



**FINAL EVALUATION: OVERCOMING MULTIPLE DISCRIMINATION AGAINST SOMALI MINORITY
WOMEN PROJECT
(October 2012 - January 2015)**

FINAL EVALUATION REPORT

By

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Evaluation Consultants.

List of abbreviations

AA	:	Affirmative Action
CBOs	:	Civil Society Organizations
CCORD	:	Center for Consultancy Research and Development
CSOs	:	Community Based Organizations
EU	:	European Union
FGD	:	Focus Group Discussion
GBV	:	Gender-Based Violence
ICT	:	Information, Communication and Technology
IEC	:	Information Education Communication
IPs	:	Implementing Partners
KII	:	key Informant Interviews
MRG	:	Minority Rights Group
NGOs	:	Non-Governmental Organizations
PMWDO	:	Puntland Minority women and development organization
TORs	:	Terms of reference
UN	:	United Nations
VAW	:	Violence Against Women

Executive summary

This evaluation study examines the status of implementation of the 'Overcoming multiple discrimination against Somali minority women project'. Broadly stated, the purpose of the evaluation was to exhaustively assess the situational, institutional, and programmatic contexts that defined the opportunities and limits of promoting the human rights of women and especially minority women and girls to ensure enjoyment of their rights including access to justice. The programme was implemented in the three regions of Somalia, Kenya and UK (London) and Switzerland (Geneva).

The evaluation study specifically focuses on: i) the relevance of the project design and the context it was implemented; ii) the effectiveness and efficiency in the use project resources in achieving the set project objectives taking into account the challenges faced and the impact/changes made by the project intervention on the immediate target groups/ and the wider community; and iii) the lessons learned in the implementation of the project that could be a reference for future planning/interventions. The evaluation was conducted in the three project sites in Somalia, namely; Garowe (Puntland), Mogadishu (South Central Zone) and Hargeisa (Somaliland). Others involved in the evaluation were representatives of the implementing partners (IPs) from Kenya and the UK.

A two prong methodological approach to evaluation incorporating documents and file reviews, key informant interviews and focus group discussions was adopted in this evaluation. Using these instruments, it is demonstrated that out of the project, community awareness of minority rights and issues has increased with many minority women and supporting civil society organizations increasingly getting involved in voicing their issues and advocating for respect and access to justice.

It also demonstrates that civil society networks have been established and they have been instrumental in championing minority women's rights issues at different levels of the Somalia society from the community level, to decision making level in parliament and at global level. This has been possible through the trainings, awareness creation and lobbying and advocacy interventions that were conducted at the different levels by the project. The report also demonstrates that championing minority women's rights issues has taken both local and international dimensions given the activities of local community organizations involved in advocacy and the international exposure of the local leadership at international fora on issues of minority women's rights. Lastly the report demonstrates that there has been increased awareness not only of minority women's rights but of minority group's rights issues and violations. Increased awareness and capacity to pursue the rights of minority women enabled individuals and groups to take up initiatives to voice their concerns especially on behalf of the poor and marginalized women and girls especially in the rural areas.

The study further highlights the lessons learnt from the implementation of 'Overcoming multiple discrimination against Somali minority women project'. including: the need for a more long term approach to capacity building to ensure the widest reach of minority groups and long term sustainability of the project; sustainable avenues of addressing minority rights issues and violations including sustained and enhanced capacity building of minority groups, and enhancement of the existing civil society networks supporting minority women and girls, among other programmatic lessons.

To enhance meaningful stakeholder and specifically minority women and girl's engagement and participation in advocacy and rights protection the study recommends an evolved functional and working partnerships between the various stakeholders that cooperates in inculcating a culture of respect and protection of minority rights at both local and international levels. The study further recommends a robust and long term programmatic interventions including enhanced capacity building strategy for the minority support groups.

Taking cognizance of the existing socio-cultural, political and economic barriers to minority women participation and access to justice, the study further recommends focus on programmes including affirmative action that can address the inherent social cultural, political and economic barriers inhibiting minority women's effective participation in decision-making and enjoyment of other basic human rights.

PART: 1.0 INTRODUCTION

1.1 Overview of the project

Somalia has been characterized by over two decades of civil war caused by competition over scarce resources, clan rivalries and communal land use systems. The long war has contributed to degradation of natural resources which result in climatic disasters. The civil war has forced many young men and women out of their homelands into IDP camps and/or out of the country into other countries where they comprise the diaspora community. While the two regions of Somaliland and Puntland have embarked on national reconstruction, the South Central area remain worst hit as the violence continues as the Al Shabaab insurgents continue to wage war against the government. As is characteristic in times of war, women from minority groups in Somalia have been extremely vulnerability as regards violations of human rights and have suffered from multiple injustices including gender based violence such as rape and sexual exploitation, poverty, illiteracy, lack of representation in decision-making institutions among many others. And, when their rights are violated, the minority women cannot obtain any form of justice or accountability.

It is within this context that the *“overcoming multiple discrimination against Somali minority women project”* was conceptualized and implemented between October 2012 – and January 2015. The project was funded by the European Union and it aimed at improving the situation of minority women, primarily ethnic minorities/occupational groups in all the three regions of Somalia, namely Somaliland, Puntland and South Central.. The project was implemented through research, online and face to face training and capacity building, small grants and local, national and international advocacy. The implementation of the project was undertaken by two partners namely IIDA working in Mogadishu and Nairobi and MRG working from Nairobi, and London UK.

The project’s overall objective was to:

- Contribute to improve gender equality, reduced violence against women and increased access to justice (with a particular focus on women from minority communities)

The project’s specific objective was to:

- Empower minority women and girls, to build capacity of minority organizations to work on gender issues and of gender organizations to include minority women and to support lobbying for policies that include and benefit women, particularly minority women, in Somalia.

The project was expected to realize the following results:

- i. Decision makers and stakeholders have access to detailed, accurate and authoritative information about the day-to-day lives and rights abuses experienced by minority women in Somalia
- ii. At least 40 people (25 minority women) report increased knowledge of minority rights/multiple discrimination/NGO management issues/advocacy/media work
- iii. 5 CBOs with higher capacity to work on minority rights, gender, access to justice for victims of VAW, and HRDs (in S. Central)

- iv. Stronger and more effective claims to equality, justice and respect for human rights as a result of increased and improved advocacy efforts. Increase in women participating in decision making - particularly minority women

The Activities implemented towards the realization of the project objectives and results included the following:

Activity 0	The Situation of Minority Women in Somalia- A Baseline Research Study
Activity 1a	Indigenous and Minority Rights, Advocacy and Capacity Building: A Three Day Training for Somali Women
Activity 1b	13-Module online training Introduction to Minority Rights, Regional Human Rights Mechanisms, and Minority Rights Advocacy for Minority Women in Somalia (South Central, Puntland, Somaliland)
Activity 1c	Small Grants
Activity 1d	Knowledge and Experience Sharing Workshop
Activity 2a	Radio Programmes
Activity 2b	Report Looma Ooyaan- No One Cries for Them: The Predicament Facing Somalia's Minority Women published in 2015 (MRG/IIDA)
Activity 3a	National Advocacy
Activity 3b	International Advocacy

The project final beneficiaries and/or target groups predominantly included minority women, CSOs representing minority communities; women's organizations, and policy makers. Minority communities in Somalia which numbers between 2-3 million people in total comprised of Bantus (or 'Jareer'), artisans or 'caste' groups (Gaboye or Midgaan; Tumaal and Yibir), and the Benaadiri. The Project Primarily targeted women in these communities.

The programme was implemented in the three regions of Somalia namely Somaliland, Puntland and South-Central, and globally in Kenya, UK (London) and Switzerland (Geneva).

This report presents the findings of the end term evaluation of 'Overcoming multiple discrimination against Somali minority women project' in an effort to assess the relevance of the project design given the context the project operated in, effectiveness and, efficiency in the utilization of project resources in achieving the set project purposes taking into account the challenges encountered and the impact/changes made by the project interventions on the immediate target groups/and the wider community. The report also covers the lessons learned in the implementation of the project that could be a reference for future planning/interventions as well as recommendations for the improvement of the human rights situation of the minority women in Somalia.

1.1.2 Report Structure

The report is set up to follow the main evaluation categories. Part one of the report presents an introduction to programme goals and objectives, the purpose and scope of the evaluation as outlined in the terms of reference (TORs) and the approach and methodology. Part two presents the findings; 2.1 focuses on the relevance of the project as regards justification, Project design and strategies, Timelines, Building linkages among minority group members, donors and global community, relevance for civil society organizations,

stakeholder selection; 2.2 focuses on the Effectiveness of the project towards the realization of the project objectives and results and; 2.3 Project Efficiency and 2.4 Project immediate outcomes/effects among them increased awareness on the rights of minority women and minorities in general and enhanced capacity, among the different actors, to promote the rights of minority women at the different levels. Part three is on visibility of the project while part four focuses of the sustainability of the project beyond the funding cycle. Part five presents interviewees recommendations for the improvement of implementation of a similar project in the future so as to ensure realization of the project objectives and part six presents the challenges and lessons learnt by the implementing partners (IPs) in the implementation of this project and part seven presents the evaluators' discussion of emerging issues. The last part of the part presents the conclusions and the evaluators' recommendations for effectively promoting the human rights of the minority women in Somalia.

1.2 Purpose and scope of the evaluation

The scope of work for the assignment was intended to respond to the end of project evaluation and baseline studies conducted for the project. The scope of the study in terms of evaluation included assessing:

- i) The relevance of the project design and the context it was implemented.
- ii) The effectiveness and efficiency in the use project resources in achieving the set project objectives taking into account the challenges faced and the impact/changes made by the project intervention on the immediate target groups/ and the wider community.
- iii) The lessons learned in the implementation of the project that could be a reference for future planning/interventions

The central questions t addressed during the evaluation included:

- i) What challenges were encountered at the project management level?
- ii) Were the project activities completed as planned and to a reasonably high quality?
- iii) How did changes on the ground in Somalia affect the plans and
- iv) Was the project adjustment/reaction and changes to plans appropriate and timely?
- v) What were the key challenges encountered in the implementation of planned activities?
- vi) How were these challenges overcome/addressed?

At the outcome level

- i) Where activities were completed as planned, did the activities contribute to the planned results?
- ii) What factors intervened and with what impact.
- iii) What ways did implementing team try to overcome any problems and how successful were they (or not)
- iv) What changes in the external environment may have helped the project?
- v) What changes in the external environment may have hindered the project?
- vi) Were there any unplanned results (positive or negative), what were they and how did they came about.

At the impact level

- i) Were the results achieved if any likely, over the longer term to achieve or contribute to the achievement of the specific objective of the project?
- ii) If it is unlikely that all or part of the purpose will be achieved, why is this and is it something that could have been foreseen or overcome?

Additionally, the evaluation also addressed the following issues and questions;

a) Training

- i) What effect had the project had (if any) on the capacities of those trained and supported to represent the rights and interests of their communities through advocacy campaigns? Detail progresses made but equally identifying gaps or constraints that impede progress.
- ii) What input did other organizations or individuals make in supporting and developing partners' and trainees' capacities in addition to or alongside IIDA/MRG's input?
- iii) Assess the IIDA/MRG contribution to any capacity gains *vis a vis* the work of others.
- iv) Assess to what extent the project has made good decisions in deciding which aspects of capacity building to prioritize.
- v) Were any gains in capacity sustainable over the longer term?
- vi) To what extent did any improvements in capacity translate into benefits for the communities on the ground?

b) Advocacy

- i) In relation to the advocacy work, what was possible in relation to ensuring inclusion of minority women in reform and governance processes? Was there space for maneuvering and how able were those who worked with this project to find this space? Were the project objectives realistic given the time frame and the context at the point that the programme was designed?

Community benefits

- i) To what extent did grassroots communities benefited from the project?
- ii) How did the team manage to balance work inside and outside major cities?
- iii) Were the benefits reasonably balanced between different areas and groups e.g. different minority communities, young and older people?
- iv) Did the project improve or it proved negative for relationships between different communities (including some who benefitted (more) and some who benefitted less or not at all.

IEC Materials use

- i) Were the publications produced in this project timely and relevant?
- ii) Were they of an appropriate quality?
- iii) Did they address the issues of importance to the target communities?
- iv) Were they appropriate for intended audiences?
- v) Were they disseminated appropriately and if so, did they prove useful or were there evidence that they contributed to influencing those who received them?

Project monitoring

- i) How did MRG and partners monitor, kept track of and react to changes in circumstances?
- ii) Were the reactions and changes in project implementation based on sound analysis and agreements reached?
- iii) Did they prove to be good decisions?
- iv) Did any critical external context changes slip under the radar or were picked up too late and, if so, has this impacted on the effectiveness of the work?

Sustainability of the project

- i) What feedbacks and advice if any, can you suggest with regard to strategic directions of future interventions for IIDA and MRG.

Networking and collaboration

- ii) How would you like to see IIDA and MRG working in Somalia?
- iii) What kind of support would you like to receive and what are the gaps in the programme?
- iv) Are there any activities you would have implemented differently?
- v) Assess MRG's and IIDA's ways of working with partners/grantees, were any of these helpful (bearing in mind donor and legal constraints.)

1.3 Approach and methodology

1.3.1 Evaluation sites

The evaluation was undertaken with project personnel in Nairobi Kenya, Mogadishu, South Central and London. The evaluation also targeted beneficiaries from Garowe in Puntland, Hargeisa in Somaliland and Mogadishu in South Central Somalia. The evaluation also targeted direct project beneficiaries. The sampling frame took into consideration the total number of beneficiaries (list that was provided by the partners) a percentage of who were randomly selected taking into consideration representation of women in the list that was sampled.

1.3.2 Sample strategy

Purposive sampling method using fixed-size sampling approach was used in this evaluation. Adult respondents aged 18 years and above were targeted taking into consideration the following subcategories: young adult men and women; middle age men and women and; older men and women were identified by the project partners and interviews were held. In Somalia the interviews and FGDs were held in a central place in view of the security situation on the ground and the possible costs that could have been incurred.

Inclusion Criteria

- Adults aged 18 years and above
- Oral informed consent of the selected respondents

The key informants were selected through purposive sampling technique since these were people deemed to be familiar with the project and its expected outcomes.

1.3.3 Sample size determination

The sample size for the key informants and focus group discussions were determined conveniently depending on resource levels, available time for the evaluation, the population and availability of the intended respondents. The evaluation sample was identified with the assistance of MRG and IIDA and was comprised of the various categories involved in the project implementation in the three regions of Somalia and outside Somalia. The two implementing partners provided lists of project staff and consultants, decision-makers, media personnel, beneficiaries and the implementing team from MRG and IIDA and the CSO grantees who were involved in the implementation of specific project activities.

The evaluation team identified individual from the lists based on their physical and/or Skype and/or mobile phone accessibility given the challenges in Somalia. The logistics included one of the consultants travelling to Somalia to conduct face-to-face interviews and FGDs for participants in Somalia while the other consultant remained in Nairobi and carried out face-to-face and Skype/telephone interviews with the participants in Kenya and those accessible through Skype and/or mobile phone outside Kenya.

After sampling the participants were contacted either through mobile phone and/or e-mail and arrangements made for the date, time and venue for the interview.

1.3.4 Approach

The consultants held a one day key scoping interview with IIDA project staff to help identify the sampling frame for the study participants. This approach took into consideration the random list of existing project beneficiaries in the development of a sampling frame. The qualitative tools were administered to the various respondents in support of the evaluation of the project.

The approach was participatory and consultative in that the project staff directly participated in the identification of the respondents. Secondly, CCORD with support from the project staff organized the interviews with key informants, FGDs, and at the same time facilitated the visits to the sampled beneficiaries. The study team was facilitated by formal introduction to the project partner staff in the field. Apart from the collaborative approach used in identifying the respondents, the draft interview guides was circulated to the project staff prior for their comments and input. The feedback was used to review and adjust the tools/guides. The consultants were equally supported by project staff in terms of guidance on tool design and administration.

The consultants administered the following tools:

- Tool I: Focus Group Discussion (FGDs) guide with partner grantee organizations and select beneficiaries.
- Tool II: Key Informants Interview (KII) guide with stakeholders – trainees, grant recipients, experts, journalists (25 interviews in total). The secondary information was also reviewed to triangulate and verify the primary data.
- Tool III: Key Informant Interview (KII) guide targeting programme managers/implementers

Figure one presents the approach adopted in conducting the evaluation.

Figure 1: Approach to the project evaluation

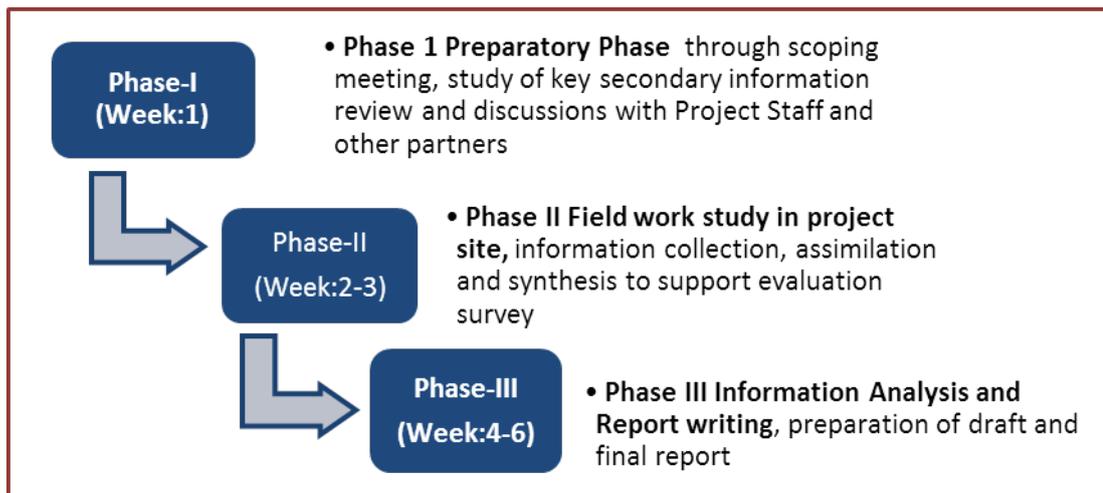
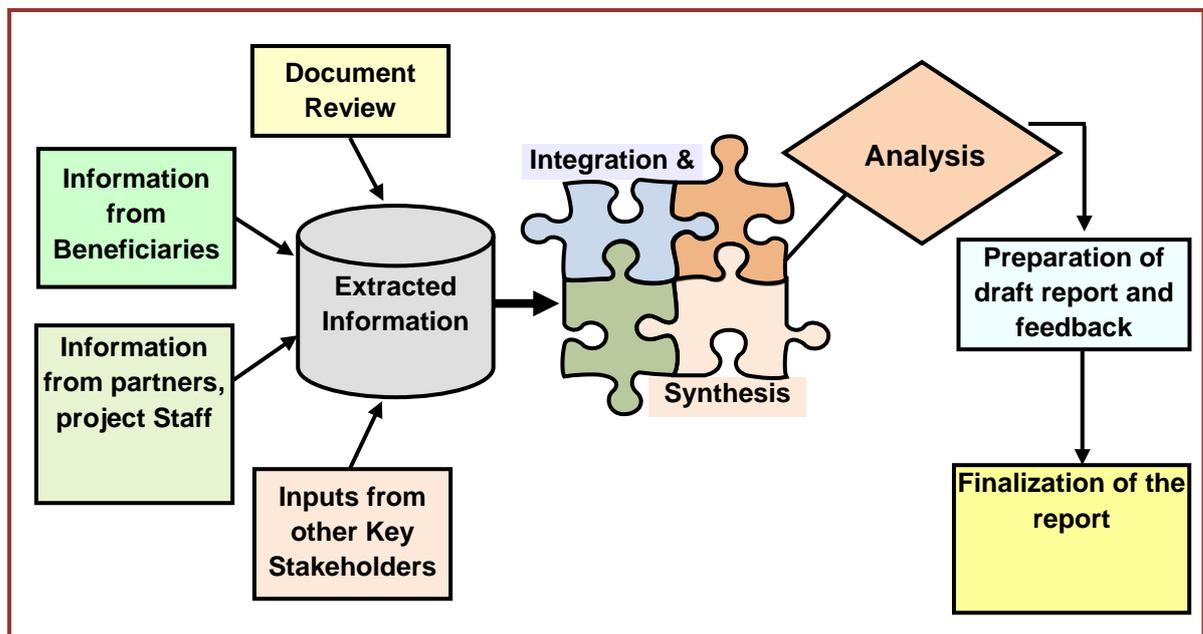


Figure 2 below shows a schematic representation of the methodology used by the evaluation team. Information gathered from the project and field interviews and from the documentation received, was extracted, integrated, synthesized and analyzed for the purpose of drafting the report.

Figure 2: Schematic Representation of the Methodology



The evaluation team utilized the following three evaluation methods:

- i) literature search and file/document review;
- ii) key informant interviews (KIIs); and
- iii) focus group discussions (FGDs).

These three methods were triangulated with each other to produce the evaluation report.

a) *Literature search and file/document review*

The literature review familiarized the evaluation team with the project and at the same time provided useful sources of stakeholders' information. The evaluation team reviewed all project materials including the project log frame, activity reports, and feedback from trainees and grant recipients, advocacy materials (including notes of meetings, project reports of small grant projects, training evaluations, publication, listened to a sample media outputs, and email correspondence. More substantively, the following documents were reviewed:

- i) Main project document
- ii) Training manuals
- iii) List of participants
- iv) Project baseline survey report
- v) Project draft narrative report
- vi) Press statements on the project
- vii) Policy documents

This method was very reliable for developing the broader perspectives of the project and understanding important aspects of the project implementation plans and quarterly report, monitoring and evaluation framework and target, to name a few.

The literature review focused mainly on documents that had information on the planning and implementation of the project. The findings were triangulated against other field data generated from interviews.

b) Key Informant Interviews (KIIs)

The evaluation team, in consultation with the IPs, developed relevant data collection tools for each category of the key informants. The tools included Key Informant interview guide targeting programme managers and identified key stakeholders.

The two lead consultants evaluating the project conducted key informant interviews with the identified stakeholders in the project. The interview guide included general questions as detailed in the guides as well as those specific to the evaluation criteria.

A total of 8 participants from the project implementing team which was comprised of IIDA and MRG staff and consultants and, grantees who had implemented some of the project components were interviewed. This team provided invaluable information relating to project implementation, lessons learnt, the challenges and recommendations on the way forward.

The other key informant (KI) tool targeted decision-makers among them local leaders including politicians, journalists and advocates for minority rights both within and outside Somalia and at the global level who had had some interaction with the programme; Focus Group Discussion (FGD) guide predominantly targeted project beneficiaries and a testimonial/case example from the project beneficiaries.

The KII approach was quite effective in getting a range of in-depth views on the challenges and positive aspects of the project and it helped identify lessons learned, conclusions and recommendations for future interventions. It was very reliable as it involved a relaxed atmosphere with two individuals - (interviewer and respondent), discussing pre-determined

issues often not part of reports but based on the evaluation criteria. There was however, the risk of a one-sided presentation and interpretation from the respondents.

c) Focus Group Discussions (FGDs)

The consultants administered FGD question guides to gather information from identified beneficiaries including project committee members where available sampled from the list provided by the project implementing partners. This information contributed to the overall evaluation of the project. The FGD guide were developed after the scoping meeting and were directed at trainees, grant recipients etc. They were administered to groups comprised of not less than five persons each and were considerate of gender, including both men and women whenever possible.

The consultants directly facilitated recording, made observations and summarised views during the FGD process using the FGD tools. CCORD in collaboration with IIDA mobilized the beneficiaries involved in FGDs using the snowballing technique. To capture the views on any medium term outcomes/impacts from the radio shows, the FGDs were conducted for both representatives of the radio stations and select beneficiaries using the snow balling sampling technique to identify and reach potential respondents. As a non-probability sampling, the consultants first identified individuals perceived to be appropriate respondent for the radio talks shows. These respondents then helped identify other potential respondents and the process was repeated in order to reach the target numbers for the focus group discussions. Snowball sampling is a useful technique especially where it is virtually impossible to identify all the potential members of the research population or even identifying a few members. It was most applicable for Somalia context considering the fact that security consideration made it difficult to reach many of the potential respondents.

This type of methodology is very reliable as it enables consultation on pre-determined issues and topics. It is also very flexible as the consultants can raise emerging issues. The results were used for analyzing specific problems and identification of attitudes and priorities of beneficiaries. It is a reasonable and efficient method in generating new ideas. It is however demanding as it requires climate setting for people to feel at ease and respond. The FGD question guides were administered within the project location.

Table 1: Data collection methods applied

Project Objectives	Target Population	Method of data collection	Number interviewed
Overall objective: Contribute to improve gender equality, reduced violence against women and increased access to justice (with a particular focus on women in minority communities)			
Specific objective: Empower minority women and girls, to build capacity of minority organizations to work on gender issues and of gender organizations to include minority women and to support lobbying for policies that include and benefit women, particularly minority women, in Somalia.	Project Trainees, Grant recipients	Interview schedule FGDs	4
	Govt. officials, local leaders, politicians	Interview schedule KII	2
	CSOs/NGOs representatives Communities	Interview schedule KII	4 2
	IIDA (Nairobi)	Interview schedule	2
	IIDA (Mogadishu) MRG (London and Kenya)	KII	3 3
Result area 1:	Local and international	Interview schedule	1

Decision makers and stakeholders have access to detailed, accurate and authoritative information about the day to day lives and rights abuses experienced by minority women in Somalia.	minority rights ambassadors	KII	
	Politicians, experts		1
	Journalists		1
Result area 2: At least 40 people (25 minority women) report increased knowledge of minority rights/multiple discrimination/NGO management issues/advocacy/media work.	Project Trainees	Interview schedule FGDs	4
Result area 3: 5 CBOs with higher capacity to work on minority rights, gender, access to justice for victims of VAW, and HRDs (in S. Central).	CBO Trainees	Interview schedule FGDs	4
Result area 4: Stronger and more effective claims to equality, justice and respect for human rights as a result of increased and improved advocacy efforts. Increase in women participating in decision making particularly minority women.	Govt. officials, local leaders, politicians	Interview schedule KII	1
	CSOs/NGOs representatives Communities	Interview schedule KII	4 2
	IIDA MRG	Interview schedule KII	1 1

IIDA provided a list of beneficiaries and local, national and international advocacy targets in order to meet the minimum required 25 interviews.

1.3.5 Field data collection

The qualitative question guide consisted of questions on; relevance of the project, effectiveness and efficiency of project implementation and the lessons learned. Probing questions were also used to keep the participants on focus of their responses and the topic. The consultants undertaking the evaluation took field notes. Various measures were adopted to ensure trustworthiness of the information collected.

1.3.6 Data processing and analysis

Content analysis was employed to analyze the qualitative data. First the consultants listened to some recorded audio-taped interviews and then transcribed them verbatim. Interpretive summaries of each interview were written. The transcribed interviews were then analyzed and any contention regarding the interpretations of the interviews and their themes and categories were resolved by going back and forth to the transcribed data. Common meanings and shared descriptions and expressions were identified by comparing and contrasting the text to allow the themes to emerge. Qualitative data was transcribed, summarized and thematically analyzed according to the specific objectives and evaluation criteria. The consultants also undertook content analysis of the information gathered from secondary sources (desk reviews).

1.3.7 Ethical considerations

The study was reviewed by project staff. In Somalia, the consultants were particularly cognizant of the importance of informing the local administration and local project partners at the various sites about the study and the purpose of the evaluation, and assuring respondents and staff that their confidentiality was to be respected. Before embarking on

the field work, the consultants conducted information session with partners at the sites before commencing data collection in order to introduce the evaluation exercise and answer any questions. Every respondent was informed of the right to refuse the interview, or to refuse to answer specific evaluation questions. The consultants respected this right and verbally administered informed consent, to append their names on the interview guide, before conducting the interviews.

For increased validity and to assure respondents' privacy, the interview with each respondent was conducted in a comfortable manner and the respondents were able to speak openly and honestly. All interviews were conducted within the respondent's location and in a private area taking into consideration and respecting the cultural norms. In Somalia, in instances where the respondent indicated that she or he was uncomfortable holding the interview at a particular location for security reasons, the interview was shifted and held at a different location of the interviewee's preference.

1.3.8 Limitations of the study

The study acknowledged possibilities of recall bias which could have affected data quality. Recall of events, information shared through radio talk shows may potentially be inaccurate in some cases depending on the period the activities took place and every effort was made to obtain accurate data by the consultants. Language was also a challenge particularly for interviews carried through Skype and/or phone as some phonetics might not have been very clear. The interviewees were given the option to clarify the issues by sending them through e-mail. The other limitation related to the small number of participants involved in the project which did not provide a large enough population for sampling of participants for the evaluation using the different data collection methods. Further, the consultants were not able to interview all the targeted participants as some never responded to e-mails and/or telephone calls while others kept procrastinating the interview indefinitely. This further reduced the number of targeted respondents.

PART: 2.0 FINDINGS

2.1 Relevance of the project

2.1.1 Justification

The projects justification for Somalia in the three zones was based on the observed existence of minority groups among whom the minority women suffer multiple violations of their basic human rights. This is partly attributed to a number of factors including the cultural practices and traditions of communities in Somalia where marginalization of women is common largely due to a patriarchal culture that undermines women and the years of violent conflict that have characterized the Somali community. As a result, women from minority communities are marginalized in decision-making processes and are subjected to violence (GBV) which is mostly perpetrated by men from both the majority and minority groups. They are sexually exploited by majority men service providers including the police, in internally displaced person's (IDP) camps in the conflict prone areas. Among the minority communities themselves, sexual abuse is particularly compounded by the rampant practice of early marriage among adolescent girls which is also attributed to the high rate of poverty and illiteracy due to lack of access to formal education which ultimately marginalizes them from the labour market. As a result, the minority women find themselves relying on garbage collection, domestic work, often with abuse and other menial tasks.

Despite the violations of their rights, minority women have limited access to justice due to weaknesses in local justice administration which hampers effectiveness in addressing cases of GBV, child abuse and other forms of injustices. This is compounded by the fact that many of the cases are addressed through the traditional mechanisms which are riddled with clan politics, corruption, and inefficiency and are gender insensitive.

It is the above context that justified the implementation of overcoming *multiple discrimination against Somali minority women project* in the three zones of Somalia. The project was also justified on the grounds that inclusion of minority women in the development processes will be critical as the country emerges from more than two decades of civil war and embarks on the road to recovery. Secondly, gender based violence against minority women is very common and is often unreported. Sexual violence was equally widespread based on the number of reported cases of early marriage, defilement of both the old women and girls as young as 6 years old. It was also observed that women are at more risk of physical abuse by men and most cases go unreported due to stigma. Both boys and girls are particularly at risk of not attending school partly due to the practice of herding cattle, while girls are taken for early marriage. These factors confluence to justify the implementation of the project in Somalia.

2.1.2 Project design and strategies

The programme design was fitted into the EU programme development framework as well as the reporting framework as illustrated by the programme document and report provided by the IPs. The design followed the principle of linking activities and approaches at the community level to national and global level lobbying advocacy and policy development to mainstream the rights of minority women. This was effective in providing some degree of coherence within a highly complex programme with multiple actors who included members

of the community, community leaders, national level leaders and global level actors. However, according to the IPs, they were not able to strategically address emerging issues affecting the minority women in Somalia due to inflexibility in the programme design.

The strategies adopted were very relevant. These included the baseline survey/documentation of the situation of minority women in Somalia. The study report was published and widely disseminated in an effort to create awareness for decision-makers including politicians and other stakeholders both locally and internationally. This provided concrete point of reference in promoting the minority women's rights. The awareness creation on minority women rights and capacity building through face-to-face training and exposure, for them to pursue these rights was also very strategic for a group that suffers dual marginalization in the Somalia.

The media strategy was also very relevant due to the wide outreach in all the three regions of Somalia where the three local radio stations, Radio Danan from South Central, Radio Daljir in Puntland and the Radio Hargeisa of Somaliland, aired messages on minority women's rights. According to one of the interviewees *"it was for the first time that the issue of minority women was raised in the government owned radio station"*, in reference to Haeghesia Radio station in Somaliland. And, the launch of the published report held in January 2015, in Nairobi, Kenya, and attended by around 30 Somali's, from both minority and majority community from immediate project location in Somalia, European Commission Representative, INGOs including UN, Ambassadors e.g. Canada, and Members of Parliament from Somalia / Somaliland, Somali Diaspora, United Nations, was widely covered by the media, including the Kenyan media, BBC, Voice of America among others.

Another important aspect in the project design was the partnership between MRG and IIDA. Each of the two institutions had different strengths and they complimented one another in the implementation of the project. While MRGI had a lot of experience and exposure in pursuing minority rights at the global level, IIDA had over 20 years' experience in pursuing women's rights in Somalia. IIDA also had connections and good working relationship with key stakeholders including individuals and institutions such as government, parliament and other CSOs, whose involvement in the programme was critical for the realization of project objectives. In addition, IIDA had physical presence in the form of offices and staff in different parts of Somalia. All these were important in establishing project entry points and creating local ownership of the project within the community. The partnership also enabled the establishment of new networks while at the same time strengthening existing partnerships with key individuals and institutions such as the government, parliament and CSOs (e.g. the small grant recipients) and bilateral donors in and outside Somalia such as the UN Assistance Mission in Somalia among many others.

Although most of the strategies adopted were very relevant, the on-line training proved not suited for the social, economic and political context in Somalia. This is because the ICT development is still in its nascent stage and as such a majority of the Somalia citizens and more so the minority women, do not have access to the internet. In the strong holds of the Al-Shabaab insurgents in parts of South Central region, this militia group has prohibited the use of internet. Consequently, the IPs were not able to realize the target results for this

particular intervention. This information was corroborated by the reports on-line trainer, the project final report and the interviews with the programme implementing team.

2.1.3 Timelines

The project was considered very timely as this is a period that the various regions of Somalia have been undergoing rapid social, legislative and political changes as the country emerges from years of civil war and embarks on peace building processes. Some of these changes include the establishment of governance institutions such cabinet and independent commissions among others. Some of the legislations being formulated included the political parties' law, electoral laws, the human rights commission bill, employment laws, among others. In South Central the constitutional making process was still in progress.

Unfortunately, the minority groups, particularly women, have not been organized due to high illiteracy levels and years of marginalization. As such, they have not been able to collectively influence these changes so as to address their concerns. The project was therefore overwhelmingly relevant in conscientizing minority women of their rights. Through training and capacity building the project was instrumental in empowering minority women to pursue these rights. In Puntland, for example one of the beneficiaries who went through the face-to-face training and was highly exposed both locally and globally, Ms. Farhiyo Y. Farah from the Mahdiban community lobbied with the government and was appointed the Deputy Minister for Women and Family matters. In Somaliland, the minority groups' leaders who participated in project activities became conscious of their political rights. As a result, they mobilized themselves and negotiated with political parties for their representation if they were to support them. This was an illustration of great political awareness and maturity among the project beneficiaries.

2.1.4 Building linkages among minority group members, donors and global community

Minority groups never used to engage with each other. The activities organized under this project, such as the face-to-face training and the international fora of minority group issues, provided a forum for them to come together and articulate their issues both at the local and global levels.

On realizing the traditional approaches were not effective, the donor community had initiated a "*new dawn*". This presented a new approach to funding whereby significance was given initiatives prioritized by the local people rather than imposing donor priorities. This is a critical step as the local people are empowered to identify their priority areas for funding. This project provided forums for minority women and their respective communities to engage with the donor community such as the EU representative in Somalia which had never happened previously. This linkage is important for future funding for interventions aimed at addressing challenges facing them.

This was also a period of numerous international forums on minority rights. Through financial support from this programme and other sources, representatives of minority groups from Somalia participated at the international forum. This gave them as opportunity to bring issues affecting the minority groups in Somalia at the international fora, for example Geneva, for the first time.

2.1.5 Relevance for Civil Society Organizations

Local CSOs were highly involved in project activities such as the face-to-face training where the *Participants were activists or working with human rights organizations*. The small grants activity also targeted local Civil Society Organizations among them Kheryard Development Agency, Peace and Human Rights Network, Puntland Minority Women Development Organization, Samawade Women Business Organization, Somali Women Concern and Rehabilitation Peace Organization and, Ubah Social Welfare Organization. These targeted civil society organization were already engaged in dealing with minority women's rights. This made this approach highly relevant as it complimentary to what these organizations were already involved in. It was therefore easy for them to engage with the local communities and to create increased awareness of the minority women's rights. These organizations often act as the voice of the vulnerable in the society, including minority women. These organizations, including IIDA, are respected by their respective communities. Therefore, involving them in the project was highly strategic.

2.1.6 Stakeholder selection

Based on the review of stakeholders involved in the project interventions we noted that the selection was strategically done. There was also a logical linkage of the roles of the various stakeholders that was critical for the realization of the project objectives as set out in the project log frame. These included the members of parliament, who were to be instrumental in the legislative process, the minority women who after becoming conscious of their rights and being equipped with relevant lobbying and advocacy skills would pursue these rights. The involvement of international and local advocates for human rights was also quite strategic for moving the campaign for the Somalia minority women rights beyond the Somalia borders. In involving the above and the donor community, such as the EU and the UN representatives was critical in ensuring the advocacy for the minority women reached the highest levels. For example the Special Representative of the Secretary General and Head of the UN Assistance Mission in Somalia, Nicholas Kay, who engaged with the IPs in this project, at Chatham House in London in the year 2014, raised issue of minority and marginalized groups in Somalia while briefing the Security Council on 4 February 2015 where he "stressed the importance of involving minority and marginalized groups, as well as women in the processes..... as the 2016 elections get closer..... it is up to Somalia's political leaders to guide the process responsibly, build confidence among all groups and put aside narrow interests....Welcoming Somalia's recent ratification of the Convention on the Rights of the Child, he stressed the need for improved human rights for children and women and for the building of institutions like the Human Rights Commission. He also warned against complacency about the humanitarian situation" (UN News).

In addition to taking the campaign to international levels, the inclusion of the donor community was also critical in linking the minority women to programme financiers as a majority of the evaluation participants noted, "majority of Somalia Minority women are poor and as such to move their campaign forward, they will require external financial funding".

2.2 Effectiveness of the project

This section analyses how far the project's results were attained, and the achievement of the project's specific objective(s). The analysis focuses on the extent to which the project results and objectives as outlined in the project document (log frame) were achieved including an analysis on whether the project strategies were actually fulfilling their purpose.

Overall objective: Contribute to improve gender equality, reduced violence against women and increased access to justice (with a particular focus on women in minority communities).

Specific objective: Empower minority women and girls, to build capacity of minority organizations to work on gender issues and of gender organizations to include minority women and to support lobbying for policies that include and benefit women, particularly minority women, in Somalia.

Result 1: Decision makers and stakeholders have access to detailed, accurate and authoritative information about the day to day lives and rights abuses experienced by minority women in Somalia.

The Implementing Partners (IPs) conducted a baseline survey in March 2014 to determine the plight of minority women in the three regions of Somalia namely South Central, Puntland and Somaliland. The minority groups in Somalia are defined either by ethnic or occupational background such as potters, weavers, smiths, hunters. This study was the first such attempt to gather scientific data aimed at establishing the status of minority women in Somalia. The purpose of the study was to generate relevant and strategic benchmarks and measures to track impact and measure performance. A total of 110 participants comprised of 70 minority women drawn from eight minority communities which included Bantu (17 women), Midgan (14), Tumul (13) from the three regions, while interviews were held in only two regions with Benadiri (9), Yibrio (6), Ashraf (4), Shekhal (4) and "Others" (3) – the latter included women from Christian communities who would not be identified for security reasons took part in the study. Later an additional 27 informants representing government, civil society, donor agencies and project personnel were interviewed. And in June 2013 another 13 participants drawn from minority women in Somalia, CSO activists for minority women's rights and staff from women's legal centers.

According to interviews conducted with the IPs the research presented the actual situation of Somalia Minority women's experiences which includes dual marginalization because they belong to marginalized communities that also marginalize women. These women have no access to formal education leading to high levels of illiteracy and are marginalized in decision-making institutions. They also suffer gender based violence such as sexual exploitation by men service providers from majority clans and domestic violence by their own clansmen. Unfortunately, they have limited or no access to justice to redress such violations of their rights.

The report was published in English and Somali Languages. It gives short term, medium term and long term recommendations for addressing the challenges affecting minority women in Somalia and in the region. The recommendations which range from addressing the

violations by gatekeepers to strategic targeting minority women in employment and education, gender policies, international protocol, affirmative action and promotion of accountable justice are to be implemented by the different stakeholders including government, the international community and donor agencies and the religious leaders and civil society organizations.

According to the participants interviewed, the research findings presented valid information on the situation of minority women in Somalia. Where the data collected were not clear, the researchers were able to seek clarification from authoritative sources, including IIDA Executive Director, Mariam Yassin Hagi among others

The study report was disseminated to diverse stakeholders at different fora including 700 draft copies at the 7th UN Forum on Minority issues held in Geneva which was attended by Somali Parliamentarians, diplomats and nationals both from Somalia and diaspora. According to the final report over 3,000 copies of the final report were printed and disseminated 300 copies in Nairobi and 1,500 in London, UK. The recipients of the report included Somalia Government officials and members of parliament, UN agencies, EU, bilateral agencies and donors, International Non-Governmental Organizations academia, Somalia Diaspora Communities. At the end of the project, the publication was launched at no cost to the project and copies disseminated at a meeting in London at an event hosted by the School of Oriental and African Studies audience of Somali diaspora represented. Mariam Yassin of IIDA was able to join the event and speak by Skype to at the meeting while a Somali minority woman based in London spoke and Claire Thomas of MRG made a presentation about the project and the discrimination experienced by minority women in Somalia.

In summary, this was one of the project results that was deemed most effectively realized in regard to providing authoritative data on the situation of minority women in Somalia and availing the information to decision makers and other stakeholders, among the Somali government, the donors, and global advocates for minority rights. This information is critical as a reference point in gauging the progress made by the various actors in promoting the rights of minority women.

Result 2: At least 40 people (25 minority women) report increased knowledge of minority rights/multiple discrimination/NGO management issues/advocacy/media work.

The training was carried out through the face-to-face and a thirteen module three months online training course. The following table illustrates the achievements realized based on the reports reviewed and the interviews with the IPs:

Table 2: Training and capacity building on minority women's rights

Results	Target	Achievement
Result 2: At least 40 people (25 minority women) report increased knowledge of minority rights/multiple discrimination/NGO	34 trainees completed training at least 76% as minority women including one disabled—from 52 originally registered (drop-outs were all within online training).	29 participants 22 women and 7 men enrolled in the programme but according to interviews with the IPs, only 6 completed the course
	five women and 4 men (under 30%)	25 participants between the ages of 20

management issues/advocacy/media work.	showed very strong uptake and potential to be effective in mentoring and outreach within their communities in advocacy, human rights and minority women agenda	and 60 were trained (76% were minority women).
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The face-to-face training was held in Mogadishu between October 22 and 24, 2014 and a total of 25 participants, 15 from South Central, 6 and 4 from Puntland and Somali Land respectively, between the ages of 20 and 60 were trained (76% were minority women).

According to the IP representatives interviewed, this proved to be one of the most effective approaches in capacity building. This is because the medium of communication used was predominantly the Somali language which was understood by all the participants. In addition to the language, it provided a forum for the participants *“to talk and engage with each other and exchange ideas”*, which according to one of the interviewees is very important in the Somali community.

The online training was based on MRGs wider global training programme and was originally in the English and Arabic languages. The training had certain challenges from the outset including identification of a suitable tutor which resulted in some delays. The other challenge was a suitable language given the literacy levels particularly among the Somalia minority women. This necessitated the translation of the training materials into Somali language which resulted in some delays. The training programme was staggered with those using English as the medium between June-August ‘14, those using Arabic (July-September) and those using the Somali language modules between August 2014 and January 2015.

A sizeable number of applications were received, 74 in total 32 from women, 29 from men with 13 unspecified, the majority being from South Central (51) with 18 and 5 from Puntland and Somaliland respectively. Of those selected a total of 29 students, 22 women and 7 men enrolled for the course as per list provided by the IPs. However, only three participants (majority community, all male) completed and received their certificates, while 6 (5 women, 1 man all minority community) were continuing as at the project end date.

In conclusion, and according to the interviewed IPs the training and capacity building strategy had the best results in empowering the minority women with knowledge on their rights and equipping them with relevant skills to pursue these rights. While the face-to-face training proved a great success the on-line training was challenge with only about 10% (No 3) of the trainees completing the course. This was due to a number of challenges for the students including access to the internet, low levels of literacy, particularly among the minority women which made it impossible for them to participate in such a highly technical programme and, financial constraints which limited access to the internet. All these resulted in a very high drop out of the enrolled students.

Result 3: 5 CBOs with higher capacity to work on minority rights, gender, and access to justice for victims of VAW, and HRDs (in South Central).

The following table below presents the indicators and achievements under this result:

Table 3: Capacity enhancement for CBOs

Indicator	Achievement
<ul style="list-style-type: none"> At least 5 Somali-led CBOs have improved organizational capacity in terms of governance, gender rights and addressing VAW, and are better able to represent minority women. At least 10 CBOs carry out micro-projects relevant to the needs of minority women including projects on VAW, access to justice, advocacy and human rights defenders. 	<ul style="list-style-type: none"> In addition to the formal training and awareness creation carried out during the workshop that targeted representatives from local CSOs and advocates for minority women's rights IIDA carried out informal training in programme and financial management for the 6 grantees. 6 CBOs comprised of 2 from each of the three regions

Through the various strategies the programme was able to enhance the capacity of local CBOs to work on minority rights, gender, access to justice for victims of VAW, and HRDs in all the three regions of Somalia.

The project also provided small grants to Local CBOs to implement activities relevant to the needs of minority women including projects on VAW, access to justice, advocacy and human rights defenders. The grantees are presented in the following table:

Table 4: Micro-projects grantees

No	Organization	Location	Women/Minority led
1	Puntland Minority women and development organization (PMWDO)	Puntland	Minority and women led
2	Somali Women Concern Renationalization and Peace Organization (SWCRPO)	Puntland	Women led
3	KHAYRAAT Development Organization	Somaliland	Women led
4	Ubah Social welfare Organization	Somaliland	Minority led
5	Peace and Human rights Network	South Central Zone	Minority and Women led
6	SAMAWADE Business women Organization	South central zone	Minority and women led

The numbers of grantees were 6 which comprised 60% of the initially targeted number of grantees. This was a deliberate decision by the IPs in consultation with the EU, to reduce the number of grantees and have fewer bigger grants. According to one of the grantees, PMWDO they received EU 5,100 as opposed to the initial proposed funding of EU 4,000.

To enable the grantees to effectively implement the project IIDA trained them informally on programme and financial management. This initiative, according to one of the interviewees, was very effective as it enabled the local minority groups, not just the minority women, to come together to articulate and address their challenges. The following excerpt by the Puntland Minority women and development organization (PMWDO) is a good illustration:

After the advocacy awareness activities the Minority Clan arranged weekly meetings which were aimed at highlighting and discussing on the various challenges that is facing their people. These weekly meetings expanded to all regions of Puntland State where committees were formed. The meetings discussed long term and short term plans on the challenges that were identified. The

participants at the meeting came up with action plans and solutions to the problems which they identified. Each of the committees selected a leader where after months of discussions the clan elected a representative to represent the whole state. The leader is the spokesperson whom represents the whole clan in the State.

Through this project, strategic partnerships were established. The IPs, for example, were able to link the minority CSOs/CBOs with the donor community, including the EU; the organizations were linked with others stakeholders as illustrated in the above case in Puntland where they took a leadership role among the Minority Clan with the leader of the Puntland Minority women and development organization (PMWDO) being elected the regional leader of the minorities in Puntland.

In conclusion, despite the smaller number of grantees than the initial target, the project result was realized and the trained CBOs were able not only to pursue the rights of minority women but the rights of minority groups. The increased consciousness and capacity among minority women and their institutions to pursue their rights is illustrated by their assumption of leadership positions at national and regional levels by the Deputy Minister Ms. Farhiyo Y. Farah, and the regional leader for minority groups, Dr. Maimon, in Puntland.

Result 4: Stronger and more effective claims to equality, justice and respect for human rights as a result of increased and improved advocacy efforts. Increase in women participating in decision making -particularly minority women.

Table 5: Decision-makers and opinion shapers advocacy targets

Indicator	Achievement
<ul style="list-style-type: none"> At least 10 decision-makers who report that they are more aware of Somali minority women or are more willing and able to factor their needs into decision making and attribute this (at least partially to activities within this programme) At least 2 women's organizations established links with the Somaliland Women's Agenda to lobby for the inclusion of minority women's concerns in the National Development Plan. 	<ul style="list-style-type: none"> Ten <u>Somali leaders</u> who exhibited evidence of raised awareness, commitment and action At least 13 senior Somali leaders and opinion shapers among them H.E. the President of Puntland, ,senior government officials including members of cabinet, current and formers members of parliament, Ambassador, tribal leader and, poets, among others. Five key international targets, including UN representatives were commitment to minority women. FAO / WFP rep. committed to factoring minority clans in their response.

The IPs carried out intensive lobbying and advocacy at different levels, both at local and global levels, with different stakeholders. They also strategically involved the minority groups, including giving them opportunities to actively participate and articulate and share the issues at international for a. Some of these fora a included the 7th UN *Forum on Minority Issues* (UNFMI) held in Geneva on "Preventing and addressing violence and atrocity crimes targeted against minorities and the pre-Forum event organized by OHCHR titled 'Dialogue on the role of the United Nations in preventing and addressing violence and atrocity crimes against minorities.

Four minority representatives who actively participated at this forum included Farhiyo Yusuf Hersi later the Deputy Minister of Gender Puntland, Honorable Mariam Aweis Jama Chairperson of the Human Rights Committee of the Somali Federal Parliament, Boqor

Ahmed Ugas Iman Warsame – traditional leader of the Gabooye people Somaliland and, Bibi Khalif Mohamed, President of Caucus of Somali Women Parliamentarian. Thirty representatives from Somali minority clans, from immediate project location, participated at the launch of the baseline survey report which was held in Nairobi in January 2015. The Launch was also attended by MPs, European Commission Representative, INGOs including UN, Ambassadors. These functions provided forums for sensitizing the decision-makers and other stakeholder on the situation of minority women in Somalia.

According to the IP final report, Socio-cultural and gender-centered dynamics were more positive than anticipated with some *“men from minority communities openly articulating support for minority women’s rights”*. The report further notes that the three males from the majority clans, who completed the on-line training programme, were *“involved as trainers in other initiatives concerning political participation in Somalia and reported that they were using their newly gained minority rights knowledge and advocacy skills in those new roles”*. This means that the impact of this project had far reaching impact, including support by males from both the minority and majority clans. Further, robust support was articulated by the President of Puntland, King Ahmed Traditional leader of Gabooye and sitting and past Members of Parliament (MPs) from all three regions, among them, Hon. Bibi Khalif Mohamed Head of Women Caucus and Member of the of Justice Committee of the Somali Parliament, Hon. Maryan Aweis Jama Chairperson of Human Rights Gender and Humanitarian Committee from Somaliland Parliament and Hon Asha Abdi Sheikh, former Member of the Somali Federal Parliament, Hon Abdirahman Hosh Jibril, Member of Somali Federal Parliament, Hon Mohammed Omar Mohamud, Member of Somali Federal Parliament. There was also tremendous support internationally by key persons such as the late Geneva-based Somali Ambassador Mr. Yusuf Mohamed Ismail, The UN Special Representative Mr. Nicholas Kay, Baroness Kennedy, patron of LAW and international rights activist, and Tom Bahame Nyanduga, UN independent expert on human rights in Somalia.

In summary, and according to one interviewee representing the IPs, the awareness creation and capacity enhancement through training and exposure at local and international for enabled minority women to pursue their rights to the highest levels. There was also a transformation on the perception of minority women’s rights at the different levels. This is exemplified by case of Mrs. Farhiyo Yusuf Hersi who was able to lobby with the H.E. the President of Puntland and she got appointed through the implementation of an affirmative action principle, as the Deputy Minister of Gender and family affairs in Puntland. Similarly, Dr. Maimon engagement with the project and implementation of the micro-project in Puntland raised her profile and saw her elected by the regional minority representatives as she notes the *“minority leader for all Puntland which Dr. Maimon is leading all Puntland Minority”* (interview July 2015).

2.3 Project efficiency

With regard to progress in relation to the original planning, the project was deemed to have been implemented in an efficient manner. Taking into consideration the challenges facing any development initiative in Somalia, the project was able to make adequate preparations in terms of material development, facilitation, and adequate coordination of activities in the three zones of Somalia. From an organizational perspective, it was observed that, the established networks are collaborating in a number of programme activities and they have

build synergies around women development in general and minority rights advocacy in particular especially in South Central Somalia. The strong advocacy role spearheaded by IIDA and MRG at the London summit in 2014 contributed to the mainstreaming of minority justice issues by many partners including the UN agencies working in Somalia.

With regard to results in relation to the input of resources, the implementing partner was also deemed to be accountable in the manner in which they conducted the activities and the accompanying timely reporting of project activities. This was accomplished through inclusion and participation of Community Based Organizations taking part in project implementation. The project engaged local community organizations in the implementation of the project components. The project provided necessary support to the local partners involved in the project and this ensured efficiency in the implementation of project activities.

It was however noted that, despite the trainings provided to minority groups and the capacity building and awareness creation on minority rights and issues through the Radios to the broader community, the minority issues still remains relatively of high concern in Somalia. It was equally noted that the trainings on minority issues were taking place for the first time in Somalia. This implies that the total numbers trained are still limited if you consider the fact that they may not be able to reach the rural areas where cases of minority women rights violations are still common.

2.4 Project immediate outcomes/effects

The project aimed at contributing to improvement in gender equality, reduction of violence against women and increasing access to justice with special emphasis on women in minority communities. To this end, it was noted that it was the first time that minority women's rights issues were prominently raised in Somalia and there was an increase in awareness on minority women's issues and minorities in general at all levels as a result of the project interventions. At the community level both the minority women and their respective communities became more aware and conscious of their rights. Through the project, individuals felt encouraged to voice their issues and claim their rights. According to one of the respondent's during KII, there is also *"enthusiasm among local administration on minority issues after the first minority king and some members of parliament attended the Geneva minority meeting which was an eye opener and provided them with international exposure on minority issues"*. It was also observed that there is an increase in minority rights cases being reported to the police and in the media. The heightened awareness of minority women's rights and minority rights in general, is best illustrated in Somaliland where the Gabooye communities staged a protest "when no minority representation at the political level was named after changes were announced in early 2015". The protest was unfortunately violently suppressed by the authorities. This led to the Somaliland Presidential Advisor on Minorities, Barkhad Jama Hirsi, to resign in protest.

The project training led to the establishment of stakeholder networks among the civil society actors for championing the interest of minority women in the three zones of Somalia. There is also a sense of interconnectedness of activities geared towards enhancing issues of minorities in the three zones of Somalia. It was also observed that through the project activities, there are notable efforts at mainstreaming of minority rights issues in local development programmes.

This was partly because; minority support groups/organizations were trained on public speaking, how to report on their rights issues and how to organize themselves and their meetings. This has been instrumental in enhancing engagement particularly between civil society organizations and local administration on minority issues.

The trainings undertaken by the project also led to increased awareness among stakeholder organizations and the broader community on issues of respect for minority women's rights, reconciliation and co-existence, as well as increased knowledge and ability to articulate minority issues. This has equal led to minority issues taking center stage and are increasingly being addressed by local authorities. The project equally enhanced the capacities of NGOs/CBOs participating in the project implementation as they were exposed to forums and coordination networks.

There is sense of community dialogues and engagement on matters of minority rights. It was observed that project partner organizations and in deed community members now embrace values of minority rights, respect and dignity for all.

It was also noted that it was the first time that local CBOs were engaged to undertake advocacy on minority rights issues and awareness creation in Somalia using the small grants modality which proved very popular among participating community organizations.

2.5 Unexpected outcomes (and impact)

The project reported key unexpected outcomes. According to the IP final report and the interviews, socio-cultural and gender-centered dynamics were more positive than anticipated with males from both the minority and majority clans recording support for minority women's rights. As stated in the report, *"men from minority communities, such as Boqor Ahmed Ugas Iman Warsame, traditional leader of the Gabooye people Somaliland, "openly articulating support for minority women's rights"*.

The report further notes that the three males from the majority clans, who completed the on-line training programme, were *"involved as trainers in other initiatives concerning political participation in Somalia and reported that they were using their newly gained minority rights knowledge and advocacy skills in those new roles"*. This means that the impact of this project had far reaching effect and was permeating other aspects of the Somalia society. There was also robust support from the President of Puntland, King Ahmed which was illustrated in the implementation of the Affirmative Action principle which saw the appointment of Ms. Farhiyo Y. Farah from the Mahdiban community as the Deputy Minister for Women and Family matters.

The project also aroused a strong interest for networking and collaboration among CSOs and stakeholders that made contact with the project. From the interviews and the reports, it was noted that more national organizations such as the Voices of Somali Women, Academy of Minorities, the Somali diaspora community and organizations among others, are sending enquiries and spontaneously expressing interest for partnership. And, MRG was approached by an MP from the Somali Federal Parliament to run training in support of a Parliamentary Committee. Other stakeholders also illustrated willingness to collaborate as regards

minority women's issues as illustrated by the participation of the Senior Advisor to the President of Somaliland on Minorities, male and female Members of parliament from the three regions and key local and global stakeholders among them professionals and bilateral donors.

PART: 3.0 VISIBILITY OF THE PROJECT

The visibility of the project activities was done through the use of IEC material, training materials and publicized through the radio programmes which were effective and it brought awareness of the minority groups and activities of the grantee CBOs supporting minority women initiative. However as was noted during FGD in Mogadishu, project visibility particularly with regard to projecting the image of the funding organization under the circumstances in Somalia can only be effected to a limited extent due to concerns for personal security to participants and project staff.

PART: 4.0 SUSTAINABILITY OF THE PROJECT

The preponderance of violence against minority women (VAW) largely due to the political instability in Somalia necessitated the implementing partners to institute interventions that would raise awareness on minority issues like violence against women. The efforts at awareness creation on these minority issues particularly those that address VAW will go a long way in ensuring sustainability of the project

The sustainability of the project will also heavily hinge on the capacity building to the various civil society organization involved in the project. It was noted that minority advocacy networks have emerged out of the trainings and they will be instrumental in ensuring not only the continuity in the project initiatives but also has the potential of sustaining the small gains for women minorities already registered by the project.

There are also existing good and cordial working relations between the civil society organization working on minority issues, particularly women and this holds potential for sustainability and continuation of project activities beyond the project funding duration.

It was also noted that a high level of consciousness of the minority groups and minority women's rights led to ownership and commitment of the project results by the minority groups and minority women. In Puntland, for example, the minority groups started regular meetings to concretize their challenges and relevant solutions and elected leaders to pursue their agenda. At the time the evaluation team conducted the interviews they had already met the Puntland presidency and shared their problems, the president told them *"if they bring the project he will help them with 50% of the project funding. There is also a Puntland community conference, where the minority holds the vice chairperson's position in the committee selecting clan representatives, "so the minority people get a chance to participate at least 14 people"* (Dr. Maimon, interview 2015).

As the project cycle came to an end, IIDA had made efforts to mainstreams its components into her other programmes as well as to source for funding from other donors. This has enabled the IP to ensure the organizations continue implementing interventions aimed at promoting the rights of minority women. One of these interventions has been pursuing the drafting of the bill for the establishment of the Human Rights Commission in Somalia where IIDA has not only been spearheading the process but also lobbying for the mainstreaming of

the minorities and women in the bill. Through mainstreaming the rights of minority women in the legislation they will be sustainable for implementation by subsequent institutions.

Despite the above, the interviewees' were quick to note that given the social economic situation in Somalia, external funding will still be critical in the short term to ensure continuity and to sustain the project results until such a time when the country will be economically stable.

An important limitation that may also impact on sustainability of the project however, is the fact that, given the limited time taken in important component like capacity building and training vis a vis the huge capacity need, it implies that the wider general public may not fully internalize and own the project.

Additional support therefore is still required particularly in awareness creation more so in the rural areas.

It was also noted that the area covered by the project is relatively vast and this will hamper the wider reach with awareness with minority issues for their effectiveness. Additional project support will be required for any effective of the long term objectives.

The few days' project training conducted by the implementing partners was also deemed by some respondents as inadequate largely because of the few hours allocated for the training on an important subject matter like understanding the rights of minorities and similar issues. This may affect the long term sustainability of the project. Additional refresher training will be necessary to ensure continuity.

It was equally noted that given the diversity of needs and security concerns within the community, community prioritization for the project may shift and this will affect the long term sustainability of the project.

PART: 5.0 INTERVIEWEES RECOMMENDATIONS

The interviewees gave various recommendations that are summed up in the following broad areas:

i. Programme design and development

- A Participatory approach in programme development, in order to ensure the programme design and interventions are gender sensitive and strategically targeted it is important to involve implementing partners and representatives or the target beneficiaries, in this case the minority women
- The project should be more flexible so as to allow for changes so as to address emerging social and/or political issues. Such flexibility could have enabled the IPs to change from the online training to face-to-face training when they realized the online training was not appropriate for Somalia context. This will enable the IPs to effectively realize the project/programme results.
- There is need for long term programme funding especially for capacity building so that the outcomes can be realized within the project cycle

ii Programme targets and components

- Target the youth for awareness creation in an effort to change the dominant versus minority clan culture which breeds political and economic instability so as to create a more equitable society and where peace and stability prevails.
- To break the cultural barrier between the dominant and minority clans have some activities bringing the members of the various clans together
- Promotion of minority rights such as financial allocations for education of minorities, representation in decision-making, economic empowerment through access to capital for investment and training in financial management
- Mentoring minority group graduates through exposure to programming and government positions and establishment a data bank of their qualifications and skills
- Monitoring of arising opportunities and submitting the details of the competent minority members to the relevant authority i.e. hiring, appointing etc.
- To reach more people incorporate a component for training of trainers (TOTs) who are trained and sent to train in their respective communities
- For training courses, such as the online training, have some of the learning materials simplified to make them relevant for the students

iii. Partnership

- The implementing partners should be clear of their roles and responsibilities at the start of the project/programme. This will prevent constrained relationship when the project has already started.

In a programme/project where a number of CSOs/CBOs are involved in implementing specific components, it will be important to allocate resources for their capacity building in programme and financial management.

PART: 6.0 CHALLENGES AND LESSONS LEARNED

6.1 Challenges

The interviewees identified the following challenges as having a direct and/indirect impact on the, implementation of the project.

- The insecurity in Somalia was a constant challenge and sometimes it had direct impact on the IPs partners resulting in delays in project implementation. Also due to insecurity, it was not possible to implement project activities in some areas, particularly in South Central that are under the Al Shabaab threat. For example internet had been banned by the Al Shabaab in their stronghold areas and so the online training could not be carried out.
- Lack of political good will from decision-makers to implement project recommendations such as inclusion of minorities in decision-making. In Somaliland, for example, when no minority representation at the political level was named after changes were announced in early 2015, the Gabooye communities staged a protest. Unfortunately, the protest was violently suppressed by the authorities leading to the resignation of the Somaliland's Presidential Advisor on Minorities, Barkhad Jama

Hirsi, in protest. This, according to one of the KIs, was a backlash for the programme.

- In South Central there were frequent changes in government which resulted in legislative backlog and this had a negative impact as the IPs did not have much control over the legislative process
- Introduction of visas for Somalis travelling to Kenya , in 2014, was another handicap as it delayed the application for visas for participants to travel to the UN Forum on Minority Rights in Geneva and as a result (No 2) of the identified participants were not able to travel
- The IPs plan to mobilize some representatives of the Somali Minority Women to take their campaign to the African Commission on People's Rights in Niger in autumn of 2014 was thwarted by the outbreak of Ebola in West Africa which resulted in the postponement of the activity to a later date and did not take place during the project cycle.
- Minorities in diaspora were initially resistant to the programme due to the perception that only minorities from Somali should talk about the minorities. However, they were convinced by the IPs that the minorities on their own cannot win the battle just like all other liberation struggles had to be won through collaboration between minority groups and sympathetic actors from the dominant group. This was the case in ending slavery in USA and apartheid in South Africa among many others. They were also made to understand that even among the dominant clans in Somalia there are those sub-clans that not beneficiaries of the clan system and suffer the same plight with the minority clans. This changed their perceptions and cooperated in the global project activities.
- The project timeframe was too short to fully realize its impact.
- Lack of hard copy of the reading materials for the online students was a major challenge as they could not study after the online session.
- High illiteracy levels were a major challenge for the minority women's participation in the online training. Even after the training materials were translated into Somali language, the course was too technical for them to understand,
- Implementing the project in the three regions was a major challenge due to political mistrust among the different regions. As a result there was initially very low response to call for applications for the online training as well as the call for proposals for the micro-projects where there was very low response from Puntland.

6.2 Lessons learned

a) Capacity building and participation of women in minority rights awareness advocacy

As was envisaged in the design of the project, among others, minority groups were to be supported through capacity building and training to expand their awareness on minority rights issues at the local level and to equip them with relevant skills to pursue them. The individual capacity building and institutional strengthening indeed led to greater ownership

by minority community and minority women especially in senior positions in INGOs/CBOs who are championing their course by articulating and pursuing their rights. Capacity building and participation was thus core elements of future sustainability of the initiatives. However, a more nuanced approach ought to have been adopted, that recognizes the current realities in Somalia. A more long term approach to capacity building as a strategy ought to have been adopted to ensure the widest reach of minority groups and long term sustainability of the project.

The project equally set out to address the limited and un-informed engagement, particularly from vulnerable and marginalized women in minority rights advocacy. A key point to emphasize is that successful local initiatives that address minority issues require demand for change. For the knowledge gained on minority issues to be sustainable there must be a demand among the population, and local champions of the changes to drive the message, be they victims of violations, minority groups, human rights activists, local leaders etc. Moreover, even if rights violations reduce, unless the marginalized minorities believe and trust in the knowledge and information acquired, little will change.

The project saw the emergence of unexpected champions who came forward after training to work on issues of minority communities. It was also observed that, apart from women parliamentarians, robust support for minorities was articulated by the President of Puntland and at the international level, the contributions of the Geneva-based Somali Ambassador were acknowledged in this regard.

The project further succeeded in establishing the necessary local networks for civil society inclusive participation in minority women rights advocacy in the three regions at the local level through capacity building and awareness creation. The established networks especially in Puntland led by minority women have encouraged increased participation of women in minority rights advocacy. However, as one respondent in Hargeisa remarked,

“Changing value systems are normative processes that rely on the understanding and support of the community members and their effectiveness depends on how they value and use the new knowledge and ideas”.

By emphasizing a lot on community participation and particularly involvement of vulnerable minority women in the rights advocacy, and by design the project seems to have overlooked the interplay of the dominant patriarchal culture, divisive clan politics, insecurity and economic disincentives and barriers to greater women involvement. This is likely to continue hampering the effective reach and participation of women and will perpetuate the victimhood of the already vulnerable minority groups.

b) Sustainable avenues of addressing minority rights issues and violations

The project implemented activities aimed at enhancing gender equality, reduced violence against women and increased access to justice women in minority communities. These activities were partly to be accomplished through; empowering minority women and girls, to building the capacity of minority organizations to work on gender issues and capacity of gender organizations to include minority women and to support lobbying for policies that include and benefit women, particularly minority women, in Somalia. However, the accessibility of justice at the local level and its treatment of cases especially of violence

against women remains an issue for the project. As was noted by one respondent Mogadishu, local justice system (informal or formal) is still a challenge to many women partly due to the vastness of the country, insecurity and the population is equally rural and impoverished and therefore, simple matters like traveling by women to a hearing, or obtaining legal advice still remains a major hurdle to accessing justice. In addition, there are very real issues of bias in instances where different clans have fought each other.

These issues require careful consideration of which interventions will be sustainable, keeping in mind the realities in the deep rural areas of Somalia. In reality, the interventions that are sustainable in an environment like Somalia given the current security circumstances are fairly limited. Deep cultural and religious underpinnings still continue to reinforce the status quo, thereby further undermining the small gains made by the project. As observed during the evaluation, the use of civil society organizations, mostly drawn from the major urban centers, and whose involvement and operations may only be limited to the major urban centre due to lack of capacity to venture in the rural areas where violations of minority women's rights is prevalent may not yield the desired sustainable results especially for victims of violence seeking justice.

A more comprehensive and sustainable alternative approach to minority rights protection from abroad perspective that involves multiple stakeholders in addressing all issues of minority rights violations and particularly violence against women should be considered. The following suggestions are floated as a sustainable way forward: Continue to enhance the capacity of minority groups to understand and thus, manage their own legal and psychosocial situation while legal aid is carried out by specialists; enhancing the established civil society networks to support and protect minority rights violation through community education and awareness creation to reduce the incidence of minority rights violation.

Other lessons identified by respondents that should be taken into consideration in the design and implementation of similar projects in the future include:

- The multipronged approach used in the project implementation which included working with CSOs involved in promoting the rights of minority women, targeting of community and national decision-makers, the international community and donor agencies was very strategic
- The strong emphasis on awareness creation, training and capacity building for minority women using diverse approaches which included training workshops, online training and exposure at local and global fora proved to be very effective.

With regard to online training and through the interviews:

- The complexity of running distance education online in Somalia- especially targeting minority women remains a challenge. Despite Somalia's rightful reputation as an IT-savvy nation, years of discrimination, constrains in equal participation in education and other national development processes continue to marginalize women from access and participation in ICT. This is due to high levels of illiteracy that make it impossible for the minority women to understand the technicality of ICT programmes. The gender gap was evident in the speed at which the three male trainees (an engineer, activist and teacher), with ages varying mid-20s to mid-60s, successfully completed the 13 modules and then rapidly initiated mentoring roles at the grassroots levels for minority women's groups.

- The Somali cultural practices on when and where it is appropriate for a woman to be was a key determinant on women's access or lack of access to the internet. According to one of the male mentors, he accessed the cyber Café in the evenings/night time and he spent time uploading the course content and then used them at home. Unfortunately, this was not possible for most women within the Somalia context as they could not go to the cyber cafe at night.
- It came out from the interviews that majority of the minority women could not access the internet either at the cyber café or through their handsets due to lack of money to pay at the cyber or to buy internet bundles.

With regard to future programme design:

- For a conducive and effective programme implementation, it is important to adopt a participatory programme design approach whereby the IPs are involved throughout the programme cycle from design to implementation and each partner to be aware of their roles and responsibilities.
- If the person developing the programme is external to the community, they should involve representatives from the target community so as to ensure the programme design and intervention address the local context.

PART: 7.0 DISCUSSION OF EMERGING ISSUES

A number of issues that are discernible from the analysis of data gathered in the field merit some discussion, if only to shed more light on them. One of the issues that emerged with respect to minority women is that of continued rights violation despite the laudable intervention by the project. In all the project locations, it was noted that women minority rights especially under conditions of conflict are still violated. Hence, complete enjoyment of rights by minority women is impossible in the prevailing insecure circumstances. And yet, it appeared that many minority women are eager to raise their voices with regard to their rights. This was especially so because women actively participated in the training and awareness programmes undertaken by the project.

The project intervention however appeared to have been critical in the following areas: The project gave minority women the confidence and voice to lay credible claim to their rights through active participation. The project also was able to expand opportunities for inclusion of minority women with the potential to enjoy equality before the law. This has the potential of reducing incidences of violence against women. The project further presented a realistic chance for minority women to actually reducing rights violations and accessing justice through knowledge gained, and channeling their concerns through the established networks in order to access justice.

The only bottleneck to these positive achievements is the continued insecurity especially in the locations still controlled by Al Shabaab militia. Enjoyment of rights in such conditions by many minority women is still tenuous. For instance, awareness and knowledge on minority rights by women has increased at the local level . However, during inter-clan conflict and attacks by militias, such knowledge, for whatever they were worth, cannot protect them from the immediate danger.

Another issue that was critical in the project was the capacity building that was undertaken through training. Whereas the training was useful in informing the minority women about

pertinent issues and rights, majority of women faced the additional impediment in that where they could not access the internet due to cultural considerations and many were also new to the technology.

In other instances, the training time and topics covered were also limited considering the overall population of Somalia majority of whom are located in the rural areas. The fate of minority women among the pastoralist communities were more serious where the women move from place to place making them inaccessible. It seems therefore that women such marginalized women will continue to be victimized by lack of access to such vital information and knowledge.

One conclusion that can easily be drawn from the analysis is that the objective condition under which women operate in Somalia are still tenuous as far as enjoyment of their rights is concerned. Women are still regarded as subordinate to men, hence their being restricted to enjoy equal rights.

It also emerged that in spite of the increasing awareness among minority women about their rights and the knowledge they have gained out of the project, the ability to enjoy their rights depends much on the security situation prevailing in their location. Minority rights, it seems, can be enjoyed by minority women only to the extent of the state's commitment to upholding the rule of law, and enforcing the respect by all. The state should also ensure that institutions are strengthened to arbitrate on the rampant conflicts.

It is regrettable that state structure which are still in their nascent state have not been able to adequately address issues of minority rights violations. The civil society has also not been able to meet the huge demand from minority groups with regard to seeking redress. This has negative ramifications, the most obvious of which is the fact that of continued violation of minority women's rights. The existence of tribal militia has not made matters any better. Indeed as suggested by one respondent in Mogadishu, there is still a strong correlation between non-enjoyment of minority women's rights and lack of access to justice by the same and the preponderance of violence due to 'warlordism' and militia activity. For obvious reasons, the rights of minority women in these circumstances are greatly compromised. Arguably therefore, whereas minority women rights awareness due to the project has increased significantly, the enjoyment of full right is still inherently tenuous in situations of conflicts and violence.

The fact that women are still the minority and are underrepresented in decision making comes as no surprise. In Somalia, like many African countries, the society places a premium on male domination, machismo and ultimately, male superiority over women. Men therefore still dominate institutions critical for decision making.

PART: 8.0 CONCLUSIONS AND RECOMMENDATIONS

8.1 Conclusions

The project set out to address several minority women's issues by empowering them, *building "capacity of minority organizations to work on gender issues and of gender organizations to include minority women and to support lobbying for policies that include and benefit women, particularly minority women, in Somalia"* and champions of their rights

and given the social cultural and political context within which it was implemented, the success was overwhelming. The accomplishment was among others: providing decision makers and stakeholders with detailed, accurate and authoritative information about the day to day lives and rights abuses experienced by minority women in Somalia; debating about the situation of minority women in Somalia in the legislature; and taking action by Somali parliamentarians that promotes the signing of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). To this end, the project succeeded through the implementing partners conducted a baseline survey that highlighted the plight of minority women with the question of dual marginalization being critical. The report also demonstrated that women have no access to formal education hence the high levels of illiteracy and are marginalization in decision-making, rampant gender based violence such as sexual exploitation by men service providers from majority clans and domestic violence by their own clansmen; and limited or no access to justice to redress such violations of their rights.

The report served as an authoritative source of data on the situation of minority women in Somalia and the information was availed to decision makers and other stakeholders, among the Somali government, the donors, and global advocates for minority rights.

In addition, there was heightened awareness on the minority women's issues through the trainings and awareness creation interventions including the media and the three main local radio stations. This heightened awareness of minority women's rights, but minority rights in general, is illustrated by the fact that when no minority representation at the political level was named after changes were announced in early 2015; the Gabooye communities staged a protest which was unfortunately violently suppressed by the authorities. This led to the Somaliland Presidential Advisor on Minorities, Barkhad Jama Hirsi, to resign in protest.

However, these important efforts continue to be hampered by challenges in the utilization of the information that has been made available to influence legislative and policy agenda for minority women. It is apparent from the evaluation that for meaningful policy and legislative efforts to be effective, there should be a functional and working partnership between the civil society organizations supporting the minority women's agenda and, legislators and policy makers.

Whereas the legislators enjoy full legislative authority, they alone cannot effectively handle the complex issues of minority rights violation. Only an inclusive and participatory engagement of all stakeholders can guarantee the inclusion of minority women issues in the legislative agenda and only through partnership with all stakeholders can redress to women minorities be realized. The delivery of justice to victims of minority rights violations cannot be actualized by governmental legislative and policy institutions. Needless to say, alienating the civil society actors from this process would eventually prove counterproductive.

The project also set out to strengthen civil society capacity to effectively advocate and champion the issues and interest of minority women in Somalia. This was partly to be achieved through supporting civil society organization through training and awareness creation on minority rights, institutional management, advocacy and media work. To this

end, the project conducted face-to-face training in Mogadishu 76% of who were minority women. The project also undertook an online training based on MRGs global training programme. Despite these laudable efforts, the project experienced challenges related to identification of suitable tutors which led to some delays in the implementation, and language barriers due to illiteracy also led to delays during translation from Arabic then to Somali language.

The project also succeeded in enhancing the capacity of local CBOs to work on minority rights, gender, access to justice for victims of VAW, and HRDs in all the three regions of Somalia. The project also provided small grants to Local CBOs to implement activities relevant to the needs of minority women including projects on VAW, access to justice, advocacy and human rights defenders.

The implementing partners also trained CBOs informally on programme and financial management which enabled them to address their own challenges. Despite the smaller number of grantee CBOs than the initial target, the few that trained were able not only to pursue the rights of minority women but the rights of minority groups.

Despite the challenges, the training and capacity building empowered the minority women with knowledge on their rights and equipped them with relevant skills to pursue these rights.

Awareness creation on gender issues and minority rights violations was another important issue which the project sought to address. The project succeeded in supporting the establishment civil society networks that can drive the minority rights agenda as envisaged in the project design. These civil society networks have worked closely especially in the rural areas raising awareness and sharing knowledge on minority rights and have proved viable and effective.

Finally, the project set out to enhance equality, justice and respect for human rights through increased and improved advocacy efforts, and also increased minority women participation in decision making. To this end, the project undertook aggressive lobbying and advocacy campaigns at different levels, both locally and global, with multiple stakeholders. The awareness creation and capacity enhancement through training and exposure at local and international for enabled minority women to pursue their rights at both local and international levels.

8.2 Evaluation team's recommendations

The following are the recommendation by the evaluation team, based on the evaluation findings and observations and experiences in region. At the implementation level the programmes aimed at realization of these recommendations should be categorized into short, medium and long term interventions. The recommendations include:

i) General recommendations

1. Establishment of an **urgent fund** by the donor agencies, to support the IPs to implement interventions aimed at mainstreaming concerns for minority women and their respective communities in the provisional constitution whose drafting is still in the process. This is in view that after the drafting and of the constitution is over it

will be very difficult if not impossible to amend the constitution so as to accommodate the minority groups after the constitution making process is over. Such a fund should also provide necessary resources to facilitate the IPs to influence other legislations so as to ensure they mainstream the concerns of minority women and minority groups in Somalia

2. Promotion of women from minority groups' **participation in decision-making** at all levels of the Somali society through the adoption of a clear affirmative action (AA) principle. This will enable them to bring to the decision-making table the experiences, priorities and perspectives of minority women in Somalia to inform decisions at all levels.

N.B. It was noted by the interviewees that the 4.5 provision for minority representation was ineffective and did not give space for minority women's participation in decision-making at the different levels. Therefore, it will be important to have an affirmative action specifically targeting minority women

3. Promotion of minority women's **socio-economic empowerment** through the establishment of a fund to enable them access capital for investment. They should also be trained on entrepreneurship and financial management – a lesson can be borrowed from the Kenyan experience with the Women's Enterprise Fund and the Uwezo Fund for availing finances for investment to women who could otherwise not access credit from the mainstream financial institutions due to lack of collateral.
4. Promotion of **formal education and mentorship** for minority groups, targeting both boys and girls to equip them with marketable skills to enable them join the job market. It may be necessary to establish a data bank of the minorities (men and women) detailing their skills and it should be shared with both public and private prospective employers.
5. Implementation of interventions aimed at awareness creation and providing forums for the dominant and minority clans, including the youth, to engage with each other so as to transform the negative perceptions held towards members of other clans.

ii) Programmatic

6. **Increased funding and the funding arrangements need to cover longer periods of time (between 3 to 5 years)** since short term projects are too limiting with regard to both generating and capturing results.
7. The programme should have inbuilt **flexibility** so as to allow the IPs to address emerging issues from a rapidly changing social and political context while still maintaining adherence to agreed results and deliverable.
8. **Future programmes should include a component of training of trainers for community mobilizers approach** to provide wide coverage including the rural areas where the IPs cannot access due to challenges in Somalia. It will be important to ensure there is a retainer fee for the TOTs to facilitate them in their work

iii) Partnerships

9. For smooth running of the partnership programmes, it is important that the IPs be involved throughout the programme cycle from proposal development to implementation and each partner is aware of their roles and responsibilities at each stage. This will involve the signing of a clear memorandum by the partners.

Annexes

- Annex 1: List of respondents**
- Annex 2: Documents reviewed**
- Annex 3: Key Informant Guide (IIDA Officials)**
- Annex 4: Key Informant Guide**
- Annex 5: Focus Group Discussion Guide**