women participate in training sessions, workshops, and awareness sessions to enhance their leadership skills, engage in coalitions and with the proper support implement meaningful initiatives on WRs.
- Sensitization from the programme at different levels creates a positive environment and contributes to sensitizing governmental institutions and community actors.
- Gaining senior faith leaders' commitment enables mid-level faith leaders in communities to take action on women's rights.
- In the long run, communities exposed to hearing continuous messages on women's rights, gender equality, and positive masculinities coming from different types of authorities (faith, civil, governmental, etc) results in social and behaviour changes.
- Faith leaders are engaged in the promotion of women's rights and the fight against SGBV in their local communities and their roles as leaders.
- Targeted communities are open to gender transformative messages given by their trusted community and faith leaders.
- Men and boys are willing to learn about positive masculinities and to change social norms.
- Advocacy campaigns serve to put pressure on decision makers at different levels.

ACTIVITIES IO1:

AE 1.1.1.1 Capacity assessment inception meeting: conduct virtual individual inception meetings with five WROs and one FBO with KIT experts for the design of an inclusive capacity assessment process including methodology design.

AE 1.1.1.2 Capacity assessment: three days of individual meetings with each of the five WROs and one FBO in three geographical areas. It includes advocacy capacity, organizational assessment, status of WRO partnerships, identification of capacity development priorities and review of capacity assessment report.

AE 1.1.1.3 General advocacy training: one capacity building training for selected five WROs and one FBO undertaking general advocacy. Training can include strategy development; contextual, issue and audience mapping; legal advocacy strategies; movement building; and media engagement.

ACTIVITIES IO2:

AE 2.1.1.1 Adjustment of Rise Up! model materials and ToT: translating and localizing Rise Up! model materials which focus on girls' leadership to be aligned with the Egyptian community, then a ToT will be delivered by World YWCA to 18 facilitators from the five WROs and one FBO.

AE 2.1.1.2 Curriculum development and training: designing, editing, and printing a specialized curriculum about gender equality (from the Egyptian perspective) in an interactive manner to be suitable for young women as a training material in the field. A three-day ToT workshop to explain the curriculum content and its use to be able to deliver awareness sessions for young women.

AE 2.1.1.3 Awareness sessions: providing awareness sessions on women rights and gender equality in the field. A total of 84 training courses in three geographical areas, implemented by selected WROs, targeting 4,200 young women from age 18 to 30.

ACTIVITIES IO3:

AE 3.1.1.1 Developing a curriculum for capacity building of faith leaders on women's rights and gender equality: this curriculum will be designed for Muslim and Christian leaders from a faith perspective using holy texts, as well as national and international law.

AE 3.1.1.2 Two rounds of training for faith leaders: using the produced curriculum faith leaders will build on their knowledge and capacities on women's rights and gender equality from a faith perspective aiming to raise awareness amongst faith leaders to distinguish the differences between the different faith's point of view and the social norms about GBV and women's rights.

AE 3.1.1.3 Provide technical assistance and monitor faith leaders awareness creation action plans which will be implemented in their communities to distinguish the differences between the different faith's point of view and the social norms about GBV.

ACTIVITIES IO4:

AE 4.1.1.1 Capacity development session: one capacity development session for selected WROs to develop and gain consensus on the national advocacy strategy. This strategy will be revisited annually to ensure relevance and iteration to the changing circumstances.

AE 4.1.1.2 Development of a national advocacy plan: implementation of a national advocacy plan for legal and policy reform of SGBV discriminatory laws and young women in leadership. This strategy will consider advocacy priorities identified by WROs and young women under pathways 1 and 2.

AE 4.1.1.3 Development, design and translation of training advocacy manual to be distributed to national NGOs in Egypt: a training manual will be developed on the Egyptian legal framework for women's issues.

AE 1.1.1.4 Legal context assessment: one-day online capacity building workshop for 20 persons of selected five WROs and one FBO on legal advocacy and methodologies to inform subsequent advocacy. Follow-up meetings will be held on a yearly basis to follow national campaigns and evaluate practices.

AE. 1.1.1.5 Organizational management strengthening: IMC, as an expert on media and communication, will implement three training sessions in organizational development, focusing on using virtual collaboration platforms.

AE 1.1.1.6 Implementation of WROs learning agenda: five WROs and one FBO will participate in reflective monitoring and adaptive learning workshops (five days x two workshops).

AE 1.1.1.7 Development, design and translation of advocacy manual and materials: a training manual on general advocacy will be developed and made available in both English and Arabic for use in the face to face training on advocacy.

AE 1.1.1.8 Contextualization plus production of assessment report: this activity builds on the context legal assessment to deepen the understanding of the legal, political, security, societal, and economic context in which Palestinian WROs operate.

AE 1.1.1.9 Legal advocacy training: three days of training for 20 WRO members, from three geographical areas, in the Egyptian legal framework that interact with women's rights and GBV (a booklet will be developed).

AE 1.2.1.1 Brainstorm collective session on main pressing issues faced by diverse groups of young women in Egypt: three-day participatory workshop (members from WRO's, FBOs, faith and community leaders) to discuss the main pressing issues undermining women's rights and decision-making power in Egypt and to start brainstorming on possible ways to move forward.

AE 1.2.1.2 Strengthening internal organizational practice through coaching and mentorship sessions: one coaching training per year in organizational development and management in order to strengthen internal capacity of the organizations to demonstrate a continuous commitment to fulfil needs of diverse groups of young women.

AE 1.3.1.1 Workshop on good practices: a three-day workshop and at least two good practices sharing sessions a year on advocacy experiences, among six WROs drawn from Egypt.

AE 1.3.1.2 Round table on SOAWR platform: two days round table discussions in two different geographical areas/20 persons to support the involvement of young women leaders in the SOAWR platform. This, in order to develop their coalition and movement building capacities.

AE 1.3.1.3 Partnership and coalition building: this mapping will allow the identification of cross-cutting topics of the project objective regarding combating sexual harassment and activate implementation of some articles in family law.

AE 1.3.1.4 Technical support to national WROs group and engaging young women leaders in coalition/collaboration/movement building.

AE 1.4.1.1 Workshop on legal and policy analysis: a two-day workshop once per year on legal and policy analysis jointly with five WROs and one FBO that participated in legal advocacy training, as well as with participants from the brainstorm collective session.

AE 2.1.2.1 Young women clubs: six young women clubs at each of the selected WROs partners. Clubs will be open for young women to meet on weekly basis and to have leadership training using the localized Rise Up! model (4,200 young women during the programme period).

AE 2.1.2.2 Creation of online platform: designing and establishing an online platform to enhance and sustain the leadership training process for young women. This platform is a space for young women to receive training virtually with continuous consultation and it will also be utilized as a communication tool (targeting an unlimited number of young women in Egypt and the Middle East).

AE 2.2.1.1 Training in the Feminist Consultation Methodology: World YWCA will provide training in the implementation of Feminist Consultation Methodology by young women to 30 participants from five WROs and one FBO in Egypt, as a tool to capture and analyse evidence regarding diverse young women's priorities, barriers, and platforms they wish to engage with.

AE 2.2.1.2 Social media campaigns: utilizing the evidence generated in STO 2.1, four social media campaigns will be produced targeting an unlimited number of social media users aiming to change community attitudes towards young women's leadership.

AE 2.2.2.1 Networking young women with their community leaders: young women who graduated from the women's club network with their local community leaders by arranging field visits to civil, political, and sports institutions.

AE 3.1.1.4 One on one advocacy meetings for senior faith leaders in decision-making positions to gain their commitment since most faith groups require a top down approach for reaching them.

AE 3.1.2.1 Development and implementation of a communication campaign using social media: producing 60 media products to promote scriptures about GBV to diffuse gender transformative norms on wider range. Media products will be disseminated through social media campaigns.

AK 3.2.1.1 Interfaith network building spaces: six meetings per year in 3 geographical areas (Cairo, Alexandria, and Giza) targeting 30 faith leaders, faith youth champions, and opinion leaders to discuss, plan, and coordinate the faith leaders' efforts to face GBV and to promote gender transformative norms.

AE 3.3.1.1 Development of the positive masculinity curriculum: translating and localizing positive masculinity curriculum and modifying it to be aligned with Muslim culture as with Christian culture.

AE 3.3.1.2 Positive masculinity training: twelve positive masculinity training sessions in three geographical areas to empower male faith young champions to promote positive masculinities.

AE 3.3.1.3 Peer-to-peer training in positive masculinity: the 360 trained youth leaders will be divided into groups of five persons and six groups, each group is responsible for delivering positive masculinity sessions to 20 male peers in their local communities.

AE 3.3.2.1 Networking space for young champions and faith leaders to reduce community resistance and their role as transformative agents.

AE 3.3.2.2 Elaboration of initiatives to support positive masculinities: men and boys translate their knowledge on positive masculinities into actions by forming initiatives to promote positive masculinities in their communities.

AE 4.1.1.4 Development, design and translation of training legal advocacy manual, plans and materials with a focus on legal advocacy (skills for policy analysis, legal submissions to duty bearers, use of regional and international law).

AE 4.1.1.5 Ongoing hands on support to national advocacy campaign for WROs: Equality Now will follow up, remotely and in person, on the national advocacy campaigns following the training sessions and throughout the duration of the campaign.

AE 4.1.2.1 Development of media strategy: it will be the platform to raise young women's voices at different levels by allowing them to share their experiences actively participating in women's rights coalitions and events.

AE4.1.2.2 Media advocacy training: one media advocacy training comprising audience mapping, key messaging development, and mapping of media channels.

AE 4.1.2.3 Development, design and translation of training media advocacy manual, plans and materials: development of media advocacy training manual that teaches basics of using the media effectively in advocacy campaigns.

AE 4.1.2.4 Ongoing hands on support to national media advocacy campaign WROs: Equality Now will follow up on the national media advocacy campaigns following the training sessions and throughout the duration of the campaign.

AE 4.2.1.1 Mapping of regional and international platforms (human rights bodies): these platforms include: ACERWC; ACHPR; CEDAW Committee, UN Working Group on the Discrimination against Women in law and in practice, HRC; Committee for Mother and Child–MENA/Arab league; and relevant regional and international Special Rapporteurs.

AE 4.2.2.1 Coaching and engagement with regional and international accountability platforms: coach young women leaders and build their capacity on how to engage with different accountability platforms (technical support on how to develop relevant submissions and reports).

AE 1.4.1.2 Workshop for the identification of advocacy priorities: this activity will capitalize on the previous brainstorm collective session on main pressing issues for women in Egypt. This will help them to collectively identify advocacy priorities that will later be included in the common advocacy plan.

OUTPUTS I01:

OP E 1.1.1 Five WROs and one FBO strengthened their organizational and advocacy capacity.

OP E 1.2.1 Diverse groups of young women and women's rights champions exchange on the most pressing issues for women in Egypt.

OP E 1.3.1 Good practices shared among WROs and young women leaders.

OP E 1.4.1 Advocacy priorities identified regarding women's rights.

OUTPUTS I02:

OP E 2.1.1 4,200 young women raised their awareness about gender equality and women rights.

OP E 2.1.2 4,200 young women have built their capacities to support women leadership within peers in their local communities.

OP E 2.2.1 4 social media campaigns developed by young women to express their feelings, thoughts, and opinions.

OP E 2.2.2 108 visits to promote young women's engagement in civic spaces (e.g. coalitions, political parties, labour unions, etc).

OUTPUTS I03:

OP E 3.1.1 180 faith actors enhanced their knowledge on women's rights as a solution for gender discrimination and GBV from a faith-based perspective.

OP E 3.1.2 60 media products are used by faith-based organizations to promote women's rights and gender equality through their powerful platforms.

OP E 3.2.1 24 civic spaces for faith leaders, faith young champions, and community and opinion leaders, is strengthened through interfaith networking.

OP E 3.3.1 12 positive masculinity training sessions are implemented among boys and men to promote positive masculinity (responsibility, actions, and attitudes).

OP E 3.3.2 12 initiatives elaborated to support active agents of change (boys and men) have a network to discuss and promote positive masculinities.

OUTPUTS I04:

OP E 4.1.1 National advocacy strategy implemented.

OP E 4.1.2 Capacity on media advocacy enhanced and media strategy developed.

OP E 4.2.1 Submissions made to select accountability platforms.

OP E 4.2.2 Young women and WRO's actively participate in accountability platforms.

| ST01.1 | ST01.2 | ST01.3 | ST01.4 |

| ST02.1 | ST02.2 |

| ST03.1 | ST03.2 | ST03.3 |

| ST04.1 | ST04.2 |

I01

I02

I03

I04

STRENGTHENED AND DIVERSIFIED PARTICIPATION AND AMPLIFIED VOICES OF YOUNG WOMEN THAT EFFECTIVELY INFLUENCE DECISION-MAKING TOWARDS GENDER-JUST LAWS, POLICIES, NORMS AND PRACTICES RELATED TO THEIR BODILY INTEGRITY AND EQUAL PARTICIPATION.

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Graphic 12. Unfolding the ToC for Kenya

KENYA

MAIN PROBLEMS

- Sexual violence and intimate partner violence restrict women's freedom and equal access to political opportunities. VAWG is one of the most pervasive human rights violations that women and girls face in Kenya, with national statistics indicating that 45% of women aged 15–49 have experienced physical violence since age 15.[I] In addition, 25% of women and girls have experienced physical or sexual intimate partner violence in their lifetime.[II]
- Public and political life continues to be characterized by a low representation of women in decision-making, which disproportionately affects women from vulnerable groups. Following the 2017 general elections in Kenya, women currently account for 23.3% of legislators in the national Parliament.[III]
- The civic space is obstructed with limited representation of persons with disabilities, youth, women, and sexual minorities

- WROs are well organized but they must still strengthen their management systems, human and financial resources, and coordination with other like-minded organizations at both county and national levels.
- Despite the legal and policy changes Kenya has witnessed—in favour of gender equality and women's empowerment—cultural and faith norms and beliefs still obstruct Kenyan women's participation, mobility, self-agency, and leadership. Moreover, the conservative interpretation of faith scriptures, has contributed to violence against women being socially rooted.[IV]
- Boys are socialized to be sexually adventurous and aggressive to prove their masculinity. These gender attitudes play an important role when it comes to issues of SGBV. In Kenya, the prevalence of myths regarding rape—especially in rural milieus—results in half of the population blaming a rape victim under any circumstance.[V]

- Strengths of the legal framework in Kenya include that the definition of domestic violence is expansive. However, there is still lack of faithful implementation and actualization of the expansive constitutional and legal provisions as well as no legal mechanism to guarantee women's representation in Parliament as mandated by law.

ASSUMPTIONS

- WROs are willing to receive technical assistance and make organizational changes responding to a feminist approach.
- WROs, with the proper support of the YW4A, engage divers and marginalized group of women in the identification of emerging advocacy priorities.
- Coaching enhances WRO's ability to establish linkages with decision makers and other stakeholders.
- Young women have the willingness and interest to undertake the journey towards becoming transformative leaders.
- When young women rise to become leaders and change-makers in their lives and their communities, they become an influential force coming up with solutions and championing social change far beyond their immediate surroundings.
- Evidence generated and shared by young women supports women, young women, allies, and decision makers to make informed choices.
- Faith institutions are willing to implement, and cascade adapted internal policies within church branches and networks.
- Faith leaders will actively engage in awareness creation (dialogues, forums, or sermons) using the YW4A faith SBCC strategy to speak out against SGBV and intimate partner violence.
- Community members will respond to sensitization outreaches/dialogues and engage in changing societal social norms on women's rights.
- Community members (men and boys) will actively participate in positive masculinities sessions and demonstrate changed perceptions and norms towards women.
- Decision makers positively receive and commit to the program's agenda.

ACTIVITIES 101:

AK 1.1.1.1 Capacity assessment inception meeting: staff from selected WROs and FBOs meet to design a participatory capacity assessment process, identify participants, and prepare for the assessment process.

AK 1.1.1.2 Capacity assessment on advocacy capacity status and WRO partnership: assessment, by KIT experts, using mixed methods in the following areas: advocacy capacity, organizational assessment, and the status of WRO partnerships. KIT will produce a capacity assessment report, which will be discussed in a one-day workshop.

AK 1.1.1.3 General advocacy training: selected WROs and FBOs partner will be trained. The specific subjects will be driven by the findings from the assessment report.

ACTIVITIES 102:

AK 2.1.1.1 Capacity Assessment of young women for ToTs: 300 ToT champions will be drawn from the WROs with each WRO getting 60 female champions. The model of selection is based on mixed community engagement.

AK 2.1.1.2 Local adaptation of the YWCA Rise Up! training format and content development: YWCA Kenya with the support of World YWCA develops training curriculum for the WROs and the individual young women leaders using the Rise Up model.

AK 2.1.1.3 ToT for young women: six WROs and 300 young women will receive ToT (with 60% from marginalized communities) using the Rise Up! model. The Topics to be covered will include but not limited to HRBA and legal policy framework (SV, trafficking, HIV, and early and unintended pregnancy), transformative leadership, GBV, feminism, and SRHR).

ACTIVITIES 103:

AK 3.1.1.1 Develop Faith-Based Methodology: development of an innovative and unique faith-based methodology that looks critically at the faith organizations' internal policies, social norms, practices, and teachings towards women's rights and gender equality. In the long-term it will be cascaded to Faith to Action Network member organizations for adaptation and use.

AK 3.1.1.2 Conduct an organizational capacity assessment of the three faith institutions at project inception using the faith-based methodology in a reflective workshop: two-day attitude and norms reflective workshop where six to eight key faith organizations' leadership, will assess and analyse their internal policies, practices, and teachings towards women's leadership decision-making participation, as well as interrogate their own biases and norms towards women's rights and gender equality.

ACTIVITIES 104:

AK 4.1.1.1 Mapping of the legal landscape: Equality Now will support six WROs and their allies to map the legal landscape. This will facilitate formulation of joint advocacy priorities with the targeted coalitions and the WROs and FBOs to identify advocacy opportunities and develop joint strategies.

AK 4.1.1.2 Capacity Strengthening on the legal landscape: Equality Now will build the capacity of the six WROs and one FBOs on the legal electoral processes, budgeting processes, and SGBV policy systems. YWCA Kenya will support one young women platform every year (particularly relevant since the general elections will take place in August 2022).

AK 4.1.1.3 Technical support on legal matters: Equality Now will continue providing support on legal matters to WROs and on mapping out national, regional, and international platforms. YWCA Kenya will continue offering technical support to young female champions as they engage in safe dialogue spaces and decision-making forums.

AK 1.1.1.4 Legal advocacy training: annual capacity building session (by Equality Now) which will include strategy development; contextual issue and audience mapping; advocacy tactics; legal advocacy strategies; networking and coalition building; and media engagement. These sessions will inform subsequent advocacy.

AK 1.1.1.5 Organizational management strengthening: capacity building activities for the six WROs and one FBO related to financial and human resource management, communication, M&E. Activities will be defined based on capacity assessment.

AK 1.1.1.6 Workshops to implement the WRO learning agenda: KIT through a reflective monitoring and adaptive learning approach will support selected WROs and FBOs develop a plan for action learning. YWCA will support the ToT champions in their safe spaces on the action learning processes.

AK 1.2.1.1 Capacity assessment on organizational management, learning, and innovation: a KIT expert will use mixed and participatory methods to assess internal management, governance, gender equality, and inclusion internal policies, as well internal capacity to learn, innovate, and adapt.

AK 1.2.1.2 Training in organizational management, learning, and innovation: local partners (WROs and FBO) will participate in a four-day training to improve their organizational management capacity, as well as capacity to learn and innovate. The content of the training will be developed based on the findings of the capacity assessment.

AK 1.2.1.3 Organizational capacity strengthening and extra-county exchange sessions: the targeted WROs and FBOs will be supported to map out key organizational strengthening parameters that will support and sustain advocacy interventions. Exchanges will also be conducted within this activity to promote cross-fertilization of ideas and good practices among WROs and FBOs.

AK 1.2.1.4 Monitoring and adaptive learning workshops: the WROs and FBOs will participate in reflective monitoring and adaptive learning workshops (five days x two workshops).

AK 1.3.1.1 Partnership, coalition and movement building: conducting a mapping of different coalitions in Kenya (and target counties) which will allow the on-boarding of other actors working on cross-cutting topics related to combating SV and IPV and promoting women's leadership.

AK 1.3.1.2 Participation in networking and good practice sessions at the regional and international levels: Equality Now will convene at least 2 good practice sharing sessions annually among country partners, targeted WROs and young women leaders in order to facilitate cross-learning, networking & coalition building.

AK 1.3.1.3 Broadening the YW4A WRO movement through interaction with the SOAWR platform: support the involvement of young women leaders and WROs in the SOAWR platform to develop their networking and coalition building capacities.

AK 1.3.1.4 Coalition and network building workshop: two-day workshop, where a mechanism amongst the WROs and coalitions will be agreed upon to ensure effective representation of young women. Sixteen networking meetings will be done between young ToT champions and their community actors to participate in planning and implementation of ToT initiatives.

AK 2.1.1.4 Safe spaces and empowering dialogues: technical support to the 300 young women who received ToT with the support of the WROs from the three counties to enhance Safe Spaces and conduct at least three empowering dialogues at the local level. The sessions will support the action learning process where most significant stories of change will be captured and amplified every year.

AK 2.1.2.1 Leadership training by trained young women: conduct one capacity strengthening sessions per quarter for WROs and the young ToT champions. The first cohort of young women trained in ToT will pass their knowledge by providing leadership training to other young women in their communities.

AK 2.1.2.2 Online webinars and panel discussions to raise community awareness on human rights and cross-cutting issues.

AK 2.1.2.3 Development of tools and materials through proper messaging: two technical assistance sessions for 6 WROs and 300 ToTs every year in developing tools and materials through proper messaging. The Facebook and twitter platforms will be enhanced through a mobile APP that will be developed to provide tele-consultancy, chats, and psychosocial support.

AK 2.1.3.1 Creation and adaptation of communication tools: World YWCA will support the creation and adaptation of tools and resources for young women advocacy, communication and community engagement to document the most significant stories of change to address issues of gender inequality, bodily integrity, and young women's leadership and advocacy.

AK 2.1.3.2 Generate evidence on young women collective leaders: through the production of briefs, reports, analysis, case studies, participatory research, photo-voice, story-sharing, and documentation throughout the project lifetime.

AK 2.1.3.3 Coalitions building spaces for young women and WROs: provide support supervision to six WROs and 300 ToT young female champions when sharing experiences and inspirations with other young women in the three counties.

AK 2.2.1.1 Training 300 ToTs on the Feminist Consultation Methodology: training to 6 WROs (by World YWCA) as a tool to capture and analyse evidence regarding diverse young women´s priorities, barriers and platforms they wish to engage with.

AK 2.2.1.2 Hold consultations and identification of advocacy priorities using YWCA Feminist Consultation Methodology: identification of advocacy priorities at the local level through the YWCA Feminist Consultation Methodology.

AK 2.2.1.3 Workshop about constitutional amendments and electoral rights: three-day workshop in the 3 regions to build the capacity of the 6 WROs with their networks, and 300 ToTs on the constitutional amendments and electoral rights (Civic engagement, electoral cycle, tools for political action, Power and clout).

AK 2.2.1.4 Train young women on life skills: four-days skills training to equip young women with skills on personal management, communication, conflict management, decision-making, and critical thinking. It will include a session to enhancing young women's skills and capacity for lobbying to access funds to boost young women's business or start-ups as a measure to overcome the socio-economic impacts of Covid-19

AK 2.2.2.1 Training on evidence building through awareness raising activities and campaigns: Equality Now will train the selected WROs and FBOs on the power of evidence in influencing policy for the benefit of the vulnerable women and girls, through various tools and frameworks for evidence-based policy advocacy.

AK 3.1.1.3 Implementation of capacity improvement plans by faith institutions: Faith to Action will work with the faith institutions' leadership to amend, adapt, and approve their internal policies towards women's equality and cascading the changes to their subunits.

AK 3.1.2.1 Conduct ecumenical and interfaith dialogues with other faith leaders in the community to advocate for women's rights and gender equality: the faith institutions' leadership will access interfaith spaces to hold discussions with other faith actors including Muslim faith leaders. They will identify and address sociocultural norms that affect women's rights and gender equality.

AK 3.2.1.1 Conduct a context specific faith and cultural mapping analysis on internal policies, practices, and teachings: identify internal policies, practices, and teachings towards women's equality and faith institution role in challenging or encouraging existing social cultural norms, attitudes, and practices towards GBV and women's participation in decision-making.

AK 3.2.2.1 Dissemination on faith-based messages: the faith champions will disseminate the faith-based messaging through different faith platforms to ensure that community members gain awareness and acceptance of women's rights and gender equality.

AK 3.2.3.1 Dissemination of messages on SGBV and women leadership: the six WROs and 300 female champions who have undergone ToT will be supported in disseminating messages through different channels, including social media, to counter SGBV narratives in the communities.

AK 3.3.1.1 Training for male and young male clergy in positive masculinities: 15 training sessions for male clergy and young male faith leaders that will provide guidance regarding changing gender norms, gender equality, and the role of faith in preventing SGBV in the community.

AK 3.3.1.2 Peer-to-peer discussions on positive masculinities: Faith to Action will support the trained male champions to develop a community advocacy action plan where they will engage their peers and conduct small group discussions and community dialogues to discuss SGBV, gender equality, gender norms in the community, and positive masculinities.

AK. 3.3.2.1 Capacity building sessions on positive masculinities: for men and women at a country level. Young men will be also included in these sessions in order to sensitise them to be gender responsive, at the same time that tackles SGBV and intimate partner violence within their families and at their communities.

AK 3.3.2.2 Community campaigns: two-day community transformative campaigns per county every year led by both men and young women as a process of transforming manly character from dominating to one that is mutually respectful and dignifying for young women.

AK 4.1.1.4 Development and implementation of a national and county legal advocacy strategy for legal and policy reform: this strategy will consider advocacy priorities identified by WROs and young women under pathways 1 and 2. This strategy will be revisited annually to ensure relevance and iteration to the changing circumstances.

AK 4.1.2.1 Development and implementation of a media engagement strategy: comprehensive media strategy defined by the mapping of national, regional, and international platforms and the legal landscape.

AK 4.1.2.2 Media advocacy training for WROs: Equality Now will train six WROs in media strategy for legal reform including: audience mapping, key messaging development, and mapping of media channels to engage with identified regional/international platforms through identified processes.

AK 4.1.2.3 Implementation of a national advocacy plan for legal and policy reform of SGBV discriminatory laws and young women in leadership through safe spaces for young women's rights champions: support the 300 young lead female champions to conduct county-level and offline community dialogues about legal framework and electoral and civic engagement, as well as use the tools of political action to power their voices and clout.

AK 4.2.1.1 Support young women rights champions to participate in national and international legal and policy forums: Equality Now will support three young women leaders to participate in national and international conferences on the legal framework of implementation every year.

AK 4.2.1.2 Public accountability forums: YWCA will organize two open forums annually, where discussions will be led by young women, to generate public debate around the main issues undermining women's rights and decision-making in private and public spheres and promoting actions against GBV (they will engage decision makers at the national, regional, and international levels).

AK 4.2.1.3 Evidence-based advocacy and county level knowledge products: YWCA Kenya will support WROs and ToTs document evidence on women's rights violations and develop advocacy materials for use in advocacy moments.

AK 1.3.1.5 Technical support to WROs participating in forums on SGBV and women's leadership: YWCA Kenya will provide technical support to targeted WROs and FBOs during the project to participate in forums on advancing young women's leadership and/or addressing SGBV. The country lead will ensure young women from the WROs and FBOs are engaged in all project activities and are advocating for their rights identified under the discriminatory laws.

AK 1.4.1.1 Legal and policy analysis in the three counties and at the national level before and during the legal advocacy training. This will include Protection against Domestic Violence Act, the Sexual Offences Act, county assembly level laws and policies for the elimination of SGBV and the affirmative Action policy in the 2010 Constitution.

AK 1.4.1.2 Safe and dialogue spaces for the identification of national advocacy priorities: organizations and young women in each country collectively identify in brainstorming sessions, workshops and safe spaces, advocacy priorities for theme 1 (SGBV) and theme 2 (voice, agency, participation) for the national level.

AK 1.4.1.3 Train WROs and FBOs in social accountability: four-day training designed to empower WROs and FBOs with skills and tools to undertake social accountability as an effective approach to hold governments accountable and identify emerging advocacy priorities

AK 1.4.1.4 Technical support to WROs and FBOs in social accountability: YWCA Kenya will provide technical support to WROs and FBOs to conduct social audits in the counties. Through social audits, the WROs and FBOs will involve communities directly and in a participatory manner to hold decision makers and governments accountable.

OUTPUTS I01:

OP K 1.1.1 Six WROs and three FBOs strengthened their organizational and advocacy capacity.

OP K 1.2.1 Six WROs and three FBOs enhanced their organizational management, learning, and innovation capacity.

OP K 1.3.1 Strengthened partnerships and maintained representation of the six WROs and three FBOs at coalitions to combat SV, IPV, and promote women's leadership.

OP K 1.4.1 Advocacy priorities on SV, IPV, and women's leadership and political participation in Kenya.

OUTPUTS I02:

OP K 2.1.1 6,300 Young women have acquired knowledge and leadership skills and the ability to apply them.

OP K 2.1.2 6,300 Young women have gained awareness of their rights, deeper understanding of women's rights issues, and the ability to generate support around a common cause.

OP K 2.1.3 Communication tools are available for young women.

OP K 2.2.1 Young women have the ability to gather information and assess situations to act, advocate, and find sustainable solutions.

OP K 2.2.2 Young women have the ability to develop and use knowledge products from locally generated evidence.

OUTPUTS I03:

OP K 3.1.1 Increased institutional capacities of three faith organizations to promote women's rights and gender equality by changing their teachings, policies, and practices.

OP K 3.1.2 Senior faith leaders have mobilized other faith leaders from different denominations as women's rights champions.

OP K 3.2.1 Increased documentation and evidence on faith and cultural norms as contributors to gender equality and women's rights in the three targeted counties.

OP K 3.2.2 Faith-based messages on intimate partner violence and SGBV have reached community members.

OP K 3.2.3 Social and behaviour change messages by WROs and young women strengthen community responses to SV and IPV.

OP K 3.3.1 Male clergy and young male faith leaders practice positive masculinities.

OP K 3.3.2 Young men and women practice Transformative Masculinity and intergenerational leadership in their communities.
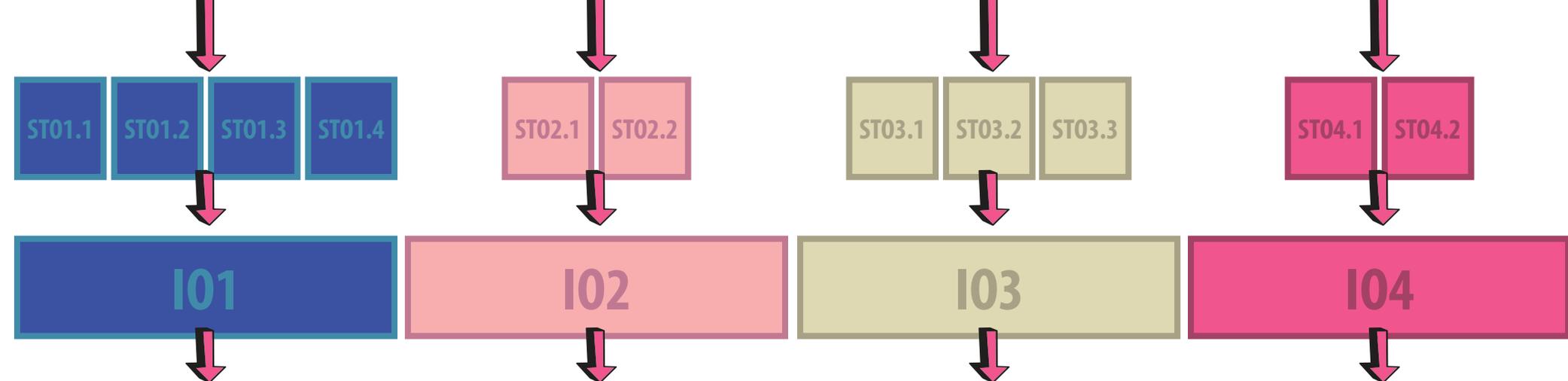
OUTPUTS I04:

OP K 4.1.1 National advocacy strategy implemented (laws and policies regarding women's leadership and SGBV are effectively established and implemented).

OP K 4.1.2 Capacity on media advocacy enhanced and media strategy developed.

OP K 4.2.1 Submissions made to select accountability platforms.

| ST01.1 | ST01.2 | ST01.3 | ST01.4 | | ST02.1 | ST02.2 | | ST03.1 | ST03.2 | ST03.3 | | ST04.1 | ST04.2 |

| IO1 | IO2 | IO3 | IO4 |

LONG TERM OUTCOME

STRENGTHENED AND DIVERSIFIED PARTICIPATION AND AMPLIFIED VOICES OF YOUNG WOMEN THAT EFFECTIVELY INFLUENCE DECISION-MAKING TOWARDS GENDER-JUST LAWS, POLICIES, NORMS AND PRACTICES RELATED TO THEIR BODILY INTEGRITY AND EQUAL PARTICIPATION.

[I]Kenya National Bureau of Statistics (2015, December). Kenya Demographic and Health Survey, 2014. Retrieved from https://dhsprogram.com/pubs/pdf/fr308/fr308.pdf

[II]UN Women. Global Data Base: Country Profile Kenya. https://evaw-global-database.unwomen.org/en/countries/africa/kenya

[III]NDI (2018). Record number of women elected in Kenya's 2017 general elections, but women's representation remains low. Retrieved from https://www.ndi.org/our-stories/record-number-women-elected-kenya-s-2017-general-elections-women-s-representation

[IV]Nyangweso, M., & Trivedi, M. (2019). Religion, gender-based violence, and the rights of the girl child in Kenya. In Religion in Gender-Based Violence, Immigration, and Human Rights,121—138. Routledge. Retrieved from https://www.taylorfrancis.com/books/e/9780429487231/chapters/10.4324/9780429487231-7

[V]Tavrow, P., Withers, M., Obbuyi, A., Omollo, V., & Wu, E. (2013). Rape myth attitudes in rural Kenya: toward the development of a culturally relevant attitude scale and "blame index". Journal of interpersonal violence, 28(10), 2156—2178. Retrieved from https://journals.sagepub.com/doi/abs/10.1177/0886260512471086

SOUTH SUDAN

MAIN PROBLEMS

- Around 65% of women and girls in South Sudan have experienced physical or sexual violence in their lifetime[i] being domestic and intimate-partner violence (IPV) the most common form of GBV.[II] Stigma and the fact that IPV is considered a private affair, hardly results in justice for survivors.

- The space for CSOs is shrinking. Indeed, there have been reported cases of activists being detained and national organizations having their registration and operational licenses revoked. Another barrier that hinders the operation of WRO is their restricted financial capacity.

- In 2020 appointment of governors, only one out of 10 is a woman.[III] Despite legislation on gender equality and more women active in the public and political sphere, men continue to dominate power and key decision-making processes.

- The consequences of the civil war and tribal conflict, combined with discriminatory cultural traditions and conservative faith interpretations, have undermined the promotion of equal rights and the participation of women in the private and public domains.[IV] While there are differences among the customary laws of the various tribes, they are all fundamentally patriarchal, relegating women to a lower status in the family and community, and perpetuating, as well as enforcing, different types of GBV, including SGBV and early marriage.[V]

- In agro-pastoral communities, the social status of young men increases as a function of the protection of their animals and their family and warfare, which encourages and naturalizes violence both in the public and private spheres. Since bride wealth becomes the basis of men's economic and social well-being, unequal power relations between men and women are strongly rooted.

- The adherence to customary norms, the weak state of the rule of law institutions, and the delays in the domestication of regional and international commitments have undermined the effective implementation of the legislation that provides for the protection of women and girls against discrimination and GBV.

ASSUMPTIONS

- The security and socio-political context (including social unrests), as well as the environmental one (floods) does not stop the programme from reaching the geographic areas of intervention.
- WROs and young women are willing to participate and engage with the YW4A programme.
- WRO are willing to channel resources to the development and implementation of short and long-term advocacy strategies.
- WROs are willing to engage diverse groups of young women in designing advocacy strategies.
- Young women are willing to take up leadership roles in the public, private and civic space.
- Young women have the willingness to contribute to the elaboration of reports and policy briefs.
- The targeted faith institutions are willing to learn and adapt internal policies, practices and teaching to promote women's participation and gender equality.
- Context adapted and specialized methodologies on positive masculinities can be implemented in South Sudan in a safe way.
- Continued messages on gender equality and importance of women's decision-making passed at different levels transform social norms.
- Male women's rights champion activities at a community level are accepted by the community.
- WROs and young women are willing to engage in advocacy efforts.
- There is enough political will from decision makers to make legal and policy reforms to advance women's rights.

ACTIVITIES IO1:

AS 1.1.1.1 Kick off meeting: with five WROs and one FBO to ensure all local partner organizations understand the project, the expected outcomes, as well as to clarify roles and responsibilities and communication lines.

AS 1.1.1.2 Capacity assessment inception meeting: conduct individual inception meetings with five WROs, one FBO and a KIT expert for the design of an inclusive capacity assessment process including methodology design.

AS 1.1.1.3 Capacity assessment: three days of individual assessment, two days collectively with the organizations. The assessment includes advocacy capacity, organizational assessment, and the status of WRO partnerships.

AS 1.1.1.4 Organizational governance, leadership, and strategic planning training: five days of training in organizational governance, leadership skills, and strategic planning (including resource mobilization) to strengthen the leadership skills and governance structure of the selected WROs in Western Equatorial State and Central Equatorial State.

ACTIVITIES IO2:

AS 2.1.1.1 Raise up! material adaptation and training for key personnel in WROs: adaptation of the Rise Up! model materials to the South Sudanese context, and training for key personnel within the selected WROs to learn how to use them for the ToT sessions with young female champions.

AS 2.1.1.2 ToT for young women champions: Enhance the capacity of 20 young women within five WROs and one FBO through mentorship and training in leadership and advocacy to effectively participate in leadership roles and decision making using the Rise Up! model.

AS 2.1.1.3 Leadership training for young women by trained young women: young women champions trained under AS 2.1.1.2 will share their knowledge and training skills with other young women in their communities through the creation of safe spaces.

ACTIVITIES IO3:

AS 3.1.1.1 Conduct an organizational capacity assessment of the faith institutions at project inception using the faith-based methodology in a reflective workshop: two-day attitude and norms reflective workshop where key faith organizations' leadership will assess and analyse their internal policies, practices, and teachings towards women's leadership decision-making participation, as well as interrogate their own biases and norms towards women's rights and gender equality.

AS 3.1.2.1 Conduct dissemination workshops/sessions on awareness raising about the modified gender inclusive policies for female clergy in the institution: one-day workshop to cascade changed policies and teachings resulted from AS 3.1.1.1 to women clergy. The dissemination workshop will encourage the women clergy to take up leadership roles in the institution and participate confidently in the faith institution's decision-making process.

ACTIVITIES IO4:

AS 4.1.1.1 Mapping of legal landscape: YWCA South Sudan, with support from Equality Now, will conduct one legal assessment and mapping to identify policies and laws undermining women's rights and promoting GBV.

AS 4.1.1.2 Develop national advocacy strategy: Equality Now will support the development of the national advocacy strategy that will be used to train 30 young female champions in legal advocacy to enhance their capacities to effectively raise their demands to duty bearers.

AS 4.1.2.1 Implementation of advocacy campaigns: YWCA South Sudan will organize advocacy campaigns aimed at legal reforms to promote the rights of young women. The campaigns will be organized in CES and WES.

AS 4.1.2.2 Policy review: Equality Now and YWCA South Sudan support the National Ministries of Gender and National Ministry of Sports to review two national policies and develop one policy that is sensitive to the rights of young women.

AS 1.1.1.5 Support WRO's in the cascade effect of knowledge and skills: five WROs train 30 young women in organizational management and decision-making within their organizations.

AS 1.1.1.6 Monitoring and adaptive learning workshops: two workshops of five days each facilitated by KIT for five WROs one FBO. Expected to be held post-COVID, when face to face meetings can take place; if not, they will be done through virtual platforms.

AS 1.1.1.7 General advocacy training: five-days training by Equality Now for 20 participants from targeted WROs and FBO on key areas of advocacy as identified in the capacity assessment.

AS 1.1.1.8 Legal advocacy training: three-days training for 15 participants from targeted WROs and FBO (including young women champions) on legal advocacy gaps as identified in the assessment report. The training will include additional knowledge on some of the existing laws and policies in relation to women and girl's protection from SGBV.

AS 1.2.1.1 Intergenerational dialogue spaces: intergenerational dialogue where young women and older women will have the opportunity to exchange experiences, and diverse realities and initiatives related to advocacy actions at a local level.

AS 1.2.2.1 Coalition building: YWCA South Sudan and four WROS will utilize the already existing safe spaces to connect WROs and coalitions and engage young women in strategizing advocacy efforts.

AS 1.2.2.2 Awareness-raising sessions: two workshops and two seminars for other organizations on the importance of addressing young women's leadership within organizations, women's rights, and women's engagement in reducing GBV.

AS 1.3.1.1 Governance and leadership training: strengthen the existing power structures of five WROs and one FBO through governance and leadership training to enable them to build stronger partnerships and coalitions.

AS 1.3.2.1 Deepen mapping on existing coalitions and other stakeholders: this mapping, conducted by the YWCA South Sudan with the support of Equality Now, will allow the identification of cross-cutting topics of the project objective regarding combating SV and IPV and promoting women's leadership.

AS 1.3.3.1 Conduct networking and good practice sessions: YWCA South Sudan and Equality Now will support young women to participate in networking and good practice sessions.

AS 1.3.4.1 Support young women engagement with SOAWR: YWCA South Sudan supported by Equality Now will work to help at least two young women connect and engage with SOAWR.

AS 1.4.1.1 Advocacy consultation forums: WROS and YWCA South Sudan will plan and develop four forums to discuss and define advocacy priorities according to young women's different realities and experiences.

AS 1.4.2.1 Conduct legal and policy analysis: legal and policy analysis by YWCA South Sudan and Equality Now to support advocacy campaigns.

AS 2.1.1.4 Conferences: YWCA will organize two online and two offline conferences for 30 young women in Juba to enable them to claim their rights by addressing their issues to the decision makers.

AS 2.2.1.1 Consultation on issues affecting young women's leadership: YWCA South Sudan will use the Feminist Consultation Methodology to find out how many young women (at the national level) are affected by the issues that prevent them from engaging in leadership positions and decision-making spaces.

AS 2.2.1.2 Training on evidence documentation: YWCA South Sudan will train 10 selected young women within the five WROs and one FBO in how to document the evidence related to SGBV and harmful cultural norms and practices.

AS 2.2.1.3 Development of reports and policy briefs: YWCA South Sudan and young women from five WROs and one FBO will develop two reports and three policy briefs regarding harmful practices and the shrinking spaces of young women in civil society annually.

AS 2.2.1.4 Media engagement: media engagement to create awareness on SGBV that affects young women's participation in decision-making spaces.

AS 3.1.2.2 Conduct interfaith exchange visits between women in leadership/decision-making positions within their faith institutions for peer-to-peer learning and experience sharing: this to encourage women's agency in taking up leadership roles within their faith institutions (female clergy will participate in interfaith exchange visits on an annual basis).

AS 3.2.1.1 Safe spaces for women's rights champions: faith leaders and women's rights champions will conduct small group discussions on a quarterly basis to create safe spaces for women in the community to address gender inequality in the household and in the community.

AS. 3.2.1.2 Roundtable meetings for young women from five WROs, one FBO, and community actors to discuss the impact of SGBV and young women's participation in decision-making spaces in private and public spheres.

AS 3.2.1.3 Peace events: four annually peace events aimed at raising awareness on women's participation and empowerment. Each peace event will be attended by at least 50 community members.

AS 3.2.2.1 Support faith leadership in faith institutions to prepare and release joint interfaith declarations on women's rights and participation in decision-making in the community: support key faith leaders in developing press release briefs which will focus on women's empowerment and participation.

AS 3.2.2.2 Dissemination of interfaith declarations through radio talk shows, social media, and local newspapers. Grassroots radio stations and local newspapers will be identified and engaged to release faith leaders' press releases.

AS 3.3.1.1 Training for male and young male clergy in positive masculinities: 15 training sessions for male clergy and young male faith leaders to provide them with guidance regarding changing gender norms, gender equality, the role of faith in preventing SGBV in the community, and positive masculinities.

AS 3.3.1.2 Peer-to-peer discussions on positive masculinities: Faith to Action will support the trained male champions to develop a community advocacy action plan where they will engage their peers and conduct small group discussions and community dialogues to discuss SGBV, IPV, gender equality, gender norms in the community, and positive masculinities.

AS 4.1.2.3 Media advocacy campaigns: Two media advocacy campaigns annually to create awareness and influence state actors to develop and review policies that promote the rights of young women. Media campaigns will be conducted through radio, TV, newspaper, and social media platforms.

AS 4.1.2.4 Media advocacy training for WROs: media strategy development for legal reform including audience mapping, key messaging development, and mapping of media channels. Refresher training at least once a year to be undertaken.

AS 4.2.1.1 Mapping of national and regional (human rights bodies): Equality Now and YWCA South Sudan will conduct one mapping to identify the national and regional accountability platforms. Mapping will be conducted online and offline.

AS 4.2.2.1 Training on women's rights: three capacity building training for WROs and young women in key women rights issues, negotiations skills, and public speaking to enhance their ability to participate in national, regional, and international Human rights bodies.

AS 4.2.2.2 Young women's participation in national, regional, and international human rights forums: YWCA South Sudan and Equality Now will support young women and WROs to participate in national, regional, and international human rights forums to directly engage government actors in order to influence government priorities on identified priorities issues.

OUTPUTS IO1:

OP S 1.1.1 Five WROs and one FBO strengthened their organizational, advocacy and learning capacities capacity.

OP S 1.2.1 Advocacy vitality enhanced through gaining skills and knowledge on advocacy strategies.

OP S 1.2.2 Five WROs and one FBO include young women's diverse realities within the advocacy strategies.

OP S 1.3.1 WROs enhanced their governance and leadership skills.

OP S 1.3.2 WROs identified like-minded coalitions and other stakeholders.

OP S 1.3.3 Young women actively participate in networking.

OP S 1.3.4 Young women are able to engage with SOAWR platform.

OP S 1.4.1 Advocacy priorities on SV, IPV, and women's leadership in South Sudan.

OP S 1.4.2 Advocacy campaigns are built on the analysis of the policy and legal framework.

OUTPUTS IO2:

OP S 2.1.1 3,000 young women are empowered and have the skills to make decisions at the household level and in the political sphere to advance the women's rights agenda.

OP S 2.2.1 3,000 young women effectively contribute towards the documentation of evidence on their realities and challenges related to SGBV and harmful cultural norms and practices.

OUTPUTS IO3:

OP S 3.1.1 Increased institutional capacities of five faith organizations to empower female clergy to participate in decision-making and leadership within the institution.

OP S 3.1.2 1,500 Young female clergy within five faith organizations have increased their voices within the institution to promote women's rights and gender equality.

OP S 3.2.1 Fifty faith leaders and one hundred (100) Women's rights champions promote women's participation in decision-making and leadership within the community and at the household level.

OP S 3.2.2 Fifty faith-based messages on women's participation and empowerment have reached community members.

**OP S 3.3.1** Fifty faith leaders practice positive masculinities.

OUTPUTS IO4:

OP S 4.1.1 Platforms exist for national decision makers and duty bearers to address and respond to issues related to young women's rights.

OP S 4.1.2 Decision makers effectively contribute towards the development of policies that promote the rights of young women.

OP S 4.2.1 The voices of young women and their allies are amplified, and their capacity enhanced to engage national, regional, and international accountability platforms.

OP S 4.2.2 Enhance State accountability through regional and international human rights bodies towards ending SGBV and advancing women's role in leadership.
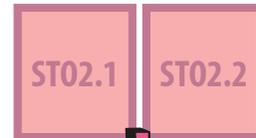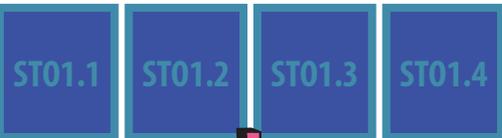
| ST01.1 | ST01.2 | ST01.3 | ST01.4 |

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| ST03.1 | ST03.2 | ST03.3 |

| ST04.1 | ST04.2 |

IO1

IO2

IO3

IO4

LONG TERM OUTCOME

STRENGTHENED AND DIVERSIFIED PARTICIPATION AND AMPLIFIED VOICES OF YOUNG WOMEN THAT EFFECTIVELY INFLUENCE DECISION-MAKING TOWARDS GENDER-JUST LAWS, POLICIES, NORMS AND PRACTICES RELATED TO THEIR BODILY INTEGRITY AND EQUAL PARTICIPATION.

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Annex 2 ToC visual

YW4A

AWARENESS | AGENCY | ADVOCACY | ACCOUNTABILITY

Theory of Change

STRATEGIC OBJECTIVE
DEFENDED AND EXPANDED FULFILLMENT OF YOUNG WOMEN'S RIGHTS TO DIGNITY, BODILY INTEGRITY, AND EQUAL PARTICIPATION IN DECISION-MAKING, THROUGH THE IMPLEMENTATION OF GENDER-JUST POLICIES AND LAWS.

LONG-TERM OUTCOME
STRENGTHENED AND DIVERSIFIED PARTICIPATION AND AMPLIFIED VOICES OF YOUNG WOMEN TO EFFECTIVELY INFLUENCE DECISION-MAKING TOWARDS GENDER-JUST LAWS, POLICIES, NORMS, AND PRACTICES RELATED TO THEIR BODILY INTEGRITY AND EQUAL PARTICIPATION

INTERMEDIATE OUTCOMES

IO 1: the advocacy capacity of up to 27 women's rights organizations (WROs) strengthened to amplify young women's voices in Palestine, Egypt, Kenya, and South Sudan by 2025.

IO2: Leadership of 13,700 young women enhanced to effectively engage in collective action and decision-making in public, private, and civic spaces in Palestine, Egypt, Kenya, and South Sudan by 2025.

IO3: Social norms and practices of 18 faith-based organizations (FBOs) that constrain young women's rights in Palestine, Egypt, Kenya, and South Sudan transformed by 2025.

IO4: 21 laws and policies promoting young women's rights to leadership, participation and ending SGBV in Palestine, Egypt, Kenya and South Sudan adopted, amended, withdrawn or effective by 2025.

SHORT-TERM OUTCOMES

STO 1.1 Enhanced capacity to apply commitment, skills and organizational resources to develop and implement short- and long-term strategies for advocacy, critically addressing internal power relations and security of young women

STO 1.2 Demonstrated continuous commitment to issues of diverse groups of young women

STO 1.3 Greater access to advocacy opportunities and power structures, through partnerships and coalition building.

STO 1.4 Collectively, WROs and young women identify national advocacy priorities, objectives, and strategies

IO 2a Strengthened leadership of 13,700 young women (individual)

IO 2b Strengthened collective leadership of young women with peers and coalitions.

STO 2.1 Strengthened individual agency and social capital

STO 2.2 Evidence on young women's diverse realities and challenges generated and used for policy, legal, and social norms transformation

STO 3.1 Faith actors mobilized and capacitated to challenge gender-discriminatory social norms and promote women's rights.

STO 3.2 Gender-transformative norms promoted through local social and behavioural change communication by faith champions, opinion leaders, and groups

STO 3.3 Men and boys practicing positive masculinities to secure young women being safe and heard.

STO 4.1 National level decision makers' positive responses to demands by young women and their diverse allies.

STO 4.2 Young women and their allies hold governments accountable through advocacy initiatives including engagement with national, regional, and international decision-making spaces

PATHWAYS

| ADVOCACY CAPACITY OF WOMEN'S RIGHTS ORGANISATIONS | YOUNG WOMEN'S LEADERSHIP | SOCIAL NORMS CHANGE | LEGAL AND POLICY REFORM |

CORE ASSUMPTIONS
Ecosystem change at individual, community and societal levels, through joint advocacy between women's rights organisations, young women leaders, faith actors, women's rights advocates, for legal, social and norms change ensures young women's human rights

PROBLEM
Violence against young women and their exclusion from public and private decision making are profound manifestations of gender inequalities and restricted civic space.

Annex 3 Summary YW4A Results Framework

Pathway	Intermediate Outcome	Intermediate Outcome Indicators (baseline, midline, endline)	MoFA basket Indicator	Short Term Outcome	Short Term Outcome Indicators	Outputs Indicators (quarterly monitoring)	Basket indicator reporting in IATI
Pathway 1: Advocacy capacity of Women's Rights Organizations (WROs)	IO1 Enhanced advocacy capacity of 16–28 WRO to amplify young women's voices	# of WROs/FBOs with strengthened capacity to advance young women's rights to bodily integrity and equal participation in decision-making, out of the 27 targeted WROs	WRGE 5.2.1: # of organizations (disaggregated by women-led, youth-led or non women or youthg led) with strengthened capacity to advance women's rights and gender equality (link SCS5)	STO 1.1 Enhanced capacity to apply commitment, skills, and organizational resources to develop and implement short- and long-term strategies for advocacy, critically addressing internal power relations and security of young women.	# of WROs with improved practices in internal organization to strengthen young women's voice, agency, leadership and representative participation in decision making processes and safety of young women leaders.(AOCA sub-domain 13).	# of capacity building activities (per type of activity) that will enhance WROs capacity to advance (young) women's rights and gender equality	Concerns output level; reporting by all four Country Leads:
					Evidence of WRO/FBO initiatives for internal reforms and inclusive practices, increased advocacy capacity, and organizational vitality.	# WROs participating in the (capacity building) activities	# of WROs with enhanced capacity to advance young women's rights to bodily integrity and equal participation in decision-making
					Increasing insights on processes of internal change.	# of participants to trainings (incl young women)	
				STO 1.2 Demonstrated continuous commitment to issues of diverse groups of young women.	# key programme documents of WROs include intersectional analysis and approach to increase / broaden reach of all groups of young women (AOCA sub-domain 3 and 14).		
		Evidence of WRO/FBO initiatives for internal reforms and inclusive practices, increased advocacy capacity and organizational vitality, out of the 27 targeted WROs.			Documented evidence on intersectional analysis and programming by WROs. Successes, challenges and lessons of becoming more inclusive have been identified and shared among WROs.		
				STO 1.3 Greater access to advocacy opportunities and power structures, through partnerships and coalition building	# of times that WROs succeed in creating space for WRO demands. Linked to monitoring of STO 4.2.		
					# of WROs with improved collabortion and networking practices to pursue common advocacy opportunities (AOCA sub-domain 11) (MTR change of indicator description / approved by MoFA)		
		Increasing insights on processes of internal change, out of the 27 targeted WROs.			Process of social movement building and evidence of effective participation and engagement with other coalitions and different types of CSOs (human rights, faith-based, media, activists) and results of engagement for own advocacy strategy. Linked to monitoring of STO 4.2.		
				STO 1.4 Collectively, WROs and young women identify national advocacy priorities, objectives, and strategies	# of national advocacy priorities set by WRO coalitions. Monitored under PW4.		
					Process of identification national advocacy priorities. Monitored under PW4.		

Pathway 2: Young women's leadership	IO2a Strengthened leadership of **13,700** young women (unique individuals). (originally was 17,540 - MTR change /approved by MoFA)	# young women, with % from marginalized communities, assuming leadership roles in public and civic decision-making at community level (disaggregated by intersectional group, such as PWD, ethnicity, religion, education, etc.).	WRGE 5.2.2: # of individuals with strengthened capacity (knowledge and skills) to advance women's rights and gender equality (disaggregated by type, age and gender)	STO 2.1 Strengthened individual agency and social capital.	# of young women with strengthened competencies to advance young women's rights on bodily integrity and equal participation in decision-making (disaggregated by age, marginalized groups).	# of capacity building activities (per type of activity) that have strengthened individual agency, leadership competencies towards private and public leadership and advocacy. # of YW participating in (capacity building) activities # of participants to trainings (incl young women)	Concerns output level, reporting by all four Country Leads: # of young women who have gained awareness of their rights, deepened their understanding of women's rights issues, and the ability to generate support around a common cause.
		Perceived and experienced individual change in leadership roles and outcomes.			Perceived and experienced individual change in competencies.		
	IO 2b Strengthened collective leadership of young women with peers and coalitions.	# of advocacy initiatives carried out by coalitions of young women (CBO/CSOs) at the local and community level (disaggregated by type of initiative, type of coalition, theme, decision-making space attended).		STO 2.2 Evidence on young women's diverse realities and challenges generated and used for policy, legal, and social norms transformation.	Decision made: not to monitor.		
		Examples of the process of mobilization of peers, the forming of coalitions, joint agenda preparation, engagement with decision makers, and inclusiveness of advocacy initiatives. Observations of gender-just attitudes and behaviour of decision makers.			Decision made: not to monitor.		

Pathway 3: Social norms change	IO 3: Social norms and practices by community actors and faith-based organizations are shifted towards promoting young women's rights to dignity, bodily integrity, and equal participation in decision-making.	# of faith organizations with improved norms and practices on young women's rights on bodily integrity and equal participation in decision-making.		STO 3.1 Faith actors mobilized and capacitated to challenge gender-discriminatory social norms and promote women's rights.	# of faith-based women's rights champions empowered to challenge gender-discriminatory faith norms and to promote young women's rights to bodily integrity and equal participation in decision making (disaggregated by gender).	# of faith institutions which have developed a Gender Action Plan for organizational capacity improvement	No reporting on basket indicator in IATI
					Explanations of how faith champions activate and educate their faith leaders, how they mobilise support and create networks, and how this culminates in change of norms.	# FBOs participating in the (capacity building) activities # of participants to trainings (incl young women)	
		# targeted actors at community level with improved attitudes and practices towards the elimination of all forms of violence, including harmful practices and towards young women's voice, agency, leadership and representative participation in decision making processes (disaggregated by type of actor, gender, site).		STO 3.2 Gender transformative norms promoted through local social and behavioural change communication by faith champions, opinion leaders, and groups.	# of people reached through messages (disaggregated by gender, type of message, communication method, type of actor).		
					SBCC messages are ~~increasingly of good quality and~~ gender-transformative.		
				STO 3.3 Men practising positive masculinities to secure young women being safe and heard.	# of ToTs trained on Positive Masculinities dialogues (disaggregated by gender). (MTR change of indicator description /approved by MoFA)		
		Evolving insights on own (FBO's) organisational norms and practices through self-assessment and initiatives for improvement. Observed progress in internal processes and institutional change, leadership attitude change, spaces for women, external teachings, changing approaches in favour of gender equality and young women's rights to bodily integrity and equal participation in decision-making. Qualitative evidence on achievements and barriers that explain the quantitative assessment scores.			# of people reached in subsequent community dialogues (disaggregated by men/women, and age). (MTR change of indicator description / approved by MoFA)		

Pathway 4: Legal and policy reform (national and regional/international)	IO4 Key laws and policies are adopted, amended, or repealed towards promoting young women's rights to leadership, participation and ending SGBV, and are effectively implemented. (MTR update: in total 21 laws/policies/strategies targeted - approved by MoFA)	# of (targeted) laws, policies and strategies adopted, amended, withdrawn, better used or implemented to eradicate all forms of violence against women and girls in public and private life.	WRGE 1.1. # of laws, policies and strategies blocked, adopted or improved to eradicate all forms of violence against women and girls in public and private life (link SCS2**)	STO 4.1 National level decision makers' positive responses to demands by young women and their diverse allies.	# of national-level decision makers' responding positively to demands by WROs and young women through advocacy initiatives (# decision maker + their staff, disaggregated by gender, by advocacy initiative, type of decision-makers, response) (MTR change of indicator description / approved by MoFA)	# of advocacy engagements by WROs to influence the adoption, amendment, withdrawal or effective utilization and implementation of laws towards ending sexual and gender based violence.	Concerns outcome level, reporting by Equality Now: # of (targeted) laws, policies and strategies adopted, amended, withdrawn, better used or implemented to eradicate all forms of **violence against women and girls** in public and private life.
		# of (targeted) laws, policies and strategies adopted, amended, withdrawn, better used or implemented to promote women's voice, agency, leadership, and representative participation in decision-making processes in the public, private and civic sphere	WRGE 2.1: # of laws, policies and strategies blocked, adopted or improved to promote women's voice, agency, leadership, and representative participation in decision-making processes in public, private and civic sphere. (link SCS2)		Documentation of continued actor and power analysis and decisions on strategies of engagement. Types of decision-makers' responses to young women's advocacy.	# of advocacy engagements by WROs to influence the adoption, amendment, withdrawal or effective utilization and implementation of laws towards b) promote women's voice, agency, leadership, and representative participation in decision-making processes in public, private and civic sphere # WROs/FBOs participating in the (capacity building) activities # of participants to trainings (incl young women)	# of (targeted) laws, policies and strategies adopted, amended, withdrawn, better used or implemented to promote women's voice, agency, **leadership, and representative participation in decision-making processes** in the public, private and civic sphere
				STO 4.2 Young women and their allies hold governments accountable through advocacy initiatives including engagement with national, regional, and international decision-making spaces.	# of times that WROs succeed in creating space for WRO demands and positions through advocacy initiatives carried out at the (sub-) national/ regional/ global level (disaggregated by approach, space, targeted decision-maker). (MTR change of indicator description / approved by MoFA)		
					Degree of support by media and influential figures. Forms and intensity of WRO participation and process of engagement.		
		Achievement of identified progress markers / milestones and other changes (including lack of changes/backlash towards outcome). Content of change in laws, policies and strategies.			# of young women engaging in advocacy initiatives at national and regional level (disaggregated by age, marginalised groups, trained/not trained under PW2).		
					Quality and process of engagement of young women. Effective use of opportunities for networking and coalition building.		