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EVALUATION REPORT

Mid-Term Performance Evaluation of the Human Rights Protection Support Activity

August 18, 2017

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EVALUATION REPORT

MID-TERM EVALUATION

ENHANCING THE STATUS OF HUMAN RIGHTS PROTECTION AND SYSTEMS OF GOOD GOVERNANCE IN ETHIOPIA

August 18, 2017

Evaluation Mechanism Number: #AID-663-C-16-00010-EPMES

Ethiopia Performance Monitoring and Evaluation Service (EPMES) for USAID/Ethiopia Activity

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Report Authors

Kerry Bruce (Team Leader)

James Fremming

Debebe Hailegebriel

Nadew Zerihun Gebeyehu

Feyera Sima Kitl

Dereje Getahun

Jade Lamb

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The author's views expressed in this publication do not necessarily reflect the views of the United States Agency for International Development or the United States Government.

ABSTRACT

Human rights concerns in Ethiopia range from restrictions on civil liberties, to child marriage (CM) and female genital mutilation (FGM), to harsh prison conditions. USAID's Human Rights Protection Support (HRPS) Activity, running from 2013-2018, aims to build institutional capacity and an enabling environment for human rights protections. This mid-term performance evaluation of HRPS examines the extent to which the activity is improving application of human rights norms by justice officials, enhanced government application of rule of law, increased passage of policy and procedures promoting human rights, reduced incidence of CM and FGM, making progress against its targets, has adequate human resources, and is complementing this activity with similar activities funded by other donors. To do so, the evaluation team conducted desk review of program materials, key informant interviews and focus group discussions with trainees and key stakeholders, a household survey of select communities where HRPS conducts anti-CM and -FGM advocacy, and a short quantitative feedback survey with trainees. Findings demonstrate that human rights-related trainings are of good quality and well-received, but not widespread enough to change institutional practices. Rule of law and good governance trainings are far behind target, and face the same challenges in creating and sustaining institutional change. The Activity has contributed positively to the creation of several policies and procedures, though not all directly related to human rights. While CM and FGM have been declining over time, they have not declined significantly during the activity period to date and HRPS's community-level advocacy activities are insufficient to effect such change. The Activity's monitoring systems have been inadequate to accurately report against its monitoring and evaluation (M&E) Plans. Human resources are generally sufficient to implement planned activities, except for M&E and the anti-CM and -FGM work. Intentional efforts to complement HRPS activities with similar work by other donors are limited.

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ACRONYMS

| | |
|---------|--|
| ADR | Alternative dispute resolution |
| CAM | Court-annexed mediation |
| CEFM | Child, Early, and Forced Marriage |
| CM | Child marriage |
| CSO | Civil society organization |
| DFID | U.K. Department for International Development |
| DQA | Data Quality Assessment |
| EACC | Ethics and Anti-Corruption Commission |
| EPMES | Ethiopia Performance Monitoring and Evaluation Service |
| FDRE | Federal Democratic Republic of Ethiopia |
| FGD | Focus group discussion |
| FGM | Female genital mutilation |
| GoE | Government of Ethiopia |
| GTP | Growth and Transformation Plan |
| HRPS | Human Rights Protection Support |
| HTP | Harmful traditional practice |
| ICT | Information Communication Technology |
| IR | Intermediate Result |
| JFA-PFE | Justice for All-Prison Fellowship Ethiopia |
| JOPTC | Justice Organs Professionals Training Center |
| JUJF | Joined-Up Justice Forum |
| KII | Key informant interview |
| LCD | Local capacity development |
| M&E | Monitoring and evaluation |
| NGO | Non-governmental organization |
| OAG | Office of the Attorney General |
| SNNPR | Southern Nations, Nationalities, and Peoples' Region |
| TOT | Training of trainers |
| UN | United Nations |
| UNICEF | United Nations Children's Fund |
| USAID | United States Agency for International Development |
| WCYA | Women, Children, and Youth Affairs |

EXECUTIVE SUMMARY

BACKGROUND

Human rights concerns in Ethiopia include several issues, ranging from restrictions on civil liberties, to child marriage (CM) and female genital mutilation (FGM), to harsh prison conditions, and even to arbitrary killings. While Ethiopian law largely embraces human rights protections, police officers, prosecutors, judges, and other officials often lack sufficient training or institutional support to ensure that human rights are upheld.

To more effectively contribute to reduction of human rights violations, USAID developed a five-year activity (August 20, 2013 to August 19, 2018) called “Enhancing the Status of Human Rights Protection and Systems of Good Governance in Ethiopia,” also referred to as the Human Rights Protection Support (HRPS). Implemented through a cooperative agreement with Ethiopian civil society organization Justice for All-Prison Fellowship Ethiopia (JFA-PFE) and funded at USD \$4.7 million for the five-year period, HRPS addresses the objective of enhancing human rights protection in Ethiopia through (a) building the capacity of justice sector actors and (b) advocacy, technical and logistical support to increase passage of policy and procedures that promote good governance and human rights norms. Most HRPS activities have been implemented in four regions (Amhara; Oromia; Southern Nations, Nationalities, and Peoples’ Region (SNNPR); and Tigray).

The HRPS Activity Theory of Change states that “if the capacity of law enforcement bodies such as the police, public prosecutors and the judiciary is increased, in terms of the understanding and application of human rights standards in their dealings with citizens, and if the political will on the part of the government and legislators to respect and protect the human rights of citizens is increased, then there will be a decrease of human rights violations in Ethiopia, including especially early marriage and female genital mutilation.”

The HRPS Activity aims to achieve four major Results:

- Result 1: Improved quality of service delivery with respect to the application of human rights norms, applicable internal institutional policies, rules and procedures by justice sector officials;
- Result 2: Enhanced application of rule of law principles by the government, including the national and regional legislatures and mid-level or zonal administrators in key locales;
- Result 3: Increased passage of domestic policy, legislation, and procedure that promotes human rights norms and standards; and
- Result 4: Reduced incidence of CM and FGM.

EVALUATION QUESTIONS

The evaluation addressed seven major questions:

1. To what extent has the project improved the quality of service delivery with respect to the application of human rights norms, applicable internal institutional policies, rules, and procedures by justice officials?
2. Has the project intervention enhanced the application of rule of law principles by the government, including the national and regional legislatures and mid-level or zonal administrators, in key locales?
3. To what extent has HRPS increased passage of domestic policy, legislation, and procedures that promote human rights norms and standards?
4. Has the project intervention reduced incidence of CM and FGM?

5. What has been HRPS's measurable progress against its activity performance targets?
6. Does JFA-PFE have adequate human resources (in terms of the number, knowledge, and experience) to effectively carry out project implementation, monitoring, reporting, evaluation, and learning?
7. What is JFA-PFE's effort to complement this activity with similar activities funded by other donors?

The primary intended users of this evaluation are USAID/Ethiopia and JFA-PFE. The evaluation is expected to contribute to Mission and implementing partner program management and learning as HRPS proceeds through its remaining implementation period. Since JFA-PFE works closely with the Government of Ethiopia (GoE), officials in the justice sector and in legislative and other executive institutions are also expected to benefit from the evaluation's findings and analysis.

EVALUATION METHODS

The evaluation team applied a mixed-methods research design that included complementary sets of qualitative and quantitative data collection and analysis. Qualitative data included a review of applicable program, administrative and secondary documents, including review of training materials and trainer credentials, and semi-structured key informant interviews (KIIs) and focus group discussions (FGDs) with USAID/Ethiopia staff, subject matter experts, justice officials, and local community members. Quantitative data included analysis of HRPS Activity monitoring data, a statistically representative survey of 800 adults in Amhara on FGM and CM, and a smaller survey of HRPS trainees.

FINDINGS AND CONCLUSIONS

EVALUATION QUESTION 1: JUSTICE SECTOR SERVICE DELIVERY QUALITY

Key findings: A total of 2,082 judges, prosecutors, police officers, and other officials have been trained on human rights topics through the end of FY16 (92% of the target of 2,257). Participants overwhelmingly report that these trainings are useful, practically oriented, and inclusive of participatory learning approaches. Many noted, however, that the time allotted for a training (typically two days) was too short to cover the content fully, and some customization of content to respond to each region's most pressing human rights concerns would be helpful and there was insufficient follow up to the training. Interviewees reported some limited human rights protection improvements at individual and institutional levels, though they also reported having participated in many, non-HRPS sponsored trainings. Improvements observed by participants included: reduced time to trial, increased judges' attention to constitutional rights, and judges' improved litigation management. However, respondents cited limited budget to implement changes and the limited number of people trained as obstacles to applying changes.

Key informant interviews with study tour participants, which were intended to enable knowledge- and experience-sharing between different regions, did enable such exchange in subject areas where participants had knowledge gaps. However, the learning objectives described by the participants, such as the use of information communication technology (ICT) video conference tools, were beyond the capability of participants to implement once they returned to their home regions due to budgetary and infrastructure limitations.

Conclusions: Progress for Result 1 is mixed. The topics covered by capacity building trainings are relevant to improving target individuals' and institutions' understanding of human rights, including FGM and CM, though trainings were not tailored to specific regional needs, and there was no follow-up to support trainees after the trainings ended. The number of individuals trained, however, must increase to

be able to detect an institutional change. A training of trainers (TOT) approach would strengthen training efficiency and sustainability.

EVALUATION QUESTION 2: ENHANCED APPLICATION OF RULE OF LAW PRINCIPLES BY GOVERNMENT

Key findings: The HRPS Activity completed training on good governance and corruption reduction for 41% of the life-of-activity target number of administrators, including those from Addis Ababa and Oromia. No rule of law trainings have been conducted so far. Data from JFA-PFE show increases in participant knowledge post-training, though the internal pre- and post-knowledge tests have limited value in measuring broader outcomes and there appears to be little follow-up to sustain outcomes and make systemic improvements to good governance.

Conclusions: The Activity conducted very few of the planned good governance trainings, and no rule of law trainings. Those good governance trainings which have occurred have not included mentoring or follow-up, nor complementary advocacy interventions to address systemic barriers to good governance, to ensure that new ideas are incorporated into practice.

EVALUATION QUESTION 3: INCREASED PASSAGE OF POLICY, LEGISLATION AND PROCEDURES THAT PROMOTE HUMAN RIGHTS NORMS AND STANDARDS

Key findings: Most respondents said that HRPS technical and logistical support to develop and amend the Commercial Code, Criminal Procedure Code and Court-Annexed Mediation (CAM) Manual are relevant through their direct support of the Ethiopia's Growth and Transformation Plan, and have effectively brought together key stakeholders and experts to make progress on these drafts. The HRPS Activity provides logistical and technical support to the Joined-Up Justice Forum (JUJF), a conclave of leading justice sector officials that has met four times in the last three and a half years. The Forum sessions have produced analyses on topics such as the Criminal Procedure Code. Participants in the JUJF noted the high level of policy relevance in the forums, but also suggested that the planning and execution of the sessions be made more inclusive and participatory, and given more capacity to run itself.

According to key informants, legal aid services are in high demand in the prisons; HRPS has only been able to address a small fraction of the needs thus far.

Conclusions: Policy development and revision support and advocacy have been among the most successful components of HRPS to date. Assistance to revision of the Commercial Code and Criminal Procedure Code should be completed by Activity closeout.

The Joined-Up Justice Forums (JUJFs) are important meetings for the sector and need further support to be made more sustainable, especially in terms of defining the scope of membership, organizational structure, agenda setting and regional participation.

The revision of the commercial code and policy will be helpful for the evolving economic sector of the country, and the criminal procedure code and CAM towards incorporating human rights standards set by the Federal Democratic Republic of Ethiopia (FDRE) Constitution and international human rights treaties. Though relevant to Ethiopia's economic priorities, work on the Commercial Code and Policy do not directly contribute to Human Rights goals.

EVALUATION QUESTION 4: REDUCED INCIDENCE OF FGM AND CM

Key findings: In Amhara, the HRPS Activity conducted awareness-raising campaigns at the community level, gave technical assistance to government-established anti-harmful traditional practices task forces, and conducted sensitization and capacity building for elected officials. Beyond initial workshops, the Activity has done little follow-up to entrench and support behavior change.

Comparing mid-term evaluation data with and baseline survey figures, household surveys show no statistically significant change in overall FGM or CM rates. Results from the mid-term survey do indicate positive change in the attitudes that mitigate prevalence. A total of 84% of households in the mid-term survey indicated strong support for elimination of FGM, 95% of households reported being very unlikely to have their daughters circumcised in the future and 81% of households reported being very unlikely to have a daughter married as a child. Qualitative findings give supporting evidence for changes in attitudes towards FGM and CM.

The mid-term survey showed much lower reported rates for FGM and CM for daughters than for mothers, and other indications that the practice of FGM and CM have been steadily decreasing over time. A contributing factor to the decrease in FGM rates, reported in the qualitative data, is the increased use of birthing centers, where FGM is not allowed (most female circumcisions in Ethiopia take place in the first month after birth). Some focus group respondents were more skeptical and noted efforts to eliminate CM stagnated due to economic incentives to collect dowries, cultural barriers and inconsistent law enforcement.

While almost none of the mid-term household survey respondents were able to identify any HRPS awareness activities in their community, some woreda officials did. In large part, officials viewed HRPS's anti-harmful traditional practice (HTP) work as one-off, un-sustained efforts with weak coordination at the woreda level, including weak coordination with government.

Conclusions: Evidence is not compelling that the work under Result 4 has produced measurable reductions in prevalence of FGM or CM. While data show promising trends in levels of awareness and public attitudes and differences in CM and FGM prevalence between daughters and mothers, these trends predated HRPS and HRPS's low community-level visibility makes the link between these results and the Activity's work tenuous.

EVALUATION QUESTION 5: HRPS PROGRESS AGAINST PERFORMANCE TARGETS

Key findings: The evaluation team's review of the HRPS Activity Monitoring and Evaluation (M&E) Plan revealed a strong document, but the Annual Performance Reports do not match the reporting that was planned. The HRPS Activity's performance reporting is incomplete and largely focused on activity-level outputs rather than higher-level Results. Indicators for higher-level Results rely on data from surveys that have not yet been conducted, except for the baseline survey. Comparison of achievement against M&E Plan targets shows HRPS as well behind target, though comparison to annual work plans shows closer achievement of outputs. Activity data sources do not agree on exact achievement levels, though the level of variation between sources does not affect findings.

Conclusions: The current array of HRPS performance indicators, along with their data source specifications, would benefit from review and update. The evaluation team provides a review in Annex 6 on indicators to refine, drop, or begin reporting on. A review and reconciliation of the data reported to date would show progress towards Activity achievement more clearly.

EVALUATION QUESTION 6: ADEQUACY OF JFA-PFE HUMAN RESOURCES

Key findings: For the current levels and types of program engagement (i.e. very limited field presence, basic program support functions, opportunistic rather than strategy-driven planning approach), JFA-PFE respondents indicated they have the human resources to meet most implementation and management needs. Staff turnover is low. Kaizen's external assessment of JFA-PFE's capacity, as part of the Local Capacity Development Activity, has shown it to have relatively strong financial management, administrative, human resources and M&E systems. Human resources are strained at times, notably for Result 2 training, Result 4 management, and the M&E function. Just one head office-based professional

conducts Result 4 management; in the case of single the M&E staff member, this individual covers the M&E for all of JFA-PFE's projects, not just HRPS.

Conclusion: JFA-PFE generally has the number and types of human resources to meet the needs of HRPS, but field implementation, especially to scale up training, for Result 4, as well as the overall M&E function, show signs of strain.

EVALUATION QUESTION 7: JFA-PFE'S EFFORT TO COMPLEMENT HRPS WITH ACTIVITIES OF OTHER DONORS

Key findings: JFA-PFE has funding from other donors that complement HRPS's goals, including constructing legal aid centers, training judges, police officials and prison officials on human rights issues, and sponsoring exchange visits. One example of synergy between donor funding is JFA-PFE conducting USAID-funded legal aid trainings in legal aid centers JFA-PFE constructed through other donor funds. The Joined-Up Justice Forum is also funded through multiple donors. Opportunities are evident for closer collaboration with other donors and peer organizations, especially under Result 4, where several other organizations are actively intervening in the same Amhara woredas as HRPS's anti-HTP efforts.

Conclusions: Opportunities exist for HRPS to collaborate with other entities engaged in the justice sector and anti-HTP spaces. Stronger donor coordination is needed to maximize outcomes in these areas.

RECOMMENDATIONS

EVALUATION QUESTION 1

1. The HRPS Activity should conduct a needs assessment in advance of designing and implementing trainings. There is regional diversity within the country as to which human rights issues are most pressing. Properly conducted needs assessments can also identify issues that may inhibit attendance, the most appropriate people to undergo training and how to ensure their engagement, and potential barriers to implementing human rights protections, all of which can help HRPS to adapt trainings to become more effective and locally relevant.
2. The HRPS Activity should provide TOT for individuals with strong academic and work experiences and collaborate with targeted training institutions to ensure that trainings are widely disseminated. This would increase the number of individuals strengthening their capacity to protect human rights, and reinforce the sustainability of trainings. This would also allow for more decentralized training, which would decrease the travel burden on trainees, facilitate tailoring trainings regionally, and reduce training-related travel costs.
3. To sustain the achievements of the Activity, HRPS and the JOPTCs should build a strong partnership for conducting trainings. This would facilitate the TOT approach described above, as the JOPTCs are established, funded bodies that will continue to operate after the Activity's end.
4. The HRPS Activity should conduct ex-post surveys of training participants six months after each training to understand if the training was effective.

EVALUATION QUESTION 2

5. As with the Result 1 trainings, implement a needs assessment, a training of trainer's model, post-training follow-up, and an institutional partner to ensure the sustainability of trainings

6. Future good governance and rule of law activities should include an advocacy component to address system-wide challenges to good governance and rule of law that Ethiopia faces.

EVALUATION QUESTION 3

7. The HRPS Activity should work with the Federal Supreme Court and the Office of the Attorney General to directly improve forum procedures, set the agenda, and increase the participation of diverse stakeholders.

EVALUATION QUESTION 4

8. Increase HRPS's level of community engagement, local staff and collaboration with other anti-HTP actors to improve Result 4 performance. The evaluation found that HRPS's current community-level activities had very low visibility, meaning they will need to be substantially intensified to provide the level of follow-up support to anti-HTP task forces necessary to spur behavior change, including hiring staff embedded at the zonal level. The HRPS Activity should also begin to work collaboratively with other actors working on anti- to learn and adopt best practices and coordinate activities in order to make efficient use of different donors' resources.
9. Target the antenatal and postnatal periods for anti-HTP advocacy.

EVALUATION QUESTION 5

10. The HRPS Activity should thoroughly review and renew the Activity M&E Plan. Doing so will make the measurement relevant to both the Mission's needs to see achievable progress and clear and realistic measurements for the project, or, if the M&E Plan currently awaiting approval meets these criteria, approval and implementation of that plan.
11. Justice for All-Prison Fellowship Ethiopia should then use the new M&E Plan to report against all the required indicators, including targets, achievement to date, and cumulative achievement, as per best practice in performance reporting, including sex disaggregation of indicators and targets. The HRPS Activity may need technical support to ensure an appropriate monitoring system is in place to collect the required data.

EVALUATION QUESTION 6

12. USAID and JFA-PFE should explore ways to increase M&E and Result 4 staff.

EVALUATION QUESTION 7

13. The HRPS Activity should include expanded collaboration with other donors and implementers working on human rights issues as an expected activity in its work plans going forward, to ensure that opportunities for improved coordination are not missed.

INTRODUCTION

ACTIVITY BACKGROUND

Ethiopia's history, ancient and modern, has often been marked by conflict, contention among competing forces and groups, and iterations of governmental fracture and consolidation. A notable part of this panorama, and one that attracts considerable international attention, is the status of human rights in the country.

Regrettably, the list of current human rights concerns, as observed by international parties, is long. The most significant human rights problems in recent years, according to the US Department of State's annual review, have been security forces' use of excessive force and arbitrary arrest in response to recurring waves of social protest, politically motivated prosecutions, and continued restrictions on activities of civil society and non-governmental organizations (NGOs).

The State Department report continues with a list of additional human rights violations:

"Other human rights problems included [for example,] arbitrary killings; disappearances; torture and other cruel, inhuman or degrading treatment or punishment; harsh and life-threatening prison conditions; arbitrary arrest, detention without charge, and lengthy pretrial detention; a weak, overburdened judiciary subject to political influence; police, administrative, and judicial corruption; restrictions on activities of civil society and NGOs; violence and societal discrimination against women; [and] female genital mutilation/cutting. Impunity was a problem. The government generally did not take steps to prosecute or otherwise punish officials who committed abuses other than corruption."¹

Ethiopia is a long-standing development partner of the United States. Arguably for this very reason, in addition to the moral imperative to respond to such problems, USAID has been active in addressing human rights protection in the country.

THE HUMAN RIGHTS PROGRAM SUPPORT (HRPS) ACTIVITY

To more effectively contribute to reducing human rights violations, USAID developed a five-year activity (August 20, 2013 to August 19, 2018) called "Enhancing the Status of Human Rights Protection and Systems of Good Governance in Ethiopia," also referred to as the Human Rights Protection Support (HRPS) Activity. Implemented through a cooperative agreement (agreement # AID-663-A-13-00008) with Ethiopian civil society organization Justice for All-Prison Fellowship Ethiopia (JFA-PFE), and funded at USD \$4.7 million for the five-year period, the HRPS Activity addresses the objective of enhancing human rights protection in Ethiopia through (a) building the capacity of justice sector actors, and (b) advocacy and provide technical and logistical support to increase passage of policy, laws and regulations. The Activity focuses on institutional weaknesses and political factors inhibiting progress on human rights protection, through broadly applied trainings to justice and other administrative officials at national, regional and local levels; supporting key policy changes; and building awareness and technical capacity to counter female genital mutilation (FGM) and child marriage (CM). Human Rights Protection Support Activities have been implemented in four regions (Amhara; Oromia; Southern Nations, Nationalities, and Peoples' Region (SNNPR); and Tigray).

The Activity Theory of Change posits that if the capacity of justice sector institutions, such as police, public prosecution, and judiciary, is increased in terms of the understanding and application of human rights standards in their dealings with citizens, and if the political will of government administrators and

¹ US Department of State, *Human Rights Practices for 2016: Ethiopia Country Report*, p. 2.

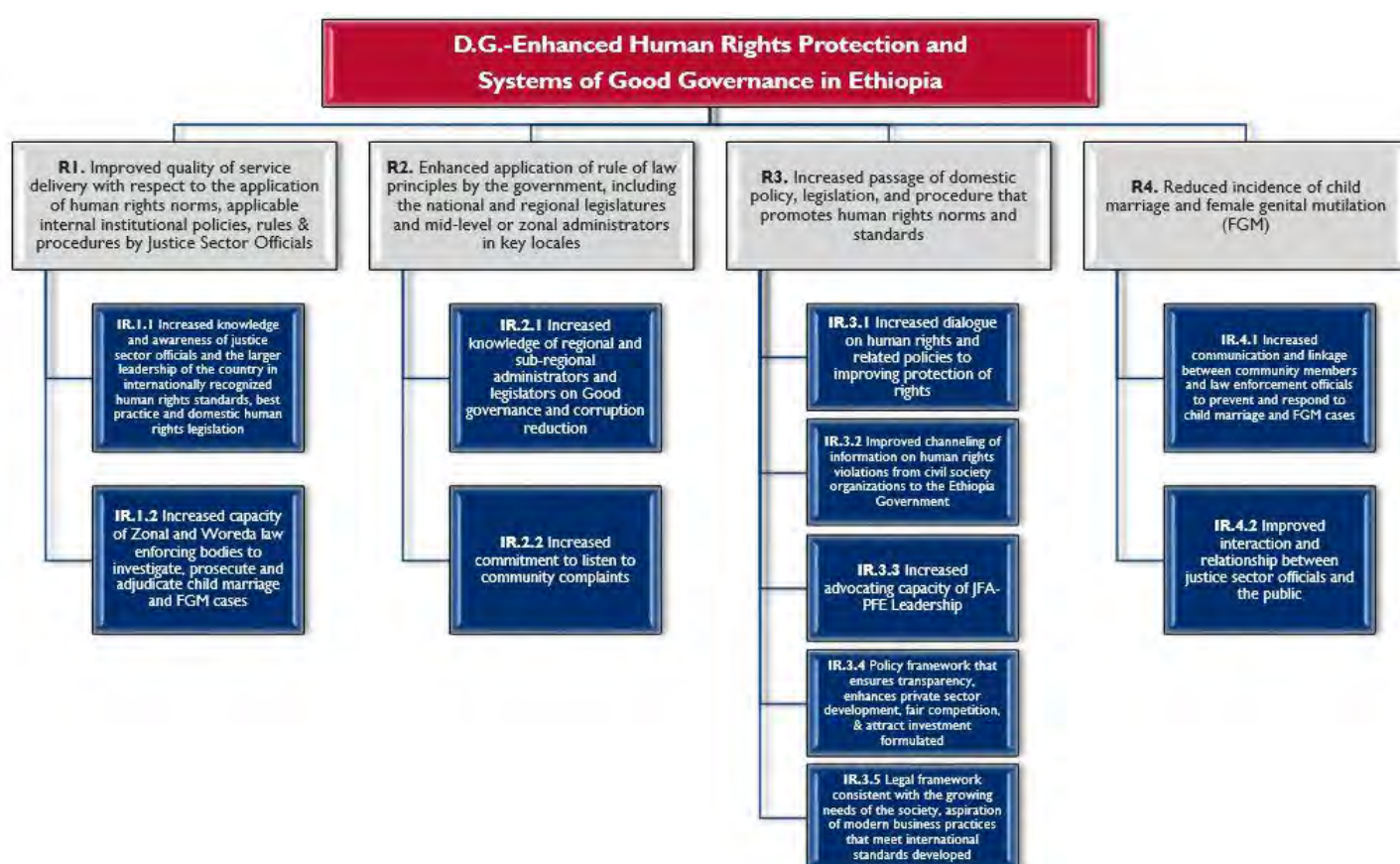
legislators is increased in terms of respecting and protecting citizens' human rights, then human rights violations in Ethiopia will decrease – namely, early marriage and female genital mutilation.

The HRPS Activity strategy is expressed in a results framework that identifies “Enhanced Human Rights Protection and Systems of Good Governance” (a USAID/Ethiopia Democracy and Governance Intermediate Result) as the activity goal. Contributions toward this goal are built around four major HRPS Results:

- Result 1 (R1): Improved quality of service delivery with respect to the application of human rights norms, applicable internal institutional policies, rules and procedures by justice sector officials
- Result 2 (R2): Enhanced application of rule of law principles by the government, including the national and regional legislatures and mid-level or zonal administrators in key locales
- Result 3 (R3): Increased passage of domestic policy, legislation, and procedure that promotes human rights norms and standards
- Result 4 (R4): Reduced incidence of CM and FGM

The HRPS Results Framework, including the goals, results, and intermediate results, is presented in Figure 1.

Figure 1: HRPS Results Framework



This report presents the results of the final performance evaluation of HRPS, conducted by the Ethiopia Performance Monitoring and Evaluation Service (EPMES) Activity implemented by Social Impact, Inc.

EVALUATION PURPOSE

The purpose of this performance evaluation was to examine HRPS's progress towards enhancing human rights protection in Ethiopia near the midpoint in the life of the Activity; to assess the Activity's coordination mechanisms at national, regional and local levels; and to identify lessons learned and best practices. The findings, conclusions and recommendations of this evaluation are intended to inform and improve implementation of HRPS during the remainder of the life of the award.

The evaluation had five specific objectives:

1. To assess the overall results of the Activity focusing on progress, relevance, effectiveness, efficiency, and sustainability;
2. To assess the effectiveness of strategies and implementation of interventions at national, regional, and local levels and provide recommendations to further improve the Activity;
3. To estimate, with its current momentum, how effectively the Activity will reach its targets and objectives by its scheduled end dates;
4. To identify lessons learned, capture good practices, and provide recommendations to further improve the Activity; and
5. To assess the role of the Activity within the context of efforts to improve the human rights situation in Ethiopia's justice sector.

The primary intended users of this evaluation are USAID/Ethiopia and JFA-PFE. The evaluation is expected to contribute to Mission and implementing partner program management and learning as HRPS proceeds through the latter half of its remaining implementation period. Since JFA-PFE works closely with the Government of Ethiopia (GoE), officials in the justice sector and in legislative and other executive institutions are also expected to benefit from the evaluation's findings and analysis. The Statement of Work for this evaluation is included in Annex I.

EVALUATION QUESTIONS

The evaluation aimed to answer the following questions:

1. To what extent has the project improved the quality of service delivery with respect to the application of human rights norms, applicable internal institutional policies, rules, and procedures by justice officials?
2. Has the project intervention enhanced application of rule of law principles by the government, including the national and regional legislatures and mid-level or zonal administrators, in key locales?
3. To what extent has HRPS increased passage of domestic policy, legislation, and procedure that promote human rights norms and standards?
4. Has the project intervention reduced incidence of CM and FGM?
5. What has been HRPS's measurable progress against its activity performance targets?
6. Does JFA-PFE have adequate human resources (in terms of the number, knowledge, and experience) to effectively carry out project implementation, monitoring, reporting, evaluation, and learning?
7. What is JFA-PFE's effort to complement this activity with similar activities funded by other donors?²

² The evaluation Statement of Work also features a number of evaluation sub-questions which, upon USAID advice, have been used by the evaluation team as "guiding questions" to inform the evaluation team of issues of particular interest to USAID. For the evaluation Statement of Work, please see Annex I.

EVALUATION METHODOLOGY

The evaluation fieldwork took place from January-March 2017. The evaluation team applied a mixed-methods research design that included complementary sets of qualitative and quantitative data collection and analysis. Sources of qualitative data included:

- Review of USAID and HRPS Activity documents (such as the Project Document, annual and quarterly reports, staff credentials and HRPS training materials) as well as research and policy documents from a variety of academic, administrative and other sources from Ethiopia and beyond; and
- Semi-structured key informant interviews and focus group discussions with USAID/Ethiopia staff; subject matter experts from other institutions such as NGOs; justice officials in a broad range of roles and at national, regional and local levels; and community members in four HRPS Results 4 implementation woredas in Amhara.

The evaluation team used a convenience sampling strategy for selecting beneficiaries to interview. Given the limited time for fieldwork and the ongoing state of emergency at the time of the fieldwork, the evaluation team determined that it was most efficient to concentrate interviews in Regional centers and the adjacent woredas, which were also where most trainees were concentrated. The evaluation team used HRPS trainee lists to determine which trainees were from the selected fieldwork areas, and requested interviews with these people through government points of contact at each institution. These government points of contact arranged interviews, and those trainees who were available participated in key informant interviews (for higher ranking officials) and focus group discussions (for lower ranking officials). Some supplementary interviews were conducted by phone. A list of the people interviewed is included in Annex 2. Women or girls constituted 103 of the 251 interviewees (41%).

TABLE 1: QUALITATIVE DATA SOURCES

| | KIIS (# OF INTERVIEWEES) | | SMALL GROUP INTERVIEWS (# OF INTERVIEWEES) | | FGDS (# OF INTERVIEWEES) | | TOTAL |
|--|--------------------------|----------|--|-----------|--------------------------|-----------|------------|
| | Male | Female | Male | Female | Male | Female | |
| Justice sector officials (judges, prosecutors, police officers, prison administrators, Justice Bureau heads) | 25 | 4 | 25 | 11 | 13 | 8 | 86 |
| Representatives of USAID | 0 | 0 | 2 | 1 | 0 | 0 | 3 |
| JFA-PFE and non-USAID donors | 0 | 1 | 7 | 2 | 0 | 0 | 10 |
| HTP task forces, local justice officials, religious leaders, and citizens | 5 | 0 | 40 | 11 | 21 | 64 | 141 |
| Other organizations and groups (e.g. CSOs) | 3 | 1 | 7 | 0 | 0 | 0 | 11 |
| Total | 33 | 6 | 81 | 25 | 34 | 72 | 251 |

There were three main sources of quantitative data for this evaluation. The first was the HRPS performance monitoring data for 2014, 2015 and 2016.

The second was a small survey (n=74) of HRPS trainees to gain information on trainees' perceptions of the relevance, quality and effectiveness of the trainings. Because lateral and vertical transfers of personnel are common in the justice sector, the evaluation team determined that attempting a random sample design for this survey using lists of trainees would not prove practical. Instead, the evaluation

team gathered a convenience sample using a snowball sampling method. As the team conducted qualitative interviews in the field, they asked interviewees to identify others in their organizations who had participated in HRPS training and asked these referred trainees to complete the survey. This means that the results of the survey are only suggestive of trends in the full population of justice officials and are not necessarily representative. Data were collected on paper and later transferred to a Microsoft Excel spreadsheet for analysis.

The third source of quantitative data was a statistically representative household survey of a total of 800 adults in two selected HRPS Results 4 implementation woredas in Amhara (Bibugn and Kelala). This survey looked at the prevalence, attitudes and practices associated with FGM and CM. Bibugn and Kelala woredas were selected as the mid-term sample locations because, from the baseline data, Bibugn featured the highest FGM prevalence rate among Result 4 intervention woredas, while Kelala had the highest CM rate.

The evaluation team designed and conducted the household survey to collect a sample that could reliably compare results in the two sites between mid-term and endline, allowing understanding of the relationship between awareness campaigns and changes in attitudes and behaviors, and the relationships between these outcomes and various socio-demographic characteristics. Initial sample size calculations assumed that the baseline data would be available and that this sample would need to be large enough to detect a change in attitudes and practices. Sample size calculations, which are detailed in Annex 3, yielded a minimum required sample size of 389. The evaluation therefore targeted 400 respondents per woreda. Within each woreda three rural and one urban kebele were randomly selected. Within each kebele, two or three villages (depending on the village size) were randomly selected and 50 households within each village were randomly sampled, with replacement. In each household, the husband and the wife were interviewed.

The Sub-Saharan Africa Research and Training Center, a subcontractor to EPMES, conducted the data collection with guidance from the evaluation team. The ET compared data from this survey with results of a similar HRPS-sponsored baseline survey from 2014. Data were collected electronically and were exported into Stata for analysis. The data collection instruments may be viewed in Annex 4.

ANALYSIS

Data from the KII and FGDs were transcribed, coded using structural coding methods and summarized using a basic tally sheet method. Themes from the data were extracted and combined with the quantitative data and performance monitoring results to derive meaning.

The household quantitative survey data were cleaned and analyzed using Stata, while the training survey data were cleaned and analyzed in Excel. Basic frequencies and cross tabulations were produced for both datasets. Regression analysis to understand the main factors supporting positive behaviors against HTP was conducted.

GENDER AND SOCIAL ANALYSIS

Protection of human rights, including efforts to counter FGM and CM, is of great significance to national gender relations and female empowerment. While the majority of justice officials in Ethiopia are men, women act in the justice system as judges, victims, perpetrators, police officers, and in other roles. Harmful traditional practices, such as FGM and CM, may often be supported or carried out by women, but their perpetuation is often embedded in power relationships among women, girls and men.

The evaluation team ensured that female participants were included in data collection for all activities that involved women or girls, and, where applicable, the resulting data were disaggregated by sex. Focus

group discussions were structured, where conditions allowed, to include women as well as men, especially when these involved HTP task forces and police officers.

For the household survey on FGM and CM in Amhara, all field enumerators were women. When members of the evaluation team conducted FGDs with Amhara schoolgirls, permission was received in advance from school authorities, and teachers were present for the full interview session.

LIMITATIONS

Limitations to this evaluation's methodology pertain to sampling, recall, presentation of information, and sensitivity of some kinds of information.

Aside from the survey for Result 4, the sampling was not representative. Given the substantial turnover and horizontal and vertical re-assignment among Ethiopian justice personnel, utilizing a traditional list of trainees to sample interviewees proved unworkable. Purposive sampling from multiple regions, zones, and woredas, focusing on respondents near regional centers, ensured the ability to reach a high number of respondents, but may have sacrificed the representativeness of the sample. Reliance on government intermediaries to arrange interviews may have further biased the representativeness of interviewees.

The household survey did not replicate the Amhara-wide sample of the 2014 baseline survey, because the Amhara round was exploratory in nature (e.g. to derive prevalence rates), while the evaluation's mid-term survey aimed to compare the baseline with current rates, and investigate relationships among demographic characteristics, levels of awareness, etc. While the prevalence comparisons should be interpreted with caution, the data do provide the opportunity to understand with some depth the dynamics behind FGM and CM in the region.

The raw baseline data, which were collected by another research firm, were ultimately not available for analysis. While the summary statistics from the baseline report were available for comparison, the ET could not re-analyze the baseline data to, for example, disaggregate results by woreda to make woreda-level comparisons of change over time. The ET minimized this limitation to the extent possible through analysis of trends that could be observed within the midterm dataset (e.g. generational trends, trends based on how recently women were married) and triangulation with qualitative observations.

Any open discussion of justice issues in Ethiopia can be unavoidably sensitive, especially during the state of emergency ongoing during data collection for this evaluation. The evaluation team reassured respondents that their confidentiality would be protected in the team's reporting. To maximize respondents' openness to talking about sensitive topics, especially community members, the team utilized an open-ended question format, and refrained from querying anyone regarding individual experiences. While the evaluation team worked to mitigate these sensitivities, respondents still may have been somewhat restrained in their commentary on human rights and good governance issues.

FINDINGS AND CONCLUSIONS

EVALUATION QUESTION I

To what extent has the project improved the quality of service delivery with respect to the application of human rights norms, applicable internal institutional policies, rules, and procedures by justice organ officials?

FINDINGS

OVERVIEW

The Human Rights Protection Support Activity intends to contribute to improving the quality of service delivery by ensuring that justice bodies apply human rights norms, internal institutional policies, rules and or procedures through: 1) building the capacity of members of judicial bodies, including judges and police, on human rights through a combination of trainings and refresher trainings, and study tours at the national and regional levels; 2) building the capacity of law enforcement bodies at the zonal and woreda levels to investigate, prosecute and adjudicate CM and FGM cases; and, 3) conducting a series of capacity building and sensitizing and workshops for justice sector officials, community and religious leaders, and national, regional, and zonal parliamentarians or council members about their role in eradicating FGM and CM.

Poor accountability is present in some areas, particularly when officials are abusing their power: “I do not remember any judge who was made accountable for making a wrong decision, or a prosecutor for instituting a groundless case.” – KII, Regional Supreme Court

RELEVANCE

The Human Rights Protection Support Activity Result I training is relevant to the Ethiopian government’s commitment to bolstering human rights including combatting FGM and CM. An overwhelming majority of trainees interviewed in KIIs and FGDs said the training and workshops were relevant to their profession, and to the general human rights landscape in Ethiopia. In justifying the need

One judge stated, “We have power to arrest or take any legal measure against any person who violates human rights. However, if we arrest a single police officer, all the executive bodies will be against us. Therefore, the court cannot do anything alone unless the other organs also have a similar understanding.” Another judge also commented on this question stating that “the stick and the pressure on judges are getting high as you go down the ladder of court structure”. – FGD, judges

for such trainings, respondents highlighted human rights challenges remaining in the country such as interference by the executive in judicial proceedings (mainly in lower courts, and with police); arresting of children with adults; unlawful and prolonged detentions; and inadequate and unlawful mistreatment of suspects in police custody. These topics are part of the HRPS curriculum. In the evaluation team’s review of the materials, the trainings covered the main expected topics for a basic human rights training in Ethiopia.

Some participants noted that the trainings and workshops were not based on a needs assessment with prospective participant groups, which would have customized the trainings and workshops according to different groups’ learning needs. They suggested the trainings would be

improved if tailored to the needs of each institution and to the specific needs of each group. For example, the political situation—and therefore the scale and nature of human rights concerns—is

different in Amhara and Oromia than in Tigray and SNNPR, so a different training focus would be appropriate for different regions. Additionally, trainings were only offered in Amharic, creating a language barrier to participation for some areas [KII with judges and justice sector administrators].

Key informant interviews with study tour participants, which were intended to enable knowledge- and experience-sharing between different regions, did enable such exchange in subject areas where participants had knowledge gaps. However, the learning objectives described by the participants, such as the use of information communication technology (ICT) video conference tools, were beyond the capability of participants to implement once they returned to their home regions due to budgetary and infrastructure limitations.

EFFECTIVENESS

The Human Rights Protection Support Activity has largely achieved its expected training results when measured against its annual plans;³ however, the number of people trained was consistently near, but below target. According to JFA-PFE, this was likely due to a communication gap in inviting trainees; the fellowship would send invitations to central points of contact at its target institutions, who would confirm a certain number of attendees, but not all would show up. On occasion, individuals would arrive the day before or the day after a training, saying they had been told the wrong day by their colleagues. The trainees are also busy government officials, and trainings were held at a central location requiring several days of travel; these inconveniences cited in KIIs of trainees who did attend may also have figured in to the training achievement. One FGD noted the short notice they were given prior to trainings made it difficult to attend [FGD with Police trainees]. However, as the summary below of the number of people trained under Result 1 shows, overall achievement ranged from 83-107%, and was greater than 90% overall.

“Though the number of trainees is very limited, the work of JFA-PFE has made a good contribution towards enhancing our human rights protection capacity”. – KII, judge

| TABLE 2: NUMBER OF PEOPLE TRAINED FROM THE JUSTICE SECTOR BY INSTITUTION (IRI.1) | | | | | | |
|--|-------------------|--------------|-------------------|-------------|-------------------|-------------|
| TYPE OF BENEFICIARY | 2014 ⁴ | | 2015 ⁵ | | 2016 ⁶ | |
| IRI.1 Increased knowledge and awareness of justice sector officials and the larger leadership of the country in internationally recognized human rights standards, best practices and domestic human rights legislation and good governance | | | | | | |
| | Target | Trained | Target | Trained | Target | Trained |
| Judges – Male | 283 | 228 | | 71 | | 253 |
| Judges – Female | 32 | 32 | | 18 | | 42 |
| Judges – Total | 315 | 260 (82.5%) | 100 | 89 (89.0%) | 320 | 295 (92.2%) |
| Police - Male | 244 | 261 | | 206 | | 221 |
| Police – Female | 27 | 29 | | 56 | | 30 |
| Police – Total | 271 | 290 (107.0%) | 271 | 262 (96.7%) | 270 | 251 (92.9%) |

³ Measured against the M&E Plan results, HRPS was far below target. This is discussed further in Evaluation Question 5. Because JFA-PFE reported in its annual reports against annual workplan targets and not the M&E Plan, for Evaluation Questions 1-4 this evaluation compares achievement against annual workplan targets in order to give relevant feedback on the Activity's performance against its evolving plan that incorporated changing circumstances and lessons learned. Not all data agree between the draft revised M&E Plan, quarterly reports, and annual reports; however, the numbers do not differ enough to change findings. Sources of data are cited throughout the report for clarity.

⁴ Source: 2017 Draft Revised M&E Plan.

⁵ Source: 2015 Annual Performance Report.

⁶ Source: 2016 Annual Performance Report.

| TABLE 2: NUMBER OF PEOPLE TRAINED FROM THE JUSTICE SECTOR BY INSTITUTION (IRI.1) | | | | | | |
|---|-------------------|-------------|-------------------|-------------------------|-------------------|--------------------------|
| TYPE OF BENEFICIARY | 2014 ⁴ | | 2015 ⁵ | | 2016 ⁶ | |
| Male – Total | 527 | 489 | | 277 | | 474 |
| Female – Total | 59 | 61 | | 74 | | 72 |
| Total | 586 | 550 (93.8%) | 371 | 345 (93.0%) | 590 | 546 (92.5%) |
| IR 1.2 | | | | | | |
| Increased capacity of zonal and woreda law enforcing bodies to investigate, prosecute and adjudicate child marriage and FGM cases | | | | | | |
| Male | 140 | 126 | | 79 | | 52 |
| Female | 60 | 64 | | 20 | | 37 |
| Total | 200 | 190 (95.0%) | 100 | 99 (99.0%) | 100 | 89 (89.0%) |
| Women Police Workshop | 100 | 65 (65.0%) | 100 | 95 (95.0%) ⁷ | 110 | 103 (93.6%) ⁸ |

Women were generally in the minority in trainings, but this corresponds to the underrepresentation of women on the police force and as justices. While official data on the size or gender balance of the police force and judicial system are not readily available, estimates for women in the police force range from 9-13% in recent years,⁹ so the proportion of women police trained are in keeping with this. Data on the gender balance of judges is even harder to come by, but the evaluation team's observation during data collection and from knowledge of the Ethiopian justice system supports the finding that the proportion of judges trained who were women is also in keeping with the broader proportion of judges who are women.

Justice for All-Prison Fellowship Ethiopia did not have available consolidated data on the ranks of officials trained or the regional distribution of officials trained. From the attendance lists the evaluation team reviewed, the officials trained represented all levels of rank, from Police Commissioners and Regional Supreme Court Presidents to lower level judges on woreda courts and police constables.

For IRI.2, prosecutors, police, and judges participated in a series of human rights sensitization training workshops on FGM and CM. These included:

- Amhara and Oromia National Regional State Parliamentarians/state council members, justice sector officials, community and religious leaders, Education Office officials, and Women, Children, and Youth Affairs (WCYA) Office officials;
- Female police officers from seven regions (Tigray, Afar, Amhara, Oromia, Harari, Gambela, SNNPR); and
- Federal level justice officials; and
- Zonal and woreda level women police officers from Amhara, Tigray, SNNPR, and Oromia.

Trainees' feedback on trainings and workshops was positive in both the qualitative interviews and participant survey. Participants, all of whom were well-educated professionals in the field, reported that trainings and workshops were of high quality and relevance to their work. They found the trainers highly qualified, delivering material with a practical and participatory approach (see Figure 2). The evaluation team's review of trainers' CVs showed that the trainers were all experienced practitioners with advanced degrees in law, and the JFA-PFE staff developing the training materials were a mix of experienced practitioners and academics. The evaluation team reviewed the training materials for

⁷ 3 were men.

⁸ 2 were men.

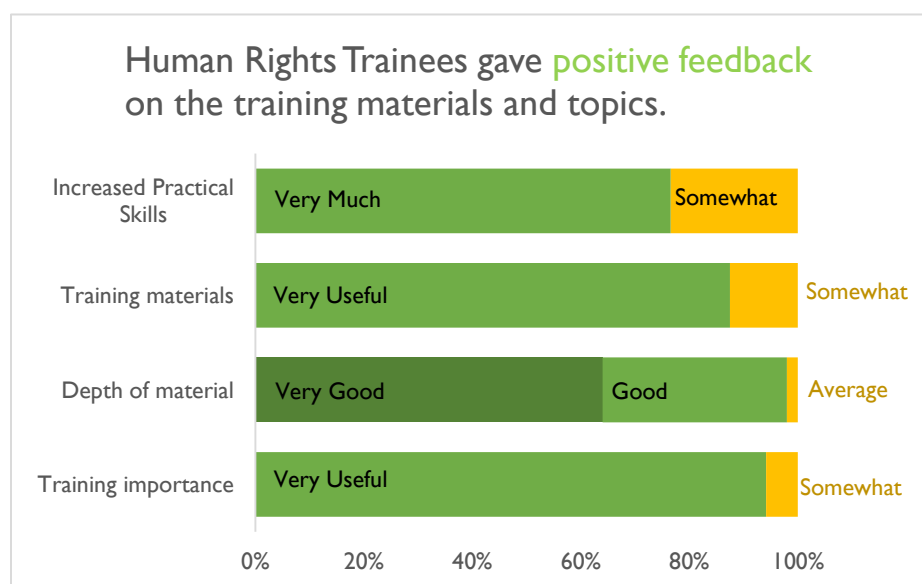
⁹ Zegeye, Degu Marew. *Evaluation of Personnel Management Capabilities of the Federal Police of Ethiopia in Addis Ababa*. University of South Africa, Oct. 2010, uir.unisa.ac.za/bitstream/handle/10500/4036/dissertation_zegeye_d.pdf?sequence=1.

appropriateness of topics and likelihood of assisting trainees to apply the skills, knowledge and behaviors they acquired during trainings, finding that the materials covered the standard content expected. The CM and FGM training materials captured key issues on the causes and impacts of these practices on children, measures to be taken to reduce the challenges and what actions law enforcement can take, but not references to the applicable laws for investigating CM and FGM. However, none of the trainings reviewed included practical examples and case studies. It is possible that such examples were given in the trainings but not captured in the materials, but this is not a best practice for ensuring the consistency and quality of trainings. Towards this point, interviewees gave mixed feedback on this point: a few KIs mentioned that they saw practical exercises as an advantage of the trainings, while others mentioned that the trainings lacked practical examples or exercises. Neither was a dominant theme.

From a review of the available training materials, refresher trainings appeared to have the same content as the basic trainings, which is not appropriate given the different purposes of these trainings; refresher trainings should focus on updating skills and knowledge and reviewing the challenges faced when implementing these skills in knowledge, but this was not apparent in the training materials.

Most participants interviewed agreed that the amount of time allocated to the trainings (often 1-2 days) tended to be too short to adequately cover the topics, and 37% of survey respondents also stated that trainings were too short. The review of training materials also upholds respondents' assessment of the time being too short, as the topics are too complex to be covered in the one to two-day training period.

Figure 2: Trainee Feedback on Result 1 Trainings (Trainee Survey, n=74)



Evaluation team interviews and the trainee survey showed that participants learned a variety of skills from the trainings. In the survey, 71% of respondents who had participated in a human rights training stated they applied knowledge gained from the training to their workplace. Their most frequent examples of ways they have applied this knowledge were to (1) train others in the police force or community on human rights issues; (2) heighten awareness of human rights when conducting their duties, and be more aware of the legal protections of rights; and, (3) treat prisoners more humanely. This indicates both changes in individual behavior and attempts at more widespread echoing of knowledge from the trainings; HRPS trains both high- and low-ranking individuals, which ultimately is necessary to ensure that human rights awareness exists both at the leadership and day-to-day

implementer levels. In qualitative interviews, respondents similarly stated that they found the trainings helpful, but could not name concrete examples of how they have used the skills from the trainings in their work. This could be partly because trainees are receiving training from multiple sources, and were therefore reluctant to attribute specific behavior changes to HRPS when probed, while survey respondents were not as strictly prompted about which training caused their behavior changes.

A total of 55% of the survey respondents reported that they had constraints in applying their knowledge at work; this includes both respondents who have not applied the knowledge at all because the constraints have been too onerous, and those who have applied their knowledge but experienced challenges doing so. When asked to specify these obstacles in the survey, respondents most commonly mentioned a lack of budget to implement practical changes (such as additional staff that might be needed for certain types of activities), the fact that their other peers had not had such training, the need for further awareness, and the lack of coordination with other branches of justice or enforcement. The main recommendations that respondents had to overcome obstacles or improve training for next time were to train a wider audience, conduct trainings more continuously, and to extend the length of the training. Qualitative data echo the same sentiment [*Kills with Justice Bureau Heads and judges, Amhara and SNNPR*]. Several key informants suggested that the number trained would need to be a much larger proportion of the professionals working in the justice sector. Trainings tended to target only a few representatives in each woreda. Given this low number of trainees in a given department or area, it was difficult for trainees to mainstream the learnings from the trainings in order to effect widespread change as their colleagues were not sensitized to human rights issues aware of the same best practices that they learned in the trainings. These findings are in keeping with common best practices for institutional change, which tell us that training a few people for a short time is insufficient; rather, it requires a fundamental shift in people's viewpoints and behaviors, usually over a long period of time.¹⁰

Justice for All-Prison Fellowship Ethiopia originally intended to organize both international and domestic study tours for experience sharing, a significant activity considering its portion of the budget (10% in the first year). The main participants were to be justices, and in some cases, high-ranking police officers. To date, the HRPS Activity has organized domestic study tours for 71 justice participants on three separate activities. In interviews, participants could discuss the learning outcomes of the trip and what they wanted to apply in their own work. However, interviewees also raised serious concerns about their ability to apply these lessons learned, as they did not have any budgetary or ongoing training support to do so. Respondents also noted that JFA-PFE had not done any follow-up with them after the study tours.

The international study tours were delayed at the time of this writing, but according to JFA-PFE, will take place in 2017.

Target groups did appear to be making service delivery improvements on their own (e.g. the Business Process Reengineering initiatives, which look at ways to make the Ethiopian bureaucracy more efficient, including the court system) or in collaboration with others independently of HRPS, though respondents stated that HRPS training had contributed to their efforts. Recent positive trends, as identified by trainees and other justice officials [*Kills with judges, police officers, and Justice Bureau heads in Amhara, SNNPR, and Tigray*], include:

- Judges' attention to constitutional rights appears to be improving;
- Cases involving children are receiving special treatment such as setting up special criminal benches with closed-circuit televisions to better protect children's testimony and greater protection in court decisions;

¹⁰ Greenwood, Royston, et al. *Sustainability & Organizational Change: An Institutional Perspective*. University of Alberta, 20 April 2013, www.hbs.edu/faculty/conferences/2013-change-and-sustainability/Documents/Greenwood.pdf.

- Judges' litigation management skills have improved; and
- Accountability of police officers for human rights violations is getting better. (In Amhara and SNNPR, some officers have received prison sentences for such violations).

The HRPS Activity monitors the quality and effectiveness of trainings through pre- and post-training knowledge assessments; a difference score is calculated for each participant, and an average “knowledge increment” is calculated for the training. The Activity has reported increases in knowledge at levels between 19 and 32%. Participants improved their knowledge on the training topics 49% to 73% on average, with an average “knowledge increment” of 23%. The tests reviewed cover the material from trainings and are suitable for a rapid assessment of the immediate knowledge absorption, but of course do not give any information as to the sustainability or application of this knowledge. Even though such tests are typically most suitable for internal reflection on the efficacy of training (rather than to rigorously demonstrate change), JFA-PFE does not use these results to adapt and improve trainings.

“After the training, I got a clear understanding about the technique of constitutional interpretation and identification of error of laws and facts. The training assisted us to have a uniform understanding on constitutional interpretation”. – KII, High Court judge

EFFICIENCY

The Activity followed an approach of providing direct training to build the capacity of judges, police, prosecutors, and community and religious leaders to increase their understanding of human rights and their role in eliminating FGM and CM. Trainings were held in Adama, a central location where trainees from different regions could convene and share experiences. However, this approach increased the cost of holding the trainings (as travel expenses applied to all trainees, rather than just the trainers), as well as requiring participants to travel two to four days to attend a two-day training. Some trainees reported colleagues in the justice sector who were unable to participate in the training due to budget limitations and cost of travel.

Literature on large scale training activities shows the training of trainers (TOT), or cascade training models to be efficient and cost effective, particularly in reaching a large number of people in a relatively shorter time period.¹¹ This was also a strategy that key informants frequently recommended as a way to improve HRPS's reach. Local training institutions such as Justice Organs Professionals Training Centers (JOPTCs), discussed further below in the sustainability section, have skilled trainers knowledgeable in the justice system, but JFA-PFE is not currently collaborating with any local learning institutions.

SUSTAINABILITY

A majority of justice sector trainees interviewed doubted the sustainability of the training, study tour, and workshop achievements. They said they believe that the number of professionals trained from the justice sector is too inconsequential to bring about desired changes at the institutional level. In most cases, there was no reported practice to transfer knowledge from trainees to staff at their respective institutions. During training, trainees were required to prepare an action plan stating the activities they would implement in their respective institutions. The HRPS Activity keeps a record of each action plan, and carries out occasional field-based reviews of the status of planned actions. These reviews are not comprehensive in scope, however, and provide only limited examples of action plan follow-through. In

¹¹ See, for example, Warner, Laura, Amy Harder, Tom Wichman, and Frank Dowdle. “Increasing Efficiency in Extension Using the Train-the-Trainer Approach.” University of Florida, Institute of Food and Agricultural Sciences Extension. September 2014. <https://edis.ifas.ufl.edu/pdffiles/WC/WC17000.pdf>

qualitative interviews, most trainees said they had not implemented the action plan due to lack of personal time, or insufficient support from their respective offices, colleagues, or supervisors.

While trainees from a few institutions conducted additional training for staff and disseminated training content, most reported that they did not have a system to institutionalize knowledge gained from the trainings and workshops;¹² only 17% of survey respondents reported having conducted cascade trainings. Focus group discussion participants from SNNPR unanimously explained that “there is no mechanism in the office to sustain the gains of the trainings.” A judge from Hawasa City Court commented that “the court should have its own training budget and should provide trainings based on needs assessment to ensure sustainability.” In the data the evaluation team gathered, there was no clear relationship between trainees’ ranks and their having reported training or raising awareness with their colleagues—low-ranking officials were just as likely to have done this as high-ranking officials, although the questions were not crafted to explore this issue specifically and the sample size was small.

A further threat to sustainability is the turnover of trainees. As the evaluation team found when identifying training participants to interview, justices are frequently reassigned and move to different areas, which heightens the difficulty of trying to encourage institutional change.

Interviewees associated with JOPTCs at regional and national levels welcomed collaboration with HRPS. Each region where HRPS has been implemented is home to a JOPTC. The centers are institutions legally mandated to provide capacity building trainings for judges and prosecutors as well as other groups such as the prison administrators and police. Judges and prosecutors that are also the main target groups of JFA-PFE’s work are required to take pre- and on-job trainings in the centers. The centers provide trainings on human rights, investigation, criminal procedure code, and litigation skills. The main difference between the JOPTCs and HRPS is their approach and methodology. As explained by some respondents, JFA-PFE’s pedagogy is more practical and accessible, while the Centers’ is more academic in nature. The evaluation team was unable to observe any of the trainings, and desk review of the training materials did suggest that materials were accessible, though not consistently incorporating practical examples or exercises. These may have been included in the trainings but not the training documentation, which is not a best practice. At present, other civil society organizations (CSOs) are not viable partners for HRPS as the CSO law prohibits most organizations working on human rights issues from receiving foreign funding.

The evaluation team’s review of HRPS documents has shown that the HRPS Results Framework contains no objectives aimed at achieving sustainability, and the HRPS Monitoring and Evaluation Plan does not feature any performance indicators addressing sustainability for this result. Sharing of experience by trainees with sector colleagues has been modest in scale, and HRPS has not developed a plan to address the challenge of significant numbers of justice sector personnel being transferred to different operating units.

¹² A few interviewees (a zonal judge in Mekele, for example) gave details of how they carried out their action plans from training, and displayed materials documenting this activity.

CONCLUSIONS

Overall, through Result 1, HRPS's human rights capacity building activities are relevant to improving target individuals' and institutions' understanding of human rights, including on FGM and CM.

One female police officer observed, "There are problems of empowering and encouraging capable women police officers. There is still an attitude of undermining the talent and competence of women police officers in the Commission. Instead, men police officers are getting promotions without detailed assessments." –KII, police officer

Key informants have observed improvements in quality of justice sector service delivery, with respect to human rights norms, and institutional policies and procedures. There are some indications that improvements have occurred at both the individual and institutional levels regarding the application of human rights norms and internal institutional policies, rules and procedures. This is seen through reduced trial times, judges' attention to constitutional rights and judges' litigation management, and child cases receiving special treatment.

At the same time, the HRPS Activity's contribution to sector improvements appear to be very small, simply because the volume of training accomplished is small compared to size of the

sector. While official numbers do not exist on the size of the police or justice system at the woreda level, the few hundred people trained are self-evidently a small fraction, and respondents consistently spoke of how few of their colleagues had been trained.

The trainings might have reached more people had JFA-PFE had direct communication with prospective trainees rather than relying on centralized points of contact to disseminate information. The number of individuals targeted, however, is insufficient to bring about institutional change. The direct training model has contributed to a lower-than-expected number of trainees and increased time commitment from trainees, since they need to travel to central training facilities. Training a small number of people for a few days is not sufficient to spur institutional change. Other training weaknesses include generic trainings that are not well tailored to different regional needs and trainees' inability to implement their action plans after training due to lack of time or support from their respective colleagues. A wider number of actors would have to be trained, perhaps through a cascading training model, and more follow-up conducted to ensure the effectiveness and sustainability of human rights trainings. To be truly sustainable and a mainstreamed part of the justice sector in Ethiopia, trainings and follow-up would benefit from institutionalization with ongoing training organs such as the JOPTC.

The study tours were ineffective. Though the participants stated that they had learned new ways of doing things on their tours, they were unable to apply the learnings because they did not have the necessary budget, infrastructure or institutional support in their home areas. Without tailoring exchange visits based on a needs assessment and providing support afterwards, study tours cannot be expected to contribute to improving service delivery and application of human rights norms.

The lack of sustainability objectives in the Monitoring and Evaluation (M&E) Plan, and the concomitant absence of sustainability-focused performance indicators, hinder HRPS's ability to address sustainability needs.

EVALUATION QUESTION 2

Has the project intervention enhanced application of rule of law principles by the government, including the national and regional legislatures and mid-level or zonal administrators, in key locales?

FINDINGS

OVERVIEW

The Human Rights Protection Support Activity is intended to enhance the GoE's application of rule of law principles through (1) training 500 administrators on good governance and corruption reduction at the regional and sub-regional levels and (2) training 600 national and regional legislators on the theory and application of rule of law. Rule of law activities were expected to be accompanied by public hearing forums.

RELEVANCE

The Federal Democratic Republic of Ethiopia (FDRE) Constitution, under article 9, states that all citizens, organs of state, political organizations, other associations as well as their officials have the duty to obey the Constitution. Article 12 of the Constitution states that public officials or elected representatives are accountable for any failure in their official duties.¹³ Accountability and transparency are essential elements of good governance.

Under the Growth and Transformation Plan I (GTP I) (2010/2011-2014/2015), the problems of governance and rent-seeking have been identified as major factors affecting the provision of economic and social services. Furthermore, the Growth and Transformation Plan II (GTP II) (2015/2016-2019/2020) identifies the establishment of democratic and developmental good governance through enhancing the implementation capacity of the public sector as one of nine pillar strategies.¹⁴ GTP II also emphasizes the importance of enhancing the implementation capacity of federal and regional (including woreda) legislative organs and public servants to deepen democratic culture. In addition to the GTP documents, the National Human Rights Action Plan for 2013-2015 identifies corruption and rent-seeking as major challenges.¹⁵

Justice for All-Prison Fellowship Ethiopia delivered two good governance trainings to a total of 206 participants. The 2014 training was for Addis Ababa city administrators and council members, while the 2016 trainings was for Oromia regional council members, staff members of the regional President's office and administrators. Trainings focused on leadership, communication, accountability, and good governance. The topics covered, according to Activity reports and ET review of available training materials, are relevant to the GoE priorities stated above. Justice for All-Prison Fellowship Ethiopia conducted discussions with stakeholders prior to beginning activities, but the findings from these discussions were not documented in a needs assessment report and therefore were not available to the evaluation team to compare with actual trainings implemented.

¹³ Constitution of the Federal Democratic Republic of Ethiopia, 21 August 1995, Article 9, p.3 and Article 12, p.4.

¹⁴ FDRE Growth and Transformation Plan II, sub-section 1.4 (Pillar Strategies), 1.4.7 pp.81-89

¹⁵ FDRE National Human Rights Action Plan (2013-2015), Sub section 5.2.4, p.181

EFFECTIVENESS

As stated above, HRPS trained 206 of the 500 planned administrators on good governance and corruption reduction, 41% of the life-of-activity M&E Plan target. The M&E Plan notes that trainings were also planned for Tigray, Amhara, and SNNPR regions, but these were not delivered. According to the M&E Plan, training for Addis Ababa officials was not part of the original plan.

The Activity has not provided rule of law trainings to legislators as planned, which were intended to reach 600 trainees over the life of the Activity. The resulting community forums were consequently also not held.

One official said, “As long as there is public complaint and dissatisfaction, we cannot say corruption has declined or been removed. In this regard, there is a huge public outcry and dissatisfaction; government offices are still devoid of public trust.” – KII, senior federal justice official

According to a KII with JFA-PFE technical staff, the HRPS Activity is behind target for both the good governance and rule of law activities due to a series of challenges. The 2015 elections and the State of Emergency that began in 2016, as well as legislative recesses, all limited the amount of time target trainees had available for trainings, although the elections and recesses happened according to their regular schedules and could have been foreseen. Key informants also stated that legislators were too busy to participate in trainings, which led JFA-PFE not to schedule them. However, Result 1 trainings for justice institution officials, who are equally affected by the state of emergency and elections, took place regardless. From the lack of rule of law training materials available for the evaluation team’s review and the lack of local or in-house trainers on either good governance or rule of law, it is not clear that JFA-PFE was prepared to conduct these trainings should external challenges not have been an issue. These trainings are presently on hold, so HRPS is unlikely to meet its training targets.

Justice for All-Prison Fellowship Ethiopia provided the evaluation team with training slides entitled “Responsible Leadership and Ethics” from the Oromia good governance training, conducted by the Pointman Leadership Institute; however, the slides contain only high-level bullet points, so it is difficult to evaluate the content in-depth. The training materials cover expected topics, but in the format shared with the evaluation team are generic and theoretical in nature, rather than practical and tailored to the Ethiopian governance context. Justice for All-Prison Fellowship Ethiopia has not shared any rule of law training materials with the evaluation team despite requests to do so.

Justice for All-Prison Fellowship Ethiopia administers pre- and post-training tests to gauge knowledge and skills acquired at each training and the pre-test and post-test data show substantial gains in scores [JFA-PFE Jan-Mar 2014 Quarterly Report]. As with the Result 1 pre- and post-tests, these tests are suitable for demonstrating short-term gains in knowledge specific to the training topics, but are not robust measures of general knowledge of human rights, nor are they measures of the application of skills and knowledge learned or the sustainability of such knowledge. Justice for All-Prison Fellowship Ethiopia does not use these data as a learning opportunity to improve training materials or delivery [KII, JFA-PFE Technical Staff].

EFFICIENCY

According to the HRPS Annual Report for 2015 and the Activity’s Quarterly Report for October to December 2016, nearly all good governance trainers are not JFA-PFE staff, and in one case, all the trainers were expatriates from the Pointman Leadership Institute. This is the result of JFA-PFE’s relative lack of experience and expertise in good governance, which the evaluation team verified through examination of staff qualifications. According to KIIs with JFA-PFE, contracting expatriate experts was more cost-efficient in this case because the expatriate trainers were available to HRPS for free, so HRPS paid only the venue costs for the trainings. On a larger scale, however, it would be difficult to schedule

trainings using this model as the experts, who were volunteering, were only available on an ad hoc basis and not necessarily on the schedule best for the HRPS Activity.

As with the Result 1 trainings, Result 2 training was designed as direct trainings for legislators and administrators in central locations, rather than trainings of trainers. Legislators serve a limited term and administrators experience frequent turnover and transfer, meaning that the people who are trained are not guaranteed to stay in their positions for any length of time and therefore do not have the long-term ability to continue to practice and institutionalize the knowledge and skills they acquire from the trainings.

SUSTAINABILITY

Justice for All-Prison Fellowship Ethiopia has not outlined or implemented any plans to sustain the activities or outputs of the trainings. Interviews with JFA-PFE staff reveal they have a clear understanding of how difficult achieving systemic change through training a few individuals will be. As a strategy going forward, JFA-PFE intends to focus more on a TOT approach, which offers several sustainability advantages insofar as a training of trainers model, if properly institutionalized and supported, can enable trainings to continue even after the Activity ends and train a much wider body of people, making widespread changes in awareness and practices more likely. However, JFA-PFE has not indicated if the TOT is part of a larger sustainability strategy that would also address greater systematic barriers to good governance and rule of law, outlined in the relevance section above.

CONCLUSIONS

Good governance and rule of law are critical areas of work in Ethiopia. However, HRPS has made very little progress in advancing application of rule of law and good governance activities. A small fraction of the planned activities has been completed, and HRPS does not plan to accelerate these activities during the remaining Activity period. Training two hundred individuals prone to turnover, without addressing structural barriers to applying good governance and rule of law principles or building capacity for other institutions to cascade such trainings, is insufficient to attain HRPS's goals.

Justice for All-Prison Fellowship Ethiopia's use of external trainers made sense given its lack of expertise in good governance and rule of law. However, the lack of internal expertise would likely have become a weakness if JFA-PFE had conducted additional follow-up and monitoring activities on the results of these trainings. In the absence of this follow-up, training results are not likely to be sustained or lead to significant impacts. The foreseeable scheduling conflicts that led to training delays may also have stemmed from JFA-PFE's lack of experience working around election and legislature schedules.

EVALUATION QUESTION 3

To what extent has HRPS increased passage of domestic policy, legislation, and procedure that promote human rights norms and standards?

FINDINGS

OVERVIEW

The Activity contributes to Result 3's goal of increased passage of domestic policy, legislation, and procedures that promote human rights norms and standards by: 1) organizing the Joined-Up Justice Forum (JUJF) to serve as a platform for justice institutions to discuss their individual activities, initiate and discuss laws and policies, and to share perspectives on justice issues; 2) providing technical and

logistical support for revision of the Commercial Code, Commercial Policy, Criminal Procedure Code, and Court Annexed Mediation (CAM) Manual; and 3) strengthening evidence-based advocacy skills. In addition, HRPS has supported the provision of legal aid training to prisoners in line with JFA-PFE's founding principles.

RELEVANCE

The Activity's technical and logistical support to the GoE in the revision of Commercial Code, Commercial Policy, Criminal Procedure Code, and CAM Manual is relevant to the second phase of Ethiopia's five-year GTP, which includes the enactment of the laws currently being drafted with HRPS support. The FDRE Constitution calls for a single political community "founded on the rule of law and capable of ensuring a lasting peace, guaranteeing a democratic order, and advancing ... economic and social development," which the Joined-Up Justice Forum is intended to support. Revisions of the Commercial Code and the Criminal Procedure Code are necessitated by the evolving economic sector and the need to incorporate human rights standards set by the FDRE Constitution and international human rights treaties.

Activity support has been aligned with the US Government's policy to advance democracy and human rights in Ethiopia, and to build sustainable structures to support human rights protections. However, the Commercial Code and Commercial Policy have less direct links to human rights.

The HRPS Activity has representatives to the annual meetings to the African Human Rights Commission in Banjul and to the United Nations (UN) annual conference in 2014 and 2015, where JFA-PFE has an observatory status. Attending such human rights conferences would enable reporting on human rights situations in Ethiopia as well as develop JFA-PFE's advocacy capacity, both relevant to HRPS's goals.

The Activity has engaged with different government bodies on 40 incident-based advocacy cases. These are practical cases of human rights advocacy, and therefore *prima facie* relevant to protecting human rights; they are not, however, the wider-reaching policy, legislation and procedure set forth in Result 3.

EFFECTIVENESS

The Joined-Up Justice Forum was designed to be a platform that facilitates policy dialogue and human rights discussions. It now serves as a platform for senior-level meetings for justice institutions to discuss their individual activities, inform the drafting of laws and policies, and share perspectives on justice issues. The Forum is an informal body with no legal mandate. The leadership of the JUJF is held by an executive committee comprising five representatives from the federal and regional justice institutions: (1) the Federal Supreme Court President (chairman); (2) the Attorney General (secretary); (3) the Federal Police Commissioner (permanent member); (4) and (5) representatives from two regions, by rotation.

The Activity's M&E Plan states that Forum meetings were to occur twice each year. Between 2014 and 2016, HRPS facilitated four series of JUJF meetings (Annual and Quarterly Reports 2014-2016), though seven JUJFs were planned to take place during that period. No JUJFs have been conducted since April 2016.

The Forum was designed to promote policy discussions of justice sector issues and human rights dialogue to ultimately bring about better protection of human rights. As one key informant said, JUJF “advances the strengthening of a single political community by bringing together justice institutions at the federal and regional levels to discuss issues of common concern and seek solutions on a national level.” A judge in SNNPR said JUJF is “the only existing forum that brings together the various justice chain institutions both at the federal and regional levels under one roof.” The Forum sessions have presented studies on various legal and human rights issues such as treatment of juveniles and Alternative Dispute Resolution (ADR), among others. *[Kills with judges,*

“Eighty-five percent of the cases presented for pardon could have been resolved through ADR.” –KII, prosecutor

justice sector administrators, JUJF participants].

While participants in the Forum expressed general appreciation for the intent of the JUJFs, respondents also identified several weaknesses with the Forum that they felt limited its ability to fully reach its goals:

- Insufficient substantive content: Interviewees said the JUJF meetings tended to emphasize ceremonial activities and discussions on annual reports of individual justice institutions. One interviewee noted that most issues presented at the forums are “very shallow and not well researched,” and another that it was just “a forum where each institution presents its own annual performance report.” *[Kills with training official, a police administrator, regional justice sector administrator]*
- Limited circle of decision making: Though one respondent said that the regional justice leadership was surveyed for JUJF agenda items, most interviewees emphasized that the final agenda was set by top leadership (the Federal Supreme Court President and the Office of the Attorney General (OAG)). One Deputy Director said, “deputies are not welcome at JUJF meetings, as only the top leadership are allowed to represent the institutions at the JUJF.” A few interviewees also noted that the chief officials attending JUJF “do not share the proceedings and findings of JUJF to their staff.” *[Kills with federal justice sector administrators, a prosecutor, training officials, police commissioner]* Formally, this includes JFA-PFE; a senior JFA-PFE manager stated that their role was limited to organizing JUJFs, but they try to make “their voice heard even if it may not be as strong as it should be.” Justice For All-Prison Fellowship Ethiopia has been taking an active role in setting the JUJF agenda.
- Weak representativeness: Several respondents remarked that while JUJF is meant to be used as an important advocacy platform and facilitate policy change, many important stakeholders, such as lawyers and civil society, are not represented. Some described the forums as “not participatory,” attended exclusively by governmental institutions and not by other sectors. The forum’s executive committee also only represents two regions at any given time, rather than allowing all to serve on the executive committee concurrently *[Kills with federal training and judicial leaders, federal justice sector administrator, and a regional sector justice administrator]*.
- Weak enforcement: The JUJF does not have legal enforcement power, and resolutions developed at the forums are not binding. One federal justice administrator observed that the most enforcement the JUJF has is through “naming and shaming where members do not implement” resolutions *[KII with a federal justice sector administrator]*.

In support of policy and code passage, HRPS supported a variety of advocacy activities, though monitoring data shows that efforts have fallen short of activity targets. For example, the HRPS Activity planned to send a representative from JFA-PFE to each annual meeting of African Human Rights Commission during the life of the Activity, but has only done so in 2014 and 2015. Similarly, the HRPS Activity supported 40 incident-based advocacy activities of an originally planned 200.

The JUJF was intended to be a central element of HRPS' advocacy efforts. A total of 570 people have participated in the JUJF, out of the life-of-activity target of 1000 participants.¹⁶ However, key informants discussed the JUJF's role as a convening platform for justice institutions to improve coordination. Respondents noted that no policy documents have been developed on issues discussed through the JUJF, and no advocacy initiatives were mentioned [*KIIs with judicial leads, judges, and justice sector representatives*].

Justice for All-Prison Fellowship Ethiopia supported the advancement of the Criminal Procedure Code, Commercial Code and Policy, and CAM Manual by covering remuneration for researchers, drafters, and other experts, and providing technical support in identifying and recruiting external advisors, according to KIIs with government representatives involved in the process. With JFA-PFE's support, the Criminal Procedure Code revision is, according to key informants and HRPS's quarterly reporting, approximately 90% complete, as the first draft is complete and in the process of finalization. Similarly, key informants and HRPS reporting indicate that the Commercial Code is nearing completion, requiring only translation into English and accompanying explanatory notes at this stage [*KIIs with OAG, HRPS Quarterly Report Oct.-Dec. 2016*]. Because the codes and manual are still incomplete and therefore not suitable for a technical evaluation, the evaluation team did not have access to these drafts. The evaluation team requested meetings with the drafting teams in February 2017, but time constraints during the data collection period meant that these meetings did not ultimately take place.

The Commercial Code is outside JFA-PFE's main area of expertise, so they worked closely with the Chamber of Commerce, which sits on the steering committee that oversees the revision of the Commercial Code, on the revisions in order to ensure technical quality. After a consultation meeting with its members, the Chamber of Commerce sent its inputs to the OAG and JFA-PFE regarding what issues the code revisions should consider and has closely followed up with the revision process [*KIIs with JFA-PFE Technical Staff*]. On the Commercial Policy, however, though HRPS supported its development and produced reports, there is no evidence the Policy was approved after a draft policy document was discussed with stakeholders in February 2016 was reported to have been finalized [*JFA-PFE, Annual Report 2015, Quarterly Report, January-March 2016*].

Based on interviews with key stakeholders, the CAM Manual was “not part of the project initially,” and is being undertaken under the auspices of the Federal Supreme Court with stakeholder discussions limited to federal and regional courts, rather than the JUJF. The development of CAM had been progressing, “until a new leadership came to the federal courts in June 2016 and it is awaiting their guidance to proceed.” Prior to this, HRPS gathered inputs on the draft Establishment Manual. A discussion on the Code of Ethics and the structure of the CAM system was conducted in March 2016 with judges from 100 federal courts attending (JFA-PFE Quarterly Report, April-June 2016).

Justice for All-Prison Fellowship Ethiopia stated in KIIs that it produces shadow reports on the human rights situation in Ethiopia when it sends its representatives to the annual African and UN human rights conferences, but does not disseminate such reports through news outlets, preferring its ability to preserve engagement with government to public confrontation. Key informants from JFA-PFE applied this same principle to the case-based advocacy initiatives. Because these efforts are inherently behind-the-scenes and documentation was not available to the evaluation team, it is difficult to gauge the effectiveness of this method.

Justice for All-Prison Fellowship Ethiopia was founded as a prisoner assistance organization, and continues operations in that area to meet a deep need for many prisoners who cannot afford to hire an attorney. Therefore, such assistance has been built into HRPS. Justice for All-Prison Fellowship Ethiopia

¹⁶ This number does not represent unique individuals. If a person attended more than one JUJF, which is likely, that person is counted for each JUJF he or she attended.

conducts trainings at prisons where legal aid centers exist and had originally planned to construct three legal aid centers as part of HRPS, though this was dropped early during the Activity at the request of USAID. Instead, the HRPS Activity conducted training in a Mekele prison as planned, plus in two legal aid centers in Ethiopian prisons in Ambo and Kaliti, which JFA-PFE had previously constructed through other donor funding. To date, 189 inmates, including 20 women, have received legal aid training through HRPS. Legal aid services are in high demand in the prisons. Thus far, the HRPS Activity has only been able to address a small fraction of this need, though KIs suggest that where HRPS has been able to conduct trainings, prisoner and guard attitudes towards the legal system have improved [*KIs with prison administrators in Amhara and Tigray; FGD with prisoners in Tigray*].

EFFICIENCY

Most respondents stated that the JUJF fills an important role by convening key actors in the justice space. However, respondents also noted that process still requires additional outreach to groups not invited to participate (such as lawyers), and overall lacks structure to make it truly efficient and effective [*KIs with police commissioners; FGDs with zonal and woreda JUJF participants*]. These structural and outreach issues are discussed further above in the Effectiveness section.

The Government of Ethiopia undertook revisions to the Criminal Procedure Code and Commercial Code beginning in the mid-1990s, though the revised codes have not yet been adopted. Several key informants raised the concern that current drafters of the Criminal Procedure Code and the Commercial Code did not use any of the previous work done for these drafts [*KIs with the Federal Ethics and Anti-Corruption Commission (EACC) and OAG*]. One informant noted that though the previous drafts were available, much of the work was redone for the new revisions. As the evaluation team did not have access to these drafts, it is difficult to quantify the extent to which this has resulted in waste or inefficiency within the complex process of drafting a revised Code. Justice for All-Prison Fellowship Ethiopia was involved in the overall management of the revisions but not in-depth technical follow-up on the process, and so was also unable to provide insight into the use of the past drafts in the current work. Additionally, it is unorthodox for a policy to be developed simultaneously with or after a code in Ethiopia; typically, codes are written after policies so that the codes can operationalize the policy. Finishing the Commercial Code prior to the finalization of the Commercial Policy raises the risk that the Commercial Policy might incorporate changes in contradiction to the Commercial Code.

SUSTAINABILITY

Justice for All-Prison Fellowship Ethiopia, through HRPS and other donors, is the sole source of funding for the JUJF, as well as the primary responsible party for organizing and coordinating the bi-annual forums; JUJF has no staff on its own. The Forum has an executive committee, but the by-laws are not readily available; JFA-PFE was unable to share them with the evaluation team for review. Multiple respondents from among the judicial sector recommended that JUJF formalize its methods of operations and structure to improve sustainability.

The sustainability of the JUJF's work can also be measured through the formal adoption of policies, laws and procedures initiated through the forum or the integration of its feedback into policies, laws and procedures that might initiate elsewhere, such as the Criminal Procedure Code discussed above; even if the forum does not continue to meet, these products of the forum have the potential for lasting impact.

CONCLUSIONS

The Joined-Up Justice Forum and technical support on specific policies and legislation are the primary mechanisms through which HRPS sought to achieve Result 3. The Forums are an important activity that currently have several challenges to reaching their maximum effectiveness, including scope of

membership, organizational structure, agenda setting, and regional participation. Because the JUJF's agenda is set by the executive committee, HRPS does not play a role in introducing topics and thus steering the agenda. The Forums were intended to support advocacy activities and, hence, policy and code passage, but their impact on any actual policy changes is uncertain.

The Forum at present is not sustainable without the support of JFA-PFE, whether through USAID or other donor funding, though the multiple sources of JFA-PFE's funding for JUJF enhances the probability that the funding will continue. As a forum to convene discussions, the JUJF's most sustainable contributions to human rights have been in its feedback on policies and laws that have been, or are likely to be, formalized.

The Activity's efforts to affect passage of policies and legislation that promotes human rights have had some success through HRPS' assistance for the revision of the Commercial Code and Criminal Procedure Code, which are on track for completion by Activity closeout. However, the drafts likely could have been completed in a shorter period with fewer resources if drafts from earlier efforts had been reviewed, to avoid restarting the process entirely from scratch. In addition, having a Commercial Code without the final Commercial Policy increases the risk that the Commercial Code will require further revision once the Commercial Policy is complete.

The HRPS Activity support to the revision of both the Commercial Code and the Criminal Procedure Code is consistent with the priority needs of the government, though the development of the Commercial Policy and revision of the Commercial Code are not directly relevant to the protection of human rights.

The Activity's attendance of the annual African and UN human rights conferences in some of the planned years has not had any clear effect, but it is hard to measure this type of advocacy effort when many different actors are involved and the activities happen primarily behind the scenes. The legal aid work conducted through HRPS is in high demand and has had positive feedback, though has happened at a very limited scale.

EVALUATION QUESTION 4

Has the project intervention reduced incidence of CM and FGM?

FINDINGS

OVERVIEW

To contribute to the reduction of FGM and CM, the Activity conducts training for the justice sector actors on human rights, conducts awareness campaigns, and conducts television and radio broadcasts regarding FGM and CM issues. As previously noted under Evaluation Question 1, training occurred directly for police, prosecutors, and judges on addressing FGM and CM cases, and via a TOT model for Community Conversation Organizers. Many of the awareness-raising campaigns proceeded as planned in the six targeted woredas in Amhara Region (Bibugn, Senan, Enebse Sar Midr, Kelala, Meket, Ensaro) with a high prevalence of FGM and CM practices. As part of the campaigns, the Activity gave technical assistance to

Figure 3: FGD with Senan woreda community leaders



government-established anti-HTP task forces comprised of leaders at woreda level, religious leaders, teachers, health experts, justice sector representatives and community members. The Activity also conducted a capacity building and sensitization workshop for Parliamentarians and state council members in Amhara region, as well as organized a Bahir Dar City Run (with a motto of “Children’s Lives Matter”) dedicated to spreading awareness of the fight against CM and FGM.

Completion of Activities

Initially, the HRPS Activity did not have follow-up activities planned beyond the initial workshops. In consultation with USAID, JFA-PFE added these later, with the expectation that a team comprising the Gender Expert, M&E Expert, Program Manager, and Human Rights Expert would visit target areas quarterly to monitor task force activities and provide support. However, in practice, this follow-up was limited; the M&E Expert, Program Manager, and Human Rights Expert were busy with other responsibilities for HRPS, and JFA-PFE experienced turnover with the Gender Expert. According to FGDs, trainings sponsored by JFA-PFE had little effect, as high turnover among trainees and the lack of follow-up made it difficult to keep up the momentum of the anti-FGM and CM work [*Kills with anti-HTP Task Forces*].

Lastly, the Activity conducted several television and radio programs, according to its progress reports. These included three television programs in Amhara, and an eight-week radio program on the impact of FGM and CM created in collaboration with the Amhara Mass Media Agency. The number of television and radio programs completed by the end of FY2015 were below HRPS targets. According to the 2015 Annual Progress report, part of the reason for this underachievement is that the Activity ran into budget difficulties after receiving quotes from program producers. No television or radio programs were reported in the 2016 Annual Progress Report.

Prevalence of FGM and CM

Comparing the mid-term and baseline quantitative surveys shows no statistically significant change in overall CM or FGM prevalence rates.¹⁷ The baseline survey estimated an overall prevalence of 67% for FGM and 71% for CM across the six surveyed woredas. The mid-term data estimate prevalence rates of 72% for FGM and 72% for CM within Bibugn and Kelala woredas. This lack of a significant result, however, does not accurately reflect the complexity of calculating prevalence rates, contextual factors that affected both surveys, and the nature of CM and FGM.¹⁸

“We stopped an early marriage and to stop the wedding, we detained and kept the girl with us. But the families, committed to give away the girl to her husband anyway, did the festivity without the presence of bride and groom.” – KII, director of a zonal WCYA office in Amhara

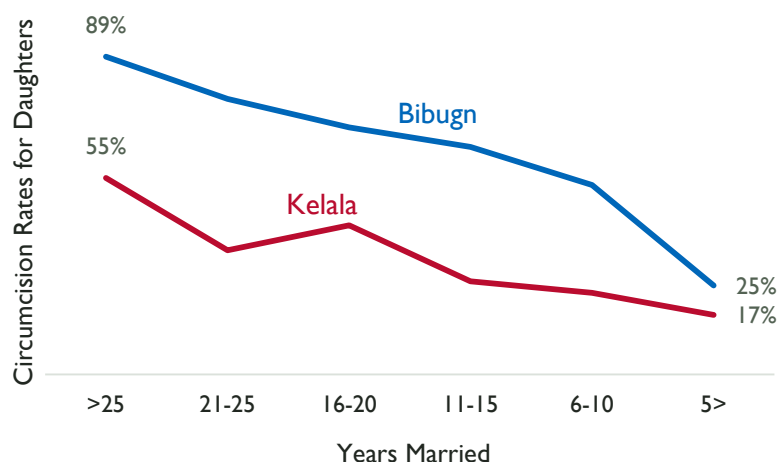
¹⁷ The Baseline Survey (2014) was conducted in 6 Amhara woredas; 400 interviews per Woreda; Margin of error; +/- 5%. Interviews with adult household heads. The Mid-term Survey (2017) was conducted in 2 woredas with especially high HTP rates (Bibugn & Kelala), 400 interviews per Woreda; Margin of error: +/- 5%; Interviews with adult household heads. All respondents were adults. No children were surveyed. The statement of significance is based on the respective margins of error of the baseline and mid-term surveys; because the raw data from the baseline were not available, direct significance testing was not possible.

¹⁸ Because the mid-term survey intentionally only sampled from two relatively high-prevalence woredas, prevalence and resistance to traditional practices may be high. For this reason and differences in sampling, the baseline and mid-term values are not directly comparable.

Overall prevalence rates may not be the best indicator of project success. The mid-term survey showed that 99% of female circumcisions in these woredas occur within the first year of life, and 88% within their first month. Neither the baseline nor the mid-term surveys contained data on the age of daughters, so the results cannot show to what extent the FGM prevalence rate is dominated by circumcisions that occurred before 2013. Incidence rates were not measured in either survey. The only proxy available in the survey data is the number of years ago a woman was married. As Figure 4 shows, in both Bibugn and Kelala, women who were married more recently report circumcising their daughters less frequently. Lower female circumcision rates are part of an ongoing trend over time. Bibugn, which was chosen for the survey in part because of its particularly high FGM rate, does show more of a drop off in daughters' circumcision among women married in the last five years than the rest of the trendline; however, because of the relatively small sample size (n=12 for women in Bibugn married in the last five years), lack of counterfactual and myriad other anti-HTP initiatives occurring in Ethiopia, we should interpret this as

Figure 4: Daughters' Circumcision Rates (Household Survey, n=800)

Mothers married in the last five years reported **lower rates of female circumcision** for their daughters than mothers married a longer time in the past.

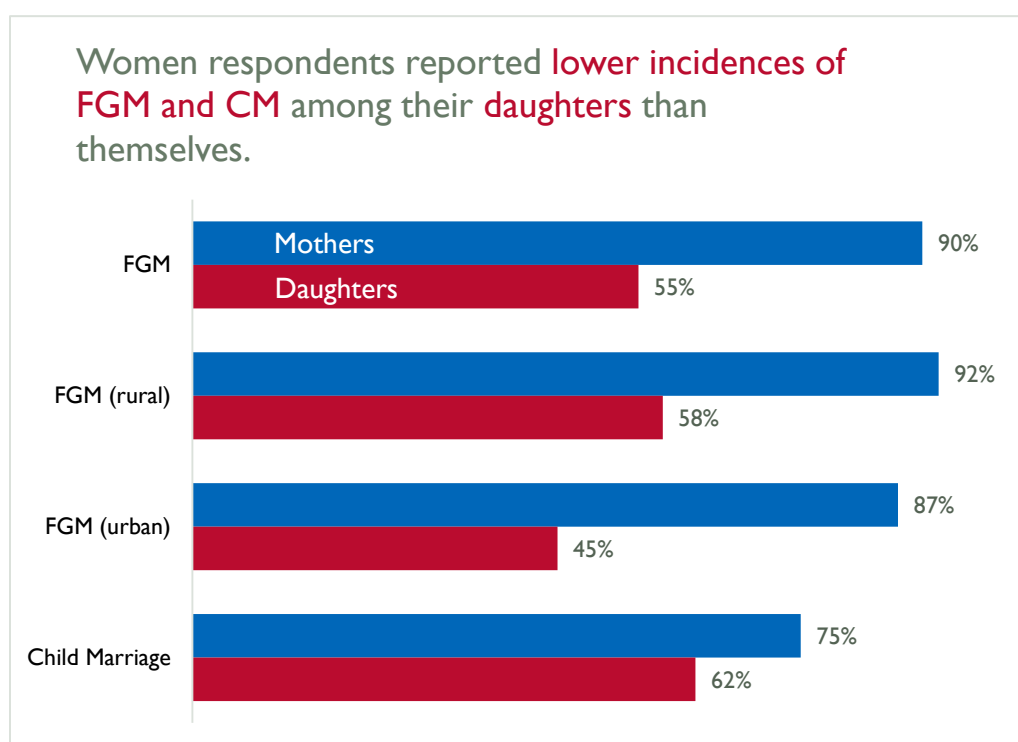


a positive trend, but we cannot attribute this necessarily to HRPS.

Other findings from the mid-term survey indicate generational decreases in FGM and CM prevalence. The mid-term survey showed much lower rates for FGM and CM for daughters than for mothers: 55% (daughters) compared to 90% (mothers) for FGM, and 62% (daughters) compared to 75% (mothers) for CM (Figure 5 below). Age was also associated with higher rates; mothers ages 15-19 showed the lowest prevalence of FGM at 69%. FGM is more prevalent in rural regions for both mothers (92% rural compared to 87% urban)

and daughters (58% rural compared to 45% urban). Mothers who are older and who are housewives are also more likely to be circumcised, while mothers who are more educated are less likely to be circumcised.

Figure 5: FGM and CM Rates (Household Survey, n=800)



A mother's demographics were also influential in predicting whether her daughter is circumcised.¹⁹ Across 282 households with daughters and where data could be collected from both the mother and father, the following characteristics were statistically significant in association with female circumcision:

- Mothers who were circumcised are less likely to have their daughters circumcised
- Mothers who married at an older age are less likely to have their daughters circumcised
- Mothers who are more educated are less likely to have their daughters circumcised
- Mothers who are older are more likely to have their daughters circumcised

Both quantitative and qualitative data also indicate a strong perception by community members that the trend is towards reductions in HTPs.

Figure 6: Factors associated with reduced rates of FGM

- **Child Marriage.** In Kelala woreda, 99% of survey respondents said that CM was decreasing or greatly decreasing across the region. Over 70% of households cited awareness and education on child marriage as the reason for the trend, with an additional 23% citing law enforcement. Focus group discussion participants were more skeptical; participants in six discussions claimed that decreasing CM in remote areas faces challenges due to economic incentives, difficult cultural barriers, and inconsistent enforcement. Anti-HTP task force representatives explained that some justice offices are improving enforcement by issuing parents a warning letter and notifying the police if marriage licenses are requested for children.

- Daughters (vs. mothers)
- Urban (vs. rural)
- Younger (vs. older)
- Mother was circumcised
- Mother married at an older age
- Mother is more educated
- Mother is younger

¹⁹ Regression calculations determined that there was no significant effect among the father's demographics to predicting daughter's circumcision.

However, the same respondents also reported that parents are changing their tactics by hiding marriage celebrations under the auspices of other religious celebrations, or getting health certificates to certify a daughter's eligibility to marry based on her physical maturity.

- **Female Genital Mutilation.** Over 90% of surveyed households reported that FGM is decreasing or greatly decreasing, a trend household respondents largely attributed to increased awareness and knowledge on FGM (82%) and increased enforcement of anti-FGM laws (17%). Harmful Traditional Practice task force representatives concurred that FGM is decreasing, claiming that the primary reason is that more mothers are giving birth at health centers, where follow-up by health officials prevents committing FGM within the first week. Task force representatives stated that both awareness raising and improved enforcement are necessary to gain community cooperation.

Further exploration of the mid-term data can be found in Annex 5

AWARENESS

Both quantitative and qualitative data indicate that knowledge of HTPs is increasing. In the mid-term survey, 98% of respondents indicated they had received information on CM as a harmful practice, a significant increase over the baseline level of 78%. Similarly, 93% of mid-term respondents said they had received information about FGM as a harmful practice, compared with 71% at baseline.

“The communities in the rural areas would most likely heed the information if transmitted through community leaders they respect, rather than through mass media.” –Small Group Interview, woreda judges in Amhara

Most survey respondents said they received information on FGM and CM from meetings or forums, followed by health institutions and then radio/television. Each of these information sources demonstrated significant increases from the baseline. Attributing these activities to JFA-PFE, however, was challenging. Eighty-seven percent of respondents could not identify the sponsor of the information. Two percent of respondents identified JFA-PFE; the same proportion of respondents identified the UN Children's Fund (UNICEF), and 9% of respondents identified other sponsors. Discussions with HTP task force representatives indicated that Save the Children and other NGOs have significant activities in this space and greater consistency in their activities.

Though school institutions were only cited as the primary information sources for 11% and 13% of respondents for FGM and CM, respectively, this may be in part due to the target audience for those activities. The survey interviewed adults, but awareness campaigns and other activities in schools generally target youth. Qualitative data suggest that anti-HTP attitudes are quite prevalent among younger people. During FGDs at girls' health clubs, both male and female youth participants demonstrated excellent awareness of CM and FGM, the obstacles they present for girls, and the importance of girls' empowerment.

Public Attitudes

Both quantitative and qualitative data collection provided strong findings around widespread increase in support for eliminating HTPs. Eighty-four percent of households strongly supported elimination of FGM, and 95% of households reported being very unlikely to circumcise their daughters in the future. Child marriage shows exceptionally strong support for elimination at 97%, and 81% of households report being very unlikely to marry off a daughter as a child. For both forms of HTPs, respondents with higher levels of education (levels were measured as either primary, junior, or secondary education, or above secondary education) demonstrated higher support for eradication and lower likelihood to continue HTPs with their own daughters.

Raising awareness is associated with strong support towards FGM eradication. Based on the mid-term survey, households that received information from health institution were associated with a 17% change in strong support towards FGM eradication. Receiving information from community meetings was associated with a 17% change, and radio/television with a 9% change.

RELEVANCE

The GTP II recognizes that FGM and CM are development issues affecting women and children, stating:

“GTP II aims to eliminate violence and harmful traditional practices including female genital mutilation, early marriage and childbearing, gender-based violence, forced marriage, wife inheritance, etc. The measures to be taken towards this end include public education and awareness creation programs, public mobilization and particularly women engagement in the fights against such practices, and swift enforcement of legal measures for criminal practices against women.” (p. 92)

Furthermore, in 2014, the GoE committed to eliminating CM and FGM by 2025, stating that it would take the following steps to achieve this results: 1) incorporate relevant indicators in the National Plan and the National Data Collection Mechanisms including the 2015 Demographic and Health Survey to measure the situation of FGM and Child, Early, and Forced Marriage (CEFM) and to establish a clear benchmark; 2) enhance the coordination and effectiveness of the National Alliance to End Child Marriage and the National Network to End FGM by engaging different actors with key expertise; 3) establish strong, accountable mechanisms for effective law enforcement; and 4) and increase financial resources to eliminate FGM and CEFM by 10% from the existing budget.²⁰

A school girl in Amhara described how she resisted her parents’ plan to have her married early: “I said, ‘No; I want to continue my education. I don’t want to regret in the future for discontinuing my education.’ I even threatened them that I would report to the administration and that I would kill myself if they force me.” - FGD, reproductive health club student in Amhara

Result 4 of the HRPS Activity, “Reduced incidence of child marriage and female genital mutilation,” is in alignment with the national priorities to eliminate FGM and CM. Specifically, the activities under Result 4 speak to GoE’s third approach to addressing HTP—that is, working with justice sector and community actors to make sure that those who promulgate FGM and CM are duly prosecuted.

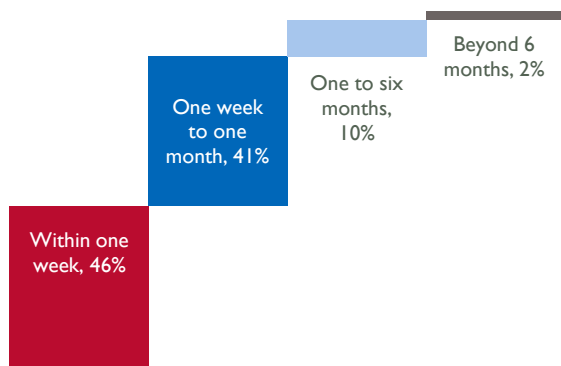
EFFECTIVENESS

Justice for All-Prison Fellowship Ethiopia’s aim to reduce FGM and CM faced major challenges that limited the effectiveness of activities. Respondents were consistent in stating that the trend for FGM is decreasing, with multiple personnel from HTP task forces, government agencies, and the judicial sector stating that FGM is “almost absent,” “has dwindled,” or similar messages, thanks to awareness-raising activities by various actors. Survey data, on the other hand, show that 21% of women who were married in the past five years reported circumcising their daughters. The rates for this group were similar in Bibugn and Kelala woredas (see Figure 4).

²⁰ “Ethiopia Commits to Eliminating Child Marriage and FGM by 2025.” *UNICEF Worldwide*, UNICEF, 22 July 2014, www.unicef.org/esaro/5440_ethiopia2014_eliminating-fgm.html.

Figure 7: Daughters' Circumcision Timing (Household Survey, n=380)

46% of female circumcisions occur within **one week** of birth, and 87% within **one month**.



Data clearly show that most girls are circumcised within the first week or month of life, not at an older age, as is common in other African countries. Forty-six percent of daughters' circumcisions occurred within the first week after birth, and an additional 41% were in the first month of birth (Figure 7). There was no evidence of HRPS programming targeting the immediate post-natal period for enforcement, education, or behavior change. Rather, respondents from anti-HTP task forces attributed any decrease in FGM rates to the greater use of birthing centers, where FGM is not allowed, and where health care providers follow up with parents.

Child marriage is a greater challenge according to the same groups of respondents, as well as youth who participated in FGDs. Economic incentives continue to motivate many child marriages, as

parents seek to collect dowries and build ties to wealthy families. Parents also fear unwanted pregnancies, or that marriage may be difficult with an older daughter. Other challenges cited by legal and justice sector respondents include a legal framework that is difficult to enforce, the difficulty in collecting evidence, and inconsistent enforcement or minimal punishment for CM violations. Key informant interviews stated that CM was decreasing in towns, where law enforcement officials were more likely to get involved in CM cases, but not in remote areas.

TABLE 3: COMPARING PERCEPTIONS ON FGM AND CM TRENDS

| FGM | CM | SOURCE |
|---|---|---------------------|
| FGM has decreased as most mothers are giving birth at the health centers. The follow-up by the health officers has prevented the parents from committing FGM at the 7th day after birth. | CM is increasing as the amount of dowry to the girls' parents has gone above 10,000 Birr, or 429 USD. The other factor could be peer pressure from other parents. They encourage parents that, "CM has always been there since the times of our ancestors and it has not been harmful." | Anti-HTP task force |
| Compared to CM, FGM is not as such a problem as it has significantly reduced and almost absent. | CM is still a serious problem in the region, in the zone as well as in our woreda. The challenge with CM fight is that parents are changing their tactics and it became very difficult to get sufficient evidence to practice the law. | Anti-HTP task force |
| FGM is almost not practiced. Earlier it was done by traditional practitioners and they circumcise many girls with unsterilized blade. We have identified these traditional practitioners and educated them about the harms of the practice. | In general, there is significant improvement in CM in the woreda because of the effort of the government through the anti-HTP task force. | Anti-HTP task force |

| | | |
|---|---|--------------------------------------|
| FGM has significantly decreased ... | while CM is still practiced despite the awareness raising efforts. | Religious leaders |
| FGM is not taking place in this woreda anymore. | But CM is still practiced as the parents are afraid the girl may humiliate the family by having sexual relationships before she gets married and may consequently bear a child or contract STDs including HIV/AIDS. | Religious leaders |
| The decline of FGM could be ascribed to the training and awareness raising activities provided to circumcisers. As a result of that, FGM has dwindled ... | while CM has continued unabated. The prevalence of CM could be attributed to many reasons including CM as a source of income for the girls' family. In addition, culturally the society considers those girls who marry "late" as "unwanted" by men and those who marry as minors as the "chosen ones." | Presiding judge |
| Recent assessment shows that FGM is very low. | However, CM is still a problem due to decrease in efforts from government and other stakeholders. | Office of Women and Children Affairs |
| FGM is not as such an issue. | CM is still a serious problem in [the] woreda. The perceived causes for community to practice CM is cost reduction; reduce the cost they incur in wedding their children by organizing the ceremony for two or more children at one time. | Police officer |

In addition to the inherent difficulties in combating the traditions and economic incentives that entrench HTPs, JFA-PFE's effectiveness was hampered by the one-off nature of activities and HRPS' lack of emphasis or entry points at the grassroots level. In a FGD with members of an anti-HTP task force, respondents noted that the trainings did not follow through with any mechanisms to reach the community, and thus cascade the FGM and CM trainings to the local level (such as including community leaders, without whose blessing these child marriages cannot take place) to ensure continuity in HTP prevention. Respondents pointed out that inclusion of local level stakeholders is important, due to the amount of staff turnover that occurs on the task forces. For example, all the participants in this FGD said they did not have any knowledge of JFA-PFE's FGM and CM awareness campaigns (despite campaigns having occurred in that region), but that they knew of previous staff members who had participated in JFA-PFE trainings on this topic.

Because so few respondents demonstrated familiarity with JFA-PFE activities, assessing project effectiveness is difficult, and attribution of progress to HRPS activities is very weak. Though awareness raising activities are largely cited as a reason for the perceived downward trend in FGM, respondents could not connect JFA-PFE to those awareness-raising activities. An anti-HTP task force member stated, "JFA-PFE's plan...was to aggressively work in the woreda. However, there is no tangible thing that can be mentioned as JFA-PFE's accomplishment."

EFFICIENCY

Most respondents stated that overcoming the challenges to eradicating HTP will require greater coordination and collaboration than currently underway of stakeholders, including schools, anti-HTP task forces, the health sector and other donors. Respondents noted that JFA-PFE's engagement with these groups was not effective, and, in fact, added little value to the efforts of others in the CM/FGM eradication efforts. Justice for All-Prison Fellowship Ethiopia did not have a field presence to continuously reinforce engagement, leading to the relatively light stakeholder engagement described by key informants and in Activity documents.

Furthermore, interviewees named nine other organizations engaged in similar training as JFA-PFE in similar regions. Other efforts (such as Save the Children and “Finote Hiwot,” a U.K. Department for International Development (DFID)-funded project to end CM) are already well-established anti-HTP efforts in the target woredas. The HRPS Activity is not currently coordinating with these entities—whose interventions and impacts were prominently known by interviewees and survey respondents. One task force FGD praised Save the Children for having mechanisms to reach the grassroots level and community leaders; four other FGDs and KIs identified Finote Hiwot for excellent work in this area. One respondent noted that JFA-PFE is unique in its lack of regional coordination: “All NGOs submit their plan and review their performance at woreda level, except JFA-PFE.” Justice for All-Prison Fellowship Ethiopia is not coordinating with the legally mandated government institution, i.e. Women and Children Affairs Bureaus, several of which raised serious concerns about JFA-PFE’s approach: “What they [JFA-PFE] are doing is unethical, they don’t have a project agreement with us, they are not collaborating with us and we don’t really know what they are doing. We may take measures if they continue like this.” [KIs at Regional Bureau of Women and Children Affairs offices].

SUSTAINABILITY

The HRPS Activity did carry out awareness campaigns, including trainings, market forums, community conversations and testimonial events. However, Justice for All-Prison Fellowship Ethiopia interventions in the target districts have tended to be one-off, which compromises sustainability. Stakeholders felt that the interventions “kick-started” heightened community awareness, but were not followed up with other activities or sufficiently coordinated with local stakeholder groups (especially Women and Children Affairs Office and HTP task forces) to keep the momentum going or capitalize on the awareness gained. For example, a teacher who oversees a Girls’ Reproductive Health Club commented that JFA-PFE supported the school clubs with their activities when another teacher was present, but that JFA-PFE is no longer engaged with the school. In another example, members of an anti-HTP task force described how the HRPS Activity conducted awareness-raising events using different venues such as in the marketplace, meeting halls, and in about two to three schools. However, this was a onetime activity, and the project has not returned and made any follow-on activities. In the words of an FGD participant: “JFA-PFE’s work was like a flicker of light. It should have continued.”

“[HRPS] should give us its annual plan, at least, so we can synchronize our plans, and share responsibilities. We should have a joint action plan. It should be noted that JFA will not work in our woreda from now on unless they present to us their project document.” –FGD participant, a Sinan woreda HTP task force in Amhara

Conclusions

Evidence is scarce that the work under Result 4 contributed to measurable reductions in prevalence of CM or FGM. However, both quantitative and qualitative data indicate trends that are promising for the future: lower FGM and CM rates for daughters, younger mothers, and more educated mothers.

Community members’ awareness of HTPs has expanded, though the contribution of HRPS efforts to this expansion is unclear. Increased awareness is considered a major contributor to the perceived decrease in these practices, with community meetings and health institutions leading as the most used sources of information. Some “meetings or forums” identified by respondents could have been sponsored by HRPS, but most respondents could not attribute events to a specific organization. In some, but not all, surveyed communities, awareness campaigns and training of teachers and officials made a recognized difference in building awareness and empowering enforcement of applicable laws.

Public attitudes clearly have shifted against these harmful traditional practices since the JFA-PFE baseline study in 2014. Similarly, large increases in support for eradication of HTPs indicates some success in this area, and potentially future impacts. Data show that girls younger than one week old are victims of FGM in Ethiopia; successful interventions in birthing centers (not sponsored by JFA-PFE) focus on educating new parents on the law and reasons for not circumcising their girls.

Child marriage is proving to be more challenging and pervasive than FGM, due to entrenched traditional practices and limited legal enforcement. Prosecuting CM cases is challenging because of the difficulty in collecting evidence; parents will often hide marriages under the auspices of other celebrations to limit their visibility. Child marriage continues to be driven by economic incentives from increasing dowry values and cultural concerns about the marriageability of older daughters.

There is not a measurable impact of HRPS Activity interventions on prevalence levels, awareness, or levels of support for either FGM or CM, in part because of the abundance of organizations working in that space within these areas. Officials in several communities described the JFA-PFE work in their localities as one-off and not sustained, which severely undermines the efficacy and sustainability of HRPS's anti-HTP work.

EVALUATION QUESTION 5

What has been HRPS's measurable progress against its activity performance targets?

FINDINGS

The HRPS Activity's M&E Plan is the official documentation of Activity performance targets and measurement. The October 2014 version set out ambitious indicators, methods, and targets to measure the achievement of the program. The reporting of the activity performance targets in the Annual Performance Reports in 2014, 2015, and 2016 do not match the framework in the M&E Plan, but rather the updated annual workplans. Nor, according to KIIs with JFA-PFE, is HRPS using the M&E Plan in planning its workplans or M&E activities.

Some M&E Plan indicators have neither data nor corresponding activities in the annual workplans and budget; for example, the number of people reached by radio and television broadcasts is listed as an indicator in 2014 with targets for all years, but has never been reported on. These indicators with no activity and no results remain in the M&E Plan, including a revised, but not yet approved, 2017 version. There are also items in the workplan that do not have corresponding indicators (e.g. legal aid clinic and services). Because USAID must approve annual workplans, these changes reflect agreed upon revisions, but these annual plans have not been formally reconciled with the M&E Plan.

However, the draft 2017 M&E Plan reporting and the annual reports do not match and need to be reconciled. The HRPS Activity did not have soft copies of the underlying data available for review, and a full data quality assessment (DQA) of the hard copies was beyond the scope of this evaluation. The annual reports also contain narrative reporting on activities that are not currently, though could be, reflected in HRPS's quantitative data.

Nonetheless, the data, available documentation, and information from KIIs agree on the overall progress against activity targets at the output level for each Result. This is demonstrated in the aggregate, using the draft 2017 M&E Plan as the master documented, in Table 4 below. Specific target achievement for each Result are discussed in depth under those respective evaluation questions. Overall:

- Most of the trainings planned under Result 1 are happening within the 90-110% targeted range when measured against the annual plans, though not the M&E Plan.

- Result 2 trainings have not occurred consistently, which affects several training-related indicators on attendance, pre- and post-tests, and follow-up activities.
- Result 3 activities have been progressing, but fewer than planned JUJFs and other advocacy activities have happened.
- Result 4 trainings and workshops have occurred, but the media campaigns and follow-up visits planned have not. The Activity is not tracking outcome level indicators.

TABLE 4: HRPS PERFORMANCE AGAINST 2017 M&E PLAN

| RESULT AREA | # OF INDICATORS IN 2017 M&E PLAN | # OF INDICATORS REPORTED ON IN 2017 M&E PLAN | # OF INDICATORS AT >90% OF TARGET | | |
|-------------|----------------------------------|--|-----------------------------------|------|-------|
| | | | 2014 | 2015 | 2016 |
| 1 | 11 | 6 | 4 | 0 | 1 |
| 2 | 7 | 3 | 2 | 0 | 2 |
| 3 | 8 | 5 | 5 | 1 | 1 |
| 4 | 5 | 1 | 1 | 1 | 1 |
| Total | 31 | 15 | 12 | 3 | 5 |
| % of Total | | 48.3% | 38.7% | 9.7% | 16.1% |

Many of the M&E activities at the outcome level outlined in the M&E Plan are not being conducted. The M&E Plan outlines a plan to collect surveys and conduct record reviews to report on outcome indicators. An Annual Impact Assessment (2015) conducted by the Activity touched on many of the indicators not covered by the annual reports; however, this report did not follow the methodology outlined in the M&E Plan. Further, the number of people sampled in 2015 (13% of trainees) was too small to be a representative sample of the project's work. The 2016 Annual Impact Assessment was still being compiled at the time of this evaluation, and was therefore not available for comment or analysis.

The HRPS Activity developed a revised M&E Plan dated May 2017 that is in the approval process. This document includes reporting on activity level performance for the project since inception, and has the most comprehensive numeric summary of the performance of HRPS of the documents reviewed, with data on 15 indicators through the end of 2016. Fewer than half of the indicators have consistent reporting.

The evaluation team was also told that the M&E Unit conducts quarterly field assessment in sampled sites, but these reports were not available for review and synthesis, nor were they clearly reflected in the Annual Performance Reports. Justice for All-Prison Fellowship Ethiopia reported that their capacity to conduct follow-up monitoring at the woreda level is limited. The limitations in JFA-PFE's implementation of the M&E Plan are discussed further in Evaluation Question 6.

CONCLUSIONS

Exact measurement of HRPS's progress towards its activity performance targets is not possible for all indicators because of the inconsistency in reporting targets and the absence of consistent, credible monitoring information. When available, source documents (including Annual Performance Reports, M&E Plan, Indicator Performance Data Tables, Impact Assessments, etc.) were incomplete and contradictory; other information sources such as quarterly field assessments were not available. This may be in part due to inappropriate or misaligned indicators that were not properly adapted to the Activity. If the original M&E Plan had been followed, there would be a good indication of the progress of the project to date. The Activity has been reporting against progress on annual work plans rather than progress on official targets in the M&E Plan, which show no progress on Result 2 and moderate progress on the other Results. Absent adherence to the agreed upon measurement framework, managing underperformance or recognizing on-target performance is difficult.

It does not appear that there are sufficient human resources to conduct surveys and record reviews, which will be discussed further in Evaluation Question 6.

EVALUATION QUESTION 6

Does JFA-PFE have adequate human resources (in terms of the number, knowledge, and experience) to effectively carry out project implementation, monitoring, reporting, evaluation, and learning?

FINDINGS

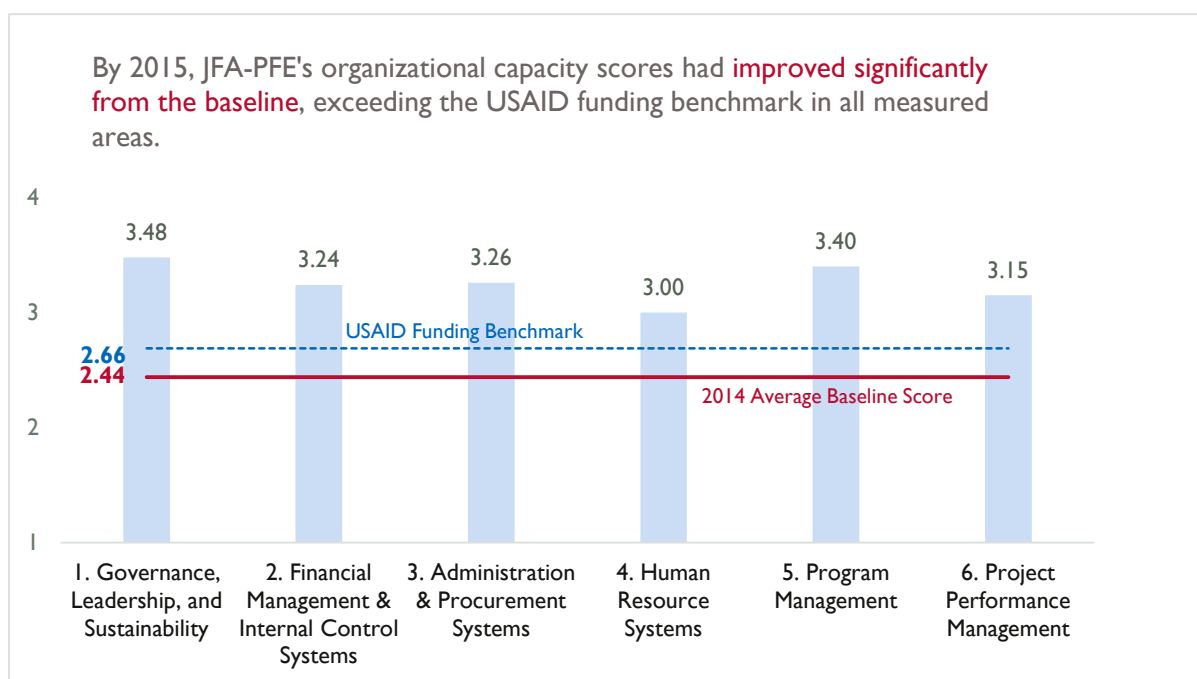
For the current levels and types of engagement planned for HRPS (i.e. very limited field presence, basic program support functions, opportunistic rather than strategy-driven planning approach), JFA-PFE respondents indicated that they have the human resources to meet most implementation and management needs. So far, they have also experienced low staff turnover, which some JFA-PFE respondents attribute to good staff salary and benefits made possible through USAID funding. Even so, KIIIs, including some with JFA-PFE, and the evaluation team's review of staff numbers and qualifications revealed two main gaps. First, JFA-PFE has only one expert at the head office responsible for Result 4. Respondents expressed the difficulty this one person faces in managing awareness raising and follow-up after initial trainings (i.e. assessing the extent to which trainees have applied the skills and knowledge gained during the trainings), resulting in weak follow-through. Second, JFA-PFE has only one M&E staff member for the entire organization, meaning that this one person oversees all M&E activities for all of JFA-PFE's projects. This has led to the lack of follow-up on activities and implementation of the M&E Plan noted in earlier evaluation questions; the reasons for this are discussed further below.

Furthermore, JFA-PFE respondents recognized a gap with respect to working with woreda level stakeholders. They identified the need to have both woreda-level and regional-level coordinators, but said they faced budget limitations in making this a reality. If JFA-PFE were to elevate its level of program ambition (e.g. to be more assertive in the policy sphere or more engaged at the woreda level), respondents noted the need for additional staff.

In terms of staff knowledge and experience, current staff in Addis Ababa and in the field report having taken advantage of available relevant trainings, and report applying training concepts to their jobs. Justice for All-Prison Fellowship Ethiopia respondents explained that staff training opportunities occur through two complementary sources: 1) internally organized trainings, and 2) organizational capacity building through USAID's Local Capacity Development (LCD) activity implemented by Kaizen. The former are internally organized once or twice each year, on different topics aimed at improving staff skills. Justice for All-Prison Fellowship Ethiopia staff have also taken advantage of long-term training opportunities—such as a project management training—funded by other donors. Regarding LCD opportunities, JFA-PFE respondents noted that these trainings were abundant, and that JFA-PFE staff participated in them selectively as time permitted, though JFA-PFE did participate in LCD's yearly capacity assessments.

Kaizen reported that JFA-PFE has been among the highest scoring organizations in multiple capacity assessment categories—including M&E and leadership—for the past two years. Kaizen also noted that JFA-PFE scored well in M&E categories due to the strong and ambitious plans they had written since Kaizen began working with them in 2014, but that they struggled to implement these plans due to the relatively low M&E human resources noted above. Kaizen indicated that JFA-PFE restricted itself to not spend more than 30% of its budget on administrative activities, including M&E, in line with GoE categories, even though JFA-PFE is not legally restrained by this requirement. This matches the evaluation team's assessment of HRPS's M&E Plan, which set forth ambitious indicators and evaluation plans that have not been fully enacted due to human resource constraints, and has not been updated regularly to reflect Activity changes.

Figure 8: HRPS OCA Scores (OCA through LCD Activity, 2014 and 2015 scores)



Justice for All-Prison Fellowship Ethiopia is undoubtedly well connected and well respected for its work in human rights training, but the basis for this respect comes from their work with prisons. Until recently their work was more narrowly focused within the human rights arena, specifically in the prison and justice sectors. They have less experience implementing high-quality programming in a much wider setting that includes community awareness building and close, continual coordination with local institutions, especially in the FGM and CM settings, and have not had consistent, on-staff expertise in these areas.

CONCLUSIONS

Justice for All-Prison Fellowship Ethiopia generally has the number and types of human resources to meet the needs of HRPS under its proposed activities. Current capacity remains appropriate for most activities, though personnel and associated capacity levels do not appear to be amenable to any significant expansion of programmatic breadth or depth. Field implementation of Result 4 and M&E are important exceptions to this; both Result 4 and M&E are understaffed, which hinders JFA-PFE's ability to effectively complete these activities.

There may be actors who are better placed to provide some of the services within the HRPS Activity, especially in the governance and FGM/CM sectors. Partnership with these organizations that would incorporate best practice in the field would help improve outcomes for the HRPS Activity.

EVALUATION QUESTION 7

What is JFA-PFE's effort to complement this activity with similar activities funded by other donors?

FINDINGS

Justice for All-Prison Fellowship Ethiopia is complementing USAID money with funding from Denmark, Norway, the Netherlands, Japan, and Germany to implement related activities that promote human

rights protection in the justice system such as constructing legal aid centers, conducting trainings for judges, police officials, and prison officials, sponsoring exchange visits, and building capacity to clear case backlogs. Justice for All-Prison Fellowship Ethiopia has been very transparent in its annual workplans indicating the source of funds for each activity and laying out how the funding serves to reach overarching goals. Often additional funding is used to extend the same training beyond USAID target regions to other areas in the country. One example of synergy between donor funding is JFA-PFE conducting USAID-funded legal aid trainings in legal aid centers which JFA-PFE constructed through other donor funds. The Joined-Up Justice Forum is also funded through multiple donors. The evaluation team did not study the reports to other donors so it is not possible to say if targets for other donors have been achieved or if there is an overlap in activity reporting, but from interviews with JFA-PFE and budget review, the team observed that the activities supported by other donors are similar to those supported by USAID.

Multiple respondents throughout the evaluation pointed to opportunities for HRPS to better coordinate with on-going opportunities in the country. One area for collaboration would be with other NGOs/CSOs working on justice issues [KII, USAID representatives]. For example, at the request of OAG, JFA-PFE is working on an amendment to the Commercial Code as part of HRPS Activity Result 3, even though JFA-PFE did not have previous expertise in this subject. The potential would be present, in this instance, to collaborate with groups that have relevant expertise, such as the Chamber of Commerce or law school professors who specialize in commercial law or policy.

Within the anti-HTP sector, interviewees named entities working on FGM and CM issues in their areas besides JFA-PFE. Respondents in four separate KIIs (two with Offices of Women and Children's Affairs, one with Police Office trainees, and one with a women's association) mentioned the Finote Hiwot ("End Child Marriage," funded by DFID) project. Save the Children's Yeaflanet Hiwot "Adolescent Life" project was also mentioned in three KIIs (one women's association, one Office of Women and Children's Affairs, and one with religious leaders) and one FGD with members of a reproductive girls' club. Other programs that fewer interviewees mentioned included the Her Choice Project (Education for Sustainable Development), UNICEF, Norwegian Church Aid, and Facilitator of Change. According to a key informant at another implementing agency, a key platform for learning and collaboration among implementers of anti-HTP work has been the National Alliance to End Child Marriage, which was launched in 2013. Yet no stakeholder, including JFA-PFE, mentioned JFA-PFE working with or in complement to these activities.

Qualitative interviews with stakeholders suggest that there are other institutions providing similar or complementary work in the justice sector, with whom HRPS could collaborate. Respondents in three KIIs and one FGD with regional prosecutors saw the potential for JFA-PFE to collaborate with JOPTC, which similarly provides short and long term pre-and on-job trainings to police, court and prosecution staff working in the justice sector. Although there are some differences between the scope and approaches of JFA-PFE and JOPTC (e.g. JOPTC targets domestic laws, whereas JFA-PFE targets international laws), respondents believe that a partnership between the two entities could 1) maximize efficiency and decreased potential for duplication, 2) share and learn from one another (e.g. JFA-PFE has accesses to qualified professional trainers, whereas JOPTC does not), and 3) promote sustainability.

Another potential opportunity for collaboration is working with the Regional or Federal EACCs. Both JFA-PFE and the EACCs are members of the JUJF, but do not currently have a working relationship outside of JUJF participation. One Regional EACC respondent interviewed believed that JFA-PFE and EACC could collaborate to conduct corruption surveys in Amhara region, verify officials' wealth registration, or conduct trainings on investigations and prosecution of corruption cases. Justice for All-Prison Fellowship Ethiopia and the regional and federal EACCs, along with other relevant stakeholders, could potentially collaborate to improve the effectiveness of the JUJF's anti-corruption efforts.

CONCLUSIONS

Justice for All-Prison Fellowship Ethiopia partners with other donors (Netherlands, Norway, Denmark) to increase its funding and offer additional activities that complement HRPS objectives, such as infrastructure assistance to prisons. Beyond this, HRPS shows few, if any, intentional efforts to complement its activities with similar work by other donors, despite the plentiful opportunities that exist for HRPS to collaborate with other entities doing complementary activities within the justice and anti-HTP spaces.

CROSS-CUTTING CONCLUSIONS

The HRPS Activity's trainings have been well-received, and key informants widely report improvements in human rights practices. However, given the myriad human rights interventions currently underway (including those implemented by JFA-PFE through other donors), the lack of HRPS follow-up on action plans following training, the low number of trainees, and the lack of a sustainability plan, the contribution of HRPS towards building capacity to protect human rights has been minor. These defects are also seen in the trainings for good governance and rule of law, which follow the same model, but of which HRPS has conducted only a fraction of the expected number.

On the advocacy side, stakeholders agree that the JUJF could be an effective platform for advocating for human rights if improvements are made to the Forum's organization and agenda. The HRPS Activity's support for revisions to several codes and policies is on a pathway to success. The Activity's community-level advocacy against CM and FGM has suffered from a lack of continuous engagement with key stakeholders; there is little follow-up on initial advocacy campaigns, insufficient staffing, and a lack of collaboration with the many other actors combating HTPs.

The HRPS Activity's ability to fulfill its reporting requirements and follow up with trainees has also been hindered by its low level of M&E human resources, where only one person covers JFA-PFE's entire portfolio. Otherwise, Justice for All-Prison Fellowship Ethiopia appears to have strong human rights technical expertise.

Justice for All-Prison Fellowship Ethiopia's Theory of Change identifies both the capacity and willingness of actors to better address human rights violations as the two necessary elements to improve human rights protections in Ethiopia's legal system. These are both essential elements in achieving human rights improvements, though the HRPS approach focuses on the supply side—e.g. improving government and justice sector officials' awareness and willingness to protect human rights—rather than the demand side, of increasing citizen awareness of their rights and available protections. Though the demand side is a part of HRPS's Result 4 activities, it is not part of the Theory of Change, nor an emphasis in the current Activity design. Other limitations of HRPS found at midterm—ineffective implementation and the scale of training targets—are not inherently at odds with the current Theory of Change.

RECOMMENDATIONS

EVALUATION QUESTION I

1. **The HRPS Activity should conduct a needs assessment in advance of designing and implementing trainings.** The needs assessment can be conducted through various methods, including questionnaires, consultation with target groups and their representatives, and by reviewing existing documentation. While the Activity's trainings were broadly applicable to human rights issues in Ethiopia, there is regional diversity within the country as to which human rights issues are most pressing. Properly conducted needs assessments can also identify issues that may inhibit attendance (such as distance to training sites or scheduling conflicts), the most appropriate people to undergo training and how to ensure their engagement, and potential barriers to implementing human rights protections, all of which can help HRPS to adapt trainings to become more effective and locally relevant.
2. **The HRPS Activity should provide TOT for individuals with strong academic and work experiences and collaborate with targeted training institutions to ensure that trainings are widely disseminated.** This would increase the number of individuals strengthening their capacity to protect human rights, and reinforce the sustainability of trainings. Eventually, every member of the judicial system and police force should have participated in human rights training. The Activity should ensure that the targeted institutions are committed to funding and offering the training through their own institutions during an initial assessment when choosing partners. The JOPTCs could be effective partners for human rights TOTs, and their institutionalized nature makes them likely to have continued ability to operate human rights trainings following the end of the Activity. This would also allow for more decentralized training, which would decrease the travel burden on trainees and facilitate tailoring trainings to focus on the most pressing human rights issues of an area. Holding cascade trainings at a more decentralized level would also decrease travel-related training costs.
3. **To sustain the achievements of the Activity, HRPS and the JOPTCs should build a strong partnership for conducting trainings.** This would facilitate the TOT approach described above, as the JOPTCs are established, funded bodies that will continue to operate after the Activity's end. The HRPS Activity should endeavor to build the capacity of JOPTCs to conduct practical human rights trainings.
4. **The HRPS Activity should conduct ex-post surveys of training participants six months after each training to understand if the training was effective.** A period of six months would allow participants an opportunity to implement their action plans, but is short enough for most trained staff to be in their same positions and have the training fresh in their minds. This method will help JFA-PFE learn if the trainings' longer-term outcomes are achieved, and if participants apply the skills taught during the training. The Activity can also measure whether the training meets its outcomes by conducting individual interviews and FGDs with participants, as well as with their supervisors and colleagues to corroborate any self-reported data. Following trainings, the Activity should review trainers' performance and training activities to assess the quality of their work and any institutional changes that may have been made. These post-training measurements can also help HRPS identify obstacles to the application of skills and knowledge learnt and tailor programming accordingly. In addition to these analytical efforts, the HRPS Activity should identify follow-up interventions that would help sustain trainees' application of concepts and skills attained during the trainings, including mentoring and coaching to strengthen mastery and application of skills learned or helping trainees identify strategies to overcome obstacles to applying skills they've

learned. A Regional TOT model would make follow-up more efficient, as the regionally-based trainers trained through HRPS could conduct these follow-up visits.

EVALUATION QUESTION 2

- 5. As with the Result 1 trainings, implement a needs assessment, a training of trainers model, post-training follow-up, and an institutional partner to ensure the sustainability of trainings.** A needs assessment would help ensure local relevance of trainings and enable the HRPS Activity to develop training manuals tailored to the Ethiopian context, and determine the best training approach based on the preferences of the prospective participants. In addition, the recommended needs assessment will enable HRPS to begin training by targeting those actors most likely to make changes within their institutions, such as senior officials who might be best-positioned to enforce behavior changes and transfer new skills within their work environments. The training materials should also clearly indicate training methods appropriate to adult education, including participatory exercises such as role playing, case studies, demonstrations, and other exercises. Training materials would also help ensure the consistency and quality of trainings, as well as facilitate the TOT approach described below.

To ensure sustainability, it is essential to transfer knowledge and capacity to local actors who can continue to deliver trainings after the close of HRPS. Towards this end, the Activity should work together with higher learning institutions to build local capacity, especially at regional level, to deliver good governance and anti-corruption trainings to provide a cost-efficient and more sustainable method of delivering trainings to higher numbers of participants.

The Result 2 trainings are highly relevant and a worthy part of HRPS's Theory of Change. The HRPS Activity should work to adopt the recommendations above to enact a training model that will effectively, efficiently, and sustainably promote good governance in Ethiopia.

- 6. Future good governance and rule of law activities should include an advocacy component to address system-wide challenges to good governance and rule of law that Ethiopia faces.** The HRPS Activity's human rights work uses a two-pronged approach of capacity building (Result 1) and advocacy (Results 3 and 4) to better promote human rights, while Result 2 has only a capacity building component to promote good governance and rule of law. One entry point would be through the support and passage of an Administrative Procedure Code, which would play a vital role in entrenching good governance and is prioritized in the GTP II document itself, though this would have to be done in negotiation with the GoE and in line with the GoE's priorities. The limited time remaining and poor performance of HRPS under Result 2 may mean that this approach would be better suited for future activities, rather than added to HRPS during its final year.

EVALUATION QUESTION 3

- 7. The HRPS Activity should work with the Federal Supreme Court and OAG to directly improve forum procedures, set the agenda, and increase the participation of diverse stakeholders.** Specifically:

- The Activity should work with the Federal Supreme Court and OAG to shift content of sessions away from presentations of institutions' activities and more in favor of policy reform and renewal. The Activity should play a stronger role in proposing appropriate topics for discussion that would heighten dialogue around pressing human rights issues.
- All the members of the JUJF are governmental organizations, and when the prosecution, the investigator, and the adjudicator sit together to discuss justice systemic issues, the lawyer

community should be included as a participant in the JUJF, as appropriate. The Activity could also explore the possibility having civilian advocacy CSOs participate in select forums.

- The initiation process of laws or policies should not merely depend on requests by individual institutions in the justice system. Joined-Up Justice Forums may benefit from the inclusion of higher education institutions and lawyers for research or capacity building activities, if it is to be used as a forum to initiate or assess laws and policies.
- Agenda setting at JUJF must be participatory, with clear rules regulating the process. Representation at JUJF needs to be institutionalized, and proceedings and findings should be shared with staff.
- As a nationwide forum of all justice institutions at the federal and regional levels, JUJF should be structured to include JUJF organs such as a general assembly, secretariat, and executive committee, with clear and written roles and responsibilities, to institutionalize JUJF and enhance independence from JFA-PFE. Such a restructuring would be an opportunity to expand representation of regions in the governance of the JUJF.
- The Commercial Code revision should be informed and directed by a Commercial Policy; as this was not the case with the current revision, HRPS should carefully monitor developments with the Commercial Policy to ensure that the Commercial Code can be revised to align with the Policy. In the future, HRPS and other USAID Activities should endeavor to direct initial work at policies, and then develop codes based on the policies. Fruitful advocacy opportunities also exist outside of codes and policies in the improvement of work procedures and systems.

EVALUATION QUESTION 4

- 8. Increase HRPS's level of community engagement, local staff and collaboration with other anti-HTP actors to improve Result 4 performance.** The HRPS Activity will need to make several amendments to the activity implementation to influence Result 4. The evaluation found that HRPS's current community-level activities had very low visibility, meaning they will need to be substantially intensified to provide the level of follow-up support to anti-HTP task forces necessary to spur behavior change, including hiring staff embedded at the zonal level or lower. These staff would need to have expertise in community engagement and must be able to conduct follow-up activities in areas with awareness campaigns to reinforce the messages of those campaigns. This would also involve finding fruitful areas of engagement with anti-HTP task forces. The HRPS Activity should also begin to work collaboratively with other actors working on anti-HTP (such as the Bureau of Women and Children's Affairs) to learn and adopt best practices and coordinate activities in order to make efficient use of different donors' resources. The Activity might consider adding another implementing partner or linking JFA-PFE to technical expertise to enhance the technical quality of the anti-HTP work and community-level engagement.
- 9. Target the antenatal and postnatal periods for anti-HTP advocacy.** Lessons learned from the household survey include the tendency for girls in Ethiopia to be circumcised within the first few weeks of birth, suggesting that engagement during the ante-, peri-, and postnatal stages might be a good time for engagement with mothers.

EVALUATION QUESTION 5

- 10. The HRPS Activity should thoroughly review and renew the Activity M&E Plan.** Doing so will make the measurement relevant to both the Mission's needs to see achievable progress and clear and realistic measurements for the project, or, if the M&E Plan currently awaiting approval meets these criteria, approval and implementation of that plan. Annex 6 features a review of

indicators, the frequency of the data collection, the source of the data, and the team's specific recommendations for each indicator.

11. Justice for All-Prison Fellowship Ethiopia should then use the new M&E Plan to report against all the required indicators, including targets, achievement to date, and cumulative achievement, as per best practice in performance reporting, including sex disaggregation of indicators and targets. The HRPS Activity may need technical support to ensure an appropriate monitoring system is in place to collect the required data.

EVALUATION QUESTION 6

12. USAID and JFA-PFE should explore ways to increase M&E and Result 4 staff.

- M&E Staff: This may include expanding funding for M&E staff so that, at a minimum, there is one JFA-PFE staff fully dedicated to HRPS M&E, or else rebalancing staff responsibilities so that more staff can support tracking training outcomes and thus the extent to which HRPS influences higher-level results.
- Result 4 Staff: To adequately support Result 4, the Activity must dedicate staff at the zonal or lower level to implementing and following up on community-level activities.

EVALUATION QUESTION 7

13. The HRPS Activity should include expanded collaboration with other donors and implementers working on human rights issues as an expected activity in its work plans going forward, to ensure that opportunities for improved coordination are not missed. The HRPS Activity should seek ways to engage in coalition-building, participate in topical forums with groups who hold more expertise, and connect with other donors funding these issues to learn about actors engaging in this work. This is especially advantageous for areas in which JFA-PFE is lacking in experience and technical expertise, such as Result 4.

ANNEX I: EVALUATION STATEMENT OF WORK

STATEMENT OF WORK MID -TERM PERFORMANCE EVALUATION

SUPPORT TO “ENHANCING THE STATUS OF HUMAN RIGHTS PROTECTION AND SYSTEMS OF GOOD GOVERNANCE IN ETHIOPIA”, AWARD NUMBER AID-663-A-13-00008

I. INTRODUCTION

The purpose of this performance evaluation is to examine the overall progress of the activity in terms of enhancing human rights protection and systems of good governance in Ethiopia at the midpoint in the life of the program; assess the activity’s coordination mechanisms at national, regional and local levels; and identify lessons learned and best practices. The findings, analysis and recommendations are intended to inform and improve implementation of “Enhancing the Status of Human Rights protection and Systems of Good Governance in Ethiopia” in the remainder of the life of the award. The primary users of this evaluation are USAID and the implementing partner. As the implementing partner is closely working of the Government of Ethiopia, the justice sector of the Government is also expected to benefit from the evaluation findings.

| | | | |
|-------------------------------|-------------------------------|------------------------------|-------------------------------|
| Award # AID-663-A-13-00008 | Start Date August 20, 2013 | End Date: August 19, 2018 | LOP Budget: \$4,708,919.00 |
|-------------------------------|-------------------------------|------------------------------|-------------------------------|

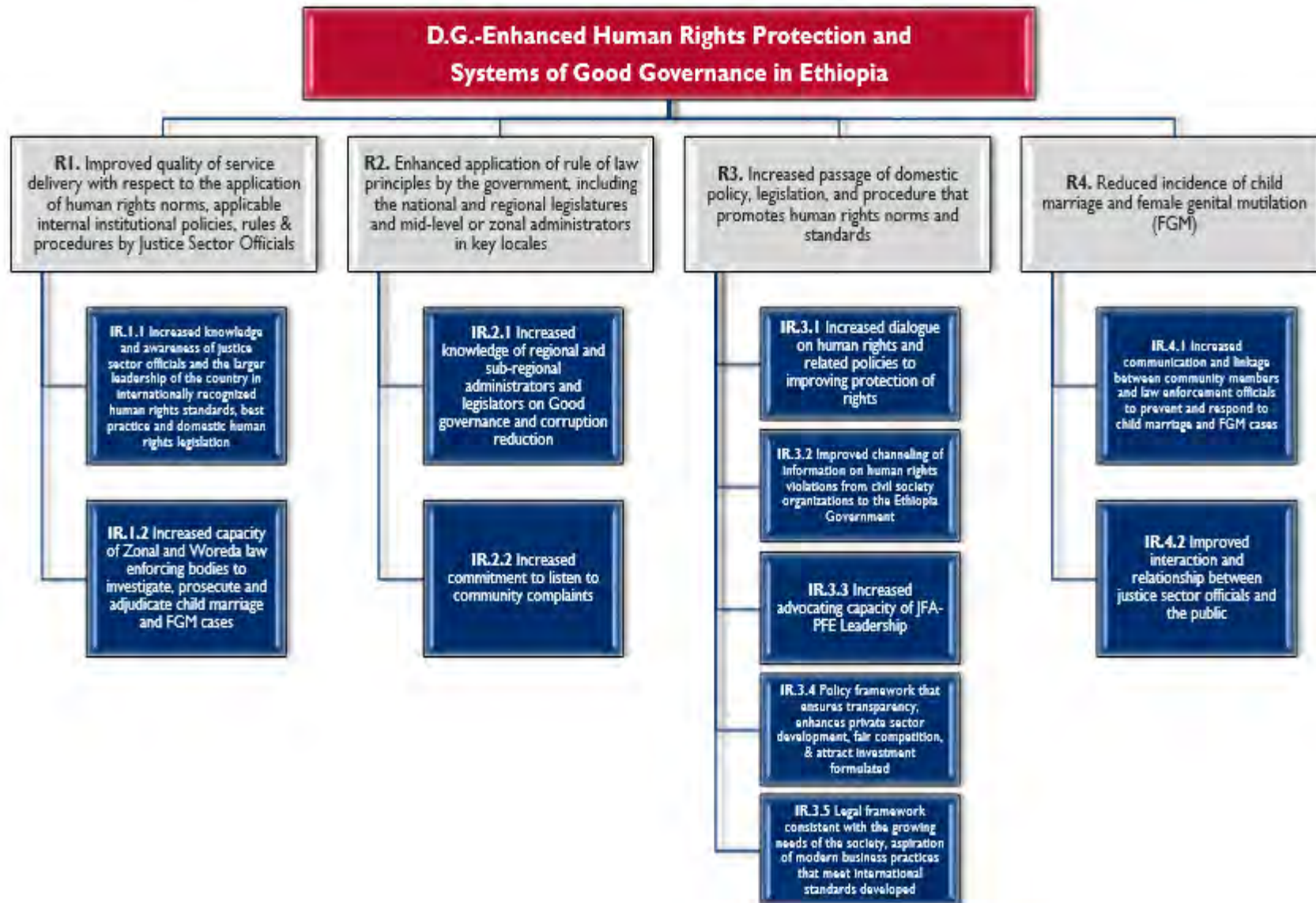
USAID’s evaluation policy encourages independent external evaluation to increase accountability to inform those who develop programs and strategies, and to refine designs and introduce improvements into future efforts. In keeping with that aim, this evaluation will be conducted to review and evaluate the performance of the USAID-funded “**Enhancing the Status of Human Rights Protection and Systems of Good Governance in Ethiopia**” activity implemented by **Justice for All-Prison Fellowship (JFA-PF)**. The evaluation will focus on assessing the activity’s mid-term performance in achieving or how it is progressing to achieve its goal, objectives, and results.

Theory of Change

If the capacity of the law enforcement organs such as the police, public prosecutors and the judiciary is increased in terms of the legal awareness on human rights of citizens and the political will on the part of the government to respect and protect the human rights of citizens, then there will be a decrease of human rights violations in Ethiopia.

II. BACKGROUND

In 2006, USAID/Ethiopia conducted an analysis of the human rights context in Ethiopia and identified key government institutions allegedly responsible for acts of both omission and commission of human rights violations. These institutions are: the Federal, Regional and Local Courts, the Federal and Regional Civilian Police and local militia which provide civilian law enforcement in most rural areas. The two main factors identified were political pressure and institutional weakness.



Furthermore, despite Ethiopia having laws such as the Family Law – which guarantees women equal rights in marriage, and criminalizes harmful practices such as female genital mutilation (FGM), early marriage and domestic violence – human rights violations against women and girls do not receive the needed attention from the police, judiciary or social courts. A vast majority of Ethiopian women and girls are impacted by these harmful traditional practices.

By compiling data and information about the current human rights context in Ethiopia, a set of activities was identified which, with adequate focus and resources, USAID/Ethiopia believes can help effectively deter future human rights violations in Ethiopia. In order to enhance human rights protection and good governance in Ethiopia, USAID developed a five-year (August 20, 2013 to August 19, 2018) activity called “Enhancing the Status of Human Rights Protection and Systems of Good Governance in Ethiopia, which is being implemented by Justice for All-Prison Fellowship Ethiopia (JFA-PFE). The activity is being implemented both at the federal and regional levels. At the federal level, the activity particularly works on four major regions of the country namely: Amhara, Tigray, Oromia and SNNPR whereas the FGM and early marriage activity are focused only in Amhara region and parts of SNNPR.

III. ACTIVITY GOAL AND OBJECTIVES

USAID/Ethiopia acknowledges that it cannot tackle all the root causes of human rights abuse; however, it can play an important role in raising the awareness of human rights principles and legislation among government institutions mandated with the promotion and protection of human rights.

The overall objective of the activity is to enhance human rights protection in Ethiopia through building the capacity of justice sector actors and advocacy works. The focus of this activity is to reduce institutional weaknesses and political factors in order to enhance human rights and good governance practices. This activity also seeks to prevent child marriage and FGM through advocacy and the training of law enforcement and judicial authorities. Interventions will target state actors in the courts, police and other key actors in the national and regional legislatures, zonal administrations and civil society that are well positioned to enhance and promote human rights.

More specifically, the activity has two components: (a) training and (b) advocacy. The training part of the program targets to identify institutional weaknesses that contribute to human rights abuses in courts, and by police officials and works to reduce the weaknesses. The second part of the activity targets to reduce political factors that contribute to human rights abuses through increased engagement with the government.

The expected results of the activity are:

- Increased knowledge of justice sector officials and the larger leadership of the country in internationally recognized human rights standards and domestic human rights legislation;
- Improved application of human rights norms and applicable internal institutional policies, rules and procedures by justice sector officials in their jobs and duties;
- Improved inter-action and relationship between justice sector officials and the public;
- Increased application of rule of law principles by the government, including the national and regional legislatures and mid-level (zonal) administrators in key locales;
- Increased capacity of law enforcement agencies to investigate, prosecute and adjudicate child marriage and FGM cases;
- Improved application of human rights norms and applicable internal institutional policies, rules and procedures by the targeted government institutions (courts, police, militia and other key actors in the executive);
- Passage of domestic legislation that promotes human rights norms and standards;
- Incorporation of international standards into new laws or reforms of existing laws;
- Improved channeling of information on human rights violations from civil society organizations to the Ethiopia Government;

- Increased communication and linkage between community members and law enforcement officials to prevent and respond to child marriage and FGM cases; and
- Increased dialogue on human rights and related policies improving human rights.

IV. PURPOSE AND USE OF THE EVALUATION

The evaluation has the following major objectives:

- To assess the overall results of the Project focusing on progress, relevance, effectiveness, efficiency, and sustainability.
- To assess the effectiveness of strategies and implementation of interventions at national, regional and local levels and provide recommendations to further improve the Program.
- To project, with its current momentum, how effectively the activity will reach its targets and objectives by the end of the Program.
- To identify lessons learned, capture good practices, and provide recommendation to further improve the program.
- To assess the overall role of the project within the context of efforts to improve the human rights situation in Ethiopia's justice sector.

V. EVALUATION QUESTIONS²¹

The evaluation should address the following questions related to expected program results:

Result 1: Improved quality of service delivery with respect to the application of human rights norms, applicable international policies, rules and procedures by justice sector officials:

1. How effective is the human right training to enhance the target group's competency and ability to exercise human rights protection in their respective work?
2. To what extent has the activity enhanced the institutional capacity of the justice sector (to investigate, prosecute, and adjudicate) in areas where it is operating?
3. What if anything has been the value added of study tours (domestic) by justice sector officials? Provide specific examples.

Result 2: Enhanced application of the rule of law principles by the government, including the national and regional legislatures and mid-level or zonal administrators in key localities:

1. Has there been a demonstrated increase of knowledge of regional and sub-regional administrators and legislators on good governance and corruption reduction? If not, why? If yes, demonstrated by what evidence and is it attributable to this project? If yes, how have these government officials put into practice this knowledge? Please provide clear examples.
2. To what extent have project activities contributed to government administrators' and legislators' commitment to listen to community complaints?

Result 3: Increased passage of domestic policy, legislation and procedures that promotes human rights norms and standards.

1. To what extent did the JFA-PFE's personnel observatory status visit add value to the activity's effort to promote human rights norms and standards?
2. What evidence is available to demonstrate an improved channeling of information on human rights violations from civil society organizations to the Government of Ethiopia?
3. What have been the tangible benefits delivered by the Joined-Up Justice Forum? Provide recommendations for how the JUJ Forum might be strengthened to achieve its specified mandates.

²¹ Note: Overall, data and analysis of the project's achievements should be disaggregated for men /women, and addressing gender relations where relevant.

Result 4: Reduced incidence of child marriage and FGM

1. Has there been an increased level of positive communication and linkage between community members and law enforcement officials in the prevention and response to child marriage and FGM cases? If no, why not. If yes, provide specific examples.
2. Were the campaigns materials and dissemination strategies appropriate for raising awareness towards achieving R4? If no, why not. If yes, provide specific examples.
3. What is the added value of this set of interventions to the broader effort of the regional state (Amhara) and GoE to prevent/appropriately respond to these illegal behavioral practices? What could be done to strengthen the approach?
4. Are there substantiated improvements in both quantity and quality of interactions and relationships between justice sector officials and the public? If not, why not? If yes, provide specific examples.

The evaluation should also address the following general questions, in addition to above result related questions:

1. **Relevance:** Are all program Results, IRs and activities relevant to accomplishing the program objective?
2. **Effectiveness:** How effective are JFA's approaches in the achievement of the program's objective and results?
3. **Efficiency:** Does the IP have adequate human resource (in terms of the number, knowledge and experience) to effectively carry out implementation, monitoring, reporting, evaluation and learning?
4. **Sustainability:** To what extent do the activities or outputs have potential for sustainability? What could enhance the potential for sustainability? What is JFA's effort to complement this activity with similar activities funded by other donors?

VI. EVALUATION METHODS

The evaluation team will be responsible for developing an evaluation strategy and methodologies that include a mix of qualitative and quantitative data collection and analysis approaches. The team should present an evaluation questions matrix showing the source of data, method of data collection and also the tool to be used to answer each of the evaluation questions. The methodology will be presented as part of the draft work plan as outlined in the deliverables below and included in the final report. The evaluation team will have available for their analysis a variety of program implementation documents and reports. Methodology strengths and weaknesses should be identified as well as measures taken to address those weaknesses. The evaluation team should undertake field visits to the activity sites particularly to North Wollo Zone- Meket Woreda, East Gojjam Zones of Senan and Enebsie Sar Mider Woreda, North Shoa Zone of Ensaro Woreda and South Wollo Zone of Kelala Woreda for JFA's GBV works. The evaluation team will also visit the four regional states namely Oromia, Amhara, SNNPR and Tigray in which the police, public prosecutors and judges have received training on human rights and GBV. All data collected and presented in the evaluation report must be disaggregated, as appropriate, by gender and geography.

Existing documentation will be reviewed, and interviews and discussions with relevant stakeholders will be held. Stakeholders include Justice for All – Prison Fellowship Ethiopia (management, financial controller, project officers), persons who have been trained by JFA-PF, representatives of government bodies involved in the project, USAID-Ethiopia DG office, and other donors to the JFA-PF.

Use of quantitative data, which includes, but is not limited to:

- Comparison of current indicator values to baseline data for select output and outcome indicators.
- Map out the activity results against performance measure indicators to show the total number of indicators under each result and whether performance is met/on target (90-110%), exceeded (>110%), or not achieved (<=89%)

Use of qualitative data, which includes, but is not limited to:

- Document Reviews
- Key Informant Interviews
- Focus Group Discussions (FGDs)
- One-on-one interviews with sample beneficiaries (for instance, trainees)

VII. EXISTING PERFORMANCE INFORMATION SOURCES

The consultants will review the following documents:

- a) Activity Descriptions and Modifications (if any)
- b) Activity Work Plan
- c) Activity Quarterly Reports
- d) Activity Annual Reports
- e) Activity M&E Plan
- f) Activity performance data
- g) Activity-generated assessments
- h) Other donor's evaluation reports on similar activities

VIII. TEAM COMPOSITION, QUALIFICATIONS AND REQUIRED SKILLS

(a) Team Composition

The evaluation team shall consist of **one** independent international expert (serving as the team lead and primary coordinator with USAID) as well as **two** high-level and **one** mid-level Ethiopian experts, at least one of whom can also serve as an interpreter. The evaluation team leader will be responsible for overall management of the evaluation, including coordinating and packaging the deliverables in consultation with the other members of the external team. The team leader will coordinate develop tools for the evaluation and a design plan and share it with USAID/Ethiopia for their approval. The team leader will develop the outline for the draft report, present the report and after incorporating USAID/Ethiopia staff comments, submit the final report to USAID/Ethiopia within the prescribed time line

USAID may propose internal staff members from USAID/Ethiopia, USAID/Washington or other Missions to accompany the team during site visits or participate in key parts of the evaluation (specific event participation to be determined in conjunction with the contractor and the team leader), and they are expected to provide written inputs to the draft report prior to their departure from country.

A statement of potential bias or conflict of interest (or lack thereof) is required of each team member.

(b) Qualification and Required Skills

International Team Leader (one): The team leader should have at least eight years work experience in total and must have experience in Ethiopia. He/she should have expertise in rule of law, good governance, human rights and gender issues. The team leader should have practical experience in at least three evaluation activities related to rule of law, good governance, human rights and gender, of which he/she served as a team lead in one of the evaluations. He/she should also have strong team management skills. The team leader must be fluent in English and have strong writing skills.

Local Ethiopian Experts (two): The Ethiopian experts, with at least five years' work experience should have a solid understanding of civil society organizations in the country and between them have demonstrated knowledge in rule of law, good governance, human rights and gender issues in Ethiopia. These local experts should also have practical experience in at least two evaluation activities related to rule of law, good governance, human rights or gender issues. The Ethiopian experts should also be proficient in English and fluent in Amharic. Fluency/proficiency in other widely spoken Ethiopian languages strongly desired.

Local Ethiopian Mid-Level Evaluation Specialist (one): The Ethiopian Mid-Level Evaluation Specialist with At least 5 years work experience and should have a solid understanding of project cycle management, evaluation techniques, survey coordination, and gender issues in Ethiopia. This specialist should also have practical experience in at least two evaluation activities preferably related to rule of law, good governance, human rights or gender issues. The Evaluation Specialist should also be proficient in English and fluent in Amharic. Fluency/proficiency in other widely spoken Ethiopian languages strongly desired. Besides, good computer skills such as Microsoft office is required and other quantitative software (such as SPSS) and qualitative software desired.

The contractor will hire data collectors or research assistants as necessary.

IX. EVALUATION SCHEDULE

The estimated time period for undertaking this evaluation is 63 working days, of which at least 37 days should be spent in Ethiopia. The ideal arrival time is August 30, 2016. However, the arrival date will be finalized between USAID and the EPMES Contractor.

The evaluation team is required to work six days a week. The team is required to travel to selected provinces in each region where program activities are being implemented. At least 50% of the consultants' time will be spent outside Addis Ababa to conduct interviews with project staff, government partners, and project beneficiaries. The evaluation team will prepare an exit briefing and presentation of the findings, which it will deliver to USAID staff before the consultants depart Ethiopia. Also, the evaluation team will submit an annotated outline of the evaluation report 24 hours in advance of the exit briefing for review and comments by USAID and implementing partner. Comments from USAID will be incorporated before the submission of the final draft. The final report should be available by the end of December 2016. The findings from this report will be used in the development of work plans for the remaining period of the activity and modification of the activity if needed.

Illustrative Level of Effort (LOE) in person-days

| Activity | Team Leader (1) | Local Consultant (3) |
|--|--------------------|-------------------------|
| Team planning meeting, EQUI TL training and planning | 4 | 3 |
| Desk review of documents | 3 | 9 |
| Draft evaluation work plan and survey instruments; plan logistics | 4 | 12 |
| Travel to Country | 2 | 0 |
| In-brief with USAID (Planning Meeting w/ DG team and Program Office) | 1 | 3 |
| Team finalizes evaluation work plan, design, methodology, and data collection tools. Field Work preparations | 4 | 12 |
| Test data collection instruments and adjustments, if any | 2 | 6 |
| Data collection/interview in Addis Ababa | 4 | 12 |
| Interviews or survey work in activity areas, outside Addis Ababa | 14 | 42 |
| Mid-term Briefing and Interim Meetings | 2 | 6 |
| Preliminary Data analysis | 5 | 15 |
| Debriefing with mission staff with draft findings and recommendations | 1 | 3 |
| Write 1st draft of report | 7 | 6 |
| Final exit presentation to relevant partners (with PowerPoint presentation) | 1 | 3 |
| Expats depart country | 2 | 0 |
| Finalize report and submit for final approval | 5 | 3 |
| One-page briefer | 2 | 2 |
| Total LOE | 63 | 137 |

X. USAID MANAGEMENT

The evaluation team will officially report to Social Impact, Inc., the Contractor for the EPMES. The evaluation contractor is responsible for all direct coordination with the USAID/Ethiopia DG Office and Program Office. From a technical management perspective, the evaluation team will work closely with Tessema Mebratu, the A/AOR for **Enhancing the Status of Human Rights Protection and Systems of Good Governance in Ethiopia**. In order to maintain objectivity, all final decisions about the evaluation will be made by the Program Office.

XI. LOGISTICS

The contractor will be responsible for all travel and logistics associated with conducting the evaluation.

XII. REPORTING REQUIREMENTS AND DELIVERABLES

A. DESCRIPTION AND TIMELINE OF DELIVERABLES

1. **In-briefing:** Within 48 hours of arrival in Addis Ababa (or on a date agreed with USAID), the evaluation team will have an in-brief meeting with USAID/Ethiopia's Program Office and Democracy and Governance (DG) Office for introductions; presentation of the team's understanding of the assignment; initial assumptions; review of the evaluation questions, draft survey instruments, and initial work plan; and adjustment of the SOW, if necessary.
2. **Evaluation Work Plan:** Prior to their arrival in-country, the evaluation team shall provide a detailed initial work plan to the Program Office and DG Office and a revised work plan three days after the in-briefing. USAID will share the revised work plan with GoE for comment, as needed, and will revise accordingly. The initial work plan will include (a) the overall evaluation design, including the proposed methodology, data collection and analysis plan, and data collection instruments; (b) a list of the team members indicating their primary contact details while in-country, including the e-mail address and mobile phone number for the team leader; (c) the team's proposed schedule for the evaluation; and (d) the estimated cost for the evaluation. USAID offices and relevant stakeholders are asked to take up to **two working days** to review and consolidate comments through the EPMES COR. Once the evaluation team receives the consolidated comments on the initial work plan, they are expected to return with a revised work plan within **three working days**. The revised work plan shall include the list of potential interviewees and sites to be visited. USAID Offices send their final comments/say on the Contractor's re-submitted documents/work plan within **two working days** of receipts revised documents/work plan from the Contractor and the Contractor proceeds accordingly.
3. **Progress update:** The team is expected to provide updates on the status of the evaluation's progress, with a particular emphasis on addressing the evaluation's questions and a brief update on potential challenges and emerging opportunities. The team will also provide the COR for EPMES and AOR & A/AOR for **Enhancing the Status of Human Rights Protection and Systems of Good Governance in Ethiopia** with periodic written/email, phone call or in person (as appropriate and needed) briefings and feedback on the team's progress status.. As appropriate or necessary, weekly briefings by phone can be arranged with the Program Office and DG Office to provide updates on field progress and any problems encountered.
4. **PowerPoint and Final Exit Presentation** to USAID and relevant partners that will include a summary of key findings and key conclusions as these relate to the evaluation's questions and recommendations to USAID. To be scheduled as agreed upon during the in-briefing. A copy of the PowerPoint file will be provided to the Program Office prior to the final exit presentation.

5. **Draft Evaluation Report:** The content of the draft evaluation report is outlined in Annex A, below, and all formatting shall be consistent with the USAID branding guidelines. The focus of the report is to answer the evaluation questions and may include factors the team considers to have a bearing on the objectives of the evaluation. Any such factors can be included in the report only after consultation with USAID. The annotated outline of the draft evaluation report will be submitted by the evaluation team leader to the Program Office 24 hours in advance of the exit briefing for review and comments by USAID. The draft report will be submitted within three working days, after which USAID's Program Office and DG will have ten calendar days to review and comment and the Program Office shall submit all comments to the evaluation team leader.
6. **One-page briefer** on key qualitative and quantitative findings and conclusions relative to the evaluation questions included in the evaluation's scope so that readers can quickly review evaluation findings. The briefer will be reviewed by the Program Office and the DG Office prior to distribution.
7. **Final Mid-term Evaluation Report** will incorporate final comments provided by the Program Office. The length of the final evaluation report should not be more than 30 pages, not including Annexes and Executive Summary. USAID comments are due within ten days after the receipt of the initial final draft. The final report should be submitted to the Program Office within three days of receipt of comments by the evaluation team leader. All project data and records will be submitted in full and shall be in electronic form in easily readable format; organized and fully documented for use by those not fully familiar with the project or evaluation; and owned by USAID and made available to the public, barring rare exceptions, on the USAID Development Experience Clearinghouse (<http://dec.usaid.gov>).

ANNEX A

A. FINAL REPORT CONTENT

The evaluation report shall include the following:

1. **Title Page**
2. **Table of Contents (including Table of Figures and Table of Charts, if needed)**
3. **List of Acronyms**
4. **Acknowledgements or Preface (optional)**
5. **Executive Summary (3-5 pages)**

The executive summary should succinctly capture the evaluation purpose and evaluation questions; project background; evaluation design, methods; and limitations; and the findings, conclusions, and recommendations.
6. **Introductory Chapter**
 - a. A description of the project evaluated, including goals and objectives.
 - b. Brief statement on purpose of the evaluation, including a list of the main evaluation questions.
 - c. Brief statement on the methods used in the evaluation such as desk/document review, interviews, site visits, surveys, etc.
 - d. Explanation of any limitations of the evaluation—especially with respect to the methodology (e.g., selection bias, recall bias, unobservable differences between comparator groups, etc.)—and how these limitations affect the findings.
7. **Findings:** This section should include findings relative to the evaluation questions. *The information shall be organized so that each evaluation question is a sub-heading.*
8. **Conclusions:** This section must answer the evaluation questions based upon the evidence provided through the Findings section. *The information shall be organized so that each evaluation question is a sub-heading.*
9. **Recommendations:** Based on the conclusions, this section must include actionable statements that can be implemented into the existing program or included into future program design. Recommendations are only valid when they specify who does what, and relate to activities over which the USAID program has control. For example, recommendations describing government action is not valid, as USAID has no direct control over government actions. Alternatively, the recommendation may state how USAID resources may be leveraged to initiate change in government behavior and activities. It should also include recommended future objectives and types of specific activities based on lessons learned. *The information shall be organized so that each evaluation question is a sub-heading.*
10. **Annex:** The annexes to the final evaluation report should be submitted as separate documents—with appropriate labels in the document file name (e.g., Annex 1 – Evaluation SOW), and headers within the document itself—and may be aggregated in a single zipped folder.
 - a. Evaluation Statement of Work
 - b. Places visited; list of organizations and people interviewed, including contact details.
 - c. Evaluation design and methodology.
 - d. Copies of all tools such as survey instruments, questionnaires, discussions guides, checklists.
 - e. Bibliography of critical background documents.
 - f. Meeting notes of all key meetings with stakeholders.
 - g. “Statement of Differences”
 - h. Evaluation Team CV’s

B. REPORTING GUIDELINES

- The format of the report shall be consistent with the USAID branding guidelines.

- The evaluation report should represent a thoughtful, well-researched and well- organized effort to objectively evaluate what worked in the project over the given time period, what did not, and why.
- Evaluation reports shall address all evaluation questions included in the statement of work.
- The evaluation report should include the statement of work as an annex. All modifications to the statement of work, whether in technical requirements, evaluation questions, evaluation team composition, methodology, or timeline need to be agreed upon in writing by the Program Office.
- Evaluation methodology shall be explained in detail and all tools used in conducting the evaluation such as questionnaires, checklists and discussion guides will be included in an annex in the final report.
- Evaluation findings will assess outcomes and impact on males and females, and data will be disaggregated by gender, age group, and geographic area wherever feasible.
- Limitations to the evaluation shall be disclosed in the report, with particular attention to the limitations associated with the evaluation methodology (selection bias, recall bias, unobservable differences between comparator groups, etc.).
- Evaluation findings should be presented as analyzed facts, evidence, and data and not based on anecdotes, hearsay or the compilation of people’s opinions. Findings should be specific, concise and supported by strong quantitative and/or qualitative evidence.
- Sources of information, including any peer-reviewed or grey literature, will be properly identified and listed in an annex.
- Recommendations will be supported by a specific set of findings. They will also be action-oriented, practical, and specific, with defined responsible parties for each action.

ANNEX 2: INTERVIEWS CONDUCTED

| Name | KII, SGD, or FGD | Affiliation | Date |
|--|------------------|---|----------------------------|
| Zecharias Fassil | SGD | HRPS Project Mgr. | 24 Jan 2017 |
| Gemtessa Itana | SGD | JFA-PFE M&E Head | 24 Jan 2017 |
| Marshet _____ | SGD | JFA-PFE Gender Specialist | 24 Jan 2017 |
| Amanuel _____ | SGD | JFA-PFE Program Specialist | 24 Jan 2017 |
| Pastor Daniel Gebraselassie | SGD | JFA-PFE President | 24 Jan 2017 |
| Fola Sade | SGD | USAID/Ethiopia DG Team | 1 Feb 2017 and 15 Aug 2017 |
| Tessema Mebratu | SGD | USAID/Ethiopia DG Team | 1 Feb 2017 and 15 Aug 2017 |
| Brian Gilchrest | SGD | USAID/Ethiopia DG Team | 1 Feb 2017 and 15 Aug 2017 |
| Tsegaye Werkinneh | KII | Amhara Supreme Court Judge | 6 Feb 2017 |
| Mulu Mekonnen | SGD | Judge, Bahir Dar Woreda Court | 6 Feb 2017 |
| Solomon Ayehu | SGD | Judge, Bahir Dar Woreda Court | 6 Feb 2017 |
| Sileshi Mekete | SGD | Coordinator, Bahir Dar Woreda Court | 6 Feb 2017 |
| Amanuel Assefa | SGD | Tigray Regional Supreme Court Vice Pres. | 6 Feb 2017 |
| Mulugeta Brihanu | SGD | Planning Work Process Owner, Tigray Regional Supreme Court | 6 Feb 2017 |
| Yeneneh Simegn | KII | President, Amhara Supreme Court | 6 Feb 2017 |
| Aberash Abera | KII | Chair, Amhara Women's Assn. | 6 Feb 2017 |
| Mulugeta | KII | Commissioner, Amhara Regional Police | 7 Feb 2017 |
| Tibebu Hailu | KII | Vice Commissioner, Amhara Regional Police | 7 Feb 2017 |
| Bizuye Tawelde | FGD | Vice Inspector, Bahir Dar Police | 7 Feb 2017 |
| Abebawa Birhane | FGD | Inspector, | 7 Feb 2017 |
| Mulugeta Ayehu | | Inspector | 7 Feb 2017 |
| Kinde Ayalewu | FGD | Vice Commander, | 7 Feb 2017 |
| Addis Alem Zeleke | FGD | Inspector, | 7 Feb 2017 |
| Tezeru Shibabawa | FGD | Vice Commander, | 7 Feb 2017 |
| Yared Abebe | FGD | Vice Commander, | 7 Feb 2017 |
| Firde | KII | Chief Prosecutor, Amhara Regional Court | 7 Feb 2017 |
| Assefa Sintayehu | SGD | Head, Community Policing, Amhara Regional Police | 7 Feb 2017 |
| Meaza Walelign | SGD | Head, Women and Children Protection and Support, Amhara Regional Police | 7 Feb 2017 |
| Tsegaye Workineh | SGD | Amhara Supreme Court Judge | 7 Feb 2017 |
| Haile Eyesus | SGD | Amhara High Court Judge | 7 Feb 2017 |
| Mulu Mekonnen | SGD | Amhara High Court judge | 7 Feb 2017 |
| Adugna Merawi | SGD | Amhara Regional Prosecutor | 7 Feb 2017 |
| Eyosius Demsie | SGD | Amhara Regional Prosecutor | 7 Feb 2017 |
| Members of schoolgirls' reproductive health club [names withheld; 14 participants] | FGD | Senan Woreda | 8 Feb 2017 |
| Tadesse | KII | Vice Commissioner, Tigray Ethics and Anti- | 8 Feb 2017 |

| Name | KII, SGD, or FGD | Affiliation | Date |
|--|---------------------|--|-------------|
| Gebrewahid | | Corruption Commission | |
| Zigalew Gebeyehu | KII | Commissioner, Amhara Ethics and Anti-Corruption Commission | 8 Feb 2017 |
| Gashaw Zewdu | KII | Director, Amhara JOPTC | 8 Feb 2017 |
| Markos Bebele | KII | President, Bahir Dar High Court | 8 Feb 2017 |
| Abadi Rufael | KII | Director, Tigray JOPTC | 9 Feb 2017 |
| Mamaru Gola | SGD | President, E. Gojam High Court | 10 Feb 2017 |
| Ayalew Amsala | SGD | Judge, E. Gojam High Court | 10 Feb 2017 |
| Mamaru Amsalu | SGD | Judge, E. Gojam High Court | 10 Feb 2017 |
| Muluneh Abata | SGD | Judge, E. Gojam High Court | 10 Feb 2017 |
| Sewasew Lema | SGD | Judge, E. Gojam High Court | 10 Feb 2017 |
| Dagmawi Gebeyehu | KII | Women's Participation and Mobilization Officer, E. Gojam WCA | 10 Feb 2017 |
| Yirsaw | SGD | Commander, E. Gojam Police | 10 Feb 2017 |
| Hintsa Kidane | SGD | Vice Commander, E. Gojam Police | 10 Feb 2017 |
| Deputy Commander Aregash Weldemikael | SGD | Tigray regional police, head of criminal investigations | 10 Feb 2017 |
| Commander Zemwi Gebre Medhn | SGD | Tigray regional police, special forces, crime prevention | 10 Feb 2017 |
| Sgt. Mulu Haftu | SGD | Tigray regional police, special forces, crime prevention | 10 Feb 2017 |
| Dep. Commander Berhane Kelelew | SGD | Mekele special zone police, head of fire brigade | 10 Feb 2017 |
| Mulugeta Taku | FGD | Adwa Woreda Court Pres. | 11 Feb 2017 |
| Fitsum Brehane | FGD | Axum Zonal Justice Head | 11 Feb 2017 |
| Yohannes Teklu | FGD | Axum Zonal Court Pres. | 11 Feb 2017 |
| Haile Amare | FGD | Atsgede Embela Woreda Court Vice President | 11 Feb 2017 |
| Mebrehatam Givmay | FGD | Atsgede Embela Woreda prosecutor | 11 Feb 2017 |
| Beihun Welay | FGD | Tigray Northwestern Zone Justice Head | 11 Feb 2017 |
| Mengistu Taklay | FGD | Tigray Northwestern Zone Court Pres. | 11 Feb 2017 |
| Leyinches Woldehawaria | FGD | Enderta Woreda Justice Head | 11 Feb 2017 |
| Kebede Desalegn | FGD | Enderta Woreda Militia Head | 11 Feb 2017 |
| Woldeselassie Geber | FGD | Enderta Woreda Security & Admin. Head | 11 Feb 2017 |
| Hadera Tesfaye | FGD | Alaje Court Pres. | 11 Feb 2017 |
| Kifle Kiros | FGD | Alaje Justice Head | 11 Feb 2017 |
| Hadush Arefayine | FGD | Alaje Militia Head | 11 Feb 2017 |
| Brehanu Tesfaye | FGD | Alaje Police Commissioner | 11 Feb 2017 |
| Moges Giday | FGD | Alaje Security & Admin. Head | 11 Feb 2017 |
| [Name withheld] | FGD | Machew Justice Dep. Head | 11 Feb 2017 |
| Kiros Egiziahaber | FGD | Machew Security & Admin. Dep. Head | 11 Feb 2017 |
| Assefa Kiros | FGD | Tigray Southern Zone Court Pres. | 11 Feb 2017 |
| Fetlework Hailemariam | FGD | Ofla Justice Head | 11 Feb 2017 |
| Kidan Bisrat | FGD | Ofla Security & Admin. | 11 Feb 2017 |

| Name | KII, SGD, or FGD | Affiliation | Date |
|--|------------------|--|-------------|
| Hago Hailu | FGD | Ofla Militia | 11 Feb 2017 |
| Members of schoolgirls' reproductive health club [names withheld; 14 participants] | FGD | Meket woreda | 14 Feb 2017 |
| Fikire Ketema | FGD | Regional Prosecutor, SNNPR | 20 Feb 2017 |
| Solomon Kelki | FGD | Regional Prosecutor, SNNPR | 20 Feb 2017 |
| Girma Ergetew | FGD | Regional Prosecutor, SNNPR | 20 Feb 2017 |
| Abraham Lema | FGD | Regional Prosecutor, SNNPR | 20 Feb 2017 |
| Mulugeta | KII | SNNPR Regional Supreme Court, President | 20 Feb 2017 |
| Mekdes Bezuneh | SGD | Head, N. Showa WCA | 20 Feb 2017 |
| Ali Siraja | SGD | Women's Organizations Coordinator, N. Showa WCA | 20 Feb 2017 |
| Alemtsehay Temenagne | SGD | Study and Project Expert, N. Showa WCA | 20 Feb 2017 |
| Genet Nigus | KII | Ensaro Woreda Court President | 21 Feb 2017 |
| Belaynesh Chibsu | SGD | Inspector, SNNPR Police | 21 Feb 2017 |
| Tigist Dessalegn | SGD | Sergeant, SNNPR Police | 21 Feb 2017 |
| Fetlework Tesfaye | SGD | Sergeant, SNNPR Police | 21 Feb 2017 |
| Etenesh Wegayeh | FGD | Head, Ensaro Woreda WCA | 21 Feb 2017 |
| Woubnesh Kassawe | FGD | Research and Project Expert, Ensaro | 21 Feb 2017 |
| Tilahun Aletaseh | | Head, Ensaro Education Dept. | 21 Feb 2017 |
| Sileshi Niguessie | | Foreign Resource and NGO Follow Up Officer, Finance and Cooperation Department, Ensaro | 21 Feb 2017 |
| Tejinesh Kifle | FGD | Head, Women's League, Ensaro | 21 Feb 2017 |
| Elias Amare | FGD | Expert, Health Dept., Ensaro | 21 Feb 2017 |
| Tesfahun Geremariam | FGD | Head, Justice Office, Ensaro | 21 Feb 2017 |
| Mesfin Wodaiyie | FGD | Head, Ensaro Woreda Administration | 21 Feb 2017 |
| Sebizachew Shinawalew | FGD | News and Programs Expert, Ensaro Communication Dept. | 21 Feb 2017 |
| Bisrat Tadesses | FGD | Expert, Ensaro Culture and Tourism Department | 21 Feb 2017 |
| Biskut Shiferaw | FGD | Women and Children's Unit Coordinator, Ensaro Police Commission | 21 Feb 2017 |
| Abera Bikila | KII | JFA Regional Coordinator, SNNPR | 21 Feb 2017 |
| Melkamu Abrham | KII | Vice President, Hawasa City Court | 21 Feb 2017 |
| Belayneh Bekele | KII | Commissioner, SNNPR Regional Police | 22 Feb 2017 |
| | | | |
| Kontamo Burqa | KII | SNNPR Justice Bureau, Vice Head | 22 Feb 2017 |
| Kebde Kenera | FGD | Inspector, Hawasa City Police | 22 Feb 2017 |
| Zende Balcha | FGD | Inspector, Hawasa City Police | 22 Feb 2017 |
| Hareqa Anage | FGD | Inspector, Hawasa City Police | 22 Feb 2017 |
| Abas Nasir | FGD | Inspector, Hawasa City Police | 22 Feb 2017 |
| Gisawu Girma | FGD | Inspector, Hawasa City Police | 22 Feb 2017 |
| Ethiopia Wondimu | FGD | Main Sergeant, Hawasa City Police | 22 Feb 2017 |

| Name | KII, SGD, or FGD | Affiliation | Date |
|--|------------------|---|-------------|
| Aziwa Anja | FGD | Constable, Hawasa City Police | 22 Feb 2017 |
| Ayele Ginbo | FGD | Constable, Hawasa City Police | 22 Feb 2017 |
| Kibiru Tassew | FGD | Commander, Hawasa City Police | 22 Feb 2017 |
| Melilik Fekede | FGD | Inspector, Hawasa City Police | 22 Feb 2017 |
| Sinafikish Defesa | SGD | Judge, Hawasa City Court | 22 Feb 2017 |
| Asdesach Timcha | SGD | Judge, Hawasa City Court | 22 Feb 2017 |
| Desgrew Kachara | SGD | Judge, Hawasa City Court | 22 Feb 2017 |
| Mathewos Maru | SGD | Dir., SNNPR JOPTC | 22 Feb 2017 |
| Sofonyias Desta | SGD | Vice Dir., SNNPR JOPTC | 22 Feb 2017 |
| Tsedeke Bekele | FGD | Judge, Hadiya Zone, SNNPR | 23 Feb 2017 |
| Belet Bacharie | FGD | Judge, Hadiya Zone, SNNPR | 23 Feb 2017 |
| Temesgun Intamo | FGD | Judge, Hadiya Zone, SNNPR | 23 Feb 2017 |
| Feleke Lintamo | FGD | Judge, Hadiya Zone, SNNPR | 23 Feb 2017 |
| Members of schoolgirls' reproductive health club [12 participants; names withheld] | FGD | Ensaro | 21 Feb 2017 |
| Eshet Gebre Kidanemariam | KII | Ethiopian Human Rights Commission Deputy Chief Commissioner | 6 Mar 2017 |
| Mohammed Edris | SGD | Federal JOPTC, Dep. Dir. | 7 Mar 2017 |
| Alem Meskel | SGD | Federal JOPTC, Dep. Dir. | 7 Mar 2017 |
| Tewodros Mhret | SGD | Ethiopian Lawyers Assn (ELA) President | 7 Mar 2017 |
| Tamrat Kidanemariam | SGD | ELA former Pres. | 7 Mar 2017 |
| Bezawerq Shimelash | SGD | ELA Executive Committee Member | 7 Mar 2017 |
| Girma Kassa | KII | Addis Ababa City Police, Deputy Commissioner | 9 Mar 2017 |
| Abayneh Belay | SGD | Head, Debre Birhan Prison | 20 Feb 2017 |
| Asayehegn Getanu | SGD | Health Officer, Debre Birhan Prison | 20 Feb 2017 |
| Mulugeta Zefrago | SGD | Chief Inspector, Crime Division, Hadiya Zone Police, SNNPR | 24 Feb 2017 |
| Mulunesh Grtachew | SGD | Inspector, Crime Division, Hadiya Zone Police, SNNPR | 24 Feb 2017 |
| Mohammed Ahmed Yeshaw | SGD | Vice President, FFIC | 13 Mar 2017 |
| Berhane-Meskel Wakgari | SGD | President, FFIC | 13 Mar 2017 |
| Zecharias Fassil | SGD | HRPS Project Manager | 22 Mar 2017 |
| Belay Zewdie | SGD | Program Coordinator, JFA-PFE | 22 Mar 2017 |
| Gemtessa Itana | SGD | M&E Head, JFA-PFE | 22 Mar 2017 |

| Name | KII, SGD, or FGD | Affiliation | Date |
|-------------------|-----------------------------|---|-------------|
| Shumet Channie | SGD | Chief of Party, Kaizen-Local Capacity Development Activity | 19 Jun 2017 |
| Dereje Kefyalew | SGD | M&E Manager, Kaizen-Local Capacity Development Activity | 19 Jun 2017 |
| Amedebirhan Gizan | SGD | Project Management and M&E Specialist, Kaizen-Local Capacity Development Activity | 19 Jun 2017 |
| Wondemu Markos | SGD | HR Specialist, Kaizen-Local Capacity Development Activity | 19 Jun 2017 |
| Agang Ajalbura | KII | Head Judge, Gambella Supreme Court | 21 Jun 2017 |
| Abera Kenea | KII | Judge, Gambella Supreme Court | 21 Jun 2017 |
| Kidist Alemu | KII | Child Protection Specialist, UNICEF Ethiopia | 23 Jun 2017 |
| Mulugeta Girma | KII | Judge, Afar Region High Court | 28 Jun 2017 |

ANNEX 3: EVALUATION DESIGN AND METHODOLOGY

The evaluation team will use an evaluation strategy and methods that include a mix of qualitative and quantitative data collection and analysis. Evaluation methods will include document review, key informant interviews (KIIs), focus group discussions (FGDs), a survey of trainees and a survey for comparison with HRPS Baseline Survey data on selected output and outcome indicators related to FGM and EM.

Sources of qualitative data will include:

- Document review;
- Semi-structured KIIs, using KII Guides adapted for each category of key informants; and
- Semi-structured FGDs, using FGD Moderator's Guides adapted for each category of HRPS participants.

Sources of quantitative data will include:

- HRPS performance monitoring data for analysis of program progress and comparison with performance targets;
- A survey, using abbreviated versions of the HRPS baseline survey questionnaires to compare baseline data with current values for selected output and outcome indicators, relevant to Result 4 (FGM&EM); and
- Survey of HRPS trainees to assess perceptions of trainees on relevance, quality and effectiveness of trainings.

All data collected and presented in the evaluation report will be disaggregated, as appropriate, by sex and geographic location, as well as categories of KII respondents. In addition, all qualitative and quantitative data will be analyzed to explore the effect of HRPS activities on both women and men, intended and unintended, both positive and negative.

Evaluation Questions

The evaluation will address seven evaluation questions, with four of these addressing HRPS effectiveness in delivering results from the respective four HRPS Results. The team also plans to address three additional cross-cutting evaluation questions regarding: (1) HRPS's progress vis-à-vis its activity performance targets; (2) adequacy of HRPS human resources for achieving activity goals; and (3) efforts by JFA-PFE to complement efforts taken in the justice sector by other donors. In addition to the seven main evaluation questions there are some 33 guiding questions aligned with these main questions. For each question, please see Annex 3 (Evaluation Matrix) for an explanation of the evaluation methodology designed to address it.

EQ 1: To what extent has the project improved the quality of service delivery with respect to the application of human rights norms, applicable internal institutional policies, rules and procedures by justice organs officials?

- 1.1 Have the different trainings and study tours taken place as planned? Have all the relevant target groups been reached?
- 1.2 How effective were the human rights trainings to enhance the target groups' competency and ability to exercise human rights protection in their respective work?
- 1.3 To what extent has the project enhanced the institutional capacity of the justice organs [to investigate, prosecute, and adjudicate child marriage and FGM] in areas where the project is operating?

- 1.4 What has been the value added of study tours (domestic) by justice organs officials? Provide specific examples.
- 1.5 Have the capacity building interventions addressed the priority needs of the target groups?
- 1.6 Has the project implemented efficient approaches to achieve intended results?
- 1.7 Are results that have been achieved so far sustainable?

EQ 2: Has the project intervention enhanced application of rule of law principles by the government, including the national and regional legislatures and mid-level or zonal administrators in key locales?

- 2.1. Have the different trainings and workshops taken place as planned? Have all relevant target groups been reached?
- 2.2. Has there been a demonstrated increase of knowledge of regional and sub-regional administrators and legislators on good governance and corruption reduction? If not, why? If yes, demonstrated by what evidence and is it attributable to this project? If yes, how have these government officials put into practice this knowledge? Please provide clear examples.
- 2.3. Is there measurable evidence of an increase in the commitment of these officials to receive and listen to community complaints? If no, why? If yes, is it attributable to this project's intervention? Please provide clear examples.
- 2.4. Have the capacity building interventions addressed the priority needs of the target groups?
- 2.5. Has the project implemented efficient approaches to achieve intended results?
- 2.6. Are the results that have been achieved so far sustainable?

EQ3: To what extent has HRPS increased passage of domestic policy, legislation, and procedure that promote human rights norms and standards?

- 3.1. How many policies, legislations and procedures that promote human rights norms been enacted as planned?
- 3.2. What have been the tangible benefits delivered by the Joined-Up Justice Forum?
- 3.3. What evidence is available to demonstrate an improved channeling of information on human rights violations from civil society organizations to the Government of Ethiopia?
- 3.4. To what extent did the JFA-PFE's personnel observatory status visit add value to the activity's effort to promote human rights norms and standards?
- 3.5. How relevant is the project to the priority needs of the target groups (JUJF)?
- 3.6. Has the project implemented an efficient approach to achieve intended results?
- 3.7. Are the results achieved so far sustainable?

EQ4. Has the project intervention reduced incidence of child marriage and FGM?

- 4.1. Have all the planned advocacy campaigns and media broadcastings taken place in a timely manner? Have all relevant target groups been reached?
- 4.2. How effective were the campaigns in raising awareness and assist in reducing child marriage and FGM?

- 4.3. Has there been an increased level of positive communication and linkage between community members and law enforcement officials in the prevention and response to child marriage and FGM cases?
- 4.4. What is the added value of JFA's interventions to the broader effort of the Amhara regional state and GoE to combat HTP?
- 4.5. To what extent has the activity empowered girls within their families and communities in the targeted areas?
- 4.6. Were the interventions on FGM & EM relevant to the priority needs of the target groups?
- 4.7. Has the project implemented efficient approaches to achieve intended results?
- 4.8. Are results that have been achieved so far sustainable?

Cross-Cutting Questions

EQ5. What has been HRPS's measurable progress against its activity performance targets?

EQ6. Does JFA-PFE have adequate human resources (in terms of the number, knowledge and experience) to effectively carry out project implementation, monitoring, reporting, evaluation and learning?

EQ7. What is JFA's effort to complement this activity with similar activities funded by other donors?

Data Collection and Analysis Plan

Annex 3 presents an evaluation questions matrix describing the source of data, method of data collection, the tool(s) to be used, and analysis methods to answer each of the 8 evaluation questions. All data collected and analyzed in the evaluation report will be disaggregated, as appropriate, by gender and geographic location, as well as categories of respondents.

Document Review

The team will conduct a systematic document review, which has begun at this writing but is expected to continue for some time as documents continue to be identified and retrieved. The team will record key content from document review in a Document Review Matrix that organizes these key pieces of content, and team comments on them, according to evaluation question. This subsequently will serve as an information resource for refining data collection tool and carrying out analysis of findings generally. The review is expected to include several internal HRPS documents such as baseline survey, project documents and periodic activity reports, project publication outputs, and other relevant documents and reports. In addition, government policy and legislative documents as well as documents from international bodies and the scholarly human rights and justice sector literature will be reviewed as applicable. This may include, for example, the FDRE Constitution, GTP II, international human rights reports, etc. (for details, please see Annex 4). The review has begun with review of documents from the following list provided in the evaluation SOW:

- Activity Description and Modifications (if any)
- Activity Performance Monitoring Plan (PMP) and Results Framework
- Activity Work Plan
- Activity Quarterly and Annual Reports
- Activity M&E Plan, and routine monitoring and performance data
- Activity Baseline Study

- Activity-generated assessments and evaluations, including pre- and post-training knowledge tests and evaluations
- Activity publications, including training manuals, draft policies, and other materials (if any)
- Activity information campaign materials, including media productions (if any)
- Documents of the Ethiopia Demographic and Health Survey 2011, Central Statistical Agency, GoE (and potentially 2016 data available now and funded by USAID)
- Secondary research and analytical reports on closely-related themes conducted by GoE, donors and other organizations, including the National Human Rights Action Plan (2013-2015), the National Strategy and Action Plan on Harmful Traditional Practices (HTP) against Women and Children, and UNICEF's Child Marriage Evidence Review (2016)

KIIs and FGDs

The SOW identified the various stakeholders of HRPS which include JFA-PF (its management, financial controller, project officers), persons who have been trained by JFA-PF, representatives of government bodies involved in the project, the USAID/Ethiopia DG office, and other donors to the JFA-PF. In addition to what has been provided by the SOW, the evaluation team has also identified some key stakeholders which have direct relevance to the project such as other civil society organizations (e.g. EWLA, ELA, HRCO) and judicial training institutions.

Initial drafts of protocols for KIIs and FGDs are presented in Annex IV (under separate cover). The data collection tools will be pre-tested in the initial wave of data collection, planned to take place in Addis Ababa, and will subsequently be revised based on experience from the pre-testing.

Interviewees for KIIs and FGDs include:

- USAID/Ethiopia Democracy Governance office (HRPS AOR and others as applicable)
- JFA-PFE management, activity officers, and operations personnel, as appropriate (e.g., Executive Director, M&E Director, etc.)
- A sample of training participants, including judges, prosecutors, police, administrators, and legislators
- A sample of leadership/supervisors of training and workshop participants, at federal, regional and zonal levels
- A sample of members/participants in the most recent Joined-Up Justice Forum (JUJF)
- A sample of Citizen beneficiaries of prison-based legal aid workshops, community-based public information campaigns, public hearings, and any other Activity activities
- A sample of JFA-PFE and justice sector personnel who participated in domestic or international trips
- Representatives of other donors to JFA-PFE (e.g., Netherlands; Denmark)
- Key knowledgeable persons from additional relevant government bodies, such as the Ethiopian Human Rights Commission (EHRC), Ministry of Justice, Ombudsman, and Ministry of Women and Children Affairs (MoWCA)
- Representatives of other donors supporting activities related to Activity themes, including UNICEF, UNFPA (National Alliance to End Child Marriage), Population Council (Biruh Tesfa Activity), and Plan International (Because I Am a Girl Activity)
- Representatives of other Ethiopian civil society organizations, including the Human Rights Council (HRCO), Ethiopian Women Lawyers Association, and Ethiopian Lawyers Association
- Other domestic and international experts on rule of law, human rights, EM and FGM

Geographic Coverage of Data Collection

The evaluation team will conduct KIIs in Addis Ababa (with federal government and Oromia state stakeholders) and will travel to each region where HRPS activities are being implemented, namely Oromia, Amhara, SNNP and Tigray Regions and 4 sample FGM & EM woredas in Amhara Region.

The evaluation team will conduct initial KIIs and pre-testing of interview protocols in Addis Ababa with interviewees (mainly federal justice sector institutions, legislators and participants of JUJF). In addition,

the team will conduct their first site visit collectively in Adama, Oromia Region to ensure a common methodological approach and to test evaluation tools. Thereafter, the team will divide into two sub-teams of two people to visit each region where HRPS is being implemented.

The team's prospective travel plan, pending consultation with USAID and HRPS, is described in Table 1.

Table 1. Prospective Data Collection Travel Summary

| Team 1 | Team 2 | Dates |
|---|---|------------------------|
| All together as a team in Addis and near Addis Ababa 1 day possible in Adama (Oromia Region) to test tools | | Week of Jan 30- Feb 03 |
| Amhara Region (Bahir Dar and a close by woreda) | Tigray Region (Mekelle) and a close by woreda | Week of February 05-11 |
| Amhara Region 2 FGM KIs & FGDs Woredas (E. Gojam and N. Wello) | Amhara Region 2 FGM KIs and FGDs Woredas (N Shewa and S. Wello) | Week of February 12-19 |
| Oromia Region (Addis Ababa & Adama); Addis Ababa follow-up | SNNP Region (Hawasa and a close by woreda) | Week of February 20-25 |

For JFA-PFE's community-based work related to early marriage and FGM, the evaluation team will undertake an additional field visit to Amhara Region to the following four woredas (activity sites) identified by USAID:

- North Wollo Zone, Meket Woreda
- East Gojjam Zone, Sinan Woreda (Errob Gebeya)
- North Shoa Zone, Ensaro Woreda
- South Wollo Zone, Kelala Woreda

Sampling Design

Qualitative data collection: The qualitative sampling design is presented below in two tables. In general, the team will conduct meetings in the federal capital (Addis Ababa), in each regional capital, and in a small number of woredas in each region to allow the team to gather qualitative data from stakeholders not based in urban areas. KIs will be held with leadership or supervisors representing each of the institutions participating in the Activity, and some additional KIs with other relevant institutions, such as judicial training centers and trainers/facilitators involved in the Activity. FGDs will be held with police, public prosecutors, judges, government administrators at various levels, legislators, citizens, prisoners and other Activity beneficiaries who have received training or participated in other Activity events and forums.

In each region, the evaluation team will conduct 13 separate KIs from different justice sector offices and 2 FGD with groups (one with beneficiaries and one with lower-woreda/zone level justice sector officers). In this process, the team will meet with approximately 13-19 key informants in leadership and supervisory positions and 20-24 direct activity participants/beneficiaries through FGDs. The number of respondents in each region will depend, in large part, upon the number of activities and the numbers of participants from that region during the life of the Activity.

In Amhara Region, additional community-level activities have been implemented related to child marriage and FGM. Therefore, 6 KIs and 2 FGDs will be conducted in each of the four sample FGM and EM study woredas. In Amhara Region, therefore, the size of respondents will be higher than in other regions – at least 80 citizens, representing 8 FGDs (one FGD of 10 people) and 40 citizens representing 24 KI (1-2 people in each KI) in the four woredas listed above.

Table 2. Region Level Informant Schedule

| Name of Organization | Interviewee(s) | No. of Interviewees | Method |
|----------------------------------|---|---------------------|-----------|
| Regional Level | 1. Supreme Court | | |
| | • President/Vice | 1 | KII |
| | • Judges | 1-2 | KII |
| | 2. Bureau of Justice | | |
| | • Head/Vice | 1 | KII |
| | • Prosecutors | 1-2 | KII |
| | 3. Police | | |
| | • Head/Vice | 1 | KII |
| | • Police officers | 1-2 | KII |
| | 4. Prison | | |
| | • Head/Vice | 1 | KII |
| | • Officers | 1-2 | KII |
| | 5. Administration and Security Bureau (militia) | | |
| | • Head/vice/officers | 1 | KII |
| | • Militias | 1-2 | KII |
| | 6. BoWCA | | KII |
| | • Head/vice/officers | 1 | KII |
| | • Head/trainers | 1 | KII |
| | 7. Justice Organs' Professionals Training Center | | |
| | • Head/vice/officers | 1-2 | |
| Total KII | | 13-19 | 13 |
| Beneficiaries | | | |
| | Prisoners | 8-12 | FGD |
| Zonal & woreda Levels | High Court and woreda court judges, police officers, prison administrators, zone administrators | 10 | FGD |
| Total FGDs | | 20-24 | 2 |

Table 3. Amhara (EM &FGM) Interviews per Woreda

| Name of Organization | Person to meet (Informant)/ | No. | Method | Date | Contact address |
|----------------------|---------------------------------|-----|------------|------|-----------------|
| Woreda Court | Judges | 2 | KII | | |
| Woreda Prosecutor | Prosecutors | 2 | KII | | |
| Woreda Police | Police officers | 2 | KII | | |
| Woreda WCA Office | Senior staff | 2 | KII | | |
| Regional WCA office | Senior staff | 1 | KII | | |
| Federal MoWCA | Senior staff | 1 | KII | | |
| Anti-HTP task force | Members | 10 | FGD | | |
| School Clubs | Girls | 10 | FGD | | |
| Community | Elders, religious leaders, etc. | 10 | Survey/FGD | | |

Table 4. Donors and IP

| S/N | Name of Organization | Person to meet (Informant) | No. | Method |
|--------------|----------------------|----------------------------|----------|----------|
| 1 | JFA/PFA | ED | 1 | KII |
| 2 | JFA/PFA | Staff (M&E Director, etc.) | 3 | KII |
| 3 | USAID | HRPS AOR | 1 | KII |
| Total | | | 5 | 3 |

In Addis Ababa, the evaluation team will meet with USAID representatives as well as all relevant JFA-PFE leaders, HRPS personnel, and operations personnel, including staff responsible for M&E and finance. In addition, the team aims to conduct KIIs with senior representatives of the federal judiciary, prosecution, police, government administration and legislature, since these are the institutions most directly involved in HRPS activities. Other meetings will be sought with senior representatives of institutions responsible for or implementing initiatives related to Activity themes, as in the list of Key Stakeholders above. Overall, about 17 separate interviews with about 24 people will be conducted in Addis Ababa, as in the table below.

Table 5. Federal Level Informant Groups: KIIs

| S/N | Name of Organization | Person to meet (Informant) | No of Respondents |
|-----|---|-------------------------------|-------------------|
| 1 | Federal Supreme Court | President/Vice | 1 |
| | | Judges | 2 |
| 2 | General Attorney Office | Head/Vice | 1 |
| | | Prosecutors | 2 |
| 3 | Federal police | Head | 1 |
| | | Police officers | 2 |
| 4 | Federal Prison | Head | 1 |
| | | Officers | 2 |
| 5 | Parliament | Speaker | 1 |
| | | Members of Standing Committee | 2 |
| 6 | Human Rights Commission | Head | 1 |
| 7 | Institute of Ombudsman | Head | 1 |
| 8 | MoWCA | Head | 1 |
| 9 | Federal Ethics Commission | Head/vice | 1 |
| 10 | Anti-HTP Taskforce | | 1 |
| 11 | Justice Organs' Professionals Training Center | Head/trainer | 1 |
| 12 | Other CSOs | EWLA, HRCO, ELA | 3 |
| | Total | | 24 |

In total, the team will conduct **KIIs with approximately 121-145 interviewees and 16 separate FGDs that will engage about 160-175 interviewees.** The sampling design will be refined after further consultations with USAID and JFA. Potential methodological limitations associated with the interviews are described in the “Limitations” section below.

Quantitative Data Collection: Two quantitative surveys will be conducted.

First, in collaboration with EPMES Ethiopia-based partner organization SART (Sub Saharan African Research and Training Center), the team will conduct a sample survey of households in woredas where HRPS has delivered FGM and EM awareness building interventions. The sample will be a 2-stage cluster sampling design that would engage approximately 800 respondents.

Second, the evaluation team will carry out a survey of a convenience sample of HRPS trainees, based on identifying additional trainees during KII and FGDs. The data collection tool will feature mostly closed-ended items dealing with perceived relevance, technical quality and utility of the training. A small number of open-ended items will be included to capture respondent comments and suggestions for improvement.

Data Analysis

Qualitative Data Analysis

The team will use parallel analysis to examine the evidence from its document review, KIIs, FGDs, and direct observation. This analysis will allow for a “methods triangulation,” in which the team will analyze data related to each evaluation question using different methods in parallel and across data collection

methods and across the different research sites. This method will increase the reliability and validity of our findings and conclusions. In reporting the team expects to combine qualitative and quantitative evidence and analysis when addressing each evaluation question.

Interviews with a diverse group of primary and secondary key informants and focus groups will expose the evaluation team to varied perspectives, supporting depth of analysis and validation of interview data. Interviews will be semi-structured, including standardized (closed-ended) questions, but still permitting flexibility in responses. The team's approach combines some close-ended questions, to ensure ready aggregation of responses and comparability of answers among respondents, with open-ended questions and questions tailored to the knowledge and experience of the individual interviewee.

Quantitative Data Analysis

Quantitative data from the monitoring data review and the household and trainee surveys will be presented through a descriptive analysis with cross-tabulations and frequency tables, whenever appropriate. As design of data collection instruments is finalized, the team will explore and identify opportunities for more advanced statistical analyses, such as regression analysis or analysis of variance.

Quantitative data analysis regarding HRPS progress will be based on routine monitoring data and activity outputs reported by the IP compared to target performance measure indicators in the PMP [i.e., on-target (90-110%), exceeded target (>110%), or target not achieved (<=89%)]. Pending detailed discussion with HRPS, the evaluation team plans to incorporate select data from the 2014 JFA-PFE Baseline Survey in order to compare baselines with current values for selected output and outcome indicators.

Gender and Social Analysis

Consistent with USAID evaluation policy and recognizing that parts of the HRP Activity focus specifically on gender-related themes, the evaluation team will apply a gender perspective to all aspects of the evaluation process.

First, the team will ensure that evaluation research activities include female participants, whenever possible, and all evaluation data will be disaggregated by sex. Relatively few women participated in HRPS activities involving the judiciary, prosecution, police, administrators and legislators. Nevertheless, the evaluation team will make special efforts to include female participants, especially in FGDs. Moreover, IRI.2 includes sensitization workshops for women police officers and Result 4 includes activities with school girls at risk for early marriage. A sample of these women and girls will be the only participants in respective sets of FGDs; the evaluation team will ensure that a local female enumerator will moderate these FGDs. Several additional activities under Result 3 and Result 4 involve both male and female citizens in public hearings and information campaigns, and women will be equally encouraged to participate in interviews addressing those activities.

In addition, all qualitative and quantitative evaluation data will be analyzed to explore the effect of HRPS activities on both women and men, intended and unintended, both positive and negative. For example, one IRI.2 activity is training to enhance the capacities of police, prosecutors and judges to investigate, prosecute and adjudicate (respectively) cases related to child marriage and FGM. IR 4.1 and 4.2 aim to enhance communication/linkages and interaction/relationships between law enforcement/justice sector officials and the public. Activities under these three IRs focus, in part, on child marriage and FGM through the lens of prosecution. However, research suggests that this approach may have unintended negative consequences for girls, families and communities. Therefore, the evaluation approach for these activities, in particular, will include a gender perspective.

Utilization and Dissemination

SI's approach will draw on utilization-focused methodologies to ensure that the information generated by the evaluation is useful to USAID and JFA-PFE. While the SOW is clear in laying out the purpose of the evaluation, SI will use the initial in-briefing to confirm USAID's goals and objectives and the type of information and insights that will be most useful to USAID decision-making. The evaluation team will also explore with USAID personnel how the Mission is using existing data, identify pitfalls in past evaluations, and think through potential ways in which the evaluation's results will be used. Upon USAID's advisement, the evaluation team also plans to incorporate such a utilization discussion with JFA-PFE, whose leadership has initially expressed interest in this.

Evaluation Intended Use

The primary intended users of this evaluation are USAID/Ethiopia and the implementing partner, JFA-PFE, to inform and improve the HRPS Activity during its final two years. The evaluation also might have the potential to contribute to USAID's CDCS on themes related to the justice sector, human rights, and the rights of girl children. As the IP is working closely with the Government of Ethiopia (GoE), officials in the justice sector as well as the executive and legislatures are also expected to benefit from the evaluation findings and analysis.

Dissemination and Utilization Strategy

Recognizing the evaluation team's own utilization support efforts as described above, USAID/Ethiopia will determine the appropriate dissemination and use of the evaluation report within USAID and among GoE partners, and will subsequently apply its own management approach in supporting JFA-PFE utilization of evaluation findings and recommendations. The evaluation team will provide USAID with a one-page briefer summarizing the evaluation recommendations, which will be useful in disseminating the key points to relevant stakeholders.

Limitations

The GoE announced a 6-month State of Emergency on October 9, 2016, which is likely to have implications for the evaluation team's ability to travel to some locations as well as participants' willingness to speak freely about sensitive Activity themes. The GoE has reportedly appointed a "post command" of military police as the primary authority in each region or zone, and it might be necessary to gain authorization from each post command in order to conduct any evaluation research in each area. JFA-PFE leadership have indicated that they have no connection to any of these officials, which might present challenges for the evaluation team in making appointments with justice sector and government officials. The evaluation team is seeking additional information about the implications of the State of Emergency and will keep USAID informed of any travel or associated limitations.

Another potential evaluation limitation (and bias) with regard to Activity beneficiaries is the way in which training and workshop participants will be selected for FGDs with the evaluation team. The team has requested JFA-PFE to provide lists of participants with contact information so that we can randomly select people to invite to the FGDs. Alternatively, the team will make every effort to work through the relevant institutions to identify the personnel who participated in JFA-PFE trainings and workshops. If contact information is unavailable and if the relevant institutions do not have records of participants, it might be necessary for to select officials for the evaluation team to meet. The evaluation report will note this limitation.

The evaluation team also might face challenges in identifying HRPS beneficiaries for interviews because of frequent turnover of personnel in government offices and the justice sector. Since the announcement of the State of Emergency, the GoE is reportedly transferring many officials in multiple sectors to new locations, exacerbating the problem of identifying participants in Activity activities. The evaluation team

will make every effort to involve the maximum number of Activity beneficiaries in its research, despite these possible challenges.

In addition, some of the specific themes of the evaluation will need to be addressed with care. Child marriage and FGM, for example, are delicate personal and family issues. The rights of accused persons and prisoners are also sensitive topics. The vocabulary of “human rights” in general cannot be taken for granted as acceptable in the local context. Therefore, it might be challenging for the evaluation team to solicit open discussion of these topics with either officials or citizens, or both. SI plans to utilize female enumerators for the survey on EM and FGM, and for FGDs with women or girls addressing these topics.

As further indication of these challenges, JFA-PFE has instructed the evaluation team to keep its Baseline Study Report on these topics confidential and not to make any photocopies. On the other hand, JFA’s work on human rights, child marriage, FGM and other topics is uniquely authorized by the GoE. At this stage, the evaluation team does not see any particular inhibitions presented by this need for baseline report confidentiality; we plan to work collaboratively with HRPS in making selective use of baseline data for this evaluation.

Activity Management

Management Plan

The evaluation team, functioning through the auspices of Social Impact’s EPMES activity, will operate under the supervision of the USAID/Ethiopia Contracting Officer’s Representative (COR) for EPMES. SI will have ultimate technical, financial, and administrative responsibility for contractual performance.

Team Leader (TL) Fremming will be accountable for day-to-day management and conduct of the assessment. She will be supported by EPMES M&E Capacity Strengthening Advisor Mr. Dereje Getahun, who will serve as Local Technical Coordinator for the evaluation, working closely with the team in all phases and leading the considerable body of coordinative tasks associated with the team’s work. At EPMES, further assistance will be provided on an as-needed basis from Evaluation Methods Specialist Mr. Worku Ambelu, Deputy Chief of Party (DCOP) Ms. Andrea Hernandez, and COP Mr. Francis Okello. Support from the SI home office will be provided by Program Manager (PM) Ms. Sierra Frischknecht, who will be accountable for overall contract management as well as quality assurance. Senior Technical Advisor (STA) Mr. Richard Columbia and the PM will review all plans, reports, and presentations. The PM will be supported by a Program Assistant (PA), Mr. Michael Pressl.

Mr. Fremming will be USAID’s primary point of contact for day-to-day and urgent technical matters while in country, with Mr. Getahun’s active backup. Ms. Frischknecht will serve as the primary point of contact with USAID for non-technical, contract management matters. In collaboration with the Mr. Columbia (and with COP Mr. Okello), Ms. Frischknecht will review all plans, reports, and presentations. Through a collaborative approach, the management team will identify any potential problems via weekly team meetings and will be prepared to develop and share with USAID flexible, workable solutions for any challenges that may arise.

Schedule of Activities and Deliverables

The programmatic importance of this mid-term evaluation, combined with the large number of data sources to be tapped in Addis Ababa and beyond, call for a longer period of completion than is common for performance evaluations. The anticipated time period for undertaking this evaluation is January through April 2017, building upon an initial phase of design work in October 2016. Mr. Fremming arrived in Ethiopia on January 7, 2017, and will remain in country until delivery of the out brief in late March.

A detailed work plan of each of the steps in the evaluation process is included as Annex 1. A timeline of deliverables can be found in Annex 2. Milestones are summarized below:

Building upon the work from October, the evaluation team began its re-commenced in-country work on January 8, 2017, and will meet with USAID/Ethiopia for an in-briefing presentation and discussion on **January 20, 2017**.

This Inception Report and work plan will be finalized **within three working days** after receiving feedback from USAID.

Data collection will begin immediately after USAID approval of the Inception Report and work plan and data collection tools. The calendar window for quantitative and qualitative data collection is January 30 to March 10. Substantial data aggregation and consideration of initial findings will take place as well during this period.

The evaluation team will present draft findings, conclusions and recommendations at a USAID exit briefing on **March 24, 2017**, along with an annotated draft evaluation report outline.

A draft evaluation report will be submitted by **April 10, 2017**.

The final evaluation report, incorporating all comments and guidance from USAID, will be submitted by **April 28, 2017**. The final report will be accompanied by a one-page briefer summarizing results of the evaluation.

Evaluation Design Matrix

| Evaluation Question <i>Questions from SOW and discussion with client.</i> | Indicator(s) <i>What indicators will inform an answer to this question?</i> | <i>Data Sources and Tools</i> | | Data Analysis Methods <i>How will data be analyzed?</i> |
|---|--|--|---|---|
| | | Primary | Secondary | |
| EQ 1: To what extent has the project improved the quality of service delivery with respect to the application of human rights norms, applicable internal institutional policies, rules and procedures by justice organ officials? [Focus: HRPS Result 1] | | | | |
| 1.1. Have the different trainings and study tours taken place as planned? Have all the relevant target groups been reached? | 1.1.1: Number of trained people from the justice sector beneficiary institutions | <ul style="list-style-type: none">– KII with JFA-PFE– KII with USAID– KII with participants of domestic and international experience sharing study tour officers);– KII with Regional justice organs officials (police judge, prosecutor, prison officers)– --Trainees’ surveyKII with Federal justice organs officials (police judge, prosecutor, prison | Review of <ul style="list-style-type: none">– quarterly reports,– training reports (including pre and post training tests,– training evaluations), experience sharing study tour reports | 1.1.1: Compare work plan with performance data; sex disaggregation analysis |
| 1.2. How effective is the human rights training to enhance the target groups’ competency and ability to exercise human rights protection in their respective work? | 1.1.1: Number of trained people from the justice sector beneficiary institutions 1.1.2: Percentage change in post training knowledge vis-à-vis pre-training knowledge | <ul style="list-style-type: none">– KII with Federal justice organs officials (police judge, prosecutor, prison officers);– KII with Regional justice organs officials (police judge, prosecutor, prison officers) Trainees’ survey | Review of <ul style="list-style-type: none">– quarterly reports,– training reports (including pre and post training tests),– baseline survey report, experience sharing &study tour reports | 1.1.1: Compare work plan with performance data; sex disaggregation analysis 1.1.2: Qualitative analysis of training tests (and training materials) and quantitative analysis of test results (and evaluation forms) 1.1.3: Qualitative analysis of FGDs and KIIs) |
| 1.3. To what extent has the Activity enhanced the institutional capacity of the justice sector [to investigate, prosecute, and adjudicate] in | 1.2.1. Number of women prosecutors, police and judges trained in investigating, prosecuting and adjudicating child | <ul style="list-style-type: none">– KII with Heads of Federal Justice Organs Officials (Police, Judge, Prosecutor, Prison officers);– KII with Heads of Regional | Review of <ul style="list-style-type: none">– documents on organizational structures and systems, policies and legislations | 1.2.1: Compare work plan with performance data; sex disaggregation analysis 1.2.2: Qualitative analysis of |

| Evaluation Question <i>Questions from SOW and discussion with client.</i> | Indicator(s) <i>What indicators will inform an answer to this question?</i> | Data Sources and Tools | | Data Analysis Methods <i>How will data be analyzed?</i> |
|--|--|--|---|--|
| | | Primary | Secondary | |
| areas where the Activity is operating? | marriage FGM cases | justice organs officials (Police Judge, Prosecutor, Prison officers) – KII with Heads of Zone and Woreda justice organs officials (Police Judge, Prosecutor, Prison officers) Observation of availability and utilization of materials | | training tests (and training materials) and quantitative analysis of test results (and evaluation forms) 1.2.3: Qualitative analysis of FGDs and KIIs |
| 1.4. What if anything has been the value added of study tours (domestic) by justice sector officials? Provide specific examples. | | – I KII with participants in domestic and international experience sharing /study tour – KII with heads of respective institutions | Review of – experience sharing / study tour reports, and quarterly reports | 1.3.1: Compare workplan with performance data; sex disaggregation analysis 1.3.2: Qualitative analysis of KIIs/FGDs 1.3.3: Qualitative analysis of KIIs/FGDs |
| 1.5. Have the capacity building interventions addressed the priority needs of the target groups? | | – KII with JFA – KII with Federal justice organs officials (police, Judges, Prosecutor, Prison officers); – Regional justice organs officials (Police Judges, Prosecutor, Prison officers); – KII with other relevant CSOs – KII with trainers – FGD with Zone & Woreda justice organs; – Trainees' survey | Review of – project document & work plan – baseline survey, – revised MEP, – quarterly reports, training materials and reports, | Qualitative analysis of KIIs/FGDs |
| 1.6. Has the project implemented efficient approaches to achieve intended results? | | – KII with JFA; – KII with USAID; – KII with Federal & regional justice organs institutions; | Review of – project proposal, – revised MEP, – work plans, | |

| Evaluation Question <i>Questions from SOW and discussion with client.</i> | Indicator(s) <i>What indicators will inform an answer to this question?</i> | Data Sources and Tools | | Data Analysis Methods <i>How will data be analyzed?</i> |
|--|--|---|---|--|
| | | Primary | Secondary | |
| 1.7. Are results that have been achieved so far sustainable? | | <ul style="list-style-type: none"> – KII with Federal justice organs institutions heads; – KII with regional justice organs institutions heads; – KII with JFA | <ul style="list-style-type: none"> – quarterly reports, Review of documentations on measures taken to systematize/improve modes of operations | Qualitative analysis of KIIs/FGDs |
| EQ 2: Has the project intervention enhanced application of rule of law principles by the government, including the national and regional legislatures and mid-level or zonal administrators in key locales? [Focus: Result 2] | | | | |
| 2.1. Have the different trainings and workshops taken place as planned? Have all relevant target groups been reached? | Number of trained people from the government; national & regional legislators and mid-level/zonal administrators | <ul style="list-style-type: none"> – KII with JFA-PFE – KII with USAID – KII with participants of trainings and workshops, – KII with Federal legislators, – KII with regional legislators, – KII with Zonal and WOREDA Administrators | Review of project document, MEP, quarterly reports, training and workshop reports, | Compare work plan with performance data; sex disaggregation analysis |
| 2.2. Has there been a demonstrated increase of knowledge of regional and sub-regional administrators and legislators on good governance and corruption reduction? If not, why? If yes, demonstrated by what evidence and is it attributable to this Activity? If yes, how have these government officials put into practice this knowledge? Please provide clear examples. | 2.1.3. Number of sub-national entities receiving JFA-PFE support that improve their performance | <ul style="list-style-type: none"> – KII with Federal legislators, – KII with regional legislators, – KII with Zonal and WOREDA Administrators, – KII with EACC officials, – Clients' survey, – Trainees' Survey – Structured observation of practices | Review of quarterly reports, Training reports (including pre and post training tests), Baseline survey report, Data from EACC | <p>2.1.1: Compare work plan with performance data; sex disaggregation analysis</p> <p>2.1.2: Qualitative analysis of training tests (and training materials) and quantitative analysis of test results (and evaluation forms)</p> <p>2.1.3: Qualitative analysis of FGDs and KIIs</p> <p>2.1.4: Quantitative analysis of small survey data</p> |

| Evaluation Question <i>Questions from SOW and discussion with client.</i> | Indicator(s) <i>What indicators will inform an answer to this question?</i> | Data Sources and Tools | | Data Analysis Methods <i>How will data be analyzed?</i> |
|--|--|--|--|--|
| | | Primary | Secondary | |
| 2.3. Is there measurable evidence of an increase in the commitment of these officials to receive and listen to community complaints? If no, why? If yes, is it attributable to this project's intervention? Please provide clear examples. | 2.2.1: Number public hearing forums; | <ul style="list-style-type: none"> – KII with Regional Administrators – KII with Zonal and WOREDA Administrators, – Clients'/end users survey, Observation of practices | Records of EIO, administrations' records of complaints lodged and settled, success stories, baseline survey (?), quarterly report, | 2.2.1: Compare work plan with performance data; sex disaggregation analysis 2.2.2: Quantitative and qualitative analysis of citizen complaints and government responses |
| 2.4. Have the capacity building interventions addressed the priority needs of the target groups? | | <ul style="list-style-type: none"> – KII with Federal legislators, – KII regional legislators; – KII with regional, Zonal and WOREDA Administrators; | Review of project document, work plan, baseline survey, revised MEP, quarterly reports, Training materials and reports | Qualitative analysis of KIIs/FGDs Quantitative analysis/survey |
| 2.5. Has the project implemented efficient approaches to achieve intended results? | Measure the extent to which resources are available for and appropriately applied to the activities for which they were targeted | <ul style="list-style-type: none"> – KII with JFA; – KII with USAID; – KII with Federal & regional legislators; – KII with regional, Zonal and WOREDA Administrators | Review of project proposal, revised MEP, work plans, quarterly reports, JFA-PFE Field Monitoring Report, | |
| 2.6. Are the results that have been achieved so far sustainable? | <ul style="list-style-type: none"> – the persistence of project benefits overtime, particularly after project funding end – phase-out strategy sustainability strategies | <ul style="list-style-type: none"> – KII with Federal and regional legislators – KII with Regional, Zonal and WOREDA Administrations Heads; – KII with JFA, – KII with USAID | Review of documentations on measures taken to systematize/improve modes of operations, Quarterly reports, Project document, | Qualitative analysis of KIIs, review of documents |
| EQ3: To what extent has HRPS increased passage of domestic policy, legislation, and procedure that promote human rights norms and standards? [Focus: Result 3] | | | | |
| 3.1. How many policies, legislations and procedures that | – Number of policies, legislations and | – KII with Federal & Regional Legislators | – Review of JUJF meeting proceedings, | Compare work plan with performance data; sex |

| Evaluation Question <i>Questions from SOW and discussion with client.</i> | Indicator(s) <i>What indicators will inform an answer to this question?</i> | Data Sources and Tools | | Data Analysis Methods <i>How will data be analyzed?</i> |
|---|---|---|---|---|
| | | Primary | Secondary | |
| promote human rights norms been enacted as planned? | procedures that promote human rights norms implemented | <ul style="list-style-type: none"> – KII with participants of JUJF (senior officials of justice organs) – KII JFA-PFE – KII with USAID | <ul style="list-style-type: none"> – amended or new Laws, regulations, directives, policies and standards promulgated because of the project, – Quarterly report & baseline survey | disaggregation analysis |
| 3.2. What have been the tangible benefits delivered by the Joined-Up Justice Forum? | 3.1.1. Number of dialogue forums held at federal and regional levels | <ul style="list-style-type: none"> – KII with Federal & Regional justice organs heads – KII with JFA – KII with Federal & Regional Legislators | Review of <ul style="list-style-type: none"> – JUJF meeting proceedings, – amended or new laws, regulations, directives, policies and standards, – quarterly report, – baseline survey | 3.1.1: Compare work plan with performance data; sex disaggregation analysis 3.1.2: Qualitative analysis of KIIs/FGDs and reports |
| 3.3. What evidence is available to demonstrate an improved channeling of information on human rights violations from civil society organizations to the Government of Ethiopia? | 3.2.1. Number of incident-based HR violations passed to government | <ul style="list-style-type: none"> – KII with JFA – KII with selected CSOs (HRCO, EWLA, ELA, etc.) | <ul style="list-style-type: none"> – Communications submitted to the government by JFA, – reports of national and international human rights organizations on human rights violation, – Quarterly reports, – Case stories | 3.2.1: Quantitative analysis of human rights violation data; qualitative analysis of KIIs 3.2.2: Quantitative analysis of client data; qualitative analysis of KIIs and FGDs 3.2.3: Quantitative analysis of CSO participation; qualitative analysis of KIIs and FGDs |
| 3.4. To what extent did the JFA-PFE's personnel observatory status visit add value to the activity's effort to promote human rights norms and standards? | Practical knowledge gained and examples of application of that learning in daily work | <ul style="list-style-type: none"> – KII with JFA-PFE leadership – KII with other likeminded CSOs (Ethiopian CSOs having observatory status) | Review of <ul style="list-style-type: none"> – JFA-PFE advocacy documents/ evidences, – follow ups on African and UN Human Right Committees recommendations, – quarterly reports | Qualitative analysis of KIIs |
| 3.5. How relevant is the project to the priority needs of the target groups (JUJF)? | Percentage of respondents from JUJF participants claimed to the relevance of | <ul style="list-style-type: none"> – KII with senior justice organs officials – KII with JFA | Review of <ul style="list-style-type: none"> – project document – quarterly reports, | Qualitative analysis of KIIs |

| Evaluation Question <i>Questions from SOW and discussion with client.</i> | Indicator(s) <i>What indicators will inform an answer to this question?</i> | Data Sources and Tools | | Data Analysis Methods <i>How will data be analyzed?</i> |
|--|--|---|--|---|
| | | Primary | Secondary | |
| | the project | – KII with Ethiopian Lawyers Association (ELA) | – baseline survey – proceedings of the Forum (if accessible) | |
| 3.6. Has the project implemented efficient approaches to achieve intended results? | – Measure the extent to which resources are allocated for and appropriately applied to the activities for which they were targeted | – KII with JFA; – KII with USAID; – KII with senior federal and regional justice organs senior officials; – | – Review of – project proposal, – revised MEP, – work plans, – quarterly reports, – M&E data | |
| 3.7. Are the results achieved so far sustainable? | – the persistence of project benefits overtime, particularly after project funding end – phase-out strategy sustainability strategies | – KII with senior officials federal justice organs; – KII with senior officials regional justice organs – KII with JFA – KII with USAID | Review of – documentations on measures taken to systematize/ improve modes of operations, – quarter reports, | Qualitative analysis of KIIs |
| EQ4. To what extent has HRPS reduced incidence of child marriage and female genital mutilation (FGM)? | | | | |
| 4.1. Have all the planned advocacy campaigns and media broadcastings taken place in a timely manner? Have all relevant target groups been reached? | Number of campaigns conducted; Number of target groups reached through the campaigns | – KII with Woreda justice organs (judges, police & prosecutors) – KII with region and woreda WCA offices, – KII with JFA – KII with USAID | Review of – work plan, – performance data, – quarterly report, – campaign materials | Compare work plan with performance data; sex disaggregation analysis |
| 4.2. How effective were the campaigns in raising awareness and assist in reducing child marriage and FGM? | Relevance of topics in campaign materials, and appropriateness for effective communication to target audiences | – KII with JFA – KII with woreda justice organs (police, judges and prosecutors) – KII with region and woreda WCA offices, – FGD with Anti-HTP task force members – FGD with school girls | Review of – campaign materials, reports and publications, – Anti-HTP task force action plans and reports, – baseline survey, – quarterly reports, – JFA-PFE field monitoring reports, | Qualitative analysis of materials, KIIs and FGDs; quantitative analysis of secondary data |

| Evaluation Question <i>Questions from SOW and discussion with client.</i> | Indicator(s) <i>What indicators will inform an answer to this question?</i> | Data Sources and Tools | | Data Analysis Methods <i>How will data be analyzed?</i> |
|--|--|---|--|---|
| | | Primary | Secondary | |
| | | <ul style="list-style-type: none"> – Survey on HHs/FGD with target community | <ul style="list-style-type: none"> – success stories, – records on FGM & EM (Police, court, WCA), – different studies (DHS, UNICEF, etc.) | |
| 4.3. Has there been an increased level of positive communication and linkage between community members and law enforcement officials in the prevention and response to child marriage and FGM cases? | 4.1.1. Estimated number of people reached by radio and TV broadcasting on child marriage and FGM in the target area 4.1.2.: Number government-community forums on child marriage and FGM in targeted zones of Amhara, Oromia, and SNNPR | <ul style="list-style-type: none"> – KII with JFA – KII with Woreda justice organs (Police, Judges & prosecutors); – KII with Anti-HTP Task Force members – KII with Regional and Woreda WCA Offices, – FGD with target community – FGD with school girls; – Survey on HHs | <ul style="list-style-type: none"> – Review of evidences on any communications/ meeting between law enforcement bodies and community, – quarterly reports, – JFA-PFE field monitoring reports, – Taskforce action plans and reports, – baseline report, | 4.1.1: Quantitative analysis of report and media data; qualitative analysis of KIIs and media products 4.1.2: Quantitative analysis of report data; qualitative analysis of KIIs, FGDs and information in Activity documentation |
| 4.4. What is the added value of JFA's interventions to the broader effort of the Amhara regional state and GoE to combat HTP? | Complementarity with (and avoiding duplication of) other GoE efforts and other donor/Activity initiatives | <ul style="list-style-type: none"> – KII with JFA; – KII with MoWCA – KII with region and woreda WCA offices, – FGD with Anti-HTP task force members | <ul style="list-style-type: none"> – Review of government policies and plans (GTP, NHRAP), – quarterly reports, – JFA-PFE field monitoring reports, – baseline report | Qualitative analysis of KIIs, review |
| 4.5. To what extent has the activity empowered girls within their families and communities in the targeted areas? | Whether activities with girls' schools, etc. have empowered girls | <ul style="list-style-type: none"> – KII with JFA; – KII with woreda WCA offices, – FGD with Anti-HTP task force members – FGD with school girls – Survey on HHs/FGD with target community | Review of <ul style="list-style-type: none"> – baseline survey, – quarterly reports, – JFA-PFE field monitoring reports, – campaign materials, – Anti-HTP task force action plans and reports, – Success stories | Qualitative analysis of KIIs |
| 4.6. Were the interventions on FGM & EM relevant to the | Relevance of the project to the basic sectoral | <ul style="list-style-type: none"> – KII with JFA – KII with Woreda justice | Review of <ul style="list-style-type: none"> – baseline survey, quarterly | Qualitative analysis of KIIs Quantitative analysis/survey |

| Evaluation Question <i>Questions from SOW and discussion with client.</i> | Indicator(s) <i>What indicators will inform an answer to this question?</i> | Data Sources and Tools | | Data Analysis Methods <i>How will data be analyzed?</i> |
|---|---|---|--|--|
| | | Primary | Secondary | |
| priority needs of the target groups? | development objectives and existing gaps Number/% respondents replied the project addressed their priority needs | organs (police, judges& prosecutors) – KII with region and woreda WCA offices, – FGD with Anti-HTP task force members – FGD with school girls – Survey on HHs/FGD with target community | reports, – JFA-PFE field monitoring reports – campaign materials – Anti-HTP task force action plans and reports, – Success stories | |
| 4.7. Has the project implemented efficient approaches to achieve intended results? | Measure the extent to which resources are allocated for and appropriately applied to the activities for which they were targeted | – KII with JFA; – KII with USAID; – KII with region and woreda WCA offices, – FGD with Anti-HTP task force members – FGD with school girls – Survey on HHs/FGD with target community | Review of – project document, – quarterly reports, – JFA-PFE field monitoring reports – Anti-HTP task force, action plans and reports, | Qualitative analysis of KIIs, review of documents |
| 4.8. Are results that have been achieved so far sustainable? | – the persistence of project benefits overtime, particularly after project funding end – phase-out strategy – sustainability strategies | – KII with JFA; – KII with USAID; – KII with region and woreda WCA offices, – FGD with Anti-HTP task force members – FGD with school girls – Survey on HHs/FGD with target community | Review of campaign materials and reports, Anti-HTP task force by-laws, action plans and reports, baseline survey, quarter reports, JFA-PFE field Follow up reports | Qualitative analysis of KIIs |
| Cross-Cutting Questions | | | | |
| EQ. 5: Does the IP have adequate human resources (in terms of the number, knowledge and experience of staff) to effectively carry out project | Number, qualification and positions for project implementation and coordination | – KIIs with JFA, – KIIs with USAID – KIIs with HRPS's justice sector counterparts | Review of JFA-PFE Strategic Plan, JFA-HR manual, Organizational Structure, overall and project Staffing, Integration with Other | Qualitative analysis of KIIs, review of documents |

| Evaluation Question <i>Questions from SOW and discussion with client.</i> | Indicator(s) <i>What indicators will inform an answer to this question?</i> | Data Sources and Tools | | Data Analysis Methods <i>How will data be analyzed?</i> |
|--|--|--|---|--|
| | | Primary | Secondary | |
| implementation, monitoring, reporting, evaluation and learning? | | | Projects, M&E Systems | |
| EQ 6: What is JFA's effort to complement this activity with similar activities funded by other donors? | Whether JFA-PFE is coordinating with other Activities and initiatives to synergize and avoid overlap | <ul style="list-style-type: none"> – KIIs with JFA, – KIIs with USAID – KIIs with other donors | Review of JFA-PFE Strategic Plan, project proposal of other donors, Evidence of Integration with Other Projects, JFA-PFE Yearly Books | Qualitative analysis |
| EQ 7: What has been HRPS's measured progress against performance targets as identified in the HRPS Performance Monitoring and Evaluation Plan? | | <ul style="list-style-type: none"> – HRPS periodic reports (quarterly and annual) to USAID – HRPS PMP, including updates | | <ul style="list-style-type: none"> --KII with HRPS leadership and technical staff --KII with USAID |

ANNEX 4: DATA COLLECTION TOOLS

Household (HH) Survey Questionnaire for Female Genital Mutilation (FGM) & Early Marriage (EM)

በሴቶች ግርዛት እና ያለእድሜ ጋብቻ ላይ ቤት ለቤት የሚደረግ ጥናት መጠይቅ፡፡

Part 0: Background

| | |
|---|---|
| A1. Date of interview: _____ ቃለመጠይቁ የተደረገበት ቀን፡- _____ | A4. Woreda Name: 1. Bibugn ቢቡኝ የወረዳ ሥም 2. Kelala ካላላ A4.1 Settlement አካባቢው 1. Urban ከተማ 2. Rural ገጠር |
| A2. Interviewer Name (Code): የጠያቂው ሥም (ኮድ) Tigist Nigat ትግስት ንጋት (101) Gezach Weldu ገዛች ወልዱ (201) Lidiya Getachew ሊዲያ ጌታቸው (102) Brikyt Abreha ብርክቲ አብረሃ (202) Hirut Sileshi ሱሪት ስለሺ (103) Helen Bishaw ሔለን ቢሻው (203) Tizita Zewde ትዝታ ዘወዴ (104) Tsion Mamo ጊሆን ማሞ (204) Kidist Mulugeta ቅድስት ሙሉጌታ (105) Fikirte Ayele ፍቅርተ አየለ (205) | A5. Kebele Name: _____ የቀበሌ ኮድ ሥም፡- A5.1 Village Name: (Only for rural settlements): _____ የመንድሩ ስም (አካባቢው ገጠር ከሆነ ብቻ)፡ _____ የመላሸ/ሸ መለያ |
| A3. Name of Supervisor (Code): የተቆጣጣሪው ሥም (ኮድ) Eshetu Mequaent አሽቱ መኳንንት (01) Alishu Birra አሊሹ ቢራራ (02) | Household Number: የቤት ቁጥር፡- _____ |
| Time interview started: ቃለመጠይቁ የተጀመረበት ሰዓት፡- _____ | Time interview ended: ቃለመጠይቁ የተጠናቀቀበት ሰዓት ፡ _____ |

Household Filtering and Consent

የቤተሰብ ማጣሪያና እና ፍቃደኝነትን መጠየቂያ

Greetings! My Name is Mr/Ms. _____ and I am conducting a HH survey for a Mid Term Evaluation of a project conducted by a local Ethiopian NGO. I wish to speak to two adults of the household. Is the wife or husband of the household here? [If No, say thank you and move on to next HH. If yes, go to 0.3.]

ጠና ይስጥልኝ፤ ሥሜ _____ ይባላል፤ ሀገር በቀል የሆነ መንግስታዊ ያልሆነ ድርጅት እየተከናወነ በሚገኝ የፕሮጀክት አጋማሽ ግምገማ የቤትሰቤት የዳህሳ ጥናት እያካሄድኩ ነው። በቤት ውስጥ ያሉ ሁለት ዓዋቂ ሰዎችን ማናገር እፈልጋለሁ። በቤት ውስጥ ባል ወይም ሚስት ይገኛሉ? [ከሌሉ፡ ታላቅ ወደሚቀጥለው ቤት ይለፉ። ካሉ፡ ወደ 0.2 ይለፉ።]

0.2 The main objective of this survey, conducted by Social Impact of the USA, is to gather information about awareness of FGM and CM in this community. You have been chosen by chance to participate in the study. You are not the only person to participate from this kebele. Your participation is completely voluntary. I will not keep a record of your name or address. After I enter your answers to this hand-held data assistant, they will be sent to our data center for processing the answers from a large group of people. There will be no paper copy of your answers, and only the research team will have access to your answers. You have the right to stop the interview at any time, or not to answer any questions that you don't want to answer. There are no right or wrong answers. The interview takes approximately 30-40 minutes to complete.

የዚህ በሶሻል አምራችነት የኢስኤ የሚካሄደው የዳህሳ ጥናት ዋና ዓላማ በዚህ ማህበረሰብ ውስጥ ስላለው የሴት ልጅ ግርዛት እና ያለእድሜ ጋብቻ ግንዛቤ መረጃ መስብሰብ ነው። እርስዎም በዚህ የዳህሳ ጥናት ለመሳተፍ በአጋጣሚ ተመርጠዋል። ከዚህ ቀበሌ እርስዎ ብቸኛው ተሳታፊ አይደሉም። ተሳትፎዎ በፍቃደኝነት ላይ የተመሰረተ ነው። ሥምዎን ወይም አድራሻዎን መዝግቤ አልይዝም። መልሶችዎን በያዝኩት መረጃ መመዝገቢያ ላይ ካስገባሁ በኋላ፤ ወደ ማዕከላዊው የመረጃ ማዕከል ይላኩና ከሌሎች ብዙ ሰዎች መልሶች ጋር አንድ ላይ በመሆን ይተነተናሉ። ምንም ዓይነት የመልሶችዎ የወረቀት ላይ ቅጂ አይኖርም፤ እናም የጥናት ቡድኑ ብቻ ነው መልሶችዎን ሊመለከት የሚችለው። ቃለመጠይቁን በማንኛውም ጊዜ ላይ የማቋረጥ መብት አለዎት ወይም ማንኛውንም ሊመልሱ የማይፈልጉትን መልስ አለመመለስ ይችላሉ። ትክክል ወይም ስህተት የሚባል መልስ የለም። ቃለመጠይቁን ለማጠናቀቅ ከ 30 – 40 ደቂቃዎች ይወስዳል።

Do you have any questions? ጥያቄዎች አሉዎት?

[If there is a question, answer based on enumerator training. If there is something you can't answer, note this in the Interviewer Summary at end of the interview.]

[ጥያቄ ካለ፣ በመረጃ ሰብሳቢዎች ሥልጠና መሠረት ይመልሱ። ሊመልሱት የማይችሉት ነገር ካለ፣ በማስታወሻ ደፍተር ላይ መዝግባቱ ይዘጋጃል]

Are you willing to participate in this survey? [If agreed, thank and proceed. If No, stop, say thank you and ask if the husband/wife is available for an interview]

በቃለመጠይቁ ለመሳተፍ ፍቃደኛ ነዎት? [ከተስማሙ፣ ያመስግኑና ይቀጥሉ። ካልተስማሙ፣ ያመስግኑና ባልየዉ ሚስት የዋ ለቃለመጠይቁ ሊሳተፉ የሚችሉ ከሆነ ይጠይቁ።]

Instruction to Interviewer: Put the appropriate answer/number in the given box or space in relation with the corresponding question. For open-ended items type in a brief answer. **In case there are more than one adult present, identify one of them as the interviewee. If both an adult female and an adult male are present, ask to interview one of them first, then the other.**

የጠያቂ ማስታወሻ፦ ተገቢውን መልስ/ቁጥር በተሰጠው ሳጥን ወይም ክፍት ቦታ ውስጥ ከጥያቄው አንጻር ይመሉት። ለክፍት ጥያቄዎች አጭር መልሶችን በጽሑፍ መዝግቡ። **ምንአልባት ከአንድ በላይ አዋቂ ሰው በቤት ውስጥ ካለ፣ አንዳቸውን እንደተጠያቂ መዝግቡ። በቤት ውስጥ አዋቂ ሴት እና አዋቂ ወንድ ካሉ፣ አንዳቸውን መጀመሪያ ጠይቀሽ ስትጨርሽ ሌላቸውን መጠየቅ እንደምትችይ ጠይቁ።**

References to years are in the Ethiopian calendar. ዓመታቱ የተሰጠው እንደኢትዮጵያ የቀን አቆጣጠር ነው።

Part I: Characteristics of the Interviewee የተጠያቂው ባህሪያት

| | | |
|-----|---|---|
| 101 | Are you the head of this household, spouse of the head of household, or what? የቤተሰቡ ሀላፊ እርሶ ኖት? በቤተሰቡ ሀላፊነትዎ ምንድን ነው? | 1) Head የቤተሰቡ ሀላፊ/አስተዳዳሪ 2) Spouse የቤተሰቡ ሀላፊ/አስተዳዳሪ የትዳር አጋር 3) Other (specify): ሌላ (ይግለጹ)፦ |
| 102 | Sex of the primary respondent [observe and check the right answer] የመላሹ ጾታ [በመመልከት ይመልሱ] | 1) Male ወንድ 2) Female ሴት |
| 103 | What is your age? ዕድሜዎ ስንት ነው? | Age in years: ዕድሜ በዓመታት፦ _____ DK አላውቅም |
| 104 | What is your marital status? የጋብቻ ሁኔታዎ ምንድን ነው? | 1) Single ያላገቡ (Go to 106 ወደ 106 ይሄዱ) 2) Married ያገቡ 3) Divorced የተፋቱ 4) Widowed ባለቤት የሞቱባቸው 5) Separated የተለያዩ |
| 105 | What was your age at first marriage? መጀመሪያ ሲያገቡ ዕድሜዎ ስንት ነበር? | Age in years: _____ ዕድሜ በዓመታት፦ |
| 106 | What is your educational status? የትምህርት ደረጃዎ ምንድን ነው? | 1) Illiterate ምንም አይነት ትምህርት ያልተማሩ 2) Can read and write ማንበብና መጻፍ የሚችሉ 3) Primary Education (Levels 1-4) ከመጀመሪያ ደረጃ ትምህርት (ከ 1 - 4) 4) Junior Education (5-8) መለስተኛ ሁለተኛ ደረጃ ትምህርት (ከ 5 - 8) 5) Secondary Education (9-10) የሁለተኛ ደረጃ ትምህርት (ከ 9 - 10) 6) Above secondary, Specify: _____ ከሁለተኛ ደረጃ በላይ፣ ይግለጹ፦ _____ |
| 107 | What is your ethnicity? ብሔርዎት ምንድን ነው? | 1). Amhara አማራ 2) Oromo ኦሮሞ 3) Agaw አገው 4) Tigray ትግሬ 5) Argobba አርጎባ 6) Other (specify): ሌላ (ይግለጹ)፦ _____ |
| 108 | What is your religion? ሀይማኖትዎ ምንድን ነው? | 1) Orthodox ኦርቶዶክስ 2) Muslim ሙስሊም 3) Catholic ካቶሊክ 4) Protestant ፕሮቴስታንት |

| | | | |
|-----|--|--|--|
| | | 5) Other (specify): | ሌላ (ይግለጹ) |
| 109 | What is your main occupation? በዋነኝነት ሥራዎ ምንድን ነው? | 1) Farming 2) Housewife 3) Commerce 4) Civil servant 5) Casual laborer 6) Domestic work 7) Handicrafts 8) Student 9) Not Working 10) Other ሌላ (specify: ይግለጹ:- _____) | ግብርና የቤት እመቤት ንግድ የመንግስት ሰራተኛ ቋሚ ያልሆነ የጉልበት ሠራተኛ የቤት ውስጥ ሠራተኝነት የእጅ ሙያ ተማሪ ሥራ የሌላቸው ሥራ የሌለው |

Part II: Knowledge, Attitudes and Practice (KAP)
ክፍል 2:- ዕውቀት፣ አመለካከት እና ልማድ (ተግባር)

| Item Number ተራ ቁ. | Question ጥያቄ | FGM የሴት ልጅ ግርዛት | CM ያለ ዕድሜ ጋብቻ |
|----------------------|---|--|---|
| 201 | Have you received any information on FGM or CM since 2013 (past three years)? ከ 2013 ዓ.ም በኋላ (በሰራት ሦስት ዓመታት ውስጥ) ስለሴት ልጅ ግርዛትና ያለዕድሜ ጋብቻ መረጃ አግኝተው ያውቃሉ? | 1) Yes አዎ 2) No አይ | 3) Yes አዎ 2) No አይ [If no for both FGM and CM go to 203] [ስለሴት ልጅ ግርዛት እና ያለዕድሜ ጋብቻ ስምተው የማያወቁ ከሆነ፣ ወደ 203 ይሂዱ] |
| 202 | [If Yes:] What was the source of the information? [አዎ ከሆነ] የመረጃ ምንጭዎ ምንድን ነበር? | 1. Radio/TV ሬዲዮ/ቲቪ 2. Health institutions or personnel የጤና ተቋማት ወይም ሠራተኞች 3. School institutions or personnel የትምህርት ተቋማት ወይም ሠራተኞች 4. Meeting (forum) ስብሰባ (ፎረም) 5. Market day campaign የገበያ ቀን ዘመቻ 6. Harmful Traditional Practices (HTP) task force ከጎጂ ልማድ አስወጋጅ ቡድን አባላት 7. Other (specify): ሌላ (ይግለጹ) | 1. Radio/TV ሬዲዮ/ቲቪ 2. Health institutions or personnel የጤና ተቋማት ወይም ሠራተኞች 3. School institutions or personnel የትምህርት ተቋማት ወይም ሠራተኞች 4. Meeting (forum) ስብሰባ (ፎረም) 5. Market day campaign የገበያ ቀን ዘመቻ 6. Harmful Traditional Practices (HTP) task force ከጎጂ ልማድ አስወጋጅ ቡድን አባላት Other (specify): ሌላ (ይግለጹ) |

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| 202A | Do you know who sponsored this events/information in your community? እነዚህን ክንውኖች/መረጃዎች በማን ሐላፊነት እንደሚሰራጩ ያውቃሉ? | 1) Justice for All (JFA) ፍትህ ለሁሉም (ጄፍኤ) በሚባል አገር አቀፍ ተቋም 2) UNICEF አለም አቀፍ የህፃናት እርዳታ ሰጪ (ዩኒሴፍ) 3) DK አላውቅም 4) Other (specify) ሌላ (ይግለጹ) | 1) Justice for All (JFA) ፍትህ ለሁሉም (ጄፍኤ) በሚባል አገር አቀፍ ተቋም 2) UNICEF አለም አቀፍ የህፃናት እርዳታ ሰጪ (ዩኒሴፍ) 3) DK አላውቅም 4) Other (specify) ሌላ (ይግለጹ) |
| 203 | How much do you support elimination or eradication of each of these? የሴት ልጅ ግርዛትና ያለዕድሜ ጋብቻ የእያንዳንዳቸውን መወገድ ምን ያህል ይደግፋሉ? | 1) Yes, strongly አዎ፣ በፅኑ እደግፋለሁ 2) Not Much ያን ያህል አልደግፍም 3) Not at all በጭራሽ አልደግፍም 4) DK አላውቅም | 1) Yes, strongly አዎ፣ በፅኑ እደግፋለሁ 2) Not Much ያን ያህል አልደግፍም 3) Not at all በጭራሽ አልደግፍም 4) DK አላውቅም |

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| 204 | In the future, how certain would you be to have your female child undergo FGM or CM? ወደፊት ሴት ልጅዎን የማስገረዝ እና በልጅነቷ የመዳር ፍላጎት ምን ያህል ነው? | 1) Very likely በእርግጠኝነት አደርገዋለሁ 2) Somewhat likely ምን አልባት ላደርግ እችላለሁ 3) Somewhat unlikely ምን አልባት ላላደርግ እችላለሁ። 4) Very unlikely በጭራሽ አላደርግም 5) DK አላውቅም | 1) Very likely በእርግጠኝነት አደርገዋለሁ 2) Somewhat likely ምን አልባት ላደርግ እችላለሁ 3) Somewhat unlikely ምን አልባት ላላደርግ እችላለሁ። 4) Very unlikely በጭራሽ አላደርግም 5) DK አላውቅም |
| 205 | Have you ever heard that FGM is legally forbidden? የሴት ልጅ ግርዛት በህግ የተከለከለ እንደሆነ ያውቃሉ? | 1. Yes አዎ 2. No አይ 3. Not sure እርግጠኛ አይደለሁም | XXXXXX |
| 206 | What is the youngest legal age of marriage? በህግ የተፈቀደው የጋብቻ ዕድሜ ስንት ነው? | | 1) (Number below 18) ከ 18 አመት በታች 2) (Number 18 or higher 18 አመት እና ከዚያ በላይ 3) DNK አላውቅም |
| 207 | Assume that you are not married; would you be willing to marry uncircumcised girl or women? [Only for male respondents] አላገቡም ብለን እናስብ እና፤ ያልተገረዘች ሴትን ለማግባት ፍቃደኛ ይሆኑ ነበር? [ወንድ መላሾችን ብቻ ጠይቁ] | | 1) Yes አዎ 2) No አይ 3) Not sure እርግጠኛ አይደለሁም |
| 208 | Would you be willing that your boy (son) to marry an uncircumcised girl or woman? ወንድ ልጄስ ያልተገረዘች ሴትን ለመዳር ፍቃደኛ ነዎት? | | 1. Yes አዎ 2. No አይ 3. Not sure እርግጠኛ አይደለሁም |

Part III: Law enforcement, victims, reporting የህግ አፈጻጸም፣ የችግር ሰለባዎች፣ ሪፖርት ማድረግ (ማሳወቅ)

| Code | Variable ተለዋዋጭ | FGM የሴት ልጅ ግርዛት | CM ያለዕድሜ ጋብቻ |
|------|--|---|--|
| 301 | Is there an intervention in your community on FGM or CM? በማህበረሰብዎ ውስጥ የሴት ልጅ ግርዛትን እና ያለዕድሜ ጋብቻን በሚመለከት እየተሰሩ ያሉ ስራዎች/አንቅስቃሴዎች አሉ? | 1) Yes አዎ 2) No አይ 3. DNK አላውቅም | 1. Yes አዎ 2. No አይ 3. DNK አላውቅም [If the answer for either FGM or CM is no, yes please go to 303 ለሴት ልጅ ግርዛት ወይም ለያለዕድሜ ጋብቻ አይ ከተመለሰ ወደ 303 ይሂዱ] |
| 302 | If yes, by whom? አዎ ከሆነ፤ በማን ነው የሚሰሩት? | 1) School ትምህርት ቤት 2) Health officers የጤና ባለሙያዎች 3) NGO መንግስታዊ ያልሆኑ ተቋማት (specify): ሌላ (ይግለጹ) 4) Justice officials (police, judge, etc.) በህግ ሰዎች (ፖሊስ፣ ዳኛ ወዘተ) 5) Other (specify): ሌላ (ይግለጹ):- _____ | 1) School ትምህርት ቤት 2) Health officers የጤና ባለሙያዎች 3) NGO መንግስታዊ ያልሆኑ ተቋማት 4) Justice officials (police, judge, etc.) በህግ ሰዎች (ፖሊስ፣ ዳኛ ወዘተ) 5) Other (specify): ሌላ (ይግለጹ):- _____ |
| 303 | What, if any, are the problems in your community with implementing laws against FGM and CM? በማህበረሰብዎ ውስጥ የሴት ልጅ ግርዛትና ያለ ዕድሜ ጋብቻ ህጎችን ለማስፈጸም ያሉት ችግሮች ምንድን ናቸው? | 1) Low awareness ዝቅተኛ ግንዛቤ 2) No evidence ማስረጃ ያለመኖር 3) Low commitment of enforcing bodies የአስፈጻሚ አካላት ዝቅተኛ የማስፈጸም ፍላጎት | 1) Low awareness ዝቅተኛ ግንዛቤ 2) No evidence ማስረጃ ያለመኖር 3) Low commitment of enforcing bodies የአስፈጻሚ አካላት ዝቅተኛ የማስፈጸም |

| Code | Variable ተለዋዋ ጭ | FGM የሴት ልጅ ግርዛት | CM ያለዕድሜ ጋብቻ |
|------|--|---|---|
| | | 4) Others (specify): ሌሎች ይግለጹ 5) There are no such problems እንደነዚህ ዓይነት ችግሮች የሉም 6) DK አላውቅም | ፍላጎት 4) Others (specify): ሌሎች ይግለጹ 5) There are no such problems እንደነዚህ ዓይነት ችግሮች የሉም 6) DK አላውቅም |
| 304 | Is there a functional referral service for FGM or CM? የሴት ልጅ ግርዛት እና ያለዕድሜ ጋብቻ ጉዳዮችን ተቀብሎ የሚያስተናግድ/የሚመለከት አካል አለ? | 1. Yes አዎ 2. No አይ 3. DK አላውቅም | 1. Yes አዎ 4. No አይ 5. DK አላውቅም [if response is 2 or 3 go to 306 2 ወይም 3 ከተመለሱ ወደ 306 ይሄዱ] |
| 305 | If yes, where? | 1) Police ፖሊስ 2) Women and Child Affairs (WCA) የሴቶች እና ህፃናት ጉዳይ 3) Kebele ቀበሌ 4) other ሌላ _____ | 1) Police ፖሊስ 2) Women and Child Affairs (WCA) የሴቶች እና ህፃናት ጉዳይ 3) Kebele ቀበሌ 4) other ሌላ _____ |
| 306 | Do victim children have access to reintegration services? የችግሩ (ያለዕድሜ ጋብቻ) ሰለባ ለሆኑ ልጆች የሚያገግሙበት/ወደቤተሰብ የሚቀላቀሉበት አገልግሎት ተደራሽ /በአካባቢያቸው ይገኛል/ ነው? | | 1) Yes አዎ 2) No አይ 3) DNK አላውቅም |
| 307 | Do victims get legal support? በሴት ልጅ ግርዛት እና ያለዕድሜ ጋብቻ ችግር ተጠቂዎች የህግ ድጋፍ ያገኛሉ? | 1) Yes አዎ 2) No አይ 3) DNK አላውቅም | 1) Yes አዎ 2) No አይ 3) DNK አላውቅም |
| 308 | If no, what is the reason? የማያገኙ ከሆነ በምን ምክንያት ነው? | 1) No report ሪፖርት ስለማይደረግ (ችግሩን ስለማያሳወቁ) 2) Low commitment ችግሩን ለመቅረፍ የሚደረግ ጥረት ዝቅተኛ መሆኑን 3) other: please specify: ሌላ: አባክዎ ይግለጹ:- _____ | 1) No report ሪፖርት ስለማይደረግ (ችግሩን ስለማያሳወቁ) 2) Low commitment ችግሩን ለመቅረፍ የሚደረግ ጥረት ዝቅተኛ መሆኑን 3) other: please specify: ሌላ: አባክዎ ይግለጹ:- _____ |

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| 309 | How is the collaborative work among community members and law enforcement officials to prevent and respond to each of these since 2013? የሴት ልጅ ግርዛት እና ያለዕድሜ ጋብቻን ችግሮችን በመከላከልና ለነዚህ ነገሮች ምላሽ በመስጠት ረገድ በማህበረሰቡ አባላት እና በህግ አስፈጻሚ አካላት መካከል ያለው ተባብሮ የመሥራት ሁኔታ ከ 2005 (ላለፉት 3 አመታት) ጀምሮ እንዴት ነው? | 1) It has improved ተሻሽሏል 2) Gotten worse ችግሩ እየባሰበት መጥቷል 3) No Change ለውጥ የለም 4) Don't know አላውቅም | 1) It has improved ተሻሽሏል 2) Gotten worse ችግሩ እየባሰበት መጥቷል 3) No Change ለውጥ የለም 4) Don't know አላውቅም |
|-----|---|--|--|

Part IV: Prevalence/Incidence of FGM and CM
የሴት ልጅ ግርዛትና እና ያለ ዕድሜ ጋብቻ የችግሩ ስፋት

| S/N ተራቁ | Prevalence/Incidence of FGM የሴት ልጅ ግርዛት የችግሩ ስፋት | |
|---------|--|-----------|
| 401 | Were you circumcised? [Only female respondents] | 1) Yes አዎ |

| | | |
|-----|--|---|
| | እርስ ተገርዘዋል? [ሴት መላሾችን ብቻ ጠይቁ] | 2) No አይ 3) DNK አላውቅም |
| 402 | How many daughters do you have? [Only female respondents] _____ ስንት ሴት ልጆች አለዎት? [ሴት መላሾችን ብቻ ጠይቁ] _____ | If zero skip to Q 405 ኬሮ ከሆነ፣ ወደ 405 ይለፉ |
| 403 | Out of your total daughters how many have been circumcised? [Only female respondents] _____ ከሴት ልጆችዎ ስንተኛ ተገርዘዋል? [ሴት መላሾችን ብቻ ጠይቁ] _____ | If zero skip to Q 405 ኬሮ ከሆነ፣ ወደ 405 ይለፉ |
| 404 | What was the age of circumcision for each? [Only female respondents] እያንዳንዳቸው ሴት ልጆችዎ የተገረዙበት ዕድሜ ስንት ነበር? [ሴት መላሾችን ብቻ ጠይቁ] 1) First woman/girl Age: የመጀመሪያ ሴት ልጅ፣ ዕድሜ:- _____ 2) Second woman/girl: Age: ሁለተኛ ሴት/ሴት ልጅ፣ ዕድሜ:- _____ 3) Third woman/girl: Age: ሦስተኛ ሴት/ሴት ልጅ፣ ዕድሜ:- _____ 4) Fourth woman/girl: Age: አራተኛ ሴት/ሴት ልጅ፣ ዕድሜ:- _____ የመጀመሪያ ሴት ልጅ፣ ዕድሜ:- _____ ሁለተኛዋ ሴት ልጅ፣ ዕድሜ:- _____ ሦስተኛዋ ሴት ልጅ፣ ዕድሜ:- _____ አራተኛ ሴት ልጅ፣ ዕድሜ:- _____ አምስተኛ ሴት ልጅ፣ ዕድሜ:- _____ ስድስተኛ ሴት ልጅ፣ ዕድሜ:- _____ ሰባተኛ ሴት ልጅ፣ ዕድሜ:- _____ ስምንተኛ ሴት ልጅ፣ ዕድሜ:- _____ ዘጠነኛ ሴት ልጅ፣ ዕድሜ:- _____ አስረኛ ሴት ልጅ፣ ዕድሜ:- _____ | |
| 405 | How do you observe the trend of FGM in your community since 2013? [Show Card] ከ2005 (ላለፉት ሶስት አመታት) ጀምሮ በማህበረሰብዎ ውስጥ ያለውን የሴት ልጅ ግርዛት የተመለከተ ለወጥ እንዴት ይመለከታል? 1) Greatly increasing በጣም እየጨመረ ነዉ. 2) increasing እየጨመረ ነዉ. 3) No Change ለውጥ የለም 4) decreasing እየቀነሰ ነዉ. 5) Greatly decreasing በጣም እየቀነሰ ነዉ. | If response is (3) skip to Q 407 መልሱ (3) ከሆነ፣ ወደ 407 ይለፉ |
| 406 | If your answer to Q405 is not 3, what are the reasons for this change? የጥያቄ 405 መልስዎ 3 ካልሆነ በስተቀር፣ ለዚህ ለውጥ ምክንያቶቹ ምንድን ናቸው? | |
| | Prevalence/Incidence of Child Marriage ያለዕድሜ ጋብቻዎች የቸግሩ ስፋት | |
| 407 | How many of your daughters are been married? [Only female respondents] ከሴት ልጆች ምን ያህሉ አግብተዋል? [ሴት መላሾችን ብቻ ጠይቁ] | If zero skip to Q 409 ኬሮ ከሆነ፣ ወደ 409 ይለፉ |
| 408 | When and at what age did each woman or girl get married? [Only female respondents] መቼና በስንት አመታቸዉ ነበር እያንዳንዳቸዉ ሴቶች ያገቡት? [ሴት መላሾችን ብቻ ጠይቁ] 1 st woman/girl was married in መጀመሪያ ያገባችው ሴት ልጅ በ _____ ዓ.ም ነበር (Ethiopian year በኢትዮጵያ ዓመት አቆጣጠር), age at marriage: ያገባችበት ዕድሜ _____ 2 nd woman/girl married in ሁለተኛ ያገባችው ሴት/ሴት ልጅ በ _____ ዓ.ም ነበር (year ዓመት), age at marriage: ያገባችበት ዕድሜ _____ 3 rd woman/girl married in ሦስተኛ ያገባችው ሴት/ሴት ልጅ በ _____ ዓ.ም ነበር (year ዓመት), age at marriage: ያገባችበት ዕድሜ _____ የመጀመሪያዋ ያገባችበት ዕድሜ _____ ሁለተኛዋ ያገባችበት ዕድሜ _____ ሦስተኛዋ ያገባችበት ዕድሜ _____ አራተኛ ያገባችበት ዕድሜ _____ አምስተኛ ያገባችበት ዕድሜ _____ | |

| | | |
|-----|---|--|
| | ስድስተኛ ያገባችበት ዕድሜ _____ ሰባተኛ ያገባችበት ዕድሜ _____ ስምንተኛ ያገባችበት ዕድሜ _____ ዘጠነኛ ያገባችበት ዕድሜ _____ አስረኛ ያገባችበት ዕድሜ _____ አራተኛ ያገባችው ሴት/ሴት ልጅ በ _____ ዓ.ም ነበር አምስተኛ ያገባችው ሴት/ሴት ልጅ በ _____ ዓ.ም ነበር ስድስተኛ ያገባችው ሴት/ሴት ልጅ በ _____ ዓ.ም ነበር ሰባተኛ ያገባችው ሴት/ሴት ልጅ በ _____ ዓ.ም ነበር ስምንተኛ ያገባችው ሴት/ሴት ልጅ በ _____ ዓ.ም ነበር ዘጠነኛ ያገባችው ሴት/ሴት ልጅ በ _____ ዓ.ም ነበር አስረኛ ያገባችው ሴት/ሴት ልጅ በ _____ ዓ.ም ነበር | |
| 409 | How do you observe the trend of CM in your community since 2013? ከ 2005 (ላለፉት ሶስት አመታት) ጀምሮ በማህበረሰብዎ ውስጥ ያለውን ያለዕድሜ ጋብቻ በተመለከተ ለዉጡን እንዴት ይመለከቱታል? 1) Greatly increasing በጣም እንደጨመረ ነዉ. 2) Increasing እየጨመረ ነዉ. 3) No Change ለውጥ የለም 4) Decreasing እየቀነሰ ነዉ. 5) Greatly decreasing በጣም እየቀነሰ ነዉ. | If answer is (3) end interview መልሱ (3) ከሆነ ቃለመጠይቁን ያጠናቁ |
| 410 | If your answer to Q409 is not 3, what are the reasons for this change? የጥያቄ ቁ. 409 መልስ 3 ካልሆነ፣ ለዚህ ለውጥ ምክንያቶቹ ምንድን ናቸው? | |

We are done with the interview. Thank you for providing this important information.
 ቃለመጠይቁን አጠናቀናል። ይህንን ጠቃሚ መረጃ ስለሰጡን እናመሰግናለን።

Part V: Interviewer summary
የቃለመጠይቅ አድራጊው ማጠቃለያ

| | |
|-----|---|
| 501 | TO THE INTERVIEWER, AFTER THE INTERVIEW: ለጠያቂዋ፣ ከቃለመጠይቅ በኋላ Were any problems or difficulties encountered during this interview? በቃለመጠይቁ ወቅት ያጋጠሙ ችግሮች ነበሩ? ____ No (sign off) አይ (ይዝጉ) ____ Yes: Please briefly describe: አዎ፣ እባክዎ በአጭሩ ይግለጹ፡- _____ _____ |
|-----|---|

ጥ.ቁ 204

- 1 በእርግጠኝነት አደርገዋለሁ
- 2 ምን አልባት ላደርግ እችላለሁ
- 3 ምን አልባት ላላደርግ እችላለሁ።
- 4 በጭራሽ አላደርግም

ጥ.ቁ 405

እና

- ጥ.ቁ 409**
- 1 በጣም እየጨመረ ነዉ.
 - 2 እየጨመረ ነዉ.
 - 3 ለውጥ የለም
 - 4 እየቀነሰ ነዉ.
 - 5 በጣም እየቀነሰ ነዉ.

Survey of JFA-PFE Human Rights & Good Governance Trainees

Introduction

This survey is part of an evaluation of JFA-PFE activities in the justice sector. You are not required to complete this survey, and you may discontinue at any time. Your answers will not be associated with your name, and they will be joined together with answers from many others in the evaluation

report. This survey should take you no more than 15 minutes to complete. Please return the completed form to the evaluation team member who provided this form to you. Thank you for your help.

Survey Number: _____

1. Date of Survey: _____
3. Location of Survey: Region _____ Zone _____ Woreda _____
4. What is your position or role in the justice sector?
- Judge
 - Administrator
 - Prosecutor
 - Police
 - Other: Please specify: _____

| | | | | |
|----------|---|---|----------------------|-------------------|
| A | When did you attend a JFA-PFE event? Mention all if more than one time | Month _____ Year _____ | | |
| B | For the most recent training, where was the event? | Region _____ Zone _____ Woreda _____ | | |
| C | What were the topics? | | | |
| D | How many days (or hours) was the event? | Number of days _____ or number of hours _____ | | |
| E | Was the amount of time too short, too long, or just right? | Too short | Just right | Too long |
| F | Were these topics very appropriate for you, somewhat, or not at all? | Very appropriate | Somewhat appropriate | Not appropriate |
| G | Were these topics very useful for you, somewhat useful, or not at all useful? | Very useful | Somewhat useful | Not useful |
| H | What other topics would be useful to you <u>to help protect human rights</u> ? | | | |
| I | Who facilitated/ led the event? | Names and designations or expertise: | | |
| J | Were the facilitators very knowledgeable, somewhat, or not at all? | Very knowledgeable | Somewhat | Not knowledgeable |
| K | Did the facilitators do a very good job, somewhat, or not at all? | Very good job | Somewhat | Not a good job |
| L | What materials did you use (or receive) in the event? | | | |
| M | Were the materials very useful to you, somewhat, or not at all? | Very useful | Somewhat useful | Not useful |
| N | What other materials might have been useful to you? | | | |
| O | What were the methods / approaches used by the facilitators? | | | |
| P | Were the methods / approaches very useful, somewhat, or not at all? | Very useful | Somewhat useful | Not useful |
| Q | What other methods / approaches would could be useful? | | | |
| R | Did the event increase your <u>knowledge</u> very much, somewhat, or not at all? | Very much | Somewhat | Not at all |
| S | Please tell us some new <u>knowledge</u> (information) that you learned. | | | |
| T | Please give an example of how you were able to apply the <u>knowledge</u> you learned in your life. | | | |

| | | | | |
|----------|---|-----------|----------|------------|
| U | Did the event increase your <u>practical skills</u> (something you can use in daily life) very much, somewhat, or not at all? | Very much | Somewhat | Not at all |
| V | Please tell us some new <u>practical skill</u> that you learned. | | | |
| W | Please give an example of how you were able to apply the <u>practical skills</u> you learned. | | | |
| X | Are there any constraints for you in applying the knowledge and skills that you learned? | | | |
| Y | What could you suggest to overcome these constraints? | | | |
| Z | What could be improved for the next JFA-PFE event? | | | |
| + | Is there anything else you would like to share about protecting human rights in your work (or ending child marriage and FGM) (or protecting your rights as prisoners) (or anything else)? | | | |

KII Guide for Bureau of Women and Children Affairs

1. Date of Interview: _____ 2. Lead interviewer: _____
 2. Location of Survey: Region _____ Zone _____ Woreda _____
 3. Respondent _____

| S/N | Name | Sex | Position | Years at this location |
|-----|------|-----|----------|------------------------|
| I | | | | |

- 1) Could you please tell us about what issues you address in your position here with BWCA?
 - 2) What has been the trend of FGM and EM in Ethiopia in recent years? Increasing or decreasing? Variations by region?
 - 3) Is there any evidence on the prevalence of FGM and CM in Amhara regional state? If yes, which areas of the region are highly affected by such practices? Why?
 - 4) How do you assess the overall performance and attitudes of the justice sector (police, court and prosecution) in handling cases of FGM and CM? What are the key challenges? Have there been any notable accomplishments?
 - 5) How do you see the role of NGOs (CSOs) in fighting FGM and CM?
- I. Do you know anything about the activities of JFA-PFE on FGM and CM in selected woredas of Amhara regional state such as North Wollo Zone- MeketWoreda, East Gojjam Zones of Senan and Enebsie SarMider Woreda, North Shoa Zone of Ensaro Woreda and South Wollo Zone of Kelala Woreda? If “Yes”:
- a. Is the project relevant to the needs of the community?
 - b. What kind of activities of the project you are aware? On what level did you take part in the project?
 - c. What is special about these woredas as compared to other places when it comes to FGM and CM?
 - d. Are FGM and CM serious problems to this community? How is the trend?
 - e. How effective has the project been in addressing issues of FGM and CM?
 - f. What mechanisms are available by the government to sustain the results of the project?
 - g. What are the key limitations of the project?
 - h. What do you recommend to improve the work of JFA-PFE in the remaining period?

KII Guide for Federal Justice Organs' Professionals Training Center (JOPTC)

1. Date of interview: _____ 2. Lead interviewer: _____
3. Location of Survey: Federal _____ Region _____
4. Interviewee: _____

| S/N | Name | Sex | Position | Years at this location |
|-----|------|-----|----------|------------------------|
|-----|------|-----|----------|------------------------|

Training/s attended _____
Duration of training _____ from _____ to _____
Major topics of the training _____

1. What kind of trainings are you currently providing to justice sector professionals?
 - a. Induction trainings.....
 - b. Refresher trainings.....
2. How much do you know about the trainings being provided to the federal and regional justice officials through this USAID project?
 - a. Very well
 - b. A little
 - c. Nothing
3. What kind of relationships do you have with JFA-PFE, in terms of cooperation, consultations etc. with regard to this human rights project?
4. How do you assess the approach being utilized in implementing the project?
 - a. Good
 - b. other additional options needed
 - c. substantial changes are needed
5. What do you think are the major capacity gaps in the justice sector that need to be addressed but are not?
6. How many of these capacity gaps do you think has this particular project addressed?
 - a. Most
 - b. Some
 - c. None

Why do you say so?
7. What differences do you think has this project brought about in protecting human rights in their activities by boosting the capacity of justice institutions?
 - a. A lot
 - b. Not much
 - c. None

Why do you say so?
8. What do you suggest as to how we can build upon the gains of this project both during and after the lifetime of the project?

KII Guide for CSOs working in areas of human rights

1. Date of interview: _____ 2. Organization interviewed: _____ 3. Lead interviewer: _____
4. Respondent: _____

| S/N | Name | Sex | Position | Years at this location |
|-----|------|-----|----------|------------------------|
|-----|------|-----|----------|------------------------|

I

1. What are your organization's fields of operations?
2. Are you working on human rights in general and legal aid and FGM in particular?
3. Are you working with the justice sector?
4. Do you know JFA?
5. Do you have any idea about their works?
6. Do you have a partnership relationship with them? If so what kind?
7. Did JFA-PFE approach your organization to inform you about a project called Enhancing the Status of Human Rights Protection and Systems of Good Governance in Ethiopia (or Human Rights and Good Governance)?
8. Have you shared any human rights violation to JFA-PFE so that it can take it to the Government? If "Yes", when and on what issue? If "No", why? (Is it because you don't know about the fact that JFA-PFE would do so? Or what?)
9. Are there any efforts JFA-PFE might engage in to better take advantage of what other CSOs might offer to protect human rights?

KII Guide for Legislators

1. Date of Interview: _____ 2. Lead interviewer: _____
1. Location of Interview: Federal _____ Region: specify _____
4. Respondent

| S/N | Name | Sex | Position | Year of experience |
|-----|------|-----|----------|--------------------|
| I | | | | |

1. Have you attended the trainings on rule of law provided by JFA-PFE?
 - a. Yes b. no

JFA-PFE Training/s attended _____

Duration of training _____ from _____ to _____

Major topic(s) of the training _____

2. What are the major rule of law issues legislators often encounter in executing their functions related to?
 - a. Legislative drafting,
 - b. Oversight
 - c. Other.....
3. Which of these issues were addressed through this particular training?
 - a. One of the issues.....
 - b. Both
 - c. None of these
- a. Can you identify any particular skills or knowledge or gained from the training?
4. To what extent have you used this knowledge or skill from the training?
 - a. A great deal
 - b. A moderate amount
 - c. Not at all

Could you please explain your answer?

5. How do you rate the outcomes of this project in helping to protect human rights and promote good governance?
 - a. Very good
 - b. Good
 - c. Neither good nor poor
 - d. Poor

e. Very Poor

Why do you say so?

6. How do you rate the relevance of this training to your functions?
 - a. Fully relevant
 - b. Mostly relevant
 - c. Partially relevant
 - d. Not relevant at all
7. What do you say about the relevance and appropriateness of the inputs of this training?
 - a. Trainers (knowledge of subject matter, training skills).....
 - b. Training materials.....
 - c. Selection of trainees
 - d. Training methods..... (Lectures/exercises/role plays/group discussions...)
 - e. Timing and place of training.....
 - f. Duration of training against topics discussed.....
 - g. Logistics.....
8. Have you attended any similar training on rule of law before/after this training?
 - a. Yes b. no
9. Are there any other similar project activities run by other organizations targeting legislators? Name them.
10. How differently could such rule of law issues in your functions be addressed?
 - a. Revising the content and methods of the training
 - b. Long term trainings
 - c. By combining such trainings with other interventions
 - d. Through other means other than training
11. What have been your initial plans in passing policies, legislation and procedures promoting human rights?
12. Which of/how many of the planned policies, legislation and procedures have been so far enacted?
 - a. All of them
 - b. Most of them
 - c. Some of them
 - d. None of them
13. If your answer to the above question is other than (a), what could be the challenges inhibiting the enactment of all policies, legislation and procedures that promote human rights as initially planned?
 - a. Lack of technical expertise
 - b. Financial constraints
 - c. Other
14. What has your institution or the justice system accomplished through the JUJ forum?
 - a. Inter-agency communication and cooperation
 - b. Creating a platform to converse on issues of common concern
 - c. Identifying systemic issues
 - d. Policy development and legislative review
 - e. All
 - f. Other.....
15. What are the major issues you would like to address through JUJ?
16. Which organizations are represented in the JUJ? Are there other relevant institutions which should be represented?
17. How do you rate the relevance of the issues being addressed through JUJ?
 - a. Mostly relevant
 - b. Partially relevant
 - c. None of them relevant
 - d. Other.....
18. How can the stakeholders make the best use of JUJ?

19. What different approaches do you envisage in implementing this project?
20. How would the continuity of the gains of the capacity building training or the JUJ be ensured when this particular project phases out?
 Rule of law Training.....
 Joined-Up Justice Forum.....

KII Guide for Federal Ethics And Anti-Corruption Commission (FEACC) and Ombudsman

1. Date of Interview: _____ 2. Lead interviewer: _____
3. Location of interview: Federal _____ Region (specify) _____
4. Respondent

| S/N | Name | Sex | Position | Years at this location |
|-----|------|-----|----------|------------------------|
| 1 | | | | |

Information JFA-PFE training experience

Training/s attended _____

Duration of training _____ from _____ to _____

Major topics of the training _____

Other questions

1. How much do you know about the trainings being delivered on good governance issues through the JFA-PFE Human Rights and Good Governance project?
2. What do you think are the key governance issues in the Zonal and WOREDA Administrations as well as the legislatures which need to be addressed?
3. Which of these issues do you think are adequately addressed through this project?
 - a. Most of them
 - b. Some of them
 - c. None of them
 - d. Why do you say so?
4. What do you say about the linkage between the trainings provided and the groups targeted by this training?
 - a. Very good
 - b. Good
 - c. Should change
5. How differently would you have selected the target groups and designed the training on good governance?
6. Have you witnessed any concrete changes (in terms of putting into practice knowledge/skills acquired) in the governance practice of the target groups as a result of this training to Zonal/WOREDA Administrations and legislatures?
 - a. Yes b. no Why do you say so?
7. What do you think about the approaches being used in implementing this project to achieve the intended results?
 - d. Good
 - e. other additional options are needed
 - f. There is a need for substantially changing the current approaches
 - g. Why do you say so?
8. How can we build upon or sustain the results so far attained through this project during and after this project phases out?

Mid Term Evaluation of the USAID Human Rights and Good Governance Program

KII Guide for JFA

1. Date of interview:

2. Team member leading the interview:
3. Note taker:
4. Interviewee(s):

| Name | Sex | Position/Title |
|------|-----|----------------|
|------|-----|----------------|

JIM OPENS THE INTERVIEW AND ASKS:

1. How did USAID assistance through this activity get started? What were the circumstances? What were the motives?

NADEW ASKS:

2. What advantages and risks were considered in getting the activity started?
3. How relevant has HRPS/HRGG been to the organizational objectives of JFA-PFE as an organization? Why do you say so? Are there any conflicts or contradictions between the project objectives or approaches and JFA's broader objectives and methods?
4. Who are the end beneficiaries of the work in the HRGG activity? Has this changed over the life of the project? If so, how?
5. What difference has HRGG made for target groups (such as court administrator, prosecutors, judges, police officers, MPs)? Can you please give examples or cite evidence?
6. In what ways have the target groups and stakeholders been involved in the *design* of the project? Can you share an example?
7. In what ways have the target groups and stakeholders been involved in the *methodology or approaches* taken in HRGG? Can you share an example?

FEYERA ASKS:

8. Did the project team utilize findings from any *baseline studies*? If so, which ones and in what ways?
9. Have there been any major changes in objectives, strategies or activities of the project? For what reasons?
10. In what ways has the program addressed gender roles and relations in the justice sector? What strategies or methods have been applied?
11. The program has 4 major results with a diverse group of IRs and activities. Has there been discussion, in USAID or with JFA, regarding the overall extent of program focus versus broad-based intervention? What has resulted from these discussions?
12. Can you provide some background or rationale for inclusion of IR 3.4 & IR 3.5 (private sector policy framework; legal framework for international standards)? How well do these IRs fit with the HRGG theme for the project?
13. Similarly, what is the background and rationale for R4 (CM and FGM)?

JIM ASKS:

14. Could you please describe the day-to-day interaction with USAID and quality of USAID support for the project? Who is the primary contact? How are contacts made? How often are contacts made? To what

extent are you satisfied with interactions and information provided? Have you received USAID feedback on QRs and ARs? How is feedback provided?

15. Could you provide key accomplishments and challenges in accomplishing each of the project's 4 Results? (talk through)
16. What is your view of the sufficiency of human resources for the program (number and qualifications of staff)? By Result?
17. Have any *efficiency* issues arisen in implementation of the program? Have there been any actions taken to address these?
18. How about formal reporting of progress vis-à-vis performance indicators and managing for results? Does USAID provide direct feedback to JFA-PFE on performance vis-à-vis targets? Is there room for improvement in performance reporting and follow-through?

DEBEBE ASKS:

19. What about sustainability of project efforts and results? Are there institutional or social mechanisms in place to keep progress moving forward?
20. We are interested in any ways HRPS has complemented or supported donor coordination for the justice sector. Can you tell us about that?
21. To what extent the design of the project promotes collaboration with other actors (CSOs and judicial training centers) and avoided duplication of effort?
22. What is your overall impression of the effectiveness of JFA-PFE trainings? In terms of approach, are there particular methods or practices that have gone especially well? Some that have not gone so well?
23. What areas of strategy or implementation need to be improved in the program going forward?
24. Is there anything else that you would like to share about this program that we have not covered?

THANK YOU FOR YOUR TIME AND ATTENTION

KII Guide for Lawyers

1. Date of interview: _____
2. Location: _____ 3. Lead interviewer: _____
4. Respondent: _____

| S/N | Name | Sex | Position | Years at this location |
|------------|-------------|------------|-----------------|-------------------------------|
| I | | | | |

2. How would you compare the protection of people's human rights in this region now and prior to 2013? Why?
1. Much Better
 2. Better
 3. Same
 4. Worse
 5. Much Worse
3. How would you compare the capacity of the justice organs (police, court and prosecution) to impact human rights in the region/country now and prior 2013? Why?
1. Much more
 2. More
 3. Same
 4. Less
 5. Much less
4. What is the biggest obstacle to the observation of human rights in the region/country? Why?
5. How do you rate the capacity of the courts in applying international human rights norms in their work?
1. Very good
 2. Good
 3. Neither good nor bad
 4. Not good
 5. DK
- Why do you say so?
6. How do you assess the commitment of the police towards respecting basic human rights of detainees?
1. Very good
 2. Good
 3. Neither good nor bad
 4. Not good
 5. DK
- Why do you say so?
7. How do you assess the commitment of the prosecutors towards respecting basic human rights of individuals accused of crimes?
1. Very good
 2. Good
 3. Neither good nor bad
 4. Not good
 5. DK
- Why do you say so?
8. How do you assess the commitment of the police towards respecting basic human rights of detainees?
1. Very good
 2. Good
 3. Neither good nor bad
 4. Not good
 5. DK
- Why do you say so?
9. What do you recommend to improve the quality of services provided by the justice sector in general?

KII Guide for Ministry of Women and Children Affairs

1. Date of Interview: _____ 2. Lead interviewer: _____
3. Respondent

| S/N | Name | Sex | Position | Years at this location |
|------------|-------------|------------|-----------------|-------------------------------|
|------------|-------------|------------|-----------------|-------------------------------|

I

- 1) Could you please tell us about what issues you address in your position here with MWCA?
- 2) How is the trend of FGM and EM in Ethiopia in recent years? Increasing or decreasing? Variations by region?
- 3) Is there any evidence on the prevalence of FGM and CM in Amhara regional state? If yes, which areas of the region is highly affected by such practice? Why?
- 4) How do you assess the overall performance and attitudes of the justice sector (police, court and prosecution) in handling cases of FGM and CM? What are the key challenges? Have there been any notable accomplishments?
- 5) How do you see the role of NGOs (CSOs) in fighting FGM and CM?
- 6) Do you know anything about the activities of JFA-PFE on FGM and CM in selected woredas of Amhara regional state such as NorthWollo Zone- MeketWoreda, East Gojjam Zones of Senan and EnebsieSarMiderWoreda, North Shoa Zone of EnsaroWoreda and South Wollo Zone of KelalaWoreda? If “Yes”, how do you assess their overall performance?

KII Guide for Prison administrators (Debrebirhan, Burayu and Mekele)

2. Date of interview: _____ 2. Lead interviewer: _____
3. Location of Survey: Region _____ Zone _____ Woreda _____

| S/N | Name | Sex | Position | Years at this location |
|------------|-------------|------------|-----------------|-------------------------------|
|------------|-------------|------------|-----------------|-------------------------------|

- | | | | | |
|----------|---|--|--|--|
| I | 1. Has JFA-PFE established a legal aid center in this prison? If not, why? | | | |
| | a. Yes | | | |
| | b. No...why not? | | | |
| | 2. Has the legal aid center started providing services to the inmates? a. Yes | | | |
| | b. No...why not? | | | |
| | 3. What is the purpose of the legal aid center? | | | |
| | 4. How well has this purpose been fulfilled so far? Please explain. | | | |
| | 5. Has the legal aid center been furnished with the required equipment? If not, why? | | | |
| 2. | Yes | | | |
| 3. | No | | | |
| | 6. About how many prisoners per week are using the legal aid service? | | | |
| | 7. How do you assess the quality of the service? | | | |
| 1. | Very good | | | |
| 2. | Good | | | |
| 3. | Minimally adequate | | | |
| 4. | Not good at all | | | |
| | 8. What are the key achievements of the legal aid service? | | | |
| | 9. Are there areas for improvement? What are they? | | | |
| | 10. Have any mechanisms been put in place by the prison administration to institutionalize and sustain the service? If so, is there evidence this is working? | | | |

Mid Term Evaluation of the USAID Human Rights and Good Governance Program
KII Guide for USAID

5. Date of interview:
6. Team member leading the interview:
7. Note taker:
8. Interviewee(s):

| S/N | Name | Sex | Position |
|------------|-------------|------------|-----------------|
| 1 | | | |
| 2 | | | |
| 3 | | | |

25. How did USAID assistance through this activity get started? What were the circumstances? What were the motives?
26. What advantages and risks were considered in getting the activity started?
27. How relevant has HRPS/HRGG been to the Mission's strategic priorities? Why do you say so?
28. How relevant has the activity been to the needs of Ethiopia and its people?
29. What role has HRPS played in the USG conversation with GoE? What implications does this bring forward for effective implementation?
30. What about relevance to needs of targeted groups (many; administrators, prosecutors)?
31. The activity engages women in a variety of modes and settings. To what extent has the program addressed gender roles and relations in the justice sector? How effective has this been?
32. Have there been any changes in objectives, strategies or activities of the project? For what reasons?
33. The program has 4 major results with a diverse group of IRs and activities. Has there been discussion, in USAID or with JFA, regarding the overall extent of program focus versus broad-based intervention? What has resulted from these discussions?
34. Can you provide some background or rationale for inclusion of IR 3.4 & IR 3.5 (private sector policy framework; legal framework for international standards)? How well do these IRs fit with the HRGG theme for the project?
35. Similarly, what is the background and rationale for R4 (CM and FGM)?
36. Could you please describe the day-to-day interaction with and oversight of the program? Who is the primary contact? How are contacts made? How often are contacts made? To what extent are you satisfied with interactions and information provided? Do you provide feedback on QRs and ARs? How is formal (written) feedback provided?
37. To what extent are you satisfied with the overall performance of JFA? For what reasons? At Result level: R 1...R 4?
38. What is your view of the sufficiency of human resources for the program (number and qualifications of staff)?

39. How about formal reporting of progress and managing for results? Extent to which JFA-PFE has met or exceeded targets? Does USAID provide direct feedback to JFA-PFE on performance vis-à-vis targets? Is there room for improvement in performance reporting and follow-through?
40. What implementation challenges and opportunities have been discussed with JFA? What has been the response and follow-through?
41. Have any efficiency issues arisen in implementation of the program? Have there been any actions taken to address these?
42. JFA-PFE does not rely on USAID for all of its donor support, but USAID clearly is a major source of JFA-PFE funding. Have there been any discussions with JFA, or beyond, regarding longer-term sustainability of the various kinds of assistance provided through this program?
43. To what extent has the HRPS experience complemented or supported donor coordination for the justice sector?
44. JFA-PFE does gather pre- and post-assessments of learning from many of its training events. From your side, what is your overall impression of the effectiveness of JFA-PFE trainings? Do you have particular examples of where the training did especially well? Where it did not do well?
45. Overall, in what ways has this program been a valuable package of assistance to the justice sector in Ethiopia?
46. What areas of strategy or implementation need to be improved in the program going forward?
47. If the decision needed to be made today, would you recommend continuing this program? Why or why not?
48. Is there anything else that you would like to share about this program that we have not covered?

THANK YOU FOR YOUR TIME AND ATTENTION

KII Guide for Zonal And Woreda Administrators

1. Date of Interview: _____ 2. Lead interviewer: _____
2. Location of interview: Federal _____ 3. Region _____
4. Interviewee: _____

| S/N | Name | Sex | Position | Years in this Location |
|-----|------|-----|----------|------------------------|
|-----|------|-----|----------|------------------------|

Training/s attended _____
Duration of training _____ from _____ to _____
Major topics of the training _____

1. Have you attended the training on good governance and anti-corruption?
a. Yes b. No
2. What are the major governance issues Zonal and WOREDA Administrations often encounter?
3. How many of these issues do you think were addressed through this particular training?
a. All
b. most of them
c. some of them
d. none of them
4. How do you rate the contributions of this training in terms of acquiring new knowledge/ skills?
a. Very helpful
b. Helpful
c. Not helpful
5. How far are the administrators putting any knowledge/skills acquired through this training into practice?
a. All of them
b. most of them
c. partially
d. none of them
e. Why do you say so?
6. What are the major challenges you often come across in implementing the knowledge/skills acquired through this training?
7. How do you rate the outcomes of this project in advancing good governance/alleviating corrupt practices in your Zone/WOREDA?
a. Very good
b. Good
c. Not bad
d. None
Why do you say so?
8. How do you rate the relevance of this training in addressing your major challenges?
a. Mostly relevant
b. Partially relevant
c. Not relevant at all
9. What do you say about the quality of the inputs of this training?
Trainers (knowledge of subject matter, training skills).....
Training materials.....
Selection of trainees
Training methods..... (Lectures/exercises/role plays/group discussions...)
Timing and place of training.....
Duration of training against topics discussed.....
Logistics.....
Have you attended any similar training on good governance and anti-corruption before/after this training?
What were they? Were they useful?

10. Are there any other similar project activities run by other organizations targeting Zonal or WOREDA Administrators?
- a. Yes there are b. this is the only project
(Name them if there are any).
11. What do you think about the approaches used in implementing this project?
- h. Good
 - i. other additional options needed
 - j. completely changing the current approaches
12. In what ways could such governance and anti-corruption issues be addressed?
13. How can stakeholders build upon the results so far achieved by this project during and after the project phases out?

KII Guide for Zone/Woreda Office of Women and Children Affairs

1. Date of interview: _____ 2. Lead interviewer: _____
 2. Location of interview: Region _____ Zone _____ Woreda _____

3. Respondent _____

| S/N | Name | Sex | Position | Years at this location |
|------------|-------------|------------|-----------------|-------------------------------|
| I | | | | |

- 1) How is the trend of FGM and CM in the Zone/Woreda? Increasing or decreasing?
- 2) Is there evidence on the status of FGM and CM in the Zone/Woreda? If yes, which areas of the Zone/Woreda are highly affected by such practice?
- 3) How do you assess the overall performance and attitudes of the justice organs (police, court and prosecution) of the Zone/Woreda in handling cases of FGM and CM?
- 4) How do you see the role of NGOs (CSOs) in fighting FGM and CM in the Zone/Woreda?
- 5) Do you know anything about the works of JFA-PFE on FGM and CM in the following Zone/Woreda: North Wollo Zone- Meket Woreda, East Gojjam Zones of Senan and Enebsie Sar Mider Woreda, North Shoa Zone of Ensaro Woreda and South Wollo Zone of Kelala Woreda? If "Yes":
 - a. Is the project relevant to the needs of the community?
 - b. How effective has the project been in addressing issues of FGM? CM?
 - c. Has there been any changes in attitude and perception of the community towards FGM and CM? If "Yes", is it because of this project or other factors?
 - d. Do you remember any campaign conducted by JFA-PFE on FGM and CM? If "Yes", which campaign and message do you recall? Which of the different campaigns conducted by JFA-PFE are more effective and why?
 - e. How would you describe the participation of the different stakeholders in the design and implementation of the project?
 - f. What mechanisms are available by the government to sustain the results of the project?
 - g. What have been the key achievements, if any, of the JFA-PFE work here on FGM? On CM?
 - h. What are the key limitations of the project?
 - i. What do you recommend to improve the work of JFA-PFE in the remaining period?

KII Guide for Judges, Prosecutors or Police (including women police officers)

1. Date of Interview: _____ 2. Lead interviewer: _____
3. Location of interview: Region _____ Zone _____ Woreda _____
4. Category of the respondent:
 - a. Judge b) Prosecutor c) Police d) Other _____
5. Respondent

| S/N | Name | Sex | Position | Years at this location |
|-----|------|-----|----------|------------------------|
|-----|------|-----|----------|------------------------|

1

2. Could you please describe how JFA's work in enhancing human rights has affected your work in the justice sector?
3. What activities or trainings from JFA-PFE have you been directly involved with?
4. How would you compare the protection of people's human rights in your community/jurisdiction now and prior to 2013?
 1. Much better now
 2. Somewhat better
 3. About the same
 4. Somewhat worse
 5. Much worse

Why do you say so?

5. How would you compare your organization's ability to protect human rights in your community/jurisdiction now and prior 2013?
 1. Much more able
 2. Somewhat more
 3. About the same
 4. Somewhat less able
 5. Much less able

Why do you say so?
6. What is the biggest obstacle to the observation of human rights in your area/jurisdiction? Why?
7. What human rights problems are most widespread in your community/jurisdiction?
8. How would you rate JFA's contribution to the protection of human rights in your community/jurisdiction?
 1. Very good
 2. Good
 3. Neither good nor bad
 4. Poor
 5. Very poor

Why do you say so?

Trainings

9. Have you participated in JFA's trainings? If yes, which one(s)?
 1. Refresher human rights training for judges
 2. Refresher human rights training for police
 3. Essence of human rights and the role of police in protecting them
 4. Essence of human rights and the role of judges in protecting them
 5. Training on investigating and addressing child marriage and FGM
 6. Other: _____
10. Now we want to ask you about two things: The conceptual **knowledge** you may have gained from the JFA-PFE training and any practical **skills** you may have gained from the training (such as use of particular tools or

instruments). Did JFA's training provide you with new knowledge that strengthens your ability to do well at your work??

1. Yes –What kind of knowledge?

2. No

11. Did the JFA-PFE training provide you with any practical skills that help you in your work?

1. Yes – What kind of skills?

2. No

12. Since the training, have you used the knowledge or skills gained as you go about your work?

1. Yes – In what way? Could you please give us an example?

2. No – Why not?

13. Did you receive any training materials (such as a manual)?

1. Yes – How much have you used it in your work since the training?

2. No

14. Is there a follow up mechanism established by JFA-PFE on how you are applying the knowledge or skills from the training on your work? If so, please describe the mechanism

15. Can you tell us about any changes your institution has made as result of the training?

16. Has any strategy has been put in place to sustain the results of the trainings?

17. What were the key limitations of the training, if any? _____

18. What do you recommend for future to improve the quality of the training? _____

Study Tour

19. Have you participated in JFA's international study tour? If yes, which one(s)?

20. Have you participated in JFA's experience sharing tour? If yes, which one(s)

21. Was the study tour relevant to your needs? Please explain.

22. What did you learn from the study tour? Please give an example.

23. What changes, if any, did you make in your organization after the study tour?

24. Has any strategy been put in place to sustain the results of the study tour? (If yes): Could you briefly describe the strategy?

25. Has there been staff turnover or change of leadership? If so, how does this affect the work of the organization in relation to the training activities?

Workshop for women police officers

26. Have you participated in JFA's workshop organized for women police officers? _____, if yes, what was the topic? _____

27. How do you rate the quality of the workshop?

1. Excellent

2. Good

3. Adequate

4. Not good

5. Can't say

Joined-Up Justice Forum

28. Is the Joined-Up Justice Forum relevant to the justice sector?

1. Highly relevant

2. Relevant

3. Not relevant

4. Can't say

29. If Yes, give us concrete example how it is relevant? If "Not relevant", give us reason why?

30. Has there been any policy or guideline/standard developed by your institution as result of the Forum?

31. What are the key achievements of the Forum?

32. What mechanisms are put in place in the justice sector to institutionalize and sustain the Forum?

ANNEX 5: SUMMARY REPORT OF HTP SURVEY RESULTS

Survey Results on Female Genital Mutilation and Child Marriage in Kelala and Bibugn Woreda

Contracted under, AID-663-C-16-000010 - EPMES
Ethiopia Performance Monitoring and Evaluation Service (EPMES) Activity for USAID/Ethiopia

DISCLAIMER

The author's views expressed in this publication do not necessarily reflect the views of the United States Agency for International Development or the United States Government.

Acronyms

| | |
|---------|--|
| CM | Child marriage |
| EPMES | Ethiopia Performance Monitoring and Evaluation Service |
| FGD | Focus group discussion |
| FGM | Female genital mutilation |
| GoE | Government of Ethiopia |
| HRPS | Human Rights Protection Support |
| HTP | Harmful traditional practice |
| JFA-PFE | Justice for All-Prisoners Fellowship of Ethiopia |
| KII | Key information interview |
| UNICEF | United Nations Children’s Fund |
| USAID | United States Agency for International Development |

Introduction

This findings report highlights the results of the HRPS Mid-Term survey conducted in February 2017 to determine the prevalence of female genital mutilation (FGM) and child marriage (CM) in two woredas, Bibugn in East Gojjam and Kelala in South Wollo, as well as survey respondent attitudes towards FGM and CM and awareness of HRPS FGM and CM prevention efforts.

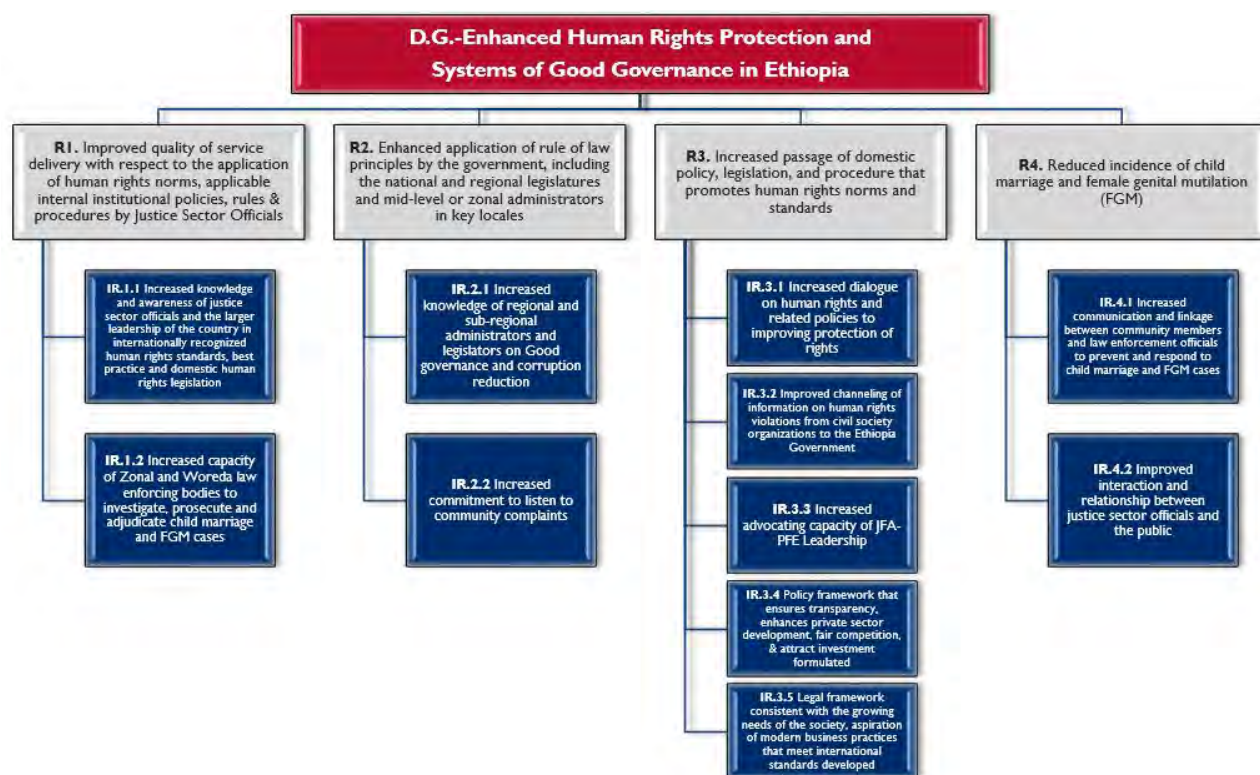
PROJECT BACKGROUND

THE HUMAN RIGHTS PROTECTION SUPPORT (HRPS) ACTIVITY

To more effectively contribute to reduction of human rights violations, USAID established the five-year, \$4.7 million “Enhancing the Status of Human Rights Protection and Systems of Good Governance in Ethiopia” Activity, also referred to as the Human Rights Protection Support (HRPS) activity, with a period of performance of August 20, 2013 to August 19, 2018. Ethiopian Civil Society Organization (CSO) Justice for All – Prisoners Fellowship of Ethiopia (JFA-PFE) implements HRPS through a cooperative agreement, and addresses the objective of enhancing human rights protection in Ethiopia through (a) building the capacity of justice sector actors and (b) advocacy. HRPS focuses on institutional weaknesses and political factors inhibiting progress on human rights protection, through broadly applied trainings to justice and other administrative officials at national, regional and local levels; supporting key policy changes; and building awareness and technical capacity to counter female genital mutilation (FGM) and child marriage (CM).

One of the Activity’s four main expected results is to reduce the incidence of FGM and CM (see the HRPS Results Framework – Figure 1, Result 4) through increasing community awareness about these harmful traditional practices (HTP) and increasing legal knowledge and action on these crimes.

Figure 9: HRPS Results Framework



MID-TERM SURVEY PURPOSE

The purpose of the mid-term survey was to provide data on FGM and CM prevalence and respondent attitudes and practices associated with FGM and CM in order to inform programming decisions for the remainder of the project. A statistically representative household survey of 800 respondents was conducted to collect targeted data on FGM and CM in the Bibugn and Kelala woredas (see Annex 1 for Household Survey Tool). These woredas were selected as survey sites as a result of a baseline survey conducted by JFA-FPE, which indicated a high FGM prevalence rate in Bibugn and high prevalence rate of CM in Kelala compared to other intervention woredas.

SURVEY METHODOLOGY

The evaluation team designed and conducted the household survey to collect a statistically significant sample that could reliably compare results in the two sites between mid-term and endline, allowing understanding of the relationship between awareness campaigns and changes in attitudes and behaviors, and the relationships between these outcomes and various socio-demographic characteristics.

SAMPLE SIZE DETERMINATION

The following sampling formula was utilized to determine a sample size between two periods (or waves of data collection). When the sample size was calculated it was assumed that the baseline data would be available and this sample would need to be large enough to detect a change in attitudes and practices. However, the baseline data were not available. Regardless, the sample size was calculated with the following assumptions:

$$n = D \times \frac{(z_{1-\alpha/2}\sqrt{2\bar{P}(1-\bar{P})} + z_{1-\beta}\sqrt{P_1(1-P_1) + P_2(1-P_2)})^2}{(P_1 - P_2)^2}$$

1. P_1 , the proportion at baseline, is assumed to be 0.5 and P_2 , the proportion at midline, is assumed to be 0.65; these are standard conservative assumptions when actual and expected proportions are not known.
2. $\beta=0.2$ (or $1-\beta$ = power of the test=0.80) is assumed and z score value is 0.84
3. 95% level of confidence;
4. D is the design effect of 2, due to the clustered sampling design at the kebele level rather than simple random sampling;

The above formula and assumptions yield a minimum required sample size of 389. The evaluation therefore targeted 400 respondents per woreda. Within each woreda, three rural and one urban kebele were randomly selected. Then within each kebele two or three villages (depending on the village size) were randomly selected and 50 households within each village were randomly sampled, with replacement. In each household, the husband and the wife were interviewed.

An equal number of men and women were sampled in each woreda.

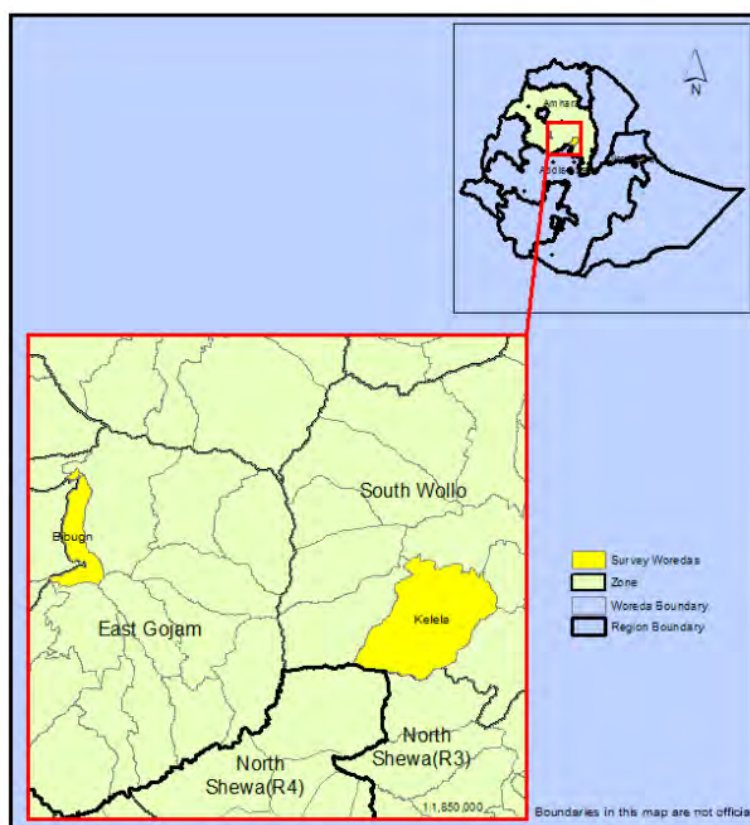
Results

DEMOGRAPHICS

LOCATION

The 800 respondents that participated in the household survey are geographically depicted in the following map across the Bibugn and Kelala woredas.

Figure 10: Map of Bibugn and Kelala Woreda



The respondents were split evenly between the two woredas, and 25% of the overall sample was from urban areas. The respondents were from four kebeles in Bibugn woreda and three kebeles in Kelala woreda (See Table 1).

Table 1: Respondent Residence Type

| Variable | Category | | n | Percentage |
|-----------------|----------|-------------------|-----|------------|
| Woreda/Kebele | Bibugn | Debrezayet Kuchit | 100 | 12.5% |
| | | Ded Eyesus Abo | 100 | 12.5% |
| | | Digo Kanta | 100 | 12.5% |
| | | Digu Tsion | 100 | 12.5% |
| | Kelala | Kebele 2 | 100 | 12.5% |
| | | Kebele 22 | 200 | 25.0% |
| | | Kebele 3 | 100 | 12.5% |
| Settlement Type | Urban | | 200 | 25.0% |
| | Rural | | 600 | 75.0% |

Women respondents were slightly younger (mean age 34.1 years) than male respondents (mean age 41.6) in the sample. Most of the respondents—92.9%—were married. Nearly half of the respondents were illiterate or had low literacy skills (47.6%), with older respondents tending to have higher rates of illiteracy. Fully 27.3% had at least a junior high education or more, with younger respondents generally being more educated. (See Table 2).

Table 2: Sex, Marital Status and Education Level of Respondents by Age (n=800)

| Age | Sex | | Marital Status | | Education Level | | |
|--------------|------|--------|----------------|---|-------------------------------|--------------------|---------------------|
| | Male | Female | Married | Single ²² , Widowed Divorced | Low-Literate or Illiterate | Primary or Less | Junior or Higher |
| 15-19 | 7.1 | 92.9 | 71.4 | 28.6 | 35.7 | 7.1 | 57.1 |
| 20-24 | 21.9 | 78.1 | 93.7 | 6.3 | 21.9 | 14.1 | 64.1 |
| 25-29 | 34.3 | 65.7 | 94.8 | 5.2 | 40.3 | 16.4 | 43.3 |
| 30-34 | 46.9 | 53.1 | 95.2 | 4.8 | 52.4 | 19.7 | 27.9 |
| 35-39 | 53.2 | 46.8 | 94.3 | 5.7 | 56.5 | 26.6 | 16.9 |
| 40-44 | 56.8 | 43.2 | 93.2 | 6.8 | 42.1 | 37.5 | 20.4 |
| 45+ | 59.8 | 40.2 | 85.4 | 14.6 | 46.7 | 33.7 | 19.6 |
| Total | 49.6 | 50.4 | 92.9 | 7.1 | 47.6 | 25.1 | 27.3 |

All but three of the respondents self-identified with the Amhara ethnicity. The other respondents were Oromo (n=2) and Agaw (n=1).

A total of 56.4% of the respondents were Christian and 43.6% were Muslim, though this varied by woreda. All respondents in Bibugn except one were Christian, whereas 87.0% of the respondents in Kelala were Muslim.

The majority (66.1%) of respondents were farmers, with men reporting slightly higher rates of farming. A total of 17.4% of female respondents reported staying at home doing housework. The balance of respondents were traders, civil servants, casual laborers or fell into the “other” livelihoods category (Table 3).

Table 3: Occupations of Respondents

| | Farmer | Housewife | Other (Civil Servant, Trader, Laborers) |
|---------------|--------|-----------|--|
| Bibugn | 62.5 | 20.0 | 17.5 |
| Kelala | 69.7 | 14.7 | 15.5 |
| Total | 66.1 | 17.4 | 16.5 |

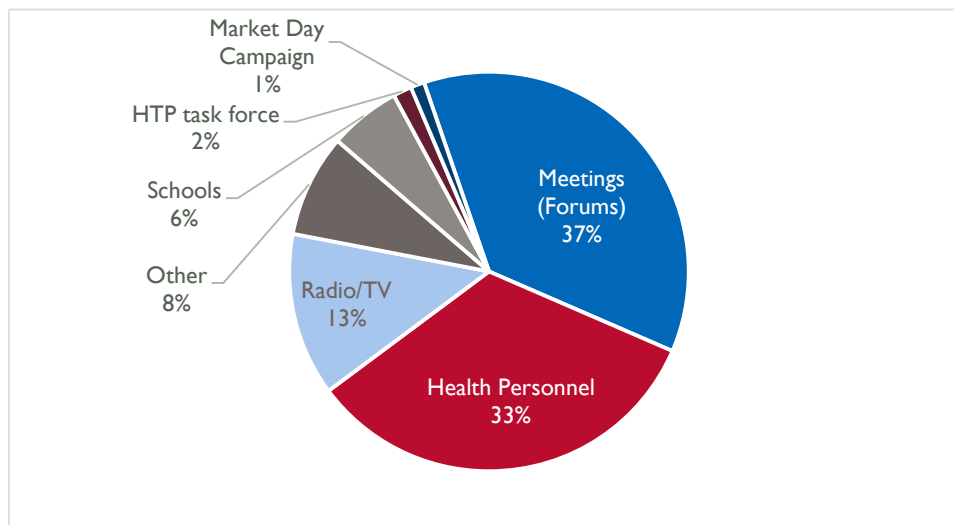
KNOWLEDGE ATTITUDES AND PRACTICE ON FGM

The overwhelming majority of respondents (93.1%) had heard messaging on FGM in the past three years, indicating wide exposure to the topic.

The main sources of information on FGM included Meetings (forums) and Health Personnel. Less frequent sources of information included TV and Radio, Schools, campaigns or the HTP task force (Figure 1). Of those respondents who mentioned other sources of information, common sources were government officials, community leaders or religious leaders.

²² Only 1 respondent was single.

Figure 11: Sources of information about FGM

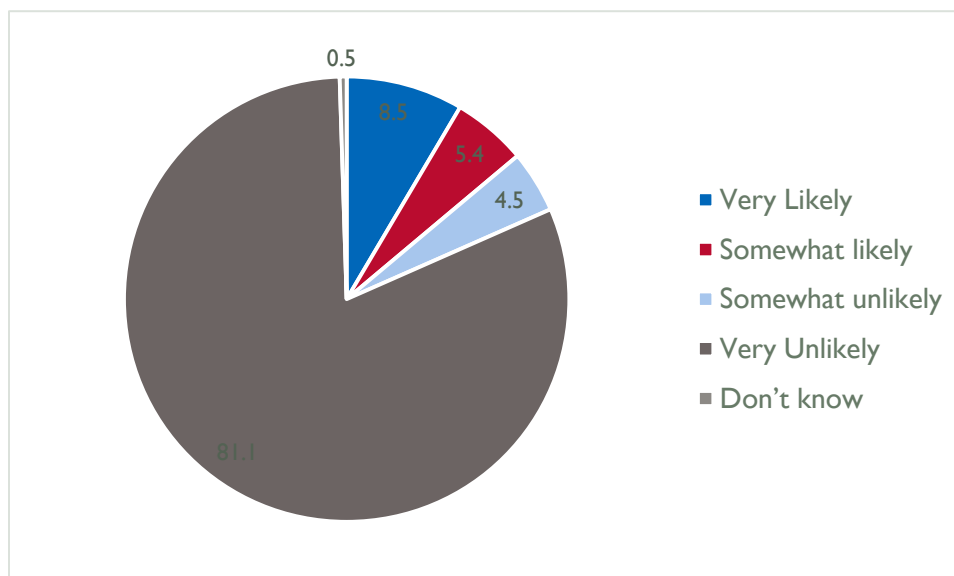


The majority of respondents (87.2%) did not know who sponsored the information they heard. Only 1.7% named JFA-FPE as the source of the information. A total of 9.3% mentioned other sponsors and most of these were government officials.

When asked how much they support the elimination or eradication of FGM, 83.9% of respondents strongly agreed that FGM should be eliminated. Low literate populations, Christians, those 26 and older, and those in rural areas were less likely to favor eradicating FGM. Men and women were equally likely to support elimination of FGM.

When asked if in the future they would have their female child circumcised the respondents largely (81.1%) reported that they would not (Figure 2).

Figure 12: Percentage of respondents who would have their female child undergo FGM

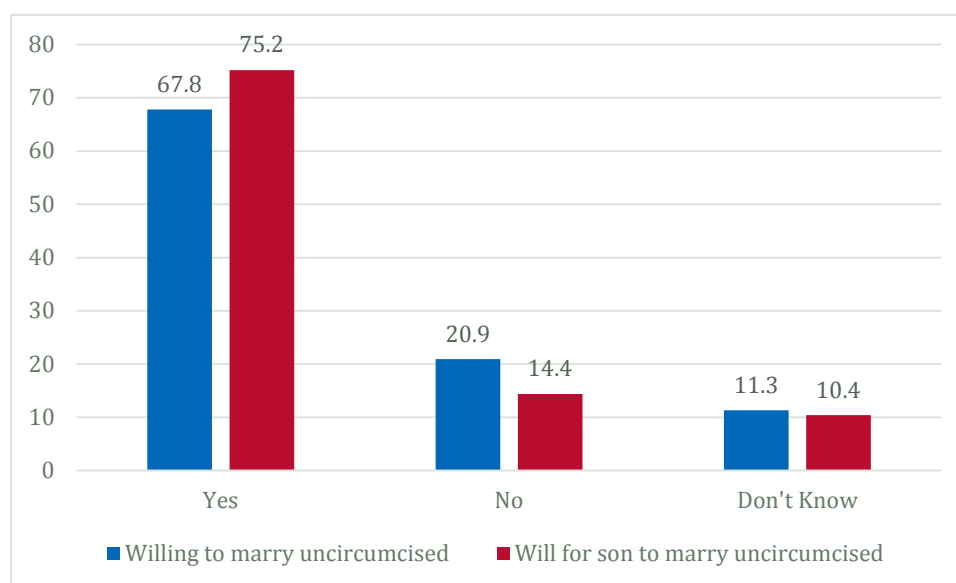


However, among mothers who reported having daughters (n=326) 59.9% reported that they had circumcised their daughters, illustrating that practice has not yet matched attitudes.

A total of 88.9% of respondents had heard that FGM was legally forbidden.

Male respondents were asked (assuming they were not married) if they would be willing to marry an uncircumcised woman. Overall, 67.8% said they would be willing, but 11.3% were unsure and 20.9% said no. A slightly higher percentage (75.2%) said they would be willing for their son to marry an uncircumcised woman, with slightly fewer respondents uncertain.

Figure 13: Willingness to Marry Uncircumcised Women (male respondents only n=397)



LAW ENFORCEMENT, VICTIM REPORTING, AND LEGAL SUPPORT FOR FGM VICTIMS

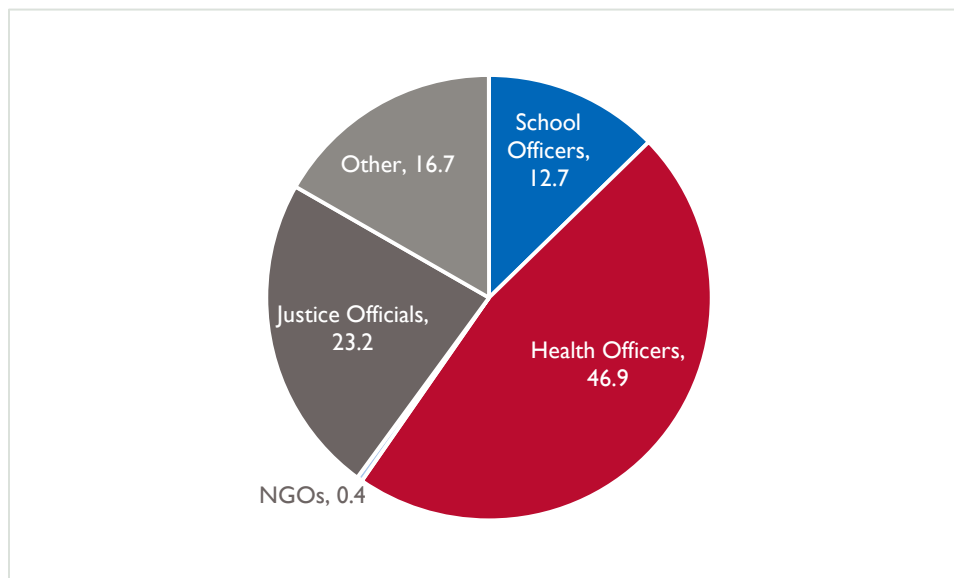
When asked if there were any FGM interventions in their community, 75.3% responded that there were. Respondents were more likely to report such interventions if they lived in Bibugn and in rural areas in general, which are also the areas that the above data demonstrate the most need for attitudinal change (Table 4).

Table 4: Respondents that report an FGM intervention in their community (n=800)

| Woreda | Bibugn | 81.5% |
|-----------------|--------|-------|
| | Kelala | 69.0% |
| Settlement Type | Urban | 56.5% |
| | Rural | 81.5% |
| Total | | 75.3% |

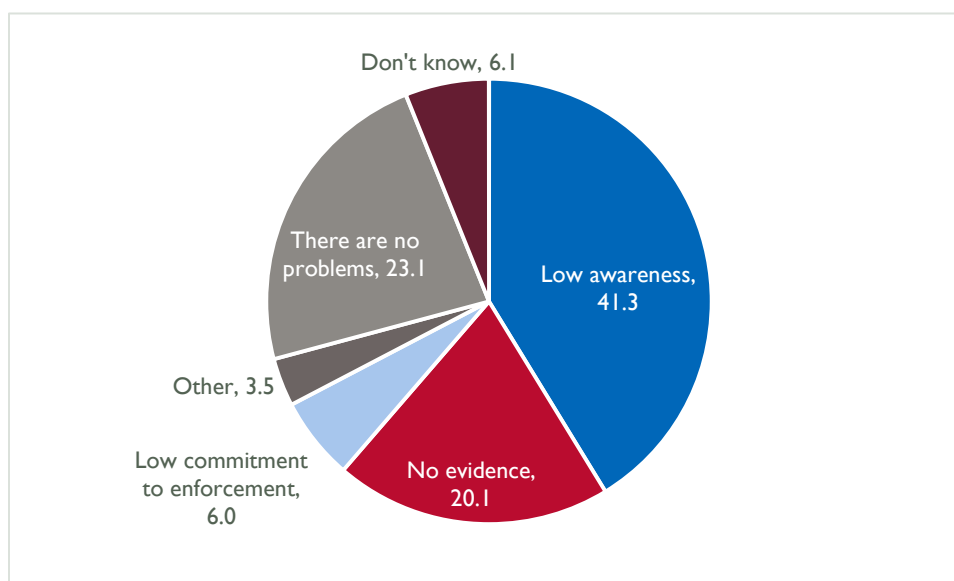
Health officers and justice officials were most commonly acknowledged to be the people who were leading the community interventions. Surprisingly NGOs were not commonly mentioned as a group that provides support for these interventions (Figure 4). Kebele administrators were named as an important additional group that organizes community level interventions.

Figure 14: Leaders of community interventions on FGM



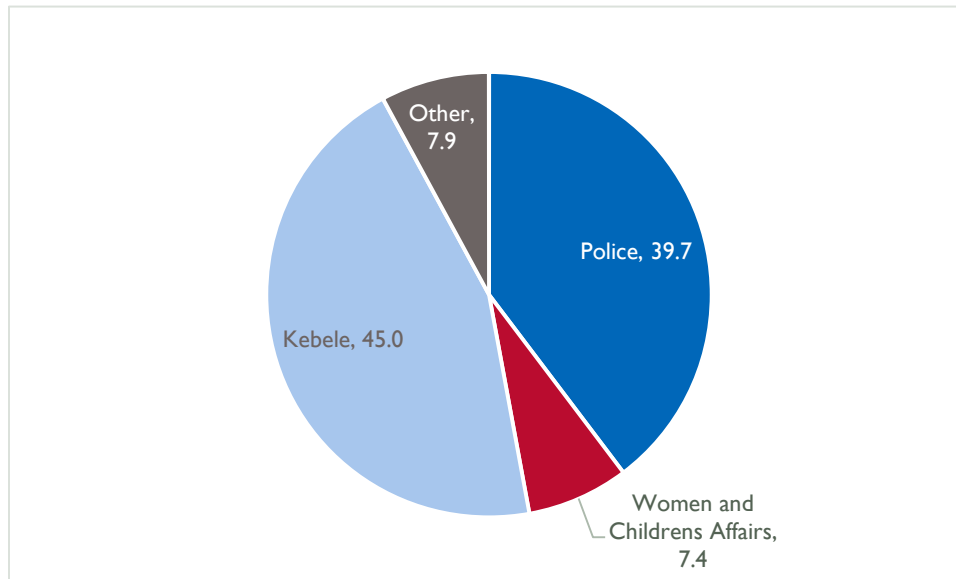
When respondents were asked if there were problems enforcing the laws on FGM in their communities and what those problems were, many attributed low enforcement to low levels of awareness of the problem and many thought there was no evidence that the laws were being broken. Only 6.0% thought there was a lack of commitment to enforcing the laws and 23.1% thought there was no problem enforcing the laws (Figure 5).

Figure 15: Problems enforcing the laws on FGM



A total of 64.0% of respondents reported that there was a functional referral service for FGM victims in their community, but 16.1% reported they didn't know if there was a system or not; 19.9% reported that there was no referral system. Most people reported that referrals commonly took place to the police (39.7%) and the kebele (45.0%)

Figure 16: Points of contact for FGM referrals made



FGM PREVALENCE

Only female respondents were asked questions on family circumcision practices. Of the female respondents to the survey (n=403), a total of 90.6% were circumcised. Respondents in Bibugn, in rural areas, who were Christian and had the least levels of education were most likely to have experienced circumcision (Table 5).

Table 5: Percentage of respondents and daughters who were circumcised by geography, religion and education level

| | Woreda | | Settlement Type | | Religion | | Education Level | | | Total |
|-------------------------------|--------|--------|-----------------|-------|-----------|--------|----------------------------|-----------------|------------------|-------|
| | Bibugn | Kelala | Urban | Rural | Christian | Muslim | Low-Literate or Illiterate | Primary or Less | Junior or Higher | |
| Respondent Circumcised | 94.1 | 87.0 | 87.1 | 91.7 | 93.8 | 86.7 | 95.5 | 93.6 | 75.8 | 90.6 |
| Daughters Circumcised | 72.6 | 36.6 | 45.3 | 58.0 | 67.4 | 37.7 | 68.8 | 41.9 | 15.6 | 55.9 |

As was stated above, a total of 55.9% of daughters were circumcised with much higher rates in Bibugn, in rural areas, in the Christian population and among low literate families.

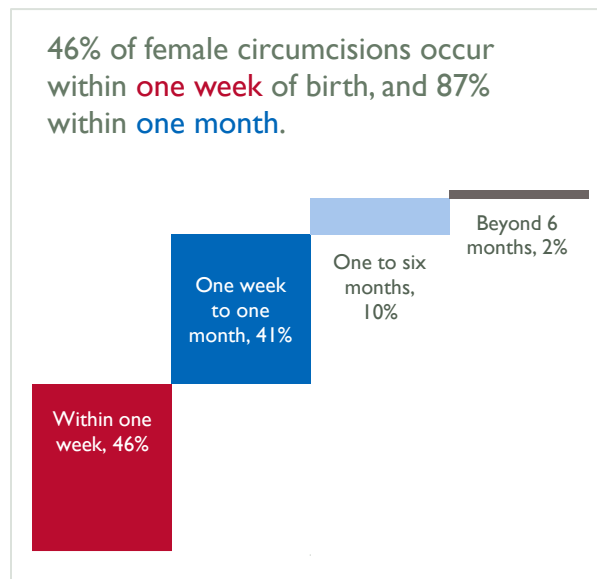
The data also revealed that very young and older respondents were more likely to circumcise their daughters and that the earlier a respondent married (especially those who married for the first time at a very young age) the more likely they were to circumcise (Table 6).

Table 6: Respondent age and Respondent age of first marriage and percentage of daughters circumcised.

| | Age of Respondent | | | | | | | Age Respondent 1 st married | | | | Total |
|------------------------------|-------------------|-------|-------|-------|-------|-------|------|--|-------|-------|------|-------|
| | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45+ | 5-9 | 10-14 | 15-19 | 20+ | |
| Daughters Circumcised | 60.0 | 27.8 | 40.1 | 49.4 | 58.8 | 65.8 | 75.0 | 84.3 | 62.7 | 47.9 | 33.3 | 55.9 |

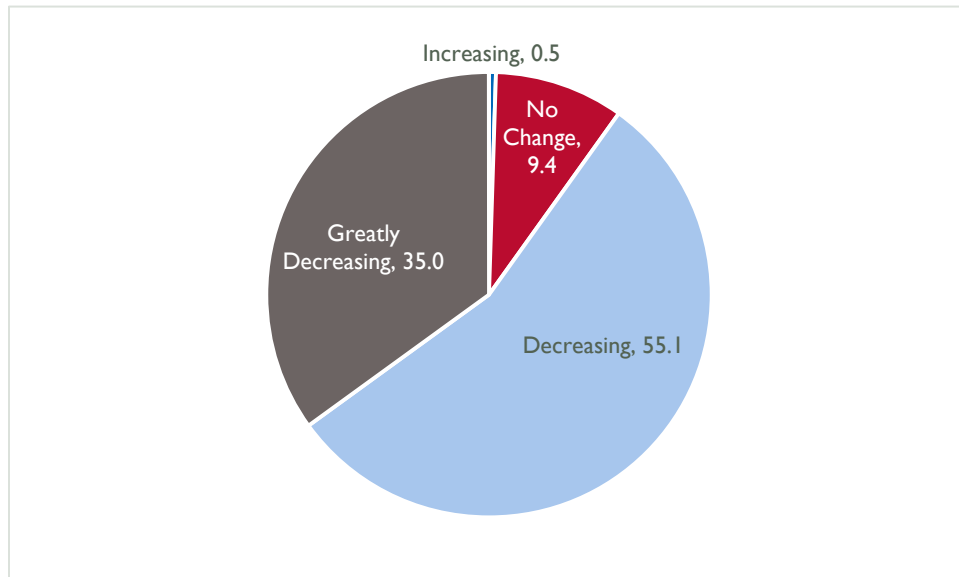
The majority (55.5%) of girls in Ethiopia are circumcised in the first seven days of life. There appears to be a small second peak on the 40th day. Very few girls are circumcised after one year of age.

Figure 17: Age of Daughter's Circumcision



Overall all respondents reported that the trend in FGM is decreasing (55.1%) or greatly decreasing (35.1%) and less than 1% reported that it was increasing (Figure 5). The main reason people attributed to the change was much more information and education in the community about the harm of FGM and that the practice is actually illegal.

Figure 18: Trends in FGM the respondent's community

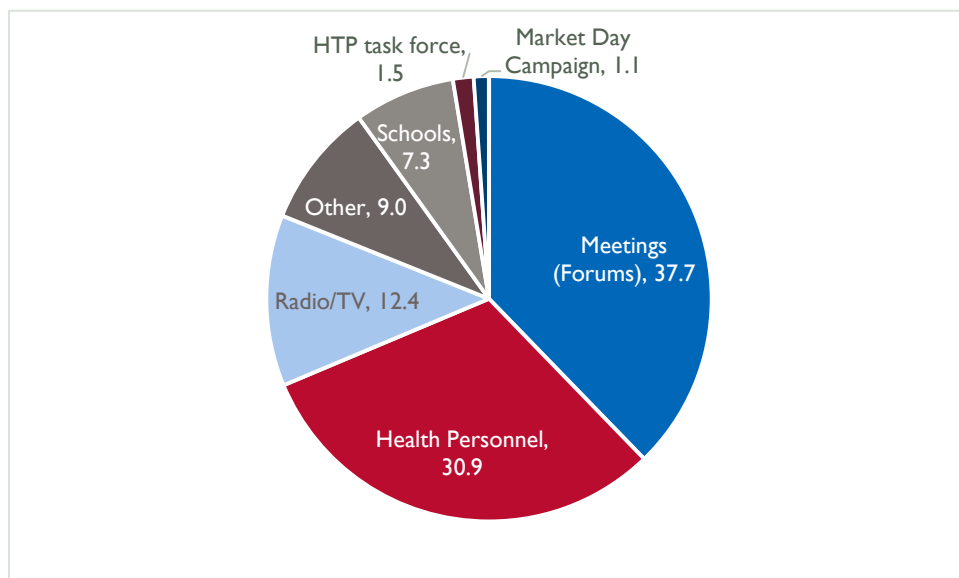


KNOWLEDGE ATTITUDES AND PRACTICES OF CHILD MARRIAGE

The overwhelming majority of respondents (98.1%) had heard messaging on CM in the past three years, indicating wide exposure to the topic.

The main sources of information on FGM included Meetings (forums) and Health Personnel. Less frequent sources of information included TV and Radio, Schools, campaigns or the HTP task force (Figure 8). Of those respondents who mentioned other sources of information, common sources were government officials, community leaders or religious leaders. Another larger source of information were neighbors and family members.

Figure 19: Information Sources for Child Marriage



Similar to FGM, the majority of respondents (87.2%) did not know who sponsored the information they were heard. Only 1.6% named JFA-FPE as the source of the information. A total of 9.4% mentioned other sponsors and most of these were government officials.

When asked how much they support the elimination or eradication of CM, 96.5% of respondents strongly agreed that CM should be eliminated. Only 3.1% were less in favor or not in favor at all.

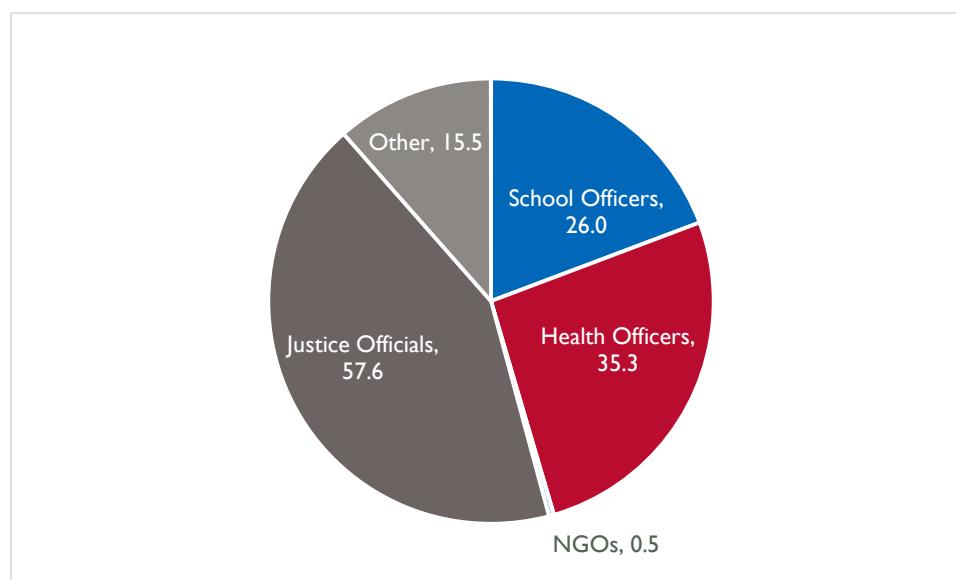
When asked if in the future they would marry their child before 18, 95.1% of respondents reported that they would not. In the Midterm evaluation report of the JFA-FPE where there was substantial qualitative data collection on this question, people reported that child marriage remains a critical issue in Ethiopia, even more so than FGM, in contradiction to this finding.

A total of 84.9% of respondents knew that the legal marriage age was 18 years or older, with most of those who did not know living in Bibugn woreda, living in a rural area, or being older than 50.

LAW ENFORCEMENT, VICTIM REPORTING, AND LEGAL SUPPORT FOR CM VICTIMS

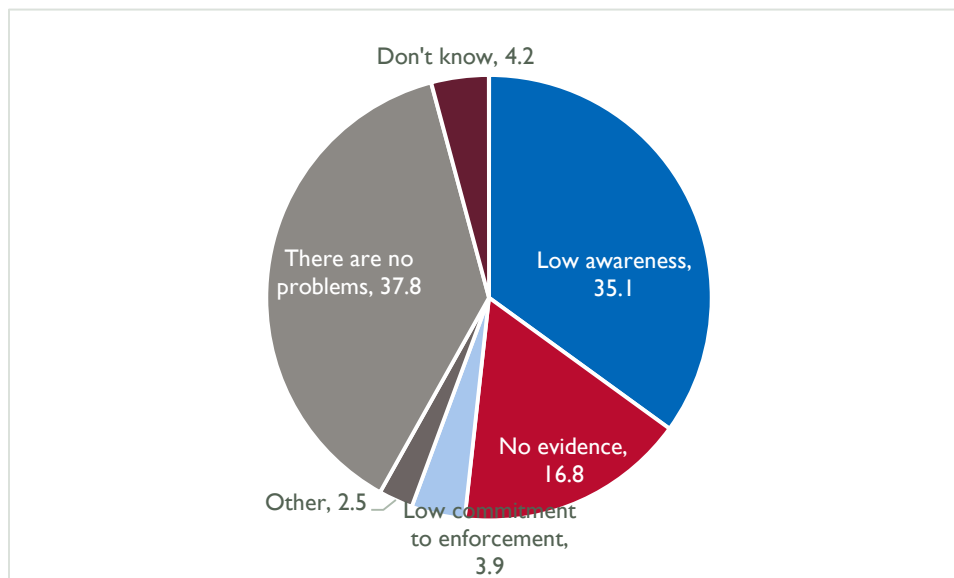
Fully 91.5% of respondents reported that there were child marriage interventions going on in their community, with only 3.9% stating they didn't know and 4.6% saying there were no interventions. In the case of child marriage, justice officials played a much more prominent role in the interventions, followed by health officers. School officials were also very prominently mentioned as active in community interventions. NGOs did not play a significant role (Figure 9).

Figure 20: Community Interventions for CM leaders



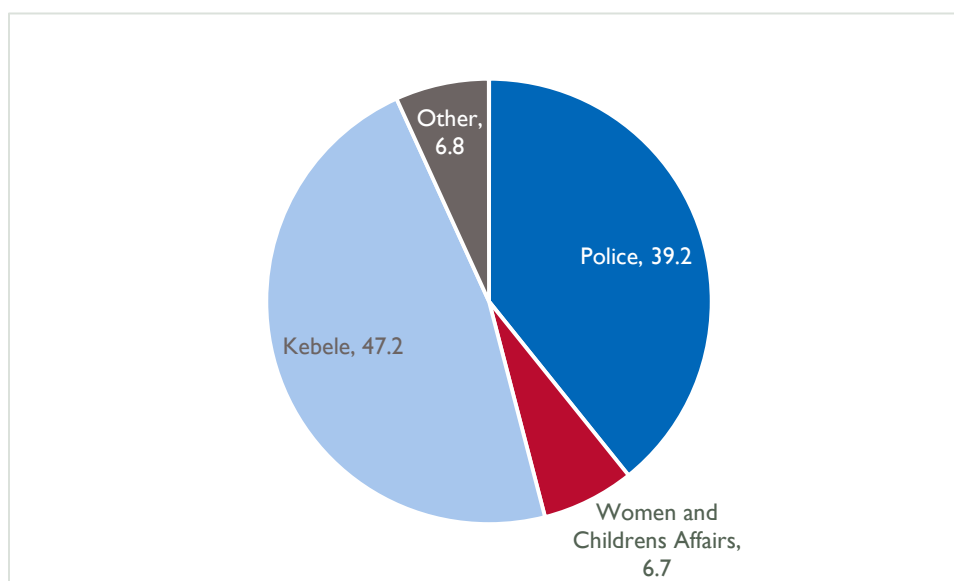
In terms of problems the respondents identified to enforcing the laws on child marriage, most (37.8%) thought there were no problems, but many attributed enforcement problems to low awareness (35.1%) or a lack of evidence of the crime (16.8%). Very few reported a low level of commitment to enforcement (Figure 10). In the qualitative data collection conducted separately and mentioned above – the percentage of respondents who thought there were problems was much higher and lack of commitment to enforce the laws was frequently mentioned in contradiction to this finding.

Figure 21: Enforcing the laws on child marriage



A total of 92.2% of people reported that there was a referral service for victims of child marriage in their communities, with only 2.6% saying there was no service and 5.1% saying they were not sure. Most people said that victims would be referred to the kebele administration (47.2%), and 39.2% citing the police. Of the other possible places people might be referred, health centers and schools were also mentioned (Figure 11).

Figure 22: Where Victims of Child Marriage are referred



Only 20.9% of respondents knew of child re-integrations services for victims of child marriage, 24.7% did not know of services and most respondents (54.4%) said there were no such services in their community.

Almost everyone (92.8%) said that victims get legal support, with 6.4% saying they didn't know. This finding also contradicts many of the statements made in the separate qualitative data collection.

A total of 96.4% of respondents said that the collaboration between community members and law enforcement officials had improved.

CM PREVALENCE

Of the female respondents to the survey (n=403), a total of 74.9% were child brides themselves. Of these women, 102 of them had one or more married daughters, for a total of 165 married daughters in the sample. Of these, 65 daughters (39.4%) were married under the age of 18, the youngest having been married at age seven and a further five having been married at age 10.

Conclusions

FEMALE GENITAL MUTILATION

There is moderately strong consensus that FGM should be stopped and those who are not in agreement tend to be Christian, rural and less literate.

While 81.1% stated that they would not circumcise their daughters, 59.9% reported that they had circumcised their daughters, illustrating that practice has not yet matched attitudes.

There are universally high levels of knowledge about the potential harm of FGM which are a strong precursor to change, but as this is a point in time, this research cannot indicate if change is happening.

FGM happens early in a child's life- usually in the first week – almost always during the first month. This presents a unique opportunity to target interventions and enforcement.

CHILD MARRIAGE

There seems to be strong consensus that child marriage is wrong and should be stopped.

However, in this sample nearly 40% of women married their daughters off under the age of 18, despite high levels of awareness that this practice is illegal, indicating that practices do not yet match knowledge.

There was conflicting information from these survey results and the qualitative data collected in another process which might indicate some response bias in this population, favoring the “right” answer rather than the answer a person believes.

Recommendations

1. Since FGM tends to happen most frequently in the first seven days of a girl's life, campaigns and outreach should be more closely tied to the immediate post-partum period.
2. Enforcement efforts for FGM should be much better targeted to families who are pregnant or in the immediate post-partum period.
3. Kebele officials should play a stronger role in enforcing CM laws by counseling families with young girls about the law.
4. Religious leaders should be more engaged in convincing their congregants to stop HTP, both FGM and CM.
5. Knowledge levels are high, the focus now needs to be on changing behavior for both FGM and CM.

ANNEX 6: HRPS INDICATORS, FREQUENCY, DATA SOURCE, STATUS OF REPORTING, AND RECOMMENDATIONS

| INDICATOR | FREQUENCY | DATA SOURCE | STATUS OF REPORTING | RECOMMENDATIONS |
|--|----------------------|--|---------------------------|---|
| 1.1 Level of force on criminal suspects during arrest and investigation | Mid-term and Endline | Survey of arrested people and prisoners | No reporting has occurred | A survey of prisoners and arrested people is unlikely to be representative. Consider qualitative methods if this remains critical to program measurement |
| 1.2 Percentage of Arbitrary Arrests | Mid-term and Endline | Survey of region and zone police custodies | No reporting has occurred | A record review would be a more reliable method to collect these data, but would not likely be authorized. Consider dropping this indicator |
| 1.3 Court Case Congestion Rate | Annually | Review of Court Records | No reporting has occurred | This indicator is much broader than HR and while it is a measure of justice, any change in the indicator would be difficult to attribute to JFA-PFE's contribution. Consider dropping this indicator |
| 1.4 Percentage of Disposed Files in BPR planned time of total cases (by region, federal) | Annually | Review of Court Records | No reporting has occurred | This could be a strong indicator of improved court performance if the data are available. The team might consider selecting the most relevant types of cases for the project's work – rather than all cases to better estimate contribution. |
| 1.5 Percentage of users surveyed satisfied with legal service they received | Mid-term and Endline | Survey of court users | No reporting has occurred | This could be a useful indicator, but a survey would need to be planned and budgeted. |
| 1.1.1 Percentage change in post training knowledge vis-avis pre-training knowledge | Every training | Pre-Post Test results | Reporting is routine | This could be strengthened by reporting the % of participants who completed both the pre-test and post-test exams. It might be of learning value to JFA-PFE to look at which areas of the post-test trainees were still struggling with in order to improve future trainings. |
| 1.1.2 Number of trained officials from the justice sector beneficiary institutions | Every training | Attendance Sheet | Reporting is routine | While the number of judges trained is useful, the JFA-PFE team did an assessment of the quality of the training in 2015. The sample size was too small to be meaningful, but the idea might be useful to understand the quality of the training. |
| 1.2.1 Number of women police, prosecutors, judges trained investigating, prosecuting, adjudicating child marriage and FGM cases, state | Every training | Attendance Sheet | Reporting is routine | Suggest putting all people trained into 1 indicator with one method, but having different disaggregations including sex and topic. |

| INDICATOR | FREQUENCY | DATA SOURCE | STATUS OF REPORTING | RECOMMENDATIONS |
|--|----------------------|--|---------------------------|---|
| council members, community leaders, religious leaders, government office representatives on the issue | | | | |
| 1.2.2 Number of child marriages cancelled in selected woredas of Amhara region | Annually | Justice Office/Bureau records | No reporting has occurred | Recommend implementing data collection on this indicator |
| 1.2.3 Number of Child marriage cases investigated and adjudicated | Annually | Justice Office/Bureau records | No reporting has occurred | Recommend implementing data collection on this indicator |
| 2.1 Level of public satisfaction on regional and zonal administrative service delivery | Mid-term and Endline | Survey | No reporting has occurred | This could be a useful indicator, but a survey would need to be planned and budgeted. Need to define the respondent population. |
| 2.2 Percentage of citizen's surveyed reporting they were requested to bribe police officers, prosecutors or judges | Mid-term and Endline | Survey of general public, prisoners, police, judges and public prosecutors | No reporting has occurred | This indicator is a good measurement of macro level change, but given that the direct trainees in good governance and rule of law are administrators and legislators, not directly linked to activities. In addition, a survey would need to be planned and budgeted. It might also be extremely sensitive and should be approached with caution. Recommend that this indicator be dropped. |
| 2.1.1 Percentage change in post training knowledge vis a vis pre-training knowledge | Every training | Pre-Post Test results | Reporting is routine | This could be strengthened by reporting the % of participants who completed both the pre-test and post-test exams. Suggest merging with 1.1.1 and having separate disaggregations. |
| 2.1.2 Number of trained administrators | Every training | Attendance Sheets | Reporting is routine | Suggest putting all people trained into 1 indicator with one method, but having different disaggregations including sex and topic. |
| 2.1.3 Percentage of the citizen surveyed reporting they have trust that the legal system is legitimate | Mid-term and Endline | Survey of general public, prisoners, police, judges and public prosecutors | No reporting has occurred | This indicator could be useful to Result 2 if reframed in rule of law or good governance terms, but as phrased does not measure Result 2 outcomes. In addition, a survey would need to be planned and budgeted. Need to define the respondent population. It is very broad at the moment and more specific language should be used if possible. |
| 2.1.4 Number of sub-national entities receiving JFA-PFE support that improve | Annually | Unclear | No reporting has occurred | This could be an extremely useful indicator, but the definition of "improved performance" would need to be clarified. |

| INDICATOR | FREQUENCY | DATA SOURCE | STATUS OF REPORTING | RECOMMENDATIONS |
|---|---------------|--|---------------------------|--|
| their performance | | | | Suggest retaining and requiring. |
| 2.2.1 Number of public hearing forums | Every Forum | Reports from forums | Reporting is routine | Leave as is. |
| 3.1 Number of pending legislation (community service, community policing, restorative justice and criminal law) finalized | As it happens | Negative Gazette | Reporting is routine | While a useful indicator, attribution to JFA-FPE is questionable. Consider removing or merging with indicator 3.2 and 3.3 to form one indicator on policy influenced by JFA-FPE. Could also be rephrased to read “Number of pending legislation finalized with inputs or feedback from HRPS” |
| 3.2 Number of new policy, legislation and procedure that promoted HR | As it happens | Negative Gazette | No reporting has occurred | While a useful indicator, attribution to JFA-FPE is questionable. Could also be rephrased to read “Number of pending legislation finalized with inputs or feedback from HRPS” and combined with 3.1 |
| 3.3 Number of laws amended that promote HR | As it happens | Negative Gazette | No reporting has occurred | While a useful indicator, attribution to JFA-FPE is questionable. Could also be rephrased to read “Number of pending legislation finalized with inputs or feedback from HRPS” and combined with 3.1 |
| 3.1.1 Number of dialogue forums held at federal and regional levels | Quarterly | Reports | Reporting is routine | Disaggregate data by federal and region level and report. |
| 3.2.1 Number of incident based HR violation passed to government | Quarterly | Reports submitted to JFA-PFE to the government | No reporting has occurred | Could be a useful indicator – consider implementing retrospective to 2014. |
| 3.3.1 Number of JFA-PPE leadership member partaken in high level special consultant and observatory status in annual meetings of the UN and the African Human Rights Commission | Quarterly | Reports | Reporting is routine | Leave as is if this continues. |
| 3.4.1 Stakeholders Forum commented and steering committee approved first draft policy | One time | Report | Unclear | This is a milestone indicator – suggest taking out and capturing as part of 3.1 above, which would report on eventual legislation passed |
| 3.5.1 Stakeholders commented and Steering Committee approved 1 st draft commercial law | One time | Report | Unclear | This is a milestone indicator – suggest taking out and capturing as part of 3.1 above, which would report on eventual legislation passed |

| INDICATOR | FREQUENCY | DATA SOURCE | STATUS OF REPORTING | RECOMMENDATIONS |
|--|--------------------------|--------------------------------------|--------------------------|--|
| 4.1 Incidence of child marriage in targeted woredas of Amhara Regional State | Mid-term and Endline | Survey | Mid-term report complete | Incidence is difficult and expensive to measure. Consider the worth of the information at mid-term before re-collecting at endline. |
| 4.2 Rate of incidence of FGM in targeted zones of Amhara regional State | Mid-term and Endline | Survey | Mid-term report complete | Incidence is difficult and expensive to measure. Consider the worth of the information at mid-term before re-collecting at endline. |
| 4.1.1 Estimated number of people reached by radio and TV broadcasting on child marriage and FGM in the targeted area | As the programs are held | Estimate of the TV and Radio Station | Reporting incomplete | This indicator was reported, but no estimate of the number of people reached was provided. Using the radio/TV station estimates would not be reliable – a survey would be a better method. |
| 4.1.2 Number government community forums on child marriage and FGM | As the programs are held | Attendance sheets | Reporting is routine | Please disaggregate the data by sex. |
| 4.2.1 Number of community and policy forums | Annually | Reports | Reporting is incomplete | Reporting is narrative but is not captured in the data table. |

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United States Agency for International Development
Entoto Street
Addis Ababa, Ethiopia